

TO: Cameron McElhiney, National Association for Civilian Oversight of Law Enforcement

FROM: Rachel Swaner, Ph.D., Research Director, Center for Justice Innovation
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DATE: Thursday, March 2, 2023

RE: Findings from the Community Survey on Civilian Oversight of the Marin County Sheriff's Department

Background

In 2020, Assembly Bill 1185 was passed by the California State Legislature and signed into law. The bill allows for the creation of a Sheriff Oversight Committee, an Inspector General, or both by an action of the County Board of Supervisors or a vote of county residents. The Marin County Board of Supervisors has committed to implementing an oversight body of the Marin County Sheriff's Office (MCSO) as outlined by AB 1185 and, in 2021, undertook a process of determining what civilian oversight might best look like in the county.

In 2022, the National Association for Civilian Oversight of Law Enforcement (NACOLE) contracted with the Center for Justice Innovation (formerly Center for Court Innovation) to conduct a survey gathering community input on civilian oversight of the Marin County Sheriff's Office. What follows are findings from that survey.

Methods

The survey was designed in the fall of 2022, under the guidance of NACOLE and the Center, by the Marin County Office of the Administrator's Office of Equity and a community working group assembled by the Marin County Board of Supervisors to ensure robust community input into the process.

The *10-item survey* (with six additional demographic questions) was conducted over the course of 39 days, from December 14, 2022 – January 20, 2023. The survey took less than ten minutes to complete and was offered in English, Spanish, Vietnamese, and Traditional Chinese, both online and in paper format. Participants were recruited by the working group and the Office of Equity, with support from NACOLE. In total, 526 surveys were collected. The majority of these (94%) were completed in English, and online (86%). Table 1 represents a further breakdown of responses.

Table 1 Language and Format of Survey Responses

Language	Online	Paper
English	82%	11%
Spanish	3%	3%
Traditional Chinese	1%	0%
Vietnamese	0%	0%

The survey explored respondents’ interactions with MCSO, knowledge about and experiences with the existing complaint process, and opinions on possible roles and responsibilities, composition, and training of the civilian oversight entity (referred in this memo interchangeably as “civilian oversight entity” and “Oversight Committee”). The project was approved by the Center’s Institutional Review Board. Data collected was coded and analyzed by Center researchers. Responses are outlined in detail below.

Survey Respondent Demographics

More than 500 surveys were collected (N=526).¹ Respondents ranged in age from 18 to 94, with a median age of 61. Over half of the respondents (53%) were 60 and older. Eighty-five percent of respondents were 40 and older.

Fifty-six percent of respondents identified as male and 43% identified as female. One percent identified as non-binary, genderfluid, or genderqueer. Seventy percent of the sample chose to identify as white, 16% as Black/African American, 13% as Hispanic or Latino/Latinx, 3% as Asian/Pacific Islander, 3% as Indigenous, and 0.5% as multiracial. A little over ninety percent (91%) identified English, 8% identified Spanish, and 1% identified Mandarin or Cantonese as the primary language spoken at home.

In part to ensure recruitment of as diverse a sample as possible, the survey asked respondents to indicate the neighborhood where they lived. Table 2 represents a breakdown of those responses. Additionally, 49% of respondents reported living in an unincorporated part of Marin County.

¹ Sometimes response percentages add up to a little less or more than 100% for each question due to rounding.

Table 2 Neighborhoods of Primary Residence

Neighborhood	%
San Rafael	25%
Novato	24%
Mill Valley, Marin City	9% for each
San Anselmo	5%
Corte Madera	4%
Bolinas, Larkspur	3% for each
Fairfax, Point Reyes Station, Kentfield	2% for each
Marinwood, Strawberry, Tiburon	1% for each
Other neighborhoods	9% (less than 1% each)

General Thoughts on the Marin County Sheriff’s Office

The survey contained several items exploring respondent’s engagement with, and perceptions of, MCSO. Most participants indicated they encountered MCSO officers at community events, when asking for help, or through traffic-related engagements. Few participants indicated they had engaged with the department in street stops, arrest, schools, jails, or other custodial settings (less than 5% for each). Overall, 53% said they would describe their encounters as positive, 22% as negative, 14% as neutral, and 11% as mixed. An open field asked respondents to explain their

Table 3 Direct Forms of Contact with MCSO in Last 5 Years

Form of Contact	%
Community event (e.g., National Night Out)	26%
Asked for help	24%
Traffic stop	19%
Traffic control	13%
In court (sheriff’s deputy)	8%
Evacuation/emergency management	6%

Street/sidewalk stop	5%
Arrested	4%
Cite and release	3%
In a school (school resource officer)	3%
Held for questioning	3%
Experienced a use of force incident	3%
While incarcerated in a Marin County jail facility	3%
Transported to a jail facility anywhere by a Marin County Sheriff's deputy	2%

responses more fully. Nearly 300 people responded to this question. Some participants described their interactions with MCSO in **neutral language that focused on the work performed.**

An officer pulled me over for using my cell phone while I was driving. My cell phone was actually in my pocket and I was using a toothpick that he mistakenly thought was a phone. After checking my license and registration and proof of insurance he apologized for the stop and let me be on my way.

I saw the Sheriff at the 2022 Marin County Fair, and they were just regulating the traffic at night.

They were doing their job.

Others expressed **generalized feelings of support for the department.** Here, common words respondents used included “friendly,” “professional,” “helpful,” “polite,” and “courteous.” On the whole, these responses tended to be bigger-picture sentiments rather than tethered to detailed descriptions of specific interactions.

Each contact I had with the Marin County Sheriff's was completely professional. The Deputies in each contact were extremely helpful.

Every person I've dealt with at Marin County Sheriff has been professional, and a pleasant experience.

I've interacted with members of the Marin County Sheriff's on several occasions in the past year. They have always been genuinely nice, helpful and professional.

Officers have always been calm, reassuring, knowledgeable and left me with the feeling their agency was in good hands.

Others described **specific positive interactions with MCSO, whether at community events or when they requested help or were stopped due to potential violations.**

I had moved to Novato. I took a detour off the freeway thinking it was legal, I got stopped for it, I explained I was new to Novato, and that I understood if I got a ticket. As a person of color, it is terrifying being stopped by any [law] enforcement, so this was terrifying. However, the Sheriff officer let me know what I did was not legal, checked my documents, and let me go with a warning. I was very happy to be at work without being hurt.

Deputy came to a Neighborhood Association meeting; was friend[ly] & professional and conveyed the [...] spirit of public service I would expect from someone trusted with such authority.

My 10-year-old daughter was sexually harassed in the woods in a very scary incident. The Sheriff's office was responsive. They communicated well, assigned a specialist and followed through with professionalism. We feel safe in our community because of how they handled the case. Cordial officers, helpful and responsive- responded within 5 minutes of call.

Very helpful. Understood mental illness of adult child and helped him.

Not all respondents reported exclusively positive engagements with MCSO. Some described **mixed experience related to a single issue**, with shifts in how they or others were treated.

Called Sheriff re vehicle in the middle of the road with what appeared to be a passed-out driver. Sheriff appeared quite quickly and started dealing with the person. I was not involved and remained inside my home. I did see the sheriff seem to push the driver verbally, not physically, to challenge him repeatedly, getting louder each time. I could not hear the person's responses as he was facing away from me. Then it seemed to suddenly escalate from a civil conversation between them to loud demands from the Sheriff for the man to get on the ground, where he was arrested and taken away. I was taken aback by the sudden shift in demeanor of the Sheriff. I had not seen the man make any sudden moves or anything, but I also figured he may have said something that took the incident from fairly quiet to quite intense. I remember moving away to the back of the house as I feared gun(s) would be fired. What had appeared to be a caring traffic stop had suddenly become quite intense and scary.

He was carrying out orders and was polite. It just wasn't an ideal situation overall.

For others, their mixed perception of MCSO was due to **variance among the behaviors of different MCSO officers**.

Many of the deputies are kind, friendly and helpful. But there is a toxic culture within some of the law enforcement arm that is ultimately harmful to citizens treated unfairly, and the community at large.

I don't trust the Sheriff office. They are cruel white men because they transfer undocumented immigrants to ICE. You never know when they are going to abuse. Some deputies are very kind though. I think they are racist.

A number of respondents had **generalized negative perceptions**, often involving references to lack of trust, officers being “dismissive,” “disrespectful,” or “arrogant.” For some, this negative perception was rooted in perceptions of the office as racist or a threat to people of color.

They are invariably arrogant and disrespectful.

They are arrogant, untrustworthy, and self-serving.

They feel they are above the law. Other law enforcement let them get away with it, and if you don't cater to their every whim, they will shoot you.

Some participants specific instances where they perceived MCSO officers to **have behaved neglectfully in an engagement or were standoffish and inaccessible.**

They left my under-aged kids unattended.

Deputies were asked for assistance in dealing with a homeless person on meth. My neighbor and I were treated with hostility, scorn, and when asked for assistance with services for that homeless person, they said they didn't know of any resources and told us to look it up on Google.

I attended a celebration in Marin City for the tunnel art project. Sheriff's Deputies were standing all over in pairs but separated from community members. It made me feel uncomfortable like we were all being policed at a community celebration.

When I asked the Sheriff's Office for assistance in a large demonstration, I found the deputies arrogant and indifferent.

Other negative experiences with MCSO included descriptions of **bullying or intimidating behavior**, sometimes in the context of community events, sometimes when respondents asked for assistance or were involved in stops and of encounters where they were suspected of wrongdoing.

I asked for help with identifying the person who took my identity. Subsequently, I was victim shifted! Now, my identity is massively impacted.

At a peaceful rally for George Floyd, I witnessed a large number of Sheriff deputies dressed in camo fatigues and carrying weapons like a paramilitary group. I found this both racist and intimidating. Paramilitary groups have no place in a peaceful society.

They presented dangerous and didn't listen or appear to care about my safety.

I was pulled over and screamed at. A friend of mine, an Indonesian immigrant, was arrested and held in jail overnight. His family didn't hear from him till the next day and were terrified especially because he has crucial cancer medication he needs to take.

I was visiting my daughter in Mill Valley, when stopped for going past a stop sign. I had been visiting my daughter for many years and the stop sign had just been added. I was driving very slowly. I do not fault the sheriff for the citation, but he did not need to question whether my daughter really lived in Mill Valley. We are Latinos. He wanted to know her name and address.

For a few participants, this perception of **being bullied extended to their experiences in detention.**

Conditions in the jail are intolerable. 24-hour isolation during COVID was inhumane. Consistent problems with Deputies refusing to bring inmates to video visits on time. Overpriced telephone and video visits. Terrible food. Refusal to allow psychiatric visits in spite of the Presiding Judge's order to facilitate them. Deputies refusal to wear masks during COVID was inexcusable and should have resulted in disciplinary action.

Not treated well in jail, like I killed someone. [They] like to abuse power.

A particular area of concern for respondents was what they described as **differential treatment based on race**, frequently where they, as white, were treated differently than people of color in the community. This was sometimes based in direct experience, sometimes based on information they'd learned from friends or acquaintances, or from information shared on the news or at community gatherings.

To me, the office was helpful. To my Black friend, not so much.

The sheriff's deputies were clearly profiling by race, because I was doing the exact same thing my direct report was doing, parking my car in the civic center parking lot. In general, I find MCSO to be a very racist organization in the ways they police Marin City and also the Canal.

Rude officers, absolutely needlessly impolite without any cause or provocation, I believe this was connected to my race.

Someone had broken into my father's work truck and stolen his tools. We called the sheriff to report this incident and they arrived an hour later. The sheriff who came first came over and saw my father. I guess he saw his complexion and thought it was better to call someone who spoke Spanish. I saw him drive up, roll down the window and say, "someone else is coming to help you." He didn't even get out of the car. Then, 45 minutes later, a Spanish-speaking sheriff came and told us there was nothing he could do. He gave us his card and told us to call him if it happened again. We both felt defeated and hopeless because the sheriffs do not care about protecting and serving our community.

Thoughts About the Marin County Sheriff's Office Complaint Review Process

Slightly less than half (47%) of respondents reported knowing about the existing MCSO complaint review process. The majority (70%) of respondents had never filed a complaint or thought about doing so. Thirty percent of respondents, however, endorsed having thought about or tried to file a complaint with the existing system (Table 4). Open-field responses soliciting further context around these experiences. Sixty-seven participants responded to this question.

Table 4 Use of the Existing Complaint Process

Existing Complaint Process	%
Wanted to file a complaint but did not because I was scared to do so	11%
Thought about filing a complaint with the Marin County Sheriff’s Office but did not begin the process	8%
Wanted to file a complaint but did not because I did not know how to do so	5%
Filed a complaint with the Marin County Sheriff’s Office	5%
Tried to file a complaint with the Marin County Sheriff’s Office but did not complete the process	2%
None of the above	70%

Some indicated that they had thought about filing complaints but **due to their lack of trust in MCSO and skepticism over the process, had elected not to move forward.**

Complaints to the offender makes no sense to me when the offenders show clear disregard and disinterest regarding my objections during the encounters.

I decided it would be a waste of time given the leadership of that organization. I also did not wish to subject the victim of this incident to any further harassment.

I’ve been told by officers in other departments and community members that the sheriff’s department does not take any complaints seriously if the action was not specifically illegal (but may have been unethical or unbecoming of a peace officer).

Other respondents expressed being **afraid to engage in the complaint process**, either because of the general perceptions of the department or because of specific experiences.

While our past interactions with the Sheriff’s dept have been exemplary, we do not feel comfortable about filing complains or raise issues because it might cause unintended personal backlash.

The Sheriff and department have a scary reputation.

I made a full stop and they said I didn’t stop. Accused me of smelling of alcohol - I had not had alcohol. Tested, let me go and forgot all about false stop sign. Attorney advised me not to complain because of likely retribution.

Feeling scared cause of retaliation. Targeted harassment.

Very few described first-hand experience with the **existing complaint process**. Those who did detailed a **deeply unsatisfactory process**.

It was frustrating and time consuming.

Complaint filed, nothing done about it. No response.

The sheriff's deputy [...] lied under oath and in formal pleadings. He had a personal vendetta against another person and lied to seek retribution. The complaint was made through the citizen complaint process, but because the deputy had moved to another agency in Contra Costa County, they did nothing.

