



## 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:	<u>Farmer</u>	<u>Omar</u>	<u>T.</u>	Date:	<u>4-20-25</u>
	Last	First	M.I.		
Home Address:	<div></div>				
	Street Address			Apartment/Unit #	
	<u>Oakland</u>	<u>CA</u>	<u>94610</u>		
	City	State	ZIP Code		
Phone:	<div></div>	Email	<div></div>		

#### 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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

**OAKLAND POLICE COMMISSION (OPC)**  
**SUPPLEMENTAL QUESTIONNAIRE**

**#1 DESCRIBE ANY LIFE WORK AND SIGNIFICANT COMMUNITY VOLUNTEER EXPERIENCES THAT PREPARED YOU TO CONTRIBUTE TO THE COMMISSION**



**CITY COUNCIL DAIS**

**COMMUNITY VOLUNTEER**  
**APPOINTMENTS**

- ALTERNATE COMMISSIONER, POLICE COMMISSION (JUNE 2024-PRESENT).
- NSA AD HOC CHAIRPERSON.
- STRATEGIC PLANNING, MILITARIZED EQUIPMENT, AND OPD REPORTING TEMPLATE AD HOC MEMBER.
- COMMISSIONER, SAFETY & SERVICES OVERSIGHT (SSOC) COMMISSION (2021-2024).
- CHAIRPERSON 2024.
- COMMISSIONER, ALAMEDA COUNTY VETERANS AFFAIRS COMMISSION (ACVAC) 2021-PRESENT
- CHAIRPERSON 2023, 2024.
- MEMBER, BART TRANSIT SECURITY ADVISORY COMMITTEE. (2022-PRESENT)
- CHAIRPERSON 2024, 2025.
- ADVISORY BOARD MEMBER, REIMAGINING PUBLIC SAFETY TASK FORCE (2020-2021).
- OPD ORGANIZATION & CULTURE, LEGAL & POLICY BOARD MEMBER.
- CO-CHAIR OF OPOA WORKING GROUP.
- CHAIR OF THE REMEDIES FOR MISCONDUCT WORKING GROUP.
- ELEMENTARY SCHOOL PTA CO-FOUNDER (2015-2019).
- PRESIDENT, VICE-PRESIDENT, TREASURER.

**POLICE COMMISSION CONTRIBUTIONS**

Currently, I'm an Alternate Commissioner on the OPC. I've also been appointed Chair of the Negotiated Settlement Agreement (NSA) ad hoc committee. OPD's non-compliance with the NSA was the impetus for creating the OPC. It's a foundational ad hoc to our purpose as a commission to achieve and sustain contemporary constitutional policing reforms. We're currently working on our Case Management Conference (CMC) statement and strategy for our July court date with the Judge overseeing the NSA. I've created a timeline, the initial draft statement, and a plan of action with milestones to help us fully prepare for the event. This has been done in collaboration with our Commission Chair, our Vice-Chair, the Office of Inspector General, the CPRA Director, our Chief of Staff, and our legal counsel. We're all working well together. Each meeting is forward-thinking and productive.

The current and immediate past Chairpersons have also had me present to the Commission three times in the areas of officer wellness and how the OPC can drive results in the areas within our purview. This speaks to our leaders' trust and value in me as a Commissioner and my consistently positive contributions to our group dynamics. Moreover, I've completed training phases one and two, participated on six discipline committees, and have been elevated to full commissioner six times so that we could attain a quorum. As you can see in the column on the left, I have a consistent track record of high performance, serving on Boards, Commissions, and Committees that helped me prepare for this role.

**PREPARATIONS**

My community volunteer experiences show how I've successfully served in multiple groups simultaneously, taken on leadership roles, and been productive and engaged in each role while also serving as an Alternate Commissioner. It's a demonstration of my capacity, work-ethic, reliability, and commitment. I've created and led the development of strategic plans for both the SSOC, TSAC and we have one in progress for the ACVAC. Strategic planning has helped each group be more productive. It also improves engagement and transparency, achieving a consensus, and making data-driven fact-based decisions. I'm currently a member of our OPC Strategic Planning ad hoc. Our finished product will have a similar type of impact. This will ensure we have a high functioning Commission for the foreseeable future.

As a leader within the groups on the left, I've prioritized community outreach as a way to show taxpayers how their tax dollars are being spent. Through the SSOC we participated in twelve outreach events throughout Oakland from 2023-2024. For the ACVAC, I've been moving our monthly meetings to different cities each month since 2023, to connect with varying populations of veterans. We've also created our own events to bridge gaps where needed. Our TSAC outreach is in its beginning stages. We've compiled a list of organizations to contact. I've also attended multiple events in collaboration with the BART Police Department (BPD). The group the TSAC oversees. We plan on doing more outreach on the OPC. These experiences have prepared me to contribute if called upon. Oversight of BPD, has helped me refine my oversight skills on the OPC. The TSAC meets once per month, so I get three opportunities per month to interact with law enforcement in an oversight capacity. In 2024 that number was four times per month due to my concurrent roles on the SSOC, TSAC and OPC.



#2 PLEASE DESCRIBE YOUR CONTACTS OR EXPERIENCES WITH THE OAKLAND POLICE DEPARTMENT

## ACE SCORECARD

**ACCESS** provided for SSOC oversight: Meeting attendance frequency, offline availability, developed a productive working relationship.

**COMMITTMENT** to MZ standards: Submitted required reports or other pertinent documentation appropriately and within a reasonable timeframe.

**ENHANCEMENTS** to MZ goals: Demonstrated consistent progress and improvement towards the objectives of the ordinance.

SLIDE 1

- DVP, OPD, & OFD were graded in each of the aforementioned areas on a one to four (1-4) scale. Four (4) being the best. One (1) being the lowest. Below are scoring definitions:

- Non-compliant
- Compliance in progress.
- Compliant
- Exceeds standards.

SLIDE 2

## Required Reports – OPD

### \*\*\* FY 23-24 ISSUE REPORTED \*\*\*

\$12,000.00 of Measure Z funds used to pay for approximately eleven (11) officers to attend a California National Peace Officers Memorial Service in Sacramento.

We do not believe this was an appropriate use of MZ funds.  
We memorialized our concerns in [this document](#).

**Semi-Annual reports a minimum of twice per year:**

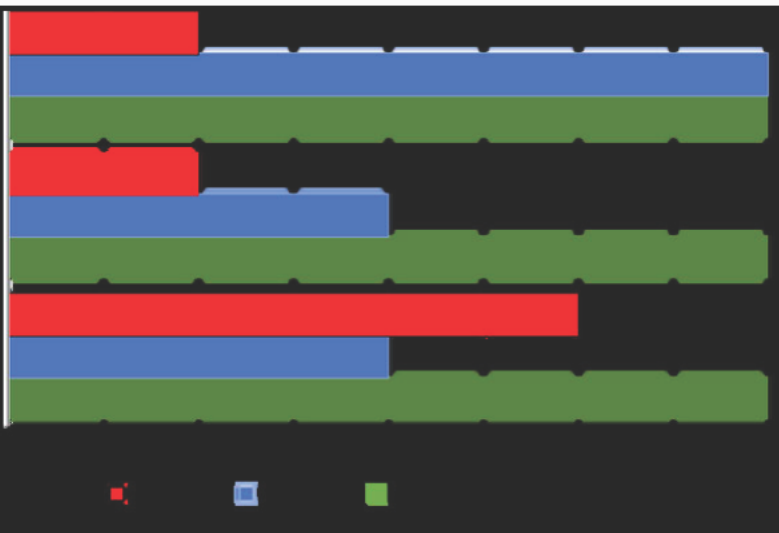
- FY 21-22 Q4 Not Received
- FY 22-23 Q1-Q4 Not Received
- 1 semi-annual report received in the last 20 months

**Spending Plan Reports a minimum of once every three years:**

- FY 15-18 Received
- FY 18-21 Not Received
- FY 23-24 Not Received

SLIDE 3

OPD IS THE LINE IN THE MIDDLE BELOW



## EXPERIENCES WITH OPD

In addition to working with OPD over the past year as an Alternate Commissioner, from 2020-2022 I also worked with them as a community member on five OPC ad hoc committees, and during the Reimagining Public Safety Task Force as co-chair of the OPOA working group. I continued to do so on the SSOC from 2021-2024. We oversaw funds generated from a parcel and parking tax called Measure Z. Those funds were divided among OPD, DVP and OFD. Funds were approved to be spent on strategies designed to (a) improve 911 response times, (b) reduce robberies, homicides, burglaries, and calls related to gun violence, and (c) on investments in violence intervention and prevention methods. As Chair, I worked with our OPD liaison to implement the objectives of our strategic plan that pertained to them. I also created a scorecard that graded each department according to the goals of Measure Z. We aimed to evaluate their effectiveness objectively and illustrate it to the public so they could see how their taxpayer dollars had been spent. It was well received. OPD also used the findings listed at the top of slide three on the left to initiate an internal affairs investigation. Depending on the outcome, this investigation may provide Commissions who oversee revenue from tax measures with a remedy for the misuse of funds. We've also discussed using scorecards on the OPC.

