CITY OF OAKLAND

AGENDA REPORT

TO:	Elizabeth Lake Interim City Administrator	**FROM:**	Michelle Phillips Assistant City Administrator
SUBJECT:	Selection Panel Nominations for Police Commissioner Appointments	**DATE:**	August 28, 2026

City Administrator Approval Elizabeth Lake (Sep 2, 2026 16:30:27 PDT) Date: Sep 2, 2026

RECOMMENDATION

Staff Recommend That The City Council Adopt One Of The Following Resolutions:

A Resolution Accepting The Police Commission Selection Panel's Slate Of Ricardo Garcia-Acosta And Joey Harrison To Serve On The Oakland Police Commission; Or A Resolution Rejecting The Police Commission Selection Panel's Slate Of Ricardo Garcia-Acosta And Joey Harrison To Serve On The Oakland Police Commission.

EXECUTIVE SUMMARY

Pursuant to § 604 (c) (3) the Oakland City Charter, the Oakland Police Commission Selection Panel (Selection Panel) is responsible recommending slate of nominees to serve on the Oakland Police Commission to the City Council for consideration. The City Council will consider the attached resolution to either accept or reject the Selection Panel's nominations.

After the City Council rejected the Selection Panel's previously submitted slate on two occasions, (10/21/25 - Legislation and 12/22/2025 - Legislation), the Selection Panel reviewed and refined its recruitment and selection process in an effort to expand and diversify the candidate pool. This effort was to fulfill the essence of the City Charter § 604 (c) that in part states:

> To the extent practicable, appointments shall be broadly representative of Oakland's diversity and shall include members with knowledge and/or experience in the fields of human resources practices, management, policy development, auditing, law, investigations, law enforcement, youth representation, civil rights and civil liberties, as well as representation from communities experiencing the most frequent contact with the Department.

The updated process included extensive outreach, application accessibility and review, candidate interviews, and a standardized evaluation tool. All material used during the recruitment and selection process are publicly available on the Selection Panels website under the May 7, 2026

Selection Panel Special Meeting Following this process, the Selection Panel selected Ricardo Garcia-Acosta and Joey Harrison as its recommended nominees.

Mr. Garcia-Acosta currently serves as Chair of the Oakland Police Commission, where his responsibilities include coordinating with the Chief of Police, CPRA, Inspector General, City officials, and the Federal Monitor on matters related to Commission business and NSA compliance.

Mr. Harrison serves as Director of Operations for the Temescal Business Improvement District, where he developed a district safety plan and de-escalation training and works with community members and OPD to address public safety concerns.

BACKGROUND / LEGISLATIVE HISTORY

The Oakland Police Commission was first established through voter approved Measure LL in 2016, and later amended through Measure S1 in November 2020. Measure LL and S1 established a nine-member Police Commission, inclusive of seven regular commissioners and two alternate[1] commissioners. The Police Commission general appointment authority is also outlined in the City Charter, by way of staggered terms are linked here Oakland City Charter § 604(c)(6) – Staggering of Terms and as follows:

- Oakland City Charter § 604(c)(2) – Mayor's Appointments – Four (4)
  - Three (3) Regular Commissioners
    - One (1) Regular Commissioner **must be** a retired judge or lawyer with trial experience in criminal law or police misconduct,
  - One (1) Alternate Commissioner

- Selection Panel Appointments- Five (5)

[1] **Oakland City Charter § 604(c)(1) – Appointment, Terms, Vacancies, Removal:**
"Alternate Commissioners shall be eligible to serve on any Commission standing or ad hoc committee, including any Discipline Committee."

Oakland City Charter § 604(c)(4) – Terms:
"With the exception of the first group of Commissioners which shall serve staggered terms, the term for each Regular and Alternate Commissioner shall be three (3) years."

Oakland City Charter § 604(c)(8) – Regular Commissioner Vacancies:
"For vacancies occurring for reasons other than the expiration of a regular member's term, the Commission shall select one of the Alternate Commissioners to replace the regular member for that regular member's remaining term of office."

Oakland City Charter § 604(c)(10) – Suspension of a Commissioner:
"A Commissioner who is suspended shall be ineligible to conduct Commission business, and the Commission shall select one of the Alternate Commissioners to replace the suspended Commissioner for the duration of the suspension."

