

Police Commission Selection Panel Application Rating Sheet

2024 Applicants	To Interview	Not Interview
Andrew Berna-Hicks		
Angela Jackson-Castain		
Ayanna Weathersby		
Cecil Plummer		
Charlene Wang		
Paul Costa		
Samuel DaWit		
Sandra Bethune		
Thelonius Polk		
George Zacharias		
Zachary Linowitz		



Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Berna-Hicks Andrew Date: 6/14/2024
Last First M.I.

Home Address: [REDACTED] [REDACTED]
Street Address Apartment/Unit #
Oakland CA 94609
City State ZIP Code

Phone: [REDACTED] Email [REDACTED]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Irv Staats Relationship: friend

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Tony Natera Relationship: friend and ex co worker

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Margot W. Smith Relationship: friend

E-Mail: [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

_____ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

Required Questionnaire

4. How long have you lived in Oakland?

38 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

	0
x	1-2
	3 or more

6. How did you hear about applying to be on the Police Commission?

from my district councilperson

Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature:  Date: 6/14/2024

Completed applications must be received by **June 14, 2024**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee? YES NO

I would like to be considered as a Mayoral Appointee? YES NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Lt. Colonel J. Rick Brown, Transparency Matters, LLC Relationship: Colleague

E-Mail: [rt](#) Phone:

Full Name: Katherine Darke Schmitt, US Department of Justice, Deputy Director at the Office of Victims of Crime Relationship: Former Client

E-Mail: Phone:

Full Name: Celiné Justice, Pivotal Ventures, Melinda French Gates Company Relationship: Friend/Professional

E-Mail: [c](#) Phone:

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- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Woman/Female/She/Her I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

Required Questionnaire

4. How long have you lived in Oakland?
- Born and raised; 1982 - present
5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)
- 0
- 1-2
- 3 or more
6. How did you hear about applying to be on the Police Commission?
- Family member and Terri McWilliams, also currently serving as alternate commissioner

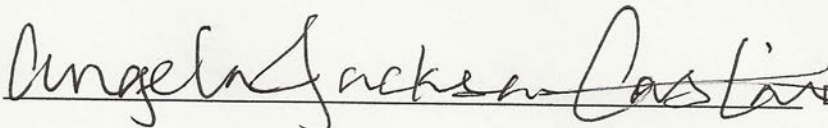
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My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature:  Date: 06/07/2023

Completed applications must be received by **June 7, 2023**, by mail, hand-delivery, or email as follows:

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Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
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Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

As someone born and raised in Oakland, community engagement and advocacy were instilled in me at an early age. One of my first significant experiences preparing me for the work of the Commission was serving as Chair for the **City of Oakland's Mayor's Youth Advisory Commission** under former Mayor Jerry Brown while in high school. This experience afforded me insight into how communities addressed societal issues from a governance vantage point; and, not just as individuals experiencing them. This was my introduction into city government, I then went on to major in political science in college.

Another significant experience was through work. I was instrumental in establishing the **U.S. Department of Justice, Office of Justice Programs (OJP) Diagnostic Center** where I lead the delivery of national best practices, training and technical assistance, and data-driven solutions to **local communities across the country grappling with systemic criminal justice and law enforcement issues**.

In this capacity, I honed my expertise to become a nationally recognized **criminal justice professional and subject matter expert (SME)** with over twelve years of experience in quantitative and qualitative analytical techniques and the application of rigorous research methodologies to assess the **efficacy of law enforcement**, systemic violence and other serious crime problems. I collaborated with top executives in law enforcement, municipal and judicial sectors and other leaders in the criminal justice community to help communities address these complex justice issues by developing empirically-based recommendations and customized solutions to persistent public safety and organizational challenges. The goal of this work was to develop holistic, tangible solutions that encompassed all facets of the community to build local capacity to implement recommendations and monitor progress for sustainable change.

The experiences of my personal and professional life have more than adequately prepared me to contribute to the work of the Commission, as I have demonstrated experience in the following:

Policy & Practice

- Reviewing, customizing and developing **policing policy and procedures** in accordance with **national standards**; specifically, in the areas of police **misconduct and discipline, use of force, organizational risk management, police accountability** and the customization of Lexipol policies
- Establishing **police/civilian oversight, transparency and accountability** organizations
- Conducting **program evaluations** and developing and implementing **key performance indicators** and to track progress toward intended outcomes
- Serving as a **key contributor, panelist and trainer** at international and national conferences (i.e., IACP, NOBLE, NCJ, NFCJ, PERF; see resume for an exhaustive list and organizational affiliations)

Stakeholder Coordination & Collaboration, Strategic Planning & Resourcing

- Understanding of the **entire criminal justice system** and **key stakeholder groups** needed to support reforms and initiatives
- Establishing **criminal justice coordinating councils** for top officials across all sectors of the justice system
- Facilitating **community outreach and engagement**; hosting/moderating townhalls, focus groups, roundtable discussions, etc.
- Developing robust **strategic plans** with identification and prioritization of initiatives, projects and activities in alignment with **near- and long-term goals and objectives**
- Understanding **municipal finances**; including financial structures, budget management and resource allocation
- Identifying and coordinating **local, state and federal resources** to support program initiatives

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

Expertise & Knowledge Base

- Possessing **up-to-date knowledge** of key issues such as **racial disparities** in policing and **unconstitutional policing practices** confronting justice and social systems
- Working with and on behalf of **marginalized populations** to improve police interactions
- Developing/coordinating **effective policing solutions** on a range of topics; such as **racial bias, mental health, substance abuse, recidivism, juvenile justice, domestic and intimate partner violence and homelessness**

My hope is to be able to leverage these skills and experience to enhance the work of the Commission. Through my working relationships with renowned experts and national organizations, I am well-positioned to bring innovative solutions to the Oakland Police Department and the City of Oakland.

I voted to establish the Commission in 2016 and I am still committed to its vision and mission to improve upon and ensure best practices in policing, specifically for people of color and other marginalized groups. Moreover, I am personally committed to the eradication of systemic racism and injustice. Working with the Oakland Police Commission would provide me an opportunity to directly contribute to the growth and development of my community.

2. Please describe your contacts or experiences with the Oakland Police Department.

Aside from the D.A.R.E. program as an Oakland public school student and more recent requests for support from law enforcement/community liaison officer to address specific incidents/concerns in my West Oakland neighborhood, I have had virtually no other contact with OPD. In a professional capacity, the local departments I have worked directly with include Richmond, Vallejo and Salinas PDs.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: (a) as a police officer, (b) as a criminal prosecutor or defense attorney, (c) with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

N/A; neither I nor an immediate family member has worked or volunteered in these roles. I have only worked with the aforementioned in a professional capacity.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

City of Oakland Police Commission, Alternate Commissioner

I am currently serving as an Alternate Commissioner and was recently sworn-in June 16, 2022. As I am being onboarded and going through prerequisite training, I am also collaborating with Commissioners to determine where the greatest need lies and how I can be of most service. I anticipate being a key contributor to the policy-related ad hoc committees, such as Body Worn Cameras Policy, Racial Profiling Policy, Militarized Equipment Policy, Rules and Procedures, SOPs; as well as the Community Outreach ad hoc. I am also exploring the potential to stand up an ad hoc committee around Data and Analysis for to inform decision making. As I am still getting acclimated, no challenges to report at this time.