As Chair of the ACVAC, in 2024, I invited OPD to have a table at our veteran homeless resource fairs, Veterans Day event, and our Black Veteran Historical Corridor street plaque unveiling. Members of OPD attended all three. We've also offered them a free new American flag for Eastmont Station to coincide with Flag Day on June 14<sup>th</sup>, 2025. Nationwide, 25.2% of police departments consist of veterans. This is a way for us to reach them.



**LANEY COLLEGE STAND DOWN EVENT,  
MAY 2024**

**#3 DESCRIBE IF YOU HAVE 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 SERVING OR ADVOCATING FOR CRIME VICTIMS OR PERSONS CHARGED WITH CRIMES**

**ADVOCATING FOR CRIME VICTIMS & PERSONS CHARGED WITH CRIMES**

c) An example of my work as an advocate for both victims of crimes and persons charged with crimes is through my role as Chair of the TSAC. The TSAC oversees BART Police Department's issuance of Prohibition Orders. We also develop recommendations to protect front-line employees and their ridership from violence. Per Civil Code Section 51, of the Unruh Civil Rights Act, the TSAC also prioritizes determining whether Prohibition Orders issued to persons accused of committing crimes on BART are disproportionately impacting youth, the homeless, or those who have psychiatric, developmental, or other disabilities. We then make recommendations on how to remedy these issues. Historically, Black youth in Oakland have disproportionately been impacted from receiving prohibition orders. Over the past three years, approximately a third of all prohibition orders have taken place at Oakland stations, with 60% of those issued to youth, 40% of whom identify as Black. We recently created an outreach plan to conduct targeted outreach to Black youth. This will assist us with increasing awareness and stemming the issuance of prohibition orders among those involved. Within our strategic plan, we're also working with the Independent Office of the BART Police Auditor to identify and evaluate use of force used during the issuance of prohibition orders to ensure that the process is done within constitutional policing use of force standards. We've also scheduled a meeting with the BART Appeals Officer to examine whether persons issued prohibition orders are receiving their constitutional rights to due process. In consultation with the Mental Health Directors from Alameda, Santa Clara, San Francisco, San Mateo, and Contra Costa counties, we intend to work on a new set of recommendations regarding the type and extent of de-escalation, prevention, and intervention training that should be given to sworn and non-sworn personnel who issue and enforce prohibition orders, as well as front line employees such as station agents, train operators, and system service personnel.



**LAW ENFORCEMENT EXPERIENCE**

a) I've never worked as a police officer, but I do have military law enforcement experience. During one of my tours of duty in the Navy I worked as a Lead Law Enforcement Officer. To prepare for that role I attended various military schools that taught me how to conduct: anti-terrorism, shipboard security, force protection fundamentals, and maritime search and seizure operations. I also served as a Disaster Preparedness Officer for a base overseas. The primary aspect of that job was implementing emergency drills designed to test the integrity of our military police force's responses to different crises such as a protest on a downward spiral at the base entrance. Both roles were designed to develop strategies that would make our military assets hard targets, while operating with minimum personnel and resources, similar to the role police officers play in society. It also assisted us in practicing our de-escalation skills. These roles have given me a deeper understanding of responses by OPD for calls for service, including the ability to analyze their use of de-escalation, and uses of force, when reviewing body camera footage during discipline committees for example. This enables me to have a shorter learning curve when evaluating their capabilities and limitations in the areas within our purview such as: 1st amendment assemblies, use of force, officer wellness, and constitutional policing standards.

**ADVOCATING FOR PERSONS CHARGED WITH CRIMES**

b/c) Through my role on the ACVAC, I created the first ever homeless veteran resource fair in Oakland where we provide free employment, housing, food, veteran benefits, and legal services. At our next event, we'll be including criminal court, clean slate relief. I've been collaborating with the Veterans Treatment Court, the Courthouse, the Public Defender's office, and District Attorney's office for several months putting this aspect of the event together. They have all agreed to bring the courthouse to the event. I also collaborate with the Alameda County Sheriff's Department to take tours of the Santa Rita Jail veteran pod, where we meet with justice-involved veterans. Veterans make up approximately 2% of the jail population. The Sheriff deputies show us their workforce development program, designed to assist veterans in receiving life skills training before going on probation. The inmates have stated that this program is a game changer. We actively recruit people to mentor these veterans through a non-profit called Swords to Plowshares. This is our way of continuing to advocate for them after they're released to prevent recidivism.