I was physically assaulted and sexually assaulted by [a deputy] on April 27, 2022, and filed a complaint. No one has responded. Also filed public records request for body cam footage they refuse to release to me. Marin sheriffs are corrupt and crooks.

A final question explored respondents' preferences for filing a complaint against MCSO. Slightly more than half (52%) indicated they **preferred to fill out and submit a form online**. About a quarter (26%) indicated they would prefer downloading an electronic form and emailing it to MCSO. About 20% each said they would either download, print, and mail a form to MCSO; file in person at an MCSO; or file in person at a location other than an MCSO office. Fifteen percent indicated they would not file a complaint due to lack of trust, and 11% said they would not do so due to fear.

Civilian Oversight

The last battery of questions explored respondents' opinions on the roles and responsibilities for civilian oversight of MCSO; what they believed training should consist of; whether trainings should be mandatory; and the composition of the oversight committee.

Civilian Oversight of Marin County Sheriff's Office Roles and Responsibilities

For nearly every role or responsibility listed on the survey, at least half of respondents indicated they thought it was an important task for the Oversight Committee. **Independent investigations of complaints made against employees of MCSO and against the Marin County jail, and issuing public reports on these** were among the responsibilities the most respondents indicated were important, with almost three-quarters of respondents endorsing each (Table 5).

Table 5 Possible Roles and Responsibilities for Civilian Oversight of MCSO

Possible Roles and Responsibilities	Somewhat or Very Important
Independently investigating complaints made against employees of the Marin County Sheriff's Office (n=513)	74%
Independently investigating complaints made against the Marin County jail (n=510)	73%

Issuing public reports on both internal and external complaints, investigation outcomes, and other work of the community oversight body (n=511)	73%
Creating a process for an independent office to receive complaints made by community members against the Marin County Sheriff's Office (n=515)	72%
Reviewing the policies, practices, and training programs of the Marin County Sheriff's Office and make recommendations on policy, practices, and training (n=506)	70%
Creating an independent review process by a civilian oversight body for complaints made by incarcerated persons or members of the community (external complaints) and investigated by the Marin County Sheriff's Office, including access to records (n=508)	68%
Making recommendations to the Marin County Sheriff's Department regarding community policing initiatives focused on rebuilding trust and relationships in vulnerable communities (n=498)	68%
Collaborating with the Marin County Sheriff's Office on community policing initiatives focused on rebuilding trust and relationships with vulnerable communities (n=494)	68%
Creating an independent review process by a civilian oversight body for complaints made by employees of the Marin County Sheriff's Office (internal complaints) and investigated by the Marin County Sheriff's Office, including access to records (n=504)	67%
Providing input into the disciplinary process for employees of the Marin County Sheriff's Office who have violated department police and procedures (n=501)	66%
Engaging with the community and hosting town hall events for reconciliation, truth telling, and restorative justice (n=497)	65%
Engaging with incarcerated persons (n=496)	53%
Reviewing and recommending commendations and promotions (N=485)	46%

In the open-field question at the end of the survey, some respondents offered further thoughts on roles and responsibilities. A number of respondents stressed the importance of **full independence for the civilian police oversight entity, with full access to police records and subpoena power.**

The Oversight Committee definitely ought to have an inspector general and subpoena power, hands down.

[...]Independent review is toothless without the ability to investigate independently.

The oversight process must be fully transparent and independent of the Sheriff's office and must include subpoena power. The oversight body must collect RIPA data, must annually review militarized equipment inventory and must be empowered to investigate civilian complaints, including people who are incarcerated about the Sheriff's office and/or any of its members.

Respondents also stressed the need for **transparency**, within MCSO, within the Civilian Police Oversight Entity, and particularly related to potential investigations.

Transparency is key. No one is above the law.

Table 6 provides a drill-down into the types of reports respondents wished to see, with **reports on injuries, deaths, violence, and use of force in Marin County jails** topping the list. As with roles and responsibilities, half or more of respondents endorsed the Oversight Committee releasing reports on all topics outlined in the survey.

Table 6 Public Reports the Oversight Committee Should Release

Public Reports	%
Injuries and deaths of people incarcerated in Marin County jail	63%
Violence and use of force in the Marin County jail	62%
Jail conditions	59%
Community policing initiatives	57%
Work and major initiatives of the Civilian Oversight Committee	56%
Data collected (and required by the Racial Identity and Profiling Act) on every stop of a citizen including observed age, race, gender, disabilities, reason for the stop as well as date, time and location of the stop	54%
Marin County Sheriff’s Office’s cooperation with U.S. Immigrations and Customs Enforcement (ICE), including notifications of custody, holds, transfer requests and agreements and contracts between agencies	53%
The complaint process for community members and families of incarcerated persons, and results of all misconduct investigations	52%
Marin County Sheriff’s Office budget, including financial details related to enforcement activities	50%
The grievance process for incarcerated persons, and results of all related investigations	47%
Special audits/studies on topics of interest to incarcerated persons, the community and law enforcement such as discipline, use of force reporting practices, access to medical care, etc.	46%
Personnel misconduct complaints filed by incarcerated individuals	46%

Composition of the Oversight Committee

Sixty-seven percent of respondents said they thought the Oversight Committee should reflect the diversity of Marin County, including but not limited to race, ethnicity, gender, sexual orientation, immigration status, income level, justice system impacted, and direct experiences with law enforcement.

A number of respondents commented on the importance of diversity among the community oversight board in the open-field question at the end of the survey. Some thought the board composition should **prioritize those most vulnerable and/or impacted**. Other respondents stressed the importance of **proportional representation** but defined it differently. For some this meant the composition of community members should reflect demographics within the county, whereas others believed it should mirror arrest rates. Yet other respondents stressed the need for a **widely “inclusive” community composition, separate from Marin County demographics**, including geographic diversity.

It’s crucial that civilian oversight be carried out by proportional representation. Percent of African Americans arrested should equal same number on the oversight group. Proportion of teens, Latinos, LGBTQ, etc.

The Oversight Committee should far more diverse than the County -- there is very little meaningful diversity in the County. That has been much of the problem behind how underrepresented populations have been treated by the Sheriff’s Office.

[...] I agree that the demographics of the committee should mirror the demographics of the County, to the extent possible. So if 30% of the county is over 70, then 30% of the committee should be so, and so forth. Same thing with racial, and most of the other categories. Several of the proposed categories are objectionable as they are subjective. Stick with standard demographics (age, race, sex).

Some respondents also stressed the importance of an unbiased committee, or selecting **community members who could be fair**.

It seems really important to select participants on BOTH houses - citizens and Office of Sheriff who can listen, come without hard bias and who believe there is room among all for positive learning and improvement.

The commission should advise but not be biased against law enforcement. Activists with an agenda should not be appointed. Regular citizens similar to the Grand Jury are more appropriate.

A necessary committee. Just make sure racial bias, ALL racial bias, is removed from the selection process.

Trainings and Civilian Oversight of the Marin County Sheriff’s Department

Three-quarters of respondents indicated they felt Oversight Committee members should receive some mandatory trainings. **Federal and state laws governing policing, how those are implemented by MCSO, and MCSO’s overall trainings, policies, and procedures** received endorsement by the most respondents as important (Table 7). Reflections on training in the open-field question at the end of the survey most frequently discussed including trainings on **policies, practices and laws governing law enforcement**; opportunities to learn more about the **daily experiences of both law enforcement and communities most impacted by policing**; and **ride-alongs**.

Since the county seems all but confirmed to be going this direction, every member of the committee should be required to go through use of force training 1, including simulator trainings, as well as participating in regular ride-alongs.

Having law enforcement “training” the oversight board is inappropriate. Law enforcement can share its perspective like any other stakeholder. Embedding itself in the review process is just a backdoor to undermining its impartiality. The board aren’t having ride-alongs with every other member of the community. They shouldn’t be having them with the sheriff either.

Oversight committee members should also do tours of groups that support immigrant families (Canal Alliance etc.) to better understand how immigration and law enforcement intersect.

Table 7 Mandatory Trainings the Oversight Committee Should Receive

Trainings	%
Constitutional principles of policing (for example, stops, detention, search and seizure, rights of arrestee) and racial bias	77%
State laws governing law enforcement transparency and confidentiality	76%
Use of force law, policy, and tactics	76%
Marin County Sheriff’s Office training, policies, and procedures (for example, use of force, interacting with individuals navigating mental illness and those under the influence of or experiencing addiction to drugs and/or alcohol, investigation and review of deaths in jails and deputy-involved shootings, etc.)	76%
Jail tours and ride-alongs with law enforcement	70%
Ethics	70%
Criminal justice process (arrest, booking, arraignment, bail, etc.)	69%
Confidentiality	68%
Constitutional conditions of confinement in American jails and prisons	62%
Trauma and trauma-informed jail programming and policing	57%

General Reflections on the Necessity of Civilian Oversight of MCSO

Many respondents weighed in on the necessity of a Civilian Police Oversight Entity more broadly. Some **expressed support for the creation of a civilian police oversight entity**, citing among reasons “underrepresented” communities’ “lack of trust” in MCSO, as well as such an entity being within the purview of the voters of Marin County.

Of all Marin’s LE agencies, MCSO is the best. This is not to say that there are zero issues - but the department is the most trusted and has fewer “bad apples” than other departments. I would

love to see them evolve into an even better LE agency - a model for other law enforcement agencies and the standard to which all Marin LE aspire to achieve. Oversight will facilitate this goal.

There is a clear lack of trust in the Marin County sheriff's office in some underrepresented communities and the citizens oversight board would be very helpful in addressing this issue. It is particularly important to note that the sheriff is serving a six-year term now and there has been no competition for the elected office for the last several years. an independent board is needed.

Our democratic system of government is set up with checks and balances. We the people are to hold the power. The Sheriff's Department should be no different. We need to have meaningful oversight (with teeth) and transparency. Being a sheriff is a difficult job where one encounters all types of people in all types of situations and holds a huge responsibility and power. We citizens entrust that to you but we are also your "bosses" and we need to see what is being done and we need to ensure that people are being treated fairly and respectfully.

By contrast, some respondents felt strongly that **civilian oversight was not needed**. Some respondents believed oversight was tied to political vendettas from the "left" or should be resolved through alternative, existing channels.

I do not agree that a civilian oversight structure is needed. If one is required by law, they should not be paid. The members should be fair minded and without an "axe to grind."

Civilian oversight committees are a general distraction to law enforcement, they are not qualified to evaluate law enforcement, and often times simply convolute an issue. They are unnecessary since the District Attorney's Office and The California Department of Justice have their own investigative body's that are far more qualified.

The agency does NOT need a civilian oversight board. Complaints should be either handled internally or if they rise to a determined level by an outside agency. Having civilians with zero idea or experience of how law enforcement actually works, and what law enforcement has to deal with is a terrible idea.

Others felt the Oversight Committee would be a **waste of taxpayer dollars**.

I believe MCSO handles itself professionally. I do not want my tax dollars wasted on the redundancy of an oversight committee. Internal Affairs handles internal investigations and complaints already. Let's spend money on supporting police efforts to stop crime, investigate crime and keep our community safe. Oversight will make MCSO spend limited funds on a process which is absolutely not needed, taking their precious limited resources away from the real problem, arresting criminals!

This oversight body sounds like an expensive boondoggle. I would recommend against more bureaucracy. I like the idea of community policing initiatives, and that should be driven as a collaborative process between the police and high-risk /high-crime communities.

Concerns about Effects of Oversight on MCSO

One concern shared by those who supported and those who expressed skepticism was a **concern that civilian police oversight might reduce MCSO's efficacy.**

All of these initiatives sound helpful and reasonable, but please don't hamstring the Sheriff's Department! As a life-long resident of Marin, I have seen crime increase significantly, especially over the last 10 years. Never in my lifetime have I felt as uncomfortable as I do now. Until now, never have I even thought about the possibility of being the victim of a crime in Marin.

Fair balanced over site ok as long as it is not politically based and does not limit, interfere, or obstruct the role, effectiveness, legal professional duties of the Sheriff as Chief Administrator of that office.

I do not believe that civilian oversight is necessary. It will provide one more layer of bureaucracy that will impede the department's efficiency.

Survey Limitations

This study had several limitations. First, time constraints meant that survey data needed to be collected in relatively short order. A longer timeframe could have resulted in more people having their voice heard about the civilian oversight of MCSO. Despite this quick turnaround, the number of survey participants was fairly high.

Second, the budget precluded the possibility of obtaining a probability sample that would be representative of Marin County residents. The money, time, and people power needed to implement, for example, a random digit dial survey was beyond the scope of the resources allocated to collecting community feedback. The non-probability sample, however, did result in actionable feedback.

Third, the survey sample was largely older (85% over 40) and white (70%), suggesting recruitment efforts did not successfully reach populations most impacted by the issues a civilian oversight entity would seek to address. Additionally, the survey could only be completed in English, Spanish, Vietnamese or Traditional Chinese. This meant that those whose primary language was something else may not have been represented.

Marin County Community Survey Results

Months of Data Collection = December 2022 - January 2023

Total number of surveys collected = 526

- English online = 435 (83%)
- Paper copy = 72 (14%)
- Spanish online = 14 (3%)
- Chinese online = 5 (1%)
- Vietnamese online = 0 (0%)

** The number of people who responded to each question may be lower than 526 because people skipped questions or a follow-up question was not applicable. For those questions where the number was lower, the total number who responded to that specific question is in parentheses.*

General Thoughts About the Marin County Sheriff's Office

Have you had any of the following forms of direct contact with the Marin County Sheriff's Office in the last 5 years? (check all that apply)

Community event (e.g., National Night Out)	26%
Asked for help	24%
Traffic stop	19%
Traffic control	13%
In court (sheriff's deputy)	8%
Evacuation/emergency management	6%
Street/sidewalk stop	5%
Arrested	4%
Cite and release	3%
In a school (school resource officer)	3%
Held for questioning	3%
Experienced a use of force incident	3%
While incarcerated in a Marin County jail facility	3%
Transported to a jail facility anywhere by a Marin County Sheriff's deputy	2%

If you checked any of the above, overall would you describe that contact as: (n=382)

- Positive = 53%
- Negative = 22%
- Neutral = 14%
- Mixed = 11%

Please tell us why you would describe your contact with the Marin County Sheriff's Office in this way. (See Q4 below for breakdown of responses.)

Thoughts about the Marin County Sheriff's Office Complaint Review Process

Do you know whether the Marin County Sheriff's Office has a complaint process? (n=492)

- No = 53%
- Yes = 47%

Have you ever done any of the following?

