



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

**Oakland City Hall, Hearing Room 2
1 Frank H. Ogawa Plaza**

**Thursday May 28, 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://oaklandca-gov.zoom.us/j/89276804979>

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
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+1 301 715 8592
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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: Brian Bonner, Breeanna Decker; David Kakishiba; Charlie Eddy; Monique Rivera (Vice Chair); Sandra Bethune; Covonne Page; Daniel Ettlinger; Alex Clewis (Chair)

III PUBLIC COMMENT

During Public Comment, members of the public may comment on any **agendized items** within the Panel's jurisdiction when called. [Gov. Code §54954.3(a)(1); OMC 2.20.150 (A),(B)]

IV APPROVAL OF MINUTES (ACTION ITEM)

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

May 13th Selection Panel Meeting Minutes

V DISCUSSION AND POSSIBLE AMENDMENTS TO PREVIOUSLY APPROVED POLICE COMMISSION CANDIDATE INTERVIEW SCHEDULE (ACTION ITEM)

The Selection Panel will discuss and may revise previously approved candidate interview dates, times, and related scheduling matters to ensure quorum, operational efficiency, and timely completion of the panel's duties.

VI CHAIR ANNOUNCEMENT REGARDING INTERVIEW PROCESS

The Chair will provide an overview of the Police Commission candidate interview process, including interview schedules, time allocations, procedures, and expectations to ensure a fair and efficient interview process.

VII POLICE COMMISSION SELECTION PANEL APPLICANTS' INTERVIEWS

Interviews will be conducted by the Selection Panel to evaluate applicants' qualifications, experience, and suitability for appointment.

1. **Douglas Wong** – 6:00 PM–6:30 PM
2. **Cynthia Munoz** – 7:00 PM–7:30 PM
3. **Jean Quan** - 7:30 PM - 8:00 PM
4. **Ricardo Garcia Acosta** – 8:00 PM–8:30 PM

VIII OPEN FORUM



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Members of the public may speak on items not listed on the agenda within the Panel's jurisdiction when called upon.

ADJOURNMENT

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 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



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
Draft Meeting Minutes**

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

**Wednesday May 13, 2026
6:00 PM**

I. CALL TO ORDER

The meeting was called to order by the presiding Vice Chair Clewis at 600pm

II. ROLL CALL:

| | | |
|-----------------------|-----------------------------------|--------------------------|
| Panelist Bonner – Yes | Panelist Decker – Yes | Panelist Kakishiba – Yes |
| Panelist Eddy – Ex | Panelist Rivera – Yes | Panelist Bethune - Yes |
| Panelist Page – Ex | Panelist Ettlinger – Ex until 613 | Chair Clewis - Yes |

III. PUBLIC COMMENT (NON-ACTION)

Public Comment was received

1. Speaker Millie Cleveland All Items
2. Speaker Kevin Jenkins All Items

IV. APPROVAL OF PRIOR MINUTES (ACTION)

Approval of the April 16th meeting minutes.

a. Discussion:

The Panel discussed concerns regarding the adequacy and level of detail reflected in the meeting minutes. Panelist Rivera noted that the existing minutes appeared overly basic and did not fully capture the substance of prior discussions or provide sufficient context for future reference. Concerns were raised that important discussions and decisions were not adequately documented, limiting the minutes' effectiveness as a historical record of the Panel's work and deliberations.

Specific Points of Contention/Clarification:

The primary discussion centered on the need for greater clarification regarding Police Commission vacancies and the reasons for those vacancies. During discussion, the Chair clarified that there were four positions currently being filled: one Chair position and one Alternate position with terms expiring in October 2025, and two Regular positions with terms expiring in October 2026. Additional discussion focused on ensuring the minutes reflected previous deliberations regarding the application process, including the Panel's recommendation to refer elements of the process back to a subcommittee for further review and consideration.



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Potential Discussion Points:

The discussion also raised broader considerations regarding meeting documentation and process transparency. Panelists discussed the importance of maintaining detailed and accurate meeting minutes to support transparency, accountability, and continuity in the Panel's work. Discussion highlighted the importance of clear communication regarding appointment vacancies and procedural matters to avoid confusion in future discussions. The Panel also acknowledged the value of documenting subcommittee recommendations and activities as part of the official record to ensure continuity and preserve institutional knowledge. Additionally, discussion touched on balancing the need for comprehensive documentation with maintaining an efficient and manageable meeting process.

- b. **Motion:** To approve the meeting minutes with amendments by Panelist Kakishiba.
- c. **Seconded:** Panelist Bethune.
- d. **Result:** The motion passed with 7 yes 2 excused

V. REVIEW AND DISCUSSION OF SELECTION PANEL VOTE TALLIES FOR POLICE COMMISSION CANDIDATE APPLICATIONS; INTRODUCTION OF APPLICANTS; AND DETERMINATION OF FINAL INTERVIEW CANDIDATES (ACTION)

The Panel reviewed applicant vote tallies and discussed the process for determining the final interview slate.

