

**CITY AND COUNTY OF SAN FRANCISCO
SHERIFF'S DEPARTMENT OVERSIGHT BOARD**

**c/o OFFICE OF SHERIFF'S INSPECTOR GENERAL
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JULIE D. SOO, PRESIDENT
OVAVA AFUHAAMANGO • SYDNEY E. ALLEN
XÓCHITL CARRIÓN • ESTELA ORTIZ • WILLIAM PALMER II
Dan Leung, Board Secretary

To: Commission Streamlining Task Force
From: Julie D. Soo, President, Sheriff's Department Oversight Board
Re: Task Force Questionnaire and Additional SDOB Documents
Date: August 8, 2025

I am writing to you with concern about the Commission Streamlining Task Force's preliminary recommendation to eliminate our nascent Sheriff's Department Oversight Board (SDOB). I am providing this commission with information to demonstrate why San Francisco voters mandated our civilian oversight and an Inspector General under our Board's direction. I am also sharing how SDOB and the inaugural Inspector General have made great strides in setting tasks and achieving benchmarks to improve a solid Sheriff's Office with independent eyes.

Please find in the attached:

- Commission Streamlining Task Force Questionnaire
- Sheriff's Department Oversight Board Calendar Year 2023 Annual Report
- Office of the Inspector General 2024 Summary Report
- Sheriff's Department Oversight Board Calendar Year 2024 Annual Report
- Draft of Charter section 4.137 mark-up in March 2024 for necessary amendments pending legislative sponsor considerations contemplated for November 2024

Though the Sheriff's Department Oversight Board was established through Proposition D in 2020, the seven-member body was not seated until August 2022, after 20 hours of orientation and training. In January 2023, SDOB launched a timeline with goals and benchmarks. After a nationwide search that lasted almost one year, in December 2023, SDOB fulfilled its charter mandate of appointing an inaugural Inspector General, Mr. Terry Wiley. We solicited input from experts in the field of oversight and more importantly, we solicited input from our diverse communities, paying close attention to those who have been affected by the criminal justice system, including those currently incarcerated, as well as their family members. SDOB and the Office of (the) Inspector General, now known as the Office of Sheriff's Inspector General (OSIG), have also been mindful of Sheriff's Office operations from the perspective of the rank and file, given staffing shortages and the pandemic shutdowns. For the first time in the last five years, the Sheriff's Office has had a net gain of deputies for the year with 47 added to its ranks.

After 13 months of SDOB and our inaugural IG / SIG diligently working together to fulfill ambitious goals and gaining praise from both the communities affected by incarceration and the Sheriff's Office, our SIG left to take a seat on the Alameda County Superior Court bench. Based on work satisfaction alone, the decision was difficult. However, with uncertainties from the City's Budget Office during the entirety of his tenure, the SIG's decision was made.

In December 2024, one Board of Supervisors-appointed member resigned. In March 2025, two of three Mayoral seats and two of four Board of Supervisors seats expired. I received a timely reappointment to a Mayoral seat. Unfilled seats proved challenging to conduct meetings and two meetings earlier this year were canceled for lack of quorum. Just last month, the third Mayoral appointment was completed. We await a final appointment by the Board of Supervisors to complete our seven-member body.

Now, after budget presentations and a final budget in place that is more aligned with SDOB's and OSIG's minimum needs, SDOB is poised to again launch a national search for the next SIG. SDOB continues to work with partner agencies and to receive and evaluate reports from the Sheriff's Office and the Department of Police Accountability on complaint statistics and investigations.



Commission Streamlining Task Force City and County of San Francisco

Commission and Other Public Bodies Questionnaire

Mandate and Purpose

1. What was the original purpose or rationale for creating this body?

San Francisco voters passed Proposition D in 2020 (codified in San Francisco Charter Section 4.137), creating the Sheriff's Department Oversight Board (SDOB) and the Office of [the] Inspector General (OIG), to address systemic issues within the San Francisco Sheriff's Office (SFSO), including highly publicized scandals¹, mishandled internal investigations², and costly lawsuits that revealed a lack of external oversight³. At the same time, California voters passed Assembly Bill 1185, empowering counties to establish sheriff oversight boards and offices of inspector generals.

Proposition C (2024) created an Inspector General in the Controller's Office. Ballot language for Proposition C also provided: "Under Proposition C, the Sheriff's Department Office of Inspector General would be renamed the 'Office of Sheriff's Inspector General (OSIG).'" This is a misnomer. OIG / OSIG is wholly and intentionally independent of the Sheriff's Office and has a separate budget.

The shared mission of SDOB and OSIG is to provide independent, impartial, and accountable oversight of SFSO to enhance transparency and public trust. Ideally, SDOB should be renamed Board of Sheriff Oversight (BSO) to make clear to the public that it provides independent oversight. Shortly after taking office in 2020, Sheriff Miyamoto renamed the San Francisco Sheriff's Department the San Francisco Sheriff's Office to reflect the independence of an elected office.

The role of SDOB and OSIG is distinct from the Police Commission and Department of Police Accountability (DPA) in as much as the differing jurisdictional and operational roles of the Police Department and the Sheriff's Office. SDOB and OSIG are responsible for overseeing and monitoring patrol and custody operations and the various buildings where Sheriff's deputies perform security, including the San Francisco Superior Court system. OSIG and DPA perform distinct charter responsibilities and report to their respective oversight bodies, SDOB and the Police Commission. That SDOB / OSIG and the Police Commission / DPA provide independent oversight to large law enforcement agencies with substantially different roles, responsibilities, and operations necessitates the separate bodies with unique insight, experience, and expertise.

¹ <https://www.sfgate.com/crime/article/S-F-jail-inmates-forced-to-fight-Adachi-says-6161221.php>;
https://www.sfexaminer.com/news/sf-sheriff-investigates-new-allegations-of-deputies-beating-inmates/article_26b34098-18fc-51a2-9f95-efdbc8a5b1ce.html

² <https://www.sfchronicle.com/crime/article/DA-drops-charges-in-SF-jail-fight-club-case-13580636.php>

³ <https://missionlocal.org/2023/06/millions-law-enforcement-sfpd-sheriff-lawsuit-settlements/>

2. Has the commission's role or purpose changed over time

The formal role and mission of SDOB and OSIG have not changed and remain consistent with their charter mandates. However, operational challenges – including delayed hiring, lack of funding, successive budget cuts, staffing shortages, and hiring restrictions – have significantly impacted OSIG's ability to establish itself as a fully functional and independent department. While these barriers have affected implementation timelines, they have not altered the fundamental purpose of oversight.

Public Engagement

3. How many public commenters typically speak? Is a variety of public comments made? Do the same individuals typically provide public comment?

Public engagement varies. Some meetings have just a few speakers, while others – especially after high-profile incidents like in-custody deaths – draw significant community turnout. There is one frequent commenter, but most voices vary depending on the topic.

Additionally, OSIG hosted two public town halls joined by some SDOB members, attended community events, and regularly engaged with stakeholders, suggesting that while not all engagement is through formal SDOB meetings, both bodies prioritize community input. SDOB members attend cultural and civic events and engage with the public where the Sheriff's Office holds public information and recruiting booths.

Commission Business

4. What kinds of topics does your department typically bring to meetings?

SDOB and OSIG address a broad range of issues, including:

- Inspector General updates (monthly)
- Complaints, investigations, and findings statistics (quarterly)
- Budget overviews and hiring processes
- Jail inspections and conditions of confinement
- Staffing shortages
- Use-of-force documentation
- Technology systems (e.g., Lexipol, cloud storage, digital inmate surveys, body-worn cameras, and surveillance systems)
- Wellness programs and re-entry services
- Coordination with the Department of Police Accountability (DPA)

5. Does the commission provide input or approval on departmental policies, strategic plans, or budgets?

Yes, SDOB provides oversight and feedback on policies, plans, and budgets through its role supervising OSIG. While OSIG develops these items, the Board reviews and provides feedback to ensure alignment with oversight goals.

6. What types of decisions, policies, or initiatives has the commission reviewed or approved in the past year?

In the past year, SDOB and OSIG have reviewed or initiated:

- Use-of-force documentation policies
- Standardized disciplinary guidelines
- Death-in-custody communication protocols
- Body-worn camera guidance
- Staffing and resource gaps
- Jail conditions and inmate services
- Jail food and health impacts
- Jail programming, treatment, and services
- Public data dashboards
- Private inmate video conferencing
- Digital complaint and reporting systems

Some policy recommendations are still pending SDOB review and full implementation.

7. What is the typical follow-up process when the commission makes a recommendation or request?

Recommendations from OSIG are submitted to SDOB for review. SDOB documents its actions in meeting minutes and may issue formal memos or letters to departments. The Sheriff's Inspector General (SIG) or Board President often follows up directly, with results shared in future meetings.

Contracts

8–11. What contracts or grants does the commission review or approve? Are meetings scheduled frequently enough to support timely approvals?

SDOB does not typically review or approve any contracts or grants, with the sole exception being the contract for hiring the Sheriff's Inspector General. Meeting scheduling related to contracts is therefore not applicable.

Outcomes and Impact

12. What measurable outcomes or impacts has the commission achieved in the past year?

- OSIG accomplishments include establishing key infrastructure: a website, online complaint filing system, a complainant portal to track investigations, case management system, digital workflows, newsletters, and a social media presence.
- OSIG also conducted jail inspections, gathered public feedback, and developed multiple policy recommendations. A rotation of three SDOB members at a time also make site visits with the OSIG and meet with Sheriff's staff to provide feedback and discuss and resolve any pressing issues.
- SDOB contributed to increasing public awareness and trust in the oversight process.
- Despite a lack of any investigative staff, OSIG functioned by partnering with the DPA for investigative and operational support. This partnership is through a limited agreement between the Sheriff's Office and DPA. Only SDOB and OSIG have subpoena power.

13. How does the commission's work align with your department's strategic goals and priorities?

The work of both SDOB and OSIG is tightly aligned with the strategic goals of transparency, accountability, and public safety. They support these goals through independent review of policies and incidents, public engagement, and promoting institutional reform within SFSO, consistent with charter mandates.

14. Are there overlapping reporting, engagement, or approval processes across public bodies that involve this commission?

Yes, there are often overlapping reporting, engagement, or approval processes across public bodies that involve boards / commissions like the Police Commission. But, it is important to recognize that these overlaps do not justify merging fundamentally different departments under a single oversight body.

The Sheriff's Office and the Police Department serve distinct roles. The Sheriff's Department primarily manages jails, courts, and city buildings, while the Police Department is focused on crime prevention and law enforcement on the streets. Because of these differences, their operational challenges, responsibilities, and areas of accountability are vastly different.

Trying to fold the Sheriff's Office under the same oversight as the Police Department ignores this critical distinction. Even if some engagement processes – such as budget hearings or Board of Supervisors reporting – involve both agencies, respective missions and daily operations do not align in a way that would make joint oversight effective.

Instead, the Sheriff's Office needs its own independent oversight body – one that understands the unique complexities of jail operations, inmate care, and courthouse security. Combining oversight functions risks diluting focus, weakening accountability, and ultimately doing a disservice to public safety and justice.

In short: While some procedural overlaps may exist, the nature of each department's work demands separate, specialized attention and oversight – merging them under the same commission makes no practical sense.

15. Are there other public bodies performing similar functions or working on similar issues as this commission?

While there are other public bodies that perform oversight functions, none are tasked with addressing the specific responsibilities or issues related to the Sheriff's Office.

For example, the Police Commission oversees the San Francisco Police Department, which is responsible for street-level law enforcement and crime response. In contrast, the Sheriff's Office is responsible for managing jails, court security, and city buildings – a completely different scope of work that requires specialized oversight, policies, and accountability measures.

Although both departments fall under the umbrella of public safety, their missions, operations, and areas of impact are vastly different. That's why the Sheriff's Department Oversight Board exists: to provide dedicated, informed oversight that reflects the unique challenges of incarceration, jail health, use-of-force inside secure facilities, and custody-related policies – issues that fall outside the purview of the Police Commission or other city bodies.

Further, the Police Commission is already scheduled to meet three or more times a month with full agendas that consume its time and bandwidth. Adding the oversight responsibilities for another large but different department will adversely affect its ability to devote enough attention to either department or the community.

So, while there may be other public bodies focused on oversight in general, none are performing the same function or addressing the same issues as this board. Combining or comparing them would be ineffective.

16. Can you provide examples of how the commission has influenced department policy, operations, or helped address key issues?

- Oversaw and guided the public hiring of the Inspector General
- Introduced recommendations on use-of-force, discipline, and jail conditions
- Facilitated community engagement and expert presentations
- Supported development of digital tools and inmate access systems

Though still early in development, these actions have shaped a growing framework of accountability and reform.

Optional

17. Are there any other comments or feedback that you would like to share?

Yes. OSIG has faced substantial challenges including:

- Insufficient initial funding followed by successive and severe budget cuts
- Overly restrictive hiring rules
- Lack of investigative staff and the inability to hire staff
- Early strategic decisions that delayed implementation

The Inspector General / Sheriff's Inspector General has called for restored funding, adjusted hiring procedures, and phased onboarding of qualified personnel to fully realize the oversight mandate. The inaugural SIG left the post after 13 months due to a lack of funding and uncertainties with the budget. Impressively, a strong foundation has been laid for a future SIG. Without an expressed commitment from the Mayor's Office and the Board of Supervisors, hiring the next SIG could prove difficult. Looking at some data from past legal settlements citywide, a prudent option would be to adequately fund SDOB and OSIG.

SDOB and OSIG are committed to data-driven decisions. An imperative is to also provide adequate funding to address antiquated technology that continues to hamper the ease of reporting from the Sheriff's Office and unnecessarily consume manpower. One area of public safety overlap offering cost savings between the Police Department and the Sheriff's Office could be technology related to background checks for recruiting staff and related to checking driver's licenses and license plates.



Sheriff's Department Oversight Board

CITY AND COUNTY OF SAN FRANCISCO

JULIE D. SOO
President

XOCHITL CARRION
Vice President

OVAVA AFUHAAMANGO
Board Member

DION-JAY BROOKTER
Board Member

MICHAEL NGUYEN
Board Member

WILLIAM PALMER, II
Board Member

JAYSON WECHTER
Board Member

DAN LEUNG
Legal Assistant/
Acting Secretary

March 2024

Letter from the Board President Julie D. Soo

Calendar Year 2023 Annual Report

This past year was a historic year for the Sheriff's Department Oversight Board (SDOB). Our seven members were finally seated in August 2022, after 20 hours of orientation and training, and in January we launched a timeline for 2023 with goals and benchmarks. After a nationwide search that lasted almost one year, in December we fulfilled our charter mandate of appointing the inaugural Inspector General, Mr. Terry Wiley. We solicited input from experts in the field of oversight and more importantly, we solicited opinions from our diverse communities, paying close attention to those who have been affected by the criminal justice system, including those currently incarcerated, as well as their family members.

We took inventory of the Sheriff's Department, now known as the Sheriff's Office, to assess improvements to technology necessary to provide better reporting and to address complaints handled by the Sheriff's Office. Under a Letter of Agreement, the Department of Police Accountability (DPA) handles categories of serious complaints. To be noted, DPA has been lauded by experts in government reporting for continuing to meet all statutory deadlines while handling complaint investigations for both Police Department and Sheriff's Office matters. Following a transition period and contingent on securing adequate resources and funding, the Inspector General and the Office of the Inspector General (OIG) will be investigating and presenting findings on all complaints.

The Board now turns its focus on standardizing reporting from the Sheriff's Office and OIG, with a sharp lens on data collection to look at risk management and to make policy recommendations on use of force and custodial operations. The Sheriff's Office Emergency Services Unit has now deployed deputies in the field that includes patrols as part of the special Tenderloin Task Force tackling the drug crisis on our streets with joint operations from SFPD, CHP, and the California National Guard. The Board will also monitor recruiting sworn officers and working conditions. Staffing shortages mean longer hours for all personnel. Being in the field requires additional specialized training for deputies with greater safety precautions.

San Francisco supports many services for those in custody and the Board will continue to look at ways to enhance programs toward successful re-entry.

I want to thank my colleagues on the Board for advancing our work and bringing individual areas of expertise and community viewpoints. Member Ovava Afuhaamango took additional time to design the Annual Report Summary and Highlights with a pictorial history. Special thanks to our Legal Assistant / Acting Secretary Dan Leung who wore many hats during the year; the Department of Human Resources for shepherding the Board through the recruitment and hiring process; the Department of Police Accountability for lending its expertise and setting up the computer and real estate infrastructure for OIG; and, to the Sheriff and his staff for being open to oversight.

The Board looks forward to working with Mr. Wiley. His 33-year career as a former prosecutor and a criminal justice reform subject matter expert commands respect in the Bay Area community and he is someone who can help shape the San Francisco's Sheriff's Office as one of the best in the country.

SF Sheriff's Oversight Board Annual Report



2023

INTRODUCTION

BACKGROUND

In 2020, San Francisco voters drew strong support to strengthen independent oversight of local law enforcement. Garnering over two-thirds of public votes, the approved charter created two oversight bodies: the San Francisco Sheriff's Oversight Board and the Office of the Inspector General.

MISSION

The mission of the San Francisco Sheriff's Department Oversight Board (SDOB) is to provide independent, impartial, and diligent oversight of the Sheriff's Department now known as the Sheriff's Office. SDOB is committed to fostering a transparent, accountable, and responsive Sheriff's Office through the Office of the Inspector General in community engagement and public reporting that includes and values all communities collectively served.

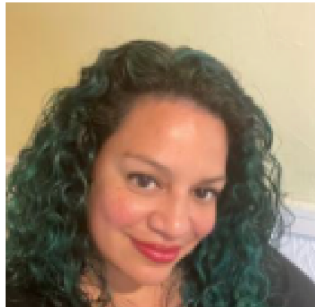
SDOB POWERS & DUTIES

- Appoint and remove the Inspector General in the Office of the Inspector General.
- Evaluate the work of the Office of the Inspector General.
- Compile, evaluate, and recommend law enforcement custodial and patrol best practices.
- Conduct community outreach and receive community input regarding San Francisco Sheriff's Office (SFSO) operations and jail conditions, by holding public meetings and soliciting input from persons incarcerated in the City and County.
- Submit a quarterly report to the Sheriff and Board of Supervisors regarding SDOB evaluations and outreach and OIG reports submitted to SDOB.
- Present an annual report to the Board of Supervisors or a committee designated by the President of the Board, including a summary of SDOB evaluations, outreach, and OIG reports submitted to SDOB, for the prior calendar year.
- SDOB may hold hearings, issue subpoenas to witnesses to appear and for the production of evidence, administer oaths, and take testimony.

BOARD OF COMMISSIONERS



Julie D. Soo
Board President



Xochitl Carrion
Board Vice President



William Palmer II
Board Member



Jayson Wechter
Board Member



Dion-Jay Brookter
Board Member



Michael Nguyen
Board Member



Ovava Afuhaamango
Board Member

INSPECTOR GENERAL



Terry Wiley
Inspector General

*See Addendum for abridged biographies; full biographies included in detailed Annual Report

2023 IN REVIEW

A synopsis of progress and milestones reached over this year. See full detailed report following this summary.

KICKSTARTING IG RECRUITMENT

JAN

- Special sub-committee formed to advance IG recruitment led by VP Carrion and Member Soo.
- Special meeting held to solicit public input on IG Recruitment
- Shadayra Kilfoy-Flores, Interim Chair of Wisconsin Police Civilian Oversight Board, shares recruitment process and recommendations



LAYING THE GROUNDWORK

FEB

- Board adopts Rules of Order/ Bylaws, Mission Statement and Statement of Incompatible Activities
- Member Soo presents draft of IG Job Description and proposed recruitment timeline with benchmarks for remainder of 2023
- Department of Human Resources (DHR) is greenlit to move forward with job posting and search for inaugural IG with Board priorities
- Nicole Armstrong, Chief Operations Officer for DPA, provided budget expertise of necessary operational staffing needs, e.g. 1823 position (Senior Administrative Analyst)
- Marshall Khine, Chief Attorney / Chief of Staff for DPA, provided detailed overview of technology and real estate infrastructure to assist incoming Inspector General

ENGAGING COMMUNITY

MAR

- Two outreach meetings held at the Bayview Opera House (District 10) and Hamilton Recreation Center (District 5) to solicit community input on IG recruitment process
- Official Inspector General position announced on March 27, 2023 with application closing date of June 24, 2023
- DHR shares desired timeline and benchmarks for IG recruitment process, projecting Fall 2023 hire goal



GAINING PERSPECTIVE

APR

- Michelle Phillips, the first independent Inspector General for the City of Oakland, presented on the process she went through to become the Inspector General and experience in civilian oversight of the Oakland Police Department
- Chief Richard Jue, Chief of Staff of SF Sheriff's Dept, presents on investigations from 2019 to August 2022
- Board holds two community meetings at Crocker Amazon Clubhouse (District 11) and Mission Arts Center (District 9) to solicit input on IG recruitment



QUORUM PAUSE

MAY

- Regular Board meeting canceled due to lack of quorum
- A few community meetings were cancelled due to lack of quorum for the following dates and sites:
 - May 9 - Moscone Rec Center (District 2 & 3)
 - May 19 - Richmond Recreation Center (District 1)
 - May 25 - Sunset Recreation Center (District 4)

LEARNING FROM THE EXPERTS

JUN

- Danielle Butler Vappie, Interim Executive Director of Los Angeles Sheriff Civilian Oversight Commission, shares overview of Board and strategic priorities
- Max Huntsman, Inspector General of Los Angeles County Sheriff's Civilian Oversight Commission, shares experience in leading independent oversight in politically fraught LA
- Scheduled meeting at Glide Memorial United Methodist Church (District 5) cancelled due to lack of quorum



OPERATIONS CHECK

JUL

- Martin Okumu, Director of IT at SF Sheriff's Department, shares lack of modern technology, hampering automation of accessible record pulls requested by partners
- Chief Deputy Kevin McConnell of Field Operations reports on deployment of deputies to special Tenderloin Task Force in joint partnership with SFPD, the Sheriff's Office, CHP, and the California National Guard



AUG

SUMMER RECESS

Board meetings paused as part of holiday break

BACK TO BUSINESS

SEP

- Member Julie D. Soo elected to serve as President of SDOB starting October 2023 through September 2024. Vice President Xochitl Carrion re-elected to continue service as Vice President.
- Board narrowed pool of IG candidates to interview through a supplemental written questionnaire -- in collaboration with DHR and City Attorney's Office
- Members Palmer and Wechter visit SF County Jail #3 to solicit input from in-custody clients on treatment, jail conditions, and desires for incoming Inspector General
- Community Engagement: Members Afuhaamango, Palmer, and Soo attend National Night Out in Chinatown. Members Carrion and Soo attend Police-Fire Mass.
- DPA presents on MOU agreement between DPA and Sheriff's Office, advancement of IT infrastructure and physical office space in preparation for incoming IG. Efficiency welcomed as Mayor Breed issues mid-year directive for all City Departments to trim budgets by unexpected 3%.



CANDIDATE INTERVIEWS

OCT

- Under Charter section 4.137, SDOB decides to interpret "law enforcement" as literal definition of Police and Sheriff's Department in order to widen eligible candidates for Inspector General role
 - To be noted, any charter amendments must go before the voters (e.g. inclusion in November 2024 ballot must be submitted by May 2024 for consideration)
- SDOB conducts special closed session meeting to host in-person interviews of Inspector General candidates
- DPA presents additional context on MOU agreement between DPA and Sheriff's Office with additional complaint statistics from 2021 to 2022

CANDIDATE EVALUATION

NOV

- SDOB continued post-interview discussions with forwarded candidate selection for further vetting and clearance by DHR
- Marshall Khine, Chief Attorney / Chief of Staff for Sheriff Oversight at DPA, provided quarterly report on Sheriff's Office investigations



2023 FINISH LINE

DEC

- Terry Wiley officially announced as SDOB's inaugural Inspector General at City Hall -- effective January 8th, 2024. Honorable Willie L. Brown, Jr. administered the oath of office.
- Erik Baltazar, Chief Investigator for DPA, presents on investigations process for Sheriff's Department
- Nick Gregoratos, Director of Prisoner Legal Services (PLS), provides informational overview of services offered for in-custody clients

Minutes may be found on the SDOB's website at:

<https://www.sf.gov/departments/sheriffs-department-oversight-board>

Live video recordings may be found at San Francisco Government TV:

<https://www.sf.gov/departments/san-francisco-government-tv>

Past meeting video recordings can be found at:

https://sanfrancisco.granicus.com/ViewPublisher.php?view_id=223

LOOKING AHEAD

SDOB is focused on the following key priorities for 2024 & beyond

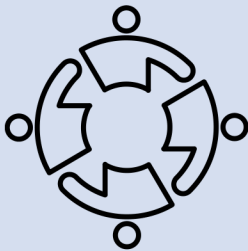
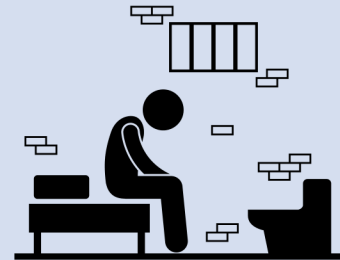


OIG Staff & Office Needs

- Advocate for appropriate budget allocation to build up Office of Inspector General and resources

Audit and Report on Jail Conditions

- Research, Interview and Analyze patterns of misconduct
- Advocate for better jail conditions through recommendations



Increase Community Engagement

- Outreach to community groups and members for vital perspective, especially impacted in-custody clients and families
- Present at community meetings, town halls, and educational conferences

Influence Public Perception

- Increase confidence in justice system through accessibility of information via media outlets, social channels, and community-led organizations



Special thanks to those who contributed their time and expertise with SDOB

San Francisco Sheriff's Office -- with special thanks to Richard Jue (Chief of Staff), Kevin McConnell (Chief of Field Operations), Nick Gregoratos (Director of Prisoner Legal Services), and Sheriff Paul Miyamoto

Department of Police Accountability -- with special thanks to Marshall Khine (Assistant Chief Attorney), Nicole Armstrong (Chief Operations Officer), Erik Baltazar (Chief Investigator), and Paul Henderson (Director)

Department of Human Resources -- with special thanks to Shawn Sherburne, Paul Greene, Benjamin Richey, Kate Howard, and Carol Isen (Director)

Los Angeles Sheriff Civilian Oversight Commission -- with special thanks to Danielle Butler Vappie (Interim Executive Director) and Max Huntsman (Inspector General)

BART Office of the Independent Police Auditor -- with special thanks to Russell Bloom (Independent Police Auditor)

Shadayra Kilfoy-Flores, Interim Chair, Madison Wisconsin Police Civilian Oversight Board

Katherine Lee, former Director of Police Commission and Berkeley Commission Officer

Michelle Phillips, inaugural Inspector General for City of Oakland (Oversight of the Oakland Police Department)

SFSO Assistant Chief Tanzanika Carter

Community Centers and Staff including: Bayview Opera House (District 10), Hamilton Recreation Center (District 5), Crocker Amazon Clubhouse (District 11), Mission Arts Center (District 9), Moscone Recreation Center (District 2 & 3), Richmond Recreation Center (District 10), Sunset Recreation Center (District 4)

Supervisor Shamann Walton and Staff

Dan Leung, SDOB Legal Assistant / Acting Commission Secretary

CONTACT

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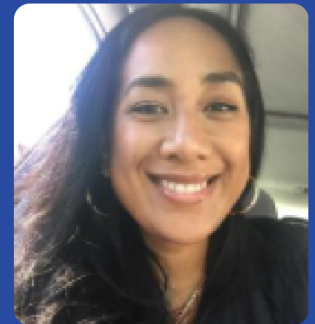


ADDENDUM

Abridged biographies below. Full biographies included in detailed Annual Report

Ovava Afuhaamango

Ovava is a Tongan and Samoan woman born and raised in San Francisco. She currently works in Marketing for a large Beauty retailer. With a deep sense of community and personal experience having incarcerated family members, Ovava hopes to utilize her skillset and advocacy for in-custody clients.



Dion-Jay Brookter

Dion-Jay ("DJ") is the Executive Director of Young Community Developers Inc (YCD), a community-based provider of education, training, and employment placement services to San Francisco's underserved (Bayview/Hunter's Point) community. In 2021, YCD served over 1,500 customers and secured placement for 500 program participants across several industry sectors. Mr. Brookter's extensive public and private experience include Exec. Director of the Southeast Community Facility and management positions within World Savings and Fresno Career Development Institute. Mr. Brookter holds a B.S. in Speech Communication (Utah State Univ.) and an MBA from the Univ. of Phoenix.



Xochitl Carrion

As an ALTO lead attorney, Xochitl develops legal solutions for corporate clients' crime and public safety concerns. She proactively expands and strengthens law enforcement, prosecution and community relationships and partnerships to address retail crimes efficiently and effectively. Prior to joining ALTO, Ms. Carrion served as an Assistant District Attorney in the San Francisco District Attorney's office, where she investigated and prosecuted misdemeanors, juvenile crimes, domestic violence, police and sheriff misconduct/shootings, hate crimes, and violent and serious felonies, including retail thefts. She also has significant civil attorney experience and other areas.



Michael Nguyen

Michael works in public safety for the San Francisco Sheriff's Department. As a child of Vietnam War refugees, Michael grew up in San Francisco and lived in the Tenderloin for many years, eventually moving to the Richmond District. At an early age, Michael helped his parents with their family restaurant to pay the bills but was unfortunately exposed to crime early on. Eventually, Michael returned to school and graduated from Treasure Island Job Corps in San Francisco and earned a High School Diploma. Today, during his spare time, Michael is a volunteer firefighter for the California State Guard.



ADDENDUM

Abridged biographies below. Full biographies included in detailed Annual Report

William “Tariq” Palmer II

William brings the most valuable experience to the SDOB with first-hand incarceration experience. After serving 31 years in California State Prison-Solano, William was released in 2019 by the California Supreme Court ruling that deemed his past indictment as “constitutional excessive punishment”. Upon release, he immediately assumed the position as a leader by advocating for social reforms, and mentoring youth both in the community and college students at the University of San Francisco as part of the PACE program. William was appointed to the San Francisco Reentry Council on the Sentencing Commission. In 2021, he created a system-impacted organization, Life After Next, as a flagship of re-entry into larger Bay Area. William has also created an investment company, Studio 3³, to empower start-ups with micro-lending seed money and purchase property for re-entry transitional housing. He is also a member of HipHopForChange.org, The Adachi Project, and United Playaz.



Julie D. Soo

Julie D. Soo is a senior staff counsel with the California Department of Insurance and is charged with prosecuting enforcement cases among her regulatory duties. In 2017, she prevailed in a \$12 million settlement against a surplus line insurer, one of the largest of its kind for the Department. She volunteers for a variety of community causes, including addressing hate crimes, civil rights education, campaign work, and community health advocacy. Julie served on the San Francisco Commission on the Status of Women (SFCOSW) from 2009 to 2021 and is a past president. She is active with the California Democratic Party and served as a delegate from 2001 to 2023, including on its Executive Board as a co-chair and lead co-chair of the Platform Committee for eight terms and as chair of the Asian Pacific Islander Caucus for two terms. Julie also served nine years on the Board of Trustees for Saint Francis Memorial Hospital. She has also served and advised the National Asian Pacific American Bar Association's Civil Rights Committee. A fourth-generation San Franciscan, she is a Lowell High School alumna and holds an A.B. with a double major in Pure Mathematics and Statistics from U.C. Berkeley, an M.A. in Applied Mathematics from U.C. San Diego, and a J.D. from Golden Gate University School of Law.



ADDENDUM

Abridged biographies below. Full biographies included in detailed Annual Report

JAYSON WECHTER

Jayson has over 40 years of investigative experience in the public and private sector and a long history as a civilian oversight practitioner and advocate. In 1982, he worked on the community-based campaign to create San Francisco's Office of Citizen Complaints (OCC), now known as the Department of Police Accountability. He began working at the OCC on its first day of operation in 1983 as a supervising investigator. Mr. Wechter has been an active member of the National Association for Civilian Oversight of Law Enforcement (NACOLE) since 2003. He served on NACOLE's Board of Directors for seven years and has chaired or served on its Professional Standards, Strategic Planning, Training, Education & Standards and Conference committees. He wrote NACOLE's Qualification Standards for Oversight Investigators and Supervising Investigators and drafted much of its Recommended Training for Board and Commission Members. Jayson earned the Certified Practitioner of Oversight designation from NACOLE. He is also a Certified Legal Investigator, Certified Criminal Defense Investigator, and Certified Force Science Analyst.



TERRY WILEY

Mr. Wiley stands as a beacon for justice, irrespective of the individual involved. His dedication extends to ensuring a justice system that treats everyone with dignity and respect, particularly advocating for historically disenfranchised communities—people of color, the LGBTQ community, and women. Mr. Wiley's legacy is one of commitment, empathy, and tireless efforts towards a more just and equitable society. With over 33 years of his distinguished career in the Alameda County District Attorney's Office, Mr. Wiley has become a highly skilled attorney and a stalwart advocate for criminal justice reform. Mr. Wiley is renowned for his unwavering commitment to justice, exemplified in his role in the case against Oakland police officers known as "the Riders."

Mr. Wiley has played a pivotal role in creating alternatives to incarceration programs and collaborative courts, providing individuals charged with crimes the opportunity for personal growth and education, aiming to move beyond the criminal justice system. His contributions extend to the greater legal community, where he served as a member of the American Bar Association's Criminal Standards Committee and the State Bar of California Board of Trustees. Additionally, he held the position of Vice-President of the National Bar Association.

Active in community engagement, Mr. Wiley frequently speaks at events addressing criminal justice system reform. His dedication to the advancement of young people is evident through his history of mentoring numerous young lawyers. Recognized as a dedicated public servant, Mr. Wiley has received numerous awards for his civic and professional engagement.





SHERIFF'S DEPARTMENT OVERSIGHT BOARD

CITY AND COUNTY OF SAN FRANCISCO

JULIE D. SOO
President

XOCHITL CARRION
Vice President

OVAVA AFUHAAMANGO
Board Member

DION-JAY BROOKTER
Board Member

MICHAEL NGUYEN
Board Member

WILLIAM PALMER II
Board Member

JAYSON WECHTER
Board Member

DAN LEUNG
Commission Secretary

SAN FRANCISCO SHERIFF'S DEPARTMENT OVERSIGHT BOARD 2023 ANNUAL REPORT TO THE SAN FRANCISCO BOARD OF SUPERVISORS

Adopted by majority vote on February 2, 2024

The San Francisco Sheriff's Department Oversight Board was established by amendment to the San Francisco City Charter proposed by Supervisor Shamann Walton and passed by voters in the November 2020 General Election. Charter section 4.137, Sheriff's Department Oversight, established the Sheriff's Department Oversight Board (SDOB) and the Office of Inspector General (OIG).

Section 4.137 gives SDOB authority to:

- Appoint the Inspector General in the Sheriff's Department Office of Inspector General.
- Evaluate the work of OIG and review the Inspector General's individual work performance.
- Compile, evaluate, and recommend law enforcement custodial and patrol best practices.
- Conduct community outreach and receive community input regarding SFSD operations and jail conditions by holding public meetings and soliciting input from persons incarcerated in the City and County.
- Hold hearings, issue subpoenas to witnesses to appear and for the production of evidence, administer oaths, and take testimony.

SDOB consists of seven members, four appointed by the Board of Supervisors and three appointed by the Mayor. The appointments of the four Board of Supervisors appointees, Ovava Afuhaamango, Michael L. Nguyen, William Palmer, II and Jayson Wechter became effective January 13, 2022. The appointments of the three Mayoral appointees, Dion-Jay Brookter, Xochitl Carrion and Julie D. Soo became effective December 12, 2021.

Members Afuhaamango, Carrion, and Palmer were re-appointed in 2023 after their inaugural two-year short terms expired.

Dan Leung serves as the Board's Interim Secretary/Legal Assistant.

SDOB held ten regular in-person at City Hall in 2023. The May meeting was canceled for lack of quorum and August was a summer recess. It held two budget hearings in January and February. SDOB held five special public meetings to receive community input on the qualifications of an inspector general, four off-site. Based on availability of a meeting room at City Hall equipped with SFGovTV cameras, the availability of SFGovTV staff to provide media services, and the scheduling availability of SDOB members, regular meetings are held at City Hall on the first Friday of each month from 2 PM – 5 PM.

January 2023

At its January 2023 regular meeting, SDOB made great strides to advance its charge to hire an Inspector General (IG). VP Xochitl Carrion moved to have a Committee on the Qualification Considerations of an Inspector General. The motion passed unanimously with all members present. VP Carrion and Member Julie D. Soo served as committee members. President Jayson Wechter presented job descriptions and salaries from other jurisdictions. Later that same month, the Committee held a special meeting to solicit public input.

Continuing with input from those in oversight from across the nation on IG recruitment, SDOB heard via videoconference from Shadayra Kilfoy-Flores, Interim Chair, Madison Wisconsin Police Civilian Oversight

February 2023

At the February 3, 2023 regular meeting, Member Soo presented a draft of the IG job description and a timeline with benchmarks for SDOB for the remainder of 2023. At the same meeting, Member Soo by vote was designated as the point person with the Department of Human Resources (DHR) to move forward in a job posting and search for the inaugural IG. The timeline also designated in-person community meetings for community input on qualification considerations of an IG. The February meeting was also a watershed moment in that the following operation documents that had been carried over since August 2022 were finally adopted: Rules of Order / Bylaws, Mission Statement, and Statement of Incompatible Activities (SIA).

During February, DHR interviewed all Board Members individually about the IG job qualifications so as to incorporate their thoughts and to refine the job posting initiated by Member Soo. DHR believed that seating an IG by October 2023 to be a realistic goal.

The budget was of top concern and the February meeting entertained a second budget presentation. The initial budget with the Charter Amendment did not fully anticipate personnel, office space, hardware, and office supplies.

SDOB expressed great appreciation to the Department of Police Accountability (DPA) and the Mayor's Office of Budget. Both entities have been instrumental in helping to create a realistic budget so that the IG can be successful in creating an entirely new department. DPA has also been very supportive in bridging personnel and other support until such time as an IG is able to set up an independent office.

Nicole Armstrong, Chief Operations Officer for DPA, has provided her expertise and continued support to SDOB on operational staffing, minimum budget requirements, the need for hiring an 1823 position (Senior Administrative Analyst) for budgeting, and budget proposals.

Marshall Khine, Chief Attorney / Chief of Staff – Sheriff Oversight for DPA, has provided detailed work on technology and real estate infrastructure to assist an incoming Inspector General. A case management system was adapted from DPA's current system for SDOB and the Office of Inspector General (OIG).

March 2023

At the March 3, 2023 regular meeting, SDOB adopted the job description for IG. Continuing with input from those in oversight from across the nation, SDOB heard via videoconference from Katherine Lee on her experience as former Director of Police Accountability and Berkeley Police Commission Officer.

SDOB held two community meetings in March, one on March 14 at the Bayview Opera House (District 10) and another on March 28 at the Hamilton Recreation Center (District 5).

DHR issued the job announcement for the position of Inspector General on March 27, 2023, with an application closing date of June 24, 2023. SDOB and DHR set the following desired timeline and benchmarks for hiring the Inspector General:

July Inspector General Candidate Interviews

August Pre-employment vetting and verification of finalists

September Job offer

October Onboarding of Inspector General

April 2023

The Mayor's emergency COVID directive expired in March and all meetings going forward were held exclusively in person.

At the April 7, 2023 regular meeting and continuing with input from those in oversight from across the nation, SDOB heard via videoconference from Michelle Phillips, the first independent Inspector General for the City of Oakland, whose authority is civilian oversight of the Oakland Police Department, as she presented on the process she went through to become the inspector general

Chief Richard Jue, chief of staff to Sheriff Paul Miyamoto, gave a presentation on complaint and internal investigations from 2019 to August 2022.

SDOB held two community meetings in April, one on April 11 at the Crocker Amazon Clubhouse (District 11) and another on April 21 at the Mission Arts Center (District 9).

May 2023

No meetings were held in May.

The regular meeting was canceled for lack of quorum

Three community meetings were scheduled for the following dates and sites but were canceled for lack of quorum:

May 9, Moscone Recreation Center (District 2 and District 3)

May 19, Richmond Recreation Center (District 1)

May 25, Sunset Recreation Center (District 4)

June 2023

Continuing with input from those in oversight from across the nation, SDOB heard via videoconference from Danielle Butler Vappie, Interim Executive Director, Los Angeles Sheriff Civilian Oversight Commission, and Max Huntsman, Inspector General, Los Angeles County Sheriff's Civilian Oversight Commission.

A community meeting was scheduled for June 8 at Glide Memorial United Methodist Church (District 5) but was canceled for lack of quorum.

July 2023

SDOB wanted to inventory the Sheriff's Office on its technology, availability of data, availability of reports, and resources necessary to pull data and compile reports. To that end, at its July 7, 2023 regular meeting SFSO Chief Richard Jue introduced Martin Okumu, SFSO Director of IT, who spoke about the lack of modern technology and automation of records to readily produce reports without involving a number of internal departments and personnel. The Sheriff's Office has been hampered by a budget that has not supported IT upgrades and integrated systems.

The Sheriff's Office also provided a report on field operations and in particular the recent Tenderloin Task Force with joint operations from SFPD, the Sheriff's Office, CHP, and the California National Guard. Chief Kevin McConnell of Field Operations presented on the Emergency Services Unit (ESU) and deployment of deputies in the field.

SDOB held a special closed session meeting on July 27, 2023 to discuss with DHR the IG applicants and those who met eligibility guidelines.

August 2023

Summer recess.

September 2023

At the September 1, 2023 regular meeting, Member Julie D. Soo was elected to serve as president for the term October 2023 through September 2024. Vice President Xochitl Carrion was re-elected to serve as vice president.

SDOB received information by presentation from the Department of Police Accountability on the types of complaints it has handled regarding Sheriff's personnel under the MOU between DPA and the Sheriff's Office. DPA created an IT infrastructure for the OIG to receive complaints specifically related to the Sheriff's Office and physical office space. This information and advance work were crucial, especially considering the Mayor's mid-year directive for City Departments to trim budgets by 3 percent.

All members of the Board were invited to National Night Out events. Members Afuhaamango, Nguyen, Palmer, and Soo attended National Night Out in Chinatown in September.

Members Carrion and Soo attended the 2023 Police-Fire Mass later that week.

Members Palmer and Wechter visited San Francisco Sheriff's Office County Jail #3 in September to take notes and receive information from inmates on SFSO jail conditions to be addressed and desired qualifications in an Inspector General.

SDOB continued to work with DHR and the City Attorney's Office on IG interviews. SDOB narrowed the pool of candidates to interview through a supplemental written questionnaire and advanced successful candidates for oral interviews.

As referenced above under May 2023 and reported in our Q2 report, DHR issued the job announcement for the position of Inspector General on March 27, 2023 and the application period closed on June 24, 2023.

SDOB and DHR updated the following desired timeline and benchmarks for hiring the Inspector General:

October Inspector General Candidate Interviews

November Selection of Inspector General and Offer

December / January 2024 Announcement and Onboarding of Inspector General and Community Town Hall

October 2023

At the October 6, 2023 regular meeting, SDOB disclosed coming out of closed session that it has interpreted "law enforcement" under Charter section 4.137 as law enforcement agencies that consist of police and sheriff departments in considering eligible candidates for Inspector General. Also at that meeting, SDOB elected President Soo to work with the Deputy City Attorney on language amendments to Charter section 4.137. To be

noted, because Charter section 4.137 was established under a ballot initiative, any amendments must go before the voters. The deadline for completion is May 2024 for the November 2024 ballot.

SDOB received the remainder of a comprehensive presentation carried over from September from the Department of Police Accountability (DPA) of the 2021 and 2022 statistics on complaints against SFSO handled by DPA under the August 21, 2020 MOU / letter of agreement.

On October 13, 2023, SDOB conducted in-person interviews of Inspector General candidates during a special meeting in closed session.

On October 14, 2023, Member Soo participated at the SFSO Faith & Blue Citizen's Academy to Build Bridges to More Inclusive Communities on the grounds of County Jail #3. National Faith & Blue Weekend facilitates safer and stronger communities by engaging law enforcement officers and local residents through the connections of faith-based organizations. SF Junior Deputies and the Community Engagement Team served as ambassadors to community members. SFSO provided Active Shooter drills and hands-on scenarios with the Firearms Training Simulator.

SFSO Assistant Chief Tanzanika Carter has kept SDOB informed of community events and has been a liaison for community engagement.

November 2023

At the November 3, 2023 regular meeting, SDOB continued post-interview discussion on the Inspector General candidates in closed session. A candidate was selected and the name was forwarded to the Department of Human Resources (DHR) for further vetting and clearance. At the end of the month, DHR finalized matters concerning pre-appointment vetting and an offer was made.

Marshall Khine, Chief Attorney / Chief of Staff for Sheriff Oversight at DPA, provided a third quarter report on Sheriff's Office complaint investigations for the third quarter.

December 2023

At its December 1, 2023, SDOB heard from Director of Prisoner Legal Services (PLS), Nick Gregoratos, for an informational report on what his department does for incarcerated individuals.

Chief Investigator for DPA, Erik Baltazar, made a presentation of how investigations are handled once received.

On December 20, 2023, Terry Wiley was officially announced and introduced as SDOB's inaugural Inspector General at City Hall. Honorable Willie L. Brown, Jr. administered the oath of office. The effective date of Mr. Wiley's appointment is January 8, 2024. The media release that includes Mr. Wiley's biography, publications, and honors and awards is attached.

Minutes may be found on the SDOB's Website at: <https://www.sf.gov/departments/sheriffs-department-oversight-board>. Corresponding video recordings may be found at San Francisco Government TV (SFGovTV) / Meetings / Video on Demand / Commissions, Councils & Boards / Sheriff's Department Oversight Board: <https://www.sf.gov/departments/san-francisco-government-tv> —> https://sanfrancisco.granicus.com/ViewPublisher.php?view_id=223.

During 2023, SDOB did not evaluate law enforcement custodial and patrol best practices by the Sheriff's Department. The Office of Inspector General will not come into existence until January 2024. Therefore, no OIG reports were submitted to SDOB in 2023.

Looking ahead:

Adequate budget and resources for SDOB and OIG will be a top priority.

SDOB greatly appreciates the Department of Police Accountability (DPA) and the Mayor's Office of Budget. Both entities have been instrumental in helping to create a realistic budget so that the IG can be successful in creating an entirely new department. DPA has also been very supportive in bridging personnel and other support until such time as an IG is able to set up an independent office. SDOB expects a transition period for at least a year to 18 months, depending on civil service hiring timelines and budgeting.

With an IG named, SDOB can begin to consider matters as suggested and prioritized by its members. SDOB will look into services provided to incarcerated individuals, jail conditions, SFSO operations, SFSO discipline process, and the well-being of SFSO staff with input from stakeholders, service providers, and community organizations. Priorities will be considered with input from the IG.

* * * * *

Board Member biographies:**Ovava Afuhaamango**

Ovava is a Tongan/Samoan woman, born and raised in SF. She currently works as a Marketing Manager for a beauty retailer. Like most Pacific Islanders, Ovava comes from a large family and has a deep sense of community. She hopes to advocate on behalf of the Black and Brown community that she comes from.

Dion-Jay Brookter

Dion-Jay ("DJ") Brookter is the Chief Executive Officer (CEO) at Young Community Developers Inc. (YCD). YCD is a 501(c) (3) non-profit community-based organization that provides workforce development, education, and housing services to San Francisco's underserved (Bayview/Hunter's Point) community residents. In 2023, YCD served over 2,000 customers and secured placement for more than 500 program participants across several industry sectors. Mr. Brookter holds a B.S. in Speech Communication (Utah State Univ.) and an MBA from the Univ. of Phoenix.

Xochitl Carrion, Vice President (September 2022 – Present)

Xochitl Carrion has had significant experience over 15 years in three different areas of law – civil, criminal and corporate. Within these areas, Ms. Carrion has extensive litigation and trial experience and a proven track record of success in the courtroom with approximately 30 jury trials and hundreds of bench trials and hearings. In late 2023, she opened her own law firm, Law Office of Xóchitl Carrión, with the practice areas of civil litigation, state and local government relations and community outreach, economic development and legal support for businesses with an emphasis on Minority-Owned Businesses, and real estate transactions.

