



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING) - DRAFT
Meeting Agenda
Tuesday, April 1, 2025
6:00 PM**

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

Selection Panel Members: Chair Rickisha Herron (District 6), Vice Chair Gay Plair Cobb (At Large), Vacant (Mayor), Paula White (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Bill Thomasson (District 7).

PUBLIC PARTICIPATION

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

OBSERVE:

- To observe the meeting by video conference, please click on this link: <https://us06web.zoom.us/j/82832448748> at the noticed meeting time.

To comment during the meeting, please raise your hand and staff will allow you to speak for the time allotted by the Chair.

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 828 3244 8748

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

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

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

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

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)- DRAFT**

Meeting Agenda (Continued)

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

**Tuesday, April 1, 2025
6:00 PM**

1. Roll Call and Determination of Quorum

2. Public Comment

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

ACTION ITEMS

3. Approve Selection Panel Meeting Minutes

- February 4, 2025
- March 4, 2025

4. Discuss the Nomination and Outreach Process for 2025

Staff will present an update on the nomination process. The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including setting an application deadline and conducting community outreach.

5. Report out by the ad-hoc committee to fill Selection Panel vacancies for Council District 4 and Mayoral vacancies

The Selection Panel will discuss and take possible action on creating a recruitment process to fill vacancies on the Selection Panel. The Selection Panel will review questions and determine a process to conduct interviews.

6. Presentation and discussion on the Selection Panel Reserve Pool Process

The Selection Panel will discuss and take possible action on the reserve pool procedure.

7. Agenda Building

The Panel will discuss their next meeting agenda.

8. Open Forum

9. Adjournment

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

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)- DRAFT**

Meeting Agenda (Continued)

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

**Tuesday, April 1, 2025
6:00 PM**

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email fverdin@oaklandca.gov or call (510) 238-3128 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a fverdin@oaklandca.gov o llame al (510) 238-4756 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語,西班牙語,粵語或國語翻譯服務嗎?請在會議前五個工作天電郵 fverdin@oaklandca.gov 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)
Meeting Agenda
Tuesday, February 4, 2025
6:00 PM**

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

Selection Panel Members: Chair Rickisha Herron (District 6), Vice Chair Gay Plair Cobb (At Large), Vacant (Mayor), Paula White (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Bill Thomasson (District 7).

1. Roll Call and Determination of Quorum

Chair Herron called the meeting to order.

In attendance: Chair Herron, Vice Chair Cobb, Panelists: Thomasson, Rivera, Eddy and White

Absent: Panelist Kakishiba

2. Public Comment

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

No public comment.

ACTION ITEMS

3. Approve Selection Panel Meeting Minutes

- August 5, 2024
- August 13, 2024

Staff withdrew the minutes.

4. Reports from Selection Panel ad hoc committee

The Selection Panel ad hoc committee will report out on their work.

Chair Herron provided an update on the ad hoc committee that worked on revisions of interview questions for Police Commission candidates. Members of the committee consisted of the Chair, Panelists Kakishiba and Eddy. The ad hoc committee met twice. The committee reviewed all the interview questions and selected questions that can remain, others that need to be deleted, and some questions that need to be revised. The committee will develop a list of standard question and optional questions, the questions that specifically apply to the work of Police Commission will be labeled separately. Once a candidate is asked a question then all candidates must be asked the same question.

The ad hoc committee will meet about two or three additional times to finalize the revision of the questions.

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

Meeting Agenda (Continued)

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

**Tuesday, February 4, 2025
6:00 PM**

Panelists Rivera served on an ad hoc to review procedure documents. The work of that committee has ended, and Selection Panel documents are in a SharePoint folder in the City Administrator's Office.

Panelists Cobb will review and propose reserve pool language, which is an item that can be added to the next agenda.

Chair Herron recommended revising all Panel materials every two years, including the Applicant Evaluation Tool.

5. Discuss the Nomination Process for 2025

Staff will present an update on the nomination process. The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including setting an application deadline.

Staff provided an update on the Nomination process as outlined in the report that was included in the agenda packet. Staff advised the Panel that there are two upcoming vacancies on the Police Commission - Ricardo Garcia-Acosta and Omar Farmer's terms end on October 16, 2025. The Panel discussed the timeline for the nomination process in 2024. Chair Herron proposed starting the process earlier in 2025 and ending the process by the end of June.

Chair Herron recommended that the deadline for applications take place at the end of April, and this could be a standing deadline for the Panel. This will allow the community to prepare and be aware of the Panel's process to recruit Police Commissioners.

Staff will advise the incumbents that their terms are ending and that the Panel is opening up the recruitment process. The current incumbents need to advise the Panel if they wish to continue serving on the Police Commission. The Panel has the option of reappointing the current commissioners.

