



**SHERIFF YESENIA SANCHEZ**

**FIRST YEAR IN REVIEW**

**2024**

ALAMEDA COUNTY



SHERIFFS OFFICE







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LETTER FROM SHERIFF SANCHEZ

# YESENIA SANCHEZ



## LETTER FROM SHERIFF

It is with great pride that I present the first Alameda County Sheriff's Office Year-in-Review Report to our dedicated agency members and the community. This report is intended to capture the success, challenges, and progress our agency has made in 2023 in operationalizing the ideas presented in the Transition Plan. Central to our efforts outlined in the Plan was recognizing the need for formative change in the justice system and our agency's responsibility to make the necessary internal changes to ensure a transparent system free of inequality and inhumane treatment. No easy feat.

Change is a word that best defines 2023 for our agency. We started with a visual change, a rebranding of our most cherished symbol, our badge. We created a new branding campaign, moving away from the blue and gold to a sleeker black and gold design. The first foundational change was a reframing of our agency's core values, mission, goals, and objectives. Solidifying Respect, Service, Trust, and Community as our foundation and strengthening our commitment to agency members and the communities we serve.

There were promotions and reassignments, a new pursuit policy, changes to the Internal Affairs investigation process, the launching of a reception center at Santa Rita Jail, contract extensions with the Port of Oakland and US Marshals, extensive community outreach across several duty stations, and much more. All done in furtherance of our mission, and all successfully completed due to the hard work and dedication of the agency members responsible. These achievements required a willingness to challenge the norm, to deviate from what has been, and the foresight to imagine what will be. Although it can be a challenge to change, these challenges allow us to think creatively, collaborate on solutions, and strengthen our partnerships. We must remain hyper-focused on our goals and steadfast in our pursuit of progress.

As we carry over our efforts from 2023 into 2024, we must provide space to continue engaging in conversations, both internally among agency members and externally with community members, that will challenge and support our efforts. These conversations will help our agency implement the modern policing practices needed.

The framework laid out in the Transition Plan is our agency's roadmap to the future. It is a living document, subject to revision as the needs of the agency and/or community change. The plan will be utilized to craft our four-year Strategic Plan. This strategic planning process will be inclusive, seeking sworn and professional staff involvement. This four-year plan will include input from community-based organization partners and community members. The strategic plan will focus on:

- 1) Action Planning
- 2) Implementation
- 3) Feed Back Loop
- 4) Evaluation
- 5) Review and Refinement

My challenge for the Sheriff's Office is to find ways to integrate the six pillars outlined in our Transition Plan into every aspect of our duties. Our combined efforts are sure to produce an agency that will become a model for other law enforcement agencies. I remain hopeful and committed to the advancement of our agency with compassion, dedication, and a commitment to doing what is right for the agency, my employees, and the community.



# CORE VALUES

## RESPECT

WE RECOGNIZE AND HONOR THE INHERENT DIGNITY IN ALL PEOPLE

## SERVICE

WE ENFORCE THE LAW WHILE PROVIDING COMPASSIONATE ASSISTANCE, HELP AND SUPPORT TO THE PEOPLE WE SERVE

## TRUST

WE INSTILL CONFIDENCE IN THE RELIABILITY AND CREDIBILITY OF OUR AGENCY BASED ON OUR FOUNDATION OF INTEGRITY, OUR ADHERENCE TO ETHICAL PRINCIPLES AND VALUES, AND A COMMITMENT TO BE HONEST AND TRANSPARENT

## COMMUNITY

WE WILL ENGAGE IN THOUGHTFUL INTERACTIONS WITH THE PEOPLE WE SERVE IN ORDER TO FOSTER SOCIAL CONNECTION, PROMOTE A SENSE OF BELONGING, AND WORK TOWARD ACHIEVING OUR SHARED GOAL OF IMPROVED PUBLIC SAFETY



# MISSION STATEMENT

The Alameda County Sheriff's Office is dedicated to building a safer and stronger community through innovative and inclusive law enforcement practices. *We are steadfast in our efforts to build trust through increased transparency and accountability practices.* We are committed to working collaboratively with our community to provide equitable, unbiased, and legitimate policing practices while fostering an environment of respect, compassion, and professionalism where the well-being and dignity of all individuals is prioritized.



# GOALS & OBJECTIVES

- 1 BUILD TRUST AND FOSTER POSITIVE RELATIONSHIPS WITH COMMUNITY MEMBERS BY INCREASING TRANSPARENCY, ENHANCING COMMUNICATION, AND COLLABORATING ON COMMUNITY-BASED INITIATIVES.**
- 2 TRANSFORM AGENCY CULTURE TO EMBRACE COMMUNITY-ORIENTED POLICING PRINCIPLES, PRIORITIZE COMMUNITY FEEDBACK, AND ACTIVELY COLLABORATE WITH COMMUNITY MEMBERS TO CO-CREATE PROGRAMS AND INITIATIVES THAT ADDRESS THEIR NEEDS AND PRIORITIES.**
- 3 ESTABLISH A COMPREHENSIVE ACCOUNTABILITY FRAMEWORK THAT ENSURES TRANSPARENCY, FAIRNESS, AND INTEGRITY IN ALL AGENCY OPERATIONS TO ADDRESS SYSTEMIC ISSUES WITHIN THE JUSTICE SYSTEM AND BUILD CONFIDENCE WITHIN THE COMMUNITY.**
- 4 ESTABLISH A COMPREHENSIVE RECRUITMENT STRATEGY THAT PRIORITIZES HIRING INDIVIDUALS FROM DIVERSE BACKGROUNDS, WITH AN EMPHASIS ON UNDERREPRESENTED COMMUNITIES, TO ENSURE OUR AGENCY REFLECTS THE COMMUNITIES WE SERVE.**
- 5 CREATE A COMPREHENSIVE REHABILITATION PROGRAM THAT PROVIDES RESOURCES AND SUPPORT FOR INCARCERATED INDIVIDUALS AND THEIR FAMILIES TO REDUCE RECIDIVISM RATES, PROMOTE SUCCESSFUL RE-ENTRY INTO SOCIETY, AND ADDRESS THE UNDERLYING SOCIAL ISSUES THAT CAN LEAD TO CRIMINAL BEHAVIOR.**

- 6 DEