



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL**

**Meeting Agenda**

**Thursday, May 25, 2017  
5:30 PM – 7:30 PM  
City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #2  
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)

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

**2. Open Forum**

**ACTION ITEMS**

**3. Outreach and Application Process**

Selection Panel will discuss and take possible action about conducting outreach, the application process for individuals to serve on the Police Commission, background checks, and timeline.

**4. Meeting Schedule**

Selection Panel will discuss and take possible action on schedule of future meetings. [There are no agenda materials for this item.]

**Open Forum**

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

A member of the public may speak on any item appearing on the agenda. All speakers will be allotted a maximum of three minutes unless the Chairperson allocates additional time.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [wwoo@oaklandnet.com](mailto:wwoo@oaklandnet.com) or call (510) 238-7798 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 [wwoo@oaklandnet.com](mailto:wwoo@oaklandnet.com) o llame al (510) 238-7798 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 [wwoo@oaklandnet.com](mailto:wwoo@oaklandnet.com) 或 致電 (510) 238-7798 或 (510) 238-2007 TDD/TTY。



# Police Commission

## Application for Position of Commissioner – FACT SHEET

Purpose:	Oversee the Oakland Police Department to make sure that its policies, practices and customs meet national standards of constitutional policing.
Number of Positions:	7 regular commissioners 2 alternate commissioners  Note. These positions are volunteer and unpaid.
Term Length:	2 years, 3 years or 4 years
Number of Meetings:	2 per month
Minimum Requirements:	Oakland resident At least 18 years old  Note. Commissioners cannot be any of the following: <ul style="list-style-type: none"><li>• current police officer</li><li>• current City of Oakland employee</li><li>• former Oakland police officer</li><li>• current or former representative of a police officer labor union</li></ul>
Description of Work:	<div>Oversee the Oakland Police Department<ul style="list-style-type: none"><li>• Conduct annual public hearings, at minimum.</li><li>• Issue subpoenas and take testimony on matters before it.</li><li>• Propose changes to policies and procedures.</li><li>• Approve changes to policies proposed by OPD.</li><li>• Review OPD proposed budget and make recommendations.</li><li>• Authority to fire the Chief of Police.</li><li>• Recommend list of 4 candidates for Chief of Police to Mayor.</li></ul></div> <div>Oversee the Community Police Review Agency<ul style="list-style-type: none"><li>• Conduct performance review of Director of CPRA.</li><li>• Serve as Discipline Committee to review proposed discipline of police officers when CPRA and Chief of Police do not agree.</li><li>• Authority to fire the Director of CPRA.</li><li>• Recommend list of 3 candidates for Director of CPRA to City Administrator.</li></ul></div> <div>Submit annual report to the Mayor, City Council, and public.</div>

Submit applications to XXX by XXXXX.



# 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 meeting 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: \_\_\_\_\_ Date: \_\_\_\_\_  
*Last First M.I.*

Home Address: \_\_\_\_\_  
*Street Address Apartment/Unit #*

\_\_\_\_\_ *City State ZIP Code*

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

### 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.

- 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 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 list and describe any other qualifications and/or experience that qualifies you for the position of Commissioner, including any volunteer and/or community service.

### 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: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- ☐ Black or African American: a person having origins in any of the black racial groups of Africa
- ☐ Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations
- ☐ Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- ☐ Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam
- ☐ American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment
- ☐ 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

**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not necessarily 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 criminal background check.***

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

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

SAMPLE



***Volunteers  
Wanted***

# Police Commision

Apply now for a position on the new City of Oakland Police Commission that will oversee the Oakland Police Department.

- Must be an Oakland resident.
- Must be at least 18 years old.

Go to [link] to download an application.  
Applications due by XXX.

**Applications Accepted Now  
for  
Police Commision  
to oversee the Oakland Police Department**

**Must be an Oakland resident.**

**Must be at least 18 years old.**

**Go to [link] to download an application.**

**Applications due by XXX.**





**Proposed Press Release**

FOR IMMEDIATE RELEASE

May 26, 2017

**City of Oakland Encourages Oakland Residents to Apply for Measure LL Police Commission**

Oakland, CA- Oakland Mayor Libby Schaaf and City Administrator Sabrina Landreth today announced the opening of the application process for the Measure LL Police Commissioners, as approved by Oakland voters with over 83% support on the November 8, 2016 ballot.

“When the actions of our officers are called into question, the public needs total confidence that allegations are taken seriously, investigations are thorough and fair, and offenders are held accountable,” said Mayor Schaaf in a May 13, 2016 press release. The City remains committed to its continued dedication to the ongoing and nationally-recognized strides the Oakland Police Department has been making, Schaaf added.

Establishing and maintaining public trust and confidence in the Police Department is essential for the Department to be able to provide the highest level of service to the community.

Community leader and Selection Panel member John Jones, III: “Oakland must establish a fearless Police Commission that will ensure due diligence in holding accountable those police officers who break the law and violate Oaklanders’ rights. [personal experience]. We are seeking individuals to volunteer who will work *for the people.*”

The Selection Panel will seek to make appointments that reflect Oaklanders’ diversity of experiences, especially individuals from communities experiencing the most frequent contact with the Department. Strong commitment to police accountability and public service will be prioritized. Duties include overseeing the Community Police Review Agency, which will conduct investigations into allegations of officer misconduct; propose changes to, approve, or reject current or proposed Department policies; remove the Chief of Police for cause; as well as other duties.

Commissioners must meet two criteria:

- a. be a resident of the City of Oakland
- b. be over the age of 18 by date of first Commission meeting

Measure LL prohibits these categories of people from serving: current sworn police officers; current city employees; former Department sworn employees; and current or former employee, official, or representative of an employee association representing sworn police officers.

Applications will be available at (LIST ALL PLACES INCLUDING ON LINE)

Applications will be accepted until \_\_\_\_, when the Selection Panel will begin to interview candidates. Appointments will be made by August 8th. Interested applicants are encouraged to apply as soon as possible.





**Outreach Brainstorming**

At the meetings of May 2 and 16, members of the Selection Panel proposed ideas for outreach including the following:

1. Neighborhood Service Coordinators / Neighborhood Crime Prevention Councils (NCPCs)
2. Measure Z – Safety and Services Act of 2014 / Oakland Unite
3. Oakland Fund for Children & Youth (OFCY) Funded Non-Profit Organizations
4. Press Releases / Press Conferences
5. Public Service Announcements (PSAs) – KMEL, KQED
6. Various Organization Newsletters, such as:
  - a. League of Women Voters
  - b. Homeowner Associations
7. Local Colleges / Schools such as Laney College
8. Recreation Centers
9. Libraries
10. Faith-based organizations (such as OCO - Oakland Community Organizations)
11. Racial and social justice organizations (such as Latino Task Force and Teachers for Social Change)
12. Youth Radio
13. Newspapers (such as the Post and East Bay Times)
14. Victim Assistance Organizations
15. Social Media (such as Facebook, NextDoor)
16. Ethnic/LGBTQ Bar Associations
17. NAACP
18. City Council Offices / Newsletters
19. John George Democratic Club