

# David Weidner

November 4, 2025

San Mateo County Board of Supervisors  
Attn: Sheriff Selection Committee

RE: Application for San Mateo County Sheriff Position

Dear Members of the Board:

It is with great respect and commitment to our community that I submit my application to serve as the next Sheriff of San Mateo County. I am a San Mateo County native who, for the last twenty-five years, has dedicated my life to public service within the Sheriff's Office. I began my career in 2000 as a Correctional Officer and progressed through the ranks to my current position as Sergeant. Throughout my tenure, I have witnessed the best this agency has to offer and the challenges this agency and its employees have faced. I have seen their integrity and morale tested, including the current challenges faced by this agency. Keeping its history in mind, I seek the Office of Sheriff not because I wish to pursue politics, but because I love this county and this agency, and wish to take this opportunity to restore fairness, rebuild trust, and return the Sheriff's Office to the high standards and dignity our residents and employees deserve.

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

Throughout my twenty-five-year career, I have served in multiple divisions, including Custody, Operations, and Training. My experience includes management of teams ranging from 20 to 50 personnel in both jails, the transportation division, and the range training environment. I have overseen daily operations, training, and supervised other employees. As the Range Master and Lead Training Coordinator, I am responsible for training hundreds of deputies, officers, and allied agency personnel in tactics, firearms, policy, and procedures. Through my experiences within this organization, I have gained an understanding that it is the job of the Sheriff to implement the existing laws as interpreted by the District Attorney's Office.

My experience extends well beyond the instruction of other employees. I have coordinated complex range operations, developed and implemented training curriculum, and ensured compliance with POST standards and departmental policies. Furthermore, I have managed the range's nearly \$1 million budget and balanced resource constraints while providing and improving high-quality, effective training. This combination of operations experience, personnel leadership, and administrative oversight has imbued me with a strong foundation with which to lead the Sheriff's Office effectively, ensuring accountability, safety, and service to our community.

## II. **Values and Leadership Philosophy**

My leadership philosophy is built on three core principles:

- 1) Lead by example
- 2) Be accountable and fair
- 3) Be transparent

I believe that leadership is not about authority; it is about meeting the responsibility of setting an exemplary example for those with whom I am charged. Every decision I make is guided by the understanding that I set the tone and standard for those I lead. I take this responsibility very seriously.

Leading by example means that I must be present, visible, and accessible. Accountability and fairness mean that I must hold everyone, including myself, to the same standards of integrity and professionalism. Transparency means that I must maintain open communication with our community and our workforce, ensuring the public understands both the successes and challenges faced by the Sheriff's Office and San Mateo County.

As a leader, I am present, visible, and accessible to my staff as well as other leaders. I hold myself and those around me to the same standards of integrity and professionalism. This office, as well as those who are served by this office, deserve integrity, professionalism, transparency, and accountability, all of which are crucial to rebuilding the foundation of trust upon which this office is based.

### III. **Three Highest Priorities as Sheriff**

1. **Rebuild Trust and Restore Morale.** Both the public and the members of the Sheriff's Office suffer from a loss of trust and low morale. I will work to heal the internal divisions and loss of confidence that developed over the recent past. Through consistent, honest leadership and fair treatment of all personnel, we can rebuild the culture of pride and unity that once defined our agency.

Rebuilding the trust of the public will require a considerable amount of effort focused on both fiscal and operational transparency. As Sheriff, I will work with the public to ensure responsible and transparent use of public funds. Because the office is now in the position of having to recover from deficit spending, I will work to do more with less, while keeping the public informed of efforts to improve and modernize training, as well as to be transparent about how their money is being spent. I will ensure that the public understands that this office is about collaboration—with the Board of Supervisors, other enforcement agencies, and other government agencies.

2. **Improve Training and Professional Development.** Training saves lives, increases compassion, and builds confidence for our deputies. I will ensure that every deputy receives the highest standard of instruction in tactics, de-escalation, leadership, and community engagement. A well-trained deputy is a safe deputy and a more effective public servant.

I will also investigate the circumstances of the recent in-custody deaths that occurred in our jails. I will create a corrective and preventative action plan to work with leadership and corrections staff to determine the need for increased training to help avoid these instances in the future.

