



SHERIFF

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The San Mateo County Sheriff's Office is an organization deeply rooted in history. As the 26th Sheriff of San Mateo County, I promised to honor that history, while creating necessary culture change within the organization to ensure we're meeting the evolving needs of our communities and providing the highest quality of law enforcement service possible.

Since the founding of our Office in 1856, this is the first time a third-party assessment of our organization has been conducted. After taking Office in 2023, I immediately began searching for an experienced and reputable firm to evaluate the organization's strengths, while identifying areas of improvement. While I rely on my decades of experience at the Sheriff's Office, I recognize the importance of bringing in outside experts and the value of collaboration.

The assessment, which took place in February of this year, delved into various aspects of the Sheriff's Office including culture, efficiency, organizational structure, operations, and more. The following report is a summary of that assessment, which includes various recommendations. While reading the report, it's important that a few things be considered:

- Meliora representatives visited the Sheriff's Office for a period of five days. During their time here, we provided an open door and full access for them to facilitate interviews with Sheriff's Office employees. The report reflects the snapshot in time that Meliora was on-site.
- The report provides recommendations. We are carefully considering and evaluating each recommendation and its alignment with our Office's long-term strategic vision. Some of the recommendations relate to adding various positions at the Sheriff's Office. It's important to note that not every recommendation is fiscally possible. Additionally, from a procedural standpoint, any new position must also be supported by the County Executive Officer and the Board of Supervisors.
- Lastly, I have already implemented many of the recommendations from the assessment – some of which occurred prior to Meliora coming on board.

Please know that each and every advancement I make is firmly rooted within my commitment to ensuring the San Mateo County Sheriff's Office provides the highest quality of law enforcement and public safety services possible for our communities, which includes our correctional facilities. My role is also to ensure we're providing the dedicated employees of the Sheriff's Office with the tools, support, and work environment they need to best serve.

-Sheriff Christina Corpus