



AGENDA
COUNTY OF MARIN
CIVILIAN OVERSIGHT COMMISSION MEETING

Monday, August 24, 6:00 pm
Marin County Civic Center, Suite 255
3501 Civic Center Drive, San Rafael, CA 94903

Join the meeting via Zoom:

<https://us06web.zoom.us/j/83899233083?pwd=nCXuESlbfayioKauDy9e8zayByitn6.1>

Translation services available upon request. Please email your request to commissions@marincounty.gov at least 5 business days prior to the scheduled meeting.

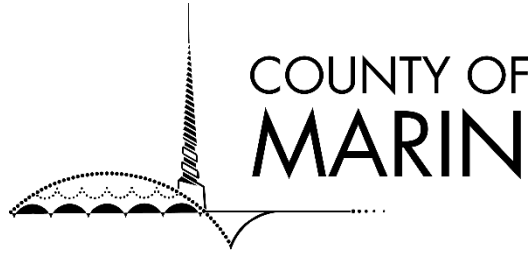
How to Provide Public Comment

- **Before the meeting:** Email written comments to commissions@marincounty.gov no later than noon on August 21, 2026. Please include the agenda item number, your name, and address. Comments will be distributed to the Commissioners and entered into the public record.
- **During the meeting:** Members of the public may comment on any item on the agenda during Commission consideration of the item. The Commission Chair will invite public comment following the staff presentation and prior to final Commission deliberations. Each speaker will be allotted time for comment as set by the Commission Chair (generally 2 minutes).

Respectful Dialogue: The Marin County Civilian Oversight Commission encourages a respectful dialogue that supports freedom of speech and values diversity of opinion. The Commission, staff, and members of the public are expected to be civil and courteous, and to refrain from questioning the character or motives of others participating in the meeting. The County requests that speakers not use threatening, profane, or abusive language that disrupts, disturbs, or otherwise impedes the orderly conduct of the Commission meeting.

AGENDA

1. Call to Order
2. Public Open Time
3. Consideration of the Draft Meeting Minutes of July 13, 2026
4. Updates and Announcements
 - a. Sheriff's Office Liaison
 - Complaint Process Presentation
 - b. Inspector General
 - c. Ad Hoc Subcommittee(s)
5. Consider Adopting Training Curriculum and Possible Sunsetting of Associated Ad Hoc Subcommittee
6. Consider Adopting Community Outreach and Engagement Plan and Possible Sunsetting of Associated Ad Hoc Subcommittee
7. Annual Election of Officers Pursuant to Bylaw Article V, Section 1.
8. Meeting Scheduling, Including Annual Meeting Schedule and Possible Retreats
9. Adjourn



AGENDA
CONDADO DE MARIN
REUNIÓN DE LA COMISIÓN DE SUPERVISIÓN CIVIL
Lunes, 24 de agosto de 2026, 6:00 p. m.
Marin County Civic Center, Suite 255
3501 Civic Center Drive, San Rafael, CA 94903

Únase a la reunión a través de Zoom:

<https://us06web.zoom.us/j/83899233083?pwd=nCXuESlbfayioKauDy9e8zayByitn6.1>

Hay servicios de traducción disponibles bajo petición. Envíe su solicitud por correo electrónico a commissions@marincounty.gov al menos 5 días hábiles antes de la fecha prevista para la reunión.

Cómo presentar comentarios públicos

- **Antes de la reunión:** envíe sus comentarios por escrito a commissions@marincounty.gov antes del mediodía del 21 de agosto de 2026. Incluya el número del punto del orden del día, su nombre y su dirección. Los comentarios se distribuirán a los comisionados y se incluirán en el registro público.
- **Durante la reunión:** Los miembros del público pueden comentar cualquier punto del orden del día durante la consideración del mismo por parte de la Comisión. El presidente de la Comisión invitará al público a realizar comentarios tras la presentación del personal y antes de las deliberaciones finales de la Comisión. A cada orador se le asignará un tiempo para realizar comentarios según lo establecido por el presidente de la Comisión (generalmente 2 minutos).

Diálogo respetuoso: La Comisión de Supervisión Civil del Condado de Marin fomenta un diálogo respetuoso que apoya la libertad de expresión y valora la diversidad de opiniones. Se espera que la Comisión, el personal y los miembros del público sean corteses y se abstengan de cuestionar el carácter o los motivos de otras personas que participan en la reunión. El condado solicita que los oradores no utilicen lenguaje amenazante, profano o abusivo que perturbe, moleste o impida de cualquier otra forma el desarrollo ordenado de la reunión de la Comisión.

AGENDA

1. Apertura de la sesión
2. Turno de intervención del público
3. Consideración del borrador del acta de la reunión del 13 de julio de 2026
4. Novedades y anuncios
 - a. Enlace con la Oficina del Sheriff
 - Presentación del proceso de reclamos
 - b. Inspector General
 - c. Subcomités Ad Hoc
5. Consideración de la adopción del plan de formación y posible disolución del subcomité ad hoc correspondiente
6. Consideración de la adopción del plan de divulgación y participación comunitaria y posible disolución del subcomité Ad Hoc correspondiente

7. Elección anual de cargos de conformidad con el artículo V, sección 1, de los estatutos.
8. Calendario de reuniones, incluido el calendario de reuniones anuales y posibles retiros
9. Clausura

**COUNTY OF MARIN
CIVILIAN OVERSIGHT COMMISSION MEETING
Draft Action Minutes – Regular Meeting**

Monday, July 13, 2026, 6:00 pm

Marin County Civic Center

3501 Civic Center Drive, Room 143D. San Rafael, CA 94903

Commissioners Present: Lee, McInerney, McEvoy, Cieslak-Sandoval, Chan, Dr. Fromer, Oldham-Robinett, Gaston.

Commissioner Absent: Echevarria.

1. Call to Order.

The meeting was called to order by Chair Dr. Fromer at 6:00 PM.

Opening Remarks:

Land and Labor Acknowledgement by Commissioner McEvoy.

2. Public Open Time.

Eight members of the public addressed the Commission on items not on the agenda.

3. Approval of the Minutes of June 8, 2026.

The Commission considered approval of the June 8, 2026, meeting minutes.

Motion: Approve the minutes.

Moved/Seconded: McInerney/McEvoy.

Abstained: Oldham-Robinett.

June meeting minutes approved unanimously.

No public commented on this agenda item.

4. Overview of Sheriff's Office, introduction of MCSO Liaison, and discussion of Commission/Sheriff collaboration and topics of interest.

Sheriff's presentation:

- Sheriff Scardina introduced Lt. Baker (Commission Liaison, 35+ years of service) and Undersheriff Moir.
- First in-person introduction of Marin County Sheriff's Office senior staff to the Commission.
- Sheriff appreciated that Inspector General and liaison were in place to build dialogue.

Organization Overview:

- Staffing: ~300 total (200 sworn deputies, 100 professional/support staff).
- Leadership: Sheriff, Undersheriff, three Captains (oversee main bureaus).

Bureau Overviews:

- Administrative Services: Dispatch, coroner, records, fiscal, technology, property/evidence, jail cooks, standards.
- Detention Services: Jail administration, court security, re-entry programming, collaboration with County Health.
 - Jail owned by County, not Sheriff; current population low (175-220).
 - Focus on reducing recidivism.
- Field Services: Patrols (four substations), investigative division (all major crimes), service area from Golden Gate to Petaluma and West Marin to Dillon Beach.
- Budget: \$85M, majority to salaries/benefits.
- Communications: Encouraged commission and public to sign up for quarterly newsletter and follow social media for outreach.

Seven members of the public and several commissioners commented on this item.

5. Updates and Scheduling.

A. Update on the Commission's Adopted Workplan:

- Inspector General John Alden welcomed.
- Bylaws and code of conduct draft completed; to Board of Supervisors by August 18.
- Community Outreach and Engagement Plan under subcommittee review; commission approval expected in August.
- Training curriculum drafted; pending review with IG and Sheriff's Office.
- Complaint procedure starts after the operational agreement is completed.
- Surveillance Technology Ad Hoc subcommittee active (ALPR, Flock Safety, policy review).
- Future priorities: immigration policy, jail operations, RIPA data, body-worn cameras, use of force.
- Annual report draft to be prepared in fall (September-October) summarizing first year's work.

B. Subcommittee Updates:

Surveillance Technology Ad Hoc:

- Held first meeting July 6.
- Clarifying scope and questions about Sheriff's technology use.
- Ongoing data gathering by IG; more meetings planned.

Community Outreach & Engagement Subcommittee:

- Drafted introductory letter to build community trust and explain commission's role.
- Targeting August review and approval.

C. Consider moving the Commission's August 10 meeting:

- Original August date conflicted with Inspector General schedule.
- Rescheduled to Monday, August 24 (quorum assured, no overlap).

- September meeting remains as normally scheduled for three weeks later (September 14).

Motion: Move the Commission's August 10th meeting to August 24th.

Moved/Seconded: Lee/McEvoy.

Reschedule the August 10th meeting for August 24th approved unanimously.

Three members of the public commented on this item.

6. NACOLE Training: Conducting Civilian Oversight of Law Enforcement: Review of the Ordinance and Applicable Authorities – 30 min, part 1.

Context:

- Acknowledged the intensive, gradual foundational phase common to new oversight commissions.
- Emphasis on understanding the ordinance's precise powers, duties, and limitations.

Key Points in Ordinance:

- Commission's roles: oversight, complaint review, community engagement, policy feedback, annual reporting, and subpoena powers.
- Ordinance requires the commission and IG to jointly develop bylaws, complaint procedures, and communication protocols.
- Legally mandated operational agreement (between IG and Sheriff) needed for complaint handling, investigation review, and information-sharing.
- Procedures must address anonymous complaints and access for detained individuals and their representatives.
- Ongoing evaluation and refinement of intake and complaint processes recommended.

Operational Challenges:

- State labor law "meet and confer" process required for policies impacting working conditions (including IG jail access).
- Developing a comprehensive, legally sound operational agreement is time-intensive but essential.
- Until finalized, commission is limited from acting on individual officer performance or personnel matters.
- Non-personnel policy, training, and systemic reviews may proceed.
- Commissioners encouraged to study best practices from comparable counties in preparation for future complaint intake.

Q&A Highlights

- Commissioners asked questions about unannounced jail visits as described in the ordinance.
- Possibility of commissioners touring the jail as part of training (may require advance arrangement).

- Urgency expressed to expedite the operational agreement.
- Desire for more in-person community engagement by IG and commissioners.

Two members of the public commented on this item.

7. Adjournment:

Meeting was adjourned at 8:32 pm.

DRAFT

MCSO Complaint Process

-Civilian Oversight Commission Meeting-



California Law

Complaints by the Public – Peace Officers

State of California Penal Code, 832.5 & 832.7

- All CA agencies to establish a procedure for investigations
- Written description of the procedure available to the public
- Complainant is provided with a copy of form when filed
- Retention period of at least 5 years if not sustained and 15 years if there is a finding of misconduct

Commission of Peace Officer Standards and Training

State of California Gov't Code 1029 & Penal Code, 13510

- Peace Officer certification required
- Certificate can be revoked for serious misconduct



Purpose

The prompt and expeditious disposition of concerns to build trust and confidence between members of MCSO and the Community

To provide an avenue to bring concerns about MCSO operations and employee conduct, including violations of policy or the law

To identify needs for corrective action or discipline

To protect personnel from unwarranted criticism when taking proper and lawful actions



Complaint Classifications

Formal Complaint

- Citizen Complaint
 - Originates from the public
- Special Investigation
 - Originates from potential misconduct identified by department personnel

Informal Complaint

- Citizen Concern
 - Resolved as an issue of concern or withdrawn

Miscellaneous

- Referred Investigation
 - Resolution more appropriate via alternate process
- Summary Investigation
 - Complaint review and interview in cases of multiple unfounded or frivolous complaints from an individual
- Incomplete
 - If complainant refuses to cooperate or be contacted
 - Such matters may be investigated if sufficient information is available



Sources of Complaints



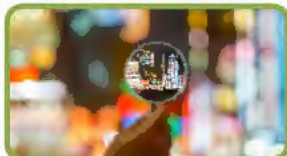
Individuals from the public



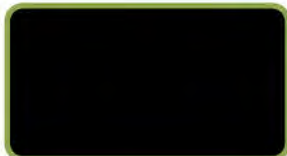
Any department member becoming aware of alleged misconduct shall immediately notify a supervisor



Supervisors shall initiate a complaint upon observed misconduct or allegation of misconduct that could result in discipline



Anonymous and third-party complaints should be accepted and investigated to the extent sufficient information is provided



Tort claims and lawsuits may generate a personnel complaint



Filing a Complaint

<https://marinsheriff.gov/resources/citizen-complaint-process>



The screenshot shows the website for the Marin County Sheriff's Office. The header includes the logo and navigation links: About Us, Services, Preparedness, Join Us, and Resources. The main content area is titled "Citizen Complaint Process" with the subtitle "Information on how to file a complaint". Below this, there are two links: "Complaint Procedure" and "Procedimiento Para Hacer Queja Para Los Ciudadanos", both with expandable icons. At the bottom, there is a section for the "Citizen Complaint Form" with a note: "If a citizen wishes to make a formal written complaint, a complaint form will be provided either in person or by mail, or you may enter online." Below this note are two buttons: "English Online" and "Spanish Online", separated by the word "OR".

Marin County Sheriff's Office

About Us > Services > Preparedness > Join Us > Resources >

Resources

Citizen Complaint Process

Information on how to file a complaint

Complaint Procedure	+
Procedimiento Para Hacer Queja Para Los Ciudadanos	+

Citizen Complaint Form

If a citizen wishes to make a formal written complaint, a complaint form will be provided either in person or by mail, or you may enter online.