- a. **Discussion:** The Panel discussed applicant rankings and reviewed vote tallies for all submitted applications. Discussion included clarification regarding application methods and consistency of application processes across City webpages. Panelists discussed incorporating additional application questions into future recruitment cycles and noted the need for a more standardized application process. The Panel reviewed vote totals and identified a four-way tie among applicants receiving three votes. Panelists discussed options for resolving the tie and determining the final interview candidates.
- b. **Motion:** Motion by Vice Chair Rivera to automatically advance applicants receiving four or more votes to the interview stage and conduct an additional



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vote among applicants tied at three votes to determine the remaining interview candidates.

c. **Seconded:** by Panelist Decker

d. **Roll Call Vote:**

| | | |
|------------------------|------------------------|--------------------|
| Panelist Decker – Y | Panelist Kakishiba - Y | Panelist Eddy – Ex |
| Panelist Rivera – Y | Panelist Bethune – Y | Panelist Page – Ex |
| Panelist Ettlinger – Y | Chair Clewis - Y | |

e. **Results:** The motion passed with 7 yes and 2 Ex approving the final list of ten applicants to proceed to interviews.

1. Jean Quan
2. Cynthia Munoz
3. Anne Wiles
4. Michael Johnson
5. Nicholas O'Brien Kovari
6. Zoe Harrison
7. Katie Fahey
8. Tyrone Jordan
9. Douglas Wong
10. Ricardo Garcia Acosta.

David Newton – 2 votes

Maury McFadden – 2 Votes

VI. REVIEW AND APPROVAL OF INTERVIEW FORMAT AND QUESTIONS
(ACTION)

The Panel discussed the interview process and format for applicant interviews.

- a. **Discussion:** The Panel discussed the interview structure, consistency of questions, interview timing, and fairness considerations. Discussion included maintaining standardized questions for all candidates and ensuring equal opportunities for applicants during interviews. The Panel discussed conducting interviews in a round-robin format and using the previously approved interview questions and criteria.



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- b. **Motion:** Motion by Panelist Ettlinger to approve use of the interview questions contained within the agenda packet and conduct interviews using a round-robin format.
- c. **Seconded: Panelist Bethune**
- d. **Roll Call**

| | | |
|------------------------|------------------------|--------------------|
| Panelist Decker – Y | Panelist Kakishiba - Y | Panelist Eddy – Ex |
| Panelist Rivera – Y | Panelist Bethune – Y | Panelist Page – Ex |
| Panelist Ettlinger – Y | Chair Clewis - Y | |
- e. **Results:** The motion passed with 7 yes, 2 Ex

VII. DISCUSSION AND POSSIBLE AMENDMENTS TO PREVIOUSLY APPROVED POLICE COMMISSION CANDIDATE INTERVIEW SCHEDULE (ACTION)

The Selection Panel discussed the previously approved Police Commission candidate interview schedule, including interview dates, interview procedures, candidate response time limits, reference checks, and related scheduling matters to ensure fairness, efficiency, and timely completion of the interview process.

- a. **Discussion:** The Panel discussed the previously approved Police Commission candidate interview schedule and reviewed whether modifications were necessary to ensure an efficient and manageable interview process. Discussion included interview dates, interview duration, scheduling logistics, and the Panel's ability to complete all candidate interviews within the allotted meeting times. Panelists discussed maintaining the previously approved structure of conducting interviews in two groups of five candidates while ensuring adequate time for candidate responses, deliberations, and completion of all required interview questions. Additional discussion occurred regarding maintaining consistency and fairness across all interviews and ensuring sufficient time for reference checks and other preparatory activities before candidate interviews. The Panel also discussed operational considerations, including panelist availability, quorum requirements, and maintaining an orderly process that would allow the Panel to complete its duties in a timely manner.
- b. **Motion:** Motion by Vice Chair Rivera to incorporate reference checks into the interview process and assign reference checks prior to panelist. Candidate interviews will be conducted on May 28, 2026 for the first round of interviews (5 candidates) and June 4, 2026 for the second round of interviews (5 candidates). Reference checks will be completed by June 10, 2026, with



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candidate recommendations and final selection decisions to be announced during the June 10, 2026 public meeting.

c. **Seconded:** Panelist Kakishiba

d. **Roll Call:**

| | | |
|------------------------|------------------------|--------------------|
| Panelist Decker – Y | Panelist Kakishiba – Y | Panelist Eddy – Ex |
| Panelist Rivera – Y | Panelist Bethune – Y | Panelist Page – Ex |
| Panelist Ettlinger – N | Chair Clewis - Y | |

e. **Results** The motion passed with 6 yes, 2 Ex, 1 No

VIII. OPEN FORUM

Open Forum comment was received

1. Speaker Millie Cleveland
2. Lorelei Bosserman

Meeting adjourned.



