



# 2026 CHARTER REVIEW COMMITTEE COUNTY OF SAN MATEO

## AGENDA

Tuesday, April 14, 2026 at 5:30 p.m.

500 County Center, 1st Floor

Manzanita Hall

Redwood City, California 94063

Zoom Participation: <https://smcgov.zoom.us/j/91751291646>

1. Roll Call
2. Public Comment  
*This is an opportunity for members of the public to address the Committee on any Committee-related topics that are not on the agenda. If your subject is not on the agenda, the Chair will recognize you at this time.*
3. Approval of April 2<sup>nd</sup>, 2026, Minutes
4. Discussion and Action Regarding Charter Review Committee Recommendations to the Board of Supervisors on Amendments to the County Charter:
  - a. Amendment to Board Procedures for Appointments to Fill Vacancies in Elected Offices
  - b. Adoption and Review of Board Governance Policies and Practices
  - c. Creation of Independent Redistricting Commission
  - d. Report or Policy Statement Regarding County Resilience to Events of Extreme Weather
  - e. Require Row Officer Review Prior to Consolidation of County Offices
  - f. Require Language Accessibility for Public Notices
  - g. Creation of Human Rights & Equity Commission
5. Adjourn

*Meetings are accessible to people with disabilities. Individuals who need special assistance or a disability-related modification or accommodation (including auxiliary aids or services) to participate in this meeting, or who have a disability and wish to request an alternative format for the agenda, meeting notice, agenda packet or other writings that may be distributed at the meeting, should contact Kim Boverio, Assistant Clerk of the Board, at least two working days before the meeting at [kboverio@smcgov.org](mailto:kboverio@smcgov.org). Notification in advance of the meeting will enable the County to make reasonable arrangements to ensure accessibility to this meeting and the materials related to it.*

# Written Comments



April 12, 2026

*Via email to: [lsilberman@smcgov.org](mailto:lsilberman@smcgov.org)*

San Mateo County Charter Review Committee  
c/o Lena Silberman, County Executive's Office  
500 County Center, 5th Floor  
Redwood City, CA 94063

SUBJECT: San Mateo County 2026 Charter Review Committee and Climate Change

Dear Chair and Members of the Charter Review Committee:

Two members of the Charter Review Committee, Karen Chapman and Tom Adams, recently brought to my attention a proposal to amend the County Charter to highlight the threats that climate change pose to the people and places of San Mateo County and to make clear that County policies and actions to reduce the impacts of these threats are a priority.

Extensive studies over the past decade by San Mateo County, regional and state government agencies, and research universities, highlight the climate vulnerabilities faced by our residents, businesses, properties, and infrastructure. Jurisdictions and families have already been severely challenged by the need to prepare for, respond to, and insure against atmospheric rivers, coastal flooding and erosion, and wildfire. And from these studies we know that continued sea level rise threatens more people and property here than in any other county in California.

Elected leaders from all levels of government – especially County Supervisors – recognized that this transformative challenge can only be addressed through regional collaboration. Their efforts led to State legislation that established the San Mateo County Flood and Sea Level Rise Resiliency District, also known as OneShoreline, in January 2020. It is a testament to the outsized vulnerabilities we face that OneShoreline was the first and is still the only government agency created by the State of California to work across jurisdictional boundaries with a wide range of stakeholders to plan for, and build resilience to, climate change.

OneShoreline views climate threats and the need for resilience in broad terms. This means climate change is not just about uncomfortable temperatures, too little or too much water, or intense winds and wildfires. It is about the impact of these on our public health, public safety, housing, transportation, utilities, open space, and the other values and assets that make our county what it is today. Thus, it is critical that the branches of local governments – including the County departments of Agriculture, Emergency Management, Fire, Health, Housing, Human Services, Parks, Public Works, and Sustainability – work individually and collectively, and with their counterparts in cities, special districts, and other agencies, towards greater resilience for their interconnected disciplines.

As the CEO of OneShoreline, I am proud of the progress we have made (with financial support from the County and cities) to incorporate future conditions and resilience into our land use and project planning. But I am also acutely aware that much more needs to be done and that our six-year-old agency, with six full time staff and no reliable source of operating or project funding, can only fully meet this moment with continued County collaboration and leadership.

Sincerely,

Len Materman  
Chief Executive Officer

cc: Karen Chapman and Tom Adams

**From:** Jerry Hill <jerry.hill1@comcast.net>  
**Sent:** Monday, April 13, 2026 1:53 PM  
**To:** Lena Silberman <lsilberman@smcgov.org>  
**Subject:** Charter Review Committee Public Comment

Charter Review Committee  
San Mateo County

Public Comment:

1. Adding language to the County Charter Preamble designating long-weather events.

After 30 years in public office, observing and studying San Mateo County and its surrounding environment, it became evident that the county faces an unusually wide and severe range of climate-driven hazards. The county's geography, encompassing the San Francisco Bay shoreline, the Santa Cruz Mountains, the Pacific coast, and densely populated suburban corridors, means that virtually no part of the county is immune to at least one category of extreme weather risk.

#### Sea Level Rise

While in the State Legislature, I was often reminded that San Mateo County is widely recognized as the California county most vulnerable to sea level rise impacts, with more people, property, and critical infrastructure at risk than any other county in the state. I particularly remember the County's Sea Level Rise Vulnerability Assessment which identified County-owned facilities at risk by the end of the century. Roads and highways, electrical substations, and wastewater treatment plants along the Bay are all susceptible to inundation and erosion.

#### Flood Risk

The geography of San Mateo County makes it evident that the county faces significant flood risk. With climate change, the intensity of extreme precipitation events will increase, compounding existing vulnerabilities on the Bay shoreline, in low-lying communities such as East Palo Alto among others and on the coast.

#### Wildfire Risk

During my tenure as a State Senator, I participated in several state climate change workshops. What was surprising was the recognition of the increased wildfire risk concentrated in the western portion of the County along the Santa Cruz Mountains, where communities border the wildland-urban interface. Extreme wind events in the fall months also accelerate fire spread risk across these hillside communities.

#### Heat and Drought

The County is experiencing an increase in the frequency and intensity of heat events. Additionally, drought conditions have significantly impacted the San Francisco Bay watershed in recent years. Drought exacerbates water stress on small water systems and elevates wildfire risk. Given the County's substantial reliance on Cal Water and the San Francisco Hetch Hetchy water system, we are vulnerable to external factors for our water supply. Consequently, conservation and effective water and drought planning are of utmost importance.

2. Incorporating a Charter provision mandating an annual report to the Board of Supervisors is crucial preparedness offers residents, advocacy organizations, and neighboring jurisdictions a consistent

for several reasons:

It transforms aspirations into accountability. Without a reporting requirement, resilience language risks being disregarded. An annual report establishes a recurring, public moment of evaluation: what were our commitments, and what transpired? I'm reminded of Sustainable San Mateo County's Annual Indicators Report, which I kept on my desk to remind me where San Mateo County was with regards to our goals of environmental stewardship. I would always refer to it as the "Conscience of the County."

It provides the Board with the necessary information for governance. The Board of Supervisors cannot prioritize, allocate funding, or redirect resilience efforts without a clear understanding of their status.

Transparency fosters public trust. A publicly accessible annual report on climate impacts and baseline for comprehending the County's condition and progress. In a county where sea level rise, wildfire, and flood risks directly impact daily life and property values, this transparency serves as a form of resilience itself—it enables informed community participation in the decisions that will shape the County's future.



**San Mateo County Charter Review Committee Meeting**  
**Thursday, April 2, 2026, 5:30 p.m.**  
500 County Center, Manzanita Hall, Redwood City, CA 94063

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**DRAFT MINUTES**

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The meeting was called to order by Chair Rosanne Foust at 5:30 p.m.

1. Roll Call

**In-Person Present:**

Committee Members: Tom Adams, Liliam Perez Avila, Karen Chapman, Eddie Flores, Rosanne Foust, Mark Haesloop, Iliana Rodriguez

**Virtual Present:**

Committee Members: Jacquelyn Foust, Dana Johnson, Julie Lind, Monica Mejia, Kimberly Woo

**Absent:**

Committee Members: Talavou Aumavae, Lynette Garcia, Nathan Healy, Daniela Jonguitud, Kathleen Wheeler

**Staff:** Brian Pettit, Deputy County Attorney; Adam Ely, Assistant County Executive; Lena Silberman, Management Analyst, and Kim Boverio, Assistant Clerk of the Board

Commissioner George Smith has resigned.

2. Public Comment

Speakers: None

3. Approval of March 17, 2026 Minutes

**9 RESULT: Approved**

**MOTION: Iliana Rodriguez**

**SECOND: Mark Haesloop**

<b>Member</b>	<b>Vote</b>
Tom Adams	Aye
Talavou Aumavae	Absent
Liliam Perez Avila	Aye

<b>Member</b>	<b>Vote</b>
Karen Chapman	Abstain
Eddie Flores	Abstain
Jacquelyn Foust	Aye
Rosanne Foust	Aye
Lynette Garcia	Absent
Mark Haesloop	Aye
Nathan Healy	Absent
Dana Johnson	Aye
Daniela Jonguitud	Absent
Julie Lind	Abstain
Monica Mejia	Aye
Iliana Rodriguez	Aye
Kathleen Wheeler	Absent
Kimberly Woo	Aye

Total: Aye (9), No (0), Abstain (3), Absent (5)

- Amend the meeting schedule to change the April 28th meeting to April 27th

**Commissioner Kathleen Wheeler joined the meeting virtually at 5:33 P.M.**  
**Commissioner Lynette Garcia joined the meeting in-person at 5:34 P.M.**

Speakers: Chair Rosanne Foust

**13 RESULT: Approved**  
**MOTION: Iliana Rodriguez**  
**SECOND: Mark Haesloop**

<b>Member</b>	<b>Vote</b>
Tom Adams	Aye
Talavou Aumavae	Absent
Liliam Perez Avila	Aye
Karen Chapman	Aye
Eddie Flores	Aye
Jacquelyn Foust	Aye
Rosanne Foust	Aye
Lynette Garcia	Aye
Mark Haesloop	Aye
Nathan Healy	Absent
Dana Johnson	Aye
Daniela Jonguitud	Absent
Julie Lind	Aye
Monica Mejia	Aye
Iliana Rodriguez	Aye

<b>Member</b>	<b>Vote</b>
Kathleen Wheeler	Absent
Kimberly Woo	Aye
Total: Aye (13), No (0), Abstain (0), Absent (4)	

Public Comment: None

5. Discussion of a proposal from Members Tom Adams and Karen Chapman regarding resilience against events of extreme weather

Speakers: Chair Rosanne Foust  
 Commissioner Tom Adams  
 Commissioner Mark Haesloop  
 Commissioner Karen Chapman  
 Commissioner Iliana Rodriguez  
 Commissioner Eddie Flores  
 Adam Ely, Assistant County Executive

Presentation materials were provided to the Commission and are on file.

**Commissioner Vou Aumavae joined the meeting virtually at 5:52 P.M.**

**Motion to create subcommittee and study the following:**

Resolved: That in recognition of the increasing importance of Climate Change and the risks to the property and lives of residents,

A Section 206 (a) \_\_\_ be added to the County Charter to require a report to the Board annually on the impacts of climate change, emergency preparedness, effectiveness of resiliency measures and the state of coordination among county departments, the cities and joint powers Agencies (JPA)., and further, to make recommendations for improvements.

