

CITY OF OAKLAND

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OAKLAND

2017 OCT -5 PM 3:45

# AGENDA REPORT

**TO:** Sabrina B. Landreth  
City Administrator

**FROM:** Stephanie Hom  
Deputy City Administrator

**SUBJECT:** Police Commission Appointments

**DATE:** October 5, 2017

City Administrator Approval

*[Signature]* PAR SBL

Date:

10/5/17

## RECOMMENDATION

**Staff Recommends That The City Council Approve A Resolution Accepting The Selection Panel's Slate of Four Police Commissioners (Mubarak Ahmad, José Dorado, Ginale Harris, Mike Nisperos) And One Alternate (Maureen Benson) To Serve On The City Of Oakland Police Commission.**

## EXECUTIVE SUMMARY

City Council approval of the resolution will accept the Selection Panel's slate of individuals to serve on the Police Commission as follows:

Mubarak Ahmad  
Maureen Benson (alternate)  
José Dorado  
Ginale Harris  
Mike Nisperos

## 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.

Item # \_\_\_\_\_  
City Council  
October 17, 2017

## **ANALYSIS AND POLICY ALTERNATIVES**

Appointment of the seven-member Police Commission requires that the Mayor submit three members and one alternate member to the City Council to accept or reject, and that a nine-member Selection Panel review applications, interview applicants, and submit a slate of Police Commissioners, including four regular members and one alternate member to the City Council to accept or reject.

On May 31, 2017, the Selection Panel opened the application process for Oakland residents interested in serving on the Police Commission. The application due date was June 30, 2017. One hundred and forty-four (144) applications were received by the due date.

In accordance with Measure LL [City Charter Section 604(c)(3)], the Selection Panel had limited time to submit a slate of four regular members and one alternate member to the City Council. The Selection Panel established ad hoc subcommittees that conducted screening interviews of the 144 applicants over the course of multiple days during the weeks of July 10 and 17. **Table 1** provides a summary of the 144 applications during the screening interview process.

**Table 1. Summary of Applications for Screening Interviews.**

Status	Number	Percent of Total
Total Received through June 30, 2017	144	
Participated in Screening Interviews	127	88%
Scheduled but did not appear for Interview	3	2%
Unavailable for Interview	6	4%
Withdrew from Process	4	3%
No Response	1	1%
Considered for Mayoral Appointment Only	2	1%
Non-Oakland Resident	1	1%

Based on the screening interviews, 28 applicants were asked to interview in front of the full Selection Panel. The Selection Panel convened on August 8, 9, 10, and 14 to interview the 28 applicants and conduct deliberations. The Selection Panel sought to make appointments that reflect Oaklanders' diversity of demographic and geographic backgrounds. The panel prioritized candidates who demonstrated a strong commitment to police accountability and public service.

In accordance with the City Charter, the Selection Panel has submitted a slate of four regular members and one alternate member to the City Council as follows:

Mubarak Ahmad  
Maureen Benson (alternate)  
José Dorado  
Ginale Harris  
Mike Nisperos

The applications submitted by these individuals are attached to this report. In addition, in accordance with the City Charter, a background check has been conducted for each of these individuals.

The initial members of the Police Commission will serve staggered terms of 2, 3, or 4 years. In accordance with Measure LL, the Selection Panel shall determine the staggering of terms among the first group of Police Commissioners. The Selection Panel deferred the determination of staggered terms until after the City Council accepts or rejects the appointments.

#### **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 Approve A Resolution Accepting The Selection Panel's Slate of Four Police Commissioners (Mubarak Ahmad, José Dorado, Ginale Harris, Mike Nisperos) And One Alternate (Maureen Benson) 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,

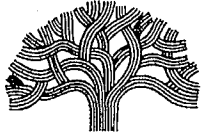


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Stephanie Hom  
Deputy City Administrator  
City Administrator's Office

Attachments (5):

- A. Mubarak Ahmad – Application for Position of Commissioner
- B. Maureen Benson – Application for Position of Commissioner
- C. José Dorado – Application for Position of Commissioner
- D. Ginale Harris – Application for Position of Commissioner
- E. Mike Nisperos – Application for Position of Commissioner



CITY OF OAKLAND

A

# 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: Ahmad Mubarak M. Date: 06-27-2017  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland Ca 94605  
*City State ZIP Code*

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: Ed Collier

Relationship: Father in Law

E-Mail

Phone:

Full Name: Darion Edwards

Relationship: Supervisor

E-Mail

Phone:

Full Name: Eric Darby

Relationship: Co-worker

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?