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

YWCA Berkeley/Oakland Board of Directors, Executive Committee

For the last six years, I have served as a Board member on the Board of Directors for the YWCA Berkeley/Oakland to support of its mission to eliminate racism and empower women. I am currently on the Executive Committee and have served on a variety of subcommittees; such as the Asset, Financial Development, Program & Policy, Nominating, and Personnel committees. I supported the development, review and approval of annual budgets, audits; evaluated and nominated potential candidates for membership; supported program leads in delivering the YWCA programs' services to Oakland and Berkeley; and participated and spearheaded funding raising events.

Some of the most challenging aspects of my participation has been around representation. Until recently, I have been serving as the youngest Board member and being a Black woman on a Board that has historically been comprised of more affluent, white women closely aligned to the University (Cal Berkeley). Therefore, the approach to delivering services to underserved members of the community, in particular school-aged girls in Oakland, has come from a limited vantage point and perhaps, a lack of understanding of what needs should be met through our programming.

As a result, we have shifted the focus of the Board to improve understanding and awareness of systemic racism and the cascading impacts. As a Board, we recently received racial justice and anti-racism training, we are launching an initiative on digital equity and partnering with other organizations to align investments as shareholders to promote social corporate responsibility, particularly in the realm of diversity, equity and inclusion.

Other Local Activities

Active member of the National Alumnae Association of Spelman College – Bay Area Chapter, volunteer in Oakland Public School District, PICO California, and Faith in Action. As a youth, served as the Chair of the Mayor's Youth Advisory Commission for the City of Oakland and Chair of the Northern California chapter of A Better Chance.




Please see enclosed resume for full list of organization memberships and affiliations.

Encl.: Resume

Angela Jackson-Castain, M.S.

Criminal Justice and Public Safety Practitioner

Program & Project Manager

 [Redacted]
 [Redacted]
 California, 94608 (USA)

Security Clearances:

Active DoD Top Secret (since 04/04/2010)/SCI (in progress); DOJ Public Trust; DHS NPPD Suitability

Professional Qualifications

Over 16 years of professional experience in the private and non-profit sectors

Successfully organizes and manages large, cross-functional teams of professionals to complete complex projects

Astute quantitative and qualitative analytical skills

Recognized Subject Matter Expert in applied analytics, criminal justice, public safety and emergency management fields

Adept at building, maintaining and growing client relationships in a team-based, professional services environment

