

Kevin Lee



November 4, 2025

San Mateo County Board of Supervisors  
c/o County Manager's Office  
400 County Center  
Redwood City, CA 94063

**Dear Members of the Selection Committee,**

It is with great enthusiasm that I submit my candidacy for the position of **Sheriff of San Mateo County**. With 26 years of combined service in law enforcement, spanning both the San Francisco Police Department and the San Francisco Sheriff's Department. I bring a balanced and comprehensive understanding of patrol operations, custody administration, and executive-level leadership. My mission has always been clear: to lead with integrity, serve with compassion, and build a culture of trust and accountability between law enforcement and the community we protect.

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

As a Police Captain and Commanding Officer of Richmond District Police Station, I oversee one of San Francisco's most diverse districts, encompassing both residential and commercial areas. In this role, I direct all aspects of field operations, administrative management, and community engagement, supervising a workforce of over 75 sworn and civilian personnel. My daily responsibilities include developing operational strategies, analyzing crime trends, coordinating multi-agency responses, and ensuring compliance with departmental standards and legal requirements.

My leadership is grounded in data driven decision-making and transparent accountability. I chair weekly meetings, oversee critical incident responses as Incident Commander, and maintain ongoing communication with city leadership, elected officials, and neighborhood stakeholders. Prior to my current assignment, I served as a Lieutenant in both the Field Operations and Administration Bureaus, where I managed watch operations, supervised station level internal investigations, and station-level budgets. My earlier years as a Deputy Sheriff in the San Francisco Sheriff's Department provided direct experience managing inmate populations, ensuring institutional safety, and implementing rehabilitative initiatives.

### **2. Leadership Values and Principles**

My leadership philosophy is founded on transparency, accountability, equity, and compassion. I believe every successful law enforcement leader must serve not just as a commanding officer, but as a steward of public trust. My guiding principles are simple:

- Lead by example – setting the tone through consistent action.
- Empower people – investing in training, mentorship, and future leaders.
- Collaborate and listen – valuing partnerships and communication.

- Serve with empathy – leading decisions through fairness and respect.

### **3. Top Three Priorities as Sheriff**

1. Strengthening Community Trust and Transparency.

Implement town halls, online data dashboards, and multilingual outreach to build confidence in department operations.

2. Modernizing Public Safety and Technology.

Expand data analytics, body worn camera auditing, drone program, County wide cameras for detecting wanted vehicles and suspects, Real Time Crime Center and intelligence led policing for accountability and efficiency.

3. Employee Wellness and Professional Development.

Promote leadership pipelines and mental wellness programs to strengthen morale and service quality.

### **4. Why Serving as Sheriff is Important to Me**

Becoming Sheriff is not simply a continuation of my law enforcement career, it is the culmination of a lifelong commitment to service, leadership, and community. Having grown up in the Bay Area and served its residents for over two decades, I view this opportunity as both a personal honor and professional calling. The Sheriff's Office represents the heart of local justice, protecting the vulnerable, supporting victims, and rehabilitating those in custody.

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

Throughout my tenure as Captain and previously as Lieutenant, I have managed complex operational and personnel budgets. At Richmond Station, I oversee an annual budget exceeding \$15 million, encompassing personnel costs, overtime allocations, fleet operations, training, technology, and community programming. I ensure fiscal accountability through detailed monthly analyses of expenditures, balancing overtime with service demands, and reallocating resources as necessary to maintain efficiency.

### **6. Experience and Philosophy on Operating Correctional Facilities**

My foundation in corrections began as a Deputy Sheriff with the San Francisco Sheriff's Department, where I supervised inmate housing units, conducted security checks, coordinated transports, and facilitated rehabilitative programming. This experience instilled in me the critical understanding that a jail's success is measured not solely by security, but by safety, dignity, and rehabilitation.

As Sheriff, I would emphasize three key principles: safety first, rehabilitation through opportunity, and transparency with community oversight. Correctional facilities should reflect the community's values, ensuring fairness, dignity, and second chances.

In every role I have held, from Deputy Sheriff to Police Captain, I have built teams that perform with integrity, empathy, and purpose. I am confident that my leadership, operational expertise, and unwavering commitment to community will enable me to serve San Mateo County effectively as its

next Sheriff.

Thank you for considering my application. I welcome the opportunity to discuss how my experience and vision align with your expectations for this vital role.

Respectfully,

*Kevin Lee*

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## Kevin Lee

### Objective

Seasoned **law enforcement executive** with **26 years of service** in patrol, custody, administration, and command. Recognized for advancing transparency, operational excellence, and community trust. Currently serving as **Police Captain/Commanding Officer of Richmond Station** in the San Francisco Police Department. Seeking to bring a record of effective leadership, public collaboration, and operational success to the role of **San Mateo County Sheriff**.

### Education

#### **Master of Science – Management & Leadership**

Western Governors University | School of Business

#### **Bachelor of Science – Criminal Justice Management**

Union Institute & University

### Professional Training & Certifications

POST Executive Development Course

POST Management Course

Sherman Block Supervisory Leadership Institute (Class #431)

POST Internal Affairs Investigation Course

Terrorism Liaison Officer Basic Course

Crisis Intervention Team (CIT) Certification

FEMA ICS 100 & NIMS 700

IACP Leadership Training Seminar

Certified Bilingual – Cantonese (SF Department of Human Resources)

Over 2,000 hours of POST-certified training

### Professional Experience

#### **Captain/Commanding Officer, Richmond Station**

San Francisco Police Department | 2025 – Present

Responsible for the overall leadership, management, and operations of Richmond Police Station, serving one of San Francisco's largest and most diverse districts. Reports directly to the Commander and Deputy Chief of Field Operations.