Male

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: Mubraak Ahmad Date: June 27, 2017

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)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	<b>Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application</b>

Supplemental ?

Police Commission

1. My work in the Community consist of me Coaching Little League Baseball in Oakland for 7 years and The Montana Middle School Basketball Coach for 3 years, I also Coached J.V. Basketball at Oakland Tech High School for 3 years until 2014. I'm a citizen of Oakland for 28 years and I'm a Father of Six Children and Six Grandchildren. I've worked in Oakland for 28 years and I presently work for ACTransit for 24 years as a Medane in the Non-Revenue Shop.
2. I've have no contact with the Oakland Police Department, but I've been to a few City council meetings and protest them out the years of living in Oakland.
3. Yes, I ~~had~~ have a son who was a cadet for O.P.D, he quit the program. B. no. C. no.

Muhammad Ahmed  
June 27, 2017



B



# 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:	Benson	Maureen	E
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	06/01/17		
Home Address:	[REDACTED]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94605
	<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: Sonya Renee Taylor Relationship: Colleague

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Ashara Ekundayo Relationship: Colleague

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Hilary Hayes Relationship: Colleague

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: 06/01/2017

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)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandnet.com</b> Subject: <b>Police Commission Application</b>

**From:** Maureen Benson [REDACTED]  
**Sent:** Thursday, June 1, 2017 10:38 AM  
**To:** City Administrator's Office <[CityAdministratorsOffice@oaklandnet.com](mailto:CityAdministratorsOffice@oaklandnet.com)>  
**Subject:** Police Commision Application

1. 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. As a former OUSD teacher and principal, I've been deeply committed to work on equity in Oakland. I spent 12 years in schools focused on racial and socio-economic equity, often engaging with police officers (both OUSD and OPD) with an emphasis on interrupting systemic oppressions as well as support youth development and as much as possible, stay away from the judicial system. I've had both successful and unsuccessful experiences in attempting to do this with police officers. I also ran a national organization for 5 years (after my time in OUSD) that focused on systemic racial equity transformation in K-12 school districts around the US. In that time, much of our work was building community partnerships with police departments, to help the system deepen its work around racial equity, implicit bias and community policing.
  - 3.
  4. 2. Please describe your contacts or experiences with the Oakland Police Department.

As a resident of Oakland since 2000, in both East and West Oakland, I've had multiple personal experiences with police officers. Often, I'd be in an official capacity as a school administrator, sometimes dealing with off site matters. Sometimes, I observe police activity on my streets or in the community, or have had to engage if they've been called to an incident on my block as a witness. Sometimes, police officers have been supportive and mindful. Sometimes, they have been explicitly problematic and demonstrated clear bias or lack of community policing principles. I hope these oversight committee meetings can help create a community support system as well as an accountability system. I've never been one to focus only on punitive, but prefer a system of deep support and development.

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

1.
  1. as a police officer \*My father was a police officer in NYC. We have deep debate and strong conversations about monitoring police activity, often from a different viewpoint.
  2. as a criminal prosecutor or defense attorney, \*N/A
  3. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. As an administrator in OUSD, I've had over a decade of multiple interactions

(and built positive relationships) with OPD. Often they were dealing with students that I had a relationship with and we had a mix of positive and negative experiences. In addition, I implemented a Youth Court/Restorative Justice process in our school as an alternative to traditional discipline. In leading this we virtually eliminated suspension of Af-Am males, receiving a visit from the Office of Civil Rights to study what we were doing at our high school as a national model.

--  
Be well,  
~ Maureen

*Personal transformation can and does have global effects. As we go, so goes the world, for the world is us. The revolution that will save the world is ultimately a personal one.*  
**Marianne Williamson**

C



CITY OF OAKLAND  
OFFICE OF CITY MANAGER  
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# 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: DORADO JOSÉ A. Date: JUNE 29, 2017  
Last First M.I.

Home Address: [REDACTED] Apartment/Unit #  
Street Address

OAKLAND CA 94619  
City State ZIP Code

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. (SEE ATTACHED)
2. Please describe your contacts or experiences with the Oakland Police Department. (SEE ATTACHED)
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: N/A
  - 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: GORDON BARANCO

Relationship: FRIEND

E-Mail

Phone:

Full Name: CHRIS IGLESIAS

Relationship: FRIEND

E-Mail

Phone:

Full Name: NISHANT JOSHI

Relationship: FRIEND

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?

MALE

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

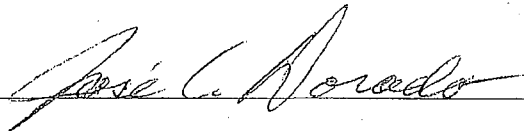
**Disclaimer and Signature**

*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: 6/29/17

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

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



# **José A. Dorado**

**Oakland, CA 94619**

29 June 2017

Venus Johnson, Director of Public Safety  
1 Frank Ogawa Plaza, 3<sup>rd</sup> Floor  
Oakland, CA 94612

## **APPLICATION FOR POSITION OF COMMISSIONER** ADDENDUM

Application Page 2, Question 1. "Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission."

Born and raised in the Fruitvale neighborhood before moving to San Leandro at age sixteen.

Worked in several warehouses after graduating from San Lorenzo High School in 1966. Member of Communication Workers and Steelworkers Unions.

Student activist attending Chabot College, Hayward, 1969 to 1971. Elected Student Body Vice-President on a Coalition Slate, represented Chabot in the California Community College Student Government Association while agitating for reforms statewide as a member of the Chicano Student Union, including actively supporting the United Farm Workers Union and demonstrating against the Vietnam War.

Married in 1971, raised three children working as a Union Machinist, a non-profit Director, Teamster Warehouse/Shop Steward and Union Carpenter.

Following in my father's footsteps, established my Tax Preparation and Bookkeeping business in 1990 in the Fruitvale, thereby becoming involved in merchant and community issues through several Latino Chambers of Commerce. Actively advocated for grassroots empowerment at City Council and community meetings. Contributed to the early planning of the Fruitvale Transit Village through the Unity Council.

In 1996 the City of Oakland formally adopted Community Policing as City policy, establishing Neighborhood Crime Prevention Councils (NCPCs) citywide. Elected Chair of the Maxwell Park Neighborhood Council (MPNC), Beat 28X, in 1998. Currently serving as such to an eight member Board of Directors that meets monthly including hosting bi-monthly General Assemblies with Neighborhood Action Team (NAT) reports, Crime stats and Guest Speakers on timely topics. In addition, the MPNC has established ten NATs, each with a Chair or Co-Chairs, that act as committees in the areas of Blight and Beautification, Community Building and Diversity, Neighborhood Safety, Education, our Park, First Alarm Private Patrol, Traffic, Cameras, Neighborhood Watch and Communities of Oakland Respond to Emergencies (C.O.R.E.).

In addition to increased safety and quality of life in Maxwell Park, MPNC accomplishments include our upcoming twelfth Annual block party for the entire neighborhood called Day In The Park, our twelve year participation in the Laurel Access to Mills, Maxwell Park and Seminary (LAMMPS) Project that will renovate MacArthur Boulevard from High Street to Seminary, a website (Maxwellparknc.org), two listserves totaling over two thousand neighbors, and ongoing collaboration with many other NCPCs citywide on common issues.

# **José A. Dorado**

**Oakland, CA 94619**

Page 2

Our understanding of the principles of Community Policing has maintained our consistent focus on the development of a working partnership with OPD and the City of Oakland based on mutual respect.

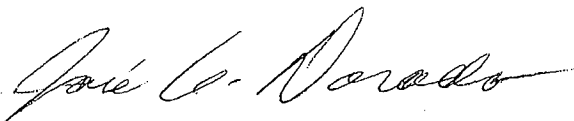
Appointed by Jean Quan in 2005 to the Measure Y Oversight Committee (Violence Prevention and Public Safety Act of 2004), becoming Chair in 2010, the only original member to serve the ten year term of the Measure.

Elected Treasurer of Oakland's Block By Block Organizing Network (BBBON) in 2010, serving as such to date. As a member of BBBON's Public Safety Committee, participated in City-wide Town Halls, led an OPD/Youth Workshop at a Community Policing Summit and helped arrange a meeting between OPD Chief Batts and Lion Creek Crossing youth among other activities.