Education

Georgia Institute of Technology
Master of Science, 2008

Spelman College
Bachelor of Arts, 2004

Other Educational Experience

Stanford University
Domestic Exchange, 2003

La Universidad de Sevilla, Spain
Foreign Exchange, 2002

Core Competencies

Program Project Management

Organizational Change Management

Organizational Effectiveness

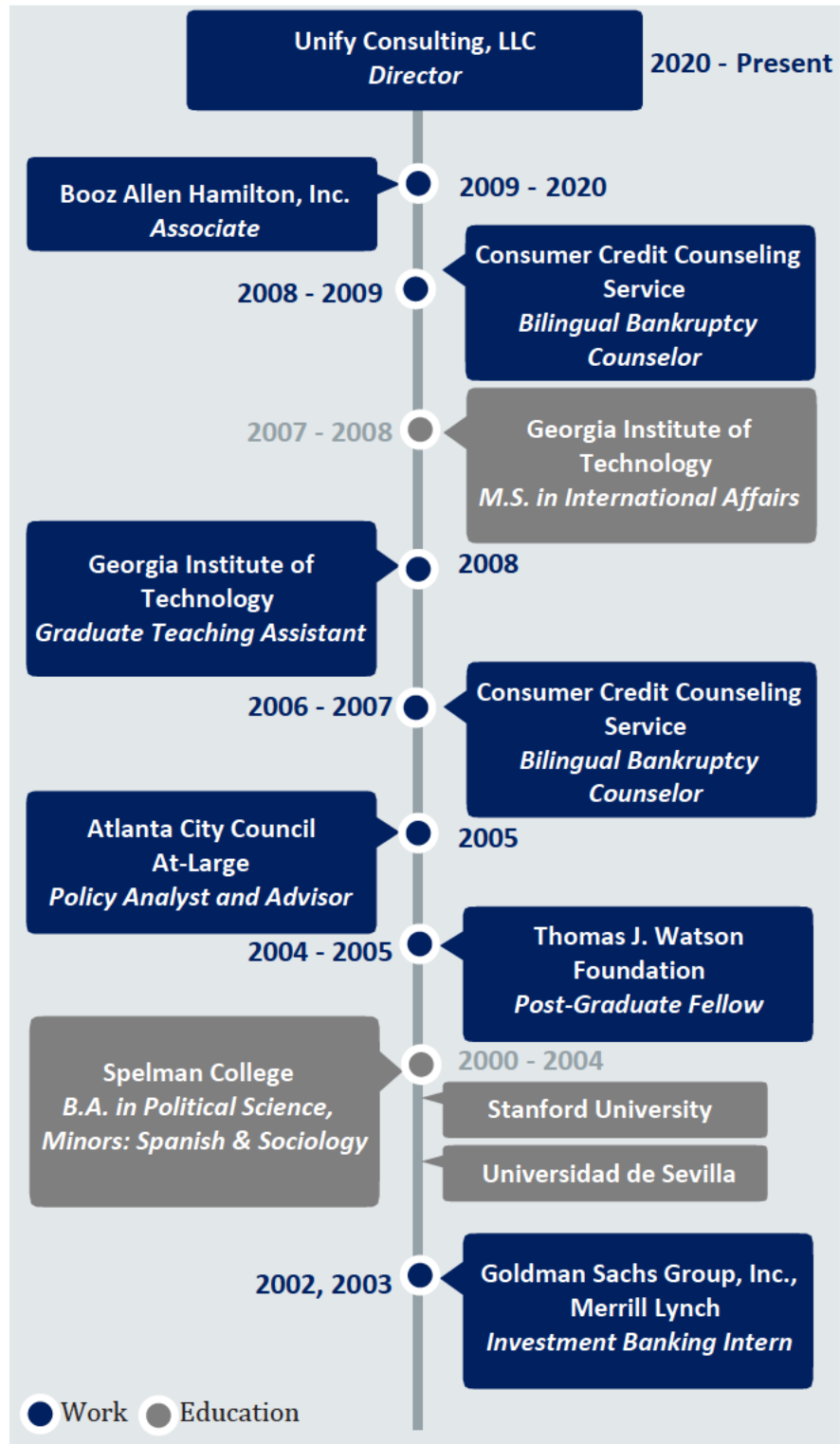
Business and Intelligence Analysis

Training and Technical Assistance

Empirical Research Methods

Socio-cultural Analysis

Modeling, Forecasting & Decision-making



Work Experience

2009-2020	Booz Allen Hamilton, Inc. <i>Associate</i>	Washington, DC Metro Area
Management Consulting	U.S. Department of Homeland Security (DHS), Cybersecurity and Infrastructure Security Agency <i>Facilitator 1, 2018 - 2020</i>	
	<ul style="list-style-type: none">• Provides strategic planning support and program management oversight on behalf of DHS' Cybersecurity and Infrastructure Security Agency (CISA) to enhance decision-making, coordination, and planning for emergency communications across all 56 states and territories.• Serves as primary facilitator for CISA's Interoperable Communications Technical Assistance Program.• Responsible for developing, delivering and facilitating multi-day, statewide workshops to ensure, accelerate and attain operable and interoperable emergency communications nationwide, while accounting for new/emerging technologies and national initiatives, for the national security/emergency preparedness community.• Leads multi-disciplinary and multi-jurisdictional stakeholder groups in the development of strategic plans and implementation/monitoring tools to help states prioritize resources, strengthen governance, identify future investments, and address interoperability gaps.• Manages project staff and program activities; including, staff oversight and development; development of Monthly Status Reports, project plans and tasks, program updates, and final deliverables; monitors and tracks project budgets, expenditures, billable activities; and coordinates resources across federal components to deliver training and technical assistance to the field.	
	U.S. Department of Justice (DOJ) Office of Justice Programs (OJP) Diagnostic Center, <i>Diagnostic Specialist, 2012-2017</i>	
	<ul style="list-style-type: none">• Lead the delivery of highly-customized, data-driven training and technical assistance to more than 60 communities nationwide to address systemic violent crime and public safety challenges.• Provided Subject Matter Expertise and innovative leadership to key stakeholders across the federal, state, local, and tribal justice systems, leveraging nationally-recognized evidence-based practices to address complex criminal justice issues of concern.• Coordinated resources across DOJ's many components to deliver information, training, and resources to address challenges identified by requesting government entities.• Managed, organized, and planned approximately 25 large-scale projects for various jurisdictions nationwide, examining justice systems to develop strategies and empirically-based recommendations to address crime problems and deliver required training and technical assistance to implement recommendations.• Identified and executed consulting agreements and subcontracts with more than 50 technical assistance providers; to include, individuals, agencies, and organizations, maintaining strong controls and accountability over task execution and deliverables.• Oversaw and facilitated the provision of direct technical assistance services to top-level executives in the criminal justice and law enforcement fields.• Core activities included: overarching project management (e.g., tasks, deliverables, timelines, and budgets) and management of subcontractor and other support staff; conducting baseline organizational assessments, gap analysis, quantitative and qualitative data collection and analysis, policy review, meeting facilitation, strategic planning, peer-to-peer mentoring, criminal justice information sharing and training.	

- Served as primary author of key contract deliverables and products to inform the broader justice community on data-driven approaches to identifying and solving the most pressing crime-related challenges confronting justice systems.

U.S. Department of Defense, *All-Source Intelligence Analyst, 2009–2012*

- Worked within the functional areas of threat modeling and applied analytics to develop methods and approaches to intelligence problems; provided data collection, analysis, and policy recommendations to U.S. Government (USG) clients in support of their security and defense missions.
- Conducted Research & Development, as a model and methods developer, leveraging a variety of social science methodologies and analytical techniques to systematically dissect complex problems and provide empirically-based recommendations.
- Conducted statistical, quantitative, and qualitative data coding and analysis, as well as social network analysis to research potential threats, terrorist and transnational crime networks.
- Authored case studies on relevant international human security issues and civil-military relations for countries of interest for the U.S. Combatant Commands (COCOMs).
- Provided geospatial analysis in support of U.S. Pacific Command (PACOM) to enhance hazard assistance disaster relief knowledge management platforms and for the Broadband Technology Opportunities Program to evaluate broadband and wireless capabilities for municipalities.
- Developed complex databases and methodology to analyze unstructured data on the global dispersion of populations of interest. In support of the same USG client, conducted in-depth interviews with key subject matter experts to develop a Best Practices Guide on Agent-Based Modeling.

2008–2009 & 2006–2007 **Consumer Credit Counseling Service** Atlanta, GA
Bilingual Budget/Credit Counselor, Bilingual Bankruptcy Counselor

**Non-Profit
Financial**

- Provided financial counseling and high-quality customer care to English and Spanish-speaking clients faced with bankruptcy, budget, and credit issues.
- Responsible for training new employees on the process of counseling clients and the creation of personalized Debt Management Plans, as well as managing compliance with law firm affiliates.
- Served as media spokesperson to relay current market trends and program offerings to news media personnel and other key stakeholders.
- Supported educational outreach projects to provide basic financial education and budget management strategies to local residents.

2008 **Georgia Institute of Technology** Atlanta, GA
Graduate Teacher Assistant

Education

- Served as sole teaching assistant for an Ethics in International Affairs course, serving approximately 200 undergraduate students.
- Managed and developed supplemental course material; developed and executed grading scheme for students' assignments.
- Assisted students by reinforcing course content presented by the professor, answering questions, and leading pre-exam tutorial sessions.

2005 **Atlanta City Council – Post 3: At Large** Atlanta, GA
Policy Analyst and Advisor

Government

- Addressed constituent concerns, researched legislation, and attended Neighborhood Planning Unit and council meetings.
- Served as Supervisory Office Manager and managed a staff of five; provided workforce training skills to staff members and facilitated community engagement activities.

2004–2005	Thomas J. Watson Fellowship <i>Watson Fellow</i>	Global
Independent Research	<ul style="list-style-type: none"> • Conducted post-graduate independent research in Brazil, Egypt, India, and the Dominican Republic to analyze the impact of the international monetary lending system and on local education. • Examined aggregate statistical data on education and international funding; conducted in-depth research on national educational systems. • Conducted structured interviews of government officials, non-profit organizations, local school administrators, parents, and students to observe and document educational disparities among various populations of the countries visited. • Authored a paper: “Education for All? A Comparative Study of Educational Disparities” documenting all findings and outcomes of the study and presented at a national conference. 	

Other Relevant Skills

Computer Applications & Programming Languages	<ul style="list-style-type: none"> • Proficient in Windows 11 and MS Office, all versions through 2013/365, MS Project, MS Planner, MS Access, ASANA, SharePoint, Adobe Acrobat Professional, ArcGIS and ESRI products, APAN, Social Network Analysis tools, Palantir, SPSS, Stata, Stella, Web 2.0 tools, Bloomberg, HOSTaccess and Timpani
Additional Professional Training Courses	<ul style="list-style-type: none"> • Project Management Academy Bootcamp • Salesforce, Software as a Service (Saas), Customer Relationship Management (CRM) • Organizational Leadership and Team Development • Tableau Fundamentals • Agile Fundamentals • Intelligence Analysis Bootcamp • Financial Intelligence • Advanced Geospatial Information Systems
Languages	<ul style="list-style-type: none"> • Spanish (Fluent), Portuguese (Novice - Conversational), Arabic (Novice)

Other Professional Experience

Conferences & Training Events	<ul style="list-style-type: none"> • Nevada District Court Judges: 2018 Annual Seminar, April 2018 <i>Faculty</i> Topic: “Pretrial Risk Assessment: History and Developing Trends” • Nevada Limited Jurisdiction Judges: 2018 Winter Seminar, February 2018 <i>Faculty</i> Topic: “The Design and Validation of the Nevada Pretrial Risk Assessment” • Vera Institute and Police Foundation, October 2017 <i>Subject Matter Expert</i> Participation requested for a national professional focus group to advise on methods, opportunities, and approaches to harvesting useful data from the community, law enforcement, and other criminal justice system for improved policing as part of a formal research project to inform the development of CompStat 2.0. • International Association of Crime Analysts (IACA): 27th Annual IACA Training Conference, September 2017 <i>Instructor</i> Topic: “Data Analytics for Violence: A Two-City Case Study on Gun and Interpersonal Violence and Developing a Targeted Violence Reduction Strategy”
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**Conferences &
Training Events
(continued)**