**14 RESULT: Approved**  
**MOTION: Tom Adams**  
**SECOND: Karen Chapman**

<b>Member</b>	<b>Vote</b>
Tom Adams	Aye
Talavou Aumavae	Aye
Liliam Perez Avila	Aye
Karen Chapman	Aye
Eddie Flores	Aye
Jacquelyn Foust	Aye
Rosanne Foust	Aye
Lynette Garcia	Aye
Mark Haesloop	Aye
Nathan Healy	Absent

<b>Member</b>	<b>Vote</b>
Dana Johnson	Aye
Daniela Jonguitud	Absent
Julie Lind	No
Monica Mejia	Aye
Iliana Rodriguez	Aye
Kathleen Wheeler	Aye
Kimberly Woo	Aye

Total: Aye (14), No (1), Abstain (0), Absent (2)

**Motion to create subcommittee and study the following:**

The Preamble to the County Charter currently states, in part, that the County should be “responsive to ... environmental needs and goals in a democratic manner.”

Given the unprecedented threat to public safety from extreme weather, we propose that a more precisely focused statement of priority be added to the County Charter Preamble:

Policies and programs providing long-term resilience against the increasing threats from extreme fire, flood, wind, rain, heat, drought and sea level rise should be a County priority. As much as possible these policies and programs should be developed collaboratively with the cities, districts, and other public entities in the County.

**14 RESULT:**                    **Approved**  
**MOTION:**                    **Jacquelyn Foust**  
**SECOND:**                    **Karen Chapman**

<b>Member</b>	<b>Vote</b>
Tom Adams	Aye
Talavou Aumavae	Aye
Liliam Perez Avila	Aye
Karen Chapman	Aye
Eddie Flores	Aye
Jacquelyn Foust	Aye
Rosanne Foust	Aye
Lynette Garcia	No
Mark Haesloop	Aye
Nathan Healy	Absent
Dana Johnson	Aye
Daniela Jonguitud	Absent
Julie Lind	Aye
Monica Mejia	Aye

<b>Member</b>	<b>Vote</b>
Iliana Rodriguez	Aye
Kathleen Wheeler	Aye
Kimberly Woo	Aye

Total: Aye (14), No (1), Abstain (0), Absent (2)

If you would like to join this new subcommittee please contact Chair Rosanne Foust.

Public Comment: None

This recommendation will come back to 4/14 meeting for consideration by the Commission.

6. Preview of Recommendation from the “Procedures for Board Appointments to Fill Vacancies in Elected Office” Subcommittee

Speakers: Commissioner Julie Lind  
 Commissioner Eddie Flores  
 Brian Pettit, Deputy County Attorney  
 Commissioner Kimberly Woo  
 Commissioner Iliana Rodriguez  
 Commissioner Dana Johnson

Presentation materials were provided to the Commission and are on file. Subcommittee only reviewed Section 415 of the County Charter governing vacancies in elective offices *other* than the Board of Supervisors.

Subcommittee is recommending that Section 415 be amended to provide the Board with 60 days to make appointment, and to require at least one public meeting prior to appointment.

This recommendation will come back to 4/14 meeting for consideration by the Commission.

Public Comment: None

7. Preview of Recommendation from the “Annual Review of Board Governance Practices” Subcommittee

Speakers: Commissioner Eddie Flores  
 Commissioner Tom Adams  
 Commissioner Iliana Rodriguez  
 Adam Ely, Assistant County Executive  
 Commissioner Liliam Perez Avila  
 Commissioner Lynette Garcia  
 Commissioner Kathleen Wheeler  
 Brian Pettit, Deputy County Attorney

Presentation materials were provided to the Commission and are on file.

Subcommittee is recommending that Section 206(a)(6) of the County Charter be replaced with the following: "Adopt a Governance Handbook specifying the powers, duties, procedures, rules of operation, code of conduct, and ethical policies of the Board and County employees, and that the Governance Handbook shall be reviewed no less than every two years and appropriate amendments be adopted by the Board."

This recommendation will come back to 4/14 meeting for consideration by the Commission.

Public Comment: None

8. Preview of Recommendation from the "Row Officer Consolidation / Language Access & Equity" Subcommittee

Speakers: Chair Rosanne Foust  
Commissioner Jacquelyn Foust

This recommendation will come back to 4/14 meeting for consideration by the Commission.

Public Comment: None

9. Informational Reports: Ad Hoc Committees

a) Independent District Lines Commission

This recommendation will come back to 4/14 meeting for consideration by the Commission.

b) Human Rights & Equity Commission

Commissioner Monica Mejia: Subcommittee working on finalizing the presentation materials.

This recommendation will come back to 4/14 meeting for consideration by the Commission.

Public Comment: Three written comments were received and read aloud in support of the Independent District Lines subcommittee's recommendation from Jim Lawrence, League of Women Voters of North & Central San Mateo County/League of Women Voters of South San Mateo County and ACLU Northern California San Mateo County Charter.

10. Adjourn

The meeting was adjourned at 7:06 p.m.

Memorandum

To: San Mateo County Charter Review Committee

From: Subcommittee on Filling Vacancies in Elected Office (Iliana Rodriguez, Julie Lind, and Liliam Perez Avila)

Date: March 11, 2026

Subject: Recommendation to Amend Charter Section 415 – Vacancies in Elected Office

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## **Background**

The Subcommittee on Filling Vacancies in Elected Office conducted independent research and interviews to evaluate how vacancies in elected county offices are filled under the San Mateo County Charter and to assess practices used by other charter counties in California.

As part of its review, the subcommittee consulted with staff from the San Mateo County Human Resources Department and the San Mateo County Attorney's Office. These discussions included the most recent application of Charter Section 412.5 concerning removal of an elected sheriff for cause, and operational considerations related to the current procedures for filling vacancies.

Section 415 of the Charter currently requires the San Mateo County Board of Supervisors to fill a vacancy in an elected office by appointment within 30 days, or the County Elections Officer must call a special election.

The subcommittee's review and discussions with staff suggest that the current timeframe may not allow sufficient time to conduct a transparent and inclusive appointment process when the Board elects to fill a vacancy by appointment.

## **Review of Other California Charter Counties**

State law requires county charters to provide a method for filling vacancies in governing body offices and other elected positions. The subcommittee reviewed vacancy provisions in all fourteen charter counties in California.

Most charter counties authorize their governing bodies to fill vacancies by appointment, often combined with provisions that require a special election depending on the timing of the vacancy or if the governing body does not act within a specified timeframe.

Review included:

- Alameda County – Board appointment authority, with gubernatorial appointment if the Board fails to act within 60 days.
- El Dorado County – Vacancies on the Board of Supervisors are filled by election.
- Fresno County – Hybrid model requiring special elections in most cases, with limited appointment authority during the final year of a term.
- Los Angeles County – Board appointment authority for most countywide offices.
- Orange County – Vacancy procedures vary depending on the time remaining in the term.
- Sacramento County – Special election required early in a supervisor’s term; other county offices may be filled by appointment.
- San Bernardino County – Board must appoint within 60 days or call a special election.
- San Diego County – Board may appoint a replacement or call a special election.
- San Francisco – The Mayor appoints replacements for certain offices.
- Santa Clara County – Board may appoint a replacement or call a special election.
- Tehama County – Board must appoint a replacement within 90 days.

This review shows that many charter counties provide longer timeframes—typically 60 to 90 days—when appointments are used to fill vacancies.

## **Findings from Staff Consultation**

County staff indicated that the current 30-day deadline in Section 415 may limit the Board’s ability to conduct a thorough appointment process when that option is selected.

Additional time would allow the County to more robustly:

- Publicly solicit applications from qualified residents
- Verify eligibility and qualifications of candidates
- Conduct public interviews
- Provide opportunities for meaningful public engagement

These steps are important to ensure transparency and public confidence in the selection process.

## **Subcommittee Recommendation**

The subcommittee recommends that the San Mateo County Charter Review Committee consider proposing an amendment to Section 415 of the San Mateo County Charter to clarify the Board’s options when a vacancy occurs and to improve transparency in the appointment process.

Specifically, the subcommittee recommends:

1. Clarifying that the San Mateo County Board of Supervisors may choose either to call a special election or fill the vacancy by appointment; there is no hybrid option.
2. If the Board elects to fill the vacancy by appointment, extending the timeframe from 30 days to 60 days to allow for a more deliberate and transparent process.

3. Requiring the Board to hold at least one publicly noticed meeting dedicated to receiving community input before making an appointment.

### **Proposed Charter Language (Conceptual Amendment)**

The subcommittee offers the following conceptual language for consideration:

Section 415 Vacancies: When a vacancy occurs in any elective county office, if the Board of Supervisors elects to fill the vacancy by appointment, the appointment shall be made within 60 days of the occurrence of the vacancy. Prior to making such appointment, the Board shall hold at least one publicly noticed meeting for the purpose of receiving public input regarding the appointment and qualifications of potential candidates.

If the Board does not make an appointment within sixty days, the County Election Officer shall call a special election to fill the vacancy in accordance with applicable law.

### **Conclusion**

The subcommittee's research indicates that the current vacancy provisions in San Mateo County are generally consistent with practices in other charter counties, but the 30-day appointment window is shorter than that used in many comparable jurisdictions.

Allowing the Board to choose between appointment or election, while extending the appointment timeframe to 60 days and requiring public input, would support transparency, strengthen public confidence, and allow a more thoughtful selection process when vacancies occur.

The subcommittee respectfully submits this recommendation to the San Mateo County Charter Review Committee for consideration.

# San Mateo County Charter Review Committee

Section 415 - Vacancies in Elected Office  
Subcommittee Presentation

Iliana Rodriguez, Liliam Perez Avila, Julie Lind

# Issue for Consideration

- ▶ Question: Whether Section 415 of the Charter should be amended to more clearly define the procedures the Board must follow when appointing someone to fill a vacancy in an elected office.
- ▶ Context: While the Charter authorizes the Board to fill vacancies, it does not fully specify how the appointment process should work. In practice, procedures are often established ad hoc or by Board policy rather than by Charter direction. A recent example is the Board's creation and adoption of procedures to appoint a Sheriff.

# Current Charter Framework

- ▶ Language: 415. Vacancies. The Board of Supervisors shall provide for public notice of vacancies on boards and commissions and of the method by which citizens may apply for appointments. If a vacancy occurs in an elective office other than the Board of Supervisors, the Board shall within 30 days of the effective date of the vacancy, either make an appointment or order the calling of a special election to fill the vacancy. If the Board does not make an appointment or call a special election within 30 days, the county officer responsible for conducting county elections shall immediately order a special election to be called to fill the vacancy. Section 415 requires Board to act within 30 days
- ▶ If no action → special election is triggered
- ▶ Does not define HOW appointments occur
- ▶ Procedures are developed case-by-case

# Background

- ▶ The Subcommittee on Filling Vacancies in Elected Office conducted independent research and interviews to evaluate how vacancies in elected county offices are filled under the San Mateo County Charter and to assess practices used by other charter counties in California.
- ▶ As part of its review, the subcommittee consulted with staff from the San Mateo County Human Resources Department and the San Mateo County Attorney's Office. These discussions included the most recent application of Charter Section 412.5 concerning removal of an elected sheriff for cause, and operational considerations related to the current procedures for filling vacancies.
- ▶ Section 415 of the Charter currently requires the San Mateo County Board of Supervisors to fill a vacancy in an elected office by appointment within 30 days, or the County Elections Officer must call a special election.
- ▶ The subcommittee's review and discussions with staff suggest that the current timeframe may not allow sufficient time to conduct a transparent and inclusive appointment process when the Board elects to fill a vacancy by appointment.

