

CITY OF OAKLAND

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OAKLAND

2019 FEB 13 PM 12:03

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Stephanie Hom
Deputy City Administrator

SUBJECT: Police Commission Appointments

DATE: February 7, 2019

City Administrator Approval

Date:

2/7/19

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Accepting The Selection Panel's Slate Of One Alternate Police Commissioner (Tara Anderson) To Serve On The City Of Oakland Police Commission.

EXECUTIVE SUMMARY

In accordance with the City Charter, City Council approval of the resolution will accept the Selection Panel's decision to appoint Tara Anderson as an Alternate Police Commissioner on the Oakland Police Commission.

BACKGROUND / LEGISLATIVE HISTORY

On November 8, 2016, Oakland voters approved Measure LL – Establishing a Police Commission with 83.19% (137,032 votes) in favor of the measure. Measure LL establishes a seven-member Police Commission, with two alternate commissioners, charged with overseeing the Oakland Police Department to ensure that its policies, practices and customs meet national standards of constitutional policing. Duties of the Police Commissioners include overseeing the Community Police Review Agency, which will conduct investigations into allegations of officer misconduct; proposing changes to, approving, or rejecting current or proposed Department policies; removing the Chief of Police for cause; as well as other duties.

ANALYSIS AND POLICY ALTERNATIVES

Police Commissioner Mike Nisperos resigned his position effective November 7, 2018. At its meeting on October 25, 2018, the Police Commission appointed Alternate Police Commissioner Maureen Benson to replace Mr. Mike Nisperos as a regular Police Commissioner and to serve the remainder of his term through October 16, 2020.

City Council
February 26, 2019

In accordance with Measure LL [City Charter Section 604(c)(8)], the Selection Panel shall appoint another alternate if the alternate chosen to replace the regular member was initially appointed by the Selection Panel.

On November 19, 2018, the Selection Panel decided to select the new alternate from the list of 23 finalists that remained from the 2017 Police Commissioner selection process. The Selection Panel conducted interviews on January 16, 2019 and selected Tara Anderson to fill the vacant Alternate Police Commissioner position for the term period remaining through October 16, 2019.

Ms. Anderson's 2017 application for the Police Commission is attached to this report (**Attachment A**). In addition, in accordance with the City Charter, a background check has been conducted for the applicant.

Also in accordance with Measure LL, the Selection Panel's appointment is submitted to the City Council for acceptance or rejection, which is the purpose of this proposed resolution.

FISCAL IMPACT

There is no direct fiscal impact associated with Council action on this report.

PUBLIC OUTREACH / INTEREST

No outreach was deemed necessary for this report beyond the standard City Council agenda noticing procedures.

COORDINATION

This report has been prepared in coordination with the Office of the City Attorney and Chairperson of the Selection Panel.

SUSTAINABLE OPPORTUNITIES

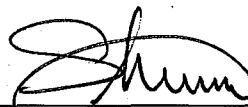
There are no economic, environmental, or social equity opportunities associated with this informational report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution Accepting The Selection Panel's Slate Of One Alternate Police Commissioner (Tara Anderson) To Serve On The City Of Oakland Police Commission.

For questions regarding this report, please contact Stephanie Hom, Deputy City Administrator, at (510) 238-7542.

Respectfully submitted,



Stephanie Hom
Deputy City Administrator
City Administrator's Office

Attachments (1):

- A. Tara Anderson – Application for Position of Commissioner



CITY OF OAKLAND

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 meet 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:	Anderson	Tara	R	Date:	06/13/17
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94608	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email:	[REDACTED]		

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 work and significant community volunteer 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 describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

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: Veronica Martinez Relationship: Friend and Co-worker
E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Brian Hofer Relationship: Friend
E-Mail [REDACTED] Phone: [REDACTED]

Full Name: District Attorney George Gascon Relationship: Employer
E-Mail [REDACTED] Phone: [REDACTED]

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?
- Female _____ 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 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 background check.

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

Signature: _____

Date: 6/19/17

Completed applications due by June 30, 2017 by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application

Tara Regan Anderson
Application for Position of Commissioner-Oakland Police Commission
Supplemental Questionnaire

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

I respectfully submit my name for consideration to serve on the reformed Oakland Police Commission. I believe that I have a unique combination of professional and personal experience that make me a highly qualified candidate. I have lived in Oakland for 13 years and I currently live in the Santa Fe neighborhood, District 1, Beat 10Y, with my husband, and two children. In addition to my professional experience summarized briefly below, I serve as Santa Fe Community Association & Neighbors, Board Member At Large and Public Safety Co-Chair. Serving as a member of the Police Commission is a natural next step in my service to Oakland as a community steward demanding transparency and accountability in the Oakland Police Department.