- **National Organization of Black Law Enforcement Executives (NOBLE): 41st Annual Training Conference and Exhibition, August 2017**
Moderator
Topic: “Building Community Engagement and Reducing Violent Crime in Richmond, California”
- **National Council of Juvenile and Family Court Judges (NCJFCJ): 80th Annual Conference, July 2017**
Faculty, Panelist & Moderator
Topic: “Prioritizing Reform: Nevada Blue Ribbon for Kids Commission’s Strategic Reform of the Child Welfare System”
Topic: “Improving the City of Seattle and King County’s Capacity to improve Responses to Juvenile Domestic Violence”
- **International Association of Chiefs of Police (IACP), October 2015**
Topic: “Addressing Police Misconduct and Accountability: Two Case Studies”
- **National Organization of Black Law Enforcement Executives (NOBLE): 39th Annual Training Conference and Exhibition, July 2015**
- **Academy of Criminal Justice Sciences (ACJS), March 2015**
- **National Criminal Justice Association (NCJA): National Forum, August 2014**
Panelist
Topic: “Offender Reentry: The Burden of Shifting Case Loads”
- **National Forum on Criminal Justice (NFCJ), 2014**
- **Police Executive Research Forum (PERF), May 2014**
- **Smart Policing Initiative (SPI) Conference: April 2013**
- **George Mason University, April 2013**
- **World-Wide Human Geography Data Working Group, March 2012**
- **Computational Social Science Society of the Americas (CSSSA) Conference, October 2011**
Agent-Based Modeling Workshop

**Professional
Affiliations &
Memberships**

- Project Management Institute (PMI)
- International Association of Chiefs of Police (IACP)
- Computational Social Science Society of the Americas (CSSSA)
- American Political Science Association
- Military Operations Research Society



Police Commission

Application for Position of Commissioner

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A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Weathersby, Ayanna T Date: 6/13/24

Last *First* *M.I.*

Home Address: [REDACTED]

Street Address *Apartment/Unit #*

Oakland CA 94608

City *State* *ZIP Code*

Phone: [REDACTED] Email [REDACTED]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

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 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
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4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Gina Dacus Relationship: Executive Director-Supervisor

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Maryann Mitchell Relationship: Friend/Church Member

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Richard Johnson Relationship: Community Partner

E-Mail: [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

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- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- FEMALE I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
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Required Questionnaire

4. How long have you lived in Oakland?

Lifetime _____

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

<input type="checkbox"/>	0
<input checked="" type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

6. How did you hear about applying to be on the Police Commission?

Retired OPD officer and community members _____

Disclaimer and Signature

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I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

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Signature: Ayanna Weathersby Date: 6/14/2024

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For assistance or additional information contact	City Administrator’s Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

Through life experience, my career in community services and now as a community Pastor, I have worked in the Oakland community and with various non-profit organization for over 30 years. A large portion of my work has been in leadership positions that required accountability, decision-making, analysis and resourcefulness. I have served on several board providing oversight and performing the tasks required to sustain the organization. Those tasks include presentations to the planning council, operating a 40-bed CDCR funded Residential Multi-service Center, coordinating and facilitating community meetings and conducting community engagement events. In May 2023, I completed my Advanced Certification in Conflict Resolution at UC Davis, and in 2021 I completed a Human Resources Certificate at Cal State Easy Bay. Those training changed how I interpret information and led me to make decisions that are inclusive of all parties involved. In June 2024, I graduated with my Master's degree in Christian Counseling.

2. Please describe your contacts or experiences with the Oakland Police Department. I served as Chair of the Board for Allied Fellowship Service, a community reentry program, and California Prostitute Education Project (CAL-PEP), a health education and HIV/AIDS organization. In both roles I collaborated with the Oakland Police Department at community events, and in an official-safety capacity. Additionally, my church has collaborated with the Oakland Police Department for over 15 years providing Thanksgiving groceries for over 150 families each year. Half of the referrals resulted from emergency calls where an officer would respond, identify a need in the home and submitted the families name to our church for assistance. In many instances, the officers donated funds and assisted with the delivery of groceries. To the contrary, I am aware of unethical police tactics from past and current events that have had a negative impact on the City, its residents and our overall image and ability to maintain justice, inclusion and equity.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

A. as a police officer - No

B. as a criminal prosecutor or defense attorney - No

C. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes – Yes

- While employed at Allied Fellowship Service as the Facility Director, we provided peer-based support services to ex-offenders. My role was to supervise and support the program participants while maintaining site/program compliance.

- I currently Pastor five individuals who are serving 5 to 64 years in prison for violent crimes, one of which was a victim himself of a heinous violent crime for most of his youth. I also counseled individual who are victims of crimes involving domestic violence, homicides, theft and sex crimes. I sit on the board of a non-profit called Formerly Incarcerated Giving Back founded by Richard Johnson.

- On a personal note, on three occasions my baby cousins, Eugene Carrol (age 14), Lee Weathersby III (age 14) and Joshua Weathersby were killed on the streets of Oakland from gun violence within the last 7 years.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

**** Additional details on my experience is listed in question 2.**

- I am the Board Secretary and advisor for a non-profit called Formerly Incarcerated Giving Back whose mission is to restore the community and it's youth while making amends for their once crimes through giving back..

- I witness many successes on a daily basis where participants maintain employment, become business owners and live crime-free lives. However, I continue to be challenged with my participant's appetite for crime, failure to utilize employment and life skill resources, and their recidivism.

Ayanna Weathersby

SUMMARY

Compassionate Human Services Supervisor with over 29 years serving BIPOC communities. Self-starting, diversely trained individual skilled at maintaining contractually complaint private and public funded programs serving dual and triple diagnosed adults and youth living in subsidized housing, parolees with intellectual disabilities, senior citizens, sex offenders and the LGTBQA community. Task-driven supervisory expert in areas such as tracking expenses, processing invoices, communicating with residents/clients, managing operations, staff training, addressing unit habitability concerns and resolving conflicts.

SKILLS

- Apple Platform
- Microsoft
- Google Docs
- Theworknumber.com
- Graphic Design
- SLACK
- SAGE INTACCT
- Database Management
- CLARITY/SAGE
- Doc-u-sign
- ZOOM
- Social Media
- MONDAY
- COMPASS
- ASANA
- PILOT MEDS |
- IDIS
- Marketing
- HIPPA Certification

EXPERIENCE

Asset and Relocation Manager

Bernal Heights Neighborhood Center | San Francisco, CA

10/2015 – present

- Worked collaboratively and transparently with the property management companies and construction managers, funders, and community partners to ensure the long-term sustainability of 16 affordable and project-based housing sites
- Process project invoices, assembles draw requests and maintain ledgers for construction projects and site repairs; track relocation expenses, audit expenses and AR/AP/invoicing using SAGE INTACCT
- Partner with service teams to eliminate housing barriers; promote healthy housing, provide family support and stabilization services
- Collect, track and submit data for annual compliance reports using HMIS databases; ensure data quality; complete POP, AOC, OCC and welfare exemptions.
- Apply for new funding and submit annual NOFA renewals
- Develop budgets and procedures to support the re-syndication process
- Created a relocation department, relocation plan, policies and tenant agreements; secured rental units and legal services; monitored/managed vendor contracts
- Provide on-going in-person and virtual relocation services for tenants in small-to-large multi-family and scattered-site units
- Partner with construction and development teams to implement relocation duties
- Develop polices, operations plans and trainings for St. Vincent de Paul Domestic Violence Shelter, and to manage departmental controls for the Relocation and Asset Management Department
- Wrote and was awarded multi-year HOPWA Cares grant funds
- Through ambition and showing competence promoted over the course of employment from Community Engagement Coordinator to Relocation Manager to current role.
- Created and maintained the Relocated Department based on MOHCD regulations; established lasting relations with tenants, landlords, moving companies, funders, service teams, and other vendors
- Coordinate relocation logistics of over 200 residential move-ins/outs; resolve claims



Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Plummer Cecil D Date: 04/26/2024
Last First M.I.

