

Independent Civilian Advisory Commission on the Sheriff's Office **SPECIAL MEETING**

October 20, 2025



COUNTY OF **SAN MATEO**
BOARDS AND COMMISSIONS
INDEPENDENT CIVILIAN ADVISORY COMMISSION

Item 1: Roll Call



Item 2: General Public Comment

General Public Comment – *This item is reserved for persons wishing to address the Independent Civilian Advisory Commission on a topic within the jurisdiction of the Commission but that is not on the agenda. Public comments on matters on the agenda shall be heard at the time the matter is called.*

The Commission may not discuss or take action on items not on the agenda.



Item 3: Motion to Approve Agenda



Item 4: Motion

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Adopt Final ICAC Recommendations to the Board of Supervisors for filling the Sheriff vacancy



Independent Citizens' Advisory Committee on the Sheriff's Office (ICAC) Recommendations

Transparency & Accountability Sub-Committee

Presentation for the San Mateo County
Board of Supervisors

Kalimah Salahuddin, ICAC Chair

October, 20, 2025

Agenda

- Introduction
- Goals
- Recommendations
- Conclusion
- Questions



ICAC Commissioners

There are currently **nine (9)** commissioners appointed, consisting of seven (7) Members and two (2) Alternates. The commission held its first meeting, on July 16, 2024.

- District 1 – Reginald Duhé (*Sworn in September 2025*)
- District 2 – James Simmons
- District 3 – William McClure (Vice Chair)
- District 4 – Rob Silano
- District 5 – Kalimah Salahuddin (Chair)
- At-Large Member – Shirley Melnicoe
- Member Nominated by Sheriff - Vacant
- Alternates
 - Rebecca Carabez
 - Alexis Lewis

Mission Statement & Areas of Focus

- ICAC Mission Statement
 - The mission of the Independent Civilian Advisory Commission on the Sheriff's Office is to provide recommendations to the Board of Supervisors regarding the Sheriff's Office to enhance public confidence and foster mutual respect and trust, internally and externally. We recommend policies, programs, and practices that reflect community needs to uphold accountability, transparency, and justice.
- Goal Setting Retreat on January 11, 2025
 - Three areas of focus:
- Community & Staff Engagement
- Improving Communication Between Inmates and Families
- **Transparency and Accountability**



Reseeding Trust

Goals – Outcome Focused

A transparent and developed plan after the Measure A election.

- **Clear Replacement Plan:** Establish a well-defined plan for replacing the sheriff (Either Appointed or Special Election)
- **Community Input & Engagement:** Implement a process to incorporate input in the sheriff replacement process
- **Communication:** Ensure the replacement plan is communicated across the county.
- **Restoring Trust:** Build a foundation to restore trust and integrity in the Sheriff's Office



Recommendations

ICAC Recommendations

- Develop a clear and transparent process to communicate the next steps post-election.
 - How will you determine if you proceed with a special election or an appointment?
 - What is the process and timeline for both options?
- Communicate that process to all stakeholders
- Create a central, accessible hub to house the above information
- Develop a plan to incorporate community stakeholders into replacing the sheriff if you proceed with an appointment.
- Communicate interim leadership and leadership transition plans.

Process to Replace the Sheriff

- Provide information regarding:
 - Eligible applicant pool
 - Proposed timeline
 - Interim leadership
 - Transition plan



Community Engagement - Appointment

- Objectives: Transparency, Open, Meaningful Community Input
- Leveraging best practices: San Mateo Community College District
- Process to Replace Chancellor
 - Clear replacement process
 - Incorporated Community Stakeholders
 - ICAC could serve in this capacity
 - Finalist page
 - Info housed in one location
- Window into the appointment process
 - Video Bios / Answering a few key questions from stakeholders

[Link](#)



**SAN MATEO COUNTY
COMMUNITY
COLLEGE DISTRICT**

Conclusion

The ICAC recommends that the Board of Supervisors develop and implement a communication plan that incorporates stakeholders to address the uncertainties surrounding replacing the sheriff and start the process of restoring community trust in the Sheriff's Office.

Whether the path forward is appointment or election, restoring trust requires more than a procedural vote—it demands a commitment to inclusive dialogue, multilingual outreach, and a public-facing roadmap that ensures every resident understands what comes next and how they can participate.



Thank you

Questions?

All public comments should be sent to:

ICACFeedback@smcgov.org



Item 5: Adjournment



Next regular meeting: November 5, 2025
Manzanita Hall, 500 County Center, Redwood City
6:30 – 8:30 pm