**#4 HAVE YOU EVER SERVED ON A BOARD, COMMITTEE, COMMISSION OR OTHER GROUP? PLEASE DESCRIBE YOUR EXPERIENCES. WHAT WERE THE MOST CHALLENGING ASPECTS OF YOUR PARTICIPATION?**

**D7 TOWN HALL ON BEHALF OF  
THE SSOC, DECEMBER 2023**



**ST VINCENT DE PAUL STAND  
DOWN EVENT, SEPTEMBER 2024**



**ONLY 600 IN PERSON VISITS DUE TO  
NOT BEING ABLE TO FIND THE VSO**

County	Pop	Size	In Person Contacts	Phone/Email Contacts	New Claims	New Awards
Alemeda	48,841	M	600	1,000	2,240	5,137,659
Santa Clara	50,295	M	6,889	18,652	7,369	15,930,687
Contra Costa	40,814	M	6,182	7,300	4,140	21,797,165
San Mateo	22,415	M	2,581	1,750	3,183	9,903,219
Solano	32,080	M	6,800	10,000	3,545	11,480,584
SF	22,317	M	6,050	1,029	6,852	8,796,127
Sonoma	22,612	M	2,981	3,012	3,301	12,509,414
Napa	5,535	VS	960	3,750	3,001	6,755,025

Reference - <https://www.cacvso.org/wp-content/uploads/2024/02/Veterans-Annual-Report-2023.pdf>



SCAN THE QR CODE TO SEE  
THE 20 PAGE ACVAC 2024  
YEAR IN REVIEW

(CLICK CONTINUE TO  
DESTINATION AT PROMPT)

**OVERCOMING CHALLENGES**

As shown in my answer to question one, I've served on five Boards, Commissions, and Committees over the past five years, including the OPC. In 2024 alone, I served on three Commissions and one Committee while working as Chair of three, with no drop off in productivity. In fact, productivity and engagement increased across the board due to strategic planning, community engagement, and consistent meeting attendance. To highlight the last point from 2022-present, between the TSAC, ACVAC, OPC, and SSOC, I've been responsible for attending 110 meetings total and only missed 3. Overall, my experiences have been mostly positive. I thrive on overcoming obstacles and challenges. The most challenging aspects of participation were in the beginning, while I was learning how to organize each group into my life. It was challenging because I'm a single parent, homeowner, and entrepreneur. However, with organization and administration being my strong suits, I quickly realized, and something I learned during my seven years as a Surface Warfare Officer in the Navy, was that it wasn't about time but bandwidth and creativity. The more organized and better at multi-tasking I became, the more I could do. Further, I take pride in following through on what I say I will do. Since I last applied, I've included more of my experiences for the above mentioned commissions below.

**SSOC ACHIEVEMENTS**

- Currently collaborating with a City Councilmember who agreed to sponsor the SSOC's final 2024 recommendations.
- Worked with the City to provide Brown Act governed oversight of MACRO.
- Worked with City Council to update the Burglary Ordinance to reflect a new Verified Response requirement to cut down on OPD time wasted on responding to false burglary alarms which 98% of the time are false alarms.

**TSAC ACHIEVEMENTS**

- Authored its first ever Strategic Plan. A 22 page document.
- Collaborated with the BART Police Department to update their Prohibition Order issuance document and their monthly reporting template. One of the OPC ad hocs I've been appointed to is to update OPD's monthly reporting template. This experience has given me ideas how we can accomplish that.

**ACVAC ACHIEVEMENTS**

- Campaigned to the Board of Supervisors (BoS) for a new and improved county Veteran Service Office (VSO) after showing how ours was the lowest performing in the Bay Area. The chart I created to highlight that is to the left. Other medium-sized counties have 10x our foot traffic. Received approval, opens later this year.
- Created the 1st Women Veterans Recognition Day event in Alameda County in June 2024. A relatively new veteran observance day.
- Grew the ACVAC from 10 to 20 Commissioners from 2023-present.
- Co-created Operation Green Light in November 2024, where buildings are illuminated in green lighting, to show veterans they are seen, heard, and appreciated.
- Created the 1st Veteran Suicide Prevention Forum in September 2024. Nationwide, upwards of 17-22 veterans die by suicide per day.

### 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: Ronnie Forbes Relationship: ACVDC colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Shikira Porter Relationship: Friend  
E-Mail: [REDACTED] Phone: [REDACTED]

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

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- ☐ White  
☒ Black or African American  
☐ Latino  
☐ Native Hawaiian or other Pacific Islander  
☐ Asian  
☐ American Indian or Alaskan Native  
☐ 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



**Required Questionnaire**

4. How long have you lived in Oakland?

X 17 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

<input type="checkbox"/>	0
<input type="checkbox"/>	1-2
<input checked="" type="checkbox"/>	3 or more

6. How did you hear about applying to be on the Police Commission?

X I'm currently a member.

**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: 4-20-25

Completed applications must be received by **April 25, 2025**, 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@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301