



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

MINUTES

March 4, 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/95990419856>.

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

1. ROLL CALL

Present:

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

Alternates: Alexis Lewis

County Staff: Bo Unga, Megan Gosch, Adam Ely, David Silberman, Marisol Escalera Durani

2. GENERAL PUBLIC COMMENT

In-Person Comments:

Jose Reyes

Public Comments via Zoom:

Marjorie Singer, X

3. MOTION TO APPROVE AGENDA

Motion to approve the agenda.

Motion: McClure / Second: Silano

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

No: 0

Absent: 0

Commission voted unanimously.

4. MOTION TO APPROVE MEETING MINUTES

Motion to approve meeting minutes for January 7, 2026, Regular Meeting.

Motion: Silano / Second: McClure

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

No: 0

Absent: 0

Commission voted unanimously.

In-Person Comments:

None

Public Comments via Zoom:

None

5. DISCUSSION: COMMISSIONER RIDE ALONG AND JAIL TOUR REPORT OUTS

Speakers: Chair Kalimah Salahuddin

- Commissioner Melnicoe toured the jail and observed more rehabilitation programs operating simultaneously than previous visits emphasizing the potential and value programs offer to both inmates and staff.
- Highlighted 3 key issues:
 - The need for a new sobering station
 - The closure of the previous sobering facility has increased jail bookings for intoxicated individuals.
 - The County is considering a new sobering station and residential detox/treatment center 101 El Camino.
 - Staff retention and incentives
 - While financial incentives help, recognition, appreciation, and supportive workplace culture are also important for keeping staff
 - Retaining trained staff is more cost-effective than continuously recruiting and training new employees.
 - Affordable housing for law enforcement
 - The county is exploring workforce housing solutions, including plans to develop about 500 housing units for county employees and expand down payment assistance programs to help staff afford living in the area
- Facility maintenance issues were raised, including a broken elevator that took a long time to repair because the sheriff's office must go through Public Works to manage vendors.

Commissioner Inquiries:

1. None.

In-Person Comments:

Nancy Goodban

Public Comments via Zoom:

None

6. DISCUSSION AND POSSIBLE MOTION TO APPROVE ICAC DRAFT BYLAWS

Speakers: Chair Kalimah Salahuddin

- The Commission reviewed and discussed potential revisions to the draft bylaws.
- No motion was made; the commission will bring back the item for further discussion and approval at the next meeting.

Commissioner Inquiries:

1. Additional comments or changes from commissioners will be sent to Staff.

In-Person Comments:

Trena L Patton

Public Comments via Zoom:

X

7. DISCUSSION: SHERIFF OFFICE 90-DAY REPORT OUT

Speakers:

Sheriff Kenneth Binder

Undersheriff Chris Hsiung

- Sheriff Binder provided a report summarizing actions taken since his appointment on November 12, 2025, focusing on stability, leadership structure, culture, community engagement, emergency planning, and fiscal responsibility.
- **Leadership and Organizational Stability**
 - Assembled a new executive command team, including the return of Undersheriff Chris Hsiung.
- Filled two Assistant Sheriff positions:
 - Frank Del Porto overseeing Corrections.
 - Mark Myers overseeing Operations.
- Promotions and hiring underway to strengthen staffing:
 - 2 sergeants promoted.
 - 6 deputies promoted to detective bureau
 - 6 deputies/corrections officers and 4 professional staff hired.
 - Additional recruits in the pipeline, with academy graduates expected through April.
- Working to restore proper leadership structure in the jails by assigning a captain to each facility.
- **Merit-Based Promotion Process**
 - Promotions and hiring decisions are being made through objective, merit-based processes rather than personal connections or political affiliations.
 - Integrity and work performance are key criteria for advancement.

- **Workplace Culture**
 - Leadership is prioritizing a positive organizational culture, emphasizing respect, purpose, and employee engagement.
 - The goal is to create an environment where staff feel motivated and supported, leading to better service for the community.
- **Community Engagement**
 - Community engagement identified as a core priority for all sheriff's office personnel.
 - The sheriff has conducted community meetings, meet-and-greets, and visits with contract cities.
- Programs highlighted include:
 - CARE (Community Alliance to Revitalize our Neighborhoods) to strengthen relationships with immigrant communities.
 - Parent Project parenting education program.
 - Community academies and workshops to educate residents about law enforcement.
 - Donuts with Deputies and other school outreach events.
 - Sheriff's Activities League (SAL) focused on youth engagement and future diversion programs.
- **Alternatives to Jail**
 - Interest in developing diversion options for youth and supporting solutions such as sobering stations to address substance use issues outside the jail system.
- **Major Event and Emergency Planning**
 - The sheriff's office participates in regional and national public safety planning for large events such as the Super Bowl and upcoming FIFA World Cup.
 - The Emergency Services Bureau coordinates disaster response, search and rescue, and mutual aid efforts.
- **Fiscal Responsibility**
 - The sheriff emphasized responsible use of public funds.
 - Contracts and spending are being reviewed to improve financial sustainability.
 - A contract was canceled related to SCAP funding due to policy concerns about cooperation with immigration enforcement.
 - An independent third-party audit has been initiated to review finances, overtime, contracts, and budget practices.

Commissioner Inquiries:

1. Request made to bring more information on the CARON program.
2. Provide number of vacancies that exist in the field positions in the Sheriff's Office.

In-Person Comments:

Deacon Lauren P. McCombs, Nancy Goodban, Jose Reyes

Public Comments via Zoom:

Marjorie Singer

8. DISCUSSION AND DIRECTION TO STAFF REGARDING DESIRED FREQUENCY AND CONTENT OF STANDING REPORTS FROM THE SHERIFF'S OFFICE

Speakers: Chair Salahuddin

- The Commission requested that the Sheriff's Office:
 - Provide quarterly reports to the Commission
 - Designate a representative from their Office to serve as a liaison to the Commission.
 - Invite upper management to attend Commission meetings

In-Person Comments:

Trena L Patton

Public Comments via Zoom:

None.

9. COMMISSIONER AND LIASION ANNOUNCEMENTS

Commissioners: Simmons, Chair Salahuddin, Melnicoe

10. ADJOURNMENT

Meeting adjourned at 8:02 p.m.