Provided security for marches in coordination with OPD during Occupy Oakland. Acted as an Observer of arrests during the second clearing of Occupy Oakland from Frank Ogawa Plaza in November 2011. Promoted the concept of the Peacekeepers, a grassroots, broad, diverse group of Oaklanders acting as monitors of marches and protests, using their moral authority to deter violence against persons or property. Augmented security in coordination with OPD and Private Security after a young man was shot and killed at First Fridays.

Over the last three years have had numerous meetings with the Mayor, Council members, OPD, City Staff and the community as a member of the Coalition for Police Accountability, the Latino Task Force (LTF), the African-American Latino Action Alliance (AALAA) and Oakland Racial Equity Task Force. Invited by OPD to be an Observer at a "Call-In" of the City of Oakland's Ceasefire Program. Recently met with OPD Chief Kirkpatrick as a member of the LTF and helped arrange a Bi-Lingual Community Meeting with her to be held on July 20<sup>th</sup> at St. Anthony's Church.

Appointed to the Citizen's Police Review Board by Mayor Schaaf in late 2016. In June 2017 traveled to Minneapolis, Minnesota, for four days with fifteen members of the Oakland Racial Equity Taskforce to study the development of the Municipal Racial Equity Scorecard and meet with local programs and City Hall representatives. Completed the Citizen's Police Academy on June 19, 2017, and participated in an OPD ride-along from 2pm to 2am in Area Four of East Oakland this past Saturday night.



José A. Dorado

# **José A. Dorado**

**Oakland, CA 94619**

29 June 2017

Venus Johnson, Director of Public Safety  
1 Frank Ogawa Plaza, 3<sup>rd</sup> Floor  
Oakland, CA 94612

## **APPLICATION FOR POSITION OF COMMISSIONER** **ADDENDUM**

Application Page 2, Question 2. "Please describe your contacts or experiences with the Oakland Police Department."

In 2003 and 2004 had various conversations with then Chief Richard Word and the MPNC regarding the specific barriers in OPD culture that prevent effective communication with the community.

Worked with various Problem Solving/Community Resource Officers (PSO/CRO) since 1998 as the Chair of the Maxwell Park Neighborhood Council, Beat 28X. These contacts have met with various degrees of success over the years depending on the degree of commitment to Community Policing of the PSO/CRO. It is notable that this commitment to Community Policing is stronger at the Command Staff level than it is among mid level and line staff, including CRO's and Patrol, that have on occasion exhibited outright resistance to such partnership with the community.

Oakland was profoundly impacted by the deaths of the Fallen Four on March 21, 2009. On several occasions, expressed my great disappointment to OPD regarding their not involving the community in their subsequent commemorations of these brave Officers, even after witnessing the outpouring of grief from a broad spectrum of Oaklanders immediately after their murders.


Collaborated with an OPD Captain to hold a youth workshop at a Community Policing Summit in 2011 at which the Captain provided ten Officers, all the materials and extremely valuable insights on the topics covered.

In 2011, upon the return to duty by our CRO Amie Rutten after an on-the-job injury, OPD arranged for the MPNC to deliver Get Well Cards and Chocolates to her as a surprise at an early morning lineup at Eastmont.

In late 2011 during Occupy, OPD allowed myself and three others to observe the arrests in the second clearing of Frank Ogawa Plaza. OPD also coordinated with the Peacekeepers in the marches and protests during that time. Various individuals in OPD have also expressed public and private support for the Peacekeeper concept.

Invited in 2012 by then Chief Howard Jordan to be on an Advisory Panel to his office. Represented the community in the interview process for promotions to Captain in OPD during that year.

Invited over the years to address the Command Staffs of former Chiefs Batts, Jordan and Whent on my perspective on Community Policing and OPD. Developed viable working relationships with OPD Area Four Captains especially as of late.

**José A. Dorado**  
  
**Oakland, CA 94619**

Page 2

In 2012 OPD agreed to my request to explore how to provide information from the SARA Database to the community without endangering anyone or compromising ongoing investigations.

In 2013, OPD invited me to be an observer at a Ceasefire "Call-In" held at a local Church at which the early effectiveness of the program could be clearly seen as well as the coordination with Federal Agencies, pertinent programs and the community.

In early 2014, the Block By Block Organizing Network (BBBON) hosted a panel discussion on Sexually Exploited Minors in Oakland at which OPD provided their nationally recognized expert, Sgt. Holly Joshi.