None	70%
Wanted to file a complaint but did not because I was scared to do so	11%
Thought about filing a complaint with the Marin County Sheriff's Office but did not begin the process	8%
Wanted to file a complaint but did not because I did not know how to do so	5%
Filed a complaint with the Marin County Sheriff's Office	5%
Tried to file a complaint with the Marin County Sheriff's Office but did not complete the process	2%

If you filed a complaint, tried to, thought about doing so, or wanted to do so but did not, please tell us more about that experience. (See Q7 below for breakdown of responses.)

Which of the following current methods of filing a complaint against the Marin County Sheriff's Office would you prefer to use? (check all that apply)

Fill out and submit a form online	52%
Download an electronic form and email it to the Marin County Sheriff's Office	26%
Download an online form, and print, complete, and mail it to the Marin County Sheriff's Office	20%
File a complaint in person at a Marin County Sheriff's Office station	19%
File a complaint in person at a location away from a Sheriff's Office station	17%
I would not file a complaint due to lack of trust	15%
I would not file a complaint due to fear	11%

Civilian Oversight

How important do you think the following roles and responsibilities are to civilian oversight of the Marin County Sheriff's Office?

	Somewhat or Very Important
Independently investigating complaints made against employees of the Marin County Sheriff's Office (n=513)	74%
Independently investigating complaints made against the Marin County jail (n=510)	73%
Issuing public reports on both internal and external complaints, investigation outcomes, and other work of the community oversight body (n=511)	73%
Creating a process for an independent office to receive complaints made by community members against the Marin County Sheriff's Office (n=515)	72%
Reviewing the policies, practices, and training programs of the Marin County Sheriff's Office and make recommendations on policy, practices, and training (n=506)	70%
Creating an independent review process by a civilian oversight body for complaints made by incarcerated persons or members of the community (external complaints) and investigated by the Marin County Sheriff's Office, including access to records (n=508)	68%
Making recommendations to the Marin County Sheriff's Department regarding community policing initiatives focused on rebuilding trust and relationships in vulnerable communities (n=498)	68%
Collaborating with the Marin County Sheriff's Office on community policing initiatives focused on rebuilding trust and relationships with vulnerable communities (n=494)	68%
Creating an independent review process by a civilian oversight body for complaints made by employees of the Marin County Sheriff's Office (internal complaints) and investigated by the Marin County Sheriff's Office, including access to records (n=504)	67%
Providing input into the disciplinary process for employees of the Marin County Sheriff's Office who have violated department police and procedures (n=501)	66%

Engaging with the community and hosting town hall events for reconciliation, truth telling, and restorative justice (n=497)	65%
Engaging with incarcerated persons (n=496)	53%
Reviewing and recommending commendations and promotions (N=485)	46%

What public reports do you want the oversight body to release? (check all that apply)

Injuries and deaths of people incarcerated in Marin County jail	63%
Violence and use of force in the Marin County jail	62%
Jail conditions	59%
Community policing initiatives	57%
Work and major initiatives of the Civilian Oversight Committee	56%
Data collected (and required by the Racial Identity and Profiling Act) on every stop of a citizen including observed age, race, gender, disabilities, reason for the stop as well as date, time and location of the stop	54%
Marin County Sheriff's Office's cooperation with U.S. Immigrations and Customs Enforcement (ICE), including notifications of custody, holds, transfer requests and agreements and contracts between agencies	53%
The complaint process for community members and families of incarcerated persons, and results of all misconduct investigations	52%
Marin County Sheriff's Office budget, including financial details related to enforcement activities	50%
The grievance process for incarcerated persons, and results of all related investigations	47%
Special audits/studies on topics of interest to incarcerated persons, the community and law enforcement such as discipline, use of force reporting practices, access to medical care, etc.	46%
Personnel misconduct complaints filed by incarcerated individuals	46%

Do you think it is important that the members of the Oversight Committee reflect the diversity of the Marin County community, including but not limited to race, ethnicity, gender, sexual orientation, immigration status, income level, justice system impacted, and direct experiences with law enforcement? (N=503)

- Yes = 67%
- No = 23%
- Unsure = 10%

Individuals serving on the Oversight Committee should receive the following mandatory trainings. (check all that you think are important)

Constitutional principles of policing (for example, stops, detention, search and seizure, rights of arrestee) and racial bias	77%
State laws governing law enforcement transparency and confidentiality	76%
Use of force law, policy, and tactics	76%
Marin County Sheriff's Office training, policies, and procedures (for example, use of force, interacting with individuals navigating mental illness and those under the influence of or experiencing addiction to drugs and/or alcohol, investigation and review of deaths in jails and deputy-involved shootings, etc.)	76%
Jail tours and ride-alongs with law enforcement	70%
Ethics	70%
Criminal justice process (arrest, booking, arraignment, bail, etc.)	69%
Confidentiality	68%
Constitutional conditions of confinement in American jails and prisons	62%
Trauma and trauma-informed jail programming and policing	57%

Additional Feedback

Please share any additional thoughts or recommendations. (See Q10 below for breakdown of responses).

Demographics

Age (n=501)

Respondents ranged in age from 18 to 94, with a median age of 61. Over half of the respondents (53%) were 60 and older. Eighty-five percent of respondents were 40 and older.

- 18-24 years old = 3%
- 25-39 years old = 12%
- 40-59 years old = 32%
- 60-69 years old = 23%
- 70 and older = 30%

Where do you live? (n=496)

- San Rafael = 25%
- Novato = 24%
- Mill Valley = 9%
- Marin City = 9%
- San Anselmo = 5%
- Corte Madera = 4%
- Bolinas = 3%

- Larkspur = 3%
- Fairfax = 2%
- Point Reyes Station = 2%
- Kentfield = 2%
- Marinwood = 1%
- Strawberry = 1%
- Tiburon = 1%
- Other = 9% (less than 1% for each other neighborhood)

Is where you live an unincorporated part of Marin County, meaning it's under the jurisdiction of the Marin County Sheriff's Office? (n=457)

- No = 51%
- Yes = 49%

Primary language at home (n=512)

- English = 91%
- Spanish = 8%
- Mandarin or Cantonese = 1%

Gender identity (n=464)

- Male = 56%
- Female = 43%
- Nonbinary = 0.5%
- Genderfluid/Genderqueer = 0.5%

Race/Ethnicity (n=432, percentages add up to more than 100 because respondents could choose more than one)

- White = 70%
- Black/African American = 16%
- Hispanic or Latino/Latinx = 13%
- Asian/Pacific Islander = 3%
- Indigenous = 3%
- Multiracial = 0.5%

Q4. How would you describe your contact with MCSO?

Neutral/Descriptions of Engagement

- The deputy was simply present in the court while we were seen by the judge in a civil case matter.
- My interactions with the Sheriff's office because of my family member's issues were neutral, and at times bordering on the positive side.
- Routine traffic control.
- Nothing positive or negative about it.
- Stopped for infraction, given a pass after discussion.
- Just at the County Fair.

- Gave a warning.
- Asked for help getting my son treatment for drugs when he was hallucinating.
- Contact was brief.
- Officer came out and took report regarding possible trespassing.
- An officer pulled me over for using my cell phone while I was driving. My cell phone was actually in my pocket and I was using a toothpick that he mistakenly thought was a phone. After checking my license and registration and proof of insurance he apologized for the stop and let me be on my way.
- I am a member of the MMRC and have been involved with the Sheriff's Department in several drills.
- I saw the Sheriff at the 2022 Marin County Fair, and they were just regulating the traffic at night.
- I had a question; he answered it, sort of.
- Handing out toys in Marin City.
- They were observing everyone in parking lot.
- The information was not always presented in a clear and accurate manner to the committee.
- Given a warning leaving 120NRD county office (stop sign). Was potentially let go with warning because identified as county employee. Officer was friendly enough, neither excellent or egregious.
- They were doing their job.
- It was purely factual.

General Positive Perception of MCSO

- Friendly.
- They were kind, professional and willing to assist/help beyond the call of duty.
- They are helpful in my neighborhood of San Rafael and good people.
- Visible, interacted positively.
- Deputies I have interacted with are always professional, courteous and helpful.
- It is a well run and well-staffed organization.
- Justice was served and exemplified.
- Officers were friendly.
- They were pleasant and engaging when we made eye contact.
- The encounters were mutually open and respectful.
- THEY WERE RESPECTFUL AND DID THEIR JOB.
- They were helpful.
- Very professional.
- Acted professionally.
- Over my many (54) years in Novato I have known past [sheriff and lieutenant] fairly well. I have known a number of other MCSO officers and I have found all to be very objective about law enforcement and community policing.
- Professional, courteous.
- Courteous and polite. Helpful.
- Professional, reliable and positive.
- Professional.

- We had a very productive conversation regarding boating and drinking alcohol.
- Very compassionate and understanding of my situation.
- I have always found the Sheriff officers to be friendly, polite and professional.
- Because they were doing “community policing,” caring about the community enough to just stop and say hi.
- Despite of all of the negative criticism of police, the Sheriff’s Deputy was courteous and helpful. He/She acted in a highly professional manner.
- Very efficient and courteous.
- Officer was friendly and seemed happy that I helped.
- Deputies were congenial and helpful.
- They were professional and courteous.
- Courteous deputies always. Helpful, yet strong willed when needed.
- Each contact I had with the Marin County Sheriff’s was completely professional. The Deputies in each contact were extremely helpful.
- Dedicated law enforcement officers who possessed the passion to Protect and Serve and who were actually trained properly.
- Very professional officers.
- They are professional.
- We got to talk and ask questions directly. Very nice group.
- Very professional, very willing to discuss problems in the district and everyone attending was impressed.
- Officers were very approachable and friendly, and seemed invested in public engagement.
- Very positive, and professional.
- MCSO has always been courteous, friendly, helpful and very professional.
- I have volunteered for investigations for nearly 13 years. I see dedicated men and women who hold great respect for the community and its residents. They work tirelessly to protect us and keep us safe, and often get little gratitude in return.
- They were polite and not pushy.
- They were polite and helpful.
- Professional.
- Every person I’ve dealt with at Marin County Sheriff has been professional, and a pleasant experience.
- Deputy was polite and professional.
- Helpful and positive.
- Deputies are always thoughtful and polite. Seemed competent in a very tough job.
- Friendly.
- Professional, courteous.
- Professional, glad they are here.
- Professional, courteous and prompt.
- Have always experienced positive interactions with them.
- I believe the great majority want to do a good, fair job enforcing the laws.
- The staff members were nothing but kind and professional despite what many would consider a “negative” interaction.
- They are great, very respectful, positive, calm and understanding.

- We started hiking on a social trail in Tennessee Valley and were asked to stop as it was a dangerous trail.
- Deputies were respectful and helpful.
- Always professional.
- Officers have always been very polite and helpful. A Deputy was assisting with traffic on 101 helping to minimize back up from a minor accident. I know they didn't have to do this as it is CHGP responsibility.
- On our street in the county we had a woman die in her home--the Sheriff's office was responsive and helpful and kind. Also, Sheriff's patrol our main thoroughfare to control speeders.
- Professional.
- Officers have always been calm, reassuring, knowledgeable and left me with the feeling their agency was in good hands.
- I've interacted with members of the Marin County Sheriff's on several occasions in the past year. They have always been genuinely nice, helpful and professional.
- Excellent service by the Sheriff Dept.
- The sheriff's deputy was very attentive and helpful.
- Always professional and skilled at defusing situations.
- Professional, dedicated, respectful.
- Generally polite and efficient.
- Very professional and friendly.
- Cordial, professional and friendly.
- Officer was helpful and respectful
- Help full. Friendly professional caring.
- Excellent, professional.
- The local Sheriffs are professional and friendly and represent the interests of our community well.
- They were positive, friendly, and ensuring I understood.
- Fair and kind.
- The deputies I encountered were always respectful and conducted themselves with high integrity.
- Informative and friendly.
- answered questions, polite, acted professionally.
- Excellent. Friendly. Helpful.
- They have been very professional and act in a compassionate manner.
- Great.
- Performed the service well.
- They are very professional and care about the community.
- He was friendly and answered our question.
- I see a different side of the MC Sheriff's Dept because my daughter is a probation officer in the county and works directly with them. I know she is always safe in what she does because of her own professionalism and that of the Sheriff's deputies she works with.
- I work as a family law attorney and the bailiffs are fantastic. When I have had concerning DV cases, the bailiffs are on top of it. They are stern but kind to the general public. Shay Haines is one of the best.

- Staff were approachable, courteous and were able to assist me during my visit.
- Thoughtful, kind and professional.
- The deputy was professional.
- Every officer I have met or encountered has been professional. They have a tough job and don't get the respect they deserve.
- The sheriff I interacted with was very polite, very empathetic, and very supportive.
- Observed competent performance of duty.
- Very sympathetic & helpful.
- The experience was handled professionally.
- Professional, polite and knowledgeable.
- Polite; professional; doing their job.
- Extremely professional and courteous. We need more law enforcement like the Sheriff's Office!
- They were professional and easy to deal with.
- They were super helpful and friendly.
- I answered their questions as best I could and they were very nice.
- Questions answered politely and correctly.
- Professional.
- Deputy interacted with me in a calm, courteous, professional way.
- They were helpful and informative.
- Deputies were engaging, informative and friendly.
- I have never had a problem with the sheriff's department. They are professional and courteous while doing an extremely dangerous job. I support them 100%.
- Friendly, helpful service.
- Officers were polite and helpful.
- Officers were cordial and focused on their work.
- On a jury and the deputy was professional and pleasant.
- Treated with respect.
- Big help. Assisted when needed.
- Somewhat nice.
- Forward & direct
- They were very reasonable.
- Because they treated me well, but it's a shame they don't speak Spanish.

Positive Engagement During Stops/Interactions for Illegal Behavior

- The officers were professional, expedient, explained clearly why I was stopped. Explained how to correct it and let me go.
- I had moved to Novato, I took a detour off the freeway thinking it was legal, I got stopped for it, I explained I was new to Novato, and that I understood if I got a ticket. As a person of color, it is terrifying being stopped by any less enforcement, so this was terrifying. However, the Sheriff officer let me know what I did was not legal, checked my documents, and let me go with a warning. I was very happy to be at work without being hurt.