APPLICANT EVALUATION TOOL
Position: Police Commissioner (Volunteer)

Position Description

Serve on Police Commission public body of seven (7) members plus two (2) alternates. The Police Commission's role is to oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline. Additional duties include hearing citizen complaints, making decisions determining outcomes.

Core Competencies, Interview Questions & Evaluation

Core competencies are the identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner. The objective of the interview is to assess the competency and qualifications for serving as a Police Commissioner. The Selection Panel will ask each applicant a series of questions that are designed to understand the applicant's qualifications in the following areas:

- A. Interpersonal / Collaborative
 - a. Works cooperatively and productively with others to achieve results.
 - b. Respects and welcomes diverse perspectives. Able to process multiple points of view and achieve constructive results.
 - c. Respects the confidentiality of information or concerns shared by others.
 - d. Strong communications skills – both written and oral.
- B. Judgement / Decision-Making
 - a. Has a strong sense of urgency about solving problems and getting work done.
 - b. Effectively analyzes and interprets rules and regulations.
 - c. Understands inter-relational systems and influences.
 - d. Applies factual information, due diligence and sound judgment in making decisions and dealing with confidential and/or sensitive information.
- C. Analytic / Investigative Practices
 - a. Has knowledge and/or experience in sound investigative practices.
 - b. Has knowledge and/or experience in applying a racial equity framework and systems thinking approach to identifying and addressing issues.
- D. Values / Commitment / Perspective
 - a. Seeks and synthesizes community perspective into decision-making.
 - b. Able to commit time and energy to serving on Police Commission.
 - c. Brings perspective of community most impacted by law enforcement (e.g., race, gender, disability, residency, etc.)
- E. Level of Interest
 - a. Understands role and authority of Police Commission.

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

A. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Interpersonal / Collaborative**:

1. Tell us about your experience working effectively with others, including your experience working on other boards, commissions and groups. How did you handle conflict in these situations?
2. Scenario: The Commission's members strongly disagree on an issue. What would you do to forge a consensus or reach a compromise?

| Core Competency | Exceptional (5) | Strong (4) | Fair (3) | Weak (2) | Not Acceptable (1) |
|--|---|---------------|-------------|-------------|--------------------------|
| Interpersonal / Collaborative | | | | | |
| Comments | <i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i> | | | | |

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

B. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Judgement / Decision-Making**:

3. While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff. What skills will you draw on to manage this and come to a fact-based decision?
4. Being a Commissioner may involve being insulted by the public and criticized by the police. Have you ever been publicly insulted? What advice would you give to someone about how to handle it?
5. Has someone you disagreed with ever changed your mind about something? Please provide an example.

| Core Competency | Exceptional (5) | Strong (4) | Fair (3) | Weak (2) | Not Acceptable (1) |
|--|---|---------------|-------------|-------------|--------------------------|
| Judgement / Decision-Making | | | | | |
| Comments | <i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i> | | | | |

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

C. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Analytic / Investigative Practices**:

6. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue? KEEP

7. With the assistance of a Court-appointed expert, it has been fully established that OPD officers have for some time and continue to make racially-biased stops of motorists and pedestrians. What actions should the Commission take to change this OPD practice?

| Core Competency | Exceptional (5) | Strong (4) | Fair (3) | Weak (2) | Not Acceptable (1) |
|---|---|---------------|-------------|-------------|--------------------------|
| Analytic / Investigative Practices | | | | | |
| Comments | <i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i> | | | | |

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

D. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Values / Commitment / Perspective**:

8. Tell us about your community involvement and what groups you are affiliated with.
9. While serving on the Commission you will learn information that may not be familiar to your life experience, share a brief experience where you had to see through many lenses.
10. Why do you want to be part of the Oakland Police Commission and what impacts would you like to see the Oakland Police Commission have and accomplish?
11. What skills would you bring to the Oakland Police Commission?
12. What is the Police Commission doing right?
13. If you became a Police Commissioner, what would you do differently?
14. For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

| Core Competency | Exceptional (5) | Strong (4) | Fair (3) | Weak (2) | Not Acceptable (1) |
|--|---|---------------|-------------|-------------|--------------------------|
| Values / Commitment / Perspective | | | | | |
| Comments | <i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i> | | | | |

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

E. Based on the responses to the following interview questions, rate the applicant's strength of the Core **Competency – Level of Interest**:

15. When did you first become interested in the Police Commission? What have you done to learn more about it? And what are your impressions?

| Core Competency | Exceptional (5) | Strong (4) | Fair (3) | Weak (2) | Not Acceptable (1) |
|-------------------|---|---------------|-------------|-------------|--------------------------|
| Level of Interest | | | | | |
| Comments | <i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i> | | | | |

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

| | Exceptional (5) | Strong (4) | Fair (3) | Weak (2) | Not Acceptable (1) |
|----------------------|--------------------|---------------|-------------|-------------|--------------------------|
| Overall Score | | | | | |
| Comments | | | | | |