3. **Enhance Community Transparency and Reduce Corruption.** Historically, the office of Sheriff has been plagued by allegations of corruption. I will implement stronger internal accountability systems and will communicate with the community to the extent allowed under the circumstances and in conjunction with consultation with the District Attorney. My administration will not tolerate unethical conduct. Restoring the public's trust begins with openness, honesty, and the consistent enforcement of our values.

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

I love this county, this organization, and the people who serve within it, as well as its constituents. For more than twenty-five years, I have been proud to wear a uniform and represent the San Mateo County Sheriff's Office. I have been a witness to the dedication and sacrifice of our deputies, professional staff, and volunteers. I am running for Sheriff because I believe this agency deserves leadership that puts the people first, both the employees who serve and the residents with whose safety we are charged.

While I am cognizant that politics are part of this position, it is not why I am seeking the position. I am seeking this position to restore the soul of an organization that means everything to me. I am committed to bringing back fairness, trust, and accountability. I have no plans to run for reelection as I plan to retire from the Sheriff's Office at the end of this term. Leaving the Sheriff's Office better and stronger than it was received and ready for the next administration is very important to me.

#### V. **Experience Managing a Large and Complex Budget**

During my tenure with the Sheriff's Office, I have had progressive responsibility for managing budgets. After being promoted to Sergeant, I was tasked with the responsibility of the timecards of other employees and from there, my experience dealing with the budgets increased. As the Range Master, I am responsible for coordinating and negotiating contracts with the Coyote Point Rifle and Pistol Range, as well as the South Bay Regional Training Consortium, and other municipal, state, and federal agencies. I am currently responsible for a budget nearing \$1 million which includes procurement, ammunition management, facility maintenance, employee management, and interagency training contracts. To complete the budgeting process, I must accurately forecast, set priorities, follow fiscal controls, maximize impact for every dollar spent, and ensure my decisions stand up to public scrutiny. My familiarity with the smaller budgets will greatly assist in managing the overall budget, working with each of the individuals in charge of a fractional piece of that budget, and ensuring that those individuals stay within the confines of their budgets, or are provided with additional funds if necessary and appropriate.

The Sheriff's Office budget, while complex, must be managed in conjunction with appropriate procurement regulations along with everyone in charge of the smaller budgets, with the advice and assistance of the Board of Supervisors, County Attorney, and the financial advice of other county employees. I understand that it is important to seek assistance from others who are more knowledgeable when necessary.

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

I began my career in the correctional environment, and those early experiences have shaped my understanding of fairness, safety, and rehabilitation. The correctional facilities must be run with the goals of promoting security, respect, and purpose. I believe that our correctional facilities must operate to ensure the safety of the staff and inmates while providing programs that reduce recidivism and prepare individuals for an eventual and productive reentry into society.

After being promoted to Sergeant, I completed an 80-hour Standards & Training for Corrections Supervisory Course. I have worked as the Security Sergeant, where I was responsible for the safety of the jail, staff scheduling, timecards, and coordinating the transportation of inmates to the hospital in emergency situations. I have also worked as the Housing Sergeant, where I was responsible for Title 15 housing requirements, clothing requirements, and laundry exchange; and I worked as the Intake Sergeant, where I was responsible for all arrestees being processed in intake, and authorized the use of force when appropriate.

My experience in corrections also includes overseeing the Alternative Sentencing Bureau (ASB) program. In ASB, I was responsible for helping incarcerated individuals complete a job training program and find employment upon completion. As part of my responsibilities, I supervised out-of-custody inmates. While overseeing the program, I negotiated a partnership with the San Mateo Credit Union to open bank accounts for ASB participants. I also helped inmates in the program learn how to manage their money, pay bills, and balance a checkbook.

I also previously worked as the Transportation Sergeant. In this role, I was responsible for getting inmates to court, ensuring that each courtroom was staffed with a bailiff, responding to requests by the Judges, and ensuring the safety and security in the courtrooms.

