



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
Meeting Agenda  
Wednesday, July 10, 2024  
6:00 PM**

Oakland City Hall, Hearing Room 3  
1 Frank H. Ogawa Plaza  
Oakland, CA

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

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**PUBLIC PARTICIPATION**

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

**OBSERVE:**

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/83755308082> at the noticed meeting time.

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 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 two ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Felicia Verdin at [fverdin@oaklandca.gov](mailto: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 a speaker card during the meeting.

If you have any questions about these protocols, please e-mail Felicia Verdin, at [fverdin@oaklandca.gov](mailto:fverdin@oaklandca.gov).

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

**Meeting Agenda (Continued)**

**Oakland City Hall, Hearing Room 3  
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**Wednesday, July 10, 2024  
6:00 PM**

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

**2. Public Comment**

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

**ACTION ITEMS**

**3. Approve Selection Panel Meeting Minutes**

- **May 30, 2024**
- **June 24, 2024**

**4. Nomination of Vice Chair**

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

**5. Discuss the Police Commission Recruitment and Nomination Process for 2024**

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during the 2023 nomination process, including which candidates will advance to the next phase in the interview process. The Selection Panel may take action on the process to conduct reference checks and could also set or amend its future meeting schedule.

**6. Agenda Building**

The Panel will discuss their next meeting agenda.

**7. Adjournment**

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

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [fverdin@oaklandca.gov](mailto: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](mailto: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.

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

**Meeting Agenda (Continued)**

**Oakland City Hall, Hearing Room 3  
1 Frank H. Ogawa Plaza**

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6:00 PM**

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**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
DRAFT Meeting Minutes  
Thursday, May 30, 2024  
6:00 PM**

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

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

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

**In attendance:** Chair Herron, Vice Chair Link, Panelists Goodall, Cobb, Rivera and Thomasson.  
**Absent:** Panelist Bosserman and 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**

- **May 21, 2024**

Panelist Link made a minor revision to add an “s” to Panelist on page 4, second paragraph last sentence.

Chair Herron motion to approve the minutes, second by Panelist Goodall. The minutes were approved unanimously.

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

In accordance with Oakland Municipal Code Section 2.45.030(F), the Selection Panel shall receive training and orientation regarding City Charter Section 604 Police Commission on an annual basis, to occur at the regular meeting each May.

- Presentation Slides – Annual Selection Panel Orientation – Measure LL and Measure S1

Deputy City Attorney Jady Leung provided the annual training on City Charter Section 604. The PowerPoint presentation was included in the agenda packet for this meeting.

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

**DRAFT Meeting Minutes (Continued)**

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

**Thursday, May 30, 2024  
6:00 PM**

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**5. Nomination of Vice Chair**

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

This item was tabled, and the Panel moved on to item #6 in the agenda.

**6. Discuss the Police Commission Recruitment and Nomination Process for 2024**

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during the current selection process, including the following:

- Update on recruitment process and timeline
- Review nomination process
- Set future meeting dates
- Discuss evaluation tools

Staff provided an update on the recruitment and nomination process. Panelist Rivera had questions about the news outlets that were contacted. She indicated that the Community Action Partnership also an extensive list of community-based organizations to assist with the Panel's recruitment efforts.

Panelist Thomasson recommended emailing the applicants from last year and encouraging them to reapply. Panelist Cobb indicated that the recruitment can also be sent to faith based organizations.

Chair Herron volunteered to deliver the recruitment flyer to organizations in her neighborhood, including Homies Empowerment, the Black Cultural Zone, Roots Clinic, and East Oakland Youth Development Center. The chair also announced the recruitment during her Neighborhood Council Meeting.

Staff provided an update on the Selection Panel's nomination of Police Commission Alternate Omar Farmer. The report and resolution are complete and will be heard as a substantive item by the Rules Committee. Once the item is heard by the Rules Committee, it will be added to the Oakland City Council agenda on the consent calendar.

**7. Update by the ad-hoc committee on filling the Selection Panel's District 3 vacancy and other potential vacancies**

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

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

**DRAFT Meeting Minutes (Continued)**

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

**Thursday, May 30, 2024  
6:00 PM**

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Panelist Goodall provided a brief update on filling the Selection Panel's District 3 vacancy. Panelist Goodall indicated that one (1) application was received as of this meeting. The deadline to apply to serve on the Selection Panel was June 7. The Panel and staff were requested to assist with getting the word out about the vacancy through their various networks.

The Panel discussed the recruitment of Selection Panelist and set a timeline to interview potential applicants on June 10. The Panel requested that staff schedule the interviews and provide the panel with applications.

**8. Agenda Building**

The Panel will discuss their next meeting agenda.

- Interview applicants for the Selection Panel
- Review and discuss evaluation tool
- Review Finalist questions
- Update on the appointment process, including possible recommended changes to the Procedure Manual by the ad hoc committee.