Prior to opening her own law firm, Ms. Carrion was a Lead Attorney for ALTO where she developed legal solutions for corporate clients' crime and public safety concerns. She proactively expanded and strengthened relationships and partnerships among law enforcement, prosecution, and communities to address retail crimes efficiently and effectively. Prior to joining ALTO, Ms. Carrion served as an Assistant District Attorney in the San Francisco District Attorney's office, where she investigated and prosecuted misdemeanors, juvenile crimes, domestic violence, police and sheriff misconduct/shootings, hate crimes, and violent and serious felonies, including retail thefts. She also has significant civil attorney experience. Specifically, for 7+ years at Goldfarb & Lipman, LLP, Ms. Carrion represented affordable housing developers and funders, government agencies, non-profit and community-based organizations, and private real estate clients in transactional and litigation matters.

Ms. Carrion is a long-time champion for justice. She has served in 30+ leadership positions in civic and community-based organizations/entities, non-profits, and foundations. For example, she currently serves as the Vice Chair of the California Law Revision Commission (CLRC), to which she was appointed by Gov. Gavin Newsom in 2022, and was first appointed to CLRC by Gov. Edmund G. Brown Jr. in 2011. During her first term, she was elected as chair in 2012-2013, and as vice-chair in 2011-2012. Currently, Ms. Carrion is also the President of the California La Raza Lawyers Association, and a board member of Horizons Foundation – the first foundation by, of, for LGBTQ people.

Ms. Carrion is committed to empowering herself and others with knowledge. She is a graduate from UC College of the Law, San Francisco with a CALI Award for Excellence in State and Local Government Law and UCLA with a double major of Chicana/o Studies/Women's Studies (highest honors) with a minor in LGBT Studies and specialization in Labor and the Workplace. Furthermore, Ms. Carrion has provided hundreds of trainings and presentations throughout her educational and professional career, and is eager to further train fellow attorneys, government officials/staff, corporate clients, and diverse communities.

Ms. Carrion resides in the Tenderloin/Lower Polk, a vibrant diverse community, and cherishes her VERY queer households (yes, multiple) as a single mom by choice with her wife, son's father, two children, two senior dogs and numerous chosen family members.

Michael Nguyen

Michael received his High School Diploma from Treasure Island Job Corps before pursuing his education at Skyline College, where he obtained an Associate Degree in Social and Behavioral Sciences. He furthered his studies at Contra Costa College, earning an Associate Degree in Law Enforcement.

To enhance his practical skills, Michael successfully completed training at the Contra Costa Sheriff's Academy, gaining valuable knowledge to prepare him for the field of Law Enforcement. Prior to his current job, he worked at Gavin de Becker and Associates as a security staff agent, ensuring the safety of clients and their assets. Michael also spent time at McGeorge School of Law as a Public Safety Officer, for better understanding of legal procedures and practices of Public Safety.

Born in Illinois and raised in San Francisco, Michael has a deep connection to this city and its people. As a member of the San Francisco Sheriff's Office, Michael is committed to serving and protecting the community he calls home.

Outside of work, Michaels enjoys spending time outdoors and staying active. He loves going on hikes and taking his beloved cocker spaniel for walks.

William Palmer, II

In March of 2019, William "Tariq" Palmer was released from CSP-Solano after serving 31 years, 23 years were ruled by the California Supreme Court as constitutional excessive punishment. He immediately assumed the position as a leader by advocating for social reforms, and mentoring youth both in the community and college students at the University of San Francisco as part of the PACE program. Requests began to pour in for William to share his story of becoming a self-advocate for his freedom and opening the door for thousands of youth offenders (The American parole system is an endless trap — and a moral outrage - The Washington Post) with major journals, law enforcement, and teen groups. William had his own challenges with reentry, his housing at GEO was like jail: and his parole officer arrested him for the appearance of violating his myriad of conditions, feeling that he "cheated his way out." William Palmer was appointed to the San Francisco Reentry Council on the Sentencing Commission. He decided in 2021 that it was time to bring to life his system-impacted organization, Life After Next, to create the flagship of reentry in San Francisco and the Bay Area. William has added to his portfolio an investment company, Studio 3³ to empower start-ups with micro-lending seed money

and to purchase property to provide holistic reentry transitional housing. He's a member of HipHopForChange.org, The Adachi Project, United Playaz, Marin Shakespeare's Returning Citizen Theater Troupe, and on the board of the Peace Resource Center (San Diego). After completing the Freedman Policy/Communication Fellowship, he worked on the Thea Selby CA Assembly campaign. He's the Editor of the East County North Star newspaper. He credits living in San Francisco and being appointed to the Reentry Council's Sentencing Commission and Sheriff Department Oversight Board for providing the opportunity to exercise his civic duties.

Julie D. Soo, President (October 2023 – Present)

Julie D. Soo is a senior staff counsel with the California Department of Insurance and is charged with prosecuting enforcement cases among her regulatory duties. In 2017, she prevailed in a \$12 million settlement against a surplus line insurer, one of the largest of its kind for the Department. She volunteers for a variety of community causes, including addressing hate crimes, civil rights education, campaign work, and community health advocacy. Julie served on the San Francisco Commission on the Status of Women (SFCOSW) from 2009 to 2021 and is a past president. She is active with the California Democratic Party and served as a delegate from 2001 to 2023, including on its Executive Board as a co-chair and lead co-chair of the Platform Committee for eight terms and as chair of the Asian Pacific Islander Caucus for two terms. Julie also served nine years on the Board of Trustees for Saint Francis Memorial Hospital. She has also served and advised the National Asian Pacific American Bar Association's Civil Rights Committee. A fourth-generation San Franciscan, she is a Lowell High School alumna and holds an A.B. with a double major in Pure Mathematics and Statistics from U.C. Berkeley, an M.A. in Applied Mathematics from U.C. San Diego, and a J.D. from Golden Gate University School of Law.

Prior to law, Julie engaged in pension actuarial science, insurance underwriting, and was a medical economist. Julie is well-known for her past work as a journalist with *AsianWeek*, a pan-Asian national weekly based in San Francisco, where she covered breaking stories, provided legal and political commentary, and wrote about Asian American history and notable figures. She appeared on New California Media, a public television news roundtable for California's ethnic news community, and served as a guest host for Voice of the Neighborhood, a political radio talk show targeted to the Bay Area Cantonese-speaking community. She was selected as a 2006 California Endowment Health Journalism fellow based on her story about a Chinatown shooting where six youths were wounded and her discovery that San Francisco's leading trauma center lacked interpreters past late evening hours to help non-English proficient patients and families. The story caught the attention of the Mayor, Chief of Police, and hospital administrators and led to policy changes. Julie has also served as a legislative aide and advisor to members of the San Francisco Board of Supervisors.

Julie has received awards for her community work: Women Making History Award (2004), Democratic Women's Forum of San Francisco; Vagina Warrior Award (2012), Filipina Women's Network; Outstanding Giving Back Award (2013), Asian Women's Resource Center; Best Community Leader Award (2015), Korean American Journalists Association; Inspiring Leadership Award (2018), San Francisco Collaborative Against Human Trafficking (SFCAHT); and, Woman Warrior Award (2019), Pacific Asian American Women Bay Area Coalition (PAAWBAC).

She believes in storytelling and shared experiences as a means of building unity and has been a producer and advisor on documentary films. Julie has conversational abilities in Cantonese and has studied Mandarin to further her community work.

Jayson Wechter, President (September 2022 – September 2023)

Jayson Wechter is a leader in the field of civilian oversight of law enforcement and a nationally recognized expert regarding oversight investigations. He helped establish San Francisco's Department of Police Accountability (then known as the Office of Citizen Complaints) in 1983 and campaigned for the creation of the

San Francisco Sheriff's Department Oversight Board (SDOB) and Office of Inspector before being appointed to the SDOB and becoming its inaugural President.

Mr. Wechter has over 40 years of investigative experience in the public and private sector, including over 20 years doing oversight investigations at the Department of Police Accountability, the Oakland Community Police Review Agency, and the Berkeley Office of the Director of Police Accountability. He also worked as an investigator for the San Francisco Public Defender's Office and in the private sector as a legal investigator. Mr. Wechter serves on the Board of Directors of the National Association for Civilian Oversight of Law Enforcement (NACOLE), the nation's preeminent organization and resource for oversight practitioners and supporters. Mr. Wechter has been actively involved with NACOLE since 2003 and was the recipient of its 2022 Contribution to Oversight Award for his decades of work advancing and supporting effective oversight of law enforcement.

Mr. Wechter wrote NACOLE's Qualification Standards for Oversight Investigators and Supervising Investigators, drafted much of its Recommended Training for Board and Commission Members and played a major role in writing NACOLE's Code of Ethics, which has been adopted by dozens of oversight agencies around the U.S. Mr. Wechter chairs NACOLE's Training, Education and Standards committee and hosts NACOLE's monthly Investigators Forum, where oversight investigators from around the U.S. share information about resources and training opportunities, discuss issues and problems they encounter and offer mutual support to their colleagues.

Mr. Wechter has conducted NACOLE trainings on effective oversight practices for board and commission members, elected officials, and community members in California, New York, Ohio, Florida, Wisconsin, Iowa, Virginia and Vermont, as well as doing regular trainings for NACOLE's annual conferences and webinars.

Mr. Wechter earned the Certified Practitioner of Oversight designation from NACOLE. He is also a Certified Legal Investigator, Certified Criminal Defense Investigator, and Certified Force Science Analyst.



OFFICE OF THE INSPECTOR GENERAL

TERRY WILEY, INSPECTOR GENERAL

CITY AND COUNTY OF SAN FRANCISCO

2024 SUMMARY REPORT

To: **San Francisco Sheriff's Oversight Board (SDOB)**

From: **Terry Wiley, Inspector General**
San Francisco Office of the Inspector General

Re: **OIG End of the Year Summary Report – 2024**

Date: January 10, 2025

Dear President Soo, Vice President Brookter, and Board Members,

This report provides a high-level overview of my first year as the inaugural San Francisco Inspector General. It summarizes the work of the Office of the Inspector General (OIG) to date. Our monthly newsletters report on the events and activities described herein in greater detail. For the benefit of the public, who may not have followed the office's development, I've included a brief background on how we arrived at this point and our anticipated path forward.

1

Thank you for selecting and trusting me to lead this new department. Serving as your first Inspector General alongside such a dedicated and hardworking board has been a pleasure and an honor.

Sincerely,

Terry Wiley

BACKGROUND

Following a series of scandals, internally mishandled investigations¹ in the San Francisco jails, and costly lawsuits² over the past decade, it became evident that sheriffs in San Francisco and across California operated with little external oversight or accountability. In 2019, public concerns over self-investigations prompted then-Sheriff Vicki Hennessy to request the San Francisco Department of Police Accountability (DPA) to investigate serious misconduct allegations against sheriff deputies.³

¹ <https://www.sfgate.com/crime/article/S-F-jail-inmates-forced-to-fight-Adachi-says-6161221.php>;
<https://www.sfchronicle.com/crime/article/San-Francisco-sheriff-investigating-allegations-13615256.php>

² <https://missionlocal.org/2023/06/millions-law-enforcement-sfpd-sheriff-lawsuit-settlements/>

³ See DPA-SFSO 2019 Memorandum of Understanding



OFFICE OF THE INSPECTOR GENERAL

TERRY WILEY, INSPECTOR GENERAL

CITY AND COUNTY OF SAN FRANCISCO

Around the same time, Assemblymember Kevin McCarty sponsored California Assembly Bill 1185 (AB 1185), enabling counties to create independent sheriff oversight bodies. Locally, Supervisor Shamann Walton introduced Proposition D (Prop. D), establishing the San Francisco Sheriff's Department Oversight Board (SDOB) and the Office of the Inspector General (OIG). Voters approved both AB 1185 and Prop. D in 2020.

Meanwhile, Sheriff Paul Miyamoto, elected in 2020, reaffirmed the San Francisco Sheriff's Office's (SFSO)⁴ commitment to independent oversight by expanding the DPA's investigatory authority over sheriff operations.⁵

San Francisco Charter Section 4.137, effective in 2020, formalized the roles of the SDOB and the OIG. Appointments to the SDOB occurred in late 2021 and early 2022, with the board convening for the first time in August 2022. Following a national search, the SDOB appointed Terry Wiley as San Francisco's first Inspector General in December 2023. Wiley assumed office on January 7, 2024, marking the official launch of the OIG.

FUNCTIONS

San Francisco Charter Section 4.137 defines the OIG's responsibilities, which include:

- **INVESTIGATIONS:** Conducting investigations into complaints against SFSO employees and contractors, investigating deaths in custody, and recommending disciplinary action for law or policy violations.
- **POLICY DEVELOPMENT:** Creating and recommending use-of-force policies and internal review procedures for critical incidents.
- **MONITORING, AUDITING, AND REPORTING:** Monitoring SFSO operations through audits and investigations to ensure compliance with laws and policies. Reporting findings to the Sheriff and the SDOB.
- **HEARINGS:** Issuing subpoenas, administering oaths, and gathering testimony as part of investigative and oversight efforts.

2

⁴ Upon assuming office, Sheriff Miyamoto renamed the San Francisco Sheriff's Department (SFSO) to the San Francisco Sheriff's Office (SFSO).

⁵ See DPA-SFSO 2020 and 2024 Letter of Agreement and DPA-SFSO MEUP 2023 Letter of Agreement.



OFFICE OF THE INSPECTOR GENERAL

TERRY WILEY, INSPECTOR GENERAL

CITY AND COUNTY OF SAN FRANCISCO

ACCOMPLISHMENTS

In its inaugural year, the OIG, with resources and personnel borrowed from the DPA, focused on creating a scalable foundational infrastructure for the new department to function effectively and grow. Key accomplishments include:

INFRASTRUCTURE

- **WEBSITE:** Launched a comprehensive site to inform the public, report data, and centralize available online resources.⁶
- **SOCIAL MEDIA:** Established accounts and presence on popular platforms like Facebook and X (formerly Twitter) to engage community members and stakeholders.⁷
- **OFFICE SPACE:** Retrofitted a suite within the DPA into dedicated office space ready to host OIG staff when hired. This suite is outfitted with fully functional, ergonomic workstations (privacy walls, sit/stand desks, secure lockers, adjustable monitor arms, phones, dedicated data cables, etc.).
- **CASE MANAGEMENT SYSTEM (CMS):** Replicating the DPA's CMS architecture and drawing upon the DPA's technical experience and expertise, developed a secure, versatile, and customized OIG CMS on a Salesforce platform for a small fraction of what it would cost to build a comparable system from scratch. Successfully migrated historic data from DPA's investigations about SFSO misconduct and improper conduct into the new CMS. The CMS will serve to manage and track the OIG's work, analyze and report on the OIG's data, and will be capable of interfacing with other systems through application programming interfaces.
- **ONLINE COMPLAINT SYSTEM:** Launched a user-friendly online complaint system dedicated to complaints against members of the SFSO with multilingual support⁸ and data integration with the CMS.⁹ The system removes language barriers and makes filing a complaint accessible to anyone with an internet connection.
- **COMPLAINANT PORTAL:** Provided complainants with a portal to track individual case progress through the investigatory phases. Accessible using a unique identification number the system provides to complainants.
- **PAPERLESS OPERATIONS:** Transitioning to a cloud-based file system for enhanced security and accessibility.

⁶ <https://www.sf.gov/departments/office-sheriffs-inspector-general>

⁷ <https://www.facebook.com/people/SF-Office-of-the-Inspector-General/61557962871099/>
; https://x.com/i/flow/login?redirect_after_login=%2FSF_OIG

⁸ Powered by Google Translate allowing complainants to file complaints in over 200 languages.

⁹ sfsda.my.salesforce-sites.com/apex/VisualAntidote_HostedFastForm?h=2VM99



OFFICE OF THE INSPECTOR GENERAL

TERRY WILEY, INSPECTOR GENERAL

CITY AND COUNTY OF SAN FRANCISCO

PROFESSIONAL STANDARDS

- **BRANDING:** The OIG intentionally and consciously utilized a unified branding strategy to establish a consistent and professional image. The OIG designed graphics, letterheads, logos, seals, signature lines, publications, and public statements to build brand recognition for the new city department.
- **MISSION:** Established and publicized the OIG's mission, values, and vision statements to ensure that the public understands what the OIG stands for and its commitment to the work.¹⁰
- **NEWSLETTERS:** Produced monthly newsletters to update the public and stakeholders on the OIG's work, activities, and progress. This first year, the OIG will have issued ten newsletters journaling and reporting relevant notifications, events, and activities every month from March through December 2024.¹¹

PROCESSES AND CERTIFICATIONS

- **PROFESSIONAL CERTIFICATION:** Inspector General Terry Wiley earned his professional certification, *Certified Inspector General* from the Association of Inspectors General, and attended key national conferences to lead and align the department with best practices.
- **WORK PROCESSES:** Digitized workflows from case intake to closure, ensuring consistency and credibility of the OIG's work product through rigorous quality control and multiple review layers.

4

ENGAGEMENTS

The OIG is a service-oriented department that has prioritized transparency and public engagement, leveraging multiple platforms to inform and involve the community:

- **SDOB MEETINGS:** The IG regularly reported to the SDOB about the OIG's monthly progress and activities. The OIG has specific quarterly reporting requirements about its investigations, investigative findings, and disciplinary recommendations as defined by the San Francisco Charter. However, the OIG does not have any investigative staff yet to perform the investigations. Instead, the DPA has presented quarterly reports to the SDOB about its investigations carried out under the authority and within the parameters of the agreement between the departments.

¹⁰ <https://www.sf.gov/departments/office-inspector-general/about>

¹¹ <https://www.sf.gov/information/soig-monthly-newsletter>



OFFICE OF THE INSPECTOR GENERAL

TERRY WILEY, INSPECTOR GENERAL

CITY AND COUNTY OF SAN FRANCISCO

- **TOWN HALLS:** Hosted two well-attended public forums to discuss OIG initiatives and gather community feedback.
- **SPEAKING ENGAGEMENTS:** Participated in panels and conferences related to incarceration and oversight, including events hosted by the Silicon Valley NAACP, the National Bar Association, the Association of Inspectors General (AIG), the National Association for Civilian Oversight of Law Enforcement (NACOLE), and the California Civilian Oversight Alliance (CCOA).
- **COMMUNITY EVENTS:** Promoted OIG awareness at events such as the Lunar New Year Parade, Cherry Blossom Festival, San Francisco Police-Fire-Sheriff Memorial Mass, and National Night Out.
- **JAIL INSPECTIONS:** Conducted monthly visits to all San Francisco custodial facilities to inspect living conditions and maintain inmate contact.
- **BOARD OF SUPERVISORS HEARING:** Addressed extended jail lockdown issues that significantly disrupted jail operations and services at a special meeting convened by the Board of Supervisors, President Peskin, and Supervisor Walton in May 2024.
- **STAKEHOLDER MEETINGS:** Regularly engaged with numerous key groups, including the Jail Justice Coalition, the Sheriff's Jail Visiting Committee, the Latino Task Force, and the Deputy Sheriff's Association to discuss issues and ideas for improving conditions for both inmates and deputies.

5

FINDINGS AND RECOMMENDATIONS

The OIG, through DPA investigations, prior audits, stakeholder feedback, and an examination of the SFSO's policies, operations, and systems has identified key areas for improvement in the SFSO, including:

- **USE-OF-FORCE DOCUMENTATION**
- **TECHNOLOGICAL INFRASTRUCTURE**
- **STANDARDIZED DISCIPLINE GUIDELINES**
- **BODY-WORN CAMERA GUIDANCE**
- **VISITATION CAPACITY**
- **JAIL PROGRAMS AND TREATMENT**
- **DEATH-IN-CUSTODY NEXT OF KIN NOTIFICATIONS AND COMMUNICATIONS**
- **EARLY INTERVENTION SYSTEMS**



OFFICE OF THE INSPECTOR GENERAL

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CITY AND COUNTY OF SAN FRANCISCO

- **AUTHORITY TO INITIATE ADMINISTRATIVE INVESTIGATIONS**
- **STAFFING SHORTAGES**

The OIG has developed responsive recommendations that may be issued following review by the SDOB.

CHALLENGES

Budget constraints have significantly impeded the Office of the Inspector General's (OIG) ability to become operational in its first year. The initial budget, projected three years ago, was already insufficient from the start because it failed to account for essential expenses such as administrative support, adequate office space, and critical staff positions, including a data analyst, technical support personnel, a receptionist, and an auditor. These omissions created an operational gap that will hinder the OIG's ability to function independently.

Further, the former president of the Sheriff's Department Oversight Board (SDOB), who is no longer part of this board, exacerbated this budget problem by opposing the hiring of any staff during the crucial early stages of the department's development. This decision left much of the allocated salary budget unspent—a missed opportunity with crippling consequences. Anyone with experience in government knows that unused budget funds are rarely untouched and are typically reallocated to other priorities. Predictably, the Mayor's Office and the Board of Supervisors later cut the OIG's original budget year after year during the economic downturn to where it is now around half of what was originally budgeted. These cuts left the office with just two positions: the Inspector General and the SDOB secretary despite the charter mandate, which explicitly requires the OIG to maintain "no fewer than one investigator for every one hundred sworn SFSD employees,"¹² or a minimum of seven investigators. Moreover, hiring staff before my appointment would not only have saved the budget, it would also have given us a head start on lengthy hiring processes for civil service positions that limit departmental hiring discretion anyway.

6

Adding to these challenges, the prohibition against hiring individuals "employed previously by a law enforcement agency"¹³ is unnecessarily restrictive and counterproductive. This blanket prohibition arbitrarily disqualifies a deep pool of highly skilled and qualified candidates. Professionals with law enforcement experience often possess advanced investigative training, a deep understanding of law enforcement culture, familiarity with officers' rights, and insight into the tactics sometimes employed to evade accountability. Excluding such candidates does not serve the OIG's mission of accountability and oversight. It only impairs the department's ability to recruit top talent. Its overly broad nature may also raise legal concerns, potentially exposing the city to unnecessary challenges or liabilities.

¹² See San Francisco Charter Section 4.137(h)

¹³ See San Francisco Charter Section 4.137(h)



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CITY AND COUNTY OF SAN FRANCISCO

Until the OIG achieves full staffing, it must rely on support from the Department of Police Accountability (DPA) and the San Francisco Sheriff's Office (SFSO) Internal Affairs Unit to fulfill some of its department obligations and charter-mandated responsibilities.¹⁴

THE FUTURE

The path forward demands strategic action: advocating for incremental budget increases as much as the current budget deficit will allow, revisiting hiring restrictions, and prioritizing onboarding skilled personnel. These steps are not just necessary—they are critical to ensuring the OIG can operate as an effective and independent watchdog for the San Francisco Sheriff's Office, fostering the accountability that will build the trust the public deserves. With continued support from the DPA and phased hiring, the OIG would gradually assume full responsibility for investigations and oversight activities as it onboards staff to perform these duties.

Lastly, a few projects initiated and underway to be completed in 2025:

- **PUBLIC DATA DASHBOARDS.**
- **MONTHLY PRIVATE VIDEO CONFERENCING SESSIONS WITH INMATES.**
- **STANDARDIZED DISCIPLINE GUIDELINES.**
- **CLOUD-BASED FILE SYSTEM.**
- **JAIL-WIDE DIGITAL SURVEY ON INMATES' TABLETS.**

¹⁴ The DPA only has the authority to investigate certain allegations of serious misconduct and death in-custody as defined by its LOA with the SFSO. The OIG's jurisdiction as defined by the charter is far broader.

**CITY AND COUNTY OF SAN FRANCISCO
SHERIFF'S DEPARTMENT OVERSIGHT BOARD**

**c/o OFFICE OF THE INSPECTOR GENERAL
ONE SOUTH VAN NESS AVE, 8TH FLOOR
SAN FRANCISCO, CA 94103
PHONE (415) 241-7711 EMAIL SFOIG@SFGOV.ORG**

JULIE D. SOO, PRESIDENT • DION-JAY BROOKTER, VICE PRESIDENT
OVAVA AFUHAAMANGO • XÓCHITL CARRIÓN • MICHAEL L. NGUYEN • WILLIAM PALMER II
Dan Leung, Board Secretary

To: San Francisco Sheriff Paul Miyamoto
and
San Francisco Board of Supervisors
From: Julie D. Soo, President, Sheriff's Department Oversight Board
Re: Calendar Year 2024 Annual Report
Date: March 17, 2025

Calendar Year 2024 Annual Report

This past year was an industrious year for the Sheriff's Department Oversight Board (SDOB). Our inaugural Inspector General, Mr. Terry Wiley, officially took his post in January, though he began preliminary work after his swearing-in ceremony in December. Mayor Willie L. Brown did the honors to a full house on the fourth floor of City Hall that included an overflow room.

In January, we again launched a timeline for the year with ambitious goals and benchmarks. With an Inspector General (IG) and increased input from the community, we worked with the Sheriff's Office to make improvements to minimize shutdowns at the jail sites that unduly affect jail visits and disrupt programming for those who were not the cause of or near the site of incidents that precipitated a shutdown.

During its inaugural year, the newly formed Office of the Inspector General (OIG)—with only an IG in place and no dedicated staff—achieved impressive strides by leveraging personnel and resources borrowed from the Department of Police Accountability (DPA). IG Wiley focused on creating a scalable functional infrastructure for the new department to operate effectively and grow. Key accomplishments included building a website, establishing a social media presence, and retrofitting existing office space within DPA. Replicating and customizing DPA's systems to the OIG's needs, the OIG was able to launch a new case management system, an online complaint system, and a complainant portal for minimal cost. OIG began transitioning to a cloud-based system for enhanced security and accessibility. While OIG has its systems on track to be a data-driven, modern operation, the Sheriff's Department, now known as the Sheriff's Office, must receive funds to replace its antiquated technology to provide better reporting and to address complaints handled by the Sheriff's Office.

Under a Letter of Agreement, the DPA has continued to handle certain categories of serious complaints. Notably, the DPA has earned praise from government reporting experts for its audits and consistently meeting statutory deadlines while overseeing investigations for both the Police Department and Sheriff's Office. The Board had expected that following a transition period and contingent on securing adequate resources, funding, and staff, the Inspector General and the Office of the Inspector General (OIG) would eventually assume all investigative responsibilities. However, funding beyond the IG position never materialized. Consequently, we lost an exemplary IG through resignation on January 10, 2025, as Mr. Wiley made the difficult decision to leave a job that he found rewarding to take a seat as judge on the Alameda County Superior Court bench.

Without adequate funding the City stands to be without an Inspector General for a protracted period of time. Moreover, the Board looks to the Mayor's Office and the Board of Supervisors to provide a minimal budget to the Office of the Inspector General so that the next IG can begin staffing and move toward having a fully independent OIG as mandated by the City's Charter. A budget freeze for all departments will particularly strain DPA, which has already provided extensive and essential administrative, operational, and investigative support to the IG and OIG.

The Board anticipates being able to begin a strategic review of Sheriff's Office policies and procedures and again urges the City to provide funds for necessary upgrades to the Sheriff's Office antiquated technology so that staff is less burdened by manual reporting and day-to-day scheduling. The Board must be able to use accurate data collection to look at risk management and to make policy recommendations on the use of force and custodial operations.

The Sheriff's Office Emergency Services Unit has deployed deputies in the field that include patrols as part of the special Tenderloin Task Force tackling the drug crisis on our streets with joint operations involving the San Francisco Police Department (SFPD), the California Highway Patrol (CHP), and the California National Guard. The Board continues to monitor the recruitment of sworn officers and working conditions. Staffing shortages mean longer hours for all personnel. Being in the field requires additional specialized training for deputies with greater safety precautions. More arrests have led to an increased jail population and the Sheriff's Office has been preparing additional space in its San Bruno facilities in anticipation.

The Board will be reviewing timeliness and availability of health care needs of those incarcerated and additional programs to assist with mental health, addiction recovery, and re-entry preparedness. San Francisco supports many services for those in custody and the Board will continue to look at ways to enhance programs toward successful re-entry. We will also be making specific recommendations to the Sheriff's Office based on the comprehensive work in the last year of IG Wiley and DPA.

I want to thank my colleagues on the Board for advancing our work and bringing individual areas of expertise and community viewpoints. Member Ovava Afuhaamango invested additional time to design the Annual Report Summary and Highlights with a pictorial history. Special thanks to our Legal Assistant / Acting Secretary Dan Leung who wore many hats during the year; the Department of Police Accountability for lending its expertise and resources; and, to the Sheriff and his staff for being open to oversight.

Sheriff's Department Oversight Board

Annual Report



2024

INTRODUCTION

BACKGROUND

The San Francisco Sheriff's Department Oversight Board was established by amendment to the San Francisco City Charter proposed by Supervisor Shamann Walton and passed by voters in the November 2020 General Election. Charter section 4.137, Sheriff's Department Oversight, established the Sheriff's Department Oversight Board (SDOB) and the Office of Inspector General (OIG).

MISSION

The mission of the San Francisco Sheriff's Department Oversight Board (SDOB) is to provide independent, impartial, and diligent oversight of the Sheriff's Department now known as the Sheriff's Office. SDOB is committed to fostering a transparent, accountable, and responsive Sheriff's Office through the Office of the Inspector General in community engagement and public reporting that includes and values all communities collectively served.

SDOB POWERS & DUTIES

According to Section 4.137, SDOB is authorized to:

- Appoint the Inspector General in the Sheriff's Department Office of Inspector General.
- Evaluate the work of OIG and review the Inspector General's individual work performance.
- Compile, evaluate, and recommend law enforcement custodial and patrol best practices.
- Conduct community outreach and receive community input regarding SFSD operations and jail conditions by holding public meetings and soliciting input from persons incarcerated in the City and County.
- Hold hearings, issue subpoenas to witnesses to appear and for the production of evidence, administer oaths, and take testimony.

OVERSIGHT BOARD



Julie D. Soo
Board President



Xochitl Carrion
Board Vice President



William Palmer II
Board Member



Jayson Wechter
Board Member



Dion-Jay Brookter
Board Member



Michael Nguyen
Board Member



Ovava Afuhaamango
Board Member

INSPECTOR GENERAL



Terry Wiley
Inspector General

*See Addendum for abridged biographies; full biographies included in detailed Annual Report

BOARD OVERVIEW

MEMBERS

SDOB consists of seven members, four appointed by the Board of Supervisors and three appointed by the Mayor. The appointments of the four Board of Supervisors appointees, Ovava Afuhaamango, Michael L. Nguyen, William Palmer, II and Jayson Wechter became effective January 13, 2022. The appointments of the three Mayoral appointees, Dion-Jay Brookter, Xochitl Carrion and Julie D. Soo became effective December 12, 2021.

Jayson Wechter submitted his resignation effective November 16, 2024, rendering seat #2 vacant pending reappointment by the Board of Supervisors.

Dan Leung serves as the Board's Secretary.



PUBLIC MONTHLY MEETING

Based on availability of a meeting room at City Hall equipped with SFGovTV cameras, the availability of SFGovTV staff to provide media services, and the scheduling availability of SDOB members, regular meetings are held at City Hall on the first Friday of each month from 2 PM – 5 PM. SDOB held ten regular in-person meetings at City Hall in 2024. Board Members voted to take an early summer recess in July and the August meeting was canceled due to lack of quorum. It held one budget meeting in February.

2024 IN REVIEW

A synopsis of progress and milestones reached over this year. See full detailed report following this summary.

JAN

DISCIPLINARY AND MEDIATION PROCESS

- Undersheriff Katherine Johnson presented on operations, budget, staffing, and how complaints are handled, from intake to investigations, review by the Undersheriff, and any corrective or disciplinary action.
- Alexandra Schulteis, Director of Mediation at the Department of Police Accountability (DPA), presented on the mediation process that DPA utilizes.
- Nicole Armstrong, Chief Operating Officer at DPA, presented the budget for FY 24-25.



FEB

SETTING BOARD PRIORITIES & GOALS

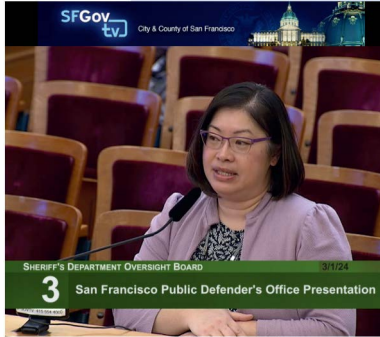
- Board welcomed newly-appointed Inspector General Terry Wiley with introduction to the public.
- Cedric Akbar and other members of the re-entry community appeared and spoke on the challenges of re-entry and necessary services and support before and after re-entry. The Latino Task Force and other members of the Latino community expressed the need for in-language services for incarcerated Spanish-speakers.
- SDOB discussed, reviewed, and approved SDOB 2023 reports for Q3 and Q4 and its Annual Report to the Sheriff and the Board of Supervisors.
- SDOB discussed 2024 Priorities, Tasks, Timelines, and Benchmarks and possible amendments to SF Charter section 4.137 that established oversight of the Sheriff's Office.



MAR

GAINING PERSPECTIVE

- IG Wiley gave a report on his activities and meetings since January onboarding. Much of his focus has been to advocate for funding to have an administrative assistant and ideally one or two investigators to phase in a fully staffed Office of Inspector General.
- Angela Chan, Assistant Chief Attorney from the San Francisco Public Defender's Office, presented an overview of the SF Public Defender's Office and the clients they serve, highlighting their experiences with jail conditions and client legal service visits.
- San Francisco Sheriff's Office (SFSO) Chief Deputy Lisette Adams presented on SFSO's Custody Division.
- SDOB members had a robust discussion on amending SF Charter section 4.137. After a lengthy discussion, a motion on specific language amendments failed to garner the requisite majority of the board to adopt an action item. (To be noted, a majority of SDOB members present voted for the specific language amendments.) Due to time-sensitive timeline, any further consideration of this item is on hold until further notice.



CRIMINAL VS. ADMINISTRATIVE INVESTIGATION

- IG Wiley gave a Q1 report even with the lack of budget to allow for appropriate OIG staffing.
- Member Michael Nguyen, a San Francisco Sheriff's Office (SFSO) Deputy, gave an overview of his training for and completion of Field Training Officer (FTO) certification. SFSO recruiting, career advancement, and staff retention is part of SDOB's oversight.
- SFSO Captain Jamala Sanford presented on recruitment, the academy process, ongoing training, and the junior deputy program. Chief John Ramirez presented on peer support, working conditions, deputy safety, and resources for the physical and mental well-being of SFSO employees.
- Department of Police Accountability's (DPA) Chief Attorney Marshall Khine presented on administrative and criminal investigations and the safeguards needed to ensure that compelled statements and other evidence in an administrative investigation do not compromise a criminal investigation.

APR



AUDITING AND AMENDING

MAY



- DPA Chief Attorney Marshall Khine answered Board member questions from the presentation given at the April meeting and presented 2024 Q1 DPA investigations of SFSO.
- Steve Flaherty, Director of Audits for the Department of Police Accountability, presented on the audit process.
- The Board reviewed, discussed, and approved the SDOB 2024 Q1 Report due to the Sheriff and the Board of Supervisors.
- The Board also reviewed and approved an amendment to the SDOB Rules of Order, in particular amending Rule 1.14 and creating Rule 1.14(a) and 1.14(b) pertaining to meeting agendas and coordinating Board member requests for information.

STATUS UPDATE

JUN

- IG Wiley gave a monthly report on the status of the Office of the Inspector General budget, staffing, and the jail lockdowns.
- Patrick Leung, Chief Financial Officer from the San Francisco Sheriff's Office, presented on SFSO budget and priorities. Long-delayed investment in Information Technology continues to hinder any kind of automated reporting by SFSO and exacerbates the current SFSO staffing shortage.



JUL

SUMMER RECESS

Members voted ahead to cancel July meeting due to travel schedules that would result in lack of quorum.

AUG

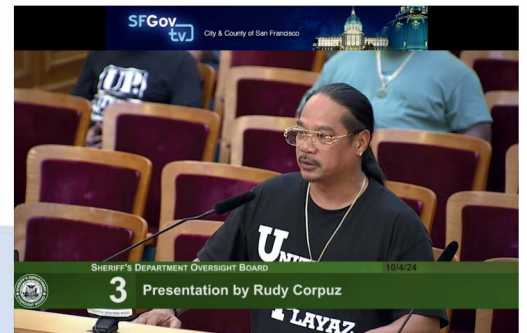
RECESS CONTINUED

Monthly meeting cancelled due to lack of quorum.

SEP

BOARD ELECTION

- Priscilla Portillo and Maria Reynoso from the San Francisco District Attorney's Office gave an overview of victim services, including victim rights when serving victims of crime in San Francisco.
- IG Wiley gave a monthly report on Q2-Q3 activities that included holding a first Town Hall; preparing and presenting the FY 2024-2025 budget to the Board of Supervisors; visiting SFSO jail facilities and reporting on jail conditions and challenges to visitation; and, participating in community events (e.g., National Night Out).
- As part of the annual Board process, the Board re-elected Julie D. Soo to be President for 2024-2025 and elected Dion-Jay "DJ" Brookter as Vice President for 2024-2025.
- Marshall Khine, Chief Attorney for the Department of Police Accountability, presented on Sheriff's Office investigations for Q2.



OCT

COMMUNITY INPUT

- Rudy Corpuz, the founder and executive director of United Playaz, shared his experiences and the establishment of United Playaz as well as its impact on the community. He brought along members of United Playaz who shared the impact Rudy, and the organization had on their lives.
- Inspector General Terry Wiley gave a monthly report from the Office of the Inspector General including attending community events, jail visits, and community engagement.
- The Board reviewed, discussed, voted, and approved the Sheriff's Department Oversight Board's 2024 Q2 & Q3 reports due to the Sheriff and the Board of Supervisors. pursuant to SF Charter 4.137(b)(5).

BACK TO BUSINESS

NOV

- Amarik Singh, Inspector General of Independent Prison Oversight over the California Department of Corrections and Rehabilitation, presented on the primary functions of her office, shared best practices for the role of the inspector general, offered insights on elements of oversight, and discussed the assessment of performance benchmarks for the board.
- IG Wiley gave a monthly report that included visiting the women's facilities at County Jail #2, meeting with the Jail Visiting Committee and the Jail Justice Coalition, and attending the annual conference of NACOLE.
- Marshall Khine, chief attorney at the Department of Police Accountability (DPA), gave a report on sheriff's investigations conducted by DPA for the third quarter of 2024.
- The Board also received notice after the news outlets reported that Member Jayson Wechter resigned from the SDOB.



FAREWELL TERRY WILEY

DEC

- Assemblymember Reginald Byron Jones-Sawyer, Sr., recently finishing a 12-year term representing the 57th California Assembly District, discussed his efforts as an assemblymember, as well as his individual contributions toward criminal justice reform and potential state funding for civilian oversight of law enforcement.
- IG Wiley gave a monthly report that included the conference of Association of Inspector Generals, a visit to County Jail #3, and collaborative efforts with the Jail Justice Coalition. Regrettably, IG Wiley announced his official resignation -- effective January 10, 2025. In his resignation letter to the Board, he outlined in detail the reasons for his resignation, most notably that OIG continued to be unfunded and City's grim budget was not encouraging. IG Wiley made great strides in establishing relationships with both the Sheriff's Office and those affected by incarceration and created an environment of concern with care and timeliness.

LOOKING AHEAD

SDOB is focused on the following key priorities for 2025 & beyond

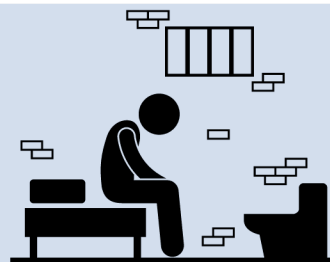


Inspector General + OIG Staff

- Nationwide search for Inspector General
- Advocate for mandated budget allocation to build up Office of Inspector General and appropriate resources

Supporting Incarcerated Clients

- Review timelines and advocacy of imperative health care needs as well as additional support in re-entry readiness and mental health.



Increase SFSO Efficiency with Technology

- Strategic review of SFSO's policies and procedures
- Advocate for necessary upgrades to SFSO's antiquated technology

Successive Planning

- Build upon comprehensive work and recommendations laid out by Inspector General Terry Wiley and the Department of Police Accountability



Minutes may be found on the SDOB's website at:

<https://www.sf.gov/departments/sheriffs-department-oversight-board>

Live video recordings may be found at San Francisco Government TV:

<https://www.sf.gov/departments/san-francisco-government-tv>

Past meeting video recordings can be found at:

https://sanfrancisco.granicus.com/ViewPublisher.php?view_id=223

Special thanks to those who contributed their time and expertise with us in 2024

Former SDOB Inspector General Terry Wiley

Department of Police Accountability -- with special thanks to Marshall Khine (Assistant Chief Attorney), Steve Flaherty (Director of Audits), Allie Schultheis (Director of Mediation), Nicole Armstrong (Chief Financial and Operations Officer), and Director Paul Henderson

San Francisco Sheriff's Office -- with special thanks to Richard Jue (Chief of Staff), Patrick Leung (Chief Financial Officer), Captain Jamala Sanford, Chief Deputy Lissette Adams, Undersheriff Katherine Johnson, and Sheriff Paul Miyamoto

San Francisco Public Defender's Office -- with special thanks to Angela Chan (Assistant Chief Attorney)

United Playaz -- with special thanks to Executive Director Rudy Corpuz

Supervisor Shamann Walton and Staff

Dan Leung, SDOB Board Secretary

CONTACT

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SDOB@SFGOV.ORG

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SHERIFF'S DEPARTMENT OVERSIGHT BOARD
4 Presentation from the Re-Entry Community

SHERIFF'S DEPARTMENT OVERSIGHT BOARD
5 Department of Police Accountability (DPA) Presentation from Alexandra Schulthies, Director of Mediation - DPA

SHERIFF'S DEPARTMENT OVERSIGHT BOARD
4 San Francisco Sheriff's Office SFSO - Report FSO Undersheriff Katherine Johnson to give a report

DEPARTMENT OVERSIGHT BOARD
San Francisco Sheriff's Office Presentation

SHERIFF'S DEPARTMENT OVERSIGHT BOARD
4 Presentation from the Re-Entry Community

RSIGHT BOARD
ion by Rudy Corpuz

RSIGHT BOARD
ico Public Defender's Office Pres

ADDENDUM

Abridged biographies below. Full biographies included in detailed Annual Report

Ovava Etere'i Afuha'amango

Born and raised in San Francisco, Ovava is a Tongan and Samoan woman who currently works in Marketing for a large retailer. With a deep sense of community and personal experience with incarcerated family members, Ovava hopes to utilize her skillset in advocacy for in-custody clients.



Dion-Jay Brookter

Dion-Jay ("DJ") Brookter is the Chief Executive Officer (CEO) at Young Community Developers Inc. (YCD). YCD is a 501(c) (3) non-profit community-based organization that provides workforce development, education, and housing services to San Francisco's underserved District 10 community residents. In 2023, YCD served over 2,000 customers and secured placement for more than 500 program participants across several industry sectors. Mr. Brookter holds a B.S. in Speech Communication (Utah State Univ.) and an MBA from the Univ. of Phoenix.



Xochitl Carrion

A long-time champion for justice, Xochitl Carrion is a board member and previous two-year Vice President of the SDOB. She has over 16 years of experience in three areas of law: civil, criminal and corporate. Within these areas, Xochitl Carrion has extensive litigation and trial experience and a proven track record of success in the courtroom with approximately 30 jury trials and hundreds of bench trials and hearings. In late 2023, she opened her own law firm, Law Office of Xóchitl Carrión, with the practice areas of civil litigation, state and local government relations and community outreach, economic development and legal support for businesses with an emphasis on Minority-Owned Businesses, and real estate transactions.



Michael Nguyen

Michael works in public safety for the San Francisco Sheriff's Department. As a child of Vietnam War refugees, Michael grew up in San Francisco and lived in the Tenderloin for many years, eventually moving to the Richmond District. At an early age, Michael helped his parents with their family restaurant to pay the bills but was unfortunately exposed to crime early on. Eventually, Michael returned to school and graduated from Treasure Island Job Corps in San Francisco and earned a High School Diploma. Today, during his spare time, Michael is a volunteer firefighter for the California State Guard.



ADDENDUM

Abridged biographies below. Full biographies included in detailed Annual Report

William “Tariq” Palmer II

William brings the most valuable experience to the SDOB with first-hand incarceration experience. After serving 31 years in California State Prison-Solano, William was released in 2019 by the California Supreme Court ruling that deemed his past indictment as “constitutional excessive punishment”. Upon release, he immediately assumed the position as a leader by advocating for social reforms, and mentoring youth both in the community and college students at the University of San Francisco as part of the PACE program. William was appointed to the San Francisco Reentry Council on the Sentencing Commission. In 2021, he created a system-impacted organization, Life After Next, as a flagship of re-entry into larger Bay Area. William has also created an investment company, Studio 3³, to empower start-ups with micro-lending seed money and purchase property for re-entry transitional housing. He is also a member of HipHopForChange.org, The Adachi Project, and United Playaz.



Julie D. Soo

Julie D. Soo is a senior staff counsel with the California Department of Insurance and is charged with prosecuting enforcement cases among her regulatory duties. In 2017, she prevailed in a \$12 million settlement against a surplus line insurer, one of the largest of its kind for the Department. She volunteers for a variety of community causes, including addressing hate crimes, civil rights education, campaign work, and community health advocacy. Julie served on the San Francisco Commission on the Status of Women (SFCOSW) from 2009 to 2021 and is a past president. She is active with the California Democratic Party and served as a delegate from 2001 to 2023, including on its Executive Board as a co-chair and lead co-chair of the Platform Committee for eight terms and as chair of the Asian Pacific Islander Caucus for two terms. Julie also served nine years on the Board of Trustees for Saint Francis Memorial Hospital. She has also served and advised the National Asian Pacific American Bar Association’s Civil Rights Committee. A fourth-generation San Franciscan, she is a Lowell High School alumna and holds an A.B. with a double major in Pure Mathematics and Statistics from U.C. Berkeley, an M.A. in Applied Mathematics from U.C. San Diego, and a J.D. from Golden Gate University School of Law.

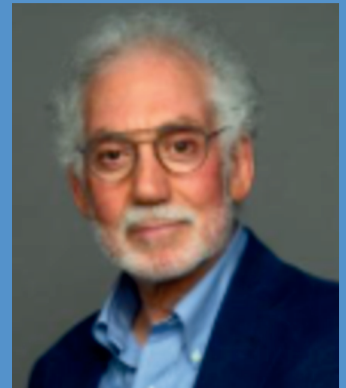


ADDENDUM

Abridged biographies below. Full biographies included in detailed Annual Report

JAYSON WECHTER

Jayson has over 40 years of investigative experience in the public and private sector and a long history as a civilian oversight practitioner and advocate. In 1982, he worked on the community-based campaign to create San Francisco's Office of Citizen Complaints (OCC), now known as the Department of Police Accountability. He began working at the OCC on its first day of operation in 1983 as a supervising investigator. Mr. Wechter has been an active member of the National Association for Civilian Oversight of Law Enforcement (NACOLE) since 2003. He served on NACOLE's Board of Directors for seven years and has chaired or served on its Professional Standards, Strategic Planning, Training, Education & Standards and Conference committees. He wrote NACOLE's Qualification Standards for Oversight Investigators and Supervising Investigators and drafted much of its Recommended Training for Board and Commission Members. Jayson earned the Certified Practitioner of Oversight designation from NACOLE. He is also a Certified Legal Investigator, Certified Criminal Defense Investigator, and Certified Force Science Analyst.



TERRY WILEY

Mr. Wiley stands as a beacon for justice, irrespective of the individual involved. His dedication extends to ensuring a justice system that treats everyone with dignity and respect, particularly advocating for historically disenfranchised communities—people of color, the LGBTQ community, and women. Mr. Wiley's legacy is one of commitment, empathy, and tireless efforts towards a more just and equitable society. With over 33 years of his distinguished career in the Alameda County District Attorney's Office, Mr. Wiley has become a highly skilled attorney and a stalwart advocate for criminal justice reform. Mr. Wiley is renowned for his unwavering commitment to justice, exemplified in his role in the case against Oakland police officers known as "the Riders."

Mr. Wiley has played a pivotal role in creating alternatives to incarceration programs and collaborative courts, providing individuals charged with crimes the opportunity for personal growth and education, aiming to move beyond the criminal justice system. His contributions extend to the greater legal community, where he served as a member of the American Bar Association's Criminal Standards Committee and the State Bar of California Board of Trustees. Additionally, he held the position of Vice-President of the National Bar Association.

Active in community engagement, Mr. Wiley frequently speaks at events addressing criminal justice system reform. His dedication to the advancement of young people is evident through his history of mentoring numerous young lawyers. Recognized as a dedicated public servant, Mr. Wiley has received numerous awards for his civic and professional engagement.



**CITY AND COUNTY OF SAN FRANCISCO
SHERIFF'S DEPARTMENT OVERSIGHT BOARD**

**c/o OFFICE OF THE INSPECTOR GENERAL
ONE SOUTH VAN NESS AVE, 8TH FLOOR
SAN FRANCISCO, CA 94103
PHONE (415) 241-7711 EMAIL SFOIG@SFGOV.ORG**

JULIE D. SOO, PRESIDENT • DION-JAY BROOKTER, VICE PRESIDENT
OVAVA AFUHAAMANGO • XÓCHITL CARRIÓN • MICHAEL L. NGUYEN • WILLIAM PALMER II

Dan Leung, Board Secretary

To: San Francisco Sheriff
and
San Francisco Board of Supervisors
From: Sheriff's Department Oversight Board
Re: CY 2024 Annual Report
Date: March 7, 2025 – Approved by the Board

Summary

The San Francisco Sheriff's Department Oversight Board was established by amendment to the San Francisco City Charter, proposed by Supervisor Shamann Walton and passed by voters in the November 2020 General Election. Charter section 4.137, Sheriff's Department Oversight, established the Sheriff's Department Oversight Board (SDOB) and the Office of Inspector General (OIG).

Section 4.137 gives SDOB authority to:

- Appoint the Inspector General in the Sheriff's Department Office of Inspector General.
- Evaluate the work of OIG and review the Inspector General's individual work performance.
- Compile, evaluate, and recommend law enforcement custodial and patrol best practices.
- Conduct community outreach and receive community input regarding SFSD operations and jail conditions by holding public meetings and soliciting input from persons incarcerated in the City and County.
- Hold hearings, issue subpoenas to witnesses to appear and for the production of evidence, administer oaths, and take testimony.

Members:

SDOB consists of seven members, four appointed by the Board of Supervisors and three appointed by the Mayor. The appointments of the four Board of Supervisors appointees, Ovava Afuhamango, Michael L. Nguyen, William Palmer, II, and Jayson Wechter, became effective January 13, 2022. The appointments of the three Mayoral appointees, Dion-Jay Brooker, Xochitl Carrion, and Julie D. Soo, became effective December 12, 2021.

Jayson Wechter submitted his resignation effective November 16, 2024, rendering seat #2 vacant pending reappointment by the Board of Supervisors.

Dan Leung serves as the SDOB Board Secretary.

Summary of monthly commission board meetings:***January***

Undersheriff Katherine Johnson gave a presentation on operations, budget, staffing, and how complaints are handled, from intake to investigations, review by the Undersheriff, and any corrective or disciplinary action.

Alexandra Schulteis, Director of Mediation at the Department of Police Accountability (DPA), presented on the mediation process that DPA utilizes.

Nicole Armstrong, Chief Operating Officer at DPA, presented the budget for FY24 and FY25.

February

At the February meeting, SDOB welcomed Inspector General Terry Wiley who appeared and introduced himself to SDOB members and the public.

Cedric Akbar and other members of the re-entry community appeared and spoke on the challenges of re-entry and necessary services and support before and after re-entry. The Latino Task Force and other members of the Latino community expressed the need for in-language services for incarcerated Spanish-speakers.

SDOB discussed, reviewed, and approved SDOB 2023 reports for Q3 and Q4 and its Annual Report to the Sheriff and the Board of Supervisors.

SDOB discussed 2024 Priorities, Tasks, Timelines, and Benchmarks and possible amendments to SF Charter section 4.137 that established oversight of the Sheriff's Office.

March

Inspector General Wiley gave a report on his activities and meetings since he onboarded in January. Much of his focus has been to advocate for funding to have an administrative assistant and ideally one or two investigators to phase in a fully staffed Office of Inspector General.

Angela Chan, Assistant Chief Attorney from the San Francisco Public Defender's Office, presented an overview of the SF Public Defender's Office and the clients they serve, highlighting their experiences with jail conditions and client legal service visits.

San Francisco Sheriff's Office (SFSO) Chief Deputy Lisette Adams presented on SFSO's Custody Division.

SDOB members had a robust discussion on amending SF Charter section 4.137. After a lengthy discussion, a motion on specific language amendments failed to garner the requisite majority of the seven (7) seats comprising the full board to adopt an action item. (To be noted, a majority of SDOB members present voted for the specific language amendments.)

Any further consideration of this item is on hold. The proposed action was time-sensitive for placement on the November 2024 ballot and possible timelines for a legislative sponsor would likely expire.

April

Inspector General Terry Wiley gave a report on Q1 reflecting his work as an individual. The Office of the Inspector General (OIG) currently has not been issued a budget that allows for OIG staffing.

Member Michael Nguyen, a San Francisco Sheriff's Office (SFSO) Deputy, gave an overview of his training for and completion of Field Training Officer (FTO) certification. SFSO recruiting, career advancement, and staff retention is part of SDOB's oversight.

SFSO Captain Jamala Sanford presented on recruitment, the academy process, ongoing training, and the junior deputy program. Chief John Ramirez presented on peer support, working conditions, deputy safety, and resources for the physical and mental well-being of SFSO employees.

Department of Police Accountability's (DPA) Chief Attorney Marshall Khine presented on the importance of keeping separate administrative and criminal investigations and the safeguards to ensure that compelled statements and other evidence in an administrative investigation do not compromise a criminal investigation.

May

DPA Chief Attorney Marshall Khine answered Board member questions from the presentation given at the April meeting and presented 2024 Q1 DPA investigations of SFSO.

Steve Flaherty, Director of Audits for the Department of Police Accountability, presented on the audit process.

The Board reviewed, discussed, and approved the SDOB 2024 Q1 Report due to the Sheriff and the Board of Supervisors.

The Board also reviewed, discussed, and approved an amendment to the SDOB Rules of Order, in particular amending Rule 1.14 and creating Rule 1.14(a) and 1.14(b) pertaining to meeting agendas and coordinating Board member requests for information.

June

Inspector General Terry Wiley gave a monthly report on the status of the Office of the Inspector General budget, staffing, and the jail lockdowns.

Patrick Leung, Chief Financial Officer from the San Francisco Sheriff's Office, presented on SFSO budget and priorities. Long-delayed investment in Information Technology continues to hinder any kind of automated reporting by SFSO and exacerbates the current SFSO staffing shortage.

July

Members voted to cancel and not reschedule the July meeting due to travel schedules that would result in lack of quorum.

August

Our August meeting was cancelled due to lack of quorum.

September

Priscilla Portillo and Maria Reynoso from the San Francisco District Attorney's Office gave an overview of victim services, including victim rights when serving victims of crime in San Francisco.

Inspector General Terry Wiley gave a monthly report on the monthly activities that included Q2. Inspector General Wiley summarized holding a first Town Hall; preparing and presenting the FY 2024-2025 budget to the Board of Supervisors; visiting SFSO jail facilities and noting jail conditions, lockdowns, and challenges to visitation; and participating in community events, including National Night Out.

We took nominations and re-elected Julie D. Soo to be President for 2024-2025 and elected Dion-Jay "DJ" Brookter as Vice President for 2024-2025.

Marshall Khine, Chief Attorney for the Department of Police Accountability, presented on Sheriff's Office investigations for Q2.

October

Rudy Corpuz, the founder and executive director of United Playaz, shared his experiences and the establishment of United Playaz, as well as its impact on the community. He brought along members of United Playaz who shared the impact Rudy, and the organization had on their lives.

Inspector General Terry Wiley gave a monthly report from the Office of the Inspector General including attending community events, jail visits, and community engagement.

The Board reviewed, discussed, voted, and approved the Sheriff's Department Oversight Board's 2024 Q2 & Q3 reports due to the Sheriff and the Board of Supervisors. pursuant to SF Charter 4.137(b)(5).

November

Amarik Singh, Inspector General of Independent Prison Oversight over the California Department of Corrections and Rehabilitation, presented on the primary functions of her office, shared best practices for the role of the inspector general, offered insights on elements of oversight, and discussed the assessment of performance benchmarks for the board.

Inspector General Wiley gave a monthly report from the Office of the Inspector General including visiting the women's facilities at County Jail #2, meeting with the Jail Visiting Committee and the Jail Justice Coalition and attending the annual conference of NACOLE.

Marshall Khine, Chief attorney at the Department of Police Accountability (DPA), gave a report on sheriff's investigations conducted by DPA for the third quarter of 2024.

The Board also received notice after the news outlets reported that Member Jayson Wechter resigned from the SDOB.

December

Assemblymember Reginald Byron Jones-Sawyer, Sr., recently finishing a 12-year term representing the 57th California Assembly District, discussed his efforts as an assemblymember, as well as his individual contributions, to criminal justice reform and potential state funding for civilian oversight of law enforcement.

Inspector General Wiley gave a monthly report from the Office of the Inspector General, including the conference of Association of Inspector Generals, a visit to County Jail #3, and collaborative efforts with the Jail Justice Coalition. Regrettably, Inspector General Wiley also announced to the public that he would be resigning effective January 10, 2025, as Inspector General and outlined in detail the reasons in his resignation letter to the Board, most notably that OIG continued to be unfunded, and the City's budget was not encouraging. Inspector General Wiley made great strides in establishing relationships with both the Sheriff's Office and those affected by incarceration. He created an environment to facilitate resolving issues of concern with care and timeliness.

Looking ahead:

Moving ahead to a new year SDOB will need to again begin a nationwide search for an Inspector General. The actual task will be less arduous because SDOB had already established a job description and particular qualifications in its search for the inaugural Inspector General. However, without adequate funding the City stands to be without an Inspector General for a protracted period of time.

SDOB also anticipates being able to begin strategic review of SFSO's policies and procedures and pushing to have necessary upgrades to SFSO's antiquated technology so that staff is less burdened by manual reporting and day-to-day scheduling.

SDOB will be reviewing timeliness and availability of health care needs of those incarcerated and additional programs to assist with mental health and re-entry preparedness.

SDOB will also be making specific recommendations to the Sheriff's Office based on the comprehensive work in the last year of Inspector General Terry Wiley and the Department of Police Accountability.

Board Member Biographies:**Dion Jay Brookter**

Dion-Jay ("DJ") Brookter is the Chief Executive Officer (CEO) at Young Community Developers Inc. (YCD). YCD is a 501(c) (3) non-profit community-based organization that provides workforce development, education, and housing services to San Francisco's underserved District 10 community residents. In 2023, YCD served over 2,000 customers and secured placement for more than 500 program participants across several industry sectors. Mr. Brookter holds a B.S. in Speech Communication (Utah State Univ.) and an MBA from the Univ. of Phoenix.

Xóchitl Carrión

Xochitl Carrion is a board member and previous two-year Vice President of the SDOB. She has significant experience over 16 years in three different areas of law - civil, criminal and corporate. Within these areas, Xochitl Carrion has extensive litigation and trial experience and a proven track record of success in the courtroom with approximately 30 jury trials and hundreds of bench trials and hearings. In late 2023, she opened her own law firm, Law Office of Xóchitl Carrión, with the practice areas of civil litigation, state and local government relations and community outreach, economic development and legal support for businesses with an emphasis on Minority-Owned Businesses, and real estate transactions.

Prior to opening her own law firm, Ms. Carrion was a Lead Attorney for ALTO where she developed legal solutions for corporate clients' crime and public safety concerns. She proactively expanded and strengthened law enforcement, prosecution and community relationships and partnerships to address retail crimes efficiently and effectively. Prior to joining ALTO, Ms. Carrion served as an Assistant District Attorney in the San Francisco District Attorney's office, where she investigated and prosecuted misdemeanors, juvenile crimes, domestic violence, police and sheriff misconduct/shootings, hate crimes, and violent and serious felonies, including retail thefts. She also has significant civil attorney experience. Specifically, for 7+ years at Goldfarb & Lipman, LLP, Ms. Carrion represented affordable housing developers and funders, government agencies, non-profit and community-based organizations, and private real estate clients in transactional and litigation matters.

Ms. Carrion is a long-time champion for justice. She has served in 30+ leadership positions in civic and community-based organizations/entities, non-profits, and foundations. For example, she currently serves as the Chair of the California Law Revision Commission (CLRC), to which she was appointed by Gov. Gavin Newsom in 2022, and was first appointed to CLRC by Gov. Edmund G. Brown Jr. in 2011. During her first term, she was elected as chair in 2012-2013, and as vice-chair in 2011-2012. Currently, Ms. Carrion is also a board member and previous two-year President of the California La Raza Lawyers Association.

Ms. Carrion is committed to empowering herself and others with knowledge. She is a graduate from UC College of the Law with a CALI Award for Excellence in State and Local Government Law and UCLA with a double major of Chicana/o Studies/Women's Studies (highest honors) with a minor in LGBT Studies and specialization in Labor and the Workplace. Furthermore, Ms. Carrion has provided hundreds of training courses and presentations throughout her educational and professional career, and is eager to further train fellow attorneys, government officials/staff, corporate clients, and diverse communities.

Ms. Carrion resides in the Tenderloin/Lower Polk, a vibrant diverse community, and cherishes her VERY queer households (yes, multiple) as a single mom by choice with her wife, son's father, two children, two senior dogs and numerous chosen family members.

Michael Nguyen

Michael Nguyen is an accomplished public safety professional with over eight years of experience in law enforcement. Currently serving as a Deputy with the San Francisco Sheriff's Office, he has dedicated his career to ensuring public safety and supporting his community through various assignments and specialized roles. Michael briefly worked with Gavin de Becker and Associates in 2013, where he enhanced his skills in protection services. He served as a Public Safety Officer at the University of the Pacific Sacramento Campus from 2015 to 2016, contributing to campus safety and upholding public safety protocols. Since 2016, Michael has been with the San Francisco Sheriff's Office, taking on responsibilities in Patrol, County Jail #2 and #3, with concurrent roles in the Emergency Services Unit (ESU), Community Engagement Team, and as a member of the Sheriff's Oversight Board. Additionally, he is the former Treasurer for the Deputy Sheriffs' Association, where he managed over \$3 million in assets.

Michael is currently an ESU Team Member, providing specialized support in natural disasters, crowd control, high-risk transport, and operations. He has been serving as a Sheriff's Oversight Board Member (Seat #4) since 2018, contributing to policy and procedural oversight. His educational background includes associate's degrees in social behavioral sciences from Skyline College and Administration of Justice from Contra Costa College. His extensive training includes POST Basic and Intermediate Certificates, Basic and Advanced Firearms Training, Defensive Tactics, Baton/Impact Weapons, Driver Awareness updates, and handling of Chemical Agents and Electronic Weapons. Additionally, he completed the Essential Skills Protection Academy at Gavin de Becker and Associates and received Chaplain Certification with critical incident stress debriefing training. Michael successfully passed his Field Training Officer (FTO) program, completing 664 hours of evaluation. He is skilled in courtroom testimony, bias-based policing, and collaborative community engagement. With a robust background in protective services, behavioral threat assessment, and strategic communication, Michael remains committed to public safety and is open to new opportunities.

William Palmer

In March of 2019, William "Tariq" Palmer was released from CSP-Solano after serving 31 years and 22 days from the age of 17 to 48 years old. The California Supreme Court ruled that 23 years of his confinement was constitutional excessive punishment. Instead of being mad at the world, William came out with an ethic of Love that emboldened him to live a life of purpose. He immediately assumed the position as a leader by advocating for social reforms, prison and parole transformational justice and mentoring youth both in the community. He filled his dream of going to college by attending the PACE program at the University of San Francisco.

Requests began to pour in for William to share his story of becoming a self-advocate for his freedom. His landmark case, still being used by attorneys, opened the door for 1,200 youth offenders (The American parole system is an endless trap — and a moral outrage - The Washington Post). With major journals, law enforcement, and teen groups, William's unique style of tough love inspires all who listen to his journey of resilience. Dealing with his own challenges with reentry, his housing at GEO was like jail: and his parole officer arrested him for the appearance of violating his myriad of conditions, feeling that he "cheated his way out."