As Sheriff, I will focus on maintaining safe and humane conditions in our jails, which includes providing support staff with necessary training and resources, while ensuring compliance with legal and ethical standards. I will promote stronger partnerships with community organizations that provide education, counseling, and job readiness for inmates, since the goal of any modern correctional system should not be only to confine, but also to reform.

In closing, I bring over two decades of service, integrity, and commitment to the people of San Mateo County. I apply for this position with a clear vision of leading with fairness, serving with accountability, and rebuilding the Sheriff's Office into an agency in which our employees and residents can place their respect, trust, and pride. I am ready to take on that responsibility with dignity, honor, and dedication.

Thank you for your time and consideration. I would be honored to meet with you to discuss my qualifications and philosophy further.

Respectfully,

Sgt. David D. Weidner  
San Mateo County Sheriff's Office

# DAVID WEIDNER

*Candidate for Sheriff, San Mateo County*

Leadership. Integrity. Accountability.

With over 25 years of dedicated service to the San Mateo County Sheriff's Office, I have built a career grounded in integrity, accountability, and a deep commitment to public safety. From beginning as a Correctional Officer to serving as a Sergeant and Range Master, I have led through experience—mentoring others, managing complex operations, and advancing professional standards. As Sheriff, I am committed to strengthening community trust, modernizing training, and ensuring that every deputy has the leadership and tools to succeed.

## **Professional Summary**

Dedicated and results-driven law enforcement professional with over twenty-five years of progressive leadership experience in the San Mateo County Sheriff's Office. Proven ability to lead, mentor, and modernize policing practices through accountability, training, and operational excellence. Experienced in field operations, use-of-force instruction, and policy development.

## **Career Progression and Experience**

Sergeant | San Mateo County Sheriff's Office | 2017–Present

- Oversee patrol and jail operations with direct supervision of deputies, ensuring adherence to policy, accountability, and service excellence.
- Appointed Range Master (2020–Present) overseeing firearms and tactical training programs.
- Manage a nearly \$1 million annual range and training budget.
- Serve as advisor on Use of Force and assist with policy creation and implementation.
- Collaborate with the Training Sergeant to enhance officer safety and modernize procedures.
- Graduate of the Sherman Block Leadership Institute, emphasizing advanced leadership and decision-making.

Deputy Sheriff | San Mateo County Sheriff's Office | 2002–2017

- Served in multiple contract city assignments, including East Palo Alto, Woodside/Portola Valley, North Fair Oaks, Half Moon Bay, and Millbrae.
- Selected as a Field Training Officer (FTO), mentoring and evaluating new deputies.
- Assistant Range Master (2015–2020) providing firearms and tactical instruction.

- Participated in Gang Task Force deployments and crisis intervention responses.
- Certified instructor in Taser, Less-Lethal, Firearms, and Active Shooter disciplines.

Correctional Officer | San Mateo County Sheriff's Office | 2000–2002

- Maintained order and inmate safety in correctional facilities.
- Processed bookings, releases, and transfers while ensuring compliance with policy and law.

Reserve Police Officer | South San Francisco Police Department 1995-1998

- Support full-time law enforcement with patrol duties, investigations.
- Work special events and crowd control.

### **Education**

B.A. in Security Management / Terrorism – University of Phoenix, 2007–2010

Graduate – Sherman Block Leadership Institute, 2020

Graduate – Inner Perspectives Leadership Course

Sequoia High School, CA – Diploma, 1990

### **Certifications & Specialized Training**

Advanced POST Certificate (2010)

POST Certified Firearms, Rifle, Taser, Active Shooter, and Less Lethal Instructor

Field Training Officer Certification

Crisis Intervention Training

Tactical Rifle/Carbine Operator Course

Drug Abuse Recognition (DAR)

Standardized Field Sobriety Testing, Radar & Lidar Certified

Basic Traffic Accident Investigation

### **Leadership Philosophy**

Leadership in law enforcement begins with integrity, respect, and accountability. I believe in empowering deputies through modern, realistic training and ensuring every member of our department feels valued, supported, and mission driven. My goal is to lead a Sheriff's Office that reflects the community it serves—transparent, professional, and committed to excellence.