In 2014, after considerable delay, OPD complied with my request as the Chair of the Measure Y Oversight Committee (Violence Prevention and Public Safety Act of 2004) to provide information on the hours Problem Solving Officers spend in their respective Beats.

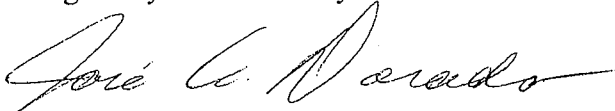
Invited by OPD to participate in their Strategic Planning Process from November 2014 to March 2015.

In 2015 Invited OPD to meetings of the Maxwell Park Neighborhood Council to discuss the handling of a hit-run incident at Madera/Pierson. After investigating our concerns, an OPD Captain and Sergeant returned to say that mistakes had been made that would be corrected.

Afforded an ongoing in-depth look at OPD as the Mayoral appointee in 2016 to the Citizens Police Review Board.

At our request OPD Chief Kirkpatrick met with the Latino Task Force in 2017 and related several important perspectives, one of which will be followed up on at her suggestion at St. Anthony's Church on July 20, 2017, at 5:30pm.

Completed the excellent OPD Citizen's Police Academy (CPA) this month featuring speakers presenting valuable information to participants. Participated in a ride-along in East Oakland this past Saturday that showed the compassion that Officers have for the numerous 5150 calls that they answer, as well as the hard work and danger they face on a daily basis.



José A. Dorado

D



# 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:	Harris	Ginale	B	Date:	6-15-2017
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94605	
	<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: Valerie Tullier Relationship: Mentor  
E-Mail: [Redacted] Phone: [Redacted]

Full Name: Dr Mary Jo Bauen Relationship: Colleague  
E-Mail: [Redacted] Phone: [Redacted]

Full Name: Damielon Brown Relationship: Colleague  
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: 6/14/17

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)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	<b>Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application</b>

- 1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the commission?**

For the last 25 years, I have committed myself to serving the community that I live and work in. I grew up involved in wrap around services that contributed to my success as a citizen of the Bay Area. Since the age of 11 years old, I was a frequent participant of many community services, such as, case management, leadership development, and social justice. In 1994 I was hired by a non profit agency to work and support the community. As a parole & probation case manager/advocate, I served as a bridge between the community and the Police Department. With that said I went on working for this agency for the next 21 years; becoming the Director of Prevention and Intervention Services. In 2012 I was chosen by the San Francisco Police Department, as a liaison, to serve on Chief Sur's Violence Prevention Committee. In 2013 I went on to obtain a Bachelor's in Science with an emphasis in Management in Criminal Justice. I have always believed in working together and living in serving my community has prepared me to contribute to the work of the Commission.

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

Being a resident of East Oakland I have experienced different contacts with Oakland Police Department in different ways. There is extreme violence in my neighborhood so I often see them on the go. On my street alone I have been subjected to gun violence, crime, negligence, and victimization. I have however called and summons the community officer on several occasions so that I will know who I need to speak to in regards to these concerns. Oakland is extremely oversized and understaff. We are all aware of that. I still believe that we can make it better by working collaboratively as Oaklanders.

- 3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: as a police officer, a criminal prosecutor, or with a public agency group servicing or advocating for crime victims or persons charged with crimes.**

I have worked in a community setting for well over 25 years. I now serve a Deputy Court Clerk in San Francisco. I have always played a major roll in making my community better by holding people accountable, and that's on both sides of the spectrum.



G  
H

## GINALE HARRIS

▪ Mobile: [REDACTED] ▪ E-mail: [REDACTED]

### PROGRAM DIRECTOR

*Expert in planning, organizing, and managing resources to successfully complete project goals and objectives while honoring predetermined constraints.*

**Proactive, performance-driven professional** with 20+ years' progressive expertise in leadership and problem solving for non-profit and government services. Keen understanding of business priorities, genuine team player committed to managing operations and projects flawlessly while meeting contract goals and requirements. Cross-functional communicator easily interfaces with high profile officials, funders, staff and customers. Versatile, innovative, and loyal management professional able to see the "big picture" while staying on top of all the details. Recognized for consistent success in developing the processes and procedures to streamline operations and enhance service performance.