English Online OR Spanish Online

- In-person at our offices
- Over the phone by speaking with a supervisor
- On-line via a downloadable form or electronic entry
- Mailed complaint



Administrative Investigations

Evidence Collection

- Determine the scope of allegation(s)
- Identify and preserve evidence
- Consider the appropriateness of Administrative Leave for subject

Interviews

- Interview witnesses
- Interview subject(s) of investigation

Standards

- Document findings electronically
- Stored within Axon Standards

Closure

- Determination of disposition
- Notice to complainant



Interview Considerations

Peace Officer Bill of Rights, California Govt. Code 3300-3312

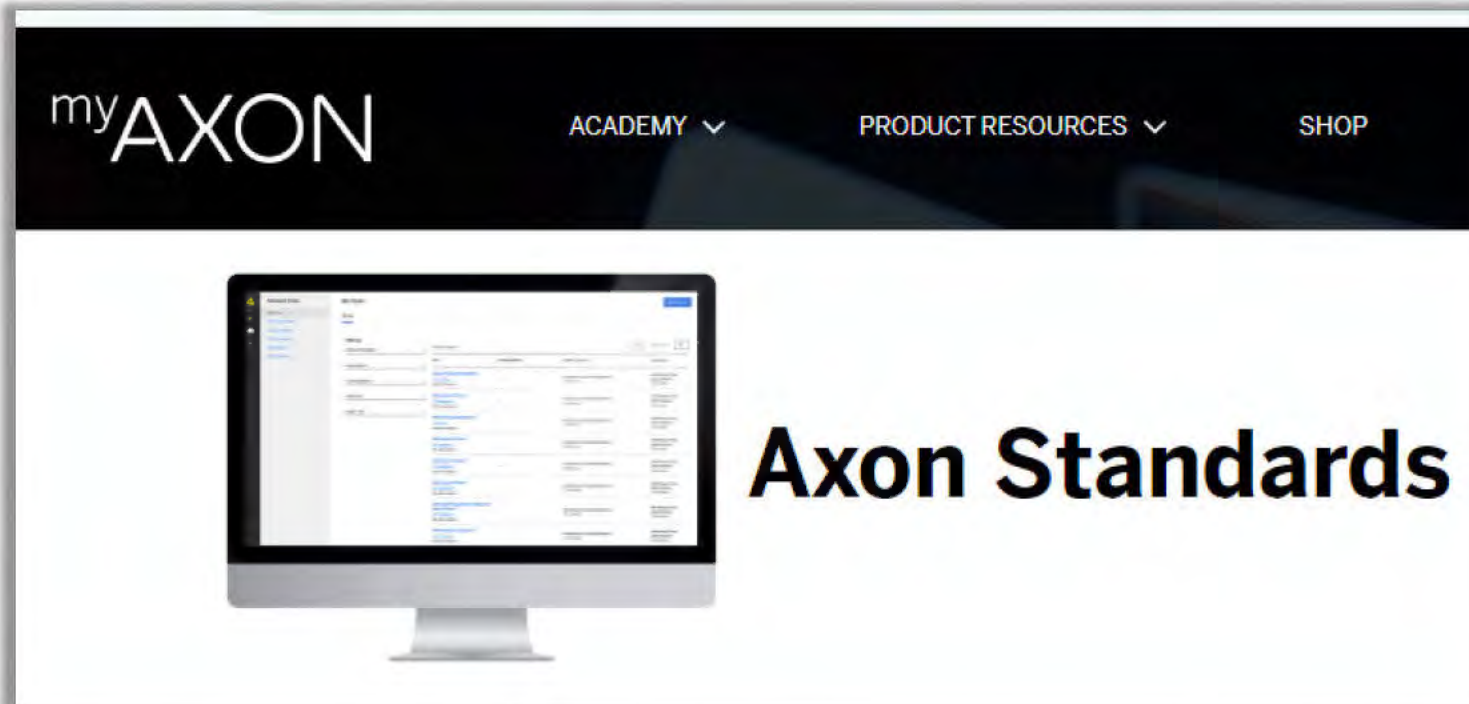
Notification of the nature of allegations

Governs rights for interrogation & representation

Timeframe requirements



Documentation



- Electronic report writing and case management
- Body Worn Camera recordings and other digital evidence
- Submission for review and disposition
- Record retention



Dispositions

Unfounded

Sustained

Exonerated

Not
Sustained

Referred
Disposition



Dispositions

Unfounded

The investigation discloses that the alleged acts did not occur or did not involve department members

Complaints determined to be frivolous will fall within this classification



Dispositions

Sustained

A determination that the actions of a member were found to violate the law or department policy

Includes opportunity for an administrative appeal before being finalized

California Government Code 3304



Dispositions

Exonerated

The investigation discloses the alleged act occurred, but that it was justified, lawful, withing department policy and/or proper



Dispositions

Not Sustained

The investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member



Dispositions

Referred Disposition

The complaint was appropriately investigated / resolved through other processes

(e.g. Complaint addressed through jail grievance process)



Corrective Action & Discipline

Corrective Action

Taken to correct misconduct and may be documented

Counseling

Oral reprimand

Training

Disciplinary Action

Taken to discipline a member for misconduct

Written reprimand

Loss of leave time

Reduction in pay grade

Termination

Transfer / reassignment

Suspension

Demotion



POST Data Reporting

POST is informed of the following:

Serious Misconduct – POST Commission Regulation 1205

Dishonesty	Abuse of power	Physical abuse
Sexual assault	Demonstrating bias	Violation of law
LE Gang	Failure to cooperate	Failure to intercede

Termination or Separation from Employment -

Agency enters an affidavit of separation



POST Certification / SB2

Information is reported to POST within 10 days

- Submissions are made via MARK43 RMS
- Update at conclusion of agency investigation
- POST investigates & makes recommendation on decertification
- If action is taken, POST Decertification process proceeds

<https://post.ca.gov/Decertification>



Personnel Complaints

1008.1 PURPOSE AND SCOPE

This policy provides guidelines for the reporting, investigation, and disposition of complaints regarding the conduct of members of the Marin County Sheriff's Office. This policy shall not apply to any questioning, counseling, instruction, informal verbal admonishment, or other routine or unplanned contact of a member in the normal course of duty, by a supervisor or any other member, nor shall this policy apply to a criminal investigation.

1008.1.1 DEFINITIONS

Personnel Complaint - An official inquiry into the facts and circumstances of allegations of member misconduct to determine whether or not misconduct occurred. This definition applies to the various types of complaints listed in the Complaint Classifications section of this policy.

1008.1.2 PROCEDURES AND ATTACHMENTS

There are no procedures associated with this policy.

[See attachment: CC Pamphlet English 2022.pdf](#)

[See attachment: CC Pamphlet Spanish 2022.pdf](#)

[See attachment: Citizen Complaint English 2022.pdf](#)

[See attachment: Citizen Complaint Spanish 2022.pdf](#)

1008.2 POLICY

The Marin County Sheriff's Office takes seriously all complaints regarding the service provided by the Department and the conduct of its members.

The Department will accept and address all complaints of misconduct in accordance with this policy and applicable federal, state, and local law, municipal and county rules, and the requirements of any collective bargaining agreements.

It is the policy of this department to ensure that the community can report misconduct without concern for reprisal or retaliation.

It is also the policy of this department to establish procedures to investigate personnel complaints against members of this department and to make those procedures available to the public in accordance with Penal Code § 832.5.

1008.3 PERSONNEL COMPLAINTS

Personnel complaints include any allegation of misconduct or improper job performance that, if true, would constitute a violation of department policy or of federal, state or local law, policy, or rule. Personnel complaints may be generated internally or by the public.

Inquiries about conduct or performance that, if true, would not violate department policy, or federal, state or local law, policy, or rule may be handled informally by a supervisor and shall not be

Personnel Complaints

considered a personnel complaint. Such inquiries generally include clarification regarding policy, procedures, or the response to specific incidents by the Department.

1008.3.1 COMPLAINT CLASSIFICATIONS

Personnel complaints shall be classified in one of the following categories:

Informal - A matter in which the Professional Standards Unit Lieutenant is satisfied that appropriate action has been taken by a supervisor of rank greater than the accused member.

- **Citizen Concern** - Citizens may make a complaint against department personnel that are withdrawn by the complainant or resolved merely as an issue of concern. Citizen Concerns are considered an informal personnel complaint.

Formal - A matter in which a supervisor determines that further action is warranted. Such complaints may be investigated by a supervisor of rank greater than the accused member or referred to the Professional Standards Unit Lieutenant, depending on the seriousness and complexity of the investigation. There are two types of formal complaints:

- **Citizen Complaint** - A complaint of misconduct made against a member of this department by any person who is not a member of the Department.
- **Special Investigation** - A complaint of misconduct brought to the attention of the Sheriff by a member of this department.

Incomplete - A matter in which the complaining party either refuses to cooperate or becomes unavailable after diligent follow-up investigation. At the discretion of the assigned supervisor or the Professional Standards Unit Lieutenant, such matters may be further investigated depending on the seriousness of the complaint and the availability of sufficient information.

Referred Investigation - A complaint more appropriately investigated and resolved by other procedures and/or processes (i.e., complaint is addressed through inmate grievance procedure).

Summary Investigation - An inquiry and written record consisting solely of a review of the complaint and interview of the accused member when the complainant in the preceding five year period has filed at least two complaints that have been determined to be unfounded, exonerated, or frivolous.

Every personnel complaint shall conclude with an investigation report which will be a written record of the investigative facts and findings.

1008.3.2 SOURCES OF COMPLAINTS

The following applies to the source of complaints:

- (a) Individuals from the public may make complaints in any form, including in writing, by email, in person, or by telephone.
 1. If an individual from the public makes a complaint in person, but refuses to document the complaint in writing, the supervisor receiving the complaint should make an audio and/or visual recording of the complaint if possible (e.g. body worn camera, digital audio recorder).

Personnel Complaints

- (b) Any department member becoming aware of alleged misconduct shall immediately notify a supervisor.
- (c) Supervisors shall initiate a complaint based upon observed misconduct or receipt from any source alleging misconduct that, if true, could result in disciplinary action.
- (d) Anonymous and third-party complaints should be accepted and investigated to the extent that sufficient information is provided.
- (e) Tort claims and lawsuits may generate a personnel complaint.

1008.3.3 DISCLOSURES PERTAINING TO OPEN INVESTIGATIONS

Information of any form pertaining to any personnel complaint, anticipated, in-progress, or concluded, shall not be disclosed by any member of the Department to any other person, except as permitted by statute, law, or in strict compliance with the official investigation.

However, a member has an affirmative duty to contact his/her immediate supervisor with information that he/she believes is relevant to a personnel complaint. The supervisor receiving the information shall immediately notify the Professional Standards Unit Lieutenant who in turn, shall provide the investigator with the information and the name of the member providing it.

1008.4 AVAILABILITY AND ACCEPTANCE OF COMPLAINTS

1008.4.1 COMPLAINT FORMS

Personnel complaint forms will be provided upon request at all sheriff's facilities and be accessible through the department website. Inmates at the Marin County Jail should be directed to file an inmate grievance to report a complaint regarding conditions at the Jail or staff conduct before submitting a citizen complaint form.

Personnel complaint forms in languages other than English may also be provided, as determined necessary or practicable.

1008.4.2 ACCEPTANCE

All complaints will be courteously accepted by any department member and promptly given to the appropriate supervisor. The receiving department member shall sign the complaint form acknowledging receipt from the complainant. Although written complaints are preferred, a complaint may also be filed orally, either in person or by telephone. Such complaints will be directed to a supervisor. If a supervisor is not immediately available to take an oral complaint, the receiving member shall obtain contact information sufficient for the supervisor to contact the complainant. The supervisor, upon contact with the complainant, shall complete and submit a complaint form as appropriate.

Although not required, complainants should be encouraged to file complaints in person so that proper identification, signatures, photographs, or physical evidence may be obtained as necessary.

A complainant shall be provided with a copy of the complaining party's statement at the time it is filed with the Department (Penal Code § 832.7).

Personnel Complaints

1008.4.3 HATE COMPLAINTS AGAINST PEACE OFFICERS

Internal complaints or complaints from the public shall be accepted and investigated in accordance with this policy where it is alleged that a deputy has in the previous seven years, and since 18 years of age, engaged in membership in a hate group, participated in a hate group activity, or advocated any public expression of hate (Penal Code § 13682).

1008.5 DOCUMENTATION

Supervisors shall ensure that all formal personnel complaints are documented on a complaint form. The supervisor shall ensure that the nature of the complaint is defined as clearly as possible.

All formal complaints and inquiries should also be documented in a log that records and tracks complaints. The log shall include the nature of the complaint and the actions taken to address the complaint. This log will be maintained by the Professional Standards Unit Lieutenant. On an annual basis, the Department should audit the log and send an audit report to the Sheriff or the authorized designee.

1008.6 ADMINISTRATIVE INVESTIGATIONS

Allegations of misconduct will be administratively investigated as follows.

1008.6.1 SUPERVISOR RESPONSIBILITIES

In general, the primary responsibility for the investigation of a personnel complaint shall rest with the member's immediate supervisor, unless the supervisor is the complainant, or the supervisor is the ultimate decision-maker regarding disciplinary action, or has any personal involvement regarding the alleged misconduct. The Sheriff or the authorized designee may direct that another supervisor investigate any complaint.

A supervisor who becomes aware of alleged misconduct shall take reasonable steps to prevent aggravation of the situation.

The responsibilities of supervisors include, but are not limited to:

- (a) Ensuring that upon receiving or initiating any formal complaint, a complaint form is completed.
 - (a) The original complaint form will be directed to the Professional Standards Unit Lieutenant, via the chain of command, who will take appropriate action and/or determine who will have responsibility for the investigation.
 - (b) In circumstances where the integrity of the investigation could be jeopardized by reducing the complaint to writing or where the confidentiality of a complainant is at issue, a supervisor shall orally report the matter to the member's Bureau Commander or the Sheriff, who will initiate appropriate action.
- (b) Responding to all complainants in a courteous and professional manner.
- (c) Resolving those personnel complaints that can be resolved immediately.
 - 1. Follow-up contact with the complainant should be made as soon as practicable.

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2. If the matter is resolved and no further action is required, the supervisor will note the resolution in a memo and forward the memo to the Professional Standards Unit Lieutenant.
- (d) Ensuring that upon receipt of a complaint involving allegations of a potentially serious nature, the Watch Commander and the Sheriff are notified via the chain of command as soon as practicable.
- (e) Promptly contacting the Department of Human Resources and the Professional Standards Unit Lieutenant for direction regarding their roles in addressing a complaint that relates to sexual, racial, ethnic, or other forms of prohibited harassment or discrimination as described in Marin County Personnel Management Regulation 21.
- (f) Forwarding unresolved personnel complaints to the Professional Standards Unit Lieutenant, who will determine whether to contact the complainant or assign the complaint for investigation.
- (g) Investigating a complaint as follows:
 - (a) Making reasonable efforts to obtain names, addresses, and telephone numbers of witnesses.
 - (b) When appropriate, ensuring immediate medical attention is provided and photographs of alleged injuries and accessible uninjured areas are taken.
- (h) Ensuring that the procedural rights of the accused member are followed (Government Code § 3303 et seq.).
- (i) Ensuring interviews of the complainant are generally conducted during reasonable hours.

1008.6.2 LIMITATIONS ON INVESTIGATIONS

Investigations shall not be undertaken against any deputy in the following limited circumstances:

- (a) The deputy has been placed on a prosecutor's *Brady* list, or the name of the deputy may otherwise be subject to disclosure pursuant to *Brady v. Maryland* (Government Code § 3305.5).
 1. An investigation may be initiated based on the underlying acts or omissions for which the deputy has been placed on a *Brady* list or may otherwise be subject to disclosure pursuant to *Brady v. Maryland*.
- (b) A court finding against a deputy in a challenge brought under Penal Code § 745 (California Racial Justice Act of 2020) (Government Code § 3305.6).
 1. An investigation may be Initiated based on the underlying acts or omissions which formed the basis of the action brought pursuant to Penal Code § 745 (Government Code § 3305.6).