- During each encounter the deputy contacted was very professional, helpful and through, even when giving me a ticket.
- I was stopped by a Central Marin officer in my neighborhood because I had not come to a complete stop. The expert was positive and alerted me to be very mindful to STOP.
- Deputy was polite and professional. And I was doing what he stopped me for.
- helpful, polite, great public safety.
- The Sheriff is very kind and considerate. He stopped me for a violation but gave me an opportunity to explain what had happened. He could see and understand my intention to obey the driving laws.

Positive Interactions at Community Meetings and Events

- Deputy came to a Neighborhood Association meeting; was friend & professional and conveyed the sort spirit of public service I would expect from someone trusted with such authority.
- Community Events bring out positive interactions.
- it was a Community event with good.
- it was a community event, it was a cordial event.
- I was present with deputies at a post-homicide event in Marin City. The presence of the deputies was collegial and peaceful. They were there to express their support for the community, while also providing security for the event.
- MCSO were professional. Night out was safe and positive.

Helpful in Addressing/Resolving Issues

- I live in Pt Reyes Station and have asked for help on various occasions with redirecting a stalker away from my daughter and with a neighborhood homeless encampment. Every contact has been sensitive, informative, helpful and appropriate. I am a huge fan of Jason Swift.
- Reported PG&E Scam. Reported outside amplified music several times - issue resolved.
- We had a homeless man attempting to live on some vacant property we own. Sheriff was helpful, came to our house and offered to remove him if he came back. The man did not return
- court bailiffs went the extra mile in ensuring my safety in family court--escorted me to my car, etc.
- The deputies did an effective job of evacuating my neighborhood.
- The assistance was attentive to concerns and checked out the area of concern, which is a fire road connecting two different neighborhoods with wild land interface.
- Professional deputy who assisted us.
- Service was prompt, even though we are located in San Geronimo Valley, a long way from Sheriff headquarters. All officers were polite. Officers gave me their work cell phone numbers and called back for follow-up checks.
- Worked together with the SO to identify and arrest a pedophile.
- My 10year old daughter was sexually harassed in the woods in a very scary incident- the sheriff's office was responsive, they communicated well, assigned a specialist and followed through with professionalism. We feel safe in our community because of how they handled the case.

- Cordial officers, helpful and responsive- responded within 5 minutes of call.
- They checked out the problem or safety issue immediately and solved it to my satisfaction for public protection.
- I had to call three times for help with the same person in my neighborhood. Each time the deputies were very responsive and treated the "suspect" with respect and compassion. They knew right away that they were dealing with a mental health person. I didn't want to call but things were getting scary and I felt that maybe she could get the help she needed. Deputies de-escalated the situation perfectly each time.
- Our neighborhood had a trespassing problem. The MCSO staff came out and explained how they could help. The problem was completely solved after a few changes and citations to those who were trespassing.
- Moderate response to request for more patrols near open space to address people smoking, drinking during times of high fire danger.
- Came quickly, very professional & cordial, listened closely, acted immediately & competently (calmed & sent away a belligerent/threatening neighbor).
- Very helpful understood mental illness of adult child and helped him.
- Deputy helped resolve my issue with a friend's restraining order. He was polite and professional.
- We suffered an attempted home invasion when we were sleeping at home. The deputies arrived promptly and were very professional in securing the area and talking with us afterwards. We appreciate our men and women who serve to keep us safe!
- The sheriff arrived quickly and quietly. was kind and thoughtful. He knew exactly what to do, and did not ask a lot of probing questions, just basic information.
- Requested help and got it.
- I needed assistance with an issue in which a restraining order wasn't able to be offered, but the officers were able to help me with alternatives and support.
- Helped diffuse a potentially violent situation.
- Criminals robbed me and the sheriff helped me.

Prompt Response

- A person promptly responded to the call.
- Sheriff's office has been quick to respond and professional.
- Deputy called me back soon after I left a voice message.

Mixed Experiences/Perceptions

- Good support for Natl Night Out, less so as more communities participate. Wildfire evacuation poorly executed.
- Called Sheriff re vehicle in the middle of the road with what appeared to be a passed-out driver. sheriff appeared quite quickly and started dealing with the person. I was not involved and remained inside my home. I did see the sheriff seem to push the driver verbally, not physically, to challenge him repeatedly, getting louder each time. I could not hear the person's responses as he was facing away from me. Then it seemed to suddenly escalate from a civil conversation between them to loud demands from the sheriff for the man to get on the ground where he was arrested and taken away. I was taken aback by the sudden shift in demeanor of the sheriff. I had not seen the man make any sudden moves or anything, but I also figured he may have said something that took

the incident from fairly quiet to quite intense. I remember moving away to the back of the house as I feared gun(s) would be fired. What had appeared to be a caring traffic stop had suddenly become quite intense and scary.

- I've been treated fairly by Marin police but my father was harassed and insulted in front of me when I was a child.
- Many of the deputies are kind, friendly and helpful. But there is a toxic culture within some of the law enforcement arm that is ultimately harmful to citizens treated unfairly, and the community at large.
- Mixed b/c though I didn't have contact with deputies I was physically affected by the experience. When I looked around, I saw the judge, two defense attorneys, two prosecuting attorneys, and a room of potential jurors that were all white surrounded by several black deputies, and Hispanic kid on trial. Makes me wonder what leadership demographics are w/in sheriff's office, how that affects decisions making, and what impact it has on our community.
- They were polite but they didn't do anything.
- Deputies have always been very pleasant and helpful in social situations. They have been compassionate and helpful in very stressful situations concerning my seriously mentally ill son. I feel safe when they are present. Actually, many years ago, the guy at the window was an AH! Now that I think about it. Big beefy bastard. That is in the long past, tho.
- The court deputies for the most part are polite, professional. And competent. The jail deputies in certain instances have taken advantage of inmates and hurt them or humiliated them. There is (or has been) a problematic deputy but his peers and/or supervisors protect or cover for him. All of the staff needs to be trained or retrained on how to read the court minutes.
- Officer was nice when I first met him but when other times came along, he started to show his true colors and was very rude.
- I don't trust the Sheriff office. They are cruel white men because they transfer undocumented immigrants to ICE. You never know when they are going to abuse. Some deputies are very kind thou. I think they are racist.
- The individual provided the help/guidance, but came across as being bothered to do so.
- He was carrying out orders and was polite. It just wasn't an ideal situation overall.
- The officer I spoke with was respectful once it became clear that I was not hostile
- I get along with most of them, but some are total assholes.

Generally Negative/Context Unclear

- Trust is weak between sheriffs and community.
- Racist.
- They feel they are above the law, other law enforcement let them get away with it and if you don't cater to their every whim, they will shoot you.
- The Sheriff was unwilling to acknowledge violations of state law restricting interactions with ICE.
- Arbitrary and dismissive.
- They failed to serve the defendant.
- I felt like I was being accused of something with no evidence to suggest that I was involved.

- Dismissive attitude to my concerns.
- They are invariably arrogant and disrespectful.
- They are arrogant, untrustworthy, and self-serving.
- Marin sheriffs are dangerous to the public.
- A clear superiority attitude with deputies.
- They presented dangerous and didn't listen or appear to care about my safety.
- I think it is negative to reject collaboration with experts in youth development, restorative practices, trauma-informed responses and teen drug education.
- Over speed driving.
- Sheriff personnel are too frequently aggressive in attitude and physical actions. Then too defensive in response when a citizen expresses his/her rights.
- Mistreatment feels like torture, mental abuse and trauma.
- I'm really scared of them, so I wasn't able to concentrate.
- They gave me no respect as a human being and used their position to get they wanted.
- Not liking approach to the situation, questions asked not pertaining to incident and a superior attitude.
- Because the Deputy wanted to come into our yard and interview a friend/neighbor who was picking from out tree. The Deputy came in our backyard and said, "You know I could arrest you" to the friend!
- Not transparent. Did not respond to community questions at Supervisor meetings. Continued to work illegally with ICE.
- Authority abuse.

Problematic Inaction

- They left my under aged kids unattended.
- Person collected the information, no f/u was communicated to me.
- Questionable lack of action during pro-MAGA drive through in Marin City with inaction by Marin County Sheriffs.
- They responded somewhat slowly. The second time I called, months later, they were aware of the individual I reported and said they would send an officer. I'm not sure they did.
- Asked for help at the school for a young man and they did not want to come. Had to call and had other parents call. Then they showed up. If it was in Sausalito they would have been there.
- Deputies were asked for assistance in dealing with a homeless person on meth. My neighbor and I were treated with hostility, scorn, and when asked for assistance with services for that homeless person, they said they didn't know of any resources and told us to look it up on Google.
- Someone had broken into my father's work truck and stolen his tools. We called the sheriff to report this incident and they arrived an hour later. The sheriff who came first came over and saw my father. I guess he saw his complexion and thought it was better to call someone who spoke Spanish. I saw him drive up, roll down the window and say "someone else is coming to help you". He didn't even get out of the car. Then, 45 minutes later, a Spanish-speaking sheriff came and told us there was nothing he could do. He gave us his card and told us to call him if it happened again. We both felt defeated and hopeless because the sheriffs do not care about protecting and serving our community.

Standoffish and Distant

- The sheriff did not say a single word to me when I requested a signature on a citation correction at the Point Reyes Station office; he kept me waiting for 40 minutes for a signature. His demeanor was dismissive and rude.
- I attended a celebration in Marin City for the tunnel art project. Sheriff's Deputies were standing all over in pairs but separated from community members. It made me feel uncomfortable like we were all being policed at a community celebration.
- Officers have had little to contribute to meetings. Other contacts have been both positive and negative. Most officers have had flat affect (unfortunate training posture) which leads to minimal forward communication. When called to service within community (respond to disturbances) they are slow to show up, and often too late.
- Deputy was distracted, unhelpful. Traffic control was routine.
- I've been at 2 community events where the sheriff's office we're invited with the request to attend in plain clothes. At both events officers we're in uniform, and very standoffish rather than engaging with the community.
- Impersonal.
- Pre-pandemic, Youth Court hearings were held at the Civic Center court building (a program I helped to facilitate). Sheriff Deputies would surveil the hallways with little interaction with the public.
- When I asked the Sheriff's Office for assistance in a large demonstration, I found the deputies arrogant and indifferent.

Negative Experiences with the Complaint Process

- The sheriff's deputy Matthew Larson lied under oath and in formal pleadings. He had a personal vendetta against another person and lied to seek retribution. The complaint was made through the citizen, complaint process, but because the deputy had moved to another agency in Contra Costa County, they did nothing.
- I was physically assaulted and sexually assaulted by [a deputy] on April 27, 2022, and file complaint no one has responded. Also filed public records request for body cam footage they refuse to release to me. Marin sheriffs are corrupt and crooks.

Bullying/Intimidating Behavior

- At each point it is clear that helping or serving a law-abiding long-time resident of Marin Country is NOT their interest. The office attendants at Larkspur were downright insulting and disinterested in providing request. Adding injury to this insult came when one even chose to insult my intelligence with 'you've been lucky not to have been towed' when I asked for information on why I was towed from an area that had no signs preventing parking and I've been parking in for the last 20+ years. Calling the police has resulted in contact that assumes I'm doing something wrong and the person I called about gets a nice chat while I get grilled over my behavior at my office building and his 'visit' to my office is seen as acceptable behavior after all he is a sales person and I'm a business owner. Not sensible unless it is my race or my sex (most likely the latter considering the older policeman's looks). Gang like behavior by police 'training' at the College of Marin football field. This was a display of young police training and yet everyone acted entitled and intimidating to the community that also uses the same field. The lack of service mindset is obvious even with officers on the beat. The assumption is made that I am

guilty of something which makes it clear to me that I am much better off dealing with any problems on my own, not providing or interacting with police and at all turns blocking any interaction with a gang of people who appear to only be interested in 'doing whatever they perceive to be their job' which doesn't include service of supporting my wellbeing.

- I asked for help with identifying the person who took my identity. Subsequently, I was victim shifted! Now, my identity is massively impacted , k thanks guys
- I was only watching. It appeared the sheriff's deputy was using wildlife trail cameras to alert him of bike riders on trails. I don't think that's why the cameras are there. I also feel the sheriffs depart should have better things to do than chase after people riding bikes.
- My rights were violated.
- At a peaceful rally for George Floyd, I witnessed a large number of Sheriff Deputies dressed in camo fatigues and carrying weapons like a paramilitary group. I found this both racist and intimidating. Paramilitary groups have no place in a peaceful society.
- For one some amount of cops need anger management. When dealing with people they ought to act maturely particularly with employees doing their job (yelling at employees for a call at a sports game or being rude to cashiers etc.). One of my good friends has also told me about the trauma the police have caused him in their physical abuse. Unnecessary use of force is not ok and never will be.
- The deputy was the one surveying the metal detector entrance to the Courts and he was incredibly rude and clearly overexerting authority in the way he was interacting with everyone coming through. I felt incredibly disheartened.
- It seemed that they were angry and aggressive at the onset of the interaction
- traffic stop unnecessary. deputy already knew the registration was current. help request answered very aggressively that escalated the situation
- I was pulled over and screamed at. A friend of mine, an Indonesian immigrant was arrested and held in jail overnight. His family didn't hear from him till the next day and were terrified especially because he has crucial cancer medication he needs to take.
- I was in court with a friend to help them get a restraining order. The bailiff came up to us after my friend's case was called and told me my T shirt wasn't appropriate for court. I am poor and I was wearing the only clean shirt I owned at the time. I was put off by the bailiff's remark.

Negative Experiences During Stops/Engagement Around Potentially Illegal Behavior

- I was visiting my daughter in Mill Valley, when stopped for going past a stop sign. I had been visiting my daughter for many years and the stop sign had just been added. I was driving very slowly. I do not fault the sheriff for the citation, but he did not need to question whether my daughter really lived in Mill Valley. We are Latinos. He wanted to know her name and address.
- Rude and forceful.
- it seemed unfair, that my vehicle was singled out.
- The MCP was out in the woods to site bicyclists on illegal trails. I had my dog off leash (she is senior and lame and can barely walk) I normally have her on a leash anyway, but that time I let her off to eat some grass. MCP cited me and asked a lot of questions like CDL # name, address, etc. He kept on asking personal information so I said that's enough personal questions. He called the sheriff and said I was uncooperative, which I do not agree with since I had given him my information. The sheriff who was stationed in the woods with MCP came running up to me and started yelling at me like I was some kind

of criminal. He tried to intimidate by bullying me and kept yelling in my face. It was very odd. While the MCP was writing the citation, the sheriff leered at me. So creepy. He's lucky I didn't tell my attorney about it, but I just wanted to end the whole debacle.

- Rude, dismissive, macho performative. I was in the wrong and did not dispute it, but it was not serious and did no harm. He could have been civil and polite, but wasn't.
- Totally uninformed and uneducated. No, I don't need to show my ID (except for traffic stop), and don't tell me I'm legally required to do so before they'll let me go (I'm not, and that's an illegal detention of constitutional proportions). No, I don't need to help you investigate me — where I'm going, where I came from, what crime I think I committed. Your pretext stop fishing expeditions are garbage; if I failed to signal (I didn't) then keep the conversation to that, stop looking in my car and asking unrelated questions.
- Officer was rude and overbearing. I'm a working professional who was riding a bicycle.
- I was caught stealing a traffic sign - negative experience. However, the deputy allowed me to put it back and gave me a warning.
- Some were willing to let me keep walking and some wanted to take to jail for walking down the Drake Street back stretch between the Cornerstone Church and the pink high riser building. They were going to arrest me for drunk in public because it was 2 in the morning and I was walking in center divider. Which is what everyone has done for the last 60 years to avoid animals (raccoons, skunks, etc.). They weren't even going to let me walk up one block back to my house on Burgess Court. Finally, one cop said if I call a friend to come walk me to their house, they'd let me so. I and 100's of people have been walking that way since Marin City existed. Not cool I could have gotten arrested for walking from my house.

Negative Experiences During Requests for Assistance

- Deputy made me feel like a criminal when I was the victim.
- As a victim I was treated with disdain and as if being attacked was my fault. The deputy wanted to leave me on my own a mile and a half from my car despite the fact that I was bleeding from three limbs and had a severe concussion. I was eventually taken to the emergency room and given treatment. Deputy did not investigate even though I was nearly killed. It took an outpouring of letters from the community to have a detective assigned. He was professional and as thorough as could be but by then the case was cold. Records folks pushed back hard when I requested the sheriff's records regarding my attack even though they are required by law to provide to me. They did release the information finally.

Differential Treatment/Perceptions & Experiences of Racial Inequities

- To me, the Office was helpful. To my Black friend, not so much.
- Because my interaction did not involve a crime, I found the staff to be polite and professional.
- I am a minority but look like a white European. No one in my family has experienced the treatment and abuse many of our BIPOC.
- I think that the Sheriff's office is skilled at the business of working with affluent white people, providing information, etc. But not with marginalized people.
- They harass certain people who are upstanding citizens and the criminals walk around freely and they do nothing about it.

- As a white homeowner I believe I am treated differently by the MCSO. Previously, I heard Sheriff Dole express racist ideas about Marin City.
- The sheriff's deputies were clearly profiling by race, because I was doing the exact same thing my direct report was doing, parking my car in the civic center parking lot. In general, I find MCSO to be a very racist organization in the ways they police Marin City and also the Canal.
- Because I am a white well-off individual in Marin. I can't even fathom the experiences of our immigrant community and Marin City.
- They responded quickly. But I know of others who have had negative experiences. One teenager was speeding on Sir Francis Drake and was given a warning and the other was cited. The one who was cited was Black and the one who was not cited was White.
- My person experience as a white male has been fine but I've witnessed different treatment for other groups.
- Because I'm white, old and frail looking.
- Numerous Sheriff's Deputies are older White men who suffer from racial biases they don't even realize they have. Whenever a situation arises which does not involve only White people, that racial bias contributes to an inequitable situation.
- Rude officers, absolutely needlessly impolite without any cause or provocation, I believe this was connected to my race.
- Some of them are unaware of their racial biases.
- I have expressed my disappointment when in the past, we had a couple of obtrusive events that happened in Marin City, 1) in 2019 when Contra Costa Sheriff's raided our community in the early morning hours looking for suspects that occurred in Orinda. Although we know it was of a serious nature, because our community is so small, I felt that the Marin County Sheriff's should have told them they can handle it. This would not have happened in Sausalito, Mill Valley or any other white community in Marin. My perception is that Contra Costa Sheriffs did not do their due diligence the night of the shootings on Halloween night and they had to come up with a way to justify their investigation. The Marin County Sheriff again should have stepped forward and said the Marin City community is too vulnerable for this type of obtrusive action. It is a memory that still lingers in the community's minds. 2) in 2020 when the Trumpster proceeded with a large caravan of Northern California Republicans to intimidate our community residents on a Sunday morning and near the election time. The caravan should have never entered Marin City. There was ample enough time for the Marin County Sheriffs to prevent them from coming in...that caravan had started from Santa Rosa and stopped in Novato, so all law enforcement had to know. I have worked in law enforcement when I lived in Los Angeles and while living in Marin, so both of those events were not held in secret. The Sheriff's motto is In Partnership with Community - two events should have been prevented.
- The way they approached to me with disrespect and apathy, they need to be racially educated or trained.
- Targeting people of color.

General Reflections on Policing/Directions for MCSO

- I have been experienced several accounts with Sheriff's office looking to deepen conversation around accountability for use of force by police while on duty. There is a remarkable power of AB1185 to open transparency and build trust with local residents

who are typically most affected by police encounters primarily people of color. we must stand in Marin County as a place who values accountability above pride and power. We have to follow the lead of other cities in the area who have already implemented AB1185 with subpoena power and have experienced tremendous benefits.

- Of all Marin's LE agencies, MCSO is the best. This is not to say that there are zero issues - but the department is the most trusted and has fewer "bad apples" than other departments. I would love to see them evolve into an even better LE agency - a model for other law enforcement agencies and the standard to which all Marin LE aspire to achieve. Oversight will facilitate this goal.
- The officers are doing the best they can in an incredibly hostile environment. I don't agree with their politics but I don't think they are overtly racist. Then again, I'm white.
- I appreciate their support. I also think that on campuses, it is good for kids to know they are safe.

Negative Experiences/Reflections on Jail and Carceral Settings

- Conditions in the jail are intolerable. 24-hour isolation during Covid was inhumane. Consistent problems with Deputies refusing to bring inmates to video visits on time. Overpriced telephone and video visits. Terrible food. Refusal to allow psychiatric visits in spite of the Presiding Judge's order to facilitate them. Deputies refusal to wear masks during Covid was inexcusable and should have resulted in disciplinary action.
- Were overly aggressive. Witnessed abusive behavior by sheriff's deputies towards incarcerated people.
- Not treated well in jail, like I killed someone. (They) like to abuse power.

Support for Reforms

- In my many conversations, I have found members of the Sheriff Office who are open to feedback, dedicated, responsive, and proactive. I have also found those who continue the image of "we have this" and are basically shut down. I am happy to see the New Sheriff in place and his pick of an Assistant Sheriff. I think we need to give him time to create his own culture within the Sheriff division. That being said, community involvement and oversight is an essential element.

Pro-MCSO/Anti-Reforms

- The Sheriff's Office has always been respectful despite the mistreatment by many in the community. Frankly it's disturbing how the Board of Supervisors has caved to the fringe radicalized groups, most of whom don't even reside in the county, with regards to "defunding" law enforcement. The gang issues in the county are on the rise and becoming more violent, the beating at Lynwood being just one example. Lack of police presence sends the message that there are no consequences, you need look no further than the retail theft rings running rampant in the community. This has to stop. Marin has got to get back to using their rational minds and stopped succumbing to the rhetoric that protecting residents in the community is somehow a social injustice. The community supports its law enforcement and those that don't, are more often directly affiliated/benefiting from organized destabilization of our law enforcement be it via committing criminal acts themselves, or the financial windfall for community organizations that are running narrative of their needed presence without and oversight or measurable outcomes for success in reducing crime. It's past time the county start

auditing the community organizations it funnels money to under the guise of harm reduction and start public's support the one agency actually on the streets, doing the work.

- The police are doing a great job. This oversight committee is a mistake and will lead to more crime as police will now back-off. Crime is already on the rise in Marin due to ill-advised policies.
- Always courteous and helpful. The MCSO does not need oversight.

Generally Negative/Skeptical of Reform Efforts

- Trust is weak between sheriffs and community.
- Racist.
- I'm really scared of them, so I wasn't able to concentrate.
- Marin County police coming to a mental health check and handcuffing the person they're checking on for their "welfare" is a traumatizing event counterproductive to assisting in the betterment of their mental state. There is no accountability anywhere and the people detained leave worse for the wear with complex PTSD. Deputies often smile as they commit these acts as if they enjoy inducing trauma on innocent citizens. Deputies even allow for ex-partners to induce such action in jealous phone calls committed as false concern when they have to had actual contact or any relation to the person in question in weeks, months, or sometimes years. This is an abomination and as the child of a retired police officer and I can firmly state both my parent and I are appalled.
- [The Sheriff] in particular is a good ole "boy in blue" who has no interest in real, committed reform. Whatever comes out of this will be nothing more than reform propaganda/copaganda.

Q7. If you filed a complaint, tried to, thought about doing so, or wanted to do so but did not, please tell us more about that experience.

Did Not Know a Process Existed/Confusion About Specifics of Process

- I do not know that you could file a complaint, so that needs to change.
- wasn't sure if I could file a complaint as a bystander.
- Lack of/ ease of access to complaint form/s.
- Filed a complaint regarding theft identity, not told really how, just was given papers to fill out.

Positive Assessment

- Excellent.
- Outstanding fair and impartial.

Mechanics of Process Attempted

- Wrote a letter directly to the sheriff.
- Wrote a letter to BOS regarding [the former sheriff] and ICE.
- Nov 1, 2020. The trump train incident when caravan of cars went from vintage oaks to Marin city day before election to intimidate locals. I contacted office to understand why there were no arrests.

- Provided information as required, learned of applicable SO rules, used that for future issues.

Thought About It, But Didn't Think It Would Matter/Didn't Trust MCSO/Process

- It was totally on me. I should have filed but figured they would come up with an excuse and I really was not mentally in a place to put up with any BS.
- I was yelled at for riding my bike in the bike lane by an officer for no reason before being told "you need to be on the side of the road) while riding under a bridge between the markings that had the bike lane symbol. I didn't because I know how immune cops are if everything in this country and that it would likely just end up wasting my time anyways.
- The sheriff's office cannot be trusted. They treat everyone as convicted criminals, are racist, and don't live in the communities they serve.
- Will not file to a system that supports the system. It is both a waste of my time and a danger to myself.
- I decided it would be a waste of time given the leadership of that organization. I also did not wish to subject the victim of this incident to any further harassment.
- This was probably 40 years ago but it stuck with me. My neighbors and I were gathered outside after a traffic accident. The Sheriffs arrived to help. We all gasped as one of the officers backed up around a blind curve in the oncoming lane to set flares. He was just lucky that no one was coming to run into him! It absolutely defied common sense. I wrote the Department at the time because that officer put the public at risk. I just wanted to make them aware that they should be more careful. I got a letter back that the Department was looking into it. Fine. Months and months later I got a letter back that they had investigated and found nothing wrong. This was ridiculous. I didn't want the guy fired, I just wanted someone to say, "hey, don't back up around blind curves! Use your brain!" But there was "no wrongdoing." Someone, including the officer could have been killed! Anyway, that was so dumb that it stuck with me. I can see that if someone had a more serious complaint than mine that it could just as easily be dismissed.
- Police self-investigations are bullshit. Specifically for harassment of citizens via pretext stops, as the stop itself is for a legitimate minor infraction but used to go on fishing expeditions to investigate other hunches. On hindsight self-review, all are legitimate stops so complaints are found to have "no basis." It's bullshit. We're powerless to stop their overreach. And if they don't like any changes you institute, they'll do a work slowdown (see SF during Boudin) in which crime will rise, and they'll blame effective policy changes as the reason, not their own inaction. We're all fucked by police and their unions. And the Sheriff will be at the top giving the slowdown order if he thinks the county goes too far.
- Complaints to the offender makes no sense to me when the offenders show clear disregard and disinterest regarding my objections during the encounters.
- I've been told by officers in other departments and community members that the sheriff's department does not take any complaints seriously if the action was not specifically illegal (but may have been unethical or unbecoming of a peace officer).
- I ended up not filing any complaint because I am aware of the long history of "holier than thou" in the Sheriff's Office and decided it would be a waste of time.
- I don't have time to navigate that process because I'm a working person, plus I'm certain my complaint would be ignored.

Afraid of Doing So/Fear of Reprisals

- While our past interactions with the Sheriff's dept have been exemplary, we do not feel comfortable about filing complains or raise issues because it might cause unintended personal backlash.
- The person who should have filed the complaint was too scared to let anyone do it using his name either. Very scared of the Sheriff's department.
- Sheriff Doyle and his undersheriffs did/do not present as responsive or caring officers. Vindictive energy is present.
- The Sheriff and department have a scary reputation.
- On a few occasions over the years, I have seen cases where deputies out of the Marin City substation have used unconstitutional tactics to harass residents unfairly.
- Police are notorious for retaliation with zero accountability, especially against people of color. Filing a complaint with the offending office only leads to the police ganging up on underserved communities.
- Was told by perpetrator that he had connections inside the Sheriff's department. Found out that his sister-in-law works there. I have been subjected to harassment from deputies.
- Traffic stop for false accusation - I made a full stop and they said I didn't stop. Accused me of smelling of alcohol - I had not had alcohol. Tested, let me go and forgot all about false stop sign. Attorney advised me not to complain because of likely retribution.
- I did not file for fear that the deputy would take it out on my poor demented son or my clients in juvey. At the time I was a student intern studying for my MA and doing my hours in the Juvenile Probation dept. Sure enough the AH got even by having my client, a teenage murderess, strip- searched every time we met. You can imagine that this did not endear her to me. Retaliation is the biggest fear that hampers cooperation with the cops.
- Did not want to get on their radar for fear of reprisal.
- I don't think the complaint process protects the person that files the compliant from the given/entitled powers of the officers. Law enforcement officers have a lot of power that goes unchecked most of the time. So, filing a complaint can make a situation worse, and might even get the attention of other officers trying to "protect" the officer, resulting in additional trauma.
- Because of retaliation.
- Mostly fear for complication in the process that might be against me at the end, I have no trust in the judicial system.
- Feeling scared cause of retaliation. Targeted harassment.

Wanted to/Thought About It but Did Not

- I wanted to. How is it I can call for support before and issue turns bad risking others and no. They get a call obviously from the person [s] and listen to them lol great job sad but true. Sorry for Marin City fr. I truly get it on levels now
- I thought about it after I saw them spending time in the woods giving tickets. There has to be more valuable things for them to do.
- wanted to complain about mistreatment by sheriffs as reported by neighbors and friends in west Marin and Marin City.
- My daughter is the one who wanted to file a complaint but I discouraged her because this kind of behavior is to be expected.

- The incident was too long past.
- One specific incident that I can recall experiencing made me feel this way because I know Marin city is a training ground for new officers.
- decided to just let it go and move on.
- I moved my vehicle, instead, but if the problem persisted, I would probably have complained.
- I could not do it because the officers looked like angry dogs; they do not realize or do not want to accept that it is the uniform that gives them authority and not their faces. They have to “protect” us, not create more problems.

Negative Experience Filing

- It was frustrating and time consuming.
- The deputy never returned any of my phone calls. False promises.
- Filed a complaint for lack of access to psychiatric care. Took me seven weeks to force the Sheriff to comply with Judge's order.
- Complaint filed, nothing done about it. No response.
- I filed a complaint on May 2019 about a physical and sexual assault from [a deputy]. No response to this day. They are corrupt
- They take a long time to answer us in Spanish.

Criticism of Survey

- Why do you focus solely upon the "complaint process" as if that is your only concern? What about the proper actions of the deputies who combat criminals and render justice in protection of the Commonwealth?

Miscellaneous Frustrations with MCSO/Complaints Filed or Contemplated Unrelated to Officer Misconduct

- I have been upset about a man continually parking a dump truck in front of my house and moving it within 72 hours and then moving it back. It shows up in Google street view of my house he parks there so consistently. I think there should be more monitoring of this behavior and extremely loud music playing in the Loma Verde area of Novato. Also, a car was stolen from my driveway last year and later found completely stripped in the Canal. There isn't enough monitoring of the area and people like the guy parking his dump truck in front of my house feel free to blow me off when I try to reason with them. I feel like purchasing a house in the neighborhood was a poor investment because of so many people abusing the law.
- I wanted to file a complaint against the San Rafael police because they didn't bother to do anything about the meth dealer with a child next door for years and were rude, and they also treated me badly on three or more occasions and told me I didn't have work when I did. They falsely arrested someone I know who is white because a girl with a big chest made false allegations that she later admitted were false. I haven't had any contact with the sheriff's department. I never filed a complaint against the police dept. I feel as if criminals have a lot of extra rights in Marin county, and ordinary citizens' rights are brushed under the carpet to make way.
- My Catalytic converter was stolen out of my car port so let sheriff's office know about incident and suspicious cars patrolling to steal them in my neighborhood.

- I have thought about complaining about resource allocation.
- Sheriff's leadership seems completely unconcerned with doing any law enforcement (Binford Rd) but I decided not to waste time on a complaint.
- I have reported abandoned vehicles and the Sheriff's office has been quick to answer the phone and deliberate about completing the process.
- Called for assistance but both deputies that responded pretty much ignored my request for help and blew me off and when I tried to do a citizen's arrest, they still let the individual walk after signing the paperwork.
- About 10 years ago I witnessed a police officer misread a situation and overreact in a domestic violence call.
- I want the Sheriff's Dept and the County to be more aggressively address anti-hate, antisemitism trope, and actions.
- Was pretty angry that the Deputy misused our acceptance of allowing him into our back yard.

Q10. Please share any additional thoughts or recommendations

Necessity of a Civilian Police Oversight Entity - Support for Creation

- This is a great initiative, much needed and important, however, I doubt very much that law enforcement will cooperate and follow recommendations; they rarely do.
- Thanks for asking these questions. I hope a responsible Oversight Board will be organized.
- The review board is important and I fully support it, but it needs to be focused on incident/use of force reviews and policy & training recommendations.
- Our democratic system of government is set up with checks and balances. We the people are to hold the power. The Sheriff's Department should be no different. We need to have meaningful oversight (with teeth) and transparency. Being a sheriff is a difficult job where one encounters all types of people in all types of situations and holds a huge responsibility and power. We citizens entrust that to you but we are also your "bosses" and we need to see what is being done and we need to ensure that people are being treated fairly and respectfully.
- I think an independent civilian oversight board is badly needed. Question 9 was a little confusing to me. But overall I support the creation of an independent civilian oversight board. I think the relationships between the community and the Sheriff's office would be improved by the creation of such a board. Thank you for listening.
- Having witnesses police profiling, by attending public forums on policing in Marin (sheriff and local agencies) reading the budget of a central Marin police, becoming aware of the disproportionately number of stops/arrests of BIPOC residents, it is imperative that truth and trust be resorted and communication policing be reevaluated and funded.
- This oversight is overdue.
- This is very important.
- There is a clear lack of trust in the Marin County sheriff's office in some underrepresented communities and the citizens oversight board would be very helpful in addressing this issue. It is particularly important to note that the sheriff is serving a six-

year term now and there has been no competition for the elected office for the last several years. an independent board is needed.

- The elected Sheriff work for the people, he should not fear an oversight committee and instead welcome one. I fully support an independent body.
- This department needs real, community-based oversight.
- Thank you for making this. Thus a great first step for racial justice in Marin. I wish other local law enforcement bodies could do something similar.
- Newspaper accounts about the sheriff's department suggest a lot is wrong about how the department handles cases, particularly when dealing with people of color. I know they can't do everything right, and this survey has more options for trying, reform, and reporting than could reasonably be done, but I support efforts to do better for community members. And definitely stop enabling ICE.
- An independent oversight committee is necessary to address the concerns about MCSO interactions with the communities within the county and is essential to rebuilding the trust in the areas where the concerns from the residents have been largely ignored.
- Thank you. This is a critical step to monitoring the Sheriff's Office.

Necessity of Civilian Police Oversight Entity - Skepticism

- I believe that civilian over site is not needed. Waste of time and money. There are bad apples in every business and it's up to management to deal with and remove those who violate the ethics of the job. I have law enforcement experience in Marin and Sonoma counties.
- Oversight not necessary.
- Waste of time and money. They do not have a clue what the MCSO does and are just another woke group of idiots.
- This is more of the left tearing down LE. You will mainly get people who have chip on their shoulder against LE. These questions show that it probably is already too late and this oversight will destroy LE in the Sheriff's office by having people on this so-called board that will cause only problems not fix them. The people on this board should at the least have gone through and passed an academy then go through an FTO process just like all LE did.
- I do not agree that a civilian oversight structure in needed. If one is required by law, they should not be paid. The members should be fair minded and without an "axe to grind".
- We do not need an oversight committee. Let the sheriff do their job.
- Such an untrained, unknowing group to clearly bitch and gripe about law enforcement in an obviously negative manner does not serve the public good and will only cost the MCSO money and time better spent doing their job. Those willing to be on the board are immediately suspect in their desire to good both for the public and MCSO. It is NOT NEEDED.
- Waste of time. The Sheriff's Department is outstanding.
- We don't need this ridiculous committee. Let the SO do their jobs that no one on the committee would know anything about. How about forming the committee to oversee the board of supervisors instead because that's where the crooked folks are!
- Civilian oversight committees are a general distraction to law enforcement, they are not qualified to evaluate law enforcement, and often times simply convolute an issue. They

are unnecessary since the District Attorney's Office and The California Department of Justice have their own investigative body's that are far more qualified.

- Marin is an island of safety for our homes, children, seniors, and small businesses. Marin is surrounded by high crime cities. If you like the idea of a citizens' oversight committee filled with self-appointed 'justice' advocates, you should move to San Francisco, Oakland, or Richmond. The average citizen cannot walk on the sidewalks (littered with needles and drug dealers), shop in a store (larceny and armed robbery) or park their car (theft break ins and car-jackings). The County Equity Director has no qualifications for, and should have no role in, how the Sheriff defends us from dangerous individuals.
- The agency does NOT need a civilian oversight board. Complaints should be either handled internally or if they rise to a determined level by an outside agency. Having civilians with zero idea or experience of how law enforcement actually works, and what law enforcement has to deal with is a terrible idea.
- I won't support an independent Oversight Committee. Any person that thinks this Oversight Committee should be allowed must have the ability to perform the job of a Deputy Sheriff. Place yourself in harm's way before you decide whether or not a Deputy Sheriff has performed properly.
- I can't imagine how an untrained, uninformed, citizen can or should be involved with law enforcement matters. Oversight committees are political pandering at its best. Much like the "Gender" question below. Male or female are the only two genders.
- I feel this is the Supervisor's way to exert pressure upon the Sheriff's Dept. and attempt to control an ELECTED Sheriff in his duties. Peace officers have rights under AB301 and investigations are still confidential. I don't know who will be picked for this committee, but I'm sure they will have an anti-law enforcement liberal agenda that will further ERODE the Sheriff's Dept.
- Your entire program is to punish Public Safety Officers for the crime of clocking into work. Not one question relates to the improvement of fighting criminals and reducing crime. Who Are You and why are you remotely qualified to judge these public servants? And how much of the taxpayers' treasure do you suck up for your own enrichment, which is much better spent upon proper law enforcement? I really want to know.
- Waste of time, only used by those who have no interest in victim of crime.
- I think a civilian oversight board is not needed. I think our Sheriff's Office is very transparent and collaborative with the community.
- I am certain the Civilian Oversight Committee will get in the way of the Sheriff's Office doing its job. I'm sure the Committee will prove to be "political correctness" run amok. I'm confident that there will be people on the Committee that will use their participation on the Committee to further their own personal agendas. I wish I could be confident that the Committee would be responsibly managed and administered to prevent the Committee being hijacked by irresponsible and badly behaved individual Committee members. It is unfortunate, but it looks like the Oversight Committee will itself need oversight. (I don't know what it will cost to do this, but I have no doubt that the citizens of Marin County will not get their money's worth.) I think that the Board of Supervisors will be self-congratulatory about forwarding this and that they will love the optics of advocating for this. But at the end of the day, I have almost ZERO optimism that this will be prove valuable. I also think that crippling the Sheriff's Department ability to legitimately interact with the Federal Government and ICE is a very, very bad path, and

that it is going to result in enabling criminal activity by people that should not be in the United States.

- Any additional over-site of Law Enforcement is misguided and a mistake.
- Not needed.....you are playing into the hands of Newsome and his far-left cronies..... let the Sheriff do the job that he is elected by the majority of Marin Residents.
- I believe MCSO handles itself professionally. I do not want my tax dollars wasted on the redundancy of an oversight committee. Internal Affairs handles internal investigations and complaints already. Let's spend money on supporting police efforts to stop crime, investigate crime and keep our community safe. Oversight will make MCSO spend limited funds on a process which is absolutely not needed, taking their precious limited resources away from the real problem, arresting criminals!
- It is my opinion that an oversight committee is not needed. However, if you decide to have one, they should not have subpoena powers. This only complicates investigations. The Sheriff is elected to do his job as a separate agency from the board of supervisors. He is accountable to the public. So many people who offer to serve on these committees have agendas that do not serve the community as a whole. I would hate to see this in Marin.
- I am concerned that constant oversight and assessment of the Marin County Sheriff's Department will interfere with the primary responsibility to protect the safety of law-abiding people in Marin County. If every action taken by the Sheriff is subject to review and second-guessing, law enforcement will be deterred and the public will be less safe as a result.
- Ridiculous to have people who know nothing about dealing with criminals telling the sheriffs/police how to do their jobs. How about you folks show up next time there's a confrontation with a criminal, etc.
- I'm opposed to an oversight committee.
- We have an excellent Sheriffs Dept, why ruin it. Look no further than San Francisco to see what civilian oversight has wrought. The only complaints come from wrong doers.
- No oversight is necessary.
- My limited knowledge of the department indicates that it is well run. Establishing an oversight body seems a very overblown need. I've not heard of any events that would indicate it is necessary to have it in place to "fix" any past problems.
- This is a good initiative on paper but I worry that it will be coopted by citizen activists who see the national problem of police violence and unaccountability and assume Marin has the same problem, and that the activists will take out their ire on our already-hated police force, rather than actually be a force for good.
- This oversight body sounds like an expensive boondoggle. I would recommend against more bureaucracy. I like the idea of community policing initiatives, and that should be driven as a collaborative process between the police and high-risk /high-crime communities.
- The Sheriff's office/personnel do a great job and don't need interference from a civilian committee. It should be allowed to work with INS to hand over criminals, including illegals, for deportation. Why are illegals "above the law"?
- We do not need civilian oversight of the Sheriff's Office
- NO to Oversight!

- I do not understand why there is a need for another layer of bureaucracy. The people on this Oversight Committee will not have the expertise to add much value unless they are professionals in these areas. This seems like an unnecessary program that may actually create more divisiveness between our law enforcement community and the people they serve and protect. Please reconsider why this is needed!!
- The Oversight Committee is not necessary. I fear that it will be stocked with members with an axe to grind. If the committee members are selected by the Supervisors, then it will become political. The Sheriff is elected and should not be subject to outside manipulation.
- all sheriff's departments have built in oversight conditions. My son is a Deputy Sheriff.
- I think it's ridiculous that we are spending taxpayer dollars on this, especially here in Marin County! What a joke. I'm really disappointed with the current administration for wasting time on this when we have homeless and all other kinds of real problems to address in our communities.
- Please as a citizen of this county who supports the sheriff's office and the hard-working people there, do not bow down to a vocal minority of zoom bombers and non-Marin residents attending meetings. Us community members don't know a thing about law enforcement and how use of force works so let's leave it to the experts instead of jumping on a bandwagon for political gain. I'm talking to you supervisors. Ps I vote democrat and am not an antivaxxer. Just someone who believes that we should leave policing to the experts...the police.
- Independent oversight appears to be unnecessary and a waste of taxpayer dollars. Additionally, harassment of sheriff staff with excessive regulations could cause a decline in department moral and decreased staff. The brave men and women of the Marin County Sheriff risk their lives every day to protect our community. Unless there are truly egregious abuses of power, they deserve our respect and trust.
- You're wasting taxpayer money. Stop pandering to identity politics. The board of supervisors does nothing to protect the public of Marin. Somehow equity and inclusion doesn't apply to the demographics of population in Southern Marin.
- I do not support a civilian oversight committee. I think it is harmful to our LEO to let civilians have a say in any aspect of policing. The public has no idea what the job entails and therefore has no right to judge.
- How much is this going to cost the taxpayers? This political boondoggle is a witch hunt. The Sheriff is elected and therefore is already accountable to the people of Marin by way of an election. This overreach by the board of supervisors is disgusting and is a waste of time, money, and resources. Crime has increased in the county and yet the board of supervisors stir the pot once again with division and political grandstanding. It's funny that I have never seen a current elected board member try to prevent or stop crime but only get in the way of those who do. Stop the madness and stop preventing the sheriff from doing their job with efficiency and excellence. This is a waste!
- I never trust that an outside law enforcement agency will not be biased in favor of the agency being investigated.
- **THE GENERAL PUBLIC TO INCLUDE OVERSIGHT COMMITTEES, DO NOT UNDERSTAND WHAT POLICE HAVE TO DO. THE POLICE WEAR TOO MANY HATS AND SHOULDER TOO MUCH RESPONSIBILITY TO HAVE PERSONS WITH NO EXPERIENCE ALLOWED TO OVERSEE THEIR EVERY MOVE. IMAGINE IF ALL JOBS WERE VIDEO RECORDED AT ALL TIMES. IT'S NOT A**

PERFECT WORLD AND THERE'S A REASON NOT EVERYONE IS A POLICE OFFICER. AS A CITIZEN I BELIEVE OVERSIGHT SHOULD BE DONE FROM THE INSIDE WITH TRANSPARENCY. NOT FROM THE OUTSIDE.