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?  
Yes, I have lived in San Mateo County for the past 53 years. I currently reside in San Carlos.
4. Describe how you satisfy the requirements of Government Code Section 24004.3.  
I meet the requirements of Government Code §24004.3 as follows:
  - I hold an advanced certificate from POST
  - I have been employed as a full-time peace officer with the San Mateo County Sheriff's Office for 25 years
  - I possess a bachelor's degree in security management and terrorism from the University of Phoenix
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 have over 25 years of experience in law enforcement, beginning my career as a Correctional Officer in 2000 and promoting through the ranks to my current role as a Sergeant with the San Mateo County Sheriff's Office. Throughout my career, I have led teams ranging from 20 to over 60 personnel, including both peace officers and civilian staff, across multiple divisions such as Corrections, Transportation, Patrol, and the Range.  
As a Sergeant in the jail, I supervised between 30- 50 staff members, ensuring safe and efficient daily operations. In my role as a Transportation Sergeant, I managed between 50- 60 personnel, overseeing the secure movement of inmates while maintaining compliance with safety protocols and policy standards. In this role, I also had to collaborate with the San Mateo County Superior Court Judges to ensure the safety and security of the courthouse, as well as ensure proper court procedures were being followed throughout the courthouse. I also had to work with multiple agencies throughout the United States to coordinate the safe and effective extradition of incarcerated persons to and from the County of San Mateo.  
As the Range Master, I oversee a budget of nearly \$1 million and manage all firearms and tactical training for our agency and numerous partner agencies. I have trained personnel from over 25 police departments, including the California Department of Justice, in firearms proficiency and use-of-force policy. I regularly coordinate multi-jurisdictional training and have built strong professional relationships with many local police chiefs, lieutenants, and sergeants, as well as with the District Attorney's Office. I have also authored and updated the firearms, taser, and less-lethal munitions policies for the San Mateo County Sheriff's Office. I routinely advise the San Mateo County Sheriff's Office command staff on other policy considerations. I have also assisted our partner agencies with updating their policies on firearms, tasers, and less-lethal munitions.  
I also served as the Millbrae Patrol Sergeant during a mutual aid request from the San Bruno Police Department for an active shooter call at the Tanforan mall. My responsibilities included securing the crime scene, coordinating incoming units, and evacuating civilians. While maintaining direct communication with the command post, I provided critical updates on the casualty situation and successfully led my team in evacuating more than 300 civilians from a movie theater to a safe zone.  
Over the course of my career, I have established lasting partnerships with police departments throughout San Mateo County. In my current role, I also serve as a liaison to local law enforcement agencies, ensuring that the Sheriff's Office continues to provide critical support and emergency resources when needed. One such example is during a recent statewide call from a Southern California police agency. The agency made an emergency request for less-lethal munitions due to a civil disturbance incident in Southern California. Within 48 hours, I was able to locate, package, and deliver the requested munitions to the requesting agency while ensuring the San Mateo County Sheriff's Office still maintained enough supplies in case we were faced with a similar situation.  
In addition to my operational and supervisory responsibilities, I have coordinated several successful gun buyback events in partnership with multiple police departments throughout San Mateo County. These events required careful planning, resource allocation, and interagency collaboration to ensure safety, transparency, and efficiency. I worked closely with command staff, local chiefs of police, and city officials to establish secure collection sites, develop operational plans, and manage staffing and logistics. During each event, I ensured all procedures adhered to legal and safety standards while maintaining positive engagement with the public.  
Coordinating these efforts demonstrated my ability to lead across jurisdictions, unite agencies under a common goal, and foster community trust through proactive, solutions-based policing. By promoting collaboration and accountability, I helped reduce the number of unwanted firearms in our communities while strengthening relationships between law enforcement and the residents we serve.  
My leadership philosophy is grounded in accountability, fairness, and transparency. I believe in leading by example, fostering trust both within the organization and with our community, and ensuring that collaboration across jurisdictions remains strong. These relationships and experiences have allowed me to strengthen interagency cooperation, enhance training standards, and build a foundation of trust that directly benefits public safety in our county.

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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 David D Weidner on 11/4/25 3:01 PM

Signature\_\_\_\_\_

Date\_\_\_\_\_