1008.6.3 ADMINISTRATIVE INVESTIGATION PROCEDURES

Whether conducted by a supervisor or a member of the Professional Standards Unit, the following applies to members covered by the Public Safety Officers Procedural Bill of Rights Act (POBR) (Government Code § 3303):

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Personnel Complaints

- (a) Interviews of an accused member shall be conducted during reasonable hours and preferably when the member is on-duty. If the member is off-duty, they shall be compensated.
- (b) Unless waived by the member, interviews of an accused member shall be at the Marin County Sheriff's Office or other reasonable and appropriate place.
- (c) No more than two interviewers should ask questions of an accused member.
- (d) Prior to any interview, a member shall be informed of the nature of the investigation, the name, rank, and command of the deputy in charge of the investigation, the interviewing officers and all other persons to be present during the interview.
- (e) All interviews shall be for a reasonable period and the member's personal needs should be accommodated.
- (f) No member should be subjected to offensive or threatening language, nor shall any promises, rewards, or other inducements be used to obtain answers.
- (g) Any member refusing to answer questions directly related to the investigation may be ordered to answer questions administratively and may be subject to discipline for failing to do so.
 - 1. A member should be given an order to answer questions in an administrative investigation that might incriminate the member in a criminal matter only after the member has been given a *Lybarger* advisement. Administrative investigators should consider the impact that compelling a statement from the member may have on any related criminal investigation and should take reasonable steps to avoid creating any foreseeable conflicts between the two related investigations. This may include conferring with the person in charge of the criminal investigation (e.g., discussion of processes, timing, implications).
 - 2. No information or evidence administratively coerced from a member may be provided to anyone involved in conducting the criminal investigation or to any prosecutor.
- (h) The interviewer should record all interviews of members and witnesses. The member may also record the interview. If the member has been previously interviewed, a copy of that recorded interview shall be provided to the member prior to any subsequent interview.
- (i) All members subjected to interviews that could result in discipline have the right to have an uninvolved representative present during the interview. However, in order to maintain the integrity of each individual's statement, involved members shall not consult or meet with a representative or attorney collectively or in groups prior to being interviewed.
- (j) All members shall provide complete and truthful responses to questions posed during interviews.
- (k) No member may be requested or compelled to submit to a polygraph examination, nor shall any refusal to submit to such examination be mentioned in any investigation (Government Code § 3307).

Personnel Complaints

1008.6.4 ADMINISTRATIVE INVESTIGATION FORMAT

Formal investigations of personnel complaints shall be thorough, complete, and essentially follow this format:

Introduction - Include the identity of the members, the identity of the assigned investigators, the initial date and source of the complaint.

Synopsis - Provide a brief summary of the facts giving rise to the investigation.

Summary - List the allegations separately, including applicable policy sections, with a brief summary of the evidence relevant to each allegation.

Witness List - A list of anyone who was interviewed in relation to the investigation.

Evidence - Each allegation should be set forth with the details of the evidence applicable to each allegation provided, including comprehensive summaries of member and witness statements. Other evidence related to each allegation should also be detailed in this section.

Conclusion - A recommendation regarding further action or disposition should be provided.

Exhibits - A separate list of exhibits (e.g., recordings, photos, documents) should be attached to the report.

1008.6.5 DISPOSITIONS

Each personnel complaint shall be classified with one of the following dispositions:

Unfounded - When the investigation discloses that the alleged acts did not occur or did not involve department members. Complaints that are determined to be frivolous will fall within the classification of unfounded (Penal Code § 832.8). A frivolous complaint is one that is totally and completely without merit and for the sole purpose of harassing department personnel (Code of Civil Procedures § 128.6(b) (2)).

Exonerated - When the investigation discloses that the alleged act occurred, but that the act was justified, lawful, and/or proper.

Not sustained - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.

Sustained - A final determination by an investigating agency, commission, board, hearing officer, or arbitrator, as applicable, following an investigation and opportunity for an administrative appeal pursuant to Government Code § 3304 and Government Code § 3304.5 that the actions of a sworn member were found to violate law or department policy (Penal Code § 832.8).

Referred Disposition – The complaint was appropriately investigated and resolved through other procedures and/or processes (i.e., the complaint was addressed through inmate grievance procedure).

If an investigation discloses misconduct or improper job performance that was not alleged in the original complaint, the investigator shall take appropriate action with regard to any additional allegations.

Personnel Complaints

1008.6.6 COMPLETION OF INVESTIGATIONS

Administrative investigations shall be completed within 30 days from the date the complaint is made absent approval from a Bureau Commander for an extension. Personnel complaint investigations are a priority function of the Department. In cases of personnel complaint investigations that are not concluded within 30 days, the assigned investigator shall proceed with due diligence in an effort to complete the investigation within one year from the date of discovery by an individual authorized to initiate an investigation (Government Code § 3304).

In the event that an investigation cannot be completed within one year of discovery, the assigned investigator shall ensure that an extension or delay is warranted within the exceptions set forth in Government Code § 3304(d) or Government Code § 3508.1.

1008.6.7 NOTICE TO COMPLAINANT OF INVESTIGATION STATUS

The member conducting the investigation should provide the complainant with periodic updates on the status of the investigation, as appropriate.

1008.6.8 DISCIPLINE

The Sheriff, at the conclusion of an Administrative Investigation, may determine that corrective or disciplinary action must be taken against a member. Corrective or disciplinary action includes the following:

Corrective Action - Action that can be taken to correct misconduct:

- Counseling (may be documented)
- Oral Reprimand (may be documented)
- Training (may be documented)

In accordance with current case law, any documentation of counseling, oral reprimand, or training that is provided as the result of a sustained personnel complaint shall not state or infer said counseling, oral reprimand, or training was imposed as a form of discipline, either implicit or implied.

Disciplinary Action - Action that can be taken to discipline a member for misconduct:

- Written Reprimand
- Transfer or reassignment
- Voluntary surrender of accrued vacation time in lieu of other action
- Voluntary surrender of accrued compensatory time in lieu of other action
- Suspension
- Reduction in pay grade
- Demotion
- Termination

Personnel Complaints

1008.7 ADMINISTRATIVE SEARCHES

Assigned lockers, storage spaces, and other areas, including desks, offices, and vehicles, may be searched as part of an administrative investigation upon a reasonable suspicion of misconduct.

Such areas may also be searched any time by a supervisor for non-investigative purposes, such as obtaining a needed report, radio, or other document or equipment.

Lockers and storage spaces may only be administratively searched in the member's presence, with the member's consent, with a valid search warrant, or where the member has been given reasonable notice that the search will take place (Government Code § 3309).

1008.7.1 DISCLOSURE OF FINANCIAL INFORMATION

An employee may be compelled to disclose personal financial information under the following circumstances (Government Code § 3308):

- (a) Pursuant to a state law or proper legal process
- (b) Information exists that tends to indicate a conflict of interest with official duties
- (c) If the employee is assigned to or being considered for a special assignment with a potential for bribes or other improper inducements

1008.8 ADMINISTRATIVE LEAVE

When a complaint of misconduct is of a serious nature, or when circumstances indicate that allowing the accused to continue to work would adversely affect the mission of the Department, the Sheriff or the authorized designee may temporarily assign an accused employee to administrative leave. Any employee placed on administrative leave:

- (a) May be required to relinquish any department badge, identification, assigned weapons, and any other department equipment.
- (b) Shall be required to continue to comply with all policies and lawful orders of a supervisor.
- (c) Shall be temporarily reassigned to the Professional Standards Unit during the investigation. The employee may be required to remain available for contact at all times during such shift, and will report as ordered.

1008.9 CRIMINAL INVESTIGATION

Where a member is accused of potential criminal conduct, a separate supervisor or investigator shall be assigned to investigate the criminal allegations apart from any administrative investigation. Any separate administrative investigation may parallel a criminal investigation.

The Sheriff shall be notified as soon as practicable when a member is accused of criminal conduct. The Sheriff may request a criminal investigation by an outside law enforcement agency.

A member accused of criminal conduct shall be advised of his/her constitutional rights (Government Code § 3303(h)). The member should not be administratively ordered to provide any information in the criminal investigation.

Marin County Sheriff's Office

Policy Manual

Personnel Complaints

The Marin County Sheriff's Office may release information concerning the arrest or detention of any member, including a deputy, that has not led to a conviction. No disciplinary action should be taken until an independent administrative investigation is conducted.

1008.10 POST-ADMINISTRATIVE INVESTIGATION PROCEDURES

Upon completion of a formal investigation, the investigation report should be forwarded to the Sheriff through the chain of command. Each level of command should review the report and include his/her comments in writing before forwarding the report. The Sheriff may accept or modify any classification or recommendation for disciplinary action.

1008.10.1 BUREAU COMMANDER RESPONSIBILITIES

Upon receipt of any completed administrative investigation, the Bureau Commander of the involved member shall review the entire investigative file, the member's personnel file, and any other relevant materials.

The Bureau Commander may make recommendations regarding the disposition of any allegations and the amount of discipline, if any, to be imposed.

Prior to forwarding recommendations to the Undersheriff, the Bureau Commander may return the entire investigation to the assigned investigator or supervisor for further investigation or action.

When forwarding any written recommendation to the Undersheriff, the Bureau Commander shall include all relevant materials supporting the recommendation. Actual copies of a member's existing personnel file need not be provided and may be incorporated by reference.

1008.10.2 SHERIFF AND UNDERSHERIFF RESPONSIBILITIES

Upon receipt of a completed administrative investigation resulting in a sustained finding, and which includes a recommendation for disciplinary action including counseling, training, oral reprimand, or written reprimand, the Undersheriff, if approving of the recommendation, shall direct the recommending Bureau Commander to carry out the imposition of the disciplinary action.

Upon receipt of a completed administrative investigation resulting in a sustained finding, and which includes a recommendation for disciplinary action other than counseling, training, oral reprimand, or written reprimand, the Undersheriff shall review the recommendation and all accompanying materials. The Undersheriff may modify any recommendation and/or may return the file to the Bureau Commander for further investigation or action.

Once the Undersheriff is satisfied that no further investigation or action is required by staff, the Undersheriff shall forward the investigation to the Sheriff.

The Sheriff shall determine the amount of discipline, if any, that should be imposed. In the event disciplinary action is proposed, the Undersheriff shall provide the member with a pre-disciplinary procedural due process hearing (*Skelly*) by providing written notice of the charges, proposed action, and reasons for the proposed action. Written notice shall be provided within one year from the date of discovery of the misconduct (Government Code § 3304(d)). The Undersheriff shall also provide the member with:

Personnel Complaints

1. Access to all of the materials considered by the Sheriff in recommending the proposed discipline.
2. An opportunity to respond orally or in writing to the Sheriff within five days of receiving the notice.
 - (a) Upon a showing of good cause by the member, the Undersheriff may grant a reasonable extension of time for the member to respond.
 - (b) If the member elects to respond orally, the presentation may be recorded by the Department. Upon request, the member shall be provided with a copy of the recording.

Once the member has completed his/her response or if the member has elected to waive any such response, the Sheriff shall consider all information received in regard to the recommended discipline. The Sheriff shall render a timely written decision to the member and specify the grounds and reasons for discipline and the effective date of the discipline. Once the Sheriff has issued a written decision, the discipline shall become effective.

1008.10.3 NOTICE OF FINAL DISPOSITION TO THE COMPLAINANT

The Sheriff or the authorized designee shall ensure that the complainant is notified of the disposition (i.e., sustained, not sustained, exonerated, unfounded) of the complaint (Penal Code § 832.7(f)).

1008.10.4 NOTICE REQUIREMENTS

The disposition of any civilian's complaint shall be released to the complaining party within 30 days of the final disposition. This release shall not include what discipline, if any, was imposed (Penal Code § 832.7(f)).

1008.11 PRE-DISCIPLINE EMPLOYEE RESPONSE

The pre-discipline process is intended to provide the accused member with an opportunity to present a written or oral response to the Sheriff after having had an opportunity to review the supporting materials and prior to imposition of any recommended discipline. The member shall consider the following:

- (a) The response is not intended to be an adversarial or formal hearing.
- (b) Although the member may be represented by an uninvolved representative or legal counsel, the response is not designed to accommodate the presentation of testimony or witnesses.
- (c) The member may suggest that further investigation could be conducted or the member may offer any additional information or mitigating factors for the Sheriff to consider.
- (d) In the event that the Sheriff elects to cause further investigation to be conducted, the member shall be provided with the results prior to the imposition of any discipline.
- (e) The member may thereafter have the opportunity to further respond orally or in writing to the Sheriff on the limited issues of information raised in any subsequent materials.

Personnel Complaints

1008.12 RESIGNATIONS/RETIREMENTS PRIOR TO DISCIPLINE

In the event that a member tenders a written resignation or notice of retirement prior to the imposition of discipline, it shall be noted in the file. The tender of a resignation or retirement by itself shall not serve as grounds for the termination of any pending investigation or discipline (Penal Code § 13510.8).

1008.13 POST-DISCIPLINE APPEAL RIGHTS

Non-probationary employees have the right to appeal a suspension without pay, punitive transfer, demotion, reduction in pay or step, or termination from employment. The employee has the right to appeal using the procedures established by any collective bargaining agreement, Memorandum of Understanding, and/or personnel rules.

In the event of punitive action against an employee covered by the POBR, the appeal process shall be in compliance with Government Code § 3304 and Government Code § 3304.5.

During any administrative appeal, evidence that a deputy has been placed on a *Brady* list or is otherwise subject to *Brady* restrictions may not be introduced unless the underlying allegations of misconduct have been independently established. Thereafter, such *Brady* evidence shall be limited to determining the appropriateness of the penalty (Government Code § 3305.5).

Additionally, any evidence of a court finding that a deputy violated Penal Code § 745 (California Racial Justice Act of 2020) shall not be introduced for any purpose in any administrative appeal of a punitive action (Government Code § 3305.6).

1008.14 PROBATIONARY EMPLOYEES AND OTHER MEMBERS

At-will and probationary employees and those members other than non-probationary employees may be released from employment for non-disciplinary reasons (e.g., failure to meet standards) without adherence to the procedures set forth in this policy or any right to appeal. However, any probationary deputy subjected to an investigation into allegations of misconduct shall be entitled to those procedural rights, as applicable, set forth in the POBR (Government Code § 3303; Government Code § 3304).

At-will, probationary employees and those other than non-probationary employees subjected to discipline or termination as a result of allegations of misconduct shall not be deemed to have acquired a property interest in their position, but shall be given the opportunity to appear before the Sheriff or authorized designee for a non-evidentiary hearing for the sole purpose of attempting to clear their name or liberty interest. There shall be no further opportunity for appeal beyond the liberty interest hearing and the decision of the Sheriff shall be final.