I have over 16 years of experience working within and closely with local and state governments to provide services and improve outcomes for individuals and families impacted by criminal justice systems. I currently serve as Director of Policy at the Office of San Francisco District Attorney George Gascón, a leadership role advancing policy on behalf of the San Francisco District Attorney's Office. I serve as office policy liaison for issues related to sentencing, police accountability and transparency, pre-trial diversion, fines and fees, human trafficking, victim services, restorative justice, and implementation of criminal justice reforms such as Propositions 47 and 57. I transitioned to the District Attorney's Office after serving as the Senior Planner and Policy Analyst for the Violence Prevention and Intervention Unit at San Francisco's Department of Children Youth and Their Families. Prior to my government work, I served as the Children and Family Programs Manager for Centerforce, a non-profit working with prisoners, their families and persons recently released from jails and prisons in Northern and Central California. In this role, I supervised the San Quentin State Prison (SQSP) Visitors Center- a multi service hospitality center for visiting loved ones; Families Moving Forward- a family reunification case management program based out of Marin County Jail; Back to Family- a family reunification case management program based out of SQSP; the LIFE mentoring program- which serves youth whom have an incarcerated parent; and Live Love Learn- a peer health education HIV prevention program working with SQSP women visitors. In addition, the Vera Institute of Justice and the Center for Restorative Justice Works have contracted me for my subject matter expertise and policy analysis. I received my B.S. in Criminal Justice and minor in International Politics at Northeastern University and M.P.P. at the Goldman School of Public Policy, UC Berkeley.

This combination of experience has shown me that our criminal justice system is a flawed, complicated, and resilient design. A system that all too often leaves those working in it, those who have contact with it, and those who call upon it, left harmed. I have committed my life to ensure that the system is reformed for the benefit of all people and continue to work tirelessly to ensure that all people, including those with the duty to serve and protect are held accountable. I have maintained this commitment during my time working inside the walls of SQSP, time in community working to amplify the voice of children with an incarcerated parent, and now working for law enforcement. I am fully invested in a criminal justice system with integrity that truly represents justice. I look forward to discussing further how my skills and experience can support the work of the Police Commission.

Tara Regan Anderson
Application for Position of Commissioner-Oakland Police Commission
Supplemental Questionnaire

2. Please describe your contacts or experiences with the Oakland Police Department.

I currently serve as the Co-Chair for the Public Safety Committee Santa Fe CAN. In this role I attend Neighborhood Crime Prevention Council Meetings (now known as Neighborhood Council), where I have had regular interaction with Beat 10Y Community Resource Officer (CRO) Michael Ransom and Neighborhood Services Coordinator Felicia Verdin.

In January 2017 members of Beat 10Y elected new leadership to our NCPC with Max Kurtz-Cadji now serving as council Chair. Max brings a advanced training in restorative justice and it has been positive to see how OPD and Housing Authority representatives actively engage in his restorative justice facilitation, ultimately seeking non law enforcement intervention to solve community issues.

The following is a brief summary of my contacts with OPD over the last 13 years:

2013-2017

-Response to issues of serious mental illness and problem property near current residence.

2012-2016

-National Night Out Participant.

2009-2017

-Race day support for the Oakland Running festival.

2010

-Welfare check at former residence. My car was found with the door open during patrol, OPD responded by checking in at my residence to verify if I was okay.

2009

-Response to break in at counseling center near previous residence.

Absent the 2009 incident when OPD responded to the report of a break in, I have had a positive experience interacting with OPD. This can largely be attributed to my privileged status including income and race and ethnicity. This privilege has afforded me the opportunity to see law enforcement as a support and ally in preserving my safety and that of my family. This is not the case for all Oaklanders. If appointed to the Police Commission it will be my duty to represent all residents of Oakland and challenge any policy or perceived protection afforded to law enforcement at the cost of any group or community.

Tara Regan Anderson
Application for Position of Commissioner-Oakland Police Commission
Supplemental Questionnaire

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

a. as a police officer,

My brother Thomas S. Regan currently serves as a Sargent in the Wethersfield Police Department, located in Wethersfield, CT. Sgt. Regan is in his 22nd year with WPD. He completed police academy in 1995, my junior year of high school. He has served as a patrol officer, DARE Officer, Capitol Area SWAT Team member, Juvenile Detective and now Sargent.

