



COUNTY OF SAN MATEO
BOARDS AND COMMISSIONS
INDEPENDENT CIVILIAN ADVISORY COMMISSION

San Mateo County Regional
Operations Center,
501 Winslow Street,
Redwood City, CA
www.smcgov.org/icac

November 6, 2024

6:30pm

The San Mateo County Independent Civilian Advisory Commission on the Sheriff's Office will advise the Board of Supervisors in its effort to facilitate public transparency, accountability, and public engagement with respect to the Sheriff's Office. It will provide a public forum for input from the community regarding the Sheriff's Office, develop and implement an annual work plan, and make recommendations to the Board of Supervisors.

The Independent Civilian Advisory Commission was held in person at the San Mateo County Regional Operations Center (501 Winslow Street, Redwood City) and by teleconference using zoom:
<https://smcgov.zoom.us/j/87686244322>.

This meeting can be viewed in its entirety and shows each agenda item here: [YouTube Video](#)

1. ROLL CALL

Present:

Commissioners: Marco Durazo, Micheal Fisher, William (Bill) McClure, Shirley Melnicoe, Robert Silano, James Simmons

Alternates: Rebecca Carabez

CARE Liaisons: Bruce Von Herrmann, Stanley E Roberts, Michael Klobuchar (Zoom)

Youth Liaison: Bethany Zhao

County Staff: Jennifer Castro-Lara, Kenny Chu, Emma Gonzalez, Adam Ely, Tara Heumann

Absent:

Commissioner: Kalimah Salahuddin

Alternates: Alexis Lewis

2. GENERAL PUBLIC COMMENT

In-Person Comments:

Connie Guerrero, Jim Lawrence

Comments via Zoom:

Eric Sapp, Paul Bocanegra, Bill Newell

3. MOTION TO APPROVE AGENDA

Motion to approve the agenda.

Motion: Silano / Second: Carabez

Yes: 7 – Durazo, Fisher, McClure, Melnicoe, Silano, Simmons, Carabez

No: 0

Absent: 1- Salahuddin

4. PRESENTATION: ON-BOARDING FOUNDATION INFORMATION

Professional Standards Bureau Speakers:

Heather Enders, Human Resources Manager, Sheriff's Office

Micheal Garcia, Deputy Sheriff, Sheriff's Office

- High vacancy rates driven by high housing costs, pay disparities with neighboring cities, and a competitive job market (especially in tech), leading to over 50% of staff living outside the county, resulting in longer commutes and lower morale.
- Partnered with Sacramento State's law enforcement program for mini academies and internships, hired a record 103 sworn staff in two years, and focused on diversifying recruitment through women's boot camps and internship programs.
- Mental health support with 24/7 therapist access, expanded peer support, financial wellness resources, on-site gyms for stress relief, a "flop house" program for rest between shifts, and a planned childcare center to support staff with long shifts and family responsibilities.
- Reduced sworn staff vacancies from 100 to 44 by the end of 2024, with ongoing efforts to recruit, retain, and support staff through addressing the cost of living, work-life balance initiatives, and expanding wellness programs, including new childcare services.

Commissioner Inquiries:

1. Requested data on vacancy rates before January 2023.
2. Review exit data and its relevance to the broader issue, and steps that can be taken to address this.
3. Explore and collaborate with other agencies to find creative solutions for improving work schedules and work-life balance.
4. Provide data on total budget spent on overtime in the Sheriff's Office.
5. Explore incentives for officers to improve retention.
6. Have a conversation about internal investigations within the agency, particularly considering the addition of 150 new employees, including 103 officers and staff.

In-Person Comments:

Nancy Goodban, Trena Patton

Comments via Zoom:

None

5. DISCUSSION: RETREAT PREPARATION

Speakers:

Vice Chair McClure

- The Commission discussed additional topics to add for discussion and review at the November 16th, 2024, Retreat.

In-Person Comments:

Nancy Goodban, Trena Patton

Comments via Zoom:

None

6. COMMISSIONER AND LIAISON ANNOUNCEMENTS

Speakers:

Carabez, Zhao, Melnicoe

7. ADJOURNMENT

Meeting adjourned at 8:31 p.m.