1008.15 INSTRUCTOR PROHIBITION

Any deputy with a sustained abuse of force complaint against them shall not train other deputies for a period of at least three years from the date the complaint was sustained (Government Code § 7286(b)).

Personnel Complaints

1008.16 RETENTION OF PERSONNEL INVESTIGATION FILES

All personnel complaints shall be maintained in accordance with the established records retention schedule and as described in the Personnel Records Policy.

1008.17 REQUIRED REPORTING TO POST

The Sheriff or the authorized designee shall notify POST on the appropriate POST form within 10 days of certain deputy personnel events, including but not limited to (Penal Code § 13510.9):

- (a) Termination or separation from employment or appointment. Separation from employment or appointment includes any involuntary termination, resignation, or retirement.
 - 1. A POST affidavit-of-separation form shall be executed and maintained by the Department and submitted to POST as required by Penal Code § 13510.9 and 11 CCR 1003.
- (b) Events that could affect a deputy's POST certification, such as:
 - 1. Complaints, charges, or allegations of serious misconduct (as defined by Penal Code § 13510.8).
 - 2. Findings of civilian review boards.
 - 3. Final dispositions of any investigations.
 - 4. Civil judgments or court findings based on conduct, or settlement of a civil claim against a deputy or the Marin County Sheriff's Office based on allegations of conduct by a deputy.

The Sheriff or the authorized designee shall be responsible for providing POST access to or duplication of investigation documentation (e.g., physical or documentary evidence, witness statements, analysis, conclusions) within the applicable timeframe provided in Penal Code § 13510.9.

1008.17.1 NOTIFICATIONS TO POST FOR SERIOUS MISCONDUCT

The Sheriff or the authorized designee shall report allegations of serious misconduct by a deputy to POST and the report shall include the following (11 CCR 1207):

- (a) Name of the Department
- (b) Administrative case number
- (c) Name, current address, and phone number of the complainant, if available
- (d) Name, POST ID, current address, and phone number of the involved deputy
- (e) A summary of the alleged misconduct including:
 - 1. A narrative of the allegations
 - 2. Date and time of incidents
 - 3. Location of occurrence

Personnel Complaints

4. Any witness information, if available
5. Summary of arrest or indictment of involved deputy
- (f) A change in employment status of the involved deputy (e.g., administrative leave, suspension, termination)
- (g) Name and contact information of the assigned investigator

The Sheriff or the authorized designee shall provide updates of the investigation to POST every 90 days until the final disposition in the method designated by POST (11 CCR 1207).

Upon completion of the investigation, the Sheriff or the authorized designee shall submit to POST the final disposition of the investigation as well as investigation materials and the deputy's service record as provided by 11 CCR 1207.

1008.17.2 ADDITIONAL NOTIFICATIONS TO POST FOR SERIOUS MISCONDUCT

Additional notification shall be made to POST (11 CCR 1207):

- (a) If the imposed disciplinary action is pending appeal or other review through an administrative or judicial proceeding:
 1. The Department shall provide the name of the body conducting the proceeding.
 2. The status of the proceeding, if known.
- (b) If criminal charges are pending:
 1. The name of the court having jurisdiction over the criminal charges against the deputy.
 2. The status of the criminal case, if known.

Attachments

CC Pamphlet Spanish 2022.pdf

Declaración de Misión de la Oficina del Sheriff del Condado de Marin

La misión de la Oficina del Sheriff del condado de Marin es proveer un ambiente seguro para los ciudadanos que viven y trabajan en nuestro condado, mientras garantizando las disposiciones de nuestra Constitución Estatal y Federal.

Para cumplir nuestra misión, debemos estar dispuestos a responder a las necesidades, que cambian con tiempo, del público. También debemos estar preparados para proveer apoyo y asistencia a nuestras otras organizaciones cumplimiento/aplicación de la ley en el cumplimiento de su misión.

Cada empleado es importante en la realización de nuestros objetivos y los logros de nuestra misión. Cada uno tiene la responsabilidad de expresar estos valores diariamente a través de nuestro trabajo y por nuestro ejemplo, vamos a:

- Proveer servicios de calidad de una manera económica.
- Promover la seguridad y el bienestar del público (y) nuestros empleados.
- Tratar el público y nuestros compañeros del trabajo con dignidad y respeto y cultivar una ambiente de confianza e integridad.
- Proveer/Proporcionar entrenamiento y oportunidades de desarrollo profesional a todos los empleados para que puedan realizar su máximo potencial.

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PROCEDIMIENTO DE QUEJA DE CUIDADANOS



La Oficina del Sheriff del Condado de Marin se ha comprometido a asociarse con nuestras comunidades para proveer liderazgo y excelencia en Seguridad Publica.

Oficina del Sheriff del Condado de Marin

JAMIE SCARDINA

AGUACIL-JUEZ DE PRIMERA INSTANCIA

1600 LOS GAMOS DRIVE, SUITE 200

SAN RAFAEL, CA 94903

415-479-2311

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Oficina del Sheriff del Condado de Marin

La Oficina del Sheriff aceptara fácilmente complementos, consultas/ preguntas, crítica constructiva, y quejas validas sobre personal y procedimientos del público. Una exhaustiva e imparcial investigación será conducida sobre todas quejas y el querellante será notificado de los resultados de la investigación.

PÓLIZA DE PARTICIPACION DE LOS CIUDADANOS

Código Penal de California Sección 832.5 (a) requiere que “Cada departamento o agencia en este estado que emplea oficiales de paz tiene que establecer un procedimiento para investigar quejas de los ciudadanos contra el personal de tal departamento o agencia, y tendrá que hacer una descripción escrita del procedimiento disponible para el público.” La póliza/procedimiento del Sheriff está disponible al pedir.

El propósito de nuestra póliza es proveer una disposición pronta, justa, abierta, y expeditiva de las inquietudes de los ciudadanos con respecto a la conducta del personal de la Oficina del Sheriff. El Sheriff da la bienvenida y ánima los ciudadanos que traigan sus preocupaciones a su atención sobre las operaciones de la Oficina y sobre la conducta de sus empleados.

Una relación de confiar y confianza entra los miembros de la Oficina del Sheriff y la comunidad a la que sirven es esencial para la aplicación efectiva de la ley. La Oficina del Sheriff anima y fomenta el respeto, la confianza, y el apoyo de la comunidad para cumplir efectivamente con sus deberes y responsabilidades.

El público tiene el derecho a contar con y recibir servicios de aplicación de la ley justos e imparciales. Al proveer estos servicios, Diputados del Sheriff debe ser libre de ejercitar su mejor juicio e iniciar acción de una manera responsable, legal, e imparcial sin miedo a represalias.

La Oficina del Sheriff reconoce su responsabilidad de proveer un sistema de quejas y procedimientos disciplinarios, que no solo somete del personal del Sheriff a acciones correctivas cuando se conducen de manera inadecuada, pero también protegerlos de críticas injustificadas cuando cumplen con sus deberes de manera adecuada.

PROCEDIMIENTO

Todos los empleados de la Oficina del Sheriff están obligados a aceptar consultas o quejas del público a cualquier hora del día. Las quejas menores pueden ser referidas al supervisor del empleado; sin embargo las quejas mayores serán referidas a Comandante en servicio o al Comandante de la Oficina.

Si un ciudadano desea presentar una queja formal por escrito, una forma será dada en persona o por correo.

La forma completada debe ser devuelta al Teniente de la Unidad de Estándares Profesionales quien coordinara la investigación y será el enlace del ciudadano con la Oficina del Sheriff durante la investigación.

Al finalizar la investigación, el Comandante de la Oficina del empleado notificara al ciudadano por escrito los resultados de la investigación. El ciudadano puede contactar el Teniente de la Unidad de Estándares para discutir la queja en cualquier momento dentro de los parámetros de la Sección 832.7 del Código Penal de California, que requiere registros de personal de la Oficina del Sheriff y información de las quejas ciudadanas se mantengan confidenciales excepto por orden de corte.

Si, después de que una investigación sea conducía, y se concluye que un empleado ha actuado incorrectamente, disciplina puede ser impuesta, que puede ir desde consejería hasta terminación, dependiendo de la gravedad de la queja.

Citizen Complaint Spanish.pdf



Marin County Sheriff's office

1600 Los Gatos Drive, Suite 200
San Rafael, CA 94903
415-479-2311

INFORME DE QUEJA DE CIUDADANOS

Información de la persona sometiendo el reporte

Nombre _____

Dirección de casa _____

Teléfono móvil _____ Teléfono de casa _____

Correo electrónico _____

Fecha / hora del incidente _____ Sitio _____

TESTIGO(S)

Nombre _____ Domicilio _____ Número de teléfono _____

Nombre _____ Domicilio _____ Número de teléfono _____

Nombre _____ Domicilio _____ Número de teléfono _____

NOMBRE O DESCRIPCION DEL EMPLEADO DEL SHERIFF QUE ES EL SUJETO DE QUEJA

Usted tiene el derecho de hacer una queja contra un oficial de policía por cualquier conducta impropia de la policía. La ley de California requiere que esta agencia tenga un procedimiento para investigar las quejas de los ciudadanos. Usted tiene derecho a una descripción por escrito de este procedimiento. Esta agencia puede encontrar después de la investigación que no hay evidencia suficiente para justificar acción en su queja; aunque así sea el caso, usted tiene el derecho de presentar la queja y hacerla investigar si usted cree que un oficial se comportó inapropiado. Las quejas de los ciudadanos y las conclusiones relacionadas con las quejas deben ser conservadas por esta agencia por lo menos cinco años.

He leído y entiendo la declaración anterior.

Firma del/de la informante: _____ Fecha/Hora: _____

RECEIVING DEPUTY/EMPLOYEE

SIGNATURE _____ **BADGE NO.** _____ **DATE/TIME** _____

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This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

CC Pamphlet English 2022.pdf

Mission Statement of the Marin County Sheriff's Office

It is the mission of the Marin County Sheriff's Office to provide a safe environment for the citizens who live and work in our County, while guaranteeing the provisions of our State and Federal Constitution.

To accomplish our mission we must be willing to be responsive to the changing needs of the public. We also must be prepared to provide support and assistance to our other law enforcement organizations in accomplishing their mission.

Every employee is important in the realization of our goals and the accomplishments of our mission. Each has the responsibility to express these values daily through our work, and, by our example, we will:

- Provide quality services in a cost effective manner
- Promote the safety and welfare of both the public and our employees
- Treat the public and our co-workers with dignity and respect and cultivate an atmosphere of trust and integrity
- Provide training and career development opportunities to all employees so that they may realize their fullest potential

"In Partnership with our Communities"

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CITIZEN COMPLAINT PROCEDURE



The Marin County Sheriff's Office is committed to partnering with our communities to provide leadership and excellence in Public Safety.

MARIN COUNTY SHERIFF'S OFFICE

JAMIE SCARDINA

SHERIFF-CORONER

1600 LOS GAMOS DRIVE, SUITE 200

SAN RAFAEL, CA 94903

415-479-2311

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MARIN COUNTY SHERIFF'S OFFICE

The Sheriff's Office will readily accept compliments, inquiries, constructive criticism, and valid complaints about personnel and procedures from the public. A thorough and impartial investigation will be conducted on all complaints and the complainant will be notified of the results of the investigation.

CITIZEN'S INVOLVEMENT POLICY

California Penal Code Section 832.5(a) requires that "Each department or agency in this state which employs peace officers shall establish a procedure to investigate citizen's complaints against the personnel of such department or agency, and shall make a written description of the procedure available to the public." The Sheriff's policy/procedure is available upon request.

The purpose of our policy is to provide a prompt, just, open, and expeditious disposition of citizen's concerns regarding the conduct of Sheriff's Office personnel. The Sheriff welcomes and encourages citizens to bring their concerns about the Sheriff's Office operations and the conduct of its employees to his attention.

A relation of trust and confidence between members of the Sheriff's Office and the community they serve is essential to effective law enforcement. The Sheriff's Office encourages and fosters the respect, confidence, and support of the community in order to effectively discharge its duties and responsibilities.

The public has a right to expect and receive fair and impartial law enforcement services. In providing these services, Deputy Sheriff's must be free to exercise their best judgement and initiate action in a responsible, lawful, and impartial manner without fear of reprisal.

The Sheriff's Office acknowledges its responsibility to provide a system of complaint and disciplinary procedures, which will not only subject Sheriff's personnel to corrective action when they conduct themselves improperly, but will also protect them from unwarranted criticism when they discharge their duties properly.

PROCEDURE

All employees of the Sheriff's Office are required to accept inquiries or complaints from the public at any hour of the day. Minor complaints may be referred to the employee's supervisor; however major complaints will be referred to the on-duty Watch Commander or Bureau Commander.

If a citizen wishes to make a formal written complaint, a complaint form will be provided either in person or by mail.

The completed complaint form should be returned to the Professional Standards Unit Lieutenant who will coordinate the investigation and be the citizen's liaison with the Sheriff's Office during the investigation.

Upon completion of the investigation, the Bureau Commander of the employee will notify the citizen in writing of the results of the investigation. The citizen may contact the Professional Standards Lieutenant to discuss the complaint at any time within the parameters of California Penal Code Section 832.7, which requires that Sheriff's Office personnel records and citizen complaint information be kept confidential except by court order.

If, after an investigation is conducted, and it is concluded that an employee has acted improperly, discipline may be imposed, which may range from counseling to termination, depending on the severity of the complaint.

Citizen Complaint English.pdf



Marin County Sheriff's office

1600 Los Gatos Drive, Suite 200
San Rafael, CA 94903
415-479-2311

CITIZEN COMPLAINT REPORT

REPORTING PARTY

Name _____

Home Address _____

Cell Phone _____ Home Phone _____

Email Address _____

Date/Time of Incident _____ Location _____

WITNESS(ES)

NAME _____ ADDRESS _____ PHONE NUMBER _____

NAME _____ ADDRESS _____ PHONE NUMBER _____

NAME _____ ADDRESS _____ PHONE NUMBER _____

NAME OR DESCRIPTION OF SHERIFF'S EMPLOYEE WHO IS THE SUBJECT OF COMPLAINT

You have the right to make a complaint against a Deputy Sheriff for any improper police conduct. California law requires this agency to have a procedure to investigate citizen complaints. You have a right to a written description of this procedure. This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if that is the case, you have the right to make the complaint and have it investigated if you believe a deputy or Sheriff's employee behaved improperly. Citizen complaints and any reports or findings relating to complaints, must be retained by this agency for at least five years.

I have read and understand the above statement.

Signature of reporting party: _____ Date/Time: _____

RECEIVING DEPUTY/EMPLOYEE

SIGNATURE _____ BADGE NO. _____ DATE/TIME _____

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[illegible]



Citizen Commendation or Complaint Form

MARIN COUNTY SHERIFF'S OFFICE

When you submit this form, it will not automatically collect your details like name and email address unless you provide it yourself.