**9. Adjournment**

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

Prior to the adjournment, the Panel and staff thanked Panelist Don Link for his service on the Selection Panel. Panelist Link expressed gratitude to the Panel for their commitment to the process.

Panelist Link moved to adjourn the meeting, seconded by Panelist Thomasson.



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
DRAFT Meeting Minutes  
Monday, June 24, 2024  
5:00 PM**

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

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

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

**2. Public Comment**

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

There was not public comment.

**ACTION ITEMS**

**3. Interview Statements by 2024 Police Commission Selection Panel Applicants**

The Selection Panel will review interview questions, request opening statements from candidates for the Selection Panel and ask follow-up questions as needed. The Panel will discuss and take possible action on nominating a candidate for confirmation by the Oakland City Council. The candidate will fill the current District 3 vacancy.

The Panel interviewed four (4) candidates for a position on the Police Commission Selection Panel. Each candidate provided a 2-minute opening statement and the Panel followed up with 8 minutes of follow-up questions developed by the ad hoc committee.

Public Comment: Ann Jenks

Following the interviews, each Panelist voted on their candidate of choice using a ballot provided by staff. Staff compiled the votes and Charlie Eddy was chosen unanimously by the Selection Panel.

Panelist Thomasson made a motion to accept and submit Charlie Eddy to the City Council to serve on the Police Commission Selection Panel. Second by Panelist Bosserman. The motion passed unanimously.

Following the motion and second, the chair called for public comment and there was none.

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

**DRAFT Meeting Minutes (Continued)**

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

**Monday, June 24, 2024  
5:00 PM**

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4. **Discuss the Police Commission Recruitment and Nomination Process for 2024**  
The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during the current selection process, including the following:
- Update on applications for the Police Commission

The Panel received a total of 12 applications. Based on the ratings of applications, the Panel will determine who will be interviewed. Staff will email the applications to the Panelist.

5. **Agenda Building**  
The Panel will discuss their next meeting agenda.

The Panel determined that the following agenda items will be on their next meeting agenda:

- Nomination and election of vice chair
- Determination and ranking of applications to be interviewed during the first round.
- Update on nomination process from staff

The meeting was adjourned.





# SELECTION PANEL REPORT

**TO:** Selection Panel for the  
Oakland Police Commission

**FROM:** Felicia Verdin  
Assistant to the City Administrator

**SUBJECT:** 2024 Police Commissioner  
Application and Selection Process

**DATE:** July 10, 2024

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## Action Requested:

For the Selection Panel to:

1. Review, discuss and/or modify the 2024 Nomination Schedule.
2. Nominate and elect a vice chair
3. Determine the applicants that will be interviewed for the Selection Panel's current vacancies on the Police Commission

## Executive Summary:

During your last meeting on June 24, the Selection Panel nominated Charlie Eddy to fill the District 3 vacancy on the Police Commission Selection Panel. The Panel interviewed a total of 4 candidates. The nomination requires confirmation by the Oakland City Council and is currently scheduled for on their July 16<sup>th</sup> meeting agenda.

On May 21, 2024, the Panel selected Omar Farmer as its candidate to serve as an Alternate on the Police Commission to fill the vacancy left by Ricardo Garcia-Acosta. On June 18, Omar Farmer was appointed by the City Council to serve as an Alternate Police Commissioner.

The Selection Panel currently has one vacant seat on the Police Commission since Karely Ordaz's resignation was effective on June 30, 2024. During this nomination cycle, the Panel will also need to consider the seat held by Commissioner Angela Jackson-Castain that expires on October 17, 2024.

As such, the Panel is being asked to review its 2024 nomination process and schedule.

## Recruitment Update

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 deadline for applicants to apply to serve on the Police Commission was June 14. A total of 11 applications were received for the Police Commission recruitment.

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.

**Background:**

Staff proposes the Selection Panel make its decisions to fill the Police Commission seats no later than mid-August 2024, 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 2024.

During this selection period, the Panel is required to fill the Alternate seat and the seats held by Angela Jackson-Castain and Karely Ordaz. Angela Jackson-Castain is completing the term of Rudolph Howell who resigned on October 14, 2023. (**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**

<b>Commissioner</b>	<b>Appointing Authority</b>	<b>Term End Date</b>
Marsha Peterson, <i>Chair</i>	Mayor	Oct. 16, 2023
Vacant, Commissioner	Selection Panel	Oct. 16, 2026
Regina Jackson	Mayor	Oct. 16, 2024
Ricardo Garcia-Acosta	Selection Panel	Oct. 16, 2025
Wilson Riles	Selection Panel	Oct. 16, 2026
Angela Jackson-Castain	Selection Panel	Oct. 16, 2024
<i>Vacant, Commissioner</i>	Mayor	
Omar Farmer, <i>Alternate</i>	Selection Panel	Oct. 16, 2025
Vacant, <i>Alternate</i>	Mayor	Oct. 16, 2024

Nomination Schedule

The Selection Panel’s 2024 nomination schedule is below. (**Table 2**).