# How Other Charter Counties Handle Vacancies

Alameda County - Board appointment authority, with gubernatorial appointment if the Board fails to act within 60 days.

El Dorado County - Vacancies on the Board of Supervisors are filled by election.

Fresno County - Hybrid model requiring special elections in most cases, with limited appointment authority during the final year of a term.

Los Angeles County - Board appointment authority for most countywide offices.

Orange County - Vacancy procedures vary depending on the time remaining in the term.

Sacramento County - Special election required early in a supervisor's term; other county offices may be filled by appointment.

San Bernardino County - Board must appoint within 60 days or call a special election.

San Diego County - Board may appoint a replacement or call a special election.

San Francisco - The Mayor appoints replacements for certain offices.

Santa Clara County - Board may appoint a replacement or call a special election.

Tehama County - Board must appoint a replacement within 90 days.

# Staff Input & Operational Reality

- ▶ 30 days is often insufficient for a robust process
- ▶ Time needed for outreach, vetting, and public engagement
- ▶ Administrative coordination requires lead time
- ▶ More time supports legitimacy of outcome

# Real-World Challenge

- ▶ Recent Sheriff vacancy required rapid process creation
- ▶ Compressed timeline limited outreach and engagement
- ▶ Heavy reliance on Board policy rather than Charter guidance
- ▶ Raised questions about consistency and transparency

# Why This Matters

- ▶ Vacancies in elected office are high-stakes governance moments
- ▶ Public trust depends on transparency and fairness
- ▶ Unclear processes can create confusion or controversy
- ▶ Charter clarity ensures consistency across future Boards

# What the Public Expects

- ▶ Clear notice of vacancy and application process
- ▶ Open and accessible application period
- ▶ Transparent vetting of candidates
- ▶ Opportunities for public input before decision

# What More Time Enables

- ▶ Broad and equitable recruitment of applicants
- ▶ Thorough review of qualifications
- ▶ Public interviews and deliberation
- ▶ Meaningful community input

# Subcommittee Recommendation

- ▶ Clarify Board must choose: appointment OR election
- ▶ Extend appointment timeline to 60 days
- ▶ Require at least one public input meeting
- ▶ Maintain fallback to special election

# Why This Approach Works

- ▶ Improves transparency without over-regulating
- ▶ Aligns with best practices across counties
- ▶ Maintains Board flexibility
- ▶ Enhances public confidence in decisions

# Proposed Amended Language

- ▶ Section 415. Vacancies: When a vacancy occurs in any elective county office, if the Board of Supervisors elects to fill the vacancy by appointment, the appointment shall be made within 60 days of the occurrence of the vacancy. Prior to making such appointment, the Board shall hold at least one publicly noticed meeting for the purpose of receiving public input regarding the appointment and qualifications of potential candidates.
- ▶ If the Board does not make an appointment within sixty days, the County Election Officer shall call a special election to fill the vacancy in accordance with applicable law.

# Any Questions?

**RESOLVED**

Amend Section 206(a)(6) of the County Charter — replace existing provision with:

*“Adopt a Governance Handbook specifying the powers, duties, procedures, rules of operation, code of conduct, and ethical policies of the Board and County employees, and that the Governance Handbook shall be reviewed no less than every two years and appropriate amendments be adopted by the Board.”*

**Why it makes sense:**

**Transparency & Public Trust**

Puts the Board's commitment to good governance in the Charter — creating a permanent, public, recurring accountability structure that residents can count on.

**Equity & Continuity**

Embeds a demographic report into every review cycle and ensures the handbook stays current as Board membership, laws, and community expectations evolve.

**Foundation Already Exists**

Board President Corzo's office has already produced a draft Governance Handbook. This amendment gives that work permanent, Charter-level protection.

# BRIEFING MEMO

**TO:** 2026 San Mateo County Charter Review Committee  
**FROM:** Councilmember Eddie Flores, Chair, Subcommittee on Board Governance Practices  
**DATE:** April 2, 2026  
**SUBJECT:** Recommendation to Amend the County Charter to Require Periodic Review of Board Governance Processes and Practices

## **SUBCOMMITTEE MEMBERS:**

Member	Role
Eddie Flores	Chair
Daniela Jongitud	Member
Lynette Garcia	Member
Talavou Aumavae	Member
Mark Haesloop	Member

## **ISSUE(S) CONSIDERED:**

Whether the County Charter should be amended to add a new section requiring the Board of Supervisors to review, on a regular basis, the Board's governance processes and practices — including the creation and maintenance of a governance handbook, processes for amending that handbook, and inclusion of a demographic report.

## **INVESTIGATIVE PROCESS:**

Our subcommittee undertook the following steps to research and evaluate this issue:

- Met with Board President Noelia Corzo and her office to understand the existing governance framework and the draft Governance Handbook prepared by her office (February 2026).
- Analyzed the draft "San Mateo County Board of Supervisors Governance Handbook" (February 2026), which addresses Board roles, norms, protocols, and expectations and establishes a framework for periodic review.
- Reviewed best practices in local government governance, including the Institute for Local Government (ILG) compilation of sample governance handbooks from California counties and agencies.
- Assessed the legal and structural relationship between a potential Charter amendment and the Board's existing authorities, including the Brown Act, the Public Records Act, the Board's Code of Conduct (adopted January 2025), and the district-based leadership rotation policy adopted in 2023.

## **ARGUMENTS FOR AND AGAINST CHARTER AMENDMENT:**

### **Arguments for:**

1. Transparency and accountability. A formal, recurring governance review creates a predictable, public forum for evaluating how the Board operates. The draft handbook's emphasis on open meetings, clear roles, and defined norms directly supports these aims.
2. Continuity and onboarding. A governance handbook serves as a practical resource for new and sitting supervisors, clarifying roles, expectations, and protocols. Periodic review ensures the document stays current as laws, community expectations, and Board membership change.
3. Equity and data-informed decision making. Embedding a demographic report into the regular review cycle aligns with the County's equity commitments and helps the Board identify disparities, track progress, and make data-informed improvements.
4. Legal risk reduction. Regular review of governance protocols helps keep practices aligned with evolving laws and guidance, reduces confusion about roles, and promotes orderly meetings — reducing the risk of Brown Act violations and other compliance issues.
5. Foundation already exists. Board President Corzo and her office have already completed substantial groundwork, including the draft Governance Handbook, which provides a solid foundation for codifying these practices.

### **Arguments against:**

6. Administrative burden. Some may view a periodic review requirement as adding staff workload or bureaucratic process. However, the County Executive's Office already collaborates on agenda-setting and training in ways consistent with this framework, minimizing additional burden.
7. Sufficiency of existing norms. One might argue that existing policies (the Brown Act, the Code of Conduct, and Board resolutions) already address governance adequately. The subcommittee finds, however, that a Charter-level requirement provides durability, visibility, and accountability that no single policy currently provides.

## **RECOMMENDATION AND JUSTIFICATION:**

The subcommittee strongly recommends that the Charter Review Committee approve moving forward with a Charter amendment to require periodic review of Board governance processes and practices, including adoption and maintenance of a governance handbook and inclusion of a demographic report.

The subcommittee recommends that the governance handbook and any associated demographic report be reviewed at minimum every two years, or more frequently at the discretion of the Board by majority action. This practice supports transparent, accountable, and effective county governance without altering or diminishing the legal powers of the Board or the Board President.

This approach is practical, legally sound, and aligned with work already undertaken by Board President Corzo and her office. With the draft Governance Handbook in hand, San Mateo County is well positioned to formalize a practice that is common among high-functioning local governments and that will serve residents for years to come.

## **DRAFT CHARTER LANGUAGE:**

The following draft language is proposed for inclusion in the County Charter (subject to review by County Counsel). Specifically, the subcommittee recommends amending Section 206(a)(6) to replace the existing provision with the following:

### **RESOLVED:**

That the Board of Supervisors place an amendment to the County Charter before the voters to Amend Section 206(a)(6) to replace the existing provision with the following:

*“Adopt a Governance Handbook specifying the powers, duties, procedures, rules of operation, code of conduct, and ethical policies of the Board and County employees, and that the Governance Handbook shall be reviewed no less than every two years and appropriate amendments be adopted by the Board.”*

Additional proposed Charter language elements (Section [X]. Periodic Review of Board Governance Practices):

- A. The Board of Supervisors shall adopt and maintain a Governance Handbook that documents Board roles, norms, protocols, and operating procedures consistent with this Charter and applicable law.
- B. The Board shall conduct a public review of its governance processes and practices at least once every two years, or more frequently at the discretion of the Board by majority action. The review shall include consideration of amendments to the Governance Handbook.
- C. The Board shall receive and publish, as part of its review, a demographic report and other relevant data to inform equitable, transparent, and effective governance.
- D. Nothing in this Section alters the legislative, budgetary, oversight, or leadership powers of the Board or the Board President.

## **EXTERNAL PRACTICES AND EXAMPLES:**

Many California agencies have adopted governance handbooks to improve board performance and public trust. The Institute for Local Government (ILG) hosts a collection of sample governance handbooks from agencies across the state, including California counties. These examples demonstrate that codified governance practices are widely recognized as good practice and support high-functioning boards.

While each organization tailors its handbook to local needs, common features include board roles, meeting protocols, norms of conduct, training, and mechanisms for periodic review. The draft BOS Governance Handbook reflects those same elements and is appropriate to San Mateo County's context.

## **STAKEHOLDER ENGAGEMENT:**

- Board President's Office: The subcommittee met with Board President Noelia Corzo. Her office has been a constructive partner and has already produced the draft Governance Handbook, demonstrating leadership and momentum on this issue.

- County Executive and County Attorney: The draft handbook clearly identifies implementation responsibilities for these offices, which will help operationalize the review and keep it aligned with legal requirements and best practices.

### **OPERATIONAL IMPACTS:**

- Staff workload: The County Executive's Office already collaborates with the Board President on agenda-setting and training. The draft handbook assigns roles consistent with existing practice, minimizing operational disruption while providing structure.
  - Training and orientation: A periodic review dovetails with existing orientation and professional development commitments, improving consistency without creating new mandates outside the Board's control.
  - Public engagement: Regular review provides a predictable venue for residents and stakeholders to offer input on governance norms, transparency, and access. The draft handbook emphasizes respectful public comment and open communication, which this amendment reinforces.
- 

### **Attachment referenced:**

- 2026 DRAFT BOS Governance Handbook (February 2026)  
<https://sanmateocounty.legistar.com/View.ashx?M=F&ID=15257765&GUID=544D56DB-B2F9-45B2-98B6-0CD5567D3CC8>

B R I E F I N G   M E M O

# Subcommittee on Board Governance Practices

*Recommendation to Amend the County Charter to Require  
Periodic Review of Board Governance Processes and Practices*

April 2, 2026 | Presented to: 2026 San Mateo County Charter Review Committee | Chair: Councilmember Eddie Flores

Subcommittee Members: Eddie Flores (Chair) · Daniela Jongitud · Lynette Garcia · Talavou Aumavae · Mark Haesloop

# Today's Presentation

*What we'll cover in this briefing*



## Issue Considered

What question was the subcommittee asked to address?



## Existing Groundwork

The draft Governance Handbook already prepared by Board President Corzo



## Investigative Process

How we researched and evaluated the issue



## Draft Charter Language

Proposed amendment language for Section 206(a)(6)



## Arguments For & Against

A balanced view of the considerations



## Formal Recommendation

The RESOLVED language and next steps

# Issue Considered

*Whether the County Charter should be amended to add a new section requiring the Board of Supervisors to review, on a regular basis, the Board's governance processes and practices.*

## The subcommittee charge specifically contemplated:

- 1 A Governance Handbook — Documenting Board roles, norms, protocols, and operating procedures
- 2 Processes for Amending the Handbook — Ensuring the document stays current via majority Board action
- 3 Inclusion of a Demographic Report — Embedding equity-focused data into the regular review cycle

# Investigative Process

*How the subcommittee researched and evaluated this issue*

## STEP 1 · MET WITH BOARD LEADERSHIP

Met directly with Board President Noelia Corzo and her office to understand the existing governance framework and the draft Governance Handbook (February 2026).

## STEP 2 · ANALYZED THE DRAFT HANDBOOK

Reviewed the full draft "San Mateo County Board of Supervisors Governance Handbook" covering Board roles, norms, protocols, and a framework for periodic review.

## STEP 3 · REVIEWED BEST PRACTICES

Examined the Institute for Local Government (ILG) compilation of sample governance handbooks from California counties and agencies across the state.

## STEP 4 · ASSESSED LEGAL STRUCTURE

Evaluated the relationship between a proposed Charter amendment and existing authorities: the Brown Act, Public Records Act, Code of Conduct (Jan. 2025), and the district-based rotation policy (adopted 2023).

# Arguments For & Against

## ✓ ARGUMENTS FOR

- Builds public trust through consistent, predictable transparency
- Continuity & onboarding for new and sitting supervisors
- Equity & data-informed governance via embedded demographic report
- Legal risk reduction — keeps practices aligned with evolving laws and Brown Act compliance
- Foundation already exists via Board President Corzo's draft handbook

## ✗ ARGUMENTS AGAINST

- Administrative burden — some may view periodic review as adding staff workload
- Sufficiency of existing norms — Brown Act, Code of Conduct, and Board resolutions already address governance

### Subcommittee's Response:

*The County Executive's Office already collaborates on agenda-setting and training consistent with this framework, minimizing additional burden. A Charter-level requirement provides durability, visibility, and accountability that no single existing policy currently provides.*

# Existing Groundwork: Draft Governance Handbook

Prepared by Board President Supervisor Noelia Corzo — February 2026

*Board President Corzo and her office have already completed substantial groundwork — the subcommittee's recommendation builds directly on this existing work.*

## Purpose & Authority

Establishes the handbook's role as a living document subject to annual review

## Governance Principles

Centers equity, transparency, accountability, and stewardship

## Defined Roles

Board President, Vice President, County Executive, County Attorney

## Board Operations & Norms

Agenda development, public comment, electronic communications, media

## Orientation & Development

New supervisor onboarding and commitment to continuous improvement

## Code of Conduct

References the Board's Code of Conduct adopted January 2025

 Draft Handbook available in the Charter Review Committee Agenda Packet: [smcgov.org/ceo/2026-charter-review-committee](https://smcgov.org/ceo/2026-charter-review-committee)

# Policy Rationale

*Why this Charter amendment should move forward*

## 01 Transparency & Accountability

A formal, recurring process creates a predictable, public forum for evaluating how the Board operates — open meetings, clear roles, and defined norms.

## 02 Continuity & Onboarding

The handbook is a practical resource for new and sitting supervisors. Periodic review ensures it stays current as laws, community expectations, and Board membership change.

## 03 Equity & Data-Driven Decisions

Embedding a demographic report aligns with the County's equity commitments and helps the Board identify disparities and track progress over time.

## 04 Legal Risk Reduction

Regular review keeps practices aligned with evolving law, promotes orderly meetings, and reduces the risk of Brown Act missteps and other compliance issues.

# Stakeholder Engagement

## Board President Noelia Corzo

Board President's Office

The subcommittee met directly with President Corzo and her office. Her office has been a constructive and proactive partner — they have already produced the draft Governance Handbook, demonstrating clear leadership and momentum on this issue.

## County Executive's Office

Implementation Partner

The draft handbook identifies the County Executive's Office as a key implementation partner for governance review, agenda-setting, and training — consistent with its existing role. This minimizes operational disruption.

## County Attorney's Office

Legal Compliance

The draft handbook identifies the County Attorney's Office as responsible for advising on legal requirements. A Charter amendment would keep governance practices aligned with evolving laws and guidance.

## Institute for Local Government (ILG)

External Best Practices

The ILG hosts a compilation of sample governance handbooks from California counties and agencies, confirming that codified governance practices are widely recognized as good practice for high-functioning boards.

# Draft Charter Language

*Subject to review by County Counsel*

**Proposed: Amend Section 206(a)(6) — Replace existing provision with:**

*"Adopt a Governance Handbook specifying the powers, duties, procedures, rules of operation, code of conduct, and ethical policies of the Board and County employees, and that the Governance Handbook shall be reviewed no less than every two years and appropriate amendments be adopted by the Board."*

## **Additional Proposed Section [X] — Periodic Review of Board Governance Practices:**

- A**. The Board shall adopt and maintain a Governance Handbook documenting Board roles, norms, protocols, and operating procedures consistent with this Charter and applicable law.
- B**. The Board shall conduct a public review at least every two years, or more frequently by majority action, including consideration of amendments to the Handbook.
- C**. The Board shall receive and publish a demographic report and other relevant data to inform equitable, transparent, and effective governance.
- D**. Nothing in this Section alters the legislative, budgetary, oversight, or leadership powers of the Board or the Board President.

# Subcommittee on Board Governance Practices

## RESOLVED

That the Board of Supervisors place an amendment to the County Charter before the voters to Amend Section 206(a)(6) to replace the existing provision with the following:

***"Adopt a Governance Handbook specifying the powers, duties, procedures, rules of operation, code of conduct, and ethical policies of the Board and County employees, and that the Governance Handbook shall be reviewed no less than every two years and appropriate amendments be adopted by the Board."***

**Minimum Every  
2 Years**

*Or more frequently  
by majority action*

**No Change to  
Board Powers**

*Amendment clarifies  
process, not authority*

**Builds on Work  
Already Done**

*Handbook draft exists;  
Board ready to act*

# Why This Should Move Forward

1

## **Builds Public Trust**

A Charter-based requirement assures residents the Board will routinely examine how it governs — in public, with clear documentation and pathways for improvement.

2

## **Reduces Legal & Operational Risk**

Regular review keeps practices aligned with evolving laws, reduces confusion about roles, and promotes orderly meetings — reducing Brown Act risk.

3

## **Strengthens Equity & Outcomes**

A demographic report and equity-focused analysis helps the Board identify gaps, track progress, and make data-informed improvements for all communities.

4

## **Work Is Already Underway**

Board President Corzo's draft Governance Handbook provides a solid foundation. San Mateo County is well positioned to formalize what high-functioning local governments already do.

## SUBCOMMITTEE RECOMMENDATION

*The subcommittee strongly recommends that the Charter Review Committee approve moving forward with a Charter amendment to require periodic review of Board governance processes and practices.*

### **Adopt & Maintain**

*A Governance Handbook with roles, norms, and protocols*

### **Review Schedule**

*At minimum every 2 years, or more frequently by majority vote*

### **Public Report**

*Demographic report published as part of each review cycle*

### **No Change to Powers**

*Board and Board President authorities remain fully intact*

**Attachment: 2026 DRAFT BOS Governance Handbook (February 2026)**

[smc.gov/ceo/2026-charter-review-committee](https://smc.gov/ceo/2026-charter-review-committee) (Charter Review Committee page — January 26 & February 3 Agenda Packets)

Presented by Councilmember Eddie Flores, Chair · Subcommittee on Board Governance Practices · April 2, 2026

# Independent Redistricting Commission for SMC

Final Presentation to the County Charter Committee  
April 14, 2026

Kathy Wheeler (chair), Mark Haesloop, Nathan Healy, Kimberley Woo

# 9 Bay Area Counties Approach to Redistricting

	Number of Supervisors	Advisory, Hybrid, Independent or BOS	Makeup of Committee
Marin	5	BOS	
Sonoma	5	Advisory	19: 2 appointees per district and 9 at large
Napa	5	BOS : Election Office	
Solano	5	Advisory	15: 3 appointees from each district
San Mateo	5	Advisory	15: 3 at large from each district
San Francisco	11	Independent 2021	9: BOS (3), Mayor (3), Election board (3)
Santa Clara	5	Advisory	
Contra Costa	5	BOS	
Alameda	5	BOS	

# The Amendment

Proposed wording for San Mateo County Charter amendment, to be inserted as Article II, Section 202:

*Section 202 : Independent Redistricting Commission. After each federal decennial census, the supervisorial districts of the County shall be reapportioned in the manner specified by general law by an independent redistricting commission established pursuant to the California Elections code (23003).*

# Letters of Support for this Charter Change

- **Jim Lawrence - Chair of the 2021 Advisory Redistricting Committee**
- **League of Women Voters of San Mateo County, including**
  - **ACLU**
  - **Thrive**
  - **San Francisco Peninsula People Power**
  - **Belle Haven Empowered**
  - **Belmont Neighbors Against Racism**

## Report of the Subcommittee on Resilience to Extreme Weather

### **Members of the Subcommittee:**

Tom Adams (Co-Chair) and Karen Chapman (Co-Chair)

### **Issues Considered:**

1. Whether to amend the preamble of the County Charter making resilience to extreme weather a County priority.
2. Whether the Board should prepare an annual report monitoring progress on resilience programs and policies.

### **Investigative Process:**

We consulted source materials recommended by experts, interviewed key county officials and organizations including department directors and elected officials and staff. We listened to fellow Charter Commissioners during discussions on this topic.

### **Resource materials and publications:**

San Mateo County, *Sea Level Rise Vulnerability Assessment* (2018)  
San Mateo County 2018-2019 Civil Grand Jury, *Wildfire Risk and Response*  
San Mateo County 2020-2021 Civil Grand Jury, *California's Ground Zero For Sea Level Rise*  
San Mateo County, *South Coast Sea Level Rise Vulnerability Assessment and Adaptation Report* (2022)  
San Mateo County, *Shared Vision 2025*  
San Mateo County Parks, *Wildfire Mitigation Program* (2025)  
*Rising Seas, Rising Inequity? Communities at Risk in the San Francisco Bay Area and Implications for Adaptation Policy* (Stanford University, 2021)  
MTC. ABAG, MTC, *Sea Level Rise Adaptation Funding and Investment Framework Final Report* (2023)  
California Coastal Cliff Erosion Viewer  
Early Childhood Climate Action Plan  
(Draft <https://www.buildupsmc.org/climate-resiliency-action>)  
*What If We Get It Right*, Ayana Elizabeth Johnson  
*Natural Catastrophes in 2025*, Swiss Re  
*The 2025 LA Conflagrations*, Insurance Institute for Business and Home Safety (IBHS)  
NOAA, National Environmental Satellite, Data, and Information Service

### **Consultations with County officials and organization leaders:**

First 5 Director Kitty Lopez,  
OneShoreline Executive Officer, Len Materman,  
Sempervirens Fund Executive Director, Sara Barth  
Sempervirens Fund Legislative Director, Rachel Dann  
Green Foothills Senior Advisor, Lennie Roberts  
former Supervisor, Dave Pine  
former Supervisor and former State Senator, Jerry Hill  
Assessor-County Clerk Recorder and former Supervisor, Mark Church  
Director of Planning and Building, Steve Monowitz  
Director of Sustainability Department, Jasneet Sharma  
Redwood City Chamber of Commerce President and CEO, Amy Buckmaster  
Deputy County Attorney, Brian Pettit

### **Feedback in Support of the Amendments.**

- The Amendments are innovative and long overdue given the threats we face. Many we spoke to expressed gratitude to the Charter Committee for considering these amendments.
- The Amendments complement each other. Amending the Preamble elevates and confirms resiliency language is a County priority. Amending Section 206 compliments the Preamble language by producing regular action reports on the progress made creating more accountability and engagement with the broader community.
- The Amendments are not redundant. The Charter lacks any reference to resiliency and there is no annual progress reporting being produced.
- Resiliency to climate threats is not a single interest issue. It impacts all of us including our seniors, veterans, students, underserved communities, youth and others. Len Materman, CEO of One Shoreline wrote in part in his letter to the Charter Review Committee, "OneShoreline views climate threats and the need for resilience in broad terms. This means climate change is not just about uncomfortable temperatures, too little or too much water, or intense winds and wildfires. It is about the impact of these on our public health, public safety, housing, transportation, utilities, open space, and the other values and assets that make our county what it is today."
- Three former Members of the Board of Supervisors strongly support the Amendments. Assessor-County Clerk Recorder and former Supervisor Mark Church said

in part in his support letter, "While broader national and international efforts remain essential, progress at those levels has not been sufficient to meet the urgency of the moment. Local governments therefore play a critical role in advancing practical, immediate, and coordinated responses. Counties are uniquely positioned to lead by aligning regional planning, strengthening emergency preparedness, and ensuring that climate resilience is integrated into all aspects of governance. Embedding this commitment within the County Charter is both meaningful and necessary. It elevates climate resilience from a policy preference to a governing principle, one that will guide decision-making not only today, but for future generations."

## **Report on Investigation**

### ***Fire***

According to *Natural Catastrophes In 2025*<sup>1</sup>, a Swiss Re<sup>2</sup> report,

The USD 40 billion insured losses from the January wildfires in Southern California – also a record loss for this peril – were driven by the burning of some of the densest, highest-value wildland-urban interface (WUI) regions in the US. Windspeeds of nearly 100 mph (160kph) from the Santa Ana winter winds blew embers into tightly packed buildings, turning wildland fires rapidly into urban conflagrations. The biggest of the fire outbreaks burned close to 40 000 acres in Los Angeles County and destroyed more than 16 000 structures in the Palisades and Eaton neighborhoods. The January 2025 fires burned exclusively within Los Angeles' WUI.

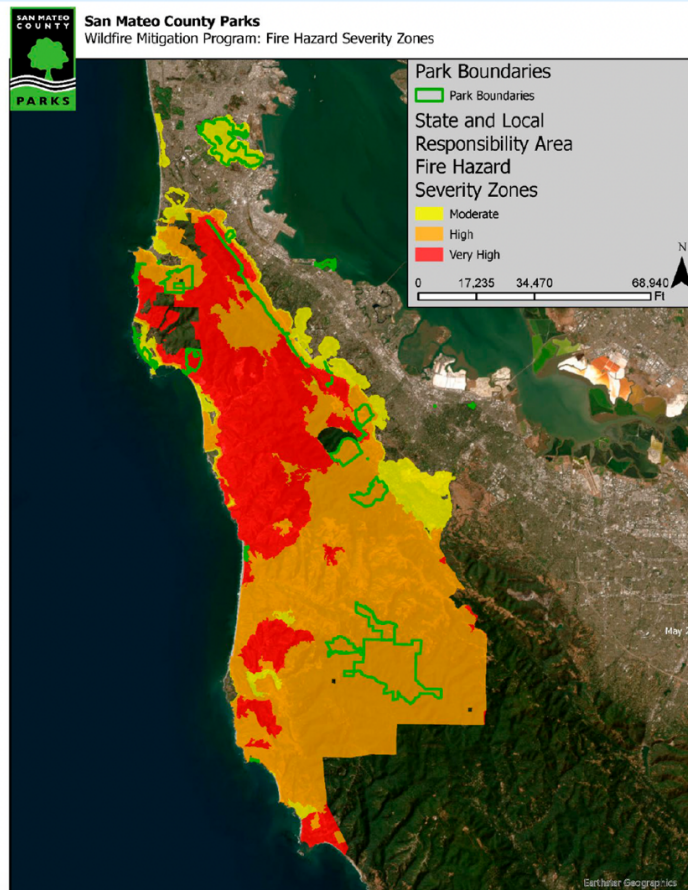
The overall trendline identified by Swiss Re is more than alarming. Global peak losses could reach \$400 billion by 2030, more than double the level reached in 2025. Swiss Re does not predict beyond 2030.

San Mateo County recognizes the hazards of WUI zones. The San Mateo County Parks Department in its *2025 Wildfire Mitigation Plan* prepared a Fire Hazard Severity Zone map. It includes the San Francisco watershed, large unincorporated rural areas and lands in Millbrae, Burlingame, Hillsborough, San Mateo, Belmont, San Carlos, Woodside, Redwood City, Portola Valey, and Menlo Park. Large areas are designated as Very High fire hazards.

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<sup>1</sup> <https://www.swissre.com/dam/jcr:4b5669a3-b7e2-4682-bf96-a597085958a6/sigma-1-2026-natural-catastrophes-report.pdf>,

<sup>2</sup> Swiss Re was ranked as the leading global reinsurance firm in 2025 by S&P Global Ratings. It is based in Zurich. Reinsurance firms provide insurance for insurance companies. Because of the obvious implications for the insurance industry, Swiss Re has prepared several very highly regarded reports on Climate Change.



The plan identifies several open space resilience measures that, if implemented, would reduce fire risks in County parks. These measures include: shaded and non-shaded fuel breaks, access route fuel breaks, fire road and infrastructure improvements, defensible space, forest health management, forest density reduction, and vegetation treatment.

Similar provisions could presumably be effective to reduce fire risk in the vast WUI area outside the County Parks. The largest Very High Hazard rating is in the SF watershed. We have not been able to find any published plan proposing fire resilience measures outside the parks.

The Insurance Institute of Business and Home Safety (IBHS) did a detailed, parcel by parcel examination of the 2025 Los Angeles Palisades and Eaton fires.<sup>3</sup> Its recommendations are unambiguous. Hardening of structures and creation of defensible space are essential but only as components of comprehensive resilience strategies.

No individual mitigation measure—removing vegetation, upgrading windows, enclosing eaves, installing Class A roofs, etc.—was sufficient to determine

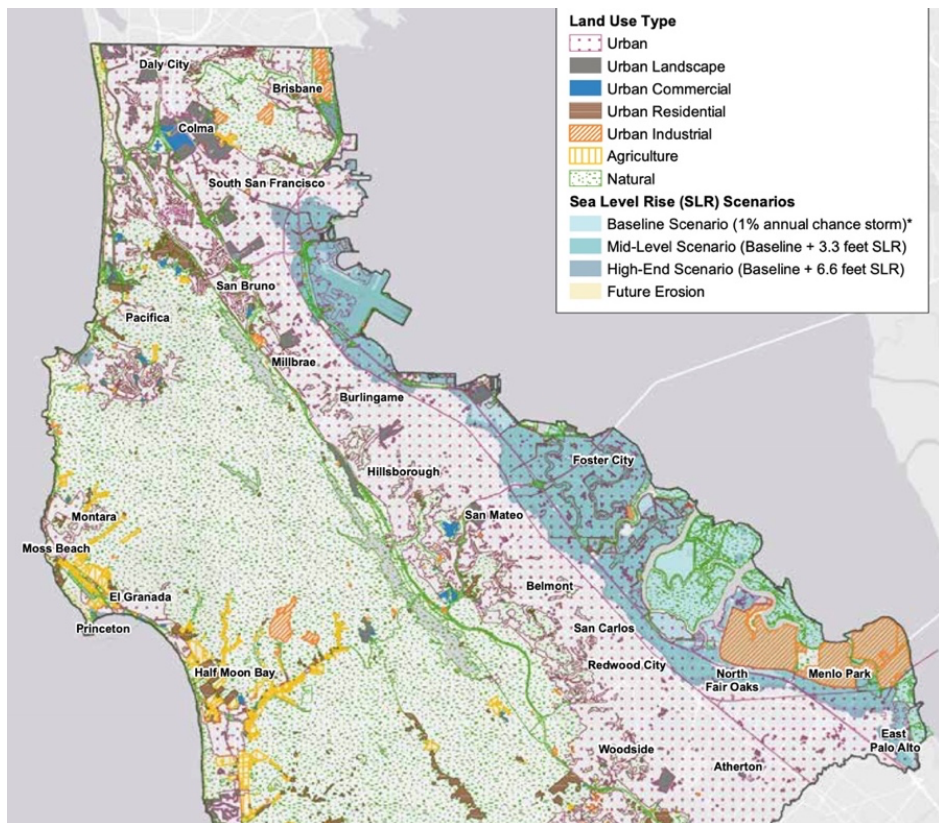
<sup>3</sup> <https://ibhs1.wpenginepowered.com/wp-content/uploads/FINAL-compressed-The-2025-LA-Conflagrations-IBHS.pdf>.

structure outcomes when other vulnerabilities remained. Unless firefighters intervened, structures that endured multiple exposures without damage consistently exhibited two features: (1) defensible space that reduced near-structure exposure, and (2) a suite of resilient components with no obvious weak link. The repeated failure mechanisms observed across hundreds of cases highlight clear gaps in current codes and standards, particularly how assemblies are evaluated under the types of ember, flame, and near-structure fuel interactions documented in the field. ... More importantly, the damage observations show that parcel-level resilience must be applied as a comprehensive system and paired with reductions in connective fuels at the neighborhood scale to meaningfully limit structure loss during wind-driven built-environment conflagrations.

**Flooding and Sea Level Rise**

The County’s risk of flooding begins with an extraordinarily long bay and ocean shoreline. In 2018 a County Sea Level Vulnerability Study found:

San Mateo County is one of the most vulnerable counties in California to sea level rise. Rising sea level on the Bay and Coast sides would affect a wide array of built and natural assets that every resident in the County relies on or utilizes on a daily basis. The impacts are potentially significant and far-reaching.



In *Adaptation Planning for Sea Level Rise in San Mateo County* (2018), the County Office of Sustainability found that the County was “ground zero” for sea level rise vulnerability.

The 2020-21 Grand Jury revisited these issues and found:

San Mateo County has been declared the California County most at risk from sea level rise (SLR). ***Its Bayside communities have billions of dollars of residential and commercial property at risk.*** Its five wastewater facilities and three airports, including San Francisco International, are all at risk for flooding from the rising sea. Transportation systems, schools, medical facilities, homes, and parks are all at risk. The Pacific coast communities are also vulnerable to flooding and erosion from higher seas. (Emphasis in original.)

San Mateo County and its twenty cities and towns have formed OneShoreline. It is perhaps the only countywide agency dedicated solely to sea level rise and flooding west of the Mississippi. OneShoreline was envisioned as the hub connecting multiple interested parties in combating sea level rise.

In late Dec. 2022 into Jan. 2023, nine back to back “atmospheric rivers” dumped a record amount of rain and mountain snow, hitting California particularly hard. More than 32 trillion gallons of water rained down across the state alone.<sup>4</sup>

Though the impacts of flooding and sea level rise are dangers for the whole County, the impacts will fall disproportionately on vulnerable communities.

The 2020 -21 Grand Jury report found:

Already half of East Palo Alto sits within a federally designated flood zone. According to projections, in 10 years or so up to two-thirds of the land within city limits may regularly experience flooding. Redwood City, Pacifica, and unincorporated areas of the County also have areas of affordable housing subject to flooding.

*Rising Seas, Rising Inequity*<sup>5</sup> reported that the median household income in the San Mateo floodplain is about \$30,000 lower than the 2017 County median of \$115,300 for a family of four (San Mateo County Department of Housing, 2017) suggesting that lower-income census block groups in San Mateo County currently face disproportionate exposure to coastal flooding.

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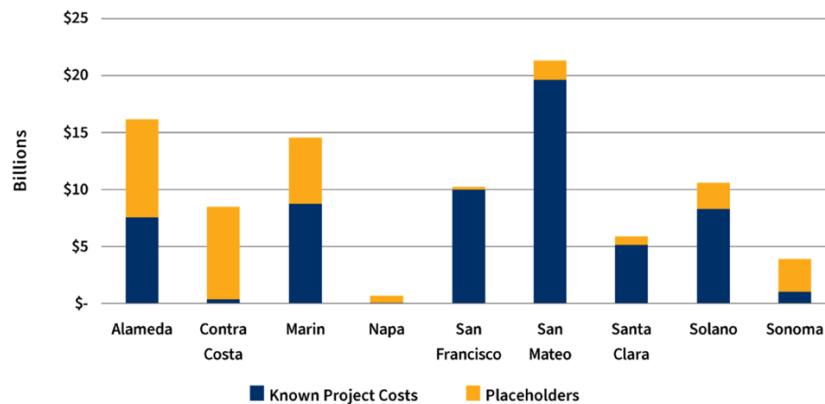
<sup>4</sup> National Environmental Satellite, Data, and Information Service, <https://www.nesdis.noaa.gov/news/atmospheric-rivers-hit-west-coast>

<sup>5</sup> <https://agupubs.onlinelibrary.wiley.com/doi/epdf/10.1029/2020EF001963>.

A 2025 Draft of the *Early Childhood Action Plan* for San Mateo County finds “Children under five are among the most vulnerable to the impacts of climate change, yet they are often overlooked in climate action planning. In San Mateo County, where childcare providers have historically been excluded from most climate resilience efforts, our youngest and most at-risk populations remain unprotected.”<sup>6</sup>

OneShoreline’s resilience project list includes: creek restoration, flood control, early warning systems, watershed improvements, shoreline protection, stormwater detention and others. It assists in local planning efforts. These and more resilience projects are needed in the face of more powerful atmospheric rivers and rising seas.

Finding adequate funding is no small matter for OneShoreline. The estimates for San Mateo County flooding costs are the highest in the Bay Area according to a report by MTC, ABAG, BCDC 2023.<sup>7</sup>



### Decision Making

There are three key challenges for decision making on extreme weather resilience.

The first is that the factors of extreme weather should not be looked at in isolation. This report has focused on fire and flooding due to limitations of time. All forms of extreme weather are threats. Worse, they are multipliers of one another. The threat of wildfire is multiplied by drought and high winds. The risk from an atmospheric river is multiplied by high winds, king tides, and landscape scarred by fire. They are complex interwoven threats.

The second is planning complexity. Evaluating threats, achieving political consensus, locating funding and undertaking construction could easily reach forward by 10 years. During that time extreme weather will undoubtedly worsen. But in what way? The events of extreme weather do

<sup>6</sup> <https://drive.google.com/file/d/1V-bXeBOR0e8Hbdbv010EZRPr-kOhdTak/view?pli=1>

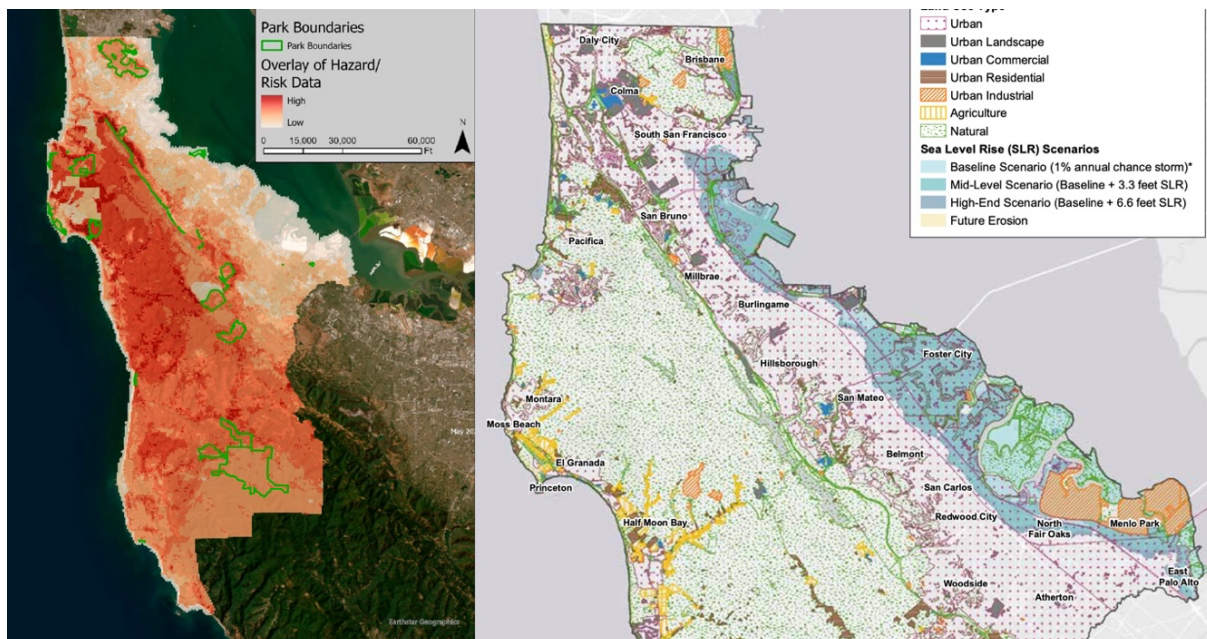
<sup>7</sup> [https://mtc.ca.gov/sites/default/files/documents/2023-07/SLR\\_Framework\\_Final\\_Report.pdf?cb=73f67c8b](https://mtc.ca.gov/sites/default/files/documents/2023-07/SLR_Framework_Final_Report.pdf?cb=73f67c8b)

not move in detectable repetitions. They are erratic, with no real patterns between major events. There are trendlines, but not reliable trendlines. Resilience planning requires looking into the fog of an unknowable future.

Third, decision making is splintered. There is the County itself, 20 cities, various districts, joint powers authorities, and state and federal entities. Extreme weather does not care about political boundaries. Fires, wind, flood, storms act according to their own rules. They don't even notice so-called political realities. OneShoreline is an example of a governance solution. There are other options. Ways must be found.

Despite the obstacles, planning must proceed and the best possible resilience measures adopted. Sweeping problems of this magnitude under the rug invites tragic consequences

Two maps in this report display corridors of threat on both sides of the developed communities that line the County. The entire County is under threat.



### Arguments For

The Wildlife Urban Interface has been repeatedly identified as high-risk for severe fire. The 2025 LA fires burned exclusively within Los Angeles' WUI. New Cal-Fire hazard designations show County WUI areas with elevated fire risk, including a large area with a Very High hazard designation. SF Watershed lands, unincorporated areas, several cities are included.

County Parks has identified open space resilience measures for its parks. We are not aware of any similar effort for the large remainder of the identified WUI areas.

Essential resilience measures for hardening of the structures and creating defensible space are known. No comprehensive effort to implement these resilience measures in the County has been identified.

No governmental body comparable to OneShoreline has been created to address the widespread, multi-jurisdictional WUI fire risk.

Report after report finds that San Mateo County has the greatest at risk from sea level rise in the Bay Area or even in the entire state of California. Two separate civil grand juries have raised alarms about these risks.

High wind driven back-to-back atmospheric rivers pose dramatic risks.

It is clear that these risks disproportionately impact vulnerable communities.

OneShoreline hopefully resolves the governance problems for the threats of flooding. Staffing and funding are major obstacles.

The risk from extreme weather is the single greatest public safety risk that the County faces. Housing and businesses are at risk, including major technology sites. Five wastewater facilities and three airports, including San Francisco International, are at risk. Transportation systems, schools, and medical facilities, are all at risk

We are fortunate to live here. The County and the cities are already concerned about resilience and are taking steps. In many ways the County is a leader. However, Individuals in and out of government that we have spoken with unanimously agree that the current steps are not enough.

Explicitly making resilience a priority and conducting an annual transparent scorecard will add needed urgency to the existing process. A vote of the people endorsing these measures will give the County a wind at its back for badly needed, but undoubtedly difficult, next steps.

**Arguments Against:**

This could be done by Ordinance rather than Charter.

This will add a new burden to County staff by requiring a coordinated update annually to the Board of Supervisors.

No amount of effort and resources will ever be enough to respond to what is already out of control.

The County and cities are already doing enough on this issue.

**Recommendation:**

The Subcommittee recommends that the Board of Supervisors call an election on measures to amend the County Charter as follows:

Add language to the County Charter Preamble, “designating long-term resilience against extreme weather events — including fire, flood, wind, rain, heat, drought, and sea level rise — as a County priority, to be undertaken collaboratively with cities, districts, and other public entities.”

Amend the Charter provision (Section 206) An annual report to the Board of Supervisors shall be prepared on climate change impacts, emergency preparedness, the adequacy and effectiveness of resiliency policies and actions, and the state of coordination on these matters among County departments, cities, and public districts.

