



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)
Meeting Agenda**

**Oakland City Hall, Hearing Room 3
1 Frank H. Ogawa Plaza**

**Thursday February 19, 2026
6:00 PM**

PUBLIC PARTICIPATION

The Oakland Police Commission Selection Panel encourages public participation in its meetings. Members of the public may observe and/or provide public comment in the following ways:

OBSERVE THE MEETING

By Zoom:

To observe the meeting via video conference, please click the following link at the noticed meeting time:
<https://us06web.zoom.us/j/83266124871>

By Phone:

Call any of the numbers below and, when prompted, enter **Webinar ID: 828 3244 8748**, then press # if asked for a participant ID:

+1 669 900 9128
+1 346 248 7799
+1 253 215 8782
+1 646 558 8656
+1 301 715 8592
+1 312 626 6799

Instructions for joining by phone are available at:
<https://support.zoom.us/hc/en-us/articles/201362663>

PROVIDE PUBLIC COMMENT

Public comment may be submitted in the following ways, within the time allotted for each eligible agenda item:

• **Submit written comment in advance:**

Email your comment, full name, and the agenda item number to Burt Jones at Bdjones@oaklandca.gov no later than one (1) hour before the posted meeting time. All timely submissions will be shared with the Selection Panel prior to the meeting.

• **Complete a speaker card during the meeting.**

• **Raise your hand on Zoom during public comment or open forum and staff will call on you to speak for the time allotted by the Chair.**

For questions regarding these procedures, please contact Burt Jones at Bdjones@oaklandca.gov



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I. CALL TO ORDER

The Clerk opens the meeting and officially begins proceedings.

II. ROLL CALL

The Clerk Calls roll to confirm member attendance to determine if there is a quorum (5 members) to conduct business.

Panelists: Breeanna Decker; David Kakishiba; Charlie Eddy; Monique Rivera; Sandra Bethune; Covonne Page; Daniel Ettlinger; Alex Clewis (Vice Chair)

III. PUBLIC COMMENT

During Public Comment, members of the public may comment on any agenda item within the Panel's jurisdiction when called upon.

IV. APPROVAL OF MINUTES (ACTION ITEM)

The Panel will review the draft minutes from the prior meeting and may take action to approve them as presented or with revisions.

a. December 18th 2025 Meeting Minutes

V. SELECTION PANEL VOTE FOR A CHAIR (ACTION ITEM)

The Panel will receive nominations from the body and take action to appoint a Chair of the Selection Panel.

VI. SELECTION PANEL VOTE FOR A VICE CHAIR (ACTION ITEM)

The Panel may receive nominations from the body and may take action to appoint a Vice Chair of the Selection Panel.

VII. DISCUSSION ON SELECTION PANEL MEETING SCHEDULE (ACTION ITEM)

The Selection Panel will consider and establish regular meeting dates for the remainder of the calendar year

VIII. AD HOC COMMITTEE UPDATE (ACTION ITEM)

The Panel will discuss next steps for forming the Ad Hoc Committee to improve the Police Commission recruitment process and may take action, including appointing additional members to the committee

ADJOURNMENT

The meeting concludes upon a motion to adjourn.



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Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email Bdjones@oaklandca.gov or call (510) 238-7587 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a [Bdjones @oaklandca.gov](mailto:Bdjones@oaklandca.gov) o llame al (510) 238-7587 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 Bdjones@oaklandca.gov 或 致電 (510) 238-7587



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DRAFT Meeting Minutes
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Oakland City Hall, Hearing Room 2
1 Frank H. Ogawa Plaza
Oakland, CA

Selection Panel Members: Chair Rickisha Herron (District 6), Alexis Clewis (At Large), Vacant (Mayor), Roger Smith (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Covonne Page (District 7).

1. Roll Call and Determination of Quorum

In attendance: Chair Rickisha Herron, Panelists: Alex Clewis, Roger Smith, David Kakishiba, Charlie Eddy and Monique Rivera.

Absent: Covonne Page

2. Public Comment

All speakers will be allotted a maximum of two minutes unless the Chairperson allocates additional time.

- Millie Cleveland
- Mary Vail
- Lorelei Bosserman
- Cathy Leonard
- Rashidah Grinage

3. Approve Meetings Minutes

- April 29, 2025
Panelist Rivera moved to approve the minutes. Second by Clewis. No discussion. Smith abstained. Motion passed with 6 yes votes, 0 no votes and 1 abstention.
- May 13, 2025
Clewis motion to approve the minutes. Second by Panelist Clewis. Panelist Smith abstained. No discussion. Motion passed with 6 yes votes, 0 no votes and 1 abstention.
- July 15, 2025
Panelist Rivera motion to pass the meeting minutes. Second by Panelist Clewis. Discussion: Panelist Rivera shared that accommodation were made to interview all the applicants. Motion passed with 6 yes votes, 0 no votes and 1 abstention.
- July 22, 2025
Staff shared that the list of agenda building items under item 8 from the minutes and added that “The Panel discussed their agenda building process.” Panel Rivera made a motion to approve the minutes, removing items 1-5 under agenda

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building. Second by Clewis. Discussion: Rivera discussed the process for the Panel's selection of nominations during the council meeting. She asserted that the Panel conducted a fair process. Motion passed with 6 yes votes, 0 no votes and 1 abstention.

ACTION ITEMS

4. Police Commission Selection Panel Chair Update

- The Chair will discuss past guidance and legal opinion published on December 12, 2025 from City Attorney Ryan Richardson.
- **The Chair will discuss letter from the Coalition on Police Accountability.** The letter referenced a procedural issue surrounding background checks. The Panel discussed the process and timeline for completing background checks. The charter does provide direction on the timeframe for completion of background checks. The Parliamentarian will provide research on when background checks should be completed.
- The Chair will express Selection Panel opinion surrounding Selection appointments and processes.