Panelist Thomasson expressed that the community may be receptive to the idea of recruiting candidates specifically for the reserve pool. The Panel could successfully recruit for a reserve pool if the Panel markets the recruitment appropriately.

Panelist Eddy shared that there are benefits to opening the recruitment process when Police Commissioner terms are fully ending. He indicated the importance of the Panel reviewing attendance records, performance, etc when reappointing commissioners.

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

Meeting Agenda (Continued)

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

**Tuesday, February 4, 2025
6:00 PM**

Meeting dates of the Panel may change as the interview dates approach in late May/early June.

The Panel discussed the 2025 nomination schedule. Staff will propose a nomination schedule and present it to the Panel. The Panel would like to end the process by June 30.

6. Discuss the creation of an ad-hoc committee to fill the Selection Panel's Council District 4 and Mayoral vacancies

The Selection Panel will discuss and take possible action on creating a recruitment process to fill vacancies on the Selection Panel.

The Panel discussed the current vacancies on the Selection Panel. Thommason reminded the Panel that his term will end on May 20 and Panelist Cobb's term ends on June 9.

The current vacancies on the Panel include the Council District 4 and Mayoral seats. The goal is to fill the vacancies in a timely manner.

Chair Herron and Panelist White agreed to serve on an ad hoc committee to discuss and guide the recruitment to fill the vacant seats on the Selection Panel.

7. Agenda Building

The Panel will build the next meeting agenda.

The next agenda will consist of current agenda Items 1, 2 and 3, 4, 5 and 6. The Panel will also hear an update from Panelist Cobb on the recommended reserve pool process.

Public Comment:

- Daniel Ettlinger

The Panel had a conversation about public comment and open forum. Deputy City Attorney Jady Leung will provide guidance to the Panel on how the Panel can incorporate public comment during their meetings. This topic will be discussed in further detail during the next meeting of the Panel.

8. Adjournment

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

The meeting was adjourned at 7:54pm.



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)
DRAFT Meeting Minutes
Tuesday, March 4, 2025
6:30 PM**

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

Selection Panel Members: Chair Rickisha Herron (District 6), Vice Chair Gay Plair Cobb (At Large), Vacant (Mayor), Paula White (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Bill Thomasson (District 7).

1. Roll Call and Determination of Quorum

The Chair of the Police Commission Selection Panel called the meeting to order.

In attendance: Chair Herron, Panelists Rivera, Thommason, Eddy and White

2. Public Comment

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

No Public comment.

ACTION ITEMS

3. Approve Selection Panel Meeting Minutes

- August 5, 2024
- August 13, 2024

Panelist Rivera moved to approve the minutes, second by Panelist Thomasson. The minutes were approved unanimously.

4. Review the Panel's Process for Public Comment and Open Forum

The Selection Panel will discuss and take possible action on their process for public comment and open forum.

Panelist Rivera advised that the meeting begin with public comment and end with open forum. Deputy City Attorney Jady Leung agreed.

Panelist Eddy requested to also have public comment after each item on the agenda. He indicated the importance of maximizing and managing public comment. It models an openness to hearing from the public. Panelist Rivera advised that the purpose of public comment and open forum is an opportunity to listen and not engage or make it a discussion; however, the Panel can choose and take action to take public comment on each agenda item. Panelist White emphasized the importance of time management.

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

DRAFT Meeting Minutes

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

**Tuesday, March 4, 2025
6:30 PM**

Deputy City Attorney stated that public comment includes virtual and in-person.

Panelist Rivera made a motion for the Panel to continue allowing public comment at the beginning of the meeting and open forum at the end. It's at the discretion of the chair to allow public comment on each item as appropriate.

Discussion: Panelist Eddy recommended that the Panel has the option of requesting that the chair take public comment.

The motion was seconded by Panelist Thomasson. The motion passed unanimously.

5. Discuss the Nomination and Outreach Process for 2025

Staff will present an update on the nomination process. The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including setting an application deadline and conducting community outreach.

Staff provided an update on the report that was included in the packet. All the deadlines for the Panels process were included in the packet. The draft outreach plan was included for the Panel to review. The proposed schedule allows for the nomination process to end by June 30.

Panelist Rivera recommended adding the deadline for the Form 700 which is due on April 1.

Panelist Rivera raised concerns about the outreach methods and recommended that the Panel consider other methods of outreach including social media such as Instagram and text.

6. Discuss the creation of an ad-hoc committee to fill the Selection Panel's Council District 4 and Mayoral vacancies

The Selection Panel will discuss and take possible action on creating a recruitment process to fill vacancies on the Selection Panel.

Panelists are strongly encouraged to promote the Selection Panel's recruitment. Last year, the recruitment was promoted citywide, including to the list of community-based organizations, Neighborhood Councils and citywide on Nextdoor.