* Required

REPORTING PARTY

Your information

1. Is this a commendation or complaint? *

☐ Commendation

☐ Complaint

2. Your Name *

Enter your answer

3. Email *

Enter your answer

4. Cell Phone *

Enter your answer

5. Home Phone

Enter your answer

6. Street Address

Enter your answer

7. City

Enter your answer

8. Date and Time of Incident

Enter your answer

9. Location of Incident

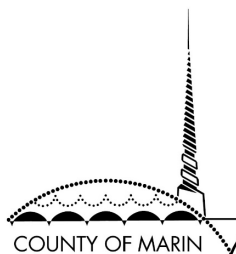
Enter your answer



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OFFICE OF THE
COUNTY EXECUTIVE

AGENDA DATE: August 24, 2026

TO: Civilian Oversight Commission

FROM: John Alden, Inspector General

SUBJECT: Training Curriculum

RECOMMENDATION: Adopt the Training Curriculum.

SUMMARY: The Draft Training Curriculum (Attachment A) was developed by the Ad Hoc Training Curriculum Subcommittee, and reviewed by the full Commission in March, 2026. Since then, the Inspector General and the Sheriff's Liaison have also reviewed it. Staff recommends that the Commission approve the proposed Training Curriculum.

POLICY FRAMEWORK: This item is guided by Marin County Ordinance No. 3824 in the following sections:

- **Section 2.37.040 – Organization Training.**
“The [Commission] shall establish, in collaboration with the [Inspector General] and [Sheriff's Office], a required training curriculum to ensure Commissioners possess necessary expertise to carry out the [Commission's] mandates.”
- **Section 2.37.110 – Inspector General Duties and Powers:** The Inspector General shall, “Provide staff support to the [Commission], including staffing [Commission] meetings and coordinating all required and specialized training for the [Commission].”

DISCUSSION/BACKGROUND: In fall 2025, the Commission formed the Ad Hoc Training Curriculum Subcommittee, comprised of Commissioners Lynn Oldham Robinett, Sara McEvoy, and Linda Cieslak Sandoval.

The subcommittee met six times between November 2025 and March 2026 to identify the Commission's training needs and developed the proposed curriculum. Tina Barr, Director of Training and Education at the National Association for Civilian Oversight of Law Enforcement (NACOLE), served as the subject matter expert and provided guidance throughout the development process.

The full Commission reviewed the draft curriculum at its March 2026 meeting. Consistent with the enabling ordinance, the next step was to collaborate with the incoming Inspector General and Sheriff's Office to finalize the curriculum. After beginning his role in late May 2026, the Inspector General reviewed the draft curriculum with the Subcommittee and subsequently conferred with the Sheriff's Office Liaison to the Commission. This collaborative review did not result in any additional revisions to the proposed curriculum.

NEXT STEPS: Pending Commission approval, the Inspector General will work with the Commission Chair to implement the curriculum and coordinate required and specialized

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training opportunities. Training may include facilitated instruction, presentations from subject matter experts, observational learning opportunities, jail visits, and ride-alongs, as appropriate. Staff will coordinate training opportunities over time based on the curriculum, Commissioner needs, scheduling, and available resources.

EQUITY IMPACT: The proposed Training Curriculum supports Commissioners in developing the knowledge and skills necessary to conduct informed, effective, and equitable civilian oversight. It also advances the Commission's purpose of promoting public trust through transparent and accountable oversight.

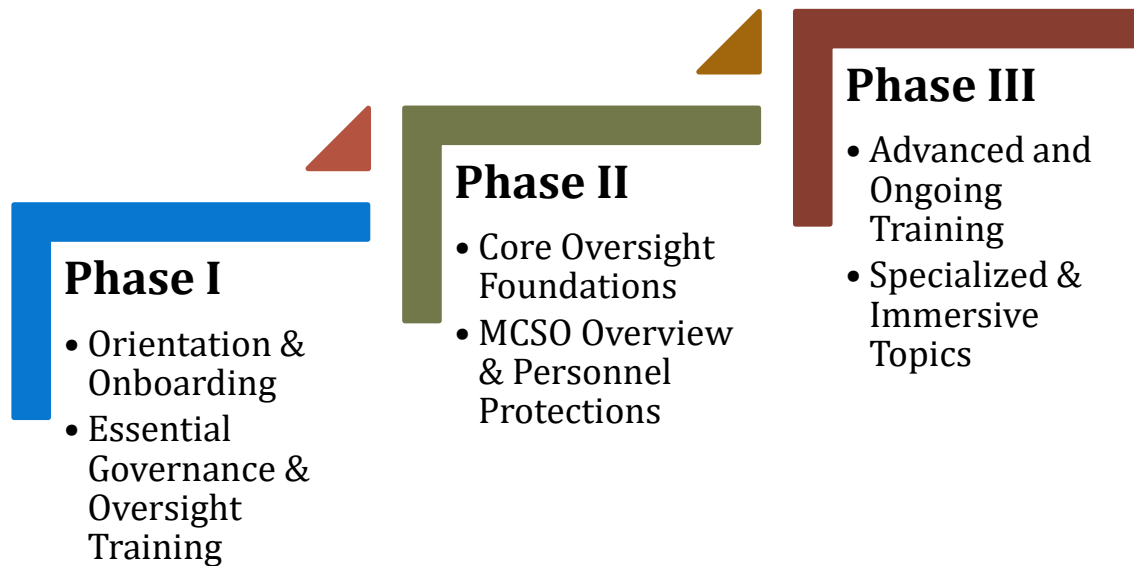


Training Curriculum

This Training Curriculum is prepared by the Ad Hoc Training Curriculum Subcommittee pursuant to Marin County Section 2.37.040 of Ordinance No. 3824. The ordinance requires the Civilian Oversight Commission to establish a training curriculum in collaboration with the Office of the Inspector General (IG) and the Marin County Sheriff's Office (MCSO).

The purpose of this document is to establish a phased training program to ensure Commissioners possess the knowledge, skills, and context necessary to carry out the Commission's oversight mandate.

The Training Curriculum is intended to function as a living document and may be updated as Commission needs evolve. Nothing in this document limits the Commission's authority to request or receive additional training as necessary to fulfill its oversight responsibilities.



Note about the following:

* **Training topics marked with a single asterisk** indicate modules expected to be delivered or coordinated by the Inspector General and are anticipated to be scheduled following the Inspector General's appointment.

** **Training topics marked with a double asterisk** indicate topics for which a training provider has not yet been confirmed and are currently being identified.

(No Symbol) Training topics without an asterisk are available for scheduling using existing County or established external providers.

Phase I: Orientation and Onboarding Training

(To be completed during the first or second month of a Commissioner's term)

Training Topic	Description	Proposed Trainer / Provider	Format	Estimated Time
Brown Act¹	Public meeting laws and requirements	County Counsel	Self-directed	1–1.5 hours
California Public Records Act	Public records retention and disclosure obligations	County Counsel	Self-directed	1 hour
Administrative Requirements	General commission regulations, sexual harassment, cultural competency, parliamentary procedure, IT onboarding, and media engagement	Clerk of the Board; County Counsel	In-person or virtual (May be self-directed in future)	1–2 hours
Conducting Civilian Oversight: Ordinance and Authorities*	Review of Ordinance No. 3824 and applicable oversight authorities, Bylaws, and Code of Conduct	Inspector General	In-person or virtual	1-1.5 hours
Overview of Civilian Oversight	History and models of effective civilian oversight	NACOLE	In-person or virtual (May be self-directed in future)	1 hour
Principles for Effective Oversight	Detailed review of the principles and their application	NACOLE	In-person or virtual (May be self-directed in future)	1 hour

¹ Required annual training for all County of Marin commissioners.

DRAFT

Phase II: Core Civilian Oversight Foundations

(To be completed within the first few months of a Commissioner's term)

Training Topic	Description	Proposed Trainer / Provider	Format	Estimated Time
Annual MCSO Overview*	Overview of the Marin County Sheriff's Office, including its strategic plan, organizational structure, training program, and relevant county policies.	MCSO; Inspector General	In-person or virtual	TBD
Peace officer personnel protections**	Public Safety Officers Procedural Bill of Rights Act, including confidentiality of peace officer personnel records (Penal Code § 832.7); false misconduct complaints (Penal Code § 148.6); and related state and local laws governing law enforcement personnel actions.	County Counsel, MCSO; California State Law Enforcement Association	Virtual or in-person	1.5–2 hrs

Phase III: Intermediate and As-Needed Training

(Structured over a three-year period and delivered as needed)

Training Topic	Description	Proposed Trainer / Provider	Format	Estimated Time
MCSO Immersive Learning*	Ride-alongs, jail visits, and participation in community police academies to provide practical exposure to law enforcement operations.	MCSO	In-person, experiential	4–8 hrs (varies by activity)
Community and Stakeholder Outreach and Engagement*	This session explores strategies for engaging stakeholders, including proactively seeking input and communicating the work of the oversight office or entity. May include interactive planning time upon request.	NACOLE / Inspector General	In-person or virtual	1 hr
Transparency and Recommended Reporting Practices	This session discusses practices to sustain transparency regarding police misconduct and the work of the oversight entity, including the purpose, content, and value of public reports.	NACOLE	In-person or virtual	1 hr
Reviewing and Understanding Data	This session focuses on interpreting numerical data related to traffic stops, arrests, uses of force, and other metrics, emphasizing the use of rates to identify patterns and demographic disparities. On-site training is recommended. Recommended paired with RIPA Training.	NACOLE	In-person	1–1.5 hrs

Training Topic	Description	Proposed Trainer / Provider	Format	Estimated Time
RIPA**	Understanding RIPA data, including history, statutory background, local data, and multiple perspectives. Recommend paired with “Reviewing and Understanding Data” training.	Community organization (i.e. MVFREE), IG or MCSO	Virtual or in-person	1.5 hrs
Effective Practices for Conducting and/or Reviewing Investigations	This session details investigation components and effective practices for reviewing completed police misconduct investigations. Includes a case study with advance review materials.	NACOLE	In-person	1.5–2 hrs
Identifying and Addressing Challenges and Opportunities	This session identifies common challenges and opportunities faced by oversight entities and facilitates discussion of local expectations, desired outcomes, and planning for the coming year. On-site training is recommended and may include interactive planning time.	NACOLE	In-person	1 hr
Criminal Justice Process**	Overview of the criminal justice process, including detentions, bookings, arrests, and interactions with immigration and customs enforcement officials.	Criminal justice professor	In-person or virtual	2 hrs
Jail Oversight Standards**	Training on jail operations and conditions of confinement pursuant to the Fourth, Eighth, and Fourteenth Amendments to the U.S. Constitution; the United Nations Standard Minimum Rules for the Treatment of Prisoners; and California Code of Regulations, Title 15.	Local attorney	In-person or virtual	2–3 hrs
Trauma-informed oversight and wellness**	Trauma-informed approaches relevant to civilian oversight, including healing practices, peace officer stress, and mental health first aid.	Community organizations	In-person	2 hrs
Behavioral health systems**	Behavioral health diversion implementation plans, including coordination with community providers and County systems.	Community organizations; NAMI; County Health and Human Services	In-person or virtual	1.5–2 hrs
Crisis response**	De-escalation and non-escalation techniques and philosophy, including law enforcement and mobile crisis response practices.	Law enforcement SME; SAFE Team / mobile crisis team	In-person (scenario-based)	2–3 hrs

Training Topic	Description	Proposed Trainer / Provider	Format	Estimated Time
Investigative oversight methods*	Investigative techniques, data analysis, and policy writing in the civilian oversight context.	Inspector General; Commissioner: NACOLE	In-person workshop	2–3 hrs
Re-entry simulation	Structured re-entry simulation highlighting barriers faced by formerly incarcerated individuals, incorporating first-person perspectives and facilitated reflection.	Rising Scholars Marin	In-person, experiential	2–3 hrs

Appendix A: Example Training Providers

Provider	Training Focus for Civilian Oversight Commissioners
<u>National Association for Civilian Oversight of Law Enforcement (NACOLE)</u>	Core civilian oversight education; board governance; complaint review; investigative standards; ethics
<u>Levin Center for Oversight and Democracy</u>	Oversight methodology; investigative powers; hearings; report writing
<u>Racial & Identity Profiling Advisory (RIPA) Board – CA DOJ</u>	Racial profiling law (AB 953); policing data; bias trends; accountability reporting
<u>ACLU of Northern California</u>	Civil rights law; transparency; public records; community accountability
<u>Policy Research Associates – Systems Mapping & Training Center</u>	Trauma-informed systems oversight; behavioral health & crisis response intersection with law enforcement
<u>Police Executive Research Forum (PERF)</u>	National policing policy research; use-of-force frameworks; reform guidance (useful for policy review oversight)
<u>MVFREE</u>	Community advocacy; survivor-centered perspective; community engagement & victim advocacy
<u>Marin County Lived Experience Advisory Board</u>	Ensures lived homelessness expertise informs Marin County Continuum of Care decisions.
<u>Campaign Zero</u>	Policy benchmarking; use-of-force policy scoring; accountability metrics

Appendix B: Example Training Events for Commissioners to Attend

Organization	Event / Session	Date
<u>Marin County Government</u>	Annual Truth Act Forum	Annually
<u>Marin County Government</u>	Board of Supervisors – Annual Militarized Equipment Hearing (AB 481 Agenda Item)	Annually - typically Spring
<u>National Association for Civilian Oversight of Law Enforcement (NACOLE)</u>	Annual NACOLE Conference (Louisville, KY)	Annually in the Fall
<u>Levin Center for Oversight and Democracy</u>	Oversight Training Program (OTP) Workshops	Ongoing / Multiple Dates - varies annually
<u>Racial & Identity Profiling Advisory (RIPA) Board – CA DOJ</u>	RIPA Board Public Meetings & Annual Report Briefings	Quarterly - dates vary; posted annually
<u>Police Executive Research Forum (PERF)</u>	PERF Annual Meeting	Annually – typically Spring
<u>ACLU of Northern California</u>	Police Accountability & Civil Rights Public Forums	Ongoing / Dates Vary
<u>National Police Accountability Project (NPAP)</u>	NPAP Annual Conference	Annually - typically Fall
<u>Brennan Center for Justice</u>	Policing & Accountability Policy Events	Ongoing / Dates Vary

Appendix C: Common Law Enforcement Complaint Categories

The following common complaint categories were reviewed to ensure Phase III training modules directly address the issues most frequently raised by the public:

- Code of conduct and professional standards
- Abuse of authority
- Use of force
- De-escalation
- Body-worn cameras
- Arrest procedures
- Biased-based profiling
- Traffic stops
- Interactions with individuals experiencing mental illness

Appendix D: Comparative Training Requirements – California Oversight Bodies

Alignment with California Oversight Training Practices:

A review of publicly available training programs for civilian oversight bodies in California indicates that Marin County’s proposed training curriculum is generally consistent with prevailing statewide practices and reflects an approach like those adopted by other established oversight entities.

