
SF Sheriff's Oversight Board Annual Report



2023

INTRODUCTION

BACKGROUND

In 2020, San Francisco voters drew strong support to strengthen independent oversight of local law enforcement. Garnering over two-thirds of public votes, the approved charter created two oversight bodies: the San Francisco Sheriff's Oversight Board and the Office of the Inspector General.

MISSION

The mission of the San Francisco Sheriff's Department Oversight Board (SDOB) is to provide independent, impartial, and diligent oversight of the Sheriff's Department now known as the Sheriff's Office. SDOB is committed to fostering a transparent, accountable, and responsive Sheriff's Office through the Office of the Inspector General in community engagement and public reporting that includes and values all communities collectively served.

SDOB POWERS & DUTIES

- Appoint and remove the Inspector General in the Office of the Inspector General.
- Evaluate the work of the Office of the Inspector General.
- Compile, evaluate, and recommend law enforcement custodial and patrol best practices.
- Conduct community outreach and receive community input regarding San Francisco Sheriff's Office (SFSO) operations and jail conditions, by holding public meetings and soliciting input from persons incarcerated in the City and County.
- Submit a quarterly report to the Sheriff and Board of Supervisors regarding SDOB evaluations and outreach and OIG reports submitted to SDOB.
- Present an annual report to the Board of Supervisors or a committee designated by the President of the Board, including a summary of SDOB evaluations, outreach, and OIG reports submitted to SDOB, for the prior calendar year.
- SDOB may hold hearings, issue subpoenas to witnesses to appear and for the production of evidence, administer oaths, and take testimony.

BOARD OF COMMISSIONERS



Julie D. Soo
Board President



Xochitl Carrion
Board Vice President



William Palmer II
Board Member



Jayson Wechter
Board Member



Dion-Jay Brookter
Board Member



Michael Nguyen
Board Member



Ovava Afuhaamango
Board Member

INSPECTOR GENERAL



Terry Wiley
Inspector General

*See Addendum for abridged biographies; full biographies included in detailed Annual Report

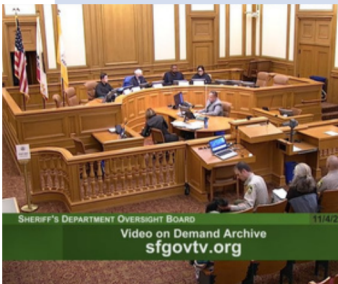
2023 IN REVIEW

A synopsis of progress and milestones reached over this year. See full detailed report following this summary.

JAN

KICKSTARTING IG RECRUITMENT

- Special sub-committee formed to advance IG recruitment led by VP Carrion and Member Soo
- Special meeting held to solicit public input on IG Recruitment
- Shadayra Kilfoy-Flores, Interim Chair of Wisconsin Police Civilian Oversight Board, shares recruitment process and recommendations



LAYING THE GROUNDWORK

- Board adopts Rules of Order/ Bylaws, Mission Statement and Statement of Incompatible Activities
 - Member Soo presents draft of IG Job Description and proposed recruitment timeline with benchmarks for remainder of 2023
- ## FEB
- Department of Human Resources (DHR) is greenlit to move forward with job posting and search for inaugural IG with Board priorities
 - Nicole Armstrong, Chief Operations Officer for DPA, provided budget expertise of necessary operational staffing needs, e.g. 1823 position (Senior Administrative Analyst)
 - Marshall Khine, Chief Attorney / Chief of Staff for DPA, provided detailed overview of technology and real estate infrastructure to assist incoming Inspector General

ENGAGING COMMUNITY

MAR

- Two outreach meetings held at the Bayview Opera House (District 10) and Hamilton Recreation Center (District 5) to solicit community input on IG recruitment process
- Official Inspector General position announced on March 27, 2023 with application closing date of June 24, 2023
- DHR shares desired timeline and benchmarks for IG recruitment process, projecting Fall 2023 hire goal



GAINING PERSPECTIVE

APR

- Michelle Phillips, the first independent Inspector General for the City of Oakland, presented on the process she went through to become the Inspector General and experience in civilian oversight of the Oakland Police Department
- Chief Richard Jue, Chief of Staff of SF Sheriff's Dept, presents on investigations from 2019 to August 2022
- Board holds two community meetings at Crocker Amazon Clubhouse (District 11) and Mission Arts Center (District 9) to solicit input on IG recruitment



QUORUM PAUSE

MAY

- Regular Board meeting canceled due to lack of quorum
- A few community meetings were cancelled due to lack of quorum for the following dates and sites:
 - May 9 - Moscone Rec Center (District 2 & 3)
 - May 19 - Richmond Recreation Center (District 1)
 - May 25 - Sunset Recreation Center (District 4)

LEARNING FROM THE EXPERTS

JUN

- Danielle Butler Vappie, Interim Executive Director of Los Angeles Sheriff Civilian Oversight Commission, shares overview of Board and strategic priorities
- Max Huntsman, Inspector General of Los Angeles County Sheriff's Civilian Oversight Commission, shares experience in leading independent oversight in politically fraught LA
- Scheduled meeting at Glide Memorial United Methodist Church (District 5) cancelled due to lack of quorum



OPERATIONS CHECK

JUL

- Martin Okumu, Director of IT at SF Sheriff's Department, shares lack of modern technology, hampering automation of accessible record pulls requested by partners
- Chief Deputy Kevin McConnell of Field Operations reports on deployment of deputies to special Tenderloin Task Force in joint partnership with SFPD, the Sheriff's Office, CHP, and the California National Guard



AUG

SUMMER RECESS

Board meetings paused as part of holiday break

BACK TO BUSINESS

- Member Julie D. Soo elected to serve as President of SDOB starting October 2023 through September 2024. Vice President Xochitl Carrion re-elected to continue service as Vice President.
- Board narrowed pool of IG candidates to interview through a supplemental written questionnaire -- in collaboration with DHR and City Attorney's Office
- Members Palmer and Wechter visit SF County Jail #3 to solicit input from in-custody clients on treatment, jail conditions, and desires for incoming Inspector General
- Community Engagement: Members Afuhaamango, Palmer, and Soo attend National Night Out in Chinatown. Members Carrion and Soo attend Police-Fire Mass.
- DPA presents on MOU agreement between DPA and Sheriff's Office, advancement of IT infrastructure and physical office space in preparation for incoming IG. Efficiency welcomed as Mayor Breed issues mid-year directive for all City Departments to trim budgets by unexpected 3%.

SEP



CANDIDATE INTERVIEWS

- Under Charter section 4.137, SDOB decides to interpret "law enforcement" as literal definition of Police and Sheriff's Department in order to widen eligible candidates for Inspector General role
 - To be noted, any charter amendments must go before the voters (e.g. inclusion in November 2024 ballot must be submitted by May 2024 for consideration)
- SDOB conducts special closed session meeting to host in-person interviews of Inspector General candidates
- DPA presents additional context on MOU agreement between DPA and Sheriff's Office with additional complaint statistics from 2021 to 2022

OCT

CANDIDATE EVALUATION

NOV

- SDOB continued post-interview discussions with forwarded candidate selection for further vetting and clearance by DHR
- Marshall Khine, Chief Attorney / Chief of Staff for Sheriff Oversight at DPA, provided quarterly report on Sheriff's Office investigations



2023 FINISH LINE

DEC

- Terry Wiley officially announced as SDOB's inaugural Inspector General at City Hall -- effective January 8th, 2024. Honorable Willie L. Brown, Jr. administered the oath of office.
- Erik Baltazar, Chief Investigator for DPA, presents on investigations process for Sheriff's Department
- Nick Gregoratos, Director of Prisoner Legal Services (PLS), provides informational overview of services offered for in-custody clients



LOOKING AHEAD

SDOB is focused on the following key priorities for 2024 & beyond

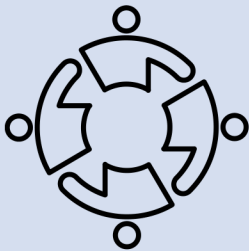
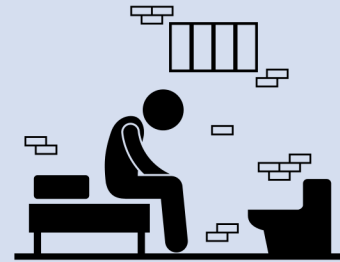


OIG Staff & Office Needs

- Advocate for appropriate budget allocation to build up Office of Inspector General and resources

Audit and Report on Jail Conditions

- Research, Interview and Analyze patterns of misconduct
- Advocate for better jail conditions through recommendations



Increase Community Engagement

- Outreach to community groups and members for vital perspective, especially impacted in-custody clients and families
- Present at community meetings, town halls, and educational conferences

Influence Public Perception

- Increase confidence in justice system through accessibility of information via media outlets, social channels, and community-led organizations



ACKNOWLEDGEMENTS

Special thanks to the folks who shared their time and expertise with SDOB and San Francisco community