The Chair provided an update on the past lawsuit and appointment of Panelist. There was a settlement agreement that required the Panel to change their procedure manual. The language of the settlement has been reinterpreted. Appointing authorities only refer to council members per the city charter and does not include the Mayor. City Attorney Ryan Richardson provided a legal opinion, and it also states that appointing authorities can be reappointed annually although Panelist can serve up to 5 years. This public opinion is date December 12 and can be found on the city attorney's website. The opinion can also be found on the Selection Panel webpage for the meeting date December 18. This information is addressed in City Charter section 604(c)(d)(3)

The Chair read a statement regarding the Selection Panel's appointment process.

Panelist Rivera advised that the Panel could update its procedure manual to reflect the information that was included in the charter/legal opinion.

The background check is a procedural issue that needs to be corrected in the future. Background checks are required to be completed following the Panel's nominations and before the item goes to Rules Committee for scheduling.

5. Update on 2025 Selection Panel Nominations

The Selection Panel will receive an update on their July 2025 nominations process.

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The Chair stated that the slate was unanimously rejected by City Council on September 21, 2025. The two rejected candidates continue to serve on the Police Commission in a holdover status.

Panelist Rivera moved to resubmit the slate for a full commissioner Ricardo Garcia Acosta and alternate commissioner Omar Farmer and accept the report by staff. Second by Panelist Clewis.

Discussion: Panelist Kakishiba asked if the nominees still want to serve. He also asked if the procedurally if the Panel can take the action. The parliamentarian stated yes. Panelist Smith stated that having previously worked with Chair Acosta and Farmer he would support resubmitting their names; however, since he did not participate in the discussion of other candidates that he would abstain. Under normal circumstances he stated that he would support their candidacy.

There was a discussion about separating the slate and staggered terms of Police Commissioners. The parliamentarian shared that the Panel needs to submit a slate to correspond with the number of vacancies.

The Panel discussed writing a collaborative letter from the Panel to City council. Panelist agreed to work with the Chair on the letter. The Chair indicated that the Panel will be given the opportunity to review the letter prior to it being shared with Council.

The motion passed with 5 yes votes and 1 abstention by Panelist Smith.

6. The Selection Panel will elect a Vice Chair

The Panel will take action on appointing a Vice Chair.

Rivera nominated Clewis as vice chair. He accepted. Second by Panelist Smith.

Kakishiba moved to close the nominations. Second by Rivera.

Panelist Eddy requested a comment from Panelist Clewis. Panelist Clewis shared that he is Bay Area native. He wants to be part of the next generation to work for Oakland.

**7. Discussion on the Police Commission Recruitment and Application
Review Process**

The Panel will review and discuss the recruitment, application review, interview and Police Commissioner selection process. The Panel will take action on the development of an ad hoc committee to review the recruitment process including the draft Oakland Police Commission Outreach Recruitment Strategic Plan.

The Strategic Plan is a guide and resource for the Panel.

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Panelist Clewis motioned to create the ad hoc committee to assist with the recruitment, application review and interview process. Second by Panelist Smith. Motion passed unanimously. Panelist Clewis and Eddy agreed to serve on the adhoc committee.

Eddy suggested that community members participate in the ad hoc committee. The procedure manual does not mention community participation. The parliamentarian will provide feedback about community participation after the meeting.

8. **The Selection Panel will discuss the Council District 4 vacancy on the Panel.**
The Panel will discuss the applications and determine an interview process.
The Selection Panel will discuss and take possible action on filling the Selection Panel's vacancy.

The Chair proposed a process. The Chair recommended that the Panel submit the top 5 candidates. This is a new process based on the 2024 Selection Panel appointment process.

Rivera moved that the selection panel rank the top 5 Selection Panel candidates by January 6, 2026. Second by Clewis. Motion passed unanimously.

9. **Agenda Building**

The Panel discussed their next meeting date and agenda.

10. **Open Forum**

- Millie Cleveland
- Anne Janks
- Mary Vail

11. **Adjournment**

The meeting will adjourn upon the completion of the Selection Panel's business.
The meeting was adjourned at 9:47pm



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Burt Jones
Assistant to the City Administrator

SUBJECT: Chairperson and Vice Chairperson
Responsibilities

DATE: December 18, 2025

Action Requested:

For the Selection Panel to:

1. Nominate and select a Vice Chairperson.

Background:

Annually, the Selection Panel selects a Chairperson and Vice Chairperson to preside over meetings for the upcoming year. The Panel will be asked to make nominations and vote on who will represent the Selection Panel in these two positions. The term for the Chairperson and Vice Chairperson will be for a one-year period. Responsibilities for the Chairperson and Vice Chairperson roles include, but are not limited to:

Chairperson

- Preside over all Selection Panel meetings and manage discussion.
- Enforce the rules and procedures of the Selection Panel consistent with the Manual and applicable provisions of the OMC.
- Finalize meeting agendas in coordination with City staff and the Vice Chairperson.
- Call special meetings of the Selection Panel as necessary.
- Represent the Selection Panel in meetings or communications with City Councilmembers, the Police Commission, and members of the public.

Vice Chairperson

- Preside over meetings in the absence of the Chairperson or at the Chairperson's request.
- Assist the Chairperson and City staff in preparing and finalizing meeting agendas.
- Represent the Selection Panel, when requested by the Chairperson, in meetings or communications with City Councilmembers, the Police Commission, and members of the public.

For questions regarding this report, contact Burt Jones at (510) 238 7587 or Bdjones@oaklandca.gov.