William Palmer was appointed to the San Francisco Reentry Council on the Sentencing Commission. He decided in 2021 that it was time to bring to life his system-impacted organization, Life After Next, to create the flagship of reentry in San Francisco and the Bay Area. William has added to his portfolio a consulting company, Studio 3³ to empower incarcerated people into positions of influence, DEI for private and government agencies, invest in start-ups with micro-lending seed money and has aims to purchase property to provide holistic reentry transitional housing.

You can find him on KPOO San Francisco 89.5FM as Soul Brotha 9 the host of Café Revolution radio show and podcast highlighting everyday heroes. He's an aspiring filmmaker and member of The Adachi Project. As a long time member of United Playaz he saves the hood by saving one thousand youths at a time. The Marin Shakespeare's Returning Citizen Theater Troupe gave him

his first shot as writer, director and producer of plays that you can find on their website. As a member of the Harvey Milk Club and future board member, William shares his insight to make all communities safer. William considers himself an Artist, using his artistic talent to be an activist for human rights.

After completing the Freedman Policy/Communication Fellowship, he was hired by the Thea Selby CA Assembly campaign. He's the Editor of the East County North Star newspaper. He credits living in San Francisco and being appointed to the Reentry Council's Sentencing Commission and Sheriff Department Oversight Board for providing the opportunity to exercise his civic duties. He's latest endeavor is to support the new mayor in creating the Office of Reentry inside City Hall and to become its inaugural director. He hopes to manage the funding for re-entry and preserve the integrity of agencies and organizations in charge of caring for the reentry population.

Julie D. Soo

Julie D. Soo is a senior staff counsel with the California Department of Insurance and is charged with prosecuting enforcement cases among her regulatory duties. In 2017, she prevailed in a \$12 million settlement against a surplus line insurer, one of the largest of its kind for the Department. She volunteers for a variety of community causes, including addressing hate crimes, civil rights education, campaign work, and community health advocacy. Julie served on the San Francisco Commission on the Status of Women (SFCOSW) from 2009 to 2021 and is a past president. She is active with the California Democratic Party and served as a delegate from 2001 to 2023, including on its Executive Board as a co-chair and lead co-chair of the Platform Committee for eight terms and as chair of the Asian Pacific Islander Caucus for two terms. Julie also served nine years on the Board of Trustees for Saint Francis Memorial Hospital. She has also served and advised the National Asian Pacific American Bar Association's Civil Rights Committee. A fourth-generation San Franciscan, she is a Lowell High School alumna and holds an A.B. with a double major in Pure Mathematics and Statistics from U.C. Berkeley, an M.A. in Applied Mathematics from U.C. San Diego, and a J.D. from Golden Gate University School of Law.

Prior to law, Julie engaged in pension actuarial science, insurance underwriting, and was a medical economist. Julie is well-known for her past work as a journalist with *AsianWeek*, a pan-Asian national weekly based in San Francisco, where she covered breaking stories, provided legal and political commentary, and wrote about Asian American history and notable figures. She appeared on New California Media, a public television news roundtable for California's ethnic news community and served as a guest host for Voice of the Neighborhood, a political radio talk show targeted to the Bay Area Cantonese-speaking community. She was selected as a 2006 California Endowment Health Journalism fellow based on her story about a Chinatown shooting where six youths were wounded and her discovery that San Francisco's leading trauma center lacked interpreters past late evening hours to help non-English proficient patients and families. The story caught the attention of the Mayor, Chief of Police, and hospital administrators and led to policy changes. Julie has also served as a legislative aide and advisor to members of the San Francisco Board of Supervisors.

Julie has received awards for her community work: Women Making History Award (2004), Democratic Women's Forum of San Francisco; Vagina Warrior Award (2012), Filipina Women's Network; Outstanding Giving Back Award (2013), Asian Women's Resource Center; Best Community Leader Award (2015), Korean American Journalists Association; Inspiring Leadership Award (2018), San Francisco Collaborative Against Human Trafficking (SFCaHT); and, Woman Warrior Award (2019), Pacific Asian American Women Bay Area Coalition (PAAWBAC).

She believes in storytelling and shared experiences as a means of building unity and has been a producer and advisor on documentary films. Julie has conversational abilities in Cantonese and has studied Mandarin to further her community work.

PROPOSED AMENDMENTS TO CHARTER SECTION 4.137

Last Updated: February 20, 2024 JDS

DRAFT

SEC. 4.137. SHERIFF'S DEPARTMENT OVERSIGHT.

(a) **Establishment of Oversight Board.**

(1) The Sheriff's Department Oversight Board ("SDOB") is hereby established. established in November 2020 shall be renamed Board of Sheriff Oversight ("BSO") to distinguish BSO as a separate entity from the Sheriff's Department, now known as the Sheriff's Office. The SDOB BSO shall consist of seven members. The Board of Supervisors shall appoint four members (to Seats 1, 2, 3, and 4), and the Mayor shall appoint three members (to Seats 5, 6, and 7). Seat 4 shall be held by a person with experience in labor representation.

(2) Members shall serve four-year terms, beginning at noon on March 1, 2021; provided, however, the term of the initial appointees to Seats 1, 3, and 5 shall expired at noon on March 1, 2023, whereas the term of the initial appointees to Seats 2, 4, 6, and 7 shall expire at noon on March 1, 2025.

(3) No person may serve more than three successive terms as a member. No person having served three successive terms may serve as a member until at least four years after the expiration of the third successive term. Service for a part of a term that is more than half the period of the term shall count as a full term; further, this subsection (a)(3) makes no distinction between the two-year terms referenced in subsection (a)(2) and four-year terms.

(4) Members may be removed from office only for official misconduct under Article XV.

(5) All members shall complete ~~a~~ 20 hours of training and orientation orientation and training on custodial law enforcement, constitutional policing, and Sheriff's Department Office ("SFSDO") policies and procedures, within 90 180 days of assuming office for their first term. The Sheriff or the Sheriff's designee shall prescribe the content of and shall administer the training and orientation orientation and training regarding SFSDO patrol and custodial law enforcement, policies and procedures. SFSD The Inspector General and the Sheriff or the Sheriff's designee shall develop the ongoing training content based on guidelines recommended by the National Association of Civilian Oversight for Law Enforcement ("NACOLE") or successor association, the Bar Association of San Francisco or successor association, and/or the American Civil Liberties Union, and SFSD shall consult with the Department of Police Accountability, Public Defender, and the District Attorney in developing the training content.

(b) **SDOB BSO Powers and Duties.** The SDOB BSO shall:

(1) Appoint, and may remove, the Inspector General in the Sheriff's Department Office of the Inspector General ("OIG"), established in subsection (d).

(2) Evaluate the work of the OIG, and may review the Inspector General's individual work performance.

(3) Compile, evaluate, and recommend law enforcement custodial and patrol best practices.

(4) Conduct community outreach and receive community input regarding SFSDO operations and jail conditions, by holding public meetings and soliciting input from persons incarcerated in the City and County facilities.

(5) Prepare and submit a quarterly report to the Sheriff and Board of Supervisors regarding the SDOB BSO evaluations and outreach, and OIG reports submitted to SDOB BSO.

(6) By March 1 of each year, prepare and present to the Board of Supervisors or a committee designated by the President of the Board, an annual report that includes a summary of SDOB BSO evaluations and outreach, and OIG reports submitted to SDOB BSO, for the prior calendar year.

(c) In performing its duties, the SDOB BSO may hold hearings, issue subpoenas to witnesses to appear and for the production of evidence, administer oaths, and take testimony.

(d) **Establishment of Office of the Inspector General.** There is hereby established the Sheriff's Department Office of Inspector the General ("OIG"), which shall be a department under the SDOB BSO, and separate from the Sheriff's Department Office. The OIG shall be headed by the Inspector General, appointed by the SDOB BSO as set forth in subsection (b)(1). The Inspector General shall be exempt from civil service selection, appointment, and removal procedures.

(e) **OIG Powers and Duties.** The OIG shall:

(1) Receive, review, and investigate complaints against SFSDO employees and SFSDO contractors, between SFSO employees, or between SFSO employees and SFSO contractors; provided, however, that the OIG shall refer complaints alleging criminal misconduct to the District Attorney, and refer complaints alleging violations of ethics laws to the Ethics Commission.

(2) Investigate the death of any individual in the custody of the SFSDO. The OIG shall refer evidence of criminal misconduct regarding any death in custody to the District Attorney. Notwithstanding such a referral, the OIG may continue to investigate a death in custody unless OIG's investigation will interfere with a criminal investigation conducted by the District Attorney, or any law enforcement agency to which the District Attorney may refer the evidence of criminal misconduct.

(3) Recommend disciplinary action to the Sheriff where, following an investigation pursuant to subsection (e)(1) or (e)(2), the OIG determines that an employee's actions or omissions violated law or SFSDO policy; provide notice of and a copy of the recommendation, the reasons for the recommendation, and supporting records, to the extent permitted by State or federal law, to the employee; and, make available to the public any records and information regarding OIG's disciplinary recommendations to the extent permitted by State or federal law.

(4) Develop and recommend to the Sheriff an SFSDO use of force policy and a comprehensive internal review process for all use of force and critical incidents.

(5) Prepare and submit a quarterly report to the Sheriff and the SDOB BSO regarding OIG investigations that includes the number and type of complaints under subsection (e)(1) filed; trend analysis; the outcome of the complaints; any determination that the acts or omissions of an employee or contractor, in connection with the subject matter of a complaint under subsection (e)(1), or a death in custody under subsection (e)(2), violated law or SFSDO policy; the OIG's recommendations, if any, for discipline; the outcome of any discipline recommendations; and, the OIG's policy recommendations under subsection (e)(4).

(6) Monitor SFSDO operations, including the provision of services to incarcerated individuals, through audits and investigations, to ensure compliance with applicable laws and policies.

(7) Submit an audit report to the Sheriff and BSO and risk management recommendations no less than every other year beginning with a first report in 2026.

(f) In performing its duties, the OIG may hold hearings, issue subpoenas to witnesses to appear and for the production of evidence, administer oaths, and take testimony. The OIG also may request and the Sheriff shall require the testimony or attendance of any SFSO employee of the SFSO.

(g) **Cooperation and Assistance from City Departments.** In carrying out their duties, the SDOB BSO and OIG shall receive prompt and full cooperation and assistance from all City departments, officers, and employees, including the Sheriff and SFSDO and its employees, which shall, unless prohibited by State or federal law, promptly produce all records and information requested by the SDOB BSO or OIG, including but not limited to (1) personnel and disciplinary records of SFSDO employees, (2) SFSDO criminal investigative files, (3) health information pertaining to incarcerated individuals subject to federal Health Insurance Portability and Accountability Act (HIPAA) Privacy Rights and other applicable privacy laws; and, (4) all records

and databases to which the SFSDO has access, regardless of whether those records pertain to a particular complaint or incident. The Sheriff also shall, unless prohibited by State or federal law, allow the OIG unrestricted and unescorted access to all facilities, including the jails. The SDOB BSO and OIG shall maintain the confidentiality of any records and information it receives or accesses to the extent required by local, State, or federal law governing such records or information.

In carrying out their duties, the SDOB BSO and OIG shall cooperate and collaborate with organizations that contract with SFSD to provide legal services to incarcerated individuals.

(h) **Budget and Staffing.** Subject to the fiscal, budgetary, and civil service provisions of the Charter, the OIG staff shall include no fewer than one investigator for every 100 sworn SFSDO employees or for every 200 incarcerated individuals based on a three-year average, whichever is greater. No SDOB BSO or OIG staff, including the Inspector General, shall have been employed previously by a law enforcement agency the San Francisco Sheriff's Office or the San Francisco Police Department as a sworn law enforcement officer or by a San Francisco labor organization representing law enforcement employees.

(i) Nothing in this Section 4.137 shall prohibit, limit, or otherwise restrict the Sheriff or the Sheriff's designee from investigating the conduct of an employee or an SFSDO contractor of the SFSD, or taking disciplinary or corrective action permitted by City or State law.

(j) Nothing in this Section 4.137, including but not limited to subsections (f) and (g), is intended to or shall be interpreted to abrogate, interfere with, or obstruct the independent and constitutionally and statutorily designated duties of the Sheriff, including the Sheriff's duty to investigate citizens' complaints against SFSDO personnel and the duty to operate and manage the jails, the California Attorney General's constitutional and statutory responsibility to oversee the Sheriff, or other applicable State law. In carrying out their duties, the SDOB BSO and OIG shall cooperate and coordinate with the Sheriff so that the Sheriff, the SDOB BSO, and the OIG may properly discharge their respective responsibilities.

(Added by Proposition D, Approved 11/3/2020)

SEC. 4.138. [REPEALED.]

(Added by Proposition B, Approved 11/3/2020; repealed by Proposition B, Approved 11/8/2022)

Amended by _____, Approved ____ / ____ / ____.

**CITY AND COUNTY OF SAN FRANCISCO
SHERIFF'S DEPARTMENT OVERSIGHT BOARD**

**c/o Office of Sheriff's Inspector General
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JULIE D. SOO, PRESIDENT

OVAVA AFUHAAMANGO • SYDNEY E. ALLEN • XÓCHITL CARRIÓN • ESTELA N. ORTIZ • WILLIAM PALMER, II

DAN LEUNG, BOARD SECRETARY

To: Commission Streamlining Task Force
From: Dan Leung, Board Secretary, Sheriff's Department Oversight Board
Re: Letter to Commission Streamlining Task Force
Date: August 7, 2025

Dear Commission Streamlining Task Force,

As the Board Secretary, I am submitting a categorized record of speakers and presentations the San Francisco Sheriff's Department Oversight Board (SDOB) engaged in recent sessions.

The SDOB maintains a selective approach to scheduling presentations to:

1. Strengthen collaboration with partner agencies and experts in public safety, criminal justice, and oversight.
2. Keep both the Board and public well-informed on operational, policy, legal, and community matters affecting the Sheriff's Office.

Below is a condensed categorization of presentations for your reference.

Sheriff's Office Operations & Strategic Planning

- Staffing, in-custody statistics, and educational access – *Rich Jue*
- Programs at SFSO – *Rich Jue*
- Strategic plan, goals, budget submissions (FY 23–24 & FY 24–25), recruitment strategy, Narcan/Naloxone training – *Sheriff Paul Miyamoto*
- Investigations (2019–2022) – *Rich Jue*
- Technology and data availability – *Martin Okumo*
- Emergency Services Unit – *Kevin McConnell*
- Custody Division – *Lisette Adams*
- FTO Certification – *Michael Nguyen*

- Recruitment, academy process, ongoing training, junior deputy program – *Deputy Sanford*
 - Peer support, working conditions, deputy safety, and wellbeing – *Deputy Ramirez*
 - Budget and priorities – *Patrick Leung*
 - Policy management system (Lexipol) – *Kelly Collins*
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Inspector General Recruitment & Oversight Expertise

- Recruitment of IG – *Phil Eure, Richard Rosenthal, Shadayra Kilfoy-Flores*
 - Experience as former director – *Katherine Lee*
 - Process of becoming IG – *Michell Phillips*
 - LA Sheriff's Civilian Oversight Commission – *Danielle Butler Vappie*
 - Inspector General's Office overview – *Max Huntsman*
 - Oversight experience, structure, and practices – *Russell Bloom*
 - IG office functions, best practices, elements of oversight, and performance benchmarks – *Amarik Singh*
 - Legislative advocacy for civilian oversight and potential state funding – *Assemblymember Reginald Byron Jones-Sawyer, Jr.*
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Community Partners & Reentry Services

- Reentry services, personal story, and community needs – *Cedric Akbar*
 - Advocacy for formerly incarcerated individuals – *Maggie Rivera*
 - United Playaz program and community violence prevention – *Rudy Corpuz*
 - Reentry advocacy and founding of Us 4 Us – *Damien Posey*
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Legal Services & Public Health

- Food in the carceral system – *Shakirah Simley*
 - Prisoner Legal Services – *Nick Gregoratos, Melinda Benson, Asia Harrington*
 - SF Public Defender's Office overview, client experiences in custody – *Angela Chan*
 - Victim services and rights – *Priscilla Portilla, Maria Reynoso*
 - Jail healthcare services – *Dr. Lisa Pratt*
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This record reflects the breadth of perspectives and expertise presented to the Board, ensuring informed oversight and engagement with both internal operations and community concerns.

Please feel free to reach out if additional detail or supporting documentation is needed.

Respectfully,

Dan Leung
Board Secretary