



Independent Civilian Advisory Commission on the Sheriff's Office (ICAC) Recommendations

Transparency & Accountability Sub-Committee

Presentation for the San Mateo County
Board of Supervisors

Kalimah Salahuddin, ICAC Chair

October 21, 2025

Agenda

- Introduction
- Goals
- Recommendations
- Conclusion
- Questions



ICAC Commissioners

There are currently **nine (9)** commissioners appointed, consisting of seven (7) Members and two (2) Alternates. The commission held its first meeting, on July 16, 2024.

- District 1 – Reginald Duhé (*Sworn in September 2025*)
- District 2 – James Simmons
- District 3 – William McClure (Vice Chair)
- District 4 – Rob Silano
- District 5 – Kalimah Salahuddin (Chair)
- At-Large Member – Shirley Melnicoe
- Member Nominated by Sheriff - Vacant
- Alternates
 - Rebecca Carabez
 - Alexis Lewis

Mission Statement & Areas of Focus

- ICAC Mission Statement
 - The mission of the Independent Civilian Advisory Commission on the Sheriff's Office is to provide recommendations to the Board of Supervisors regarding the Sheriff's Office to enhance public confidence and foster mutual respect and trust, internally and externally. We recommend policies, programs, and practices that reflect community needs to uphold accountability, transparency, and justice.
- Goal Setting Retreat on January 11, 2025
 - Three areas of focus:
- Community & Staff Engagement
- Improving Communication Between Inmates and Families
- **Transparency and Accountability**



Reseeding Trust

Goals – Outcome Focused



A transparent and developed plan after the Measure A election.

- **Clear Replacement Plan:** Established a well-defined plan for replacing the sheriff (Either Appointed, Special Election or June 2026 Election)
- **Community Input & Engagement:** Implemented a plan that incorporated community input in the sheriff replacement process
- **Communication:** Ensured the replacement plan is communicated in an accessible way across the county
- **Restoring Trust:** Normalize transparent, community-incorporated processes to restore trust and integrity in the Sheriff's Office



Recommendations

ICAC Recommendations



- Develop a clear and transparent process to communicate the next steps post Measure A and the removal of Sheriff Corpus.
 - How will you determine if you proceed with a special election or an appointment?
 - What is the process and timeline for both options?
 - Eligible Applicant Pool
 - Current Sheriff's Leadership and their responsibilities.
 - Communicate transition plans for current leadership and future leadership post election or appointment
- Once finalized, communicate process to replace Sheriff to all stakeholders
 - Create a central hub to house the above information
 - Accessible to a multilingual community
- Develop a plan to engage stakeholders (elected /appointment)

Community Engagement - Election

- Fact based info for voters
 - Brief background on purpose of election
 - Role and duties of the Sheriff's Office
 - Who is eligible to run for the office
 - The length of term for the position
 - Election timing – voter turnout
 - Online FAQ and possible mailer

Appointment

Incorporating Community Input

- Acknowledging tight timeline
 - Using a process that allows community involvement
 - Helps to demonstrate that the chosen candidate reflects the values, needs, and safety priorities of San Mateo County residents.
 - Minimize speculation
- Where there is a will there is a way
- Other local municipalities have faced similar situations



Community Engagement - Appointment

- Leveraging best practices: San Mateo Community College District
- Process to Replace Chancellor
 - Clear replacement process
 - Incorporated Community Stakeholders
 - ICAC could serve in this capacity
 - Finalist page
 - Info housed in one location
- Window into the appointment process
 - Video Bios / Answering a few key questions from stakeholders

[Link](#)



**SAN MATEO COUNTY
COMMUNITY
COLLEGE DISTRICT**

Conclusion



The ICAC recommends that the Board of Supervisors develop and implement a communication plan that incorporates stakeholders to address the uncertainties surrounding replacing the sheriff and start the process of restoring community trust in the Sheriff's Office.

Whether the path forward is appointment or election, restoring trust requires more than a procedural vote—it demands a commitment to inclusive dialogue, multilingual outreach, and a public-facing roadmap that ensures every resident understands what comes next and how they can participate.



Thank you

Questions?