## Subcommittee on Resilience to Extreme Weather

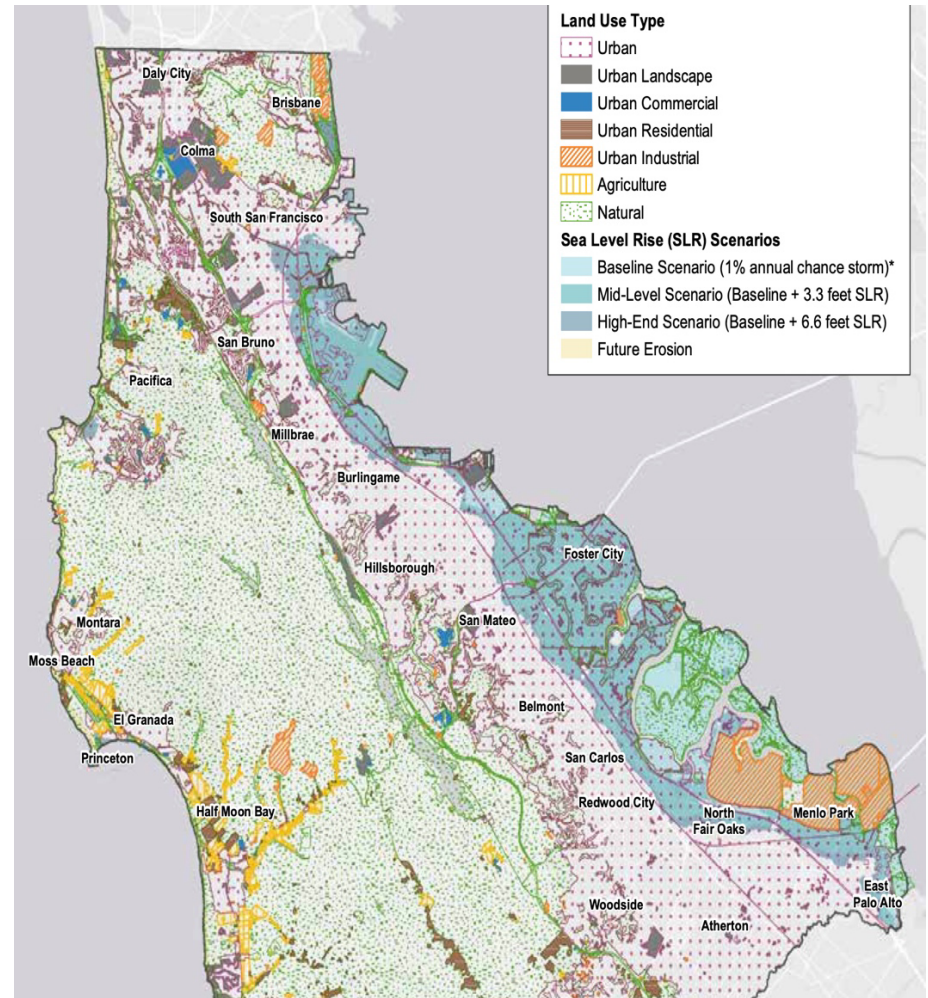
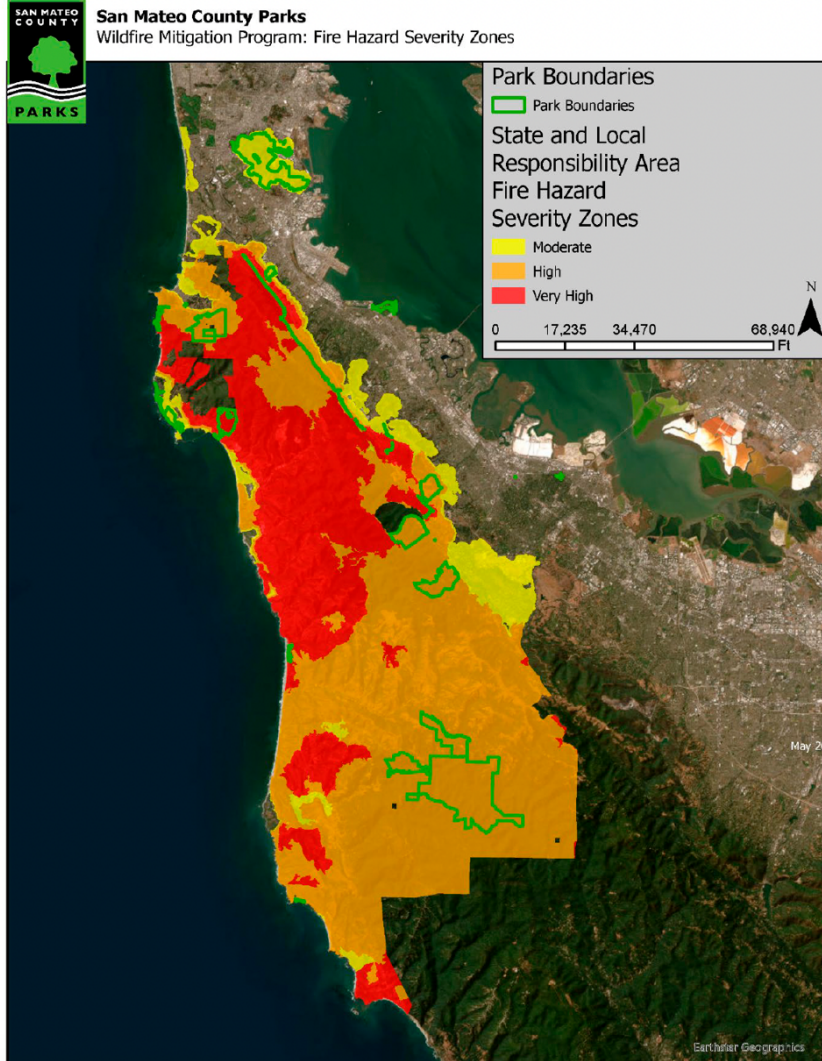
### **Resource materials and publications:**

San Mateo County, *Sea Level Rise Vulnerability Assessment* (2018),  
San Mateo County 2018-2019 Civil Grand Jury, *Wildfire Risk and Response*,  
San Mateo County 2020-2021 Civil Grand Jury, *California's Ground Zero For Sea Level Rise*,  
San Mateo County, *South Coast Sea Level Rise Vulnerability Assessment and Adaptation Report* (2022)  
San Mateo County, *Shared Vision 2025*  
San Mateo County Parks, *Wildfire Mitigation Program* (2025),  
*Rising Seas, Rising Inequity? Communities at Risk in the San Francisco Bay Area and Implications for Adaptation Policy* (Stanford University, 2021),  
MTC. ABAG, MTC, *Sea Level Rise Adaptation Funding and Investment Framework Final Report* (2023),  
California Coastal Cliff Erosion Viewer  
Early Childhood Climate Action Plan  
(Draft <https://www.buildupsmc.org/climate-resiliency-action> ,  
*What If We Get It Right*, Ayana Elizabeth Johnson,  
*Natural Catastrophes in 2025*, Swiss Re  
*The 2025 LA Conflagrations*, Insurance Institute for Business and Home Safety (IBHS),  
NOAA, National Environmental Satellite, Data, and Information Service.

### **Consultations with County officials and organization leaders:**

First 5 Director Kitty Lopez,  
OneShoreline Executive Officer, Len Materman,  
Sempervirens Fund Executive Director, Sara Barth,  
Sempervirens Fund Legislative Director, Rachel Dann,  
Green Foothills Senior Advisor, Lennie Roberts,  
former Supervisor, Dave Pine,  
former Supervisor and former State Senator, Jerry Hill,  
Assessor-County Clerk Recorder and former Supervisor,  
Mark Church,  
Director of Planning and Building, Steve Monowitz  
Director of Sustainability Department, Jasneet Sharma,  
Redwood City Chamber of Commerce President and CEO,  
Amy Buckmaster,  
Deputy County Attorney, Brian Pettit.

# Subcommittee on Resilience to Extreme Weather



## Subcommittee on Resilience to Extreme Weather

### SUMMARY OF RISKS

- County WUI areas have elevated fire risk, including SF Watershed lands, unincorporated lands, and numerous cities.
- County Parks has identified open space resilience measures for its parks. They do not address the large remainder of the WUI areas.
- Essential resilience measures for hardening structures and creating defensible space are known. No comprehensive effort to proceed with these resilience measures in the WUI has been identified.
- No governance body comparable to OneShoreline has been created for the widespread, multi-jurisdictional WUI fire risk.
- Report after report finds that San Mateo County has the greatest at risk from sea level flooding in the entire state of California.
- Back-to-back atmospheric rivers in 2022 -2023 delivered the most rainfall to the Bay Area in 161 years. US 101 was flooded in South San Francisco.
- Flooding risks disproportionately impact vulnerable communities.
- OneShoreline is off to a good start; but staffing and funding are major problems.
- Two separate civil grand juries have raised alarms about these risks, to little avail.
- **Extreme weather is the single greatest public safety risk that the County faces.** Housing, businesses, including major technology sites, five wastewater facilities, three airports, other transportation systems, schools, and medical facilities are all at risk

# San Mateo County Charter Review Commission

## Language Review Subcommittee

### SUBCOMMITTEE MEMBERS:

Jackie Foust - Subcommittee Chair, District 2 Representative & Tom Adams - District 1 Representative



### ISSUE(S) CONSIDERED:

#### **Item 1: Row Officer Consolidation and Professional Qualifications**

Observation: The Charter currently lacks a mandated process, such as a professional qualification audit, to confirm technical expertise when two or more elective Row Officer roles are considered for consolidation (Charter Section 401).

#### **Item 2: Standardized Professional Qualification Audits for Key Elected Roles**

Observation: The Charter does not currently establish a basic professional knowledge standard or require a comprehensive qualification audit for key elected department head positions.

#### **Item 3: Charter Mandate for Language Access and Equity**

Observation: The Charter is currently silent on linguistic rights, which affects the 45.3% of county households that speak a language other than English.

## INVESTIGATIVE PROCESS:


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The Subcommittee conducted a multi-step review process:

- **Internal Review:** Initial recommendations were developed by chair, refined through committee feedback, and shared with the larger Charter Commission.
  - San Mateo County Charter: <https://www.smcgov.org/media/156664/download?inline=>
  - Initial Recommendations Made to Charter Commission by Chair: <https://docs.google.com/document/d/1RaRCBSxrm0j5immu08LNwc7AZkpmuHwa8mkTXunUlw/edit?usp=sharing>
- **Comparative Analysis:** Review of other local and California county charters to inform language and recommendations.
  - Alameda County Charter - <https://www.acgov.org/government/documents/charterprintable.pdf>
  - San Francisco County Charter - [https://www.sf.gov/sites/default/files/2023-12/20231204\\_WeNeedSFtoWork\\_Text.pdf](https://www.sf.gov/sites/default/files/2023-12/20231204_WeNeedSFtoWork_Text.pdf)
  - Santa Clara County Charter - <https://cob.santaclaracounty.gov/governing-documents/county-charter>
- **Supporting Analysis:** Use of AI analysis to generate and distinguish recommendations for language review.
  - Output of this is shown in the suggested language for possible Qualifications Audit.


### **Arguments For:**

The proposed amendments provide essential clarity, modernize governance language, and enhance public access and insight into the Charter's provisions.



### **Arguments Against:**

Items 1, 2, & 3 create a possible unnecessary administrative burden, although light amount.



#### **Item 1 Recommendation (Row Officer Consolidation):**

Mandate a "professional qualifications audit" prior to the consolidation of any two currently unrelated elective offices (e.g., Treasurer and Tax Collector). This is necessary to ensure technical expertise and functional specialization are maintained and not compromised by administrative restructuring. (Suggested Implementation Location: Charter Section 401)

#### **Item 2 Recommendation (Professional Qualification Audit):**

The County Board of Supervisors is recommended to confirm and codify basic professional qualification definitions that align with the requirements of the Charter for key elected roles, including the Assessor-County Clerk-Recorder, Superintendent of Schools, and County Counsel.