- Directs, supervises, and monitors all district operations, ensuring compliance with

departmental policies and legal standards.

- Oversees deployment strategies, personnel assignments, and community-policing initiatives.
- Leads, evaluates, and develops subordinate personnel including Lieutenants, Sergeants, Officers, and civilian staff.
- Reviews and approves operational orders, investigative reports, and administrative correspondence.
- Analyzes procedures, incident data, and crime trends to develop enforcement and prevention strategies.
- Chairs weekly staff meetings and coordinates multi-agency responses to crime and quality-of-life issues.
- Maintains 24/7 communication with District 1 and 2 Supervisors and community stakeholders, ensuring collaborative and responsive public safety partnerships.
- Oversees major incidents, special events, and critical operations; assumes command as Incident Commander when required.
- Promotes officer wellness, training, and career development programs to build morale and leadership capacity.
- Engages directly with community members, neighborhood groups, schools, and businesses to enhance transparency and trust.

#### **Lieutenant – Field Operations & Administration Bureaus**

San Francisco Police Department | 2019 – 2024

- Commanded watch operations and administrative units across Bayview, Park, Mission, and CISU.
- Managed station level internal investigations, staffing, and station operations.
- Served as Acting Captain during command absences.

#### **Sergeant – Airport Bureau**

San Francisco Police Department | 2017 – 2019

- Supervised patrol, administrative, and traffic operations for SFO.
- Coordinated large-scale public safety operations and received the **2018 SFO Safety & Security Excellence Award**.

#### **Police Sergeant / Officer – Field Operations Bureau**

San Francisco Police Department | 2006 – 2017

- Served in seven of the ten police stations citywide, gaining extensive operational experience.
- Supervised field operations, trained recruits, and managed major crime scenes.

#### **Deputy Sheriff**

San Francisco Sheriff's Department | 1999 – 2006

- Performed custody supervision, court security, and prisoner transport duties.

### **Leadership & Professional Affiliations**

Board of Directors, San Francisco Police Officers Association (2019)  
Uniform & Safety Committee, SFPOA (2022 – Present)  
Member, International Association of Chiefs of Police (IACP)  
Member, Asian Peace Officers Association (APOA)  
Member, Officers for Justice (OFJ)  
Member, Fraternal Order of Police (FOP)

### **Community Involvement**

School Site Council – Alice Fong Yu Alternative School (2023–2025)  
Volunteer, Self-Help for the Elderly – Chinatown Thanksgiving Meal Program  
Mentor, SFUSD Athletics Program (Track, Football, Basketball)  
Liaison, Bayview Portola Church & Chinese Media Outreach

### **Awards & Commendations**

SFO Safety & Security Excellence Award (2018)  
SF Board of Supervisors Certificate of Honor (2013)  
SFPD Meritorious Conduct Award (2009)  
Multiple Unit Citations and Captain's Commendations

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?  
Over 20 years

4. Describe how you satisfy the requirements of Government Code Section 24004.3.  
CA POST Advanced, Supervisory, Management certificates. POST Executive Development Course completion. Full time sworn law enforcement experience.

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.

Throughout my 26-year career in law enforcement, including 19 years with the San Francisco Police Department and 7 with the San Francisco Sheriff's Office. I have held progressively responsible leadership roles culminating in my current position as Police Captain and Commanding Officer of Richmond Station. In this capacity, I lead one of the city's largest and most diverse districts, overseeing all aspects of operations, administration, and community engagement.

I currently manage a large staff of sworn peace officers and civilian employees, including Lieutenants, Sergeants, Officers, and administrative personnel. My

responsibilities include directing day-to-day patrol and investigative operations, reviewing and approving operational orders, developing district wide staffing plans, ensuring compliance with labor and departmental policies and maintaining accountability through consistent supervision and performance evaluation. I also lead efforts to improve morale and professional development through mentorship, equitable assignment processes, and recognition programs.

My leadership extends beyond station operations. I maintain a 24/7 collaborative relationship with elected officials, including San Francisco's District 1 and District 2 Supervisors, with whom I coordinate on neighborhood issues, crime prevention strategies, and quality-of-life initiatives. I also lead cross jurisdictional coalitions with the U.S. Park Police, San Francisco Sheriff's Department, Public Works, Recreation & Parks, and community-based organizations to address complex challenges such as homelessness, drug-related activity, and large scale public events (major concerts such as Outside Lands, Hardly Strictly Bluegrass, etc).

Prior to my current role, I served in seven of San Francisco's ten police districts, giving me broad operational insight across urban, residential, and commercial areas. I have also managed administrative and specialized units, including the Crime Information Services Unit and the Airport Bureau, where I supervised security operations at one of the nation's busiest airports.

My leadership philosophy is rooted in transparency, accountability, and trust; ensuring that every member of the organization, sworn or civilian, feels valued and empowered to serve the community with professionalism and integrity. These principles, combined with my extensive command experience and strong regional partnerships, have prepared me to lead a county-wide law enforcement agency effectively and collaboratively.

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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 Kevin Lee on 11/4/25 6:02 PM

Signature\_\_\_\_\_

Date\_\_\_\_\_