#### Areas of Expertise

- Client Relations
- Client/Staff Training
- Project Management
- Change Management
- Quality Control
- Risk Management
- Quality Assurance
- Resource Management
- Negotiation
- Strategic Planning
- Systems Development
- Workflow Process Analysis

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### SUMMARY OF QUALIFICATIONS

- Over 20 years' experience of contract compliance, preparing funding reports, designing programs for diverse populations of youth including gender specific, and gang intervention
- Highly experienced in collaborative partnerships of implementation, management and evaluation of youth and adult programs
- Ability to digest complex issues and explain to others in a concise, straightforward manner, compose and edit documents and effectively express complicated topics.
- Extremely knowledgeable in non-profit funding structures/systems and ability to work with fiscal agents for contract negotiation and compliance
- Proven ability to develop case plans, provide case supervision, and work within the Care team model
- Over 20 years' experience in working with the Adult Probation & Parole Department and Juvenile court system
- Highly Knowledgeable with all San Francisco Re-Entry, Violence Prevention & Crisis Intervention/Case Management and Housing Resources
- Swiftly able to respond to and resolve sensitive employee issues; attempt to resolve difficult issues arising out of employee, supervisory or management actions; research and investigate issues and affirm or advise of alternate course of actions.
- Excellent experience in presenting to the courts in case recommendations and action plans
- Profound experience in facilitation in the san Francisco County Jail, Juvenile Hall and in the community
- Developed curriculum to facilitate Violence Against Girls curriculum funded by the Commission on the Status of Women
- Mandated reporter with experience in navigating the criminal justice system including Temporary Stay Away orders and other court requested orders
- Experience preparing a variety of reports and correspondence to parents, youth, funders, and city entities

- Knowledgeable of all aspects of the San Francisco Unified School District and special education policies and procedures
- Proven ability to be able to select, train, motivate and evaluate staff, which includes the review and monitoring of contracts for services provided and oversees the performance of contract employees, mentors staff and engage in secession planning; work with employees to correct deficiencies, implement discipline and termination procedures
- Excellent at managing and overseeing needs assessments, appropriate referrals to social/community services, and overall caseload management including working with the San Francisco Sheriff's Department.
- Proven track record of ensuring compliance with all applicable rules, regulations, standards, policies, and procedures; initiate any actions necessary to correct deviations.
- In depth experience in running over 100+ Grief Support Groups for people who have lost children to violence
- Proven track record of leading and developing youth employment and various training programs

## PROFESSIONAL EXPERIENCE

<b>Superior Court of California County of San Francisco</b> Deputy Court Clerk 1	2016-Present
<b>Community Works West</b> <i>Transitional Aged Youth Program Manager</i>	2016-2016
<b>Housing Authority of Santa Clara</b> <i>Housing Programs Manager</i>	2015-2016
<b>Mission Neighborhood Centers</b>	
<i>Family Resource Center Intervention Service Director</i>	2011– 2015
Violence Prevention Intervention Service Director	2006–2011
<i>Home Detention Supervisor/ Gang Specialist/ Parole &amp; Probation Specialist</i>	2001 – 2006
<i>Home Detention Coordinator/ Gang Specialist/ Parole &amp; Probation Specialist</i>	1994 – 2001
<b>San Francisco League of Urban Gardeners</b> <i>Senior Case Manager for Log Cabin Ranch Aftercare/ Gang Specialist</i>	1992 – 1994

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## EDUCATION & PROFESSIONAL TRAINING

<b>Criminal Justice, Bachelors of Science with emphasis in Management, Deans List*</b> University of Phoenix, San Francisco, CA	2012
<b>Associate of Arts, Degree</b> City College of San Francisco, San Francisco, CA	2007
<b>Drug &amp; Alcohol Studies, Certification</b> City College of San Francisco, San Francisco, CA	2005

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## COMPUTER SKILLS

Microsoft Word, Excel, PowerPoint, Outlook, Project, Microsoft LiveMeeting; PDF, Adobe Acrobat; Black e-Education Platform; Contract Management Systems (CMS); Matrix; Elite Emphasis system; Access systems, Imaging systems, IIS system, Digital Reel

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## AWARDS & RECOGNITION

**San Francisco District Attorney's Office – Restorative Justice Award in 2010**

**Phat Friend Award – Youth Development in 2009**

**United States Senate – Proclamations in both 2006 & 2008**

**Leadership Institute – Leadership Award in 2001**

**State of California – Proclamation**



GINALE HARRIS

Oakland California ▪ Mobile:



▪ E-mail:



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**PROFESSIONAL AFFILIATIONS & ORGANIZATIONS**

*Boys & Girls Club of America – Youth Advisor*

*Community Response Network Outreach – Mentor*

*District Attorney's Back on Track Program – Advisory Member & Mentor*

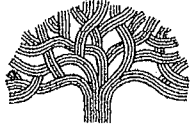
*Discovering Your True Self, County Jail # 4 – Mentor & Facilitator*

*San Francisco's Police Chief Violence Prevention Board – Board Member*

*Real Alternatives Program-Mentor & Advisory Member*

*Department of Children Youth & Families-Advisory Member*

E



CITY OF OAKLAND

CITY OF OAKLAND  
OFFICE OF CITY MANAGER

17 JUN 30 AM 10:07

# 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: Nisperos Mike A. Date: 6/28/17

*Last First M.I.*

Home Address: [Redacted]

*Street Address Apartment/Unit #*

Oakland CA 94602

*City State ZIP Code*

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: John Burris Relationship: former employer  
E-Mail: [redacted] Phone: [redacted]

Full Name: Matthew Gregory Relationship: former employer  
E-Mail: [redacted] Phone: [redacted]

Full Name: James Heiting Relationship: former 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: Mixed
- I do not wish to Self-Identify

2. What is your gender?

- Male
- 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: Mike A. Nisperos Jr. Date: 6/28/17

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)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	<b>Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application</b>

Mike A. Nisperos Jr.  
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 spent my professional career fairly evenly divided between being a prosecutor, a criminal defense attorney (see 3.b. below) and a public safety policy analyst. As the Director of the Mayor's Office of Drugs and Crimes I pursued an extensive and intensive review of OPD policies and procedures. I reviewed monthly crime statistics and held weekly meetings with Captain in charge of the Criminal Investigation Division. I attended more than a dozen Department of Justice seminars and conferences on "Community Policing" and "Problem Oriented Policing". At the end of 2001 I wrote the Mayor's Public Safety Plan, the centerpiece of which was the evolution of the OPD deployment model from the "Beat 35" (911 response driven) to "Community Policing" (expanded citizen engagement with resource allocation based on data analysis). The City Council adopted the Mayor's plan in 1992 and created a "Community Policing Task Force" to develop specific recommendations for the implementation of the plan. I was assigned to staff the task force under the leadership of Councilmember Wilson Riles, Chair of the Public Safety Committee. I provided Chairman Riles with a proposed syllabus of readings and a list of suggested expert speakers, all of which were accepted. I collected and distributed the written materials and arranged the appearances of the speakers. I wrote the Task Force's final report and presented it to the City Council. The Council adopted same. I monitored the OPD implementation of the Council directive. I routinely attended community meetings to address citizen concerns regarding public safety matters. I served as the Mayor's primary point of contact and official spokesperson for all press matters related to public safety. I recommended the creation of the Citizens Police Academy and expansion of the Asian Advisory Committee on Crime to further create an African-American Advisory Committee on Crime and a Latino Advisory Committee on Crime. I re-instated and staffed the Mayor's Inter-Agency Council on Drugs and Crime created by Mayor Lionel Wilson. I acted as the Mayor's budget analyst for the OPD and the Citizens' Police Review Board (CPRB). In 1997 the City Council sought to expand the jurisdiction and authority of the CPRB and formed a citizen task force to make recommendations accordingly. I staffed the task force and scribed the final report. I presented the report and the Council adopted it. I was selected to be the new director. I wrote the administrative manual for the CPRB, added additional staffing and conducted internal training on complaint intake, investigation and presentation to the Board. I served as principal negotiator, on behalf of the City Manager, with the Oakland Police Officers Association for all MOU matters concerning the CPRB. In preparation I thoroughly familiarized myself with the Police Officers Bill of Rights (Gov. Code Sec 3300 et seq). I established regular staff meetings with CPRB and the Internal Affairs Unit,



which lead to greater exchange of relevant information and formal approval by the Chief of Police for the mutual exchange of citizen complaints.

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

I have been arrested four times by the Oakland Police Department. Three cases were never charged. The one case that was charged was subsequently dismissed.

As a Deputy DA, Director of the Mayor's Office of Drugs and Crime and Director of the CPRB I have gone on more than 50 full shift ride-a-longs with OPD.