Home Address: [REDACTED]
Street Address Apartment/Unit #

Oakland CA 94611
City State ZIP Code

Phone: [REDACTED] Email [REDACTED]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

In addition to my over 30 years of corporate experience, I spent the last 8 years as CEO of a non-profit based here

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
 in Oakland serviec minority owned businesses to create jobs in the community.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: I attended neighbor hood meeting that OPD held, participated in Q&A session with the chief, and interviewed officers one-on-one.
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I served on the community advisory committee for the Federal Reserve Bank of San Francisco.

I currently serve as a commissioner for the California HEalth Department's Hospital Diversity Commision.

I currently serve on the Diversity and Inclusion Task Force for the California Department of Insurance.

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: _____ Relationship: _____

E-Mail _____ Phone: _____

Full Name: _____ Relationship: _____

E-Mail _____ Phone: _____

Full Name: _____ Relationship: _____

E-Mail _____ Phone: _____

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Male _____ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

Required Questionnaire

4. How long have you lived in Oakland?

Born in Oakland moved but back since March 2021

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

<input checked="" type="checkbox"/>	0
<input type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

6. How did you hear about applying to be on the Police Commission?

From Oakland Police Officers

Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Cecil Plummer Date: 04292024

Completed applications must be received by **June 14, 2024**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	Wang	Charlene	A
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	June 10, 2024		
Home Address:	[REDACTED]		Apt 1
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94606
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email	[REDACTED]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

 YES NO

I would like to be considered as a Mayoral Appointee?

 YES NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Piyachat Terrell Relationship: Supervisor

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Marietta Daniel Relationship: Former colleague

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Kathy Dwyer Relationship: Friend

E-Mail [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Female I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

Required Questionnaire

4. How long have you lived in Oakland?

15 months as an adult, but grandparents have lived here since childhood

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

0
 1-2
 3 or more

6. How did you hear about applying to be on the Police Commission?

Heard about it from an OPD employee

Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature:  Date: 6/14/2024

Completed applications must be received by **June 14, 2024**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Supplemental Questionnaire

1. I have spent my work in advancing equity in public service. I sat on the board of the Family Violence Center, an organization in Oakland that provides legal and emergency services to survivors of domestic violence, sexual assault, and trafficking. I am currently appointed to Alameda County's Consumer Affairs Commission where I have been working on efforts such as education on homeownership and protecting the public from toxic substances in goods. I currently work at the U.S. Environmental Protection Agency on civil rights and environmental justice, and previously was appointed to the Biden Administration where I served at the U.S. Department of Transportation where I stood up a \$4 billion program to reconnect communities razed by highways, started a workforce program for incarcerated individuals exiting prison to get jobs in highway construction, updated civil rights processes, and fought to update regulations that govern the compensation of people forcibly displaced by eminent domain. I have also worked on homelessness programs, and universal preschool and Headstart programs for low income children.
2. I have had my credit card and bank accounts hacked into, draining my checking account, which I have reported to OPD from their online form. None of these cases have been resolved as far as I know. My most substantive interaction with OPD was after a driver attempted to assault me with a vehicle for entertainment, while filming the incident. I found it challenging to get a hold of OPD to take my report. Because the driver was young and luckily I did not get hurt, I wanted to see restorative justice in the form of revoking their driver's license until many hours of community service were performed. OPD has yet to identify the driver. I have interacted with the New York City Police Department as a victim of domestic violence, when neighbors called the police on my partner at the time and I chose not the press charges, but found the process frustrating because I was forced to downplay the incident in the official report otherwise the officers stated they would be forced to charge him with assault although I was not interested in pursuing that path. I was also forced to pick up my report at the local police station, which was close to this partner's home in order to file a restraining order in court instead of being able to get a copy of the report emailed to me. This caused me distress. I also called the Washington, D.C. police on my neighbor who beat and assaulted his girlfriend. I tried to identify a non-police response given my fears of how the police might escalate given that the couple was Black American, but there was no other resource available and I called the police during a serious incident.
3. I was a board member for the Family Violence Law Center, which provides services to victims of sexual assault, domestic violence, and trafficking.
4. I have found that the most challenging aspects to be lack of engagement, such as many commission members not showing up to meetings and lacking a quorum in order to move actions forward. I have always taken my appointments seriously and have good attendance.



Police Commission

Application for Position of Commissioner – FACT SHEET

Purpose: 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.

Membership: 7 regular commissioners & 2 alternate commissioners

Note. These positions are volunteer and unpaid.

Term Length: Typically, 3 years

Time Commitment: **Significant time commitment anticipated for both meeting preparation and attendance.** Regular meetings are held every second and fourth Thursdays of the month starting at 6:30 pm. Additional meetings for members serving on Ad Hoc or Standing Committees. Police commissioners should expect to spend 15-20 hours a week on commission business.

Minimum Requirements: Oakland resident
At least 18 years old

Note. Commissioners cannot be any of the following:

- current police officer or former Oakland police officer
- current City of Oakland employee
- current or former representative of a police officer labor union
- an attorney who has a pending claim or lawsuit against the Oakland Police Department
- an attorney who has filed a claim or lawsuit against the Oakland Police Department that was resolved during the past year

Description of Work: Oversee the Oakland Police Department

- Conduct annual public hearings, at minimum
- Issue subpoenas and take testimony on matters before it
- Propose changes to policies and procedures
- Approve changes to policies proposed by OPD
- Review OPD proposed budget and make recommendations
- Authority to fire the Chief of Police
- Recommend list of 4 candidates for Chief of Police to Mayor

Oversee the Community Police Review Agency

- Conduct performance review of Director of CPRA
- Serve as Discipline Committee to review proposed discipline of police officers when CPRA and Chief of Police do not agree
- Authority to fire the Director of CPRA
- Upon a vacancy, the Agency Director and the Inspector General shall be hired by the Commission

Submit annual report to the Mayor, City Council and public.

Application deadline is June 14, 2024. For language assistance contact (510) 238-3301.