Across California jurisdictions, oversight bodies typically structure commissioner training to include: (1) foundational legal and governance requirements, such as the Brown Act, ethics and conflicts of interest, and public records obligations; (2) orientation to the commission’s statutory authority and role; and (3) phased exposure to law-enforcement operations, complaint processes, and other subject-matter areas relevant to oversight responsibilities. Marin’s draft curriculum follows this same framework by sequencing core governance and legal topics early, with more specialized or experiential training addressed in later phases.

Comparable oversight bodies, including those in Los Angeles County and the City of San Diego, utilize multi-phase training models that distinguish between initial onboarding and ongoing or advanced training. Marin’s approach similarly reflects this structure and is consistent with best practices intended to support commissioner readiness while recognizing the practical constraints of volunteer service.

In addition, many California oversight bodies incorporate nationally recognized guidance, including materials developed by the National Association for Civilian Oversight of Law Enforcement (NACOLE), as part of their training programs. Marin’s curriculum aligns with this practice. Overall, Marin County’s proposed training curriculum is consistent with common California oversight models and reflects an incremental, standards-based approach that can be refined over time as the Commission’s operations mature and training needs evolve.

Jurisdiction	Title of Oversight Body	Training Guide / Requirement Document (Link)
Los Angeles County	Los Angeles County Sheriff Civilian Oversight Commission	New Commissioner Training Program (2024)
Los Angeles County	Los Angeles County Board of Supervisors	Enabling Ordinance – Training Requirement (County Code §3.79.070)
City of San Diego	San Diego Commission on Police Practices	Training Academy – Onboarding Curriculum
City of San Diego	Office of the Commission on Police Practices	Proposed Draft Training Curriculum (Full Program)
University of California, Davis	UC Davis Police Accountability Board	Annual Report (includes onboarding & training requirements):
State of California (reference standard)	National Association for Civilian Oversight of Law Enforcement	NACOLE Standards

Appendix E: Ordinance No. 3824 – Organization Training

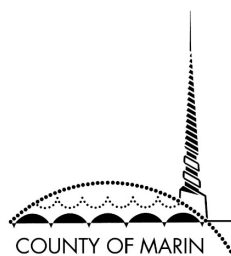
The following from Ordinance No. 3824, Section 2.37.040, establishes the Commission’s training curriculum:

2.37.040 - Organization training.

The COC shall establish, in collaboration with the OIG and MCSO, a required training curriculum to ensure commissioners possess the necessary expertise to carry out the COC’s mandates. The COC shall work with the OIG and the MCSO to update the training requirements as needed to remain responsive to the evolving landscape of law enforcement. Training shall be conducted by subject-matter experts on the topics listed below and by others knowledgeable about effective practices in civilian oversight of law enforcement. Training may include, but is not limited to, the following topics:

- 1. Public meeting laws, including the Brown Act and the California Public Records Act; ethics; implicit and explicit bias; sexual harassment; and cultural competency.*
- 2. De-escalation and non-escalation techniques and philosophy.*
- 3. Rehabilitative and restorative justice principles.*
- 4. Behavioral health diversion implementation plans.*
- 5. Marin County Sheriff’s Office (MCSO) operations, policies, practices, and procedures; case management systems; and deputy training.*
- 6. Relevant MCSO operational facts, including patrol staffing, calls for service, and crime data and statistics.*
- 7. Jail operations and conditions of confinement pursuant to the Fourth, Eighth, and Fourteenth Amendments to the United States Constitution; the United Nations Standard Minimum Rules for the Treatment of Prisoners; and California Code of Regulations, Title 15, Minimum Standards for Local Detention Facilities.*
- 8. Law enforcement oversight, community policing, and constitutional principles of policing.*
- 9. The Public Safety Officers Procedural Bill of Rights Act and other relevant state and local laws related to law enforcement personnel actions (e.g., Penal Code §§ 832.7 and 148.6).*
- 10. Labor-related meet-and-confer policies and processes.*
- 11. Ride-alongs, jail visits, community police academies, re-entry simulations, and other equivalent immersive experiences.*
- 12. The criminal justice process, including detentions, bookings and arrests, and interactions with immigration and customs enforcement officials.*
- 13. Trauma-informed approaches, healing practices, peace officer stress, and mental health first aid.*
- 14. Investigative techniques, data analysis, and policy writing.*
- 15. Training regarding interaction with and support of diverse communities.*

(Ord. No. 3824, § 2, 2024)



OFFICE OF THE
COUNTY EXECUTIVE

AGENDA DATE: August 24, 2026

TO: Civilian Oversight Commission

FROM: John Alden, Inspector General

SUBJECT: Community Outreach and Engagement Plan

RECOMMENDATION: Adopt the proposed Community Outreach and Engagement Plan.

SUMMARY: The Draft Community Outreach and Engagement Plan (Attachment A) was developed by the Ad Hoc Community Outreach and Engagement Subcommittee, and reviewed by the full Commission in March, 2026. Since then, the Inspector General has reviewed the Plan with the Subcommittee. Staff recommends that the Commission approve the proposed Community Outreach and Engagement Plan.

POLICY FRAMEWORK: This item is guided by Marin County Ordinance No. 3824 in the following sections:

- **Section 2.37.020 – Commission Duties and Powers:** The Commission shall:
 - (5) “In collaboration with the Inspector General, conduct ongoing community outreach and engagement with all communities within the County.”
 - (9) “Produce annual public reports detailing the Commission's community engagement efforts and other work.”
- **Section 2.37.110 – Inspector General Duties and Powers:** The Inspector General shall, “In collaboration with the Commission, conduct ongoing community outreach and engagement with all communities within the County.”
- **Section 2.37.130 - Community Outreach:** “The Inspector General, with the assistance of the Commission, is responsible for community outreach and engagement with the communities within the County, with an emphasis on those within the primary responsibility of the Sherriff’s Office, including:
 1. Conducting community surveys pertinent to oversight of Sherriff’s Office.
 2. Ensuring multilingual (to the same extent as the Marin Registrar of Voters must follow pursuant to the California Elections Code) and ADA accessible communications.
 3. Providing relevant content and outreach materials on the Commission's website.
 4. Collaborating with the Commission and County staff to provide a community forum to gather concerns pertinent to incident-specific Sherriff’s Office actions when deemed necessary, as well as using other resources to conduct outreach.
 5. Ensuring the community has access to and is educated about oversight and the complaint processes.”

DISCUSSION/BACKGROUND: In fall 2025, the Commission formed the Ad Hoc Community Outreach and Engagement Subcommittee, comprised of Commissioners Lynn Oldham Robinett, Dr. Gina Fromer, Solange Echeverria and Felecia Gaston.

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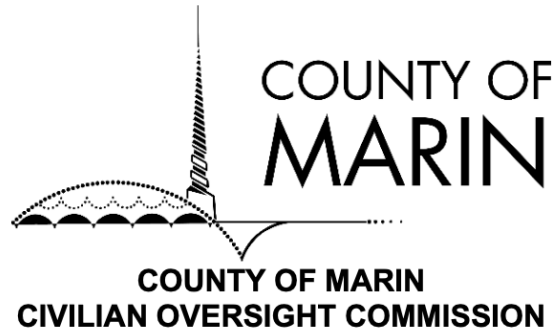
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The Subcommittee met six times between November 2025 and March 2026 to identify outreach strategies, activities and potential partnerships to support engagement with communities throughout Marin County. The subcommittee also reviewed several analogous community engagement plans at other California civilian law enforcement oversight bodies. Tina Barr, Director of Training and Education at the National Association for Civilian Oversight of Law Enforcement (NACOLE), served as the subject matter expert and provided guidance throughout the development of the Plan.

The full Commission reviewed the draft Plan at its March 2026 meeting. Consistent with the enabling ordinance, the next step was collaboration with the Inspector General to finalize the Plan. After beginning his role in late May 2026, the Inspector General reviewed the draft Plan with the Subcommittee. As a result of that review, the “Letter of Introduction” was updated to identify the Inspector General and include Commission contact information. No other substantive revisions were made.

NEXT STEPS: Pending Commission approval, the Inspector General will work with the Commission and its Chair to begin implementing the Plan. Implementation may include developing relationships with community-based organizations, participating in community events, conducting educational presentations and forums, sharing information about the civilian oversight, and identifying opportunities for engagement throughout the County. Staff will also track outreach activities to support evaluation of the Plan and the Commission’s annual reporting requirements.

EQUITY IMPACT: The proposed Community Outreach and Engagement Plan advances the Commission’s purpose of bolstering public trust through transparent and accountable oversight and prioritizes engagement with communities disproportionately impacted by law enforcement. The Plan also supports more equitable access to civilian oversight by emphasizing accessible, multilingual, and community-based outreach and by creating opportunities for residents who may face barriers to engaging with County government to learn about and participate in the oversight process.



Community Outreach and Engagement Plan

Building Trust, Strengthening Community

I. Purpose and Authority

The purpose of this Community Outreach and Engagement Plan is to establish a strategic framework for the Inspector General, with the assistance of the Civilian Oversight Commission, to foster transparency, accountability, and community trust through a comprehensive community outreach and engagement plan. It operationalizes the Inspector General's mandate to engage with the many diverse communities across the County, with an emphasis on those within the primary responsibility of the Marin County Sheriff's Office.

This plan presents a structured framework for how the Inspector General, with the support of the Commission, may identify a full range of outreach activities and partnerships to engage Marin County community members. It reflects best practices from comparable oversight bodies and aligns with the Commission's statutory authority.

This plan is prepared by the Community Outreach and Engagement Ad Hoc Subcommittee pursuant to Marin County [Ordinance No. 3824](#).

- **Section 2.37.020 – Commission Duties and Powers:** The Commission shall:
 - (5) "In collaboration with the Inspector General, conduct ongoing community outreach and engagement with all communities within the County."
 - (9) "Produce annual public reports detailing the Commission's community engagement efforts and other work."
- **Section 2.37.110 – Inspector General Duties and Powers:** The Inspector General shall, "In collaboration with the Commission, conduct ongoing community outreach and engagement with all communities within the County."
- **Section 2.37.130 - Community Outreach:** "The Inspector General, with the assistance of the Commission, is responsible for community outreach and engagement with the communities within the County, with an emphasis on those within the primary responsibility of the Sheriff's Office, including:
 1. Conducting community surveys pertinent to oversight of Sheriff's Office.
 2. Ensuring multilingual (to the same extent as the Marin Registrar of Voters must follow pursuant to the California Elections Code) and ADA accessible communications.
 3. Providing relevant content and outreach materials on the Commission's website.
 4. Collaborating with the Commission and County staff to provide a community forum to gather concerns pertinent to incident-specific Sheriff's Office actions when deemed necessary, as well as using other resources to conduct outreach.
 5. Ensuring the community has access to and is educated about oversight and the complaint processes."

II. Outreach and Engagement Strategies

These strategies support transparency, public understanding, and structured community input, consistent with the Commission's advisory role and in coordination with the Inspector General.

A. Outreach Strategies:

1. **Community Engagement**- Conduct listening sessions, facilitated forums, and workshops in accessible community spaces; partner with trusted local organizations to expand reach and participation (See Appendix B: Marin County Community Organizations).
2. **Accessible Outreach** - Provide timely, plain-language updates through email, digital platforms, printed materials, and social media to explain the Inspector General and Commission's role, processes, and actions. Attend local gatherings to meet and engage with residents where they live (See Appendix C: Marin County Annual Events).
3. **Equity & Inclusion** - Use targeted outreach, trusted messengers, and culturally competent materials to ensure diverse participation and address systemic barriers to engagement. Ensure multilingual (to the same extent as the Marin Registrar of Voters must follow pursuant to the California Elections Code) and ADA accessible communications.
4. **Youth Involvement** - Develop a youth engagement program through partnerships with existing youth leadership programs, flexible participation opportunities, and formal recognition of youth contributions.
5. **Accountability & Transparency** - Establish measurable outreach goals, implement response protocols for complaints, and publicly report progress through a variety of channels to reach a diverse group of residents.
6. **Impacted Communities Engagement** - Prioritize outreach to individuals who are currently incarcerated, formerly incarcerated, and their families, recognizing their lived experience as essential to meaningful oversight. Engagement may include coordinating with jail administration to share accessible complaint information; partnering with reentry and service organizations for listening sessions; distributing plain-language, multilingual materials in detention facilities and through community providers; and creating safe, trauma-informed spaces to inform policy recommendations (without discussing pending cases).

B. Geographic Strategies

Marin County is geographically and demographically diverse and includes both incorporated cities and towns served by local police departments, as well as unincorporated areas served by the Marin County Sheriff's Office.

The County is composed of higher-density, centralized communities; suburban commuter communities; and rural and coastal, geographically dispersed communities. Accordingly, outreach and engagement strategies must be tailored to reflect the distinct characteristics, needs, and opportunities present in each area, consistent with the ordinance's direction that the Community Outreach and Engagement Plan involve communities countywide, with an emphasis on those within the primary responsibility of the Sheriff's Office.

Marin County Sheriff's Office Jurisdiction: Areas of Unincorporated Marin



1. District-Specific Engagement:

Incorporated communities served by local police agencies are indicated with an asterisk (*).

District 1 - San Rafael* and Lucas Valley, Marinwood, and Santa Venetia. Outreach may include engagement at Civic Center events such as the Marin County Fair, youth engagement with Terra Linda High School, and attendance at Santa Venetia and Marinwood neighborhood meetings.