I taught the class on Officer Rights before the CPRB as part of the OPD Academy curriculum.

As a prosecutor and defense attorney I had routine contact with OPD officers as witnesses or experts. As a prosecutor I often assisted officers with preparation of search warrants and line-ups. As a defense attorney I routinely accompanied clients to file complaints with Internal Affairs.

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

- a. as a police officer, - NONE

- b. as a criminal prosecutor or defense attorney,

I began my professional career as a Deputy District Attorney assigned to the Oakland Municipal Court. I left the office to start a solo practice focusing on criminal defense. I left that practice to be commissioned as a USAF JAG Officer. I was assigned to two different Strategic Air Command bases, Andersen AFB (Guam) and March AFB (Riverside, CA). At both bases I was initially designated the Chief of Military Justice (base prosecutor). At both bases I successfully requested re-assignment as the Area Defense Counsel (base public defender). After leaving the USAF I worked as an USDOJ/INS Trial Attorney prosecuting deportation cases before the San Francisco Immigration Courts. My caseload was primarily deportation cases predicated on criminal convictions.

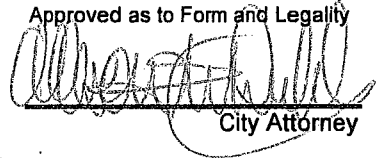
As an associate in the Law Offices of John Burris my primary duties were intake case evaluation and criminal trials. Many cases involved claims of police misconduct. We also represented Oakland police officers. I acted as co-counsel in a case where two police officers were charged with perjury for statements given during a deposition for a separate civil rights case the officers had filed against the Oakland Police Department. I drafted a claim for an undercover Oakland police officer who was mistakenly beaten by other Oakland police officers during a drug bust that he was part of. I served as second chair in the defense of an Oakland jailer tried for conspiracy to aid in the escape of a federal prisoner. I also served as an associate in

the Law Offices of A. Brent Carruth. The sole area of practice was criminal defense. I handled cases from preliminary examination through jury trial.

After retiring from the PERS system I accepted an Assistant Attorney General position in Commonwealth of the Northern Mariana Islands (CNMI), a part of the United States by covenant. My charge there was to establish and then supervise a Government Corruption/White Collar Crime Unit. I developed internal administrative procedures and also obtained outside funding for two attorney and two investigator positions. I left the CNMI, after several successful prosecutions, to accept the position of Director, Public Defender Service Corporation for the Territory of Guam. As the "Chief Public Defender" I managed a team of attorneys, investigators and support staff to provide legal representation for indigent defendants in criminal cases.

Both of my children began their professional careers as prosecutors. My daughter served as a Deputy District Attorney in Solano County for ten years. My son served as a Deputy District Attorney in Contra Costa County for three years. Both are now in private practice focusing on criminal defense.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. - NONE



City Attorney

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

# OAKLAND CITY COUNCIL

C.M.S.

RESOLUTION No. \_\_\_\_\_

2017 OCT -5 PM 3:45

**ACCEPTING THE SELECTION PANEL'S SLATE OF FOUR POLICE COMMISSIONERS (MUBARAK AHMAD, JOSÉ DORADO, GINALE HARRIS, MIKE NISPEROS) AND ONE ALTERNATE (MAUREEN BENSON) 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**, after the City Council confirms the Selection Panel's slate of appointees to the Police Commission, Section 604(c)(6) requires the Selection Panel to determine the terms of the first group of Commissioners in order to effect a staggering of terms; now therefore, be it

**RESOLVED**, That pursuant to City Charter Section 604(c)(3), the City Council hereby accepts the Selection Panel slate in its entirety to serve as members of the Police Commission as follows:

- Mubarak Ahmad**
- Maureen Benson (alternate)**
- José Dorado**
- Ginale Harris**
- Mike Nisperos**

and be it

**FURTHER RESOLVED**, That the terms for each appointee to the first group of Police Commissioners is to be determined by the Selection Panel as required by Section 604(c)(6) of Measure LL.

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_

**PASSED BY THE FOLLOWING VOTE:**

AYES - BROOKS, CAMPBELL WASHINGTON, GALLO, GIBSON MCELHANEY, GUILLÉN, KALB, KAPLAN,  
AND PRESIDENT REID

NOES -

ABSENT -

ABSTENTION -

ATTEST: \_\_\_\_\_

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