CITY OF OAKLAND Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Paul A. Costa

Date: June 1, 2024

Home Address: [REDACTED]

City: Oakland

State: California

ZIP Code: 94605

Phone: [REDACTED]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

• Applications submitted without a completed supplemental questionnaire will not be considered. • Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced). **SEE INCLUDED RESPONSES**

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee? YES NO

I would like to be considered as a Mayoral Appointee? YES NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

These have been included in a separate attached document

Full Name: Relationship: E-Mail Phone:

Full Name: Relationship: E-Mail Phone:

Full Name: Relationship: E-Mail Phone:

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

White

Black or African American

Latino

Native Hawaiian or other Pacific Islander

Asian

American Indian or Alaskan Native

Other: _____

I do not wish to Self-Identify

2. What is your gender?

Male I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

Yes, I have a disability (or previously had a disability)

No, I do not have a disability

I do not wish to answer

Required Questionnaire

4. How long have you lived in Oakland?

70 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

0

1-2

3 or more

6. How did you hear about applying to be on the Police Commission?

I saw the application on the website after attending several meetings and wanted to contribute

Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: **Paul A. Costa**

Date: **June 1, 2024**

Completed applications must be received by **June 14, 2024**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

Below are my answers to the supplemental questions as part of my application to be used to evaluate my qualifications to serve on the Oakland Police Commission. I understand that this application, along with the answers to these questions will be used by the Selection Panel to select the most suitably qualified candidate(s).

Thank you.

June 1, 2024

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

While I have actively participated/lead many organized volunteer efforts, the most significant experiences I will bring to the Commission will be my 30+ years as a Human Resource professional. I will bring a proven track record of leading all facets of HR, resolving complex employee relations matters (Title VII investigations), as well as negotiating labor agreements involving outcomes upwards of \$7B. I possess a solid history of success in fostering positive labor-management relationships and mitigating workplace disputes. I am well-versed in enhancing people engagement, and as well as establishing rapport and credibility at all organizational levels. All my experiences to date have supported me in collaborating with all teams to align initiatives with corresponding organizational goals.

2. Please describe your contacts or experiences with the Oakland Police Department.

To date, all my contacts/experiences with the Oakland Police Department have been social and formal, i.e. breakfasts, banquets, dinners, etc.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

- a) as a police officer,
- b) as a criminal prosecutor or defense attorney,
- c) with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

A, B, nor C are applicable.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I have served on several boards/commissions. The most relevant here include:

- a) An appointment to the Contra Cost County Substance Abuse Advisor Board,
- b) Contra Costa County Board of Education, Business Advisory Board, and
- c) Two (2) HOAs (Homeowner Associations).

Most of these experiences took place early in my career and prepared me for the success I would achieve later. I also learned that working with volunteers can be as challenging, if not more so, than individuals in business settings. Getting members to be willing to listen to other perspectives/opinions and have them see that we may not get everything we want I believe is the first step to compromise and progress towards a common goal. Here the significant elements are communication and time.

I will be proud to submit my reference contact information at a time closer to the end of the selection process.

Any other questions, please advise. Thank you.

June 1, 2024

References for Paul A. Costa

All contact information will be provided at an appropriate time in this process.
Thank you.

////////////////////////////////////

Name: Mr. Dennis Dabney

Relationship: SVP, Kaiser Permanente Labor Relations, retired

Current: Director, Labor Relations Training, HR Policy Association

Email:

Phone:

Name: Mr. Henry Diaz

Relationship: Executive Director, Kaiser Permanente Labor Relations, retired

Email:

Phone:

Name: Mr. Jon Sylvester

Relationship: Emeritus Visiting Professor, U.C. San Francisco Law,

Email:

Phone:

Paul A. Costa

HR Management

www.linkedin.com/in/pac4hr/

Oakland, CA 94605

Trusted advisor and strategic business partner; known for driving profitable workforce growth, organizational development, and successful career transitions in domestic and foreign settings.

Proven track record of leading all facets of HR, resolving complex employee relations matters, and negotiating labor agreements. Solid history of success in fostering positive labor-management relationships and mitigating workplace disputes. Well-versed in enhancing engagement, people, and profits as well as establishing rapport and credibility at all organizational levels. Adept at collaborating with executive teams to align HR initiatives with business objectives.

Areas of Expertise

- Business Development & Growth
- Employee Performance Evaluation
- Knowledge & Change Management
- Strategic Planning & Execution
- HR & Succession Planning
- Issue & Conflict Resolution
- HR Operations Management
- Talent Acquisition & Retention
- Employee Engagement
- Superior Client Support
- Excellent Communication
- Stakeholder Engagement

Professional Experience

Principal (Consulting Practice), paulCosta Associates, Oakland, CA

2011 — Present

Guide and provide strategic direction to diverse clientele, while enhancing and optimizing operational strategies with focus on regulatory adherence. Execute comprehensive Title VII investigations within mental health and medical clinic settings. Contribute as instructor at St. Mary's College in Moraga, CA. and Holy Names University in Oakland, CA.

Key Accomplishments:

- Re-engineered \$15M non-profit by using staffing and career development strategies.
- Led FLSA compliance project for \$10.3B hardware company by safeguarding organization from legal and financial repercussions.
- Engaged in reorganization of \$35M medical clinic for ensuring smooth transitions and optimal operational efficiency.
- Facilitated SHRM certification courses, resulting in higher than national average student pass rates.

Director, National Labor Relations – Operations, Kaiser Permanente, Inc., Oakland, CA

2013 — 2020

Responsible for a comprehensive portfolio of activities, including providing tactical support for labor relations across the Kaiser Permanente's enterprise. Delivered high-level labor relations consultation to KP management clients, navigated within confines of KP Coalition of Labor Unions for largest integrated health care consortium in the US, headquartered in Oakland. Revised curriculum content and taught labor relations course tailored for National KP audience, empowering line managers and labor relations leaders to improve dynamic KP Coalition environment.

Key Accomplishments:

- Assumed role of acting Labor Relations Consultant and Chief Labor Negotiator in re-engineering of KP Northern California Region \$1.0B Medical-Surgical Distribution system, resulting in substantial \$90M savings over a decade.
- Contributed as acting Labor Relations Consultant and Chief Negotiator in re-engineering of National KP Pharmaceutical Distribution system, achieving impressive savings of \$112M over ten-year span.

Senior Manager/Business Partner, Corporate Employee Relations, Blue Shield of California, San Francisco, CA

2005 — 2010

Spearheaded tactical and strategic support as business partner at corporate offices, operational call centers in Sacramento, Los Angeles, and Woodland Hills, and Sales organizations for third largest health plan not-for-profit in California. Trained Recruiters in advanced legal staffing techniques. Formulated and delivered comprehensive training and coaching sessions on performance management across all business levels. Executed thorough labor organizing risk audit, addressing significant federal legislative concerns.

Key Accomplishments:

- Collaborated with leadership to navigate business through various organizational re-designs and challenging reductions in force (RIFs).
- Implemented targeted interventions on functional topics, encompassing Performance Improvement, Conflict Management, Compensation, and Sexual Harassment.
- Investigated 75+ Title VII allegations.

Director, HR & Facilities Administration, Case Central, Inc., San Francisco, CA

2004 — 2005

Led HR functions for an eDiscovery internet-based document hosting (ASP) firm. Formulated company's inaugural HR strategic plan, encompassing '05 Sales Comp. and Employee Handbook. Collaborated with the Compensation Committee on Executive Compensation matters and employee SOP.

Key Accomplishments:

- Delivered Executive Staffing support in recruiting VP of Marketing and COO.
- Teamed up with Leadership team to shape organizational design and executed staffing strategy.
- Specified structure and essential elements of initial Human Resource Information System (HRIS).

Director, Human Resources, BASE Consulting Group, Oakland, CA

2001 — 2003

Managed HR systems by coordinating employee relations, ensuring regulatory compliance, handling budgets, evaluating staffing needs, building teams, and developing compensation plans for prominent providers of small data business intelligence and training services. Elevated employee satisfaction with benefits plan while concurrently enhancing employee contributions.

