



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

Monday, November 19, 2018

(Special Meeting)

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

1. Roll Call and Determination of Quorum

The meeting started at 5:31 pm.

Selection Panel members present: John Jones III (Chair), Jean Blacksher, Tal Klement, Shikira Porter and Mary Vail.

Members arriving during Open Forum: Jim Chanin (at 5:33 pm), Candice Jessie (at 5:35 pm), Arnold Perkins (at 5:35 pm),

Absent: Sarah Chavez-Yoell,

Staff present: Stephanie Hom

City Attorney Staff: Allison Dibley

2. Open Forum

Comments were provided by the following public speakers:

Rashida Grinage

Mariano Contreras

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- October 17, 2018 Meeting

Motion to approve the meeting minutes for October 17, 2018 was moved (M. Vail) and seconded (A. Perkins).

Motion passed with 6 ayes. Abstention: J. Blacksher and J. Chanin. Absent: S. Chavez-Yoell.

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4. Discuss Ad Hoc Committee Recommendations for the Police Commission Selection Process

The Selection Panel acted on Ad Hoc Committee recommendations as follows:

- A. Motioned by A. Perkins and seconded by J. Blacksher to establish the timeline for the next recruitment cycle with the goal of newly nominated Police Commissioners confirmed by the City Council on **September 17, 2019**. Accordingly, the timeline includes:

Application Released: February 15, 2019
Application Deadline: March 30, 2019
Application Review: April 1 – 30, 2019
Candidate Interviews: May 1 – June 15, 2019
Determination of Slate: June 28, 2019
Background Check Completed: July 31, 2019
Report to Council Due Date: September 3, 2019

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

- B. Motioned by C. Jessie and seconded by J. Chanin to:
1. Accept updates to “Fact Sheet and Application” with amendment to insert in bold text in the Time Commitment section, “Significant time commitment anticipated for both meeting preparation and attendance.
 2. Make the Fact Sheet and Application available in Vietnamese, in addition to Spanish, Chinese and English.

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

- C. Motion by T. Klement and seconded by A. Perkins to update the Outreach Plan to include additional bar associations, a KTOP video or static announcement, and Public Service Announcements to non-English media, and possibly include utilizing the City of Oakland Boards and Commissions online application process (in addition to the hard copy applications). And that the Selection Panel continue to update the Outreach Plan as necessary and appropriate.

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

Comments were provided by the following public speakers:
Mariano Contreras

- D. Motion by C. Jessie and seconded by M. Vail to update the list of 2017 interview questions by combining questions 1 and 2 into one question and adding two

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additional questions that address time commitment and working with others; thus, the 2019 “Questions Asked During Ad Hoc Subcommittee Screening Interviews” would include the following six (6) questions:

1. Why do you want to be part of the Oakland Police Commission and what impacts would you like to see the Oakland Police Commission have and accomplish?
2. Tell us about your experience and/or opinion of the Oakland Police Department.
3. Describe an experience where you had to make a difficult decision that affected someone’s life.
4. What skills would you bring to the Oakland Police Commission?
5. Are you aware of the time commitment required to effectively serve on the Police Commission, which requires preparation for meetings, participation in regular meetings and potentially on ad hoc or standing committee meetings?
6. Tell us about your experience working effectively with others, including your experience working on other boards, commissions and groups. How did you handle conflict in these situations?

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

- E. Motion by M. Vail and seconded by T. Klement that the Selection Panel request staff to send notification by February 15 to all Commissioners (both Selection Panel and Mayoral appointed) with upcoming expiring term date a notification that would include,
1. Date of term expiration.
 2. Eligibility for continued service.
 3. Request to receive intent by March 30.
 4. Due date for application, if applicable.

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

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Motion by J. Chanin and seconded by A. Perkins to request staff to survey current Police Commissioners on the number of hours spent per month on Police Commission duties.

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

- F. Motion by J. Chanin and seconded by T. Klement that the Selection Panel not development a reserve pool of 3 candidates for when the Selection Panel is required to select a replacement Alternate Police Commissioner.

Motion failed with 5 “No” votes (J. Blacksher, C. Jessie, J. Chanin, J. Jones, A. Perkins, M. Vail), 3 “Yes” votes (J. Chanin, T. Klement, S. Porter) Absent: S. Chavez-Yoell.

Motion by M. Vail and seconded by A. Perkins to table the item of developing a reserve pool of candidates for consideration at the next Selection Panel meeting.

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

- G. Motion by C. Jessie and seconded by T. Klement that request that staff draft legislation for City Council to consider that will provide for a stipend of at least \$500 monthly for all Police Commissioners on a retroactive basis.

Motion passed with 7 ayes. One “No” vote (J. Jones). Absent: S. Chavez-Yoell.

Stephanie Hom stated that staff will consider the request and how it would be implemented and report back to the Selection Panel.

- H. Motion by A. Perkins and seconded by M. Vail to create a new Ad Hoc Committee comprised of T. Klement, J. Jones, and A. Perkins to survey the current Police Commissioners about their thoughts about the Selection Panel application/interview process by March 30, 2019.

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

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5. Determine Continued Need for Ad Hoc Committee (for the Review and Recommendations Regarding the Police Commission Selection Process) and Assign New Members

Motion by T. Klement and seconded by J. Chanin to discontinue the Ad Hoc Committee established to Review and Make Recommendations Regarding the Police Commission Selection Process since that work is completed.

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

6. Discuss Selection Panel Appointment of Alternate Police Commissioner
The Selection Panel discussed next steps for appointing a new Alternate Police Commissioner.

Motion by C. Jessie and seconded by J. Chanin to select a new Alternate Police Commissioner by interviewing the top 5 finalists from the 2017 process.

Motion failed with 4 “No” votes (T. Klement, J. Jones, S. Porter, M. Vail). 4 “Yes” votes (J. Blacksher, C. Jessie, J. Chanin, A. Perkins,). Absent: S. Chavez-Yoell.

Motion by J. Chanin and seconded by C. Jessie to select a new Alternate Police Commissioner by interviewing the top 10 (interested) finalists of the 23 finalists that remain from the 2017 process.

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

7. Discuss and Schedule Annual Training and Orientation to City Charter Section 604 – Police Commission

Motioned by T. Klement and seconded by C. Jessie that the Selection Panel receive the annual required training regarding City Charter Section 604 at its regular annual meeting each year on the second Thursday of each May.

Motion passed with 8 ayes. Absent: S. Chavez-Yoell.

8. Determine Next Meeting Date(s)

The Selection Panel decided to schedule its next meetings on Monday, January 14, 2019 and Thursday, January 17, 2019 with the agendas to include the interviewing of candidates for the Alternate Police Commissioner vacancy. Wednesday, January 16, 2019 was identified as a backup meeting date in the event one of the other dates could not be accommodated.

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Open Forum

There were no comments from the public.

The meeting was adjourned at 8:32 pm.