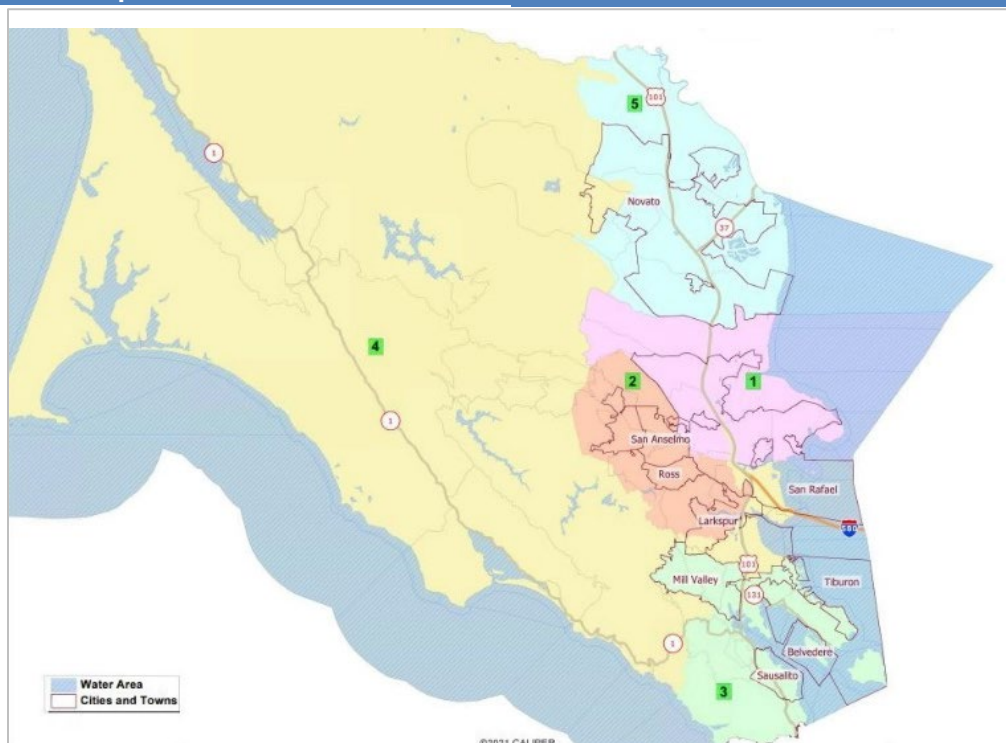
District 2 - Fairfax*, San Anselmo*, Ross*, Larkspur*, Southwest San Rafael, Kentfield, Greenbrae, Oak Manor and Sleepy Hollow. Engagement opportunities may include participation in community events at Bon Air and Marin Country Mart, collaboration with Fairfax and San Anselmo libraries and engagement with neighborhood groups and National Night Out events.

District 3 - Sausalito*, Floating Homes, Marin City, Tam Valley, Almonte, Mill Valley*, Alto-Sutton Manor, Strawberry, Tiburon*, and Belvedere*. Efforts may include Marin City community events and partnerships with local nonprofit and faith-based organizations, participation in Sausalito waterfront gatherings, collaboration with Marin City and Mill Valley libraries, youth engagement at Tamalpais High School, and attendance at Floating Homes Association meetings.

District 4 - Coastal West Marin from Dillon Beach to Muir Beach, inland areas including Nicasio, Chilen Valley, the San Geronimo Valley, and west Novato, and areas of east San Rafael, San Quentin, Corte Madera*, Larkspur*, and Mill Valley*. Community engagement may include participation in "County Services Closer to Home" events, posting flyers on community bulletin boards, presence at coastal and agricultural gatherings, and outreach at community centers such as the Dance Palace, in partnership with West Marin Community Services.

District 5 - Novato* and Bel Marin Keys, Loma Verde, Black Point, Green Point, Rush Creek/Atherton Corridor, and Indian Valley. Outreach strategies may include participation in Novato community events, partnership with the Novato and Hispanic Chambers and local libraries, attendance at civic forums and City Council meetings, and engagement in housing transition discussions such related to Binford Road.

County of Marin Supervisorial Districts



III. Outreach Tactics: The Catalogue

This section provides the Inspector General and the Commission with a broad catalogue of outreach platforms and engagement methods that can be tailored to meet specific strategic communication goals.

Rather than prescribing a single approach, it offers a flexible toolkit that ranges from digital media and in-person facilitation to public education and youth engagement. The intent is to equip the Inspector General and Commission with adaptable options that can be deployed based on audience, timing, issue sensitivity, and desired outcomes.

The outreach tactics listed in this section will follow best practices in culturally responsive outreach and inclusive planning to address access, language, and mobility needs across the County.

A. Digital & Modern Media

Purpose: Expand access, improve clarity, and meet residents where they already are.

1. Social Media Engagement

- Encourage Inspector General to activate a strong social media presence (e.g., Instagram) with recurring educational and community-centered postings.
- Use short-form video to explain complex topics such as *“How to File a Complaint”* and *“What the Commission Does.”*
- Utilize social media channel networks to monitor community sentiment and point community members to online resources such as the Inspector General Complaint Process and the Sheriff’s Office.

2. Dynamic QR Codes

- Place QR codes for websites, social media, and contact information on all physical collateral such as business cards, postcards, and flyers (See Appendix A: Sample QR Newsletter Flyer).
- Link directly to the online resources such as the Inspector General’s or Commission’s webpages.
- Track scan data by district to measure geographic engagement and identify gaps.

B. In-Person Facilitation & Trusted Messengers

Purpose: Build trust, lower barriers to participation, and support dialogue rather than only one-way public comment.

1. Facilitated Listening Sessions

- Moderated sessions designed for education, listening and dialogue.
- Small breakout groups led by neutral facilitators to encourage safer, more open sharing.
- Host sessions in welcoming, familiar spaces (churches, libraries, schools, community centers) and via videoconference.
- Allow residents to share lived experiences in their own words.
- Use themes (not individual cases) to inform Commission recommendations and policy discussions.

2. “Community Ambassador” Program

- Train trusted community leaders (faith leaders, non-profit directors, educators) on the Inspector General complaint process.

- Equip them with clear, accessible materials to support constituents and amplify accurate information.

3. Casual, Non-Structured Engagement Opportunities

- Coffee with a Commissioner / Coffee with the Inspector General.
- Pop-Up Office Hours - Drop-in hours in public spaces such as libraries or community centers.
- Tabling at Community Events
- Attend neighborhood events, cultural celebrations, or community gatherings as invited guests.
- Small group meet-ups hosted by community partners.

C. Media, Messaging & Public Education

Purpose: Ensure consistent, approachable, and transparent communication.

1. Media & Messaging Strategy

- Continue monthly official Commission email newsletter of news, activity, updates, and meeting logistics (See Appendix D: Civilian Oversight Commission eNewsletter).
- Use local social media groups, neighborhood newsletters, and community radio for brief updates.
- Proactively engage local print and digital news organizations, including the Marin Independent Journal, Pacific Sun, and Point Reyes Light, by sharing press releases, meeting information, and key updates to broaden public awareness of the Commission's work and opportunities for community participation (See Appendix F: Examples of Local Print and Digital Media and Appendix G: Sample Proposed Letter of Introduction – Commissioner).
- Messaging should be approachable, transparent and community centered.

2. Commission Website/Inspector General Resource Hub

- Centralize complaint information, explainers, timelines, and “What to Expect” guidance.
- Publish plain-language FAQ explainers such as “*How Oversight Works*” and “*What Happens After a Complaint Is Filed.*”

D. Youth Engagement Pipeline

Purpose: Engage youth across all districts as civic partners—on schedules that work for them.

- 1. Partner with existing youth and social-justice programs** (e.g., Performing Stars, Youth Leadership Institute/Student Advocacy Council, Marin 9 to 25, Marin Organizing for Racial Equity, Student Wellness Ambassador Program, Wise Choices / Youth Leadership programs in Marin City).
- 2. Empower youth ambassadors to:**
 - Attend Commission meetings.
 - Conduct peer interviews and youth-focused listening sessions in accessible spaces after school or early evening.
 - Host youth feedback events tied to relevant civic engagement and social justice topics.
 - Collaborate with trusted messengers to amplify youth perspectives.
 - Integrate youth feedback into public materials (e.g., “*What We Heard / What Youth Told Us*”).

E. Non-Digital Outreach

Purpose: Reach residents who may have limited digital access, increase visibility in everyday community spaces, reinforce messaging through tangible materials, and create accessible entry points for engagement across the County.

- Use direct mail, printed materials, and publications—such as postcards, flyers, reports, brochures, surveys, and community guides—to deliver clear, accessible information directly to households and targeted audiences.
- Increase visibility through posters, display materials, outdoor signage, banners, and print media placements in high-traffic public spaces and traditional news outlets.
- Support in-person engagement with event-based materials—such as presentation boards, comment walls, handouts, and tabling tools—and post materials in trusted community locations to meet residents where they live, work, and gather.

IV. Transparency & Accountability Tools

Purpose: Close the feedback loop and demonstrate impact.

A. Transparency Tracker

- Create a visual “Progress Board” or digital dashboard displaying:
- Commission milestones (e.g., Attend x community events in each district annually)
- Cases/policies reviewed
- Actions taken
- “*What We Heard / What We Did*” highlights

B. Annual “Community & Accountability” Forum

Host a countywide public forum bringing together:

- Residents from all districts
- Sheriff’s Office representatives
- Civil rights advocates
- Oversight and justice partners
- Facilitate dialogue, reflection, and shared problem-solving around public safety and trust.
- Use this forum as an opportunity to publish and publicly review the Commission’s Annual Report.

Appendices

Appendix A : Sample QR Newsletter Flyer

Appendix B : Marin County Community Organizations

Appendix C : Marin County Annual Events

Appendix D: Civilian Oversight Commission eNewsletters

Appendix E : Civilian Oversight Commission news included in eNewsletters

Appendix F: Examples of Local Print and Digital News

Appendix G : Sample Proposed Letter of Introduction – Commissioner

Appendix H : Sample Proposed Commissioner Photos and Bios

Appendix A : Sample QR Newsletter Flyer

SIGN UP TODAY FOR THE CIVILIAN OVERSIGHT COMMISSION'S ENEWSLETTER



County of Marin Civilian Oversight Commission News & Updates

The Civilian Oversight Commission's purpose is to initiate, build and maintain a trusting relationship between members of the public and the Marin County Sheriff's Office through transparent, respectful, just, and accountable oversight that is rooted in public safety, justice, and accountability.

The newly formed Commission meets monthly at the Marin County Civic Center.



USE YOUR PHONE'S CAMERA APP TO SCAN THE QR CODE

Stay informed by signing up for Civilian Oversight Commission News & Updates. Sign up today to receive meeting updates and other news.

Appendix B : Marin County Community Organizations

Organization	Focus / Constituency	Relevance to Commission Outreach
<u>Canal Alliance</u>	Immigrant support, low-income	Spanish-speaking & immigrant engagement
<u>Multicultural Center of Marin</u>	Civic hub for Canal	Survey + workshop venue
<u>CanDo Marin</u>	Disability advocacy	Disability inclusion
<u>Community Action Marin</u>	Anti-poverty services	Vulnerable residents
<u>Homeward Bound of Marin</u>	Homelessness services	Engagement with unhoused populations
<u>League of Women Voters – Marin</u>	Civic engagement	Public forums & civic education
<u>LULAC Marin</u>	Latinx advocacy	Bilingual civic engagement
<u>Marin Asian Advocacy Project</u>	API resources	API community outreach
<u>Marin Center for Independent Living (MCIL)</u>	Disability rights	ADA-accessible engagement
<u>Marin City Community Services District</u>	Community development	Marin City partnership
<u>Marin County Black Women’s Health & Wellness</u>	Black women & families	Targeted BIPOC engagement
<u>Marin County Free Library</u>	Library system	Neutral meeting venues
<u>Marin County Office of Education</u>	Schools & parents	Youth & family engagement
<u>Marin Interfaith Council</u>	Faith communities	Listening sessions & trust building
<u>Marin Organizing Committee</u>	Issue advocacy	Grassroots networks
<u>Marin Somali Community Organization</u>	East African immigrant support	Somali & East African outreach
<u>Marin Workforce Alliance</u>	Workforce development	Engagement with working families
<u>Marin Women’s Commission</u>	Women’s advocacy	Women leaders & civic network
<u>Marin Young Farmers & Ranchers</u>	Agriculture community	Rural youth engagement
<u>North Marin Community Services</u>	Food, childcare, housing	Underserved families
<u>RSVP of Marin</u>	Senior volunteers	Elder community outreach
<u>St. Vincent de Paul Society of Marin</u>	Crisis assistance	Broad community reach
<u>West Marin Community Services</u>	Rural services	Rural access

Appendix C : Marin County Annual Events:

Event Name	Time of Year	Location	Size	Audience / Notes
<u>Marin Irish Festival</u>	March	San Rafael (Civic Center)	M	Cultural music & family crowd.
Earth Day / Environmental Events	April	County parks	M	Sustainability-focused audiences.
<u>Tamalpais Union HS District Events</u>	Spring	Mill Valley / San Rafael	L	Student and family audiences.
<u>Marin County Fair</u>	June–July	San Rafael (Civic Center)	L	Largest county event; broad family audience.
<u>Marin Strawberry Festival</u>	June	Tiburon	L	Longstanding community festival.
Marin County Pride March & Festival	June	San Rafael	M	Major LGBTQ+ community event.
Juneteenth	June	Multiple towns	M	Emancipation Remembrance Day
Fourth of July Fireworks & Parades	4-Jul	Multiple towns	L	High attendance across municipalities.
Greenbrae Independence Day Parade	4-Jul	Greenbrae	M	Community parade; strong local turnout.
<u>Corte Madera Concerts in the Plaza</u>	Summer	Corte Madera	S	Neighborhood outreach opportunity.
West Marin Community Day	Summer / September	Point Reyes / West Marin	S	Rural audience; strong local participation.
Marin Japanese Festival	Summer	San Rafael	M	Cultural celebration with strong community presence.
Marin County Tomato Festival	August	San Rafael	M	Family-friendly food & culture event.
Sausalito Jazz by the Bay	September	Sausalito	L	Major arts event; locals + visitors.
<u>Mill Valley Film Festival</u>	October	Mill Valley	L	Arts & culture; strong regional draw.
Fairfax Festival	October	Fairfax	M	Local arts & music festival.
Art & Wine Festival (San Rafael)	October	San Rafael	L	Large downtown street festival.
<u>Marin Civics Day</u>	Fall (varies)	San Rafael	M	Government & civic engagement focus.
Holiday Tree Lighting Events	December	Multiple towns	M	Seasonal community gatherings.
Marin Agricultural & Rural Life Museum Events	Year-round	Civic Center / rural	S	Agricultural & heritage audiences.
<u>Marin County Bike Events / Rides</u>	Monthly	Countywide	M	Active transportation community.
San Rafael Farmers Market	Weekly (seasonal)	San Rafael	M	High local attendance.
Mill Valley Farmers Market	Weekly	Mill Valley	M	Vibrant community presence.
Tiburon Farmers Market	Weekly	Tiburon	S	Community-oriented weekly event.

Appendix D: Civilian Oversight Commission eNewsletters

Currently sent out twice a month with meeting previews and recaps.

**COUNTY OF
MARIN**

**GET CONNECTED**

Preview: Civilian Oversight Commission Regular Meeting - February 9, 2026
County of Marin, California sent this bulletin at 02/04/2026 04:50 PM PST
**County of Marin
Civilian Oversight Commission News & Updates****Welcome to the Civilian Oversight Commission News & Updates Newsletter!**
This newsletter is designed to keep you informed about the latest news and developments from the Civilian Oversight Commission.