Key Accomplishments:

- Established specifications for the initial HRIS and made final product selection.
- Increased 34% in profit by developing and executing all-encompassing compensation program for consultants and sales organization.

*Additional experience as **Director, Human Resources** at **EVOLVE Software, INC.** in Oakland, CA and **Corporate Senior Human Resources Manager/Business Partner** at **NEOPOST, INC.** in Hayward, CA.*

Education

M. S., HR & Organization Development | University of San Francisco, San Francisco, CA
B. S., Cell Biology/Biochemistry | University of California, Riverside, CA

Professional Affiliations

National Certification Instructor for SHRM SPHR/PHR Certification Exam – 2004 – 2013

Member, Society of Human Resources Management

Guest Panelist, Substance Abuse Program Administrators Association Meeting San Francisco,

Guest Panelist on television program "Contra Costa Works: Sexual Harassment in the Workplace"

Guest Panelist, International Quality and Productivity Center Career Development Conference

Appointed, Contra Costa County Substance Abuse Advisor Board

Contra Costa County Board of Education, Business Advisory Board

Instructor, St. Mary's College, School of Extended Education

Instructor, Holy Names University

Life Member, Kappa Alpha Psi Fraternity, Inc.

Professional Development

U.S. Labor Relations Professional Certification, H. R. Policy Association

Senior Professional in Human Resource (SPHR) certified

D. D. I. /Interaction Management Certified Training Instructor

DISC Certified Trainer



Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name:	Dawit	Samuel	Date:	06/14/2024
	<i>Last</i>	<i>First</i>		<i>M.I.</i>
Home Address:	[REDACTED]		[REDACTED]	
	<i>Street Address</i>		<i>Apartment/Unit #</i>	
	Oakland	CA	94605	
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email:	[REDACTED]	

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

 YES NO

I would like to be considered as a Mayoral Appointee?

 YES NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Adante Pointer Relationship: Mentor

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Oscar Stewart Relationship: Ethics Professor

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Daniel Ettlinger Relationship: Chariman of CPAB

E-Mail: [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Male _____ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

Required Questionnaire

4. How long have you lived in Oakland?

27 years _____

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Oakland board staff, community members, my own research. _____

Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Samuel Dawit Date: 06/14/2024

Completed applications must be received by **May 31, 2023**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

OPC Supplemental Questionnaire Responses: Samuel Dawit

1. My dedication to public safety and community well-being is evident in my experience serving as a commissioner on the Public Safety and Services Violence Prevention Oversight Commission (SSOC) and as a board member on the Community Policing Advisory Board (CPAB). Furthermore, my volunteer work with my fraternity, Alpha Phi Alpha Inc., City Team, and Community Ready Corps (CRC) has provided me with valuable firsthand experience working within the community to address the root causes of violence and promote positive change. These combined experiences have equipped me with a deep understanding of the issues the Commission faces and the skills necessary to contribute meaningfully to its work.
2. My contacts with OPD have been insightful. I have worked with Deputy Chief Beere, Assistant Chief Trevelyan Jones, and a handful of other officers as part of my work with the Community Policing Advisory board.
3. In college I was the lead undergraduate law clerk/intern at the Law Offices of John L. Burris. We sued Police Departments for wrongful uses of force, wrongful death and other over reaches of power. My work with the Law office concluded in August of 2018.
4. I have served on one board and one Commission. When I joined the Community Policing Advisory Board (CPAB), we were expected to have a thorough understanding of the activities and issues faced by the neighborhood councils in our area and elevate these concerns to city services such as the OPD command staff, the City Administrator's office, Neighborhood Services, and others. However, I discovered that the CPAB was almost entirely disconnected from the neighborhood councils. I then collaborated with the board to ensure that we attend at least a handful of neighborhood council meetings each month, allowing us to gain a more accurate understanding of what is happening in our neighborhoods.
 - a. Additionally, on the Community Policing Advisory Board, our charter resolution 79235 stated that the city should provide meeting spaces to neighborhood councils on Oakland Unified School District (OUSD) properties. However, even the longest-serving board members were unaware of any processes or contacts to facilitate this. I am currently working with OUSD leadership, including the superintendent, to establish a clear path forward to ensure neighborhood councils have access to these meeting spaces citywide.
 - b. Work experience - For the past four years, I have led Technology Partnership efforts for my previous employer, Fivetran, and my current employer, Postman. I have negotiated complex partnerships that have brought different organizations and numerous departments together to rally around a singular effort. I have balanced and analyzed budgets and served as the sole liaison to internal and external C-suite stakeholders. I may not be the traditional well-seasoned attorney that you have a handful of on your board, but I am born/raised in Oakland, a quick learner, experienced at navigating complex issues with executive stakeholders and am ready to learn and serve. Thanks for your time!



Police Commission

Application for Position of Commissioner

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A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	<u>BETHUNE</u> Last	<u>SANDRA</u> First	<u>K</u> M.I.
	Date: <u>5-6-2024</u>		
Home Address:	[REDACTED]		
	<u>OAKLAND</u> City	<u>CA</u> State	<u>94605</u> ZIP Code
Phone:	[REDACTED]	Email:	[REDACTED]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: DENISE WILLIAMS Relationship: FRIEND

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: SYLVIA FORTENBERRY Relationship: FRIEND

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: REGINALD LYLES Relationship: FRIEND

E-Mail: [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

FEMALE do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

Required Questionnaire

4. How long have you lived in Oakland?

71 YEARS

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

FRIEND

Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: *Sandra Bethune* Date: *5-6-2024*

Completed applications must be received by **May 31, 2023**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Sandra Bethune

Question #1: Life Work and Community Volunteering

During Jean Quan's term as Oakland Mayor, I was a volunteer, answering phone calls, registering guests during a Black History celebration at The African American Museum and Library, and was a volunteer server at the 160th birthday celebration of the City of Oakland. During my 42-year AT&T career, I went above and beyond my position as Associate Training Director, to coach and develop new sales employees in the nuances associated with our business products and services.

Question #2: Contact and Experiences with OPD

My experience with OPD is primarily through my role as Beat 25Y Neighborhood Council Chairperson for the past two years. As a result of this role, I have a trusting relationship with my CRO, Aaron Johnson. He is very responsive to any concerns I have to his attention. Recently I asked Acting Chief, Darren Allison, to provide more patrols in my neighborhood due to escalating property crimes. Thankfully he provided more service and so far, those crimes are down significantly.

Question #3 : Self or Family Volunteer or Employment Service

I nor any of my immediate family members have had significant volunteer services or employment experience as a policer officer, criminal prosecutor, or defense attorney, public or nonprofit, serving or advocating for crime victims or anyone convicted of crime.

Question #4 : Service on Boards, Committee or Commissions

I served as school PTA/PFC President or Co-President at John Marshall Elementary, Carl B. Munck Elementary, Montera Middle School, Edna Brewer and St. Mary's College High School, former Imani Community Church Usher Board President, and Thanksgiving Food Drive Committee Chair. Currently, I am President of Sequoyah Hills Homeowners Association representing 264 members, and as mentioned earlier, Beat 25Y NC Chairperson. All my leadership experiences helped me build stronger skills in active listening, negotiating, questioning, collaboration, and identifying root causes. Managing meetings when everyone is eager to speak can be a significant challenge depending on the issue. Giving people just the right amount of time to speak without allowing them to repeat themselves, uses up valuable meeting time for other speakers. So, time management and staying on topic were and still can be challenging. When you lead with respect, integrity, and clarity it makes the job much easier in my opinion.