San Francisco Sheriff's Office -- notably Sheriff Paul Miyamoto, Richard Jue (Chief of Staff), Kevin McConnell (Chief of Field Operations) and Nick Gregoratos (Director of Prisoner Legal Services)

Department of Police Accountability -- notably Director Paul Henderson, Marshall Khine (Assistant Chief Attorney), Nicole Armstrong (Chief Operations Officer), and Erik Baltazar (Chief Investigator)

Department of Human Resources -- notably Director Carol Isen, Shawn Sherburne, Paul Greene, Benjamin Richey, and Kate Howard

Los Angeles Sheriff Civilian Oversight Commission -- notably Danielle Butler Vappie (Interim Executive Director) and Max Huntsman (Inspector General)

BART Office of the Independent Police Auditor -- notably Russell Bloom (Independent Police Auditor)

Shadayra Kilfoy-Flores of Madison Wisconsin Police Civilian Oversight Board

Katherine Lee, former Director of Police Commission and Berkeley Commission Officer

Michelle Phillips, Inspector General for Oakland Police Commission

SFSO Assistant Chief Tanzanika Carter

Community Centers and Staff of Mission Arts Center (District 9), Crocker Amazon Clubhouse (District 11), Moscone Recreation Center (District 2 and 3), Richmond Recreation Center (District 1), and Sunset Recreation Center (District 4)

Supervisor Shamann Walton and Staff

Dan Leung, SDOB Legal Assistant / Acting Secretary Commission

CONTACT

Office of Inspector General
One Van Ness Avenue,
8th Floor
San Francisco, CA 94103
Phone: 415-241-7711
Fax: (628) 652-1139

[www.sf.gov/departments/
sheriffs-department-oversight-board](http://www.sf.gov/departments/sheriffs-department-oversight-board)

SDOB@SFGOV.ORG

Follow us:

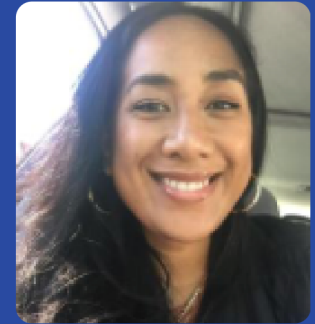


ADDENDUM

Abridged biographies below. Full biographies included in detailed Annual Report

Ovava Afuhaamango

Ovava is a Tongan and Samoan woman born and raised in San Francisco. She currently works in Marketing for a large Beauty retailer. With a deep sense of community and personal experience having incarcerated family members, Ovava hopes to utilize her skillset and advocacy for in-custody clients.



Dion-Jay Brookter

Dion-Jay (“DJ”) is the Executive Director of Young Community Developers Inc (YCD), a community-based provider of education, training, and employment placement services to San Francisco’s underserved (Bayview/Hunter’s Point) community. In 2021, YCD served over 1,500 customers and secured placement for 500 program participants across several industry sectors. Mr. Brookter’s extensive public and private experience include Exec. Director of the Southeast Community Facility and management positions within World Savings and Fresno Career Development Institute. Mr. Brookter holds a B.S. in Speech Communication (Utah State Univ.) and an MBA from the Univ. of Phoenix.



Xochitl Carrion

As an ALTO lead attorney, Xochitl develops legal solutions for corporate clients’ crime and public safety concerns. She proactively expands and strengthens law enforcement, prosecution and community relationships and partnerships to address retail crimes efficiently and effectively. Prior to joining ALTO, Ms. Carrion served as an Assistant District Attorney in the San Francisco District Attorney’s office, where she investigated and prosecuted misdemeanors, juvenile crimes, domestic violence, police and sheriff misconduct/shootings, hate crimes, and violent and serious felonies, including retail thefts. She also has significant civil attorney experience and other areas.



Michael Nguyen

Michael works in public safety for the San Francisco Sheriff’s Department. As a child of Vietnam War refugees, Michael grew up in San Francisco and lived in the Tenderloin for many years, eventually moving to the Richmond District. At an early age, Michael helped his parents with their family restaurant to pay the bills but was unfortunately exposed to crime early on. Eventually, Michael returned to school and graduated from Treasure Island Job Corps in San Francisco and earned a High School Diploma. Today, during his spare time, Michael is a volunteer firefighter for the California State Guard.