Oakland City Charter § 604(d)(3) – Meetings, Rules and Procedures:
"Five (5) members shall constitute a quorum. If a quorum is not established by the regular members in attendance, the Chairperson of the Commission may designate one or more Alternate Commissioners to establish a quorum and cast votes."

There are criteria outlined in the City Charter that require each appointee to reside in the City of Oakland and be eighteen (18) years of age, it also provides a few exclusionary criteria for an appointment.

The duties of Oakland Police Commissioners are outlined in City Charter Section 604(b) which in part includes the following duties:

- Propose changes at its discretion or upon direction, by adoption of a resolution, of the City Council, including modifications to the Department's proposed changes, to any policy, procedure, custom, or General Order of the Department which governs use of force, use of force review boards, profiling based on any of the protected characteristics identified by federal, state, or local law, or First Amendment assemblies, or which contains elements expressly listed in federal court orders or federal court settlements which pertain to the Department and are in effect at the time this Charter Section 604 takes effect. All such proposed changes and modifications shall be submitted by the Commission Chair or her or his designee to the City Council for review. The City Council shall consider the Commission's proposed changes or modifications within one hundred and twenty (120) days of the Commission's vote on the proposed changes, and may approve, modify and approve, or reject the changes. If the Council does not approve, modify and approve, or reject the Commission's proposed changes or modifications, the changes or modifications will become final.
- Oversee the work of the Agency and the OIG, and contract with professional service providers as authorized by Ordinance.
- Require the Chief of Police or his or her designee to attend Commission meetings and require the Chief of Police to submit an annual report to the Commission regarding such matters as the Commission shall require, including. but not limited to a description of Department expenditures on community priorities as identified by the Commission. The Chief of Police or her or his designee shall also respond to requests made by the Commission, through the Chairperson, by a majority vote of those present. The Chief of Police or her or his designee shall provide to the Commission Chair an estimate of the time required to respond to the Commission's requests.
- Notwithstanding any other provision of this Charter or any provision of the Oakland Municipal Code, and acting separately or jointly with the Mayor, no fewer than five (5) affirmative votes. If acting separately, the Commission may remove the Chief of Police only after adopting a finding or findings of cause, which shall be defined by City ordinance. The Commission must make its finding of just cause by not less no fewer than five (5) affirmative votes and must follow a process for notification, substantiation and documentation which shall be defined by ordinance. Upon removal, by the Commission, by the Mayor, or by the Mayor and the Commission acting jointly, or upon the notice of vacancy of the position of Chief of Police, the Mayor, in consultation with the Chair of the Commission, shall immediately appoint an Interim Chief of Police. No person appointed to the position of Interim Chief of Police shall simultaneously hold additional non-sworn employment with the City, or simultaneously serve as an elected official or officer of the City. Such appointment shall not exceed six (6) months in duration unless an extension to a date certain is approved by a majority vote of the Commission. The Commission, with the assistance of the City Administrator, shall prepare and distribute a job

announcement, and prepare a list of at least few three (3) candidates and transmit the names and relevant background materials to the Mayor. The Mayor shall appoint one person from this list, or reject the list in its entirety and request a new list from the Commission.

- Hire and/or contract for, by an affirmative vote of at least five (5) members, one or more attorneys to provide legal advice to the Commission related to and within the scope of any of its powers or duties, in accordance with Section 604(i) of this Charter. When considering a candidate for an attorney position, the Commission shall consider the candidate's familiarity with laws applicable to public entities, public meetings, employee privacy, labor relations and law enforcement.

ANALYSIS AND POLICY ALTERNATIVES

Following the City Council's rejection of the Selection Panel's previously submitted slate on two separate occasions, the Selection Panel reviewed its current process and refined it, in an effort to expand the candidate pool and to fill the vacant Police Commissioner positions, with candidates representative of the community.

SELECTION PANEL PROCESS

Pursuant to the Oakland City Charter, the Selection Panel, with the assistance of the City Administrator, will solicit applications from those willing to serve on the Commission. The Selection Panel will review the applications, and interview applicants to serve as members of the Commission. City staff recommended the use of updated outreach materials, including revised recruitment flyers (in multiple languages) and a recruitment and outreach strategy, to encourage broad community participation and attract a diverse applicant pool. The outreach strategy was intentionally designed to reach residents throughout every Council district by utilizing both City facilities and neighborhood businesses. The goal was to ensure that information about the vacancies was visible and accessible across Oakland rather than concentrated in any one area of the city.

