



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(REGULAR MEETING)**

**Meeting Minutes**

**Tuesday, May 4, 2021**  
Via Teleconference

Selection Panel Members: Gay Plair Cobb (At Large), Don Link (District 1), James Chanin (District 2), Langston Buddenhagen (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Rickisha Herron (District 6), Bill Thomasson (District 7), and Brendalynn Goodall (Mayor).

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**1. Roll Call and Determination of Quorum**

Quorum was determined and the meeting started at 6:05 pm.

Members present: Lorelei Bosserman, Langston Buddenhagen, James Chanin, Gay Plair Cobb, Brendalynn Goodall, Don Link, Bill Thomasson and Mary Vail.

Members absent: Rickisha Herron

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

**2. Open Forum**

Public comments were provided by the following speakers:

Elise Bernstein  
Rashidah Grinage  
Shahidah Lacey  
Saleem Bey  
Cathy Leonard  
Assata Olugbala  
Mariano Contreras

No written comments were submitted prior to the meeting.

**ACTION ITEMS**

**3. Approval of Selection Panel Meeting Minutes**

A motion was made by Gay Plair Cobb, seconded by Don Link, to approve the meeting minutes of April 19, 2021. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

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Public comments were provided by the following speakers:

Assata Olugbala

Saleem Bey

**4. Annual Training and Orientation to City Charter Section 604 – Police Commission**

The Selection Panel received annual training from Senior Deputy City Attorney Allison Dibley on the legislation that established the Oakland Police Commission and Selection Panel for the Oakland Police Commission. The training including the duties and tasks assigned to the Police Commission, Community Police Review Agency and Office of the Inspector General.

Public comments were provided by the following speakers:

Saleem Bey

Assata Olugbala

**5. Public Safety Task Force Recommendations**

Member Lorelei Bosserman presented the Ad Hoc Committee’s analysis and responses to the Public Safety Task Force recommendations, specifically the committee’s proposed actions for the Selection Panel. Member Mary Vail also presented on past actions taken by the Selection Panel in reviewing and evaluating its own nomination processes.

A motion was made by Lorelei Bosserman, seconded by Don Link, to table proposed actions 1 through 6 until the fall of 2021. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Discussion on this item then moved to proposed action 11, regarding opening statements during interviews with candidates.

A second motion was made by Don Link, seconded by Brendalynn Goodall, to allow candidates two (2) minutes to make an opening statement during their interviews. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

The Selection Panel then discussed proposed action 10, regarding announcements on the evaluation criteria used by the Selection Panel. After discussion, City staff member Richard J. Luna stated staff can fully inform candidates of the evaluation criteria when notifying candidates about their interviews.

Discussion on this item then moved to proposed action 12, regarding separate questions for incumbent applicants.

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A third motion was made by Lorelei Bosserman, seconded by Don Link, to defer proposed action 12 (questions for incumbent applicants) to a future meeting. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

The Selection Panel then discussed proposed action 13, which stated that interviews are only part of what Selection Panel Members consider when evaluating incumbent applicants, and that the Selection Panel should inform the public of this during deliberations.

A fourth motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to adopt proposed action 13, which states: “Before and after interviewing incumbents, remind the public that the incumbent’s interview is only part of what the [Selection Panel] considers. The SP also considers the incumbent’s demonstrated performance as a commissioner. Refer the public to the video recordings and agenda packets from the last 3 years of Police Commission meetings.” The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Discussion on this item then moved to proposed action 14, and after deliberation the Selection Panel modified proposed action 14 as part of their motion.

A fifth motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall to adopt only the first sentence of proposed action 14, which states: “Allow discussion of a candidate’s merits and any concerns the SP has, but do not require it.” The motion passed with six ayes (Bosserman, Buddenhagen, Cobb, Goodall, Thomasson, Vail) one no (Link) and one abstention (Chanin).

The Selection Panel continued discussion on the Ad Hoc Committee’s proposed rejections to the Public Safety Task Force recommendations. Members also discussed previous interview processes, and the pros and cons of conducting interviews via Ad Hoc Committees versus the entire Selection Panel.

Public comments were provided by the following speakers:

Saleem Bey  
Assata Olugbala  
Rashidah Grinage  
Cathy Leonard

**6. 2021 Police Commissioner Nomination Process**

City staff member Richard J. Luna presented a report on the current status of the Selection Panel’s 2021 nomination process, and requested the Selection Panel consider setting target dates for conducting interviews and completing the nomination process.

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A motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to establish August 12, 2021, as the Selection Panel's deadline to make its appointment. The motion passed with seven ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson) and one abstention (Vail).

The Selection Panel then discussed its upcoming meeting schedule and whether a meeting was needed prior to June 15, 2021, the current deadline for the City to accept Police Commissioner applications. City staff stated they can provide updates to the Selection Panel on the number of applications received leading up to the deadline.

A second motion was made by Don Link, seconded by Brendalynn Goodall, to schedule the next meeting of the Selection Panel for 6:00 pm on June 17, 2021, and that if by May 27, 2021, a Selection Panel Member believed the number of applications were low that a Special Meeting could be called for June 1, 2021, to discuss the current status of applications. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Public comments were provided by the following speakers:  
Saleem Bey  
Assata Olugbala

**7. Time Commitment for Serving on the Police Commission**

The Selection Panel then discussed inviting feedback from current Police Commissioners on the time commitment required to perform their work so that the Selection Panel can use that information as it deliberates and makes a nomination.

A motion was made by Don Link, seconded by Mary Vail, requesting City staff send a letter signed by Chairperson Jim Chanin asking Police Commissioners for their input on time commitment for serving on the Commission, with the intent to receive the information prior to the meeting on June 17, 2021. After deliberation, Member Don Link withdrew the motion.

The Selection Panel discussed if Police Commission Chair Regina Jackson should be contacted directly and that the Selection Panel should only seek Chair Jackson's input on the time commitment serving on the Commission.

A new motion was made Gay Plair Cobb, seconded by Don Link, requesting City staff contact Chair Regina Jackson and ask for her written input on time commitment to serve on the Police Commission, and invite Chair Jackson to the meeting on June 17, 2021, to present that information. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

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The Selection Panel requested the prior year's interview questions be added to the next agenda for discussion. Additionally, Chair Jim Chanin requested the Police Commission's recently adopted Rules of Procedure be added to the next agenda so the Selection Panel may consider adopting similar rules in conducting its business.

Public comments were provided by the following speakers:  
Saleem Bey  
Assata Olugbala

**8. Adjournment**

The meeting was adjourned at 9:54 pm.