ADDENDUM

Abridged biographies below. Full biographies included in detailed Annual Report

William “Tariq” Palmer II

William brings the most valuable experience to the SDOB with first-hand incarceration experience. After serving 31 years in California State Prison-Solano, William was released in 2019 by the California Supreme Court ruling that deemed his past indictment as “constitutional excessive punishment”. Upon release, he immediately assumed the position as a leader by advocating for social reforms, and mentoring youth both in the community and college students at the University of San Francisco as part of the PACE program. William was appointed to the San Francisco Reentry Council on the Sentencing Commission. In 2021, he created a system-impacted organization, Life After Next, as a flagship of re-entry into larger Bay Area. William has also created an investment company, Studio 3³, to empower start-ups with micro-lending seed money and purchase property for re-entry transitional housing. He is also a member of HipHopForChange.org, The Adachi Project, and United Playaz.



Julie D. Soo

Julie D. Soo is a senior staff counsel with the California Department of Insurance and is charged with prosecuting enforcement cases among her regulatory duties. In 2017, she prevailed in a \$12 million settlement against a surplus line insurer, one of the largest of its kind for the Department. She volunteers for a variety of community causes, including addressing hate crimes, civil rights education, campaign work, and community health advocacy. Julie served on the San Francisco Commission on the Status of Women (SFCOSW) from 2009 to 2021 and is a past president. She is active with the California Democratic Party and served as a delegate from 2001 to 2023, including on its Executive Board as a co-chair and lead co-chair of the Platform Committee for eight terms and as chair of the Asian Pacific Islander Caucus for two terms. Julie also served nine years on the Board of Trustees for Saint Francis Memorial Hospital. She has also served and advised the National Asian Pacific American Bar Association’s Civil Rights Committee. A fourth-generation San Franciscan, she is a Lowell High School alumna and holds an A.B. with a double major in Pure Mathematics and Statistics from U.C. Berkeley, an M.A. in Applied Mathematics from U.C. San Diego, and a J.D. from Golden Gate University School of Law.

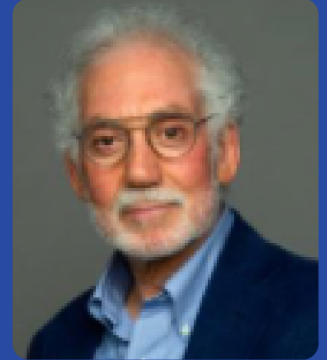


ADDENDUM

Abridged biographies below. Full biographies included in detailed Annual Report

JAYSON WECHTER

Jayson has over 40 years of investigative experience in the public and private sector and a long history as a civilian oversight practitioner and advocate. In 1982, he worked on the community-based campaign to create San Francisco's Office of Citizen Complaints (OCC), now known as the Department of Police Accountability. He began working at the OCC on its first day of operation in 1983 as a supervising investigator. Mr. Wechter has been an active member of the National Association for Civilian Oversight of Law Enforcement (NACOLE) since 2003. He served on NACOLE's Board of Directors for seven years and has chaired or served on its Professional Standards, Strategic Planning, Training, Education & Standards and Conference committees. He wrote NACOLE's Qualification Standards for Oversight Investigators and Supervising Investigators and drafted much of its Recommended Training for Board and Commission Members. Jayson earned the Certified Practitioner of Oversight designation from NACOLE. He is also a Certified Legal Investigator, Certified Criminal Defense Investigator, and Certified Force Science Analyst.



TERRY WILEY

Mr. Wiley stands as a beacon for justice, irrespective of the individual involved. His dedication extends to ensuring a justice system that treats everyone with dignity and respect, particularly advocating for historically disenfranchised communities—people of color, the LGBTQ community, and women. Mr. Wiley's legacy is one of commitment, empathy, and tireless efforts towards a more just and equitable society. With over 33 years of his distinguished career in the Alameda County District Attorney's Office, Mr. Wiley has become a highly skilled attorney and a stalwart advocate for criminal justice reform. Mr. Wiley is renowned for his unwavering commitment to justice, exemplified in his role in the case against Oakland police officers known as "the Riders."

Mr. Wiley has played a pivotal role in creating alternatives to incarceration programs and collaborative courts, providing individuals charged with crimes the opportunity for personal growth and education, aiming to move beyond the criminal justice system. His contributions extend to the greater legal community, where he served as a member of the American Bar Association's Criminal Standards Committee and the State Bar of California Board of Trustees. Additionally, he held the position of Vice-President of the National Bar Association.

Active in community engagement, Mr. Wiley frequently speaks at events addressing criminal justice system reform. His dedication to the advancement of young people is evident through his history of mentoring numerous young lawyers. Recognized as a dedicated public servant, Mr. Wiley has received numerous awards for his civic and professional engagement.

