

November 4, 2025

**San Mateo County Board of Supervisors**

Attn: Hiring Committee

400 County Center

Redwood City, CA 94063

**Subject:** Application for Appointment – Sheriff of San Mateo County

Dear Members of the Hiring Committee,

It is an honor to submit my application for consideration as the next Sheriff of San Mateo County. As an immigrant and a lifelong public safety leader whose life reflects the very essence of the American dream, I bring a story of perseverance, service, and deep connection to this community.

I was born in Vietnam and fled the country as a young child in early 1979 with only my teenage brother and sister, risking everything on a small wooden boat in search of freedom. Our parents had to stay behind. We became part of a generation known as the “boat people.” Later that same year, the United States granted us asylum, and we began a new life in San Mateo. I grew up near the Martin Luther King Jr. Center, and other locations, attended local schools and graduated from Hillsdale High School. To now be considered for Sheriff in the very county where my American journey began is profoundly meaningful—both a homecoming and a fulfillment of purpose.

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**1. Qualifications, Knowledge, and Experience**

I bring more than 25 years of law-enforcement leadership and service across municipal, county, and higher-education policing, with 17 of those years in command and executive roles.

I spent nearly 14 years with the Solano County Sheriff’s Office, where I advanced to the rank of lieutenant. Working in an organization of more than 550 county employees and a budget exceeding \$100 million provided valuable experience in leadership, budgeting, and operations. I served as the commander for the Court Services Bureau—the largest bureau in the agency on the sworn side—supervising 84 employees across sworn deputies, correction officers, and support staff. Additionally, I served as the County’s Office of Emergency Services (OES) Training Manager, overseeing more than 250 valued OES volunteers and specializing in NIMS/SEMS compliance, grant management, and regional preparedness. I was later selected to be the Regional Commander for the Solano County Mutual Aid Mobile Field Force Team which comprised of 5 lieutenants, 14 sergeants and 66 officers from seven different law enforcement agencies in Solano County. I led them through large-scale emergencies and disaster responses during my tenure as the commander.

While I did not directly operate in the jail division, I was part of our sworn staff leadership that was tasked with the responsibility of managing every aspect of it. That was/is still currently the command structure. As part of that command staff, we would often talk about program implementations, challenges, grievances, critical incidents while always working to ensure we maintain a safe, secured, and humane facility per Title 15 and Title 24.

My leadership portfolio includes assignments as Investigations Supervisor, OES Supervisor, Watch Commander, Contract Services and Contract City Chief.

Currently, I serve as the Chief of Police/Director of Public Safety for the Solano Community College District for the past three and a half years, where I was tasked with building a fully POST-accredited police department from the ground up. Our agency now serves four campuses with over 10,000 students, and 1,100 faculty and staff.

These roles, together with my 26 years' experience in the U.S. Army and as a former SWAT operator in San Mateo County, have given me a comprehensive understanding of public safety operations, inter-agency collaboration, and crisis management at every level.

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## 2. Leadership Values and Principles

My leadership philosophy centers on service, integrity, and accountability. True leadership is earned through trust—trust from those you lead and from the community you serve. I believe in leading by example, in listening before acting, and in empowering others through mentorship and professional growth.

Every organization I have led has reflected three guiding principles:

- **Transparency** – Open communication and clear reporting strengthen credibility.
- **Fairness & Respect** – Every person, inside or outside the badge, deserves dignity.
- **Innovation & Wellness** – Modern policing requires adaptive thinking and healthy officers.

These principles have guided initiatives such as my department's Officer Wellness Program, Special Needs Alert Program (SNAP), and Fix-a-Falcon Light Bulb Voucher Program—nationally recognized for its creative, compassionate approach to community safety.

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## 3. Three Highest Priorities as Sheriff

If entrusted with this responsibility, my focus will center on:

### 1. Restore Integrity and Trust Within the Office and The Public

- We need to **rebuild morale and trust** within the office. We need to **rebuild and strengthen trust** with the communities and incarcerated persons we serve.
- Create an **Independent Critical-Incident & Misconduct Review** pathway with public-facing summaries where legally allowed.
- Launch a **Public Data Dashboard** (quarterly): response times, use of force, complaints, staffing, overtime, jail metrics.

### 2. Healthy Culture & Workforce Excellence

- “Reset” with labor groups: adopt **retaliation-free reporting**, quarterly meet-and-confer calendared in public.
- Build a **Frontline Advisory Council** (deputies, sergeants, professional staff) to co-design policy/training.
- Expand **Training, Wellness & Resilience** (provide proper training opportunities, peer support, 24/7 clinician access, family resources) to retain and attract great people.

### 3. Violence Reduction & Community Safety

- Stand up a **Countywide Safety Compact** with city chiefs/DA/Probation/Behavioral Health: focus on repeat violent offenders, domestic violence, gun violence restraining orders, and retail/theft crews.

- Expand **co-response** for mental-health and substance-use crises; prioritize de-escalation and early diversion.
- Targeted strategies for **fentanyl/overdoses**, catalytic-converter rings, mail/package thefts, and traffic safety hot spots.

These priorities will guide a 100-day action plan followed by quarterly progress updates shared publicly.

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#### **4. Why Serving as Sheriff Matters to Me**

For me, this is more than a position—it is a return home. The people of San Mateo County gave me and my family a new beginning, and I have dedicated my life to service in gratitude for that gift. Every role I have taken—from soldier to a police officer, to sheriff lieutenant/commander, to police chief—has been about protecting others and strengthening communities. Serving as Sheriff is an opportunity to give back to the place that shaped me and to lead an organization that reflects the compassion, fairness, and excellence this county deserves.

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#### **5. Budget Management Experience**

During my tenure with the Solano County Sheriff's Office—an organization of more than 550 employees and a budget exceeding \$100 million—I gained extensive, hands-on experience in budget development, financial analysis, and strategic resource management. As a member of the command staff directly involved in crafting, reviewing, and presenting the department's annual budget, I worked closely with county our finance officials to ensure that every expenditure aligned with operational priorities and long-term fiscal goals.

These experiences strengthened my ability to manage complex budgets, forecast needs, and allocate resources effectively. My approach is grounded in fiscal discipline, data-driven decision-making, and transparent accountability to both governing bodies and the public we serve.

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#### **6. Experience and Philosophy on Correctional Operations**

While my direct command assignments did not include daily oversight of jail operations, our sworn leadership team shared responsibility for ensuring the facility's safety, security, and integrity. As part of that seasoned command staff, I regularly participated in discussions on new program initiatives, operational challenges, staff concerns, and critical incidents—always with a focus on maintaining a safe and humane environment in accordance with Title 15 and Title 24 standards.

I believe correctional facilities should be more than places of confinement; they should be centers for **rehabilitation, education, and human growth**. Balancing security with opportunity not only honors the dignity of those in custody but also prepares them for a successful return to the community. Effective re-entry reduces recidivism, builds stability for families, and ultimately strengthens public safety for everyone in our county.

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I am a California POST Executive-Certified law-enforcement executive, a graduate of the FBI National Academy (Session 273) and hold a Master of Business Administration (MBA) in Management. I am also a 26-year U.S. Army veteran, having served in Bosnia-Herzegovina and Iraq, retiring honorably as a Major with a Top-Secret (TS-SCI) clearance.

I am ready to bring this lifetime of service home—to lead the San Mateo County Sheriff’s Office with professionalism, compassion, and integrity.

Thank you for your time and consideration. I would be honored to meet with the Board to discuss my qualifications, vision, and commitment to the people of San Mateo County.

Respectfully,



**Brian Wynn Huynh Travis**

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### **Supplemental Question Responses**

**1. Do you presently reside in San Mateo County?**

Yes. I currently reside in San Mateo County.

**2. How long have you resided in San Mateo County?**

I was raised in San Mateo County from 1979 to 1999 and recently returned to reside here in 2025.

**3. Describe how you satisfy the requirements of Government Code Section 24004.3.**

I am a California POST-certified peace officer in good standing and meet all requirements under Government Code § 24004.3 for eligibility to serve as County Sheriff.

**4. Describe your experience leading a law-enforcement agency and coalitions across jurisdictions.**

I bring over 17 years of command-level leadership experience guiding both sworn and civilian personnel across large and small law-enforcement organizations. As a Lieutenant and Bureau Commander with the Solano County Sheriff’s Office, a county agency of more than 550 employees, I managed a team of over 80 staff across Civil, Court Services, Transportation, and support operations. In addition, I served as the Regional Commander for the Solano County Mutual Aid Mobile Field Force Team, leading 85 officers representing seven different law-enforcement agencies during complex, multi-jurisdictional operations—including emergencies, civil events, and major community events.

I currently serve as Chief of Police and Director of Public Safety for the Solano Community College District, where I oversee a full-service POST-accredited department providing law-enforcement services across multiple campuses across Solano County. Working at a district which employes over 1,100 employees, my leadership style emphasizes collaboration, clear communication, and unity of purpose—essential qualities for building effective coalitions and delivering consistent public safety across jurisdictions.

# BRIAN WYNN HUYNH TRAVIS



## PROFESSIONAL SUMMARY

Seasoned public-safety executive and U.S. Army veteran with more than 25 years of progressive law-enforcement leadership experience. Demonstrated record of integrity, transparency, and service, leading diverse teams in complex environments while modernizing operations and strengthening community trust. Skilled in organizational leadership, budgeting, emergency management, and modern policing strategies that balance accountability, professionalism, and compassion. Committed to building safe, inclusive communities through collaboration, training excellence, and 21st-century public-safety innovation. Bi-Lingual: Fluent in English/Vietnamese. Also, a little of Spanish and Tagalog.

## EDUCATION – CIVILIAN & LAW ENFORCEMENT (*Short List for Resume*)

- Master of Business Administration (M.B.A.) – Management  
California Coast University, Santa Ana, CA
- POST Executive Certificate – No. E-1894
- Federal Bureau of Investigation National Academy (FBINA) – Session 273

## CORE LEADERSHIP COMPETENCIES

- Executive Leadership & Strategic Planning
- Community Engagement & Trust Building
- Budget Administration & Resource Allocation
- Officer Wellness & Modern Training Programs
- Legislative & Compliance Oversight (SB 54, County ICE Ordinance)
- Personnel Development, Mentorship & Succession Planning
- Inter-Agency Collaboration & Regional Command
- Crisis & Emergency Management (NIMS/SEMS Expert)
- Title 15 and Title 24 Knowledge & Background

## PROFESSIONAL EXPERIENCE

### **Chief of Police – Director of Public Safety**

Department of Public Safety (Certified CA. POST Law Enforcement Agency)

Solano Community College District, Fairfield, CA

Feb, 2022 – Current

- Was hired to establish a brand-new POST accredited law enforcement agency for the college district in February of 2022. I created a staffing plan for the Services Division and Operations Division.
- Responsible for directing all Police Department operations, policy setting and policing priorities. Provide strategic and participatory leadership focused on creating safe and secured environments for approximately 10,000 students, 1,100 district employees and tens of

thousands of visitors each year for four campuses dispersed in three different cities in Solano County. Dedicate significant effort to building partnerships with many student unions, employee and faculty unions, campus leaders, school leaders, elected college board of trustees and other stakeholders to ensure a safe and secure campus community for all.

- **Innovative Programs:** Launched the Fix-a-Falcon Light Bulb Repair Voucher instead of issuing fixing citations making Solano College the first college in the nation to have such a program. Developed the Special Needs Alert System (SNAP) to ensure there is no misunderstanding between responding officers and those who have special needs. Implemented an Officer Wellness Program where officers have time to meditate before going in-service, workout program and other mental health enrichment resources, and created a Community Engagement Team to strengthen the trust and communication with the community we serve.
- **Strategic Planning, Officer Training and Development:** Developed a three-year strategic plan with clear and attainable goals to strengthen public safety and infrastructure. Established a training focus group, comprised of officers and community members to provide recommendations on contemporary training needs and opportunities. Reevaluate the training plan for each position within the department annually or on a as needed bases. Established a formal Mentorship Program to develop new officers. Developed actionable succession plan to address upcoming vacancies.

**Contract Director of Campus Safety – Sheriff Lieutenant**  
Solano Community College, Fairfield, CA

June 2016 – October 2019

- **Spearheaded the Implementation of CompStat Process:** Using computer statistics to help predict crime patterns and trends resulting in one of the lowest crime rates at Solano College in California from 2016-2019 based on the Clery Act reporting.
- **Security Camera Surveillance Project:** Oversaw the installation of a state-of-the-art CCTV system with over 500 cameras and video analytics for enhanced surveillance and security.
- **Training:** Developed and conducted comprehensive training programs for officers on areas such as de-escalation, cultural sensitivity, and emergency response.

**Bureau Commander**

April 2015 – June 2016

Solano County Sheriff's Office, Fairfield, CA

- Managed and directed activities of sworn and support staff assigned to the Courts Services Division. The division consists of Courts Services Unit, Civil Unit, Transportation Unit, Contract Services.
- Managed and provided comprehensive leadership to 84 employees (over half were sworn officers)

**Solano County Regional Team Commander**

April 2015 – June 2016

Solano County Regional Mutual Aid Response Mobile Field Force Team

- Served as the overall commander for Solano County Wide MFF Team. Managed a total of 85 personnel (5 lieutenants, 14 sergeants and 66 MFF officers from 7 different law enforcement agencies in Solano County). Ensured members on this team get the appropriate training per state and federal guidelines. Managed mutual aid callouts from the

Trinity and Lake County Fires to civil response operations for the Oakland / Berkley city. This was a collateral duty assignment.