I was inspired to study criminal justice in undergrad thanks to my brother, my Uncle a former judge and father former legal officer in the Navy. Growing up with family stories of criminal justice around my kitchen table has lead me to the complex understanding of the stress and burden placed on those who choose to serve the community as law enforcement and the family who care for them. There is a great responsibility placed in the hands of those who chose to serve and they are regularly required to make choices compromising the civil liberties of others. I have great respect for law enforcement and believe that this respect is not independent from great expectations for accountability and transparency.

b. as a criminal prosecutor or defense attorney,

I am not a criminal prosecutor, however I work for the elected District Attorney of San Francisco. I consider it a great honor and privilege to work for San Francisco District Attorney George Gascón as his Director of Policy. In this role I advance evidence-based policy that encourages innovation and ultimately serves public safety. I have discussed my interest in serving on the Oakland Police Commission with District Attorney Gascón and he fully supports my application.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

In addition to the professional experience outlined in response to question one, I have worked serving and advocating for victims and persons charged and convicted of crimes at the San Francisco District Attorney's Office (SFDA), Get on the Bus and the Hartford Choice Project. At the SFDA I managed a comprehensive gap analysis of the Victim Services Division (VSD), looking into the possible issues with services delivery and areas for improvement. I now advise the Chief of VSD on policy implementation responding to those findings. In addition I liaison with Crime Survivors for Safety and Justice to facilitate opportunities to share their victim centered message and representative victim voice. In 2009-2010 I was contracted by Get on the Bus to serve as the Northern California Coordinator and lead a network of over 100 volunteers to fund and fill buses with children visiting parents in prison. Lastly, at the start of my career I worked for the Hartford Choice Project, providing transitional case management services to adjudicated youth returning home from detention. In this role I conducted needs assessments and formulated individualized service plans with clients; advocating for client's rights in educational, legal, and vocational settings.



City Attorney

2019 FEB 13 PM 12:03 RESOLUTION No. _____ C.M.S.

ACCEPTING THE SELECTION PANEL'S SLATE OF ONE ALTERNATE POLICE COMMISSIONER (TARA ANDERSON) TO SERVE ON THE CITY OF OAKLAND POLICE COMMISSION

WHEREAS, On November 8, 2016, Oakland voters approved Measure LL – Establishing a Police Commission with 83.19% (137,032 votes) in favor of the measure; and

WHEREAS, Measure LL establishes a seven-member Police Commission to oversee the Oakland Police Department's policies and procedures, and a Community Police Review Agency to investigate police misconduct and recommend discipline; and

WHEREAS, Section 604(c)(2) of Measure LL requires the Mayor to appoint three Oakland residents as members of the Commission and one Oakland resident as an alternate member and to submit those names to the City Council for approval; and

WHEREAS, Section 604(c)(3) establishes a nine-member Selection Panel to review applications, interview applicants, and submit a slate of four regular members of the Police Commission, and one alternate member, to the City Council for approval; and

WHEREAS, Section 604(c)(8) of Measure LL states that for vacancies occurring for reasons other than the expiration of a regular member's term, the Commission shall select one of the alternates to replace the regular member for that regular member's remaining term of office. If the alternate chosen to replace the regular member was appointed by the Selection Panel, the Selection Panel shall appoint another alternate. If the alternate chosen to replace the regular member was appointed by the Mayor, the Mayor shall appoint another alternate; and

WHEREAS, Mr. Mike Nisperos resigned his position as Police Commissioner effective November 7, 2018 and the Police Commission appointed Ms. Maureen Benson at its meeting on October 25, 2018 to replace Mr. Mike Nisperos and to serve his remaining term through October 16, 2020; and

WHEREAS, since Ms. Benson was a Selection Panel appointee, the Selection Panel has the responsibility of appointing another Alternate Police Commissioner to serve Ms. Benson's remaining term through October 16, 2019; now therefore, be it

RESOLVED, That pursuant to City Charter Section 604(c)(3), the City Council hereby accepts Ms. Tara Anderson as the Selection Panel's Alternate Commissioner appointment to serve on the Police Commission.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES – FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, REID, TAYLOR, THAO AND PRESIDENT KAPLAN

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____

LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California