



COUNTY OF SAN MATEO
BOARDS AND COMMISSIONS
INDEPENDENT CIVILIAN ADVISORY COMMISSION

San Mateo County Manzanita
Hall, 500 County Center,
Redwood City, CA
www.smcgov.org/icac

January 7, 2026

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.

This meeting of the Independent Civilian Advisory Commission was held in person at the San Mateo County Manzanita Hall (500 County Center, Redwood City) and by teleconference using zoom:
<https://smcgov.zoom.us/j/97292196822>.

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

1. ROLL CALL

Present:

Commissioners: Bill McClure, Shirley Melnicoe, Kalimah Salahuddin, Rob Silano, James Simmons

Alternates: Rebecca Carabez, Alexis Lewis

County Staff: Bo Unga, Megan Gosch, Adam Ely, Tara Heumann, Marisol Escalera Durani

CARE Liaison: Bruce Von Herrmann

Absent:

Commissioners: Reginald Duhé

CARE Liaisons: Stanley E Roberts, Michael Klobuchar

2. GENERAL PUBLIC COMMENT

In-Person Comments:

Deacon Lauren P. McCombs, David Vallerga, Trena L. Patton, Elsa Schafer

Public Comments via Zoom:

Bill Newell, Pat W, Paloma Serna, X

3. MOTION TO APPROVE AGENDA

Motion to approve the agenda.

Motion: McClure / Second: Melnicoe

Yes: 7 – Carabez, Lewis, McClure, Melnicoe, Salahuddin, Silano, Simmons

No: 0

Absent: 1 - Reginald Duhé

Commission voted unanimously.

4. MOTION TO APPROVE MEETING MINUTES

Motion to approve October 1, 2025, Regular Meeting Minutes and October 20, 2025, Special Meeting Minutes.

Motion: Silano / Second: McClure

Yes: 5 - Carabez, Lewis, Melnicoe, Salahuddin, Silano

No: 0

Abstain: 2 – McClure, Simmons

Absent: 1 - Reginald Duhé

In-Person Comments:

None

Public Comments via Zoom:

None

5. INTRODUCTION OF SHERIFF BINDER, EXECUTIVE TEAM, OFFICE UPDATES, AND SHORT- AND LONG-TERM GOALS

Speakers:

Sheriff Kenneth Binder, Sheriff's Office
Undersheriff Chris Hsiung, Sheriff's Office
Assistant Sheriff Ryan Monaghan, Sheriff's Office
Captain Eamonn Allen, Sheriff's Office

- **Short term goals:** Organizational Stabilization, Community Engagement, and Organizational Excellence.
- **Organizational Stabilization:** Building an executive team and management team.
 - Actively hiring Assistant Sheriff for Corrections and Patrol Bureaus,
 - Will soon be conducting Captain interviews,
 - Made a couple of Sergeant promotions as well,

- Addressed staffing gaps by filling in the Detective bureau vacancies,
- Streamlined training approval to better meet division specific needs.
- **Community Engagement:** All staff must interact professionally and positively, treating every public contact as an opportunity to represent law enforcement and the county.
- **Organizational Excellence:**
 - Employee wellness: Ensuring supportive working environment without a culture of fear
 - Accountability: Enforcing high performance standards but recognizing that mistakes happen. Any issues will be addressed accordingly.
- **Long term goals:** Commitment to transparency and up-to-date trainings.
 - **Transparency:** Created a new policy regarding facial coverings.
 - **Training:** Ongoing review of policies, training, and practices to meet best standards

Commissioner Inquiries:

1. Sheriff's Office plans to designate a liaison to work directly with ICAC. (Action for Sheriff's Office)
2. Sheriff's Office is interested in the Commission's input regarding the implementation of an Ombudsperson program in the jails. (Action for Sheriff's Office)
3. The Commission wants to know who to contact in the Sheriff's Office to discuss the existing mailing process in the jails. (Action for Sheriff's Office)

In-Person Comments:

Nancy Goodban, Elsa Schafer, Paul Bocanegra, Jose Reyes.

Public Comments via Zoom:

X, Pat W, Paloma Serna

6. DISCUSSION: ICAC MEETING TOPICS FOR CONSIDERATION 2026

Speakers: Chair Kalimah Salahuddin

- The Commission discussed exploring additional topics to work on for 2026 alongside existing commitments.

Commissioner Inquiries:

1. Continuing committee updates, especially community outreach programs with the Sheriff's Office.
2. Interested in participating in a ride-along this year. (Action for Staff)
3. Review, support, and encourage programs within the jails to reduce recidivism
4. Review policies and procedures to reduce deaths in jail
5. Recommends looking into streamlining the way facilities/maintenance work is done.

In-Person Comments:

None.

Public Comments via Zoom:

X

7. INFORMATIONAL: ICAC AD-HOC COMMITTEES UPDATES

Speakers: Chair Kalimah Salahuddin

- **Transparency and Accountability**
 - Completed its Inspector General recommendation, with members quickly convening special meetings to review and approve it, enabling a timely presentation to the Board of Supervisors.
 - Appreciation was expressed for everyone’s responsiveness and collaboration, and the two remaining ad hoc committees will continue their work.
- **Community and Engagement and Input**
 - The committee is proposing community engagement forums (virtual and in-person) to rebuild trust, improve transparency, and foster mutual understanding between the community and the Sheriff’s Office, ideally in collaboration with the new sheriff.
 - Plans include multilingual, professionally facilitated meetings and a countywide survey, partnering with community-based organizations to gather aspirational, actionable community input to inform ICAC recommendations
- **Improve Communication between Inmates and Families**
 - The committee has not yet begun substantive work because it needs information from the Sheriff’s Office to understand the current inmate mail and communication system and why physical mail is not allowed in the jail
 - Next steps include learning why San Mateo County’s practices differ from other counties, exploring alternatives that allow physical mail, and identifying ways to improve communication between incarcerated individuals and their families once that information is obtained.

Commissioner Inquiries:

1. Community and Engagement ad-hoc committee would like to know if the Sheriff’s Office is interested in partnering for the listening sessions.
2. Recommends that the captains of the area where the meeting is held attend the listening sessions as well.
3. The Communications ad-hoc committee recommends that outreach includes all the points of interaction with the Sheriff’s Office. Not only unincorporated areas or contracted cities but in checkpoints, jails, courts, and public transit.

In-Person Comments:

Deacon Lauren P. McCombs, Paul Bocanegra, Jose Reyes, Nancy Goodban, Marisol Escalera Durani

Public Comments via Zoom:

None.

8. COMMISSIONER AND LIASION ANNOUNCEMENTS

Commissioners: None.

9. ADJOURNMENT

Meeting adjourned at 8:13 p.m.