**Watch Commander – Lieutenant**

April 2015 – June 2016

Solano County Sheriff's Office, Fairfield, CA

- Provided overall management, guidance, and leadership to patrol officers and subordinate supervisors. Efficiently managed calls for service and field operations during my tenure in this role. Ensured minimum staffing levels were met on each shift. Responded to and supervised critical incidents and major events on numerous occasions. Established command and control during critical incidents, utilizing the Incident Command System (ICS). Requested additional resources on a few of the critical incidents I managed. This was a rotational assignment.

**Criminal Investigations – Sergeant**

January 2013 – April 2015

Solano County Sheriff's Office, Fairfield, CA

- Oversaw, managed and supervised the Criminal Investigations Bureau while providing comprehensive leadership to this team. This bureau manages all complex criminal investigations, including financial crimes and homicides. Led a team consisted of four general crimes detectives, fire investigators affiliated with the Napa-Solano Fire Investigation Unit, Stolen Vehicle Unit Investigators, Environmental Crimes, Homeless Outreach, Gang and Computer Forensic Investigators.

**Office of Emergency Services – Sergeant**

December 2010 – Jan 2013

Solano County Office of Emergency Services, Fairfield, CA

- Supervised and managed the activities of emergency services personnel and also over 250 volunteers in five different volunteer groups, including 15 Reserve Sheriff Deputies. Provided leadership and guidance during emergency incidents. Developed and implemented emergency response plans and protocols for Solano County. Coordinated with local, state, and federal agencies for disaster preparedness and response. Organized and participated in emergency drills and simulations and crisis management. Authored and managed grants.

**Criminal Investigations – Detective**

August 2008 – December 2010

Solano County Sheriff's Office, Fairfield, CA

- Assigned to the Criminal Investigations Bureau with primary investigative responsibilities for family violence, elder abuse, homicides, complex financial crimes, robberies, and other crimes against persons. Authored many different types of warrants during my tenure.

**Patrol / Field Training Officer (FTO)**

August 2006 – August 2008

Solano County Sheriff's Office, Fairfield, CA

- Provided comprehensive training to new patrol officers in the Field Training Program. Supervised all stages of the officer training phase to ensure they are adequately prepared to effectively serve both the Department and the community.

**Police Officer – SWAT**

July 1999 – August 2006

South San Francisco Police Department, CA

- I was part of the North-Central Regional S.W.A.T. team, which served six cities in San Mateo County. Our role was to provide emergency response for tactical situations where

lives were at risk. I began as a member of the entry team and underwent advanced training for Close Quarters Combat and Hostage Rescue. I later left the team after five years when I lateralled to the Solano County Sheriff's Office.

### **Police Officer – Patrol**

July 1999 – August 2006

South San Francisco Police Department, CA

- Responded to calls for service while actively patrolling, engaging with the community, and assisting fellow officers. Reduced crime by targeting gangs, guns, illegal drugs, violent repeat offenders. Organized neighborhood meetings to engage and collaborate with our diverse community.

### **U.S. Military Service**

U.S. Army, U.S. Army Reserve, California Army National Guard July 1993 – December 2019

- Enlisted in July 1993 as a private, E1, 91B – Combat Medic, U.S. Army
- Promoted to Sergeant (E5) in 1997 while with 2/159 Infantry BN (Mechanized Infantry)
- Graduated from Officer Candidate School (OCS) in 2001 as 2nd Lieutenant
- Promoted to Captain in 2006 while with B Co. 250th MI BN (TE), CA ARNG
- Commanded a Company of Soldiers in Iraq for Operation Iraqi Freedom 04-05.
- Promoted to Major in 2012 while with Det. 5 PACOM, U.S. Army Reserves
- Held a Top-Secret clearance with Sensitive Compartmented Information (SCI) designator
- Honorably Retired from the U.S. Army Reserve in December of 2019.