February 4, 2026

Preview: Civilian Oversight Commission Regular Meeting – February 9, 2026
The Civilian Oversight Commission is scheduled to convene at 6 PM Monday, February 9, 2026. The in-person meeting is to take place at the Marin Center Showcase Theater, 20 Avenue of the Flags, San Rafael. The videoconference link is on the agenda.**Call to Order and Initial Actions**
After being called to order, the Commission will conduct public open time and consider approval of the January 22 draft meeting minutes.**Request for Sheriff's Office Presentation on the Complaint Process**
The Commission will consider sending a letter to the Marin County Sheriff with an invitation to present to the Commission an overview of its "Citizen Complaint Process" to promote informed engagement and establish a shared understanding. If approved, the Commission Chair would be authorized to send the invitation on behalf of the Commission. Additional information about Sheriff's Office policies related to Personnel Complaints can be found [here](#).**Inspector General Hiring Subcommittee Wrap-Up**
The Commission will consider formally recognizing that the Inspector General Hiring Ad Hoc Subcommittee has completed its work and closing the subcommittee. While final steps in the recruitment process are still underway, the subcommittee has fulfilled its role by supporting the County's Inspector General recruitment, including participating in candidate interviews and providing feedback at key stages of the process.

Appendix E : Civilian Oversight Commission news included in other eNewsletters
Example – [Supervisor Eric Lucan’s August 2025 eNewsletter](#)



COUNTY OF
MARIN



GET CONNECTED

Email Address

Subscribe

Share Bulletin









Let's Connect: August News & Updates

County of Marin, California sent this bulletin at 08/28/2025 10:16 AM PDT

Having trouble viewing this email? [View it as a Web page.](#)



ERIC LUCAN
MARIN COUNTY SUPERVISOR
District 5

August 28, 2025

Hello,

It's hard to believe summer is ending and kids are back in school! It was an especially exciting first day of school for my family as our youngest started TK and joined her big brother at his school. For those of you with school-aged children, sharing a couple items below that may be helpful as we start the school year.



Topics:

- [Food Permit Streamlining](#)
- [NBCC Celebration](#)
- [Binford Bulletin](#)
- [Sheriff Oversight Commission](#)
- [Ember Stomp 2025](#)
- [Let's Connect!](#)

Sheriff Oversight Commission

Marin County’s new [Civilian Oversight Commission](#) held its first meeting this month, and it was great to be there for the swearing-in of our new commissioners.

The commission was formed to initiate, build, and maintain a trusting relationship between members of the public and the Marin County Sheriff’s Office through transparent, respectful, and accountable oversight. The Commission, the Marin County Sheriff’s Office, and the Office of Inspector General will work in collaboration to achieve these goals.

All commission meetings are open to the public, and community participation is encouraged. You can stay informed by [signing up to receive news and updates](#) directly to your inbox.

Thank you to the community members who have generously volunteered their time to serve on this important body!



With our District 5 Appointee, Dr. Gina Fromer

Appendix F: Examples of Local Print and Digital News



LOCAL NEWS

Wednesday, August 27, 2025 • [A3](#) • [FACEBOOK.COM/MARINJOURNAL](#) • [A3.MARINJOURNAL](#)

[marinjournal.com](#)

CANAL ALLIANCE

Funding awarded to aid Transit for sheriff's force

to help transit in big green transit



A new rail electric bus heads out following a Marin Transit launch ceremony on San Rafael in 2018.

By Cheryl Smith
San Rafael Business Journal

Canal Alliance, the San Rafael nonprofit that supports the Marin Transit Authority, has announced \$127,500 in funding for a new green-transit training program. The organization, which works in partnership with the College of Marin, will work with the College of Marin and Western Alliance of the North Bay to develop a new training program for students interested in the transit industry or others for the transit industry and others for the transit industry, according to Canal Alliance.

The funding comes from the California Department of Indus-

trial Relations California Opportunity Youth Apprenticeship program, Canal Alliance announced on Aug. 20.

The program, which is designed to help students in the transit industry and to covering new areas of transit, offers an opportunity for advancement "and the ability to gain experience in the transit industry," according to Canal Alliance.

The program will be a new partnership between local and regional transit agencies. Canal Alliance said it will lead the program, which will include a new apprenticeship program, which will be a new partnership between local and regional transit agencies. Canal Alliance wants to design, as does not apply to deliver on the promise to be a new partnership between local and regional transit agencies, said Jessica Keltie,

College of Marin's president and president. "We are excited to support the development and growth of this program, lead by the students who choose to join the transit industry," she said.

The program is a new partnership between local and regional transit agencies. Canal Alliance said it will lead the program, which will include a new apprenticeship program, which will be a new partnership between local and regional transit agencies. Canal Alliance wants to design, as does not apply to deliver on the promise to be a new partnership between local and regional transit agencies, said Jessica Keltie,

THE COUNTY

Oversight board for sheriff's force has first meeting

By Richard Hamilton

Transparency, oversight and accountability were the focus of the first meeting of Marin County Sheriff's Office's new Oversight Committee on Tuesday.

The meeting, held Monday at the Civil Center, was an open house for the public to learn more about the committee and its mission. Sheriff's Office officials said the committee will be a permanent oversight body for the sheriff's office, and will be responsible for monitoring the sheriff's office's operations and ensuring that the sheriff's office is accountable to the public.

The committee will be made up of representatives from the sheriff's office, the county board of supervisors, and the public. The committee will meet monthly, and will be responsible for monitoring the sheriff's office's operations and ensuring that the sheriff's office is accountable to the public.

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the hiring of an inspector general to oversee the sheriff's office. In 2018, Sheriff's Office Board of Supervisors approved the hiring of an inspector general to oversee the sheriff's office. The inspector general will be responsible for monitoring the sheriff's office's operations and ensuring that the sheriff's office is accountable to the public.

The committee will be made up of representatives from the sheriff's office, the county board of supervisors, and the public. The committee will meet monthly, and will be responsible for monitoring the sheriff's office's operations and ensuring that the sheriff's office is accountable to the public.

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"I think we all understand that transparency is one of the most important things we can do to build trust," said Doug Lee, an assistant manager who has worked for Golden Gate Transit for 15 years.

Sergei Kabanov, an office manager who has worked on the County of Marin's State of California Sheriff's Office, said the committee will be a new partnership between local and regional transit agencies.

The committee will be made up of representatives from the sheriff's office, the county board of supervisors, and the public. The committee will meet monthly, and will be responsible for monitoring the sheriff's office's operations and ensuring that the sheriff's office is accountable to the public.

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During the meeting Monday, the new committee members introduced themselves and discussed their roles. The committee will be made up of representatives from the sheriff's office, the county board of supervisors, and the public. The committee will meet monthly, and will be responsible for monitoring the sheriff's office's operations and ensuring that the sheriff's office is accountable to the public.

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TRANSIT 1/25

METRO 1/25

[illegible]

June 12, 2025 – Marin IJ - [Marin sheriff's oversight commission members approved](#)
June 21, 2025 – Marin IJ - [Editorial: Marin sheriff oversight commission selection process is promising](#)
August 26, 2025 – Marin IJ - [Marin sheriff's oversight commission holds first meeting](#)

Opinion

[illegible]

ICE atrocities hit specific note here in Marin

[illegible]

October 15, 2025 – Marin IJ - [Editorial: ‘Criminal alien’ grant deserves closer look](#)
January 28, 2026 – Point Reyes Light - [Citizens decry sheriff’s policy on ICE notices](#)
February 7, 2026 – Marin IJ - [Dick Spotswood: ICE atrocities hit specific note here in Marin](#)

Appendix G : Sample Proposed Letter of Introduction – Commissioner



Dear Marin Neighbors,

We are honored to serve as your representatives on the Civilian Oversight Commission of the Sheriff's Office, covering all five districts of Marin County. Our mission is simple: listen, learn, and act—with you at the center.

The Commission works to increase transparency, rebuild trust, and support fair, community-centered law enforcement policies.

We are launching a series of listening circles, youth forums, and collaborative events across all districts to ensure your experiences and ideas guide our work.

Stay tuned for updates, events, and opportunities to engage.

Together, we can create a safer, fairer Marin County.

— Your Marin County Oversight Commissioners

Appendix H : Sample Proposed Commissioner Photos and Bios

COUNTY OF MARIN

Civilian Oversight Commission



Commissioner

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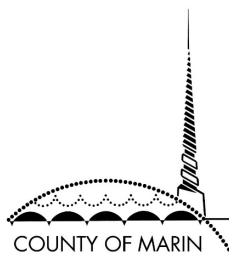
Commissioner

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Commissioner

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OFFICE OF THE
COUNTY EXECUTIVE

AGENDA DATE: August 24, 2026

TO: Civilian Oversight Commission

FROM: John Alden, Inspector General

SUBJECT: Annual Election of Officers

RECOMMENDATION: Continue Election of Officers to the September 2026, meeting.

SUMMARY: The Commission's Bylaws, approved by the Board of Supervisors on August 18, 2026, in Article V, Section 1, requires election of officers at the first meeting in August. This year, the August meeting is expected to have merely a quorum of Commissioners. Staff therefore recommends considering continuing the election of officers until the September meeting.

POLICY FRAMEWORK: This item is guided by Commission Bylaw Article V, Section 1, which states, in part:

2. **Election.** The offices of Chair and Vice Chair shall be elected annually at the Commission's first meeting after August 1. A Commissioner elected as Chair may serve no more than two consecutive years in that role, and a Commissioner elected as Vice Chair may serve no more than two consecutive years in that role.
3. **Duties.**
 - a. **Chair:** The Chair presides over meetings, represents the Commission, and signs official documents. The Chair performs the duties and functions of the presiding officer while retaining the same rights and responsibilities as other Commissioners to participate in discussions and vote. In collaboration with the Staff Liaison, the Chair sets meeting agendas. Any Commissioners may request that an item within the Commission's subject matter jurisdiction be placed on a future meeting agenda. If multiple Commissioners request that an item within the Commission's subject-matter jurisdiction be placed on a future meeting agenda, the Chair and Staff Liaison should endeavor to include the item on a future meeting agenda.
 - b. **Vice-Chair:** The Vice Chair shall assume and perform the duties of the presiding officer in the absence or disability of the Chair, or a vacancy in the office of the Chair. In collaboration with the Chair and Staff Liaison, the Vice Chair advises on meeting agendas.

DISCUSSION/BACKGROUND: The Bylaws, while not yet approved by the Board of Supervisors as of the drafting of this memo, requires action on the election of officers at each August meeting. If the Commission so chooses, that action could be continuation to the next meeting or elections at this meeting. If the Commission has low attendance in August, it may be worth considering continuing the item to September, as was done in 2025.

Derek Johnson
COUNTY EXECUTIVE

Marin County Civic Center
3501 Civic Center Drive
Suite 325
San Rafael, CA 94903
415 473 6358 T
415 473 4104 F
CRS Dial 711
MarinCounty.gov/executive

Draft



**COUNTY OF MARIN
CIVILIAN OVERSIGHT COMMISSION MEETING**

Proposed 12-Month Schedule.

Proposed Date	Possible Conflict	Proposed Alternatives
September 14, 2026		
October 12, 2026	Indigenous Peoples' Day (not a Marin County Holiday)	October 5 or 19, 2026
November 9, 2026	NACOLE Conference	November 2 or 16, 2026
December 14, 2026		
January 11, 2027		
February 8, 2026		
March 8, 2027		
April 12, 2027		
May 10, 2027		
June 14, 2027		
July 12, 2027		
August 9, 2027		



COUNTY OF MARIN

**CIVILIAN OVERSIGHT
COMMISSION**

**Community Correspondence
July - August 2026**

John Alden

From: No-Reply
Sent: Tuesday, July 14, 2026 10:11 AM
To: Civilian Oversight Commission
Subject: Re: Sheriffs Office i missed july 13th [SENT FROM A PUBLIC FORM]

Contact Us

Email To: coc@marincounty.gov

Hosted Page: <https://www.marincounty.gov/departments/executive/civilian-oversight-commission>

To: Civilian Oversight Commission

From: [REDACTED]

Sender's
Email
Address:

[REDACTED]

Subject: Sheriffs Office i missed july 13th

Message: BearCat armored vehicle is made for raids but it misses the Marin county local law enforcement defense. NSA and Homeland Security use jeep like vehicles they are not as big as the bearcat look more civilian so go more undetectable and some even have guns built into them to avoid becoming in line of fire. Marin County law enforcement on a majority have good morals and values they have personal relationships with many of the general public citizens. There are threats to them that are not general public but powers over state that your local law enforcement need protection from to be safe of hostile take over and extortion. The jeep like vehicles i brought up would be good for escorting the bearcat to protect officers inside as well as them being used to respond to regular cop or sheriff scenes. I have witnessed law enforcement lured into traps they were just trying to do their job respond to the scene which was a trap. The public needs to feel apart of government to care and they will not protect the small number of law enforcement threw out many areas of the country because there is no personal relationship and in some places law enforcement is not allowed to go to the news or the public the relationship is non existent creating propaganda and dangers. the police feel stressed with their work duty problems never being fixed lack a life outside of work and the public doesn't care, trust know these police. its like supervisors are made not

to fix problems and the work life of the cops so hopeless to fix problems they give up trying and are too stressed to care about fixing any other problems in the city. I don't want to see Marin become like this. There are things law enforcement in Marin are fighting that the public doesn't know and they feel they can't go to the public for help that they have to do some things that don't feel right at times but there's no choice and they need the help of the community as a whole. They're trying to save as much of what's good as they can but this separation prevents the whole community which they need with them during this to fight back and be able to keep what is good in Marin County. Thank You for your time. Also without an exterior to the bearcat like sand bags it's vulnerable to missiles the paper I read said it's for military equipment so the vehicle should be on that level. Oxygen tanks are needed to be kept stored separate and full then when the vehicle is used brought with them in the vehicle.

2026-07-14 09:45AM -0700

IP:

John Alden

From: No-Reply
Sent: Sunday, July 12, 2026 11:48 AM
To: Civilian Oversight Commission
Subject: Re: Subcommittee on surveillance issues [SENT FROM A PUBLIC FORM]

Contact Us

Email To: coc@marincounty.gov

Hosted Page: <https://www.marincounty.gov/departments/executive/civilian-oversight-commission/meeting-agendas-and-minutes>

To: Civilian Oversight Commission

From: [REDACTED]

Sender's
Email
Address:

Subject: Subcommittee on surveillance issues

Message: Dear Commissioners,
I write to urge you to take action at your June 23rd meeting to send a clear message to the Board of Supervisors that they should STOP any further action on the proposal to approve a contract with the Peregrine System until you have finished the review you authorized in your last meeting. You were right to establish a subcommittee to investigate both the existing FLOC camera system and the vastly expanded AI integrated personal surveillance system. These powerful tools threaten personal privacy and civil rights. Our County should establish clear guardrails before considering such invasive systems. The Board of Supervisors should allow you to do the job they created you to do.

[REDACTED]
MVFREE

2026-07-12 11:37AM -0700
IP: