



February 1, 2022

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Honorable Board of Supervisors
Marin County Civic Center
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SUBJECT: Proposed Sheriff's Community Working Group

Dear Supervisors:

RECOMMENDATION: Accept report and provide feedback regarding next steps

SUMMARY

At our June Budget Hearings, your Board requested that staff work with your Board and the Sheriff's Office to explore the creation of a resident advisory group. This group could be formed by the Board under the provisions of AB1185 or as an ad-hoc working group of the Sheriff. A Board subcommittee of Supervisor Rice and Supervisor Connolly has been meeting with the Sheriff over the past few months to develop a recommended option.

The Board subcommittee is recommending the creation of an ad-hoc working group with the Sheriff to collaborate with residents to continuously improve Sheriff services to the community. What follows is a high-level overview of a proposed Sheriff Community Working Group (CWG).

PURPOSE OF SHERIFF'S COMMUNITY WORKING GROUP

Public trust and support are vital to ensuring the success of the mission of the Marin County Sheriff's Office. Direct community input from a community working group will allow the Sheriff to continually seek new and innovative ways to develop cooperative relationships within Marin. The purpose of this working group is to establish a forum for communication, two-way learning, and ultimately build trust between residents of Marin County and the Sheriff's Office while providing input, accountability, and transparency. One of the important goals of the CWG is to listen and hear from residents of color to ensure that the Sheriff is providing services in a culturally competent manner.

In addition, the CWG will provide the Sheriff's Office with independent, direct input from the public regarding local community issues and concerns, establishing a true partnership between the community and the Office of the Sheriff. Direct interaction between the community and Sheriff's Office staff will provide greater insight into local conditions, circumstances, and opportunities to continuously improve services to our residents.

SCOPE OF CWG

The CWG shall serve as an independent liaison between the Marin County Sheriff's Office and the communities it serves. A primary objective of the Working Group will be to listen to resident feedback about law enforcement issues and to develop shared strategies to improve services.

The scope of responsibilities for the Community Working Group shall include, but not be limited to:

- Aid the Sheriff's Office in addressing issues of importance to Marin residents as it relates to law enforcement
- Assist in reviewing service delivery to ensure Sheriff services are culturally competent
- Build trust between the Sheriff's Office and residents
- Enhance deeper engagement with the community
- Assist the Sheriff's Office in the areas of potential training and operational improvements
- Assist in fostering community partnerships that support the community's education to the needs, responsibilities, and goals of law enforcement
- Assist the Sheriff's Office in enhancing programs and services for individuals including jail inmates reentering into the community
- Provide an annual review/report to the Board of Supervisors and Sheriff detailing the committee's work during the year
- Review citizen complaint process

The CWG and Sheriff will meet monthly for the first six months and then establish a frequency of regular meetings based on input from the working group. The Sheriff or Undersheriff will attend each meeting and, when necessary, appropriate station and department personnel, i.e., lieutenant, sergeant, deputy, area patrol personnel will attend the CWG meetings, so any community needs, or concerns raised at this forum are addressed.

CWG MEMBERS RECRUITMENT, SELECTION AND ORIENTATION

The Sheriff's CWG shall consist of 15-20 residents that are representative of the communities they reside in. The members shall be representative of our diverse residents from various ethnic, religious, gender, labor, business and age backgrounds. Members must reside or work within Marin County. Stipends will be available to ensure that there is not a financial barrier to broader participation by our residents. Working group members cannot be seeking or holding an elected office or be involved in any criminal or civil dealings against the County of Marin or the Marin County Sheriff's Office at the time of application.

After a thorough community outreach to encourage application, the Sheriff's Office and the County Administrator will mutually convene a selection committee to review applications and select a representative working group from the applications received.

Working group members shall participate in an orientation to provide each member with an understanding of the Sheriff's Office. The intent of the orientation will also be to receive input from the working group on opportunities for changes to existing policies, procedures and/or trainings.

The Orientation shall include, but not be limited to:

- Organizational structure of the Sheriff's Office
- Review of policies and procedures for both patrol and jail
- Citizen compliant process
- Peace Officer Bill of Rights
- Review of Racial Equity and cultural competency training
- Ride-along
- Use of force/Firearms/Force Option Simulator (FOS) Machine/ and De-escalation procedures
- Jail Inmate Programs
- Criminal Justice System overview
- Overview of existing local community outreach programs
- Additional training may be conducted at the request of the CWG according to input and need.

CWG ORGANIZATION AND TENURE

The term for Community Working Group members shall be two years. If the CWG continues beyond 2 years, half the members will continue and there will be a second round of recruitment for new members. The CWG meetings will be led by a CWG member-elected chair and or vice chair with the support of an independent facilitator.

PROPOSED NEXT STEPS

After receiving feedback, the Sheriff and the County Administrator will begin with outreach and recruitment of CWG members in February/March. Selection of members by the selection committee would be made in April/May. The goal would be to have the CWG begin meeting monthly starting in June/July and provide an update to the full Board by the end of 2022.

EQUITY IMPACT

As part of our Countywide goal of improving County services by using a racial equity lens, the creation of a Sheriff Community Working Group allows for two-way learning and understanding to ensure that Sheriff services provide community safety in a culturally competent manner. Through this process, the Sheriff staff will gain a better understanding of how residents feel when they interact with the Sheriff’s Office and residents will gain a better understanding of the department’s efforts to provide public safety services to all members of the community. The CWG provides a unique opportunity to bring diverse voices to one table to talk about both the community and the Sheriff’s offices needs and expectations.

FISCAL IMPACT

Based on direction at our FY 2021-22 budget hearings, we have set aside funds to cover the costs associated with this effort. Initially, we would estimate a contract for facilitator services would costs up to \$40,000.

Please feel free to contact us should you have any questions or concerns.

- REVIEWED BY:** County Administrator N/A
 Department of Finance N/A
 County Counsel N/A
 Human Resources N/A

Sincerely,



Matthew Hymel
County Administrator