- This initiative should be applied to the Marin County District Attorney's Office. Under the leadership of [current supervisor], it appears more corrupt and misguided than ever.
- If there was a straightforward way to create an online incident report and the sheriff in charge reprimanded whomever was being complained about, maybe we could eliminate the extra oversight committee. People doing the right thing and requiring their staff do the right thing or they will be subject to their job being in jeopardy. Is that a thing of the past?
- We elect our Sheriff. The Sheriff must be given the freedom to run the department with oversight by the elected BOS. Appointed Citizen panels can have serious unintended consequences. Possible consider. a grand jury type oversight but not a review board.
- If serious about oversight hire an independent Inspector General. Perhaps make it an IG for Public Safety and include the Fire Dept. A board or commission just becomes a forum for venting grievances and/or pushing a political agenda and not real oversight.
- Employee complaints should use the union contract process.

Concern Civilian Police Oversight Entity Would Reduce MCSO's Efficacy

- There's a big risk that this committee could be politicized and reduce effective functioning of the department.
- Don't stop the Sheriff's Department from keeping our community safe.
- Oversight that is too overbearing. Could deter sheriff's dept from its main function of public safety; initiatives should strive for a cooperative, not adversarial, relationship with Sheriff's dept. The survey suggests oversight could quickly become overly bureaucratic - it should streamline and limit its number of reports to better focus its findings. Suggestion to host "town hall meetings for truth-telling" is, in my opinion, inappropriate.
- This is a very slippery slope as we have seen through the nation. Tying our law enforcement officers hands will only make our communities more susceptible to crime and violence. We don't need less law enforcement. We need more, and we definitely don't need a group of untrained civilians attempting to push their agendas or even begin to attempt to understand what it is or LE professionals do.
- All of these initiatives sound helpful and reasonable, but please don't hamstring the Sheriff's Department! As a life-long resident of Marin, I have seen crime increase significantly, especially over the last 10 years. Never in my lifetime have I felt as uncomfortable as I do now. Until now, never have I even thought about the possibility of being the victim of a crime in Marin.
- The Marin County Sheriff is doing an excellent job of keeping unincorporated Marin safe. Please do not hamper their effectiveness.
- Fair balanced over site ok as long as it is not politically based and does not limit, interfere, or obstruct the role, effectiveness, legal professional duties of the Sheriff as Chief Administrator of that office.
- We have an effective a professional sheriff's office. Don't oversee it into something less than that.
- I suspect you are going through with this and ultimately destroy a very good agency.

- I do not believe that civilian oversight is necessary. It will provide one more layer of bureaucracy that will impede the department's efficiency.
- This initiative will lead to more crime and is a big mistake. Police will now back off and be in fear of this oversight committee.
- Personally, I think that an oversight committee is unnecessary. We have far too many "Monday Morning Quarterbacks" and it is impeding the ability of the Police to effectively do their job and protect the public. "Second Guessing" and micro-managing by independent agencies is making a career in law enforcement unattractive as evidenced by the understaffing taking place in major metropolitan areas.

Composition of the Civilian Police Oversight Entity

- A stipend for their time.
- Bottom line: having a diverse advisory committee includes incorporating people who have a mindset based on healing the community, not on protecting the police (or sheriffs in this case). Something not represented on this survey that should be accounted for is the mindset of individuals in addition to the intersections of identity that are listed (e.g., race, gender, immigration status, income level). Focusing on mindset, what politics and values about policing do individuals bring to the table? Are they deficit minded, or do they bring an assets-based thinking with them? Do they want to focus on punitive measures, or do they feel that restorative and/or transformative justice is more important? Do they believe that people should be put away for the crime they committed (and maybe rehabilitated once jailed/imprisoned), or do they believe that the community needs to identify the root of the societal ill that pushes people to act in harmful ways? For example, do the people selected for the committee have a mindset of transformative frameworks to help liberate people so they won't feel compelled to commit a crime? Will the people selected for this advisory committee feel obligated to make sure the sheriff's office is keeping everyone safe including those who are deemed "criminal," not just those who are privileged enough to have all the resources that help them thrive in our society? Having a diverse committee is definitely important, but the people on it must care about ALL people that live in the community, starting with the truly most vulnerable who do not have access to resources that will help them be healthy and successful.
- I disagree that an Oversight Committee is necessary at this time for Marin County. As for the diversity question above, I agree that the demographics of the committee should mirror the demographics of the County, to the extent possible. So if 30% of the county is over 70, then 30% of the committee should be so, and so forth. Same thing with racial, and most of the other categories. Several of the proposed categories are objectionable as they are subjective. Stick with standard demographics (age, race, sex).
- Question 11 asks if committee should reflect Marin demographics. I think it's crucially important to have all demographics represented regardless of the makeup of Marin.
- It seems really important to select participants on BOTH houses - citizens and Office of Sheriff who can listen, come without hard bias and who believe there is room among all for positive learning and improvement.
- I have not had direct contact with the sheriff's office, but spent much of my legal career representing people in the youth justice system, litigating institutional conditions cases, doing law reform work, and working on regulations revisions for the Board of State and Community Corrections. In my long experience in the system, I have observed that it is critically important both to have an independent civilian review board to assure

credibility in reviewing complaints, and an inspector general who can investigate and report on specific issues. I like that the lists in the survey include input from incarcerated or otherwise impacted people - they are often left out, or given only token opportunities for input. And also like it that the survey asks people about their actual experiences with the Sheriff's office - that is important, as well. Finally, I like that the survey specifically includes input about diversity and asks about the need for diversity in the oversight entities -- the events of the past several years in Marin, as around the country, underline the need for oversight that is independent and inclusive.

- The Committee should be balanced and include members of the community, law enforcement representatives, and legal experts. It should NOT be solely a group of activists with a bias against law enforcement.
- Reflect the makeup of the statistically arrested/cited/incarcerated categories, not just population to be more equitable not just equal.
- The individuals appointed to any commission should be as informed as possible to better understand the environment that law enforcement operates in.
- The commission should advise but not be biased against law enforcement. Activists with an agenda should not be appointed. Regular citizens similar to the Grand Jury are more appropriate.
- It's crucial that civilian oversight be carried out by proportional representation. Per cent of African Americans arrested should equal same number on the oversight group. Proportion of teens, Latinos, LGBTQ, etc.
- A representative from each district or service area should be selected.
- Committee members should have experience in ethics, confidentiality, and the law. Should NOT be retired law enforcement of any type
- A necessary committee. Just make sure racial bias, ALL racial bias, is removed from the selection process.
- People on the oversight committee should be voted on by Marin County residents. Let's not make this about wokeness.
- The Oversight Committee should far more diverse than the County -- there is very little meaningful diversity in the County. That has been much of the problem behind how underrepresented populations have been treated by the Sheriff's Office.
- Seek candidate from Civil Grand Jury.
- I think that the civilian oversight board should particularly reflect the areas of the county that have the most impact related to the MCSO including, Marin City, West Marin and Novato.
- A seat on this board should be for a Marin City Resident or CSD Board Member.
- As a member of the Oversight Committee, I would request that members have full knowledge of Marin County Sheriff's office staff duties, educational backgrounds, and community involvement/interactions. I also recommend that Oversight Committee members be diverse in age, gender, culture, occupancy, education, economic status, political beliefs, and societal standards.

Civilian Police Oversight Entity Structure and Responsibilities

- Initial Parameters, staffing and operations are critical to success. Involve experts in academia (including criminal Justice academic expert) to create.

- The oversight process must be fully transparent and independent of the Sheriff's office and must include subpoena power. The oversight body must collect RIPA data, must annually review militarized equipment inventory and must be empowered to investigate civilian complaints, including people who are incarcerated about the Sheriff's office and/or any of its members.
- Such an oversight committee must have subpoena power, and an inspector general.
- The oversight committee needs to be independent body from the Sheriff's Department and also hold subpoena power.
- The committee should have access to the body Sheriff's body cameras as well as the public's videos of incidents. Such as the canal district physical harassment of the Latino having a beer on the sidewalk. Racial bias!
- The committee should also recommend and track members of the sheriff's dept compliance with classes or trainings re gender, race, etc., to help our sheriffs fully understand how deep yet subtle is racism, sexism, and other biases. Just reporting on what is happening is not enough. they need to take trainings to become better at their jobs without needing violence or racist actions to accomplish their aims. I think of the trainings Marin Abused Women's Services provide(d) to men who abused women. It was a real eye opener to the men and helped them be more effective in multiple aspects of their lives.
- The Oversight Committee definitely ought to have an inspector general and subpoena power, hands down.
- The oversight structure - in whatever form it takes - has to have some means of access to all MCSO records with regard to any investigation. And the oversight process itself has to be transparent.
- The oversight committee should be able to do more than just give feedback. They need to have the power to change unfair practices along proper channels and protocol, such as working with independent entities comprised of community representatives.
- I strongly support establishment of a Civilian Oversight Review Board, vs. just an Inspector General. If an inspector general in on the board, their voice should be equal to the other voices. This year 31 inmates' release dates were reported to ICE. They were not convicted and in fact had been picked up 206 times previously, apparently also not convicted. What were these 206 arrests lacking convictions about? Were people considered more delinquent because they weren't white, weren't good English speakers? A final concern: Earlier this year the Bd. of Supervisors seemed on a verge of agreeing to a friendly meeting arrangement with the Sheriff's Office instead of an Oversight Board. Strong community opposition stopped this plan in its track, thank goodness. Let's do it right this time.
- The oversight committee must be entirely independent of the Sheriff's Office.
- Psychological exams of all participants in and around law enforcement. Public praise for law enforcement that is doing good things. Pay bonuses for law enforcement that will encourage good behavior.
- Emphasis on ensuring hiring practices prevent poor choices coupled with strict review processes to remove personnel not suited for policing work.
- The oversight committee should have no final say on discipline or termination decisions. These should not be political.
- Re question 9: I designated the 1st and 2nd items as unimportant because independent review is toothless without the ability to investigate independently.

- Oversight must be independent of the Sheriff's Office. Oversight body should regularly analyze, track and publicize RIPA data to identify racial disparities in detentions by deputies and develop targeted remedial measures. Should look to annual RIPA Board reports for best practice recommendations for anti-bias policies, training, accountability measures, etc. Oversight board should review Sheriff Department's militarized equipment inventory and policy and make an independent assessment of the necessity and propriety of each item using the criteria in AB481. Should report to Board of Supervisors with recommendations for military weapons and equipment it deems unnecessary, and recommended guidelines and limitations on the manner and circumstances in which those deemed necessary may be used. Oversight body should receive training on principles of 21st Century Policing.
- All too often common sense is completely lost in these reviews. People become wrapped up in their principles/views of "what is right" in a perfect world. In those cases, the most vulnerable populations are harmed. Instead, take the opportunity to learn what is POSSIBLE and do what makes SENSE in our current realities. Please LISTEN to the people that live in these environments and with these risks every single day. Make smart choices and recommendations that actually help people and aren't just for political or feel-good gain.
- Educate and Provide Policies and transparent guidelines to vulnerable populations on the methods of de-escalation /training that officers will implement on expected communities and with safer practices that do not involve weapons or use of force.
- Identify the few bad actors in the Sheriffs dept. and take the appropriate disciplinary action against them up to and including termination. You know what they say about one bad apple...
- I believe it is important that this committee not be in an adversarial relationship with the Sheriff's Dept. While it should not be a "rubber stamp" committee, it is important that there be cooperation and trust between this committee and the department that it is set up to oversee.
- Citizen oversight of policing in our communities is critically important. However, both the Sheriff's Department and employees and the Oversight Board need to view each other as partners in ensuring the highest levels of safety and service for both the public and the officers of the Department. Consider EQ (Emotional Intelligence) training for all field and jail officers.
- Complaints should not be sent to the Sheriff's office. It should be an independent process.

Training Suggestions for Members of the Civilian Police Oversight Entity

- I believe the oversight committee should receive training so they are informed but not if the cost will be covered by the County.
- Prefer to keep scope of oversight / training / reporting focused & pragmatic; e.g., having individuals serving on the Oversight Committee receive mandatory trainings re: Constitutional issues seems noble, of course, but I'm unclear about their standing re: its application. Mainly want Community Oversight to ensure a humane and service-oriented policing effort, so that abuses of power (esp. against those less enfranchised) don't occur in our name -- while, at the same time, ensuring we also have effective law enforcement.
- Oversight committee members should also receive training on domestic violence response procedures for law enforcement. Oversight committee members should also do

tours of groups that support immigrant families (Canal Alliance etc.) to better understand how immigration and law enforcement intersect.