**Table 2: 2024 Nomination Schedule**

<b>Activity</b>	<b>Date</b>
Application deadline	June 14, 2024
Joint press release announcing 2024 nomination period <sup>1</sup>	May 6, 2024
Incumbent notified	May 16, 2024
Selection Panel annual training and other agenda items as needed	May 30, 2024
Panel meets to discuss and review applications	July 10, 2024
Candidate interviews (first round)	July 24 and 25, 2024
Finalist interviews (second round)	August 1, 2024
Determination of slate	August 1, 2024
Background check process complete	August 2024

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

Council confirmation	October 2024
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During this recruitment process, the Selection Panel received a total of 11 applications. To rank the application, a rating sheet is being provided to the Panel. The Panel will determine which applicants will be interviewed in July.

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

2023 Nomination Process Details

The applicant evaluation tool is attached. During its 2023 nomination process, the Panel utilized the Tool to review and evaluate applications. 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

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](mailto:fverdin@oaklandca.gov).



**APPLICANT EVALUATION TOOL**  
**Position: Police Commissioner (Volunteer)**

**Position Description**

Serve on Police Commission public body of seven (7) members plus two (2) alternates. The Police Commission's role is to 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. Additional duties include hearing citizen complaints, making decisions determining outcomes.

**Core Competencies, Interview Questions & Evaluation**

Core competencies are the identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner. The objective of the interview is to assess the competency and qualifications for serving as a Police Commissioner. The Selection Panel will ask each applicant a series of questions that are designed to understand the applicant's qualifications in the following areas:

**A. Interpersonal / Collaborative**

- a. Works cooperatively and productively with others to achieve results.
- b. Respects and welcomes diverse perspectives. Able to process multiple points of view and achieve constructive results.
- c. Respects the confidentiality of information or concerns shared by others.
- d. Strong communications skills – both written and oral.

**B. Judgement / Decision-Making**

- a. Has a strong sense of urgency about solving problems and getting work done.
- b. Effectively analyzes and interprets rules and regulations.
- c. Understands inter-relational systems and influences.
- d. Applies factual information, due diligence and sound judgment in making decisions and dealing with confidential and/or sensitive information.

**C. Analytic / Investigative Practices**

- a. Has knowledge and/or experience in sound investigative practices.
- b. Has knowledge and/or experience in applying a racial equity framework and systems thinking approach to identifying and addressing issues.

**D. Values / Commitment / Perspective**

- a. Seeks and synthesizes community perspective into decision-making.
- b. Able to commit time and energy to serving on Police Commission.
- c. Brings perspective of community most impacted by law enforcement (e.g., race, gender, disability, residency, etc.)

**E. Level of Interest**

- a. Understands role and authority of Police Commission.

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

A. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Interpersonal / Collaborative**:

1. 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?
  
2. Scenario: The Commission's members strongly disagree on an issue. What would you do to forge a consensus or reach a compromise?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Interpersonal / Collaborative</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

B. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Judgement / Decision-Making:**

3. While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff. What skills will you draw on to manage this and come to a fact-based decision?
  
4. Being a Commissioner may involve being insulted by the public and criticized by the police. Have you ever been publicly insulted? What advice would you give to someone about how to handle it?
  
5. Has someone you disagreed with ever changed your mind about something? Please provide an example.

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Judgement / Decision-Making</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

C. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Analytic / Investigative Practices**:

6. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue? KEEP
  
7. With the assistance of a Court-appointed expert, it has been fully established that OPD officers have for some time and continue to make racially-biased stops of motorists and pedestrians. What actions should the Commission take to change this OPD practice?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Analytic / Investigative Practices</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				



POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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D. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Values / Commitment / Perspective**:

8. Tell us about your community involvement and what groups you are affiliated with.
9. While serving on the Commission you will learn information that may not be familiar to your life experience, share a brief experience where you had to see through many lenses.
10. 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?
11. What skills would you bring to the Oakland Police Commission?
12. What is the Police Commission doing right?
13. If you became a Police Commissioner, what would you do differently?
14. For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Values / Commitment / Perspective</b>					
Comments	<p><i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i></p>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

E. Based on the responses to the following interview questions, rate the applicant’s strength of the Core **Competency – Level of Interest**:

15. When did you first become interested in the Police Commission? What have you done to learn more about it? And what are your impressions?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Level of Interest</b>					
Comments	<p><i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i></p>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Overall Score</b>					
Comments					