Thelonious I. Polk

Oakland, CA 94607

Aim:

To become utilized by an agency that appreciates my skills and the potential that I possess to the point, during time, my responsibilities will take me farther within the company (growth).

SKILLS:

Type 50 wpm	Public contact
Maintain files/alpha-numerical	Prepare daily, weekly and monthly reports
Microsoft Windows XP	WP6.0/dBase IV/Excel
Organized/scheduled oriented	Journalism
Gregg Shorthand/60-70 wpm	

PROFESSIONAL EXPERIENCE

Desk Clerk LEN/Mercy Housing Survey the property and residents, sign guests in and out.	March, 2018 to Present San Francisco, CA
Merchandiser TNG Assemble updated periodicals on stands.	June, 2015 to April, 2020 Oakland/Berkeley, CA
Generalist/Adjuster Center Independent Living Assist qualified individuals for daily living tasks: shop, pay bills, budgeting, and other related tasks. Assist those looking for employment.	January, 2008 to November, 2011 San Francisco, CA
Sign Language Instructor/Vol. Teach adults and students to sign and interpret. Signed Sunday morning services.	August, 2006 to October, 2015 Oakland, CA
Facility Manager/Residential Counselor Another Concept Supervise employees managing teen males, petty cash account	May, 2003 - September, 2004 San Jose, CA

Summary of Qualifications

Utilize skills in computerization and to deal with the general public on an everyday basis. I desire to become a vital member of your company and, in the long run, become a member that directs its future in both the near and far future.

Possession of principles, practices and procedures of public employment, principles and the methods of records and management, computer operation: modern office methods, practices and equipment; oral and written communication; personal skills, including tact, courtesy and diplomacy.

Courses/ Training:	Institution:	Year Completed:
Signing Exact English Berkeley Unified School District	Center for Early Intervention of Deafness Berkeley, CA	10/06 - 07/07
Office Automation	Inter-City Services Berkeley, CA	1998, 2019/Cer. (on going)
Computer Operation	Business Education Oakland, CA	1997/Certificate
Journalism/Business	San Francisco State San Francisco, CA	1984/AA Degree
Sign Language	San Francisco State San Francisco, CA	1982

References

Sam Jones, Church of Christ, Minister [REDACTED].

Robert McKnight, Berkeley Unified Distr [REDACTED]

Keevon Hill Mercy Housing, Asst Pro. Man [REDACTED]

Angela Polk, County of Alameda [REDACTED]

Pro - Professional
Per -Personal



Police Commission

Application for Position of Commissioner

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A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name:	George Zacharias	Date:	06/14/2024
	<i>Last First M.I.</i>		
Home Address:	1141 Excelsior Ave		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94610
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email:	[REDACTED]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Fr. Mario Rizzo

Relationship: Parish Priest

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: John King

Relationship: Friend

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Etienne Giraudy

Relationship: Manager

E-Mail: [REDACTED]

Phone: _____

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

Male I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

Required Questionnaire

4. How long have you lived in Oakland?

2 years _____

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at

_____ You can also find video recordings of past meetings there.)

- 0
 1-2
 3 or more

6. How did you hear about applying to be on the Police Commission?

I was interested in contributing to improving the city I live in, and in looking for ways to do so, I found this _____

Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: Zacharias George

Date: 06/14/2024

Completed applications must be received by **June 14, 2024**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

My career has been winding and very interesting, from being a researcher in Applied Physics, to improving fashion retail ecommerce, to driving metrics at various tech companies in the Bay Area. A common thread throughout my career has been my ability to dig into data and derive meaningful insights from it. I've spotted patterns that enabled me and my teams to make significant and meaningful impacts at the different jobs I've had.

Outside of my career, I'm most passionate about education and have organized and run summer classes for High school students at Carnegie Mellon University, been a tutor to numerous middle and high school children, and I've also been a judge at middle school science fairs.

I've been laying low the last couple of years as we just moved here, and had our first baby, but now that the dust has settled, I'm eager to start contributing to my local community in any way I can again!

2. Please describe your contacts or experiences with the Oakland Police Department.

I have been very fortunate that my experiences with the Oakland Police Department have all been warm, lovely, and courteous. My interactions with officers from OPD have been either conversations I've had with patrol officers I've met on our street, or when I have had to share details of nearby sideshows (I've called in to 911 for this reason many times!).

I do not have any contacts within or other experiences with the OPD.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

- as a police officer,
- as a criminal prosecutor or defense attorney,
- with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

A cousin of mine was a public defender for the city of Pittsburgh, so I've heard so many stories from him during his time there.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I have never served on the board, committee, commission, or other group. This is my first attempt to do so. While I've contributed on some smaller scale, and as an on-the-ground-doer, I think my skills that I've developed over the years may be best applied in this kind of capacity.



Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: Linowitz Zachary N. Date: 06/21/2023
Last First M.I.

Home Address: [REDACTED] 4
Street Address Apartment/Unit #

Oakland CA 94610
City State ZIP Code

Phone: [REDACTED] Email [REDACTED]

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

Required Questionnaire

4. How long have you lived in Oakland?

10 years _____

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

<input type="checkbox"/>	0
<input checked="" type="checkbox"/>	1-2
<input type="checkbox"/>	3 or more

6. How did you hear about applying to be on the Police Commission?

Friend _____


Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature:  _____ Date: 06/21/2023

Completed applications must be received by **May 31, 2023**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Zachary Linowitz
Application for Position of Police Commissioner
Supplemental Questionnaire

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

I am currently a deputy district attorney in the Public Accountability Unit of the Alameda County District Attorney's Office, primarily responsible for the investigation and prosecution of criminal cases involving alleged police misconduct. Prior to this position, I was a deputy public defender in the Contra Costa County Public Defender's Office, where I represented indigent defendants accused of crimes. I have also volunteered many times as a Legal Observer for the National Lawyers Guild. My professional and volunteer experiences make me a strong candidate for the challenging and important work of the Police Commission.

2. Please describe your contacts or experiences with the Oakland Police Department.

In my current capacity as a deputy district attorney for Alameda County, I work cooperatively with various members of OPD in the investigation and prosecution of cases involving alleged police misconduct. Given my current role, I would recuse myself from any Commission work involving discipline of officers that could potentially result in criminal prosecution.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience (a) as a police officer, (b) as a criminal prosecutor or defense attorney, or (c) with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

As mentioned above, I am currently a deputy district attorney in the Public Accountability Unit of the Alameda County District Attorney's Office. Prior to this position, I was a deputy public defender in the Contra Costa County Public Defender's Office. I have approximately 12 years of professional experience in the criminal legal system.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I served as an executive board member for the Contra Costa Defender Association, the labor union representing the investigators and attorneys working for the Contra Costa County Public Defender's Office. Specifically, I served as a shop steward. The most challenging aspect of that role was maintaining strong and effective advocacy for our members when their interests collided with those of our clients. Our membership was deeply devoted to its clientele, so these occasional conflicts could be difficult to navigate. Maintaining that delicate balance enhanced my appreciation for nuanced positions and contributed to my growth as a leader and advocate.