- All oversight committee members should be knowledgeable about the policies/procedures/laws etc. to which law enforcement officers are to abide by as a licensed professional
- No community Oversight Committee should be formed that doesn't include those that do the job. Civilians who have never been on the streets, enforcing the law, and protecting the community, shouldn't be overseeing a law enforcement agency. Since the county seems all but confirmed to be going this direction, every member of the committee should be required to go through use of force training 1, including simulator trainings, as well as participating in regular ride-alongs, in the Canal and Marin City during peak crime hours, it's a quantifiable metric so it shouldn't be hard to narrow down the Friday and Saturday nights they'll be in a car, in patrol. Additionally the panel should be equally comprised of citizens that have diversity of not only ethnicity, but thought. Absolutely NO profess can be made in the echo chamber that currently exists with regards to DEI ideology.
- Any member of a oversight committee should successfully pass a PC832 course. I also recommend that they attend the funeral of a Law Enforcement Officer and meet with their family.
- Education around the unacceptable numbers of deaths of people of color during their interactions with police/sheriff departments in CA and in the US.
- The #12 questions are all 100% garbage. They should not be trained in the propaganda of policing as it exists or to false excuses or reasoning behind an inequitable carceral state as the basis for their oversight. For every question above they should hear from those with the exact opposing position for why the system as it operates is broken and focuses on only certain crimes committed by certain people (lower income nonwhite) and works to protect white wealth (gambling with dice is illegal, gambling in the stock market is legal; theft from a market is arrestable by police, wage theft of employees by corporations is a fine for an invisible corporation).
- 12. above should have included fiscal understanding of budgeting. This oversight program and new initiatives are not free.
- The Oversight Committee can't understand the various issues without going through all training required to do the job.
- Having law enforcement "training" the oversight board is inappropriate. Law enforcement can share its perspective like any other stakeholder. Embedding itself in the review process is just a backdoor to undermining its impartiality. The board aren't having ride alongs with every other member of the community. They shouldn't be having them with the sheriff either.

Need for Transparency

- The findings, research, and positions of this committee should be easily accessible to the public. Social media is the way to go now, use it.
- I was horrified to read about our last sheriff's conduct in relation to Marin City and his very public bias toward a political party. I have recently witnessed two videos/stories posted on Nextdoor demonstrating that our community policing (not necessarily the sheriff's office) seems to enjoy exercising the power, we the public have granted them without demonstration of that power being warranted, and in so doing, escalating tense

situations. School teachers seem to be able to handle these very same challenges every day without use of force. Why do our law enforcement professionals have such a hard time with this? Are we recruiting the wrong people? Is it the training? The culture? I have to believe the tone comes from the top. Maybe the citizens' oversight could do more to publicize the officers who get it right. And the whistleblowers inside the office who seem to often suffer from doing the right thing. I'd really like to feel the same warmth towards law enforcement that I do towards teachers but right now, I so often see examples of "thugs with badges" and so little of the kinds of officers I want protecting me, that I have a negative feeling towards all law enforcement (and I'm a small, blonde, white woman).

- Transparency is vital. Correcting the inherent racism in traffic stops is vital.
- Oversight must be fully transparent and independent of the Sheriff's Office and must include subpoena power.
- Transparency is key. No one is above the law.
- Overall transparency on the actions and financial spending of the sheriff's department is extremely important.
- While transparency and oversight are very important, it is also important that we have an independent sheriff's department. The role of the oversight committee should be more about witnessing and keeping things transparent than about dictating to the sheriff's department how they should do their job. The sheriff is elected by the people and should then be allowed to act on behalf of the people, with oversight and transparency.
- Transparency in absolutely EVERYTHING.
- It would be helpful to have a mechanism for filing issues with the Sheriff's dept that can GUARANTEE confidentiality or anonymity, and getting satisfactory responses posted for all to see. Transparency of our public agencies, especially law enforcement, is key to building trust in the community.
- The public should be kept informed of law enforcement activities in local areas of Marin and shortfalls and discrimination complaints being made and corrected.

Requests/Suggestions for Alternatives to Oversight

- I am the director of the Phoenix Project of Marin, a program of Performing Stars. This program started 13 years ago to address working better with the Marin County law enforcement agencies. There has been much improvement in the community since we started. Better communication and participation in the community. My experience as a black woman is much different than for black men. I haven't heard too much recently about black men feeling harassed by the sheriff, however I am sure there still is some tension between them. When Marin City has murders, five in the last four years, I have heard some residents say they handle each case differently. Overall, I do see improvement and I would like to see more one on one meetings with black men and law enforcement, that my program the Phoenix Project would facilitate. We are a trusted organization for both parties. Your Question Number 9 - with the scales - the roles and responsibilities of the oversight committee - I did not answer, it was hard for me to understand and decipher - too much content in each section. Also we need to figure out a way to get more local Marin City residents to complete this survey. Especially the black residents between the ages of 13 to 40.

Suggestions for MCSO

- The SO deserves all reasonable tools (e.g., license plate readers) to perform its mission. The Sheriff must be accountable for the use of these tools and behavior of staff.
- The organizational culture of the Marin County Sheriff's Office needs to change in a manner that understands trauma induced behavior and embraces principles of restorative justice. The current culture of punishment, punishment, punishment does not reduce crime, it just further traumatizes people who come in contact with the system - mostly poor people who are made poorer by fines, fees and periods of incarceration heaped upon them.
- Require BA maj criminal justice min psychology. No guns first two years on payroll. Provide first two years as taxi service to instill humility as public servant.
- Interactions with peaceful community members should be required and every opportunity taken to build trust. I no longer will be the eyes of the police since my interactions tell me to stay away cause the are arbitrary and dismissive of my concerns.
- Separately, it is completely inappropriate to use sheriff's deputies to welcome people into courtrooms at Marin Superior. It is not necessary for security—I have not seen other state or federal courts use law enforcement for this purpose. It destroys any sense of impartiality in the courts, makes one feel insecure, and presents unmanageable conflicts particularly when law enforcement is a party to a pending action. This practice should be ended immediately.
- In addition to the Oversight Committee completing the suggested trainings above, sheriffs should complete the same trainings on an annual basis. There should also be recruitment efforts
- The Marin Sheriff's department and personnel need to be held to a higher standard or service to ALL in the community. No more ICE collaboration, no more brutality, no more racial profiling, no more juvenile mistreatment. More money needs to go into de-escalation and psychological and cultural competency training. Many of your staff are racist, bigoted, homophobic, and more. They treat people of color in a way that makes us feel uncomfortable, judged, mistreated, not listened to, and like we do not matter. We are not outsiders, we are part of this community and demand proper treatment, equal rights, and to be respected. The county talks about equity but the Sheriff's department isn't it. to hire sheriffs that reflect the community they are serving in order to provide some understanding and trust between the community and law enforcement.
- MCSO should not report immigrant inmates to ICE.
- I am particularly concerned about the history and practices of the Department in regard to cooperation with ICE, the experience of marginalized people and jail conditions.
- I strongly support reporting to ICE, people illegally in this country, who are convicted of a serious misdemeanor or felony and again reporting these individuals on their release dates. People illegally here should not be allowed to remain if they are convicted of a serious misdemeanor or felony. Nor, should they be here if they are continuously arrested, don't show up for a court appearance or otherwise, violate the laws.
- Stop cooperating with ICE, especially when CA is a sanctuary state and the governor has instructed you to stop. It's racist, Brown Shirt level action.
- I am very concerned about the department's policies Re: ICE.
- I think the sheriff's office should be able to cooperate with ICE and all federal agencies. I would like more sheriff presence in my area. I am sick and tired of uncivil people breaking the law in my neighborhood. As a woman living alone I don't feel comfortable in my neighborhood after a car was stolen in my neighborhood, excessive noise and a

dump truck parked in front of my house not to mention constantly picking up garbage people dump in my front yard. Please enforce the law regarding noise ordinances, parking and car theft. I grew up in Marin and remember when people were civil.

- I was shocked and concerned to hear of poor treatment of persons in the Canal by deputies. That would not happen to me in my community. Appeared racist and unfair, and excessive use of force. Very sad, would hesitate to call or trust the Sheriff's department based on those actions.
- I have trust in the system. I do believe ICE should be notified of undocumented release.
- Including relationships with ICE.
- Enforce the laws please.
- Officers who take advantage of their authority must be stopped.
- Officers should not be racist.
- Officers should protect us from gangsters.
- Bilingual officers are needed.

General Reflections

- AB 1185 legislated since our CA lawmakers recognized that our Sheriff's departments need to be monitored to ensure all communities receive equitable services to keep all our residents safe.
- While I personally have not dealt with the Marin Co. Sheriff's office in anyway, I attended a meeting where I heard personal stories from others who were harassed & discriminated and this panel was basically people of color. I feel fortunate to live in Marin but also know that it is not a perfect place and there is social injustice & racial inequities. We can do better and should.
- I served on the 2021-2022 Marin County Civil Grand Jury, which issued a report on Sheriff Oversight, "Sheriff Oversight: The Time Is Now." As a result, I developed both knowledge of and interest in oversight of the Sheriff's Office.
- The Grand Jury report is a well-researched report. It is time we listen to the jury of the community. The grand jury can only investigate so much. This is clearly an issue.
- I have seen jail inmates sell their wedding ring for a cigarette, then claim that it was stolen. They lie a lot. But also, Calif has a reputation for beating inmates. I think it's important to protect the public. I feel as if canal alliance is so successful that meth and fentanyl dealers are benefitting. It takes a long time to get anything done when fumes are coming into your home and nobody will help. The police were so insulting, and after years finally the guys doing this vanished. It was so damaging that the police don't go into homes where this is happening. A (Black) child was living in filth in a meth house for years because the police are afraid to do their job or just plain don't care. There has to be a way to empower law enforcement without encouraging the bad attitude and the fear of lawsuits from criminals. I was stopped by some sheriff in Sonoma County for playing mariachi music on the freeway and realized later they wanted my car, then years later I saw the drug dealers were suing because the same cowboy stopped them. Still, I think the racism card is played far too often and damages the quality of life. If cooperating with immigration will get rid of some gang members, don't interfere with that. Even though Sonoma County has racist cowboys, I sincerely doubt the Marin sheriff's office has an agenda against various races.
- I think the Sheriff's office is already operating at a high level, is professional, and does a great job of keeping our community safe.

- Police have a very tough job and put their lives on the line every day to protect the community.
- Why is a deputy that wrecked a county vehicle during a drunken hit and run still on the force? It is incidents like this that encourage the perception that there is one law for the police and one law for the rest of us.
- I think the local Sheriff's office is doing a better job with some of the people in crisis than in the past.
- Marin Sheriffs dept does a GREAT job under trying & often unfair perceptions of the dept & the job they try to do. Many bad players/residents/interlopers around Marin.
- I did not know that the sheriff department needed to rebuild trust and relationship.
- Sheriff has done and is doing a splendid job overall, with a few missteps along the way. The complaint that blacks are over-policed is irrational. They are committing the bulk of the crime in Marin and elsewhere., ergo, since they are committing a greater percentage of crime, there must logically be greater percentage of arrests demographically. Illegal immigrants are ILLEGAL and thus criminals and must all be arrested and deported. No ifs and or buts!
- Where do the victims of the crimes committed fit into this process?
- The fact that I am given the opportunity to give my opinion shows that Marin County is moving in the right direction. Thank you! Being policed has 2 parts: consent and trust.
- Obviously this survey was written with an agenda and mixed non-controversial topics with controversial ones to achieve a certain result. Obviously our LE employees need to be subject to oversight and given guidance on what our county expects. But the Board of Supps represents all the people of the county already. I highly doubt a civilian oversight board formed now would actually be normal people, probably wingnuts from each side.
- They do a great job!
- Marin sheriffs must release my records to me asap. They are corrupt crooks.
- If a person is in jail and is on drugs and detoxed during stay, why a plan is not in place to help the person continue to recover. Also why are inmates released at 8:30 pm and later? With nowhere to go, no money, and no one to help them. The cycle just starts all over again. Back on streets and drugs. Major problem in Marin. None of the other agencies work together. Probation, Defending Attorney, Courts, and Marin H H, Sheriff, and local Police are all at fault. You would think Marin would want to resolve the many issues and be sophisticated in doing so.
- The County is taking far too long to implement the oversight program.
- We should have a countywide Crisis Intervention Team composed of a paramedic and a social worker to respond to certain cases of homelessness, drug/alcohol excess and psychiatric emergencies. Some cases may require sheriff or police backup but this would take law enforcement out of quality-of-life issues.
- The Marin County Sheriff members do an outstanding job.
- The County Jail does not need to be staffed entirely by the Sheriff's Dept. Less expensive prison wardens could be used. The Coroner's Office should be in the Health Dept.
- MSCO seems better than local police.
- Please stop using mental subconscious mind tricks to create crime if you are not aware of natural law. It should not be used against you.
- I'm thankful for the service.
- I just think they get away with being crooks and they are dishonest!

- To build a strong foundation of trust and loyalty to the people interacting with Sheriff Department. Where both entities can respect and care for another as whole community.

Reflections on the Survey

- Thank you for requesting community input. You may need to reach out to underserved communities to get their input.
- I think this survey is skewed against the Sheriff's Dept to start with. It's worded in such a negative way to begin with as one is begging to add more government to our system. I am not affiliated in any way with them but I think that until you sit in their shoes do not judge them. On the interactions I have had with them they have been professional, courteous and care about the community they serve.
- I appreciate this survey, so many misunderstandings and tragedies could be avoided if communities had these tools.
- Totally anti-police biased survey. I am glad the police are on the job, and we should let them do their jobs. The more you protect criminals, the worse crime will get. Obviously, I am not part of the "defund the police" movement, which has been INCREDIBLY DETRIMENTAL to poor, minorities, and the victims of crime. And to the police, recruiting, and retention.
- This survey, and perhaps the intention of its developers, is biased with the unverified assumption that the Sheriff's Dept. has lots of problems and that civilians should have the right to force the dept. to change policies and practices. I do not agree with either of these assumptions related to OUR sheriff's dept.
- If you ask for complaints, you'll get them. That's what this 'survey' is doing.
- This Survey is One Sided, Woke and Geared to finding Fault, yet not giving Positive Feedback, for all the good work and Professional Standards that the Sheriff Sets for the Department.
- The wording in this questionnaire is not easy to understand; it is hard for a Chinese speaker with a low level of education to complete, and a person with a higher level of education who is not familiar with the wording related to police, legal, and country affairs may also not fully understand the options. If there is another method (such as a telephone hotline with a Chinese speaker that can explain the wording, or at least have a link to a Chinese website to explain the necessary information) it will make the survey more accurate and effective.