#### **Item 3 Recommendation (Language Access & Equity):**

Mandate linguistic rights in the Charter by requiring all "essential public notices" and Charter-mandated public hearings to be provided in the county's threshold languages (Spanish, Chinese, Tagalog). This requires the creation of a new, dedicated sub-section/Article in the Charter. (Suggested Implementation Location: New Section/Article in County Charter)

# Proposed Amendments to the San Mateo County Charter

## Human Rights, Equity, and Inclusive Governance

### Overview

This proposal advances a comprehensive set of Charter amendments to:

1. Establish equity and human rights as foundational County values
2. Embed equity considerations into policymaking
3. Create a **Human Rights & Equity Commission** as a permanent, independent oversight body

Together, these amendments ensure that **fair, accessible, and equitable governance is structurally embedded in County systems.**

### Amendment 1: Charter Preamble

#### Section to Amend:

Charter Preamble

#### Proposed Addition:

Add the following paragraph at the end of the Preamble:

“San Mateo County affirms its commitment to the dignity, civil rights, and equal participation of all residents. The County recognizes the contributions and needs of groups that have been historically underrepresented or marginalized in government decision-making, such as, but not limited to: older adults; veterans; immigrants and refugees; Black, Indigenous, People of Color (BIPOC) communities; and LGBTQI+ individuals. County governance and public services shall be administered in a manner that promotes equity, fairness, inclusion, belonging, accessibility, and opportunity for all residents.”

### Purpose

- Establishes equity and human rights as **foundational Charter values**
- Provides a guiding framework for all County actions

## **Amendment 2: Board of Supervisors**

### **Section to Amend:**

Article II – Board of Supervisors

### **Proposed Adding to Section 206**

#### **Section 206. Powers and Duties**

**The Board of Supervisors shall have all the powers and shall perform all the duties vested in it by the Constitution, general law and this Charter.**

#### **b. The Board may**

...

(8) Promote equitable access to County programs, services, and opportunities for all residents of San Mateo County across diverse communities, including but not limited to older adults; veterans; immigrants and refugees; Black, Indigenous, People of Color (BIPOC) communities; and LGBTQI+ individuals; and communities that have historically experienced barriers to full participation in civic life.

(9) Adopt policies, programs, and advisory structures that advance inclusion, equal opportunity, and equitable service delivery.

#### **Purpose**

- Embeds equity into **decision-making duties**
- Ensures accountability at the highest level of County governance

## **Amendment 3: Human Rights & Equity Commission**

### **Section to Amend:**

ARTICLE IV - DEPARTMENT HEADS, BOARDS AND COMMISSIONS

### **Proposed New Section:**

#### **Section 414.5 – Human Rights & Equity Commission**

### **(a) Establishment**

There is hereby established a Human Rights & Equity Commission (“Commission”) as a body of the County of San Mateo.

### **(b) Purpose**

The purpose of the Commission is to provide independent oversight of County policies, practices, and services to ensure fair, equitable, and accessible treatment of all residents; to receive and review community concerns; to identify systemic inequities; and to promote accountability through public forums and recommendations to the Board of Supervisors.

### **(c) Powers and Duties**

The Commission shall have all the powers and shall perform all the duties vested in it by the Constitution, general law and this Charter.

(1) The Commission may:

- (a) Review County policies, programs, and service delivery to provide equity-focused analysis and evaluate their impact on equity, accessibility, and fair treatment.
- (b) Conduct studies and inquiries related to human rights and affairs, equity, and accessibility and develop findings identifying areas for improvement.
- (c) Request information, data, and presentations from County departments and engage them in public discussions regarding findings and progress.
- (d) Advise the Board of Supervisors on emerging human rights, civil rights, and equity issues affecting residents.
- (e) Provide a public forum for input from the community regarding Human Rights Affairs;
- (f) Fulfill other duties and engage in other activities as directed by the Board of Supervisors, which may include:
  - (i) Conveying to the Board of Supervisors community input and feedback regarding relevant County representatives, and, where appropriate, making recommendations; and
  - (ii) Providing a forum for community input on County priorities and requesting information from relevant County representatives related to community concerns about operations, practices, and activities

### **(d) Composition and Appointment**

- The Commission shall consist of members appointed by the Board of Supervisors
- Membership shall reflect the diversity of the County
- Qualifications and terms shall be established by ordinance

**(e) Independence**

The Commission shall have the authority to set its agenda, initiate reviews, and issue reports and recommendations independently.

**Purpose of Amendment 3**

- Establishes a **permanent, voter-protected accountability mechanism**
- Creates a **countywide structure to identify and address systemic inequities**
- Enhances transparency and public trust

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# Human Rights Commission

## Codified in San Mateo County Charter

Dana Johnson (they/ he), Monica Mejia (she/ her),  
Kimberly Woo (she/her)

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# Overview of Proposal

01

Establish equity and human rights as foundational County values  
Embed equity considerations into

02

policymaking

03

Create a Human Rights & Equity Commission as independent oversight body

Ensure that fair, accessible, and equitable governance is structurally embedded in County systems

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## **Amendment 1:** Establish equity and human rights as foundational County values

**Where:** Charter Preamble

**What:** Affirms commitment to dignity, civil rights, and equal participation of all residents

**Why:** Establishes equity and human rights as foundational Charter values. Provides a guiding framework for all County actions

## **Amendment 2:** Embed equity considerations into policymaking

**Where:** Article II – Board of Supervisors, as New Sections 206(b)(8-9)

**What:** Gives Board the duty to promote equitable access, equal opportunity, and inclusion in programs, services, and policy making

**Why:** Embeds equity into decision-making duties. Ensures accountability at the highest level of County governance

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# **Amendment 3: Establish a Human Rights & Equity Commission Codified Within Charter**

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## **Amendment 3:** Establish a Human Rights & Equity Commission within Charter

**Where:** Article IV – Department Heads, Boards and Commissions, as New Section 414.5

**What:** Creates independent, oversight Commission to ensure fair, equitable, accessible treatment in County policies, practices, and services. Promotes accountability through public forums and recommendations to Board

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# Meeting with Board President Noelia Corzo

- President Corzo proposed and strongly supports to codify Human Rights Commission in Charter
- Codification ensures its **permanence, stability, and continued commitment** to serving all members of our community, now and for generations to come.
- Every person deserves dignity, respect, and equitable access to opportunity, regardless of background or identity.
  - Protection and advancement of human rights is a core function of our local government — not subject to shifting priorities, but grounded in enduring principles.

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# Meeting with Shireen Malekafzali Taidi

- County's Chief Equity Officer and Director of Economic Opportunity and Labor Standards
- Clarity of purpose
  - Potential collaboration with Chief Equity Office, which works with County departments to establish minimum standards on equity, supporting departments' operationalization
  - Not enforcement arm
- Staffing and implementation considerations
  - No budget for new commission
  - Create public forum to address human rights issues

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# Meeting with San Francisco Human Rights Commission

- San Francisco's Commission is a Charter Commission with defined powers, not an advisory body.
- Currently facing efforts to weaken into an advisory role, which would:
  - Strip authority over leadership and decision-making
  - Reduce body to recommendations without enforcement power

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# Core Powers of Human Rights Commission

## San Francisco

- Investigate discrimination complaints
- Enforce civil rights protections
- Enforce non-discrimination in County contracts
- Conduct hearings and gather evidence
- Mediate intergroup conflict and advance equity

Oversee County department equity and accountability

Issue policy recommendations and draft\*\* ordinances

## San Mateo

- Analyze County policies and practices for equity, accessibility, fair treatment
- Conduct studies and inquiries
- Request data and info from County departments
- Provide public forum for community input

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## **Structural Design - Independent, Diverse, Representative**

- Representative of our County's communities
- Functional independence
- Grounded in community voice and lived experience
- Appointed by Board of Supervisors
- Qualifications and terms shall be established by ordinance

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# Clear Safeguards for Independence

- Balanced appointment structure
- Explicit authority over its scope of work
  - Set agenda
  - Initiate reviews
  - Issue reports and recommendations
- Permanent, voter-protected accountability
  - Long-term continuity beyond political cycles
  - Voter approval to establish or remove it

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# Advisory Committees as a Built-In Feature

- Embed community advisory structures into our model
  - Public forums
  - Data and presentations from County representatives
- Select commissioners from diverse backgrounds and supporting marginalized communities
- Enhance transparency and public trust

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# Central Equity Infrastructure

- A Human Rights & Equity Commission that is central to how the County advances equity across all systems
- Countywide and cross-cutting
  - Public-facing mechanism that builds trust and transparency
- Focused on system-level patterns and accountability
- Designed to connect and elevate issues across silos

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# Legal Considerations

- Be precise in equity language
- Frame work around:
  - Disparities and outcomes
  - Access and equity in services
  - Countywide responsibility to ensure fair treatment
    - Pronouns Usage

# Bottom Line

- The question is whether we believe equity, accountability, and human rights should be permanent commitments of this county, or temporary priorities that can shift with politics.
- If we believe they are fundamental, then they belong in the Charter, where they are protected by voters, not controlled by political cycles.
- Anything less risks another advisory body that can be ignored, or dissolved.
  - This ensures all residents are treated fairly and equitably, and have meaningful access to County services—now and into the future.

**2026 Charter Review Committee**  
Summary of Subcommittees - update 4/13/2026

**Chair: Rosanne Foust**

#	Subcommittee	Description	Subcommittee Chair	Subcommittee Members
1.	Procedures for Board Appointments to Fill Vacancies in Elected Office	Whether Section 415 of the County Charter should be amended to further specify Board procedures in the event that the Board makes an appointment to fill a vacancy in an elected office.	Iliana Rodriguez	Lilliam Perez-Avila Julie Lind
2.	Annual Review of Board Governance Practices	Whether the County Charter should be amended to add a new Section requiring the Board of Supervisors to annually review the Board's governance processes and practices, such as requiring the creation of a governance handbook, amending the handbook, and inclusion of a demographic report.	Eddie Flores	Daniela Jonguitud Lynette Garcia Talavou Aumavae Mark Haesloop
3.	Independent District Lines Commission	Whether to amend the Charter to include an independent District Lines Commission to be formed of county citizens after each federal census (every ten years). Such a commission would be tasked to create new supervisorial districts as specified by general state and local law. The new map would not be subject to supervisorial approval.	Kathleen Wheeler	Mark Haesloop Nathan Healy Kimberly Woo

***Continued on second page***

#	Subcommittee	Description	Subcommittee Chair	Subcommittee Members
4.	Resilience to Extreme Weather	Whether to amend the preamble of the County Charter making resilience to extreme weather a County priority and whether the Board should prepare an annual report monitoring progress on resilience programs and policies.	Karen Chapman	Tom Adams
5. & 6.	Row Officer Consolidation / Language Access & Equity	Whether to require a "professional qualifications audit" before any two unrelated offices (like Treasurer and Tax Collector) are consolidated; and Whether to mandate linguistic rights by requiring all "essential public notices" and Charter-mandated hearings to be provided in the county's threshold languages (Spanish, Chinese, Tagalog).	Jacquelyn Foust	Tom Adams
7.	Human Rights & Equity Commission	Whether to codify a Human Rights & Equity Commission directly into the Charter to provide "Constitutional" weight to the body overseeing DEI initiatives and equity in service delivery. (Chair: Monica Mejia)	Monica Mejia	Dana Johnson Kimberly Woo Jacquelyn Foust