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

DRAFT Meeting Minutes

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

**Tuesday, March 4, 2025
6:30 PM**

Chair Herron and Panelist White agreed to serve on the ad hoc committee to recruit Selection Panelist. The chair indicated that she would also reach out to Panelists Kakishiba and Cobb. The ad hoc will recruit for two (2) vacancies.

Panelist Thomasson agreed to contact the Councilmember for District 7 to fill his upcoming vacancy.

Based on the applications received, the Panel will interview applicants to serve on the Selection Panel.

7. Agenda Building

The Panel will discuss their next meeting agenda.

Repeat agenda items 1-6, report out on interview questions by ad hoc committee. Chair Herron indicated that she wants Rashida Grinage's (Coalition for Police Accountability) feedback on the questions.

8. Open Forum

No comments during open forum.

9. Adjournment

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

The meeting was adjourned at 7:45pm.



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Felicia Verdin
Assistant to the City Administrator

SUBJECT: 2025 Police Commissioner
Application and Selection Process

DATE: April 1, 2025

Action Requested:

For the Selection Panel to:

1. Review, discuss and/or modify the 2025 Nomination Schedule.
2. Determine which applicants will be nominated for approval by the City Council. The Panel may nominate two (2) candidates. See Table 1 below.

Executive Summary:

On March 24, 2025, the City of Oakland issued a joint press release with the Selection Panel encouraging residents to apply for the Oakland Police Commission. The press release can be found on the Selection Panel's website at: [City of Oakland | Police Commission Selection Panel](#). Panelists are strongly encouraged to promote the recruitment through their email distribution lists and by making announcements about the recruitment at public gatherings.

On March 7, 2025, staff issued a recruitment for the two vacancies on the Selection Panel and the deadline to apply was March 20, 2025. The recruitment was sent to Panelist, posted citywide on Nextdoor and sent to various email distribution lists. As a result of this recruitment, six (6) applications were received.

Staff reached out to the current incumbents regarding their interests to reapply to the Police Commission. Ricardo Garcia-Acosta and Omar Farmer each stated that they will apply again to serve on the Police Commission during this nomination period. Their applications will be submitted directly to staff.

On May 21, 2024, the Panel selected Omar Farmer to serve as an Alternate on the Police Commission to fill the vacancy left by Ricardo Garcia-Acosta. Staff submitted a report and resolution to the Council and on June 18, Omar Farmer was appointed to serve as an Alternate Police Commissioner. Karely Ordaz resigned from the Police Commission effective June 30, 2024.

During your meeting on June 24, 2024, the Selection Panel nominated Charlie Eddy to fill the District 3 vacancy on the Police Commission Selection. The Panel interviewed a total of 4 candidates. Staff submitted a report and resolution to the Oakland City Council and Mr. Eddy was appointed by the Council on July 16, 2024. He will fill the District 3 seat vacated by Langston Buddenhagen in early 2023.

On July 10, the Panel met to consider the 11 applications that were submitted to the Selection Panel. Staff provided non-redacted applications to the Panel and a ranking sheet with a list of all the applicants with one column labeled “To Interview” and another column labeled “Not Interview. The Panel shared their rankings with staff and voted to interview 7 applicants. One candidate declined to interview at this time, therefore the Panel will interview 6 applicants. The redacted applications and ranking sheet can be found on the [Panel’s website](#).

On July 24 and 25, the Panel interviewed 5 applicants: Charlene Wang, Angela Jackson-Castain, Paul Costa, Sandra Bethune and Samuel Dawit. They chose to advance four (4) applicants to the finalist round of interviews. The Panel voted to advance Angela Jackson-Castain as a finalist without interviewing her again. On August 5, the Panel interviewed three finalist applicants: Paul Costa, Samuel Dawit and Charlene Wang.

On August 13, the Panel voted to advance Samuel Dawit and Angela Jackson-Castain as full commissioners.

Examples of 2024 Recruitment Outreach to Fill Police Commission Vacancies

The Panel initiated its months long process in nominating new candidates to serve on the Oakland Police Commission during the spring. The City of Oakland issued a press release on May 6, 2024, and the Police Commission recruitment effort was shared on social media and emailed to non-profits across Oakland. Panel members were encouraged to share the recruitment announcement with their networks. The Oakland Post also ran an ad in their newspaper. Flyers were made available for Panelist to distribute during community events. The application deadline for the community to apply and join the Police Commission was June 14. A total of 11 applications were received.

Simultaneously, the Panel ran a recruitment to fill the District 3 vacancy on the Selection Panel. The deadline for applicants to apply was June 7. A total of 5 applicants applied and 4 were interviewed by the Panel on June 24. Following the interviews, the Panel voted and chose Charlie Eddy to serve on the Panel.

