

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

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WILLIAM PALMER II, PRESIDENT

OVAYA AFUHAAMANGO • SYDNEY E. ALLEN • XÓCHITL CARRIÓN • ESTELA ORTIZ • JULIE D. SOO

DAN LEUNG, BOARD SECRETARY

To: San Francisco Sheriff Paul Miyamoto
and San Francisco Board of Supervisors
From: President William Palmer, II on behalf of the Sheriff's Department Oversight Board
Re: 2025 Annual Report - *Draft*
Date:

Executive Summary

Pursuant to San Francisco Charter Section 4.137, the Sheriff's Department Oversight Board submits this 2025 Annual Report to evaluate work connected to the Office of Sheriff's Inspector General, summarize community outreach, and recommend best practices for custodial and patrol operations.

In 2025, the Board advanced oversight through public meetings, quarterly reports, jail-condition discussions, Inspector General recruitment, community presentations, and engagement with impacted families, formerly incarcerated leaders, advocates, and City partners.

The Board also pauses to offer heartfelt condolences for the lives lost and families impacted during the year, including law enforcement officers, public servants, community members, and all individuals affected by violence, incarceration, illness, and grief. We honor their memory with a renewed commitment to public safety, dignity, accountability, and healing.

A historic milestone occurred in September 2025 when William M. Palmer II was elected President of the Board, becoming the Board's first formerly incarcerated member to serve as President. This strengthened the Board's commitment to lived-experience leadership, public accountability, and community-centered oversight.

Board Transitions and Acknowledgments

The Board extends sincere gratitude and best wishes to members and partners who transitioned from service in 2025.

We thank Vice President Dion-Jay Brookter and Member Michael L. Nguyen for their service after their terms expired in March 2025. We also recognize Member Xóchitl Carrión, who announced her resignation in September 2025, and thank her for her commitment, leadership, and contributions to the Board's work.

The Board also honors the leadership of President Julie D. Soo, who served with dedication and care before the 2025 leadership transition. Her service helped strengthen the Board's foundation, and the Board extends its appreciation and best regards as she continues serving on the board.

We welcomed new members Estela Ortiz, Sydney E. Allen, Scott Dignan, and Diane Lozano, whose service added new insight, experience, and community connection to the Board.

2025 Key Achievements

1. Inspector General Recruitment

The Board made substantial progress toward hiring a permanent Sheriff's Inspector General. The Board reviewed recruitment procedures, budget considerations, and the role of the Department of Human Resources. In October, the Board approved the recommendation to engage Berkeley Search Consultants to support recruitment and selected Member Julie Soo as liaison to work with DHR.

The Board also identified the importance of community input in the job description and recruitment process, including outreach to organizations such as the Latino Task Force and reentry-focused partners.

2. Oversight of Complaints and Investigations

The Department of Police Accountability provided regular reports on investigations involving the Sheriff's Office, including annual statistics, quarterly updates, key findings, and recommendations.

Public comment, especially from Michael Petrelis, emphasized the need for clearer public information about what happens after complaints are filed, how deputies are held accountable, and how long-term complaints are tracked.

3. Jail Conditions, Food, Health, and Human Dignity

The Board continued to focus on jail conditions, including nutrition, food quality, health, mental health, and access to meaningful programming.

President Palmer presented concerns about meals in correctional facilities and alternative food sources to improve the health and dignity of incarcerated people. Presentations also addressed food insecurity, culturally responsive care, behavioral health, and community-based healing.

4. Community Outreach and Lived Experience

The Board heard from formerly incarcerated leaders, impacted families, advocates, and community organizations, including Damien Posey, Eddy Zheng, Initiate Justice, Sister's Circle, Latino Task Force Reentry Committee, Dignifi, and members of the public.

The Board also discussed bringing SDOB into schools, neighborhoods, and community meetings, including Fillmore, Bayview, and youth outreach spaces.

5. Historic Leadership Transition

In September 2025, the Board elected William M. Palmer II as President and Ovava Afuhaamango as Vice President. President Palmer's election represents a historic step for San Francisco: a formerly incarcerated person now leads a public oversight body responsible for improving Sheriff's Department accountability.

This leadership transition reflects the principle that people closest to the justice system must help shape reform.

In Memoriam

During 2025, the Board recognized and honored the loss of public servants and community members, including:

- San Bernardino County Deputy Sheriff Andrew Nunez
- Los Angeles County Sheriff's Department Detectives Joshua Kelley-Eklund, Victor Lemus, and William Osborn
- CDCR Parole Agent Joshua Lemont Byrd
- SFPD Recruit Officer Jon-Marques Psalms
- Victims of the Manhattan, New York shooting
- Families and community members grieving loss, including those remembered by Board members during the year

The Board extends condolences to their families, colleagues, communities, and all those affected by loss. May their memory move us toward deeper compassion, safer systems, and stronger public service.

Community Voice as a Driver of Reform

The Board recognizes public comment as vital to oversight. In 2025, community members helped shape future priorities.

Community concerns included:

- Complaint follow-up and deputy accountability
- ICE cooperation
- Remote public comment
- Budget, staffing, and overtime transparency
- Strip search policies
- Access to counsel
- Staffing shortages
- Unannounced jail tours
- Solitary confinement
- Lockdowns and program interruptions
- Technology to support reentry

These comments are being used to improve public service, strengthen future agendas, and guide the Board toward clearer accountability systems.

Recommendations and Best Practices

As President of the Board, I recommend the following priorities for 2026:

1. Complete Inspector General Recruitment
Ensure community input is included and prioritize independence, integrity, and lived-experience awareness. As President, I advise extending the recruitment to include the nationwide network of NACOLE.
2. Improve Complaint Transparency
Develop clearer public information on complaint filing, tracking, timelines, and outcomes.
3. Expand Public Access
Explore remote public comment, community meetings, town halls, language access, and family engagement.
4. Strengthen Jail Oversight
Continue quarterly jail visits and review food quality, nutrition, mental health services, solitary confinement, strip searches, staffing, and access to counsel.
5. Increase Data Transparency
Request presentations on Sheriff's Office budget, staffing, overtime, technology needs, and program interruptions.
6. Support Reentry and Community Partnerships
Collaborate with CBOs, formerly incarcerated leaders, youth programs, Latino Task Force, Jail Justice Coalition, and technology partners.

Conclusion

The 2025 year was one of transition, grief, growth, and historic leadership for the San Francisco Sheriff's Department Oversight Board.

The Board advanced Inspector General recruitment, approved quarterly reports, deepened community engagement, reviewed jail conditions, and continued building stronger oversight practices.

As President, I submit this report with respect for the Board's responsibility to the public, the Sheriff's Office, incarcerated people, impacted families, deputies, and the City and County of San Francisco.

The Board's path forward is clear: oversight must be transparent, community-centered, humane, and accountable.

Respectfully submitted,

President William M. Palmer II
San Francisco Sheriff's Department Oversight Board