## **COMMUNITY & PROFESSIONAL INVOLVEMENT**

- Committee member for the Solano County Family Justice Center Steering Committee.
- Committee member for the Government Relations Task Force for the California Colleges and University Police Chiefs Association (CCUPCA)
- Member of the Minority Coalition Group at Solano Community College District.
- Vice President for the Fairfield-Suisun Education Foundation
- Former Committee member of the Pedestrian Advisory Committee for the Solano County Transportation Authority (STA).
- Represented the City of Fairfield on the Citizen Advisory Committee to the Tri-City Planning and Cooperative Group.
- Former Board of Director for the Solano County Library Foundation
- Former Board member for the Solano County Deputy Sheriff's Association (DSA).
- Member of the Veterans of Foreign Wars (VFW) Post 2333.

## **PROFESSIONAL MEMBERSHIPS & ASSOCIATIONS**

- FBI National Academy Associates, Inc. (FBINAA)
- International Associations of Chiefs of Police (IACP)
- California Colleges and University Police Chiefs Association (CCUPCA)
- Solano County Law Enforcement Administrators Association (SCLEAA)
- Delta Epsilon Tau Honor Society

## AWARDS AND RECOGNITION INFORMATION

- Received a Special Congressional Recognition for Leadership and Innovation from U.S. Congressman Mike Thompson (4<sup>th</sup> District) on January 12, 2024.
- Received a Congressional Commendation for Leadership and Innovation from U.S. Congressman John Garamendi (8<sup>th</sup> District) on January 12, 2024.
- Received a Proclamation from Solano County 3<sup>rd</sup> District Supervisor Wanda Williams for Being a Great Leader and an Innovator on January 12, 2024.
- Featured in the Highly Acclaimed Wiley Periodicals Research Journals for Innovation (Vehicle Bulb Repair Voucher instead of Fixing Tickets), May 2024, Volume 21, Issue 1.
- Selected by my peers to be their Representative for FBINA, Session 273, Section 4.
- Deputy Sheriff of the Year for 2007, Solano County Sheriff's Office.
- Bronze Star Medal Recipient from the Iraq War, U.S. Army.
- Combat Action Badge (CAB) Recipient from the Iraq War, U.S. Army.
- Meritorious Conduct Medal Recipient – December 2004, South San Francisco Police Dept.
- Received numerous appreciation letters from citizens for various customer service efforts.

**Job Specific Supplemental Questions**

**Important: Applicants for this position are required to submit responses to the following supplemental questions. Your responses will give us additional information about your training and experience as related to this position and will be rated as part of the examination process. Be concise and specific. Completeness, neatness, clarity of expression, grammar, spelling and ability to follow instructions will be considered in the rating process. A resume will not be accepted as a substitute for your responses.**

1.

I have read and understand this important information.

2. **Do you presently reside in San Mateo County?**

Yes

3. **How long have you resided in San Mateo County?**

I was raised in San Mateo County from 1979 to 1999 and recently returned to reside here in 2025.

4. **Describe how you satisfy the requirements of Government Code Section 24004.3.**

I am a California POST-certified peace officer in good standing and meet all requirements under Government Code § 24004.3 for eligibility to serve as County Sheriff.

5. **Describe your experience leading a law enforcement agency, including, but not limited to, managing a large staff of peace officers and civilians and leading coalitions across jurisdictions.**

I bring over 17 years of command-level leadership experience guiding both sworn and civilian personnel across large and small law-enforcement organizations. As a Lieutenant and Bureau Commander with the Solano County Sheriff's Office, a county agency of more than 550 employees, I managed a team of over 80 staff across Civil, Court Services, Transportation, and support operations. In addition, I served as the Regional Commander for the Solano County Mutual Aid Mobile Field Force Team, leading 85 officers representing seven different law-enforcement agencies during complex, multi-jurisdictional operations—including emergencies, civil events, and major community events.

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The following terms were accepted by the applicant upon submitting the online application:

**I hereby certify** that all statements made in this application are true and I authorize investigation of all matters contained in this application. I understand that any misstatement or omission of material fact on this application will cause forfeiture on my part of all rights to be considered for employment with **San Mateo County**. I further agree to be fingerprinted, to submit to a complete medical exam and to furnish such proof of age and citizenship as may be required by law.

**Note to Applicants with Disabilities that qualify under the Americans with Disabilities Act or the California Fair Employment and Housing Act:** If you require special testing arrangements, please notify the Personnel Services Division **at the time of application**. Reasonable efforts will be made to accommodate you.

**Please note that if you indicated on the supplemental application that you wish to be notified via e-mail or text message of application status, testing dates, and examination results, it is your responsibility to monitor instructions and correspondence from this office by checking your e-mail account and text messages in a timely manner.**

This application was submitted by Brian Wynn Huynh Travis on 11/4/25 1:00 PM

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_