Table 1: Outreach Efforts

Outreach Platforms	City Facilities Printed Materials Provided	Businesses or Community Locations
Social Media	(6) Libraries [2]	Chipotle (Lakeshore)
Councilmember Distribution	(2) Senior Centers	Highwire Coffee (several locations)
Information shared at Public Forums	City Hall	Hudson Bay Cafe
Flyer distribution	City Council Meetings	Prescott Market

[2] Oakland Main Library, Rockridge, West Oakland, Diamond, Fruitvale, Eastmont Branches

Police Commission	Public Safety Committee	Its Grind Coffee House
Non-Profit/Chamber Listservs	Mayors Public Safety Town Hall	Sana'a Café (several locations including Broadway and Telegraph)

Additional neighborhood businesses and community gathering locations throughout Oakland

The efforts undertaken by selection panel leadership and staff resulted in forty-five (45) applications submitted or confirmed. Confirmation of applications was conducted as some applications were submitted after the recruitment period ended and were not previously considered. Staff contacted those applicants to confirm continued interest and eligibility.

The Selection Panel conducted a two-round selection process as follows:

- First Round-Panelists independently reviewed applications and ranked their top 10 of the 45 applications received. The selection panel subsequently voted on which candidates would advance to the second round.
- Second Round-The Selection Panel invited 10 candidates to be interviewed at a Selection Panel meeting.

The Selection Panel evaluated each candidate using standardized scoring tools and selected Ricardo Garcia-Acosta and Joey Harrison as its recommended slate for appointment, for the Police Commission seats, currently filled by individuals in holdover status.

SELECTION PANEL CANDIDATE SUMMARIES

Ricardo Garcia-Acosta:

Mr. Garcia-Acosta has over 20 years of professional experience in community violence prevention, public safety, and nonprofit leadership. His background includes leadership positions with varies community-based organizations, and regional public safety initiatives. He currently serves as Chair of the Oakland Police Commission and has experience overseeing violence prevention programs, managing grant-funded initiatives, and collaborating with government agencies and community organizations on public safety efforts.

Joey Harrison:

Mr. Harrison currently serves as Executive Director of Village of Love and Director of Operations for the Temescal Business Improvement District in Oakland. His experience includes leading nonprofit and community-based organizations, managing organizational operations, strategic planning, budget oversight, and fundraising. His work has included collaboration with community stakeholders on initiatives that support neighborhood safety, community engagement, and quality-of-life improvements in Oakland.

RELATED PLANNING EFFORTS

This agenda item is a routine item and does not relate to any Oakland strategic planning

efforts.

FISCAL IMPACT

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

PUBLIC OUTREACH / INTEREST

The outreach strategy intentionally targeted every Council district by combining digital outreach with in-person placement of recruitment materials on community bulletin boards at City facilities and neighborhood businesses. Printed recruitment materials (fliers and pamphlets) were posted on community bulletin boards across Oakland and at elected officials' public meetings and forums. Recruitment information was shared through the City's social media platforms and the social media accounts of elected officials and individual departments. Information was also shared during Selection Panel public meetings where public comment was heard during the consideration and deliberative process.

COORDINATION

This report has been prepared in coordination with the Office of the City Attorney and the City Administrator's Office, and reviewed by Selection Panel Chair.

RACE AND EQUITY

There are no race and equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommend That The City Council Adopt One Of The Following Resolutions:

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For questions regarding this report, please contact Michelle Phillips, Assistant City Administrator, at (510) 238-6903.

Respectfully submitted,

Michelle Phillips
Michelle Phillips (Sep 1, 2026 15:44:02 EDT)
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Assistant City Administrator, CAO

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Attachments (11):

Attachment A – Application Review Criteria
Attachment B – SP Interview Evaluation Tool
Attachment C – Flyer
Attachment D – Back of Brochure
Attachment E – Front of Brochure
Attachment F – Ricardo Garcia Acosta Resume and Application
Attachment G – Ricardo Garcia Acosta Background Check
Attachment H – Joey Harrison Application
Attachment I – Joey Harrison Supplemental Questions
Attachment J – Joey Harrison Resume
Attachment K – Joey Harrison Background Check