Background:

Per the City Charter, section 604(3)(c): Each year the Selection Panel shall re-convene, as needed, to designate replacements for the five (5) Commissioner (four (4) regular members and one (1) alternate) vacancies initially filled by the Selection Panel. The Selection Panel shall, by a two-thirds (2/3) vote of the members present but by a vote of no fewer than five (5) members, submit a slate of names of such designated persons to the City Council for acceptance or rejection. If the City Council does not accept or reject the entire slate within sixty (60) days after the completion of the background checks and submission by the Selection Panel, all designated replacements shall be deemed appointed.

Staff proposes the Selection Panel make its decisions to fill the Police Commission seats no later than mid-August 2025, which will allow staff time to complete the required background checks and submit the scheduling request, staff report and resolution to be heard by the City Council in early October 2025.

During this selection period, the Panel is required to fill the vacant seat currently held by Chair of the Police Commission, Ricardo Garcia Acosta and Alternate Omar Farmer. (**Table 1**).

The Police Commission also has the option to elevate the Alternate to a full commissioner.

Police Commissioner Terms

Table 1: Terms for Current Police Commissioners

Commissioner	Appointing Authority	Term End Date
Ricardo Garcia-Acosta, <i>Chair</i>	Selection Panel	Oct. 16, 2025
Samuel Dawit	Selection Panel	Oct. 16, 2026
Shawana Booker	Mayor	Oct. 16, 2026
Wilson Riles	Selection Panel	Oct. 16, 2026
Angela Jackson-Castain	Selection Panel	Oct. 16, 2027
Shane Thomas-Williams, Commissioner	Mayor	Oct. 16, 2027
Omar Farmer, <i>Alternate</i>	Selection Panel	Oct. 16, 2025
Vacant, <i>Alternate</i>	Mayor	Oct. 16, 2024

Nomination Schedule

The Selection Panel's 2025 nomination schedule is below. (**Table 2**).

Table 2: 2025 Nomination Schedule

Activity	Date
Application deadline	April 25, 2025
Joint press release announcing 2025 nomination period ¹	March 25, 2025
Incumbent notified	March 17, 2025
Selection Panel annual training and other agenda items as needed	May 6, 2025
Panel meets to discuss and review applications	May 6, 2025
Candidate interviews (first round)	May 20 and 21, 2025
Finalist interviews (second round)	June 3, 2025
Determination of slate	June 3, 2025
Background check process complete	August 2025
Council confirmation	October 2024

Again, during this recruitment process, the Selection Panel received a total of 11 applications. The Panel determined which applicants will be interviewed in July (please see attached interview schedule).

As previously mentioned, if the goal is to get nominees scheduled for confirmation at the City Council meeting of October 5, 2025, the Selection Panel will need to determine the nominees no later than mid-August 2025. All other dates can be adjusted accordingly based on input from the Selection Panel.

¹ <https://www.oaklandca.gov/news/city-of-oakland-encourages-residents-to-apply-for-police-commission>

2023 Nomination Process Details

During its 2023 nomination process, the Panel utilized the Applicant Evaluation Tool to review and evaluate applications. The applicant evaluation tool is attached. Each Selection Panelist reviewed all 34 applications submitted for consideration to the Police Commission.

The Panel provided a ranking of their top 8 applications during their June 20, 2023 meeting. They proceeded to rank additional candidates that Panelist prioritized in a review of the applications and voted to interview 10 candidates. Two rounds of interviews were held on two separate dates: July 12 and July 13, 2023. The Panel interviewed 9 candidates and voted on their top 5.

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

The Panel created a reserve pool that consisted of three members: Omar Farmer, Angela Jackson-Castain and Ricardo Garcia-Acosta.

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

Applicant Statistics

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

Table 3: Applications Statistics by Year

Nomination Year	Applications Received	Applicants Invited to Interview	Nominations made by Selection Panel
2017	146	28	4 Commissioners; 1 Alternate
2019	16	10	1 Commissioner; 1 Alternate
2020	68	17	2 Commissioners
2021	16	5	1 Commissioner
2022	13	13	1 Commissioner, 1 Alternate
2023	35	9	2 Commissioners
2024	11	7	2 Commissioners

Reserve Pool

The Selection Panel does not currently have a reserve pool.

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

Interview Questions for Police Commission Selection Panel Candidates

1. Brief self-introduction - 3 minutes, max.
2. Tell us about your experience working effectively with others, including your experience working with other boards, commissions, and groups. How did you handle conflict in these situations?
3. Why do you want to be part of the Police Commission Selection Panel?
4. Have you attended any of the Police Commission meetings either in person or virtually?
5. Our meetings are typically scheduled from 6-9pm. During February through August, we may meet frequently as needed, to go through the process of conducting outreach, interviewing applicants, and selecting candidates to present to the City Council. Tell us about your current schedule outside your career or volunteer community work. Can you manage the additional hours required to participate on the Selection Panel?