



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)
Meeting Agenda
Thursday, February 22, 2024
6:00 PM**

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

Selection Panel Members: Vice Chairperson Rickisha Herron (District 6), Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), David Kakishiba (District 2), Vacant (District 3), Lorelei Bosserman (District 4), Monique Rivera (District 5) and Bill Thomasson (District 7).

PUBLIC PARTICIPATION

The Oakland Police Commission Selection Panel encourages public participation in their board meetings. The public may observe and/or participate in this meeting in several ways.

OBSERVE:

• To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/83844896068> at the noticed meeting time.

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 834 5662 9458

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

PROVIDE PUBLIC COMMENT: There are two ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Felicia Verdin at fverdind@oaklandca.gov. Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.
- Complete a speaker card during the meeting.

If you have any questions about these protocols, please e-mail Felicia Verdin, at fverdind@oaklandca.gov.

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Meeting Agenda (Continued)

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1. Roll Call and Determination of Quorum

2. Public Comment

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

ACTION ITEMS

3. Nominate Chair and Vice Chair

The Selection Panel will nominate a chair and vice chair. The Panel will discuss and take possible action on there nomination. (Memo with roles of Chairperson and Vice Chairperson Responsibilities attached)

4. Discuss the Nomination Process for 2024

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including setting its future meeting schedule.

5. Approve Selection Panel Meeting Minutes

- o November 2, 2024

6. Update on Selection Panel Documents - Monique Rivera

7. Adjournment

The meeting will adjourn upon the completion of the Selection Panel's business.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email fverdin@oaklandca.gov or call (510) 238-3128 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 fverdin@oaklandca.gov o llame al (510) 238-4756 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

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SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Felicia Verdin
Assistant to the City Administrator

SUBJECT: Chairperson and Vice Chairperson
Responsibilities

DATE: February 22, 2024

Action Requested:

For the Selection Panel to:

1. Nominate and select a Chairperson.
2. 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 at all meetings of the Selection Panel, which includes managing and leading discussion.
- The Chairperson is accountable to the Selection Panel as a whole in setting policy and shall also perform such duties as may be assigned by the Selection Panel.
- Finalize the Agenda for Selection Panel meetings with the assistance of City staff and Vice Chairperson.
- May call special meetings of the Selection Panel.
- Represent the Selection Panel in meetings or communications with City Councilmembers, Police Commission, and members of the public.

Vice Chairperson

- In the absence of Chairperson, or at the Chairperson's request, preside at meetings of the Selection Panel, which includes managing and leading discussion.
- Work with the Chairperson and City staff in finalizing the Agenda for Selection Panel meetings.
- At the request of the Chairperson, may represent the Selection Panel in meetings or communications with City Councilmembers, Police Commission, and members of the public.

For questions regarding this report, contact Felicia Verdin at (510) 238-3128 or fverdin@oaklandca.gov.

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Selection Panel Meeting



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Felicia Verdin
Assistant to the City Administrator

SUBJECT: 2024 Police Commissioner
Application and Selection Process

DATE: February 22, 2024

Action Requested:

For the Selection Panel to:

1. Review, discuss and/or modify the 2024 Nomination Schedule.
2. Review, discuss and/or modify the 2024 Selection and Interview Process.
3. Determine its next meeting or series of meetings.

Executive Summary:

This is the first meeting of the Selection Panel for the Oakland Police Commission in 2024. The Panel will initiate its months long process in nominating a new candidate to serve on the Oakland Police Commission. As such, the Panel is being asked to review its 2024 nomination process and schedule.

The term for the nominee will initiate on October 17, 2024. Staff proposes the Selection Panel make its decision no later than mid-August 2024, which will allow staff time to complete the required background check and submit the scheduling request and staff report to be heard at the City Council in early October 2024.

The Panel does have the option to reappoint the current incumbent whose term expires in 2024 since Angela Jackson-Castain is currently completing the term of a previous Commissioner.

Background:

In 2024, the Selection Panel will be nominating a slate of one (1) appointee to the Police Commission for City Council approval. The term for Commissioner Angela Jackson-Castain, expires on October 16, 2024. Commissioner Jackson-Castain filled the seat vacated by Rudy Howell in October 2023.

Police Commissioner Terms

Table 1: Terms for Current Police Commissioners

Commissioner	Appointing Authority	Term End Date
Marsha Peterson, <i>Chair</i>	Mayor	Oct. 16, 2023
Karely Ordaz, <i>Vice-Chair</i>	Selection Panel	Oct. 16, 2026
Regina Jackson	Mayor	Oct. 16, 2024
Jesse Hsieh	Selection Panel	Oct. 16, 2025
Wilson Riles	Selection Panel	Oct. 16, 2026
Angela Jackson-Castain	Selection Panel	Oct. 16, 2024
<i>Vacant, Commissioner</i>	Mayor	Oct. 16, 2023

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Commissioner	Appointing Authority	Term End Date
Ricardo Garcia-Acosta, <i>Alternate</i>	Selection Panel	Oct. 16, 2025
Vacant, <i>Alternate</i>	Mayor	Oct. 16, 2023

Nomination Schedule

The Selection Panel will need to decide its 2024 nomination schedule. Staff is providing the 2023 nomination schedule as reference and for review (**Table 2**).

Table 2: 2023 Nomination Schedule

Activity	Date
Application released	Continuously
Incumbent notified	March 20, 2023
Joint press release with Mayor announcing 2023 nomination period	April 10, 2023
Application deadline	May 31, 2023
Candidate interviews (first round)	July 12 and 13, 2023
Finalist interviews (second round)	July 25, 2023
Determination of slate	July 25, 2023
Background check process complete	August 2023
Council confirmation	

As previously mentioned, if the goal is to get a nominee scheduled for confirmation at the City Council meeting of October 5, 2024, the Selection Panel will need to determine the nominee no later than mid-August 2024. All other dates can be adjusted accordingly based on input from the Selection Panel.

2023 Nomination Process Details

In 2023, each Selection Panel Member reviewed all 34 applications submitted for consideration to the Police Commission. On June 20, 2024, the Selection Panel voted to invite 10 applicants to interview with the Selection Panel, however one applicant withdrew. Two rounds of interviews were held on two separate dates: July 12 and July 13, 2023.

On July 25, the Panel completed their finalist interviews with the following candidates: Omar Farmer, Karely Ordaz, Wilson Riles, Angela Jackson-Castain and Ricardo Garcia-Acosta. The Panel voted and nominated Karely Ordaz and Wilson Riles to fill the two vacancies on the Police commission. The Panel created a reserve that consisted of three members: Omar Farmer, Angela Jackson-Castain and Ricardo Garcia-Acosta

In October 2023, Rudolph Howell resigned from the Police Commission and Angela Jackson-Castain was elevated to full commissioner by the Police Commission. This left an alternate vacancy on the Police Commission. On November 2, 2023, the Selection Panel held a special meeting and interviewed the two remaining members of the reserve pool. During the meeting, the Panel voted and chose Ricardo Garcia-Acosta to fill the vacant seat.

Applicant Statistics

Table 3 shows application statistics by nomination year. There were no nominations required in 2018.

Table 3: Applications Statistics by Year

Nomination Year	Applications Received	Applicants Invited to Interview	Nominations made by Selection Panel
2017	146	28	4 Commissioners; 1 Alternate
2019	16	10	1 Commissioner; 1 Alternate
2020	68	17	2 Commissioners
2021	16	5	1 Commissioner
2022	13	13	1 Commissioner, 1 Alternate
2023	35	10	2 Commissioners

Reserve Pool

Currently, the only reserve pool candidate is Omar Farmer.

For questions regarding this report, contact Felicia Verdin at (510) 238-3128 or fverdin@oaklandca.gov.



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1. Roll Call and Determination of Quorum

In attendance: Vice Chairperson Rickisha Herron (District 6), Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), David Kakishiba (District 2), Vacant (District 3), Vice Chairperson Rickisha Herron (District 6), Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), David Kakishiba (District 2), Vacant (District 3), Monique Rivera (District 5) and Bill Thomasson (District 7).

Absent: Lorelei Bosserman (District 4)

2. Public Comment

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

No Public Comment

ACTION ITEMS

3. 2023 Alternate Police Commissioner Applicant Candidate Statements

The Selection Panel could invite Police Commission Applicants to make up to a 5-10 minute candidate statement on why they would like to serve on the Police Commission as an Alternate. At the Chairperson's discretion, the Selection Panel may ask questions to clarify any statements made by the candidates. Determine, discuss and approve interview questions as needed. The Panel could also request additional information from reserve pool candidates: Omar Farmer and Ricardo Garcia-Acosta.

Vice Chair Herron invited each candidate to make opening statements. Mr. Farmer provided his candidate statement first and Mr. Garcia-Acosta provided his opening statements second.

Mr. Farmer began by introducing himself and provided an update to the Panel on his work and community service since he last met with them in August 2023. The Panel asked Mr. Farmer a range of questions about his experience and availability to serve on the Police Commission. Mr. Farmer responded to each question in detail.

Mr. Ricardo Garcia-Acosta then began his comments and provided background on his work and community experience that qualified him to serve on the Police Commission. Mr. Garcia-Acosta also met with the Panel in August 2023. Mr. Garcia-Acosta provided in-depth responses to the Panel's questions.

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4. Alternate Police Commissioner Nomination Process

The Selection Panel will discuss and take action on appointing an Alternate Police Commissioner for the term to end on October 16, 2025, for the position vacated by Angela Jackson-Castain upon her appointment to the Police Commission. This item could also include which candidates will advance to next phase in the interview and selection process.

Vice Chair Herron requested that the Panel proceed with the process.

Panelist Rivera made a motion to accept Ricardo Garcia-Acosta for the alternate position that remains open on the Police Commission. Panelist Goodall seconded the motion.

Vice Chair proceeded with discussion on the item.

Panelist Link suggested considering both of the candidates and simply take a vote for each candidate. He proposed that the person with the most votes would be the Panelist choice. He indicated that he thought they were both qualified.

Panelist Link nominated Omar Farmer. Thomasson seconded Panelist Link.

Monique withdrew her motion.

Public Comment: no public comment.

Vice Chair Herron proceeded to move forward on a vote with the Panelist.

Panelist Cobb – Omar Farmer
Panelist Link - Omar Farmer
Panelist Kakishiba – Garcia-Acosta
Panelist Rivera – Garcia-Acosta
Panelist Thommason – Farmer
Panelist Goodall – Garcia-Acosta
Panelist Herron – Garcia-Acosta

Mr. Garcia-Acosta received the most votes. The Panel thanked both candidates for participating in the process.

Monique Rivera requested that Omar Farmer stay in the reserve pool until the next round.

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5. The Selection Panel may also set or amend its future meeting schedule and set agenda for the next meeting requested to table the item.

Monique Rivera requested to table this item. Staff will meet with Panelist Rivera to review the documents.

Staff introduced Mac Muir as director of the Police Review Agency.

Another future agenda is for the Panel to elect a chair and vice chair.

Staff also provided a list of Selection Panel members, including their beginning and end terms.

Panelist Cobb requested an update on the lawsuit. Deputy City Attorney Meeti Sudame indicated that an update will be provided at the next meeting.

6. **Adjournment**

The meeting will adjourn upon the completion of the Selection Panel's business.

Motion to adjourn by Rivera, seconded by Thommason. Passed unanimously.

Police Commission Selection Panel Documents – 2/15/2024

- Procedure manual
- Questions to incumbents 2023
- Letter to applicants
- Oakland City Charter 604 (c) (3)
- Measure LL
- 2021 Finalist Interview questions – updated
- Applicant Evaluation Tool 2021
- 2021 reference check questions
- Outreach Plan 2022
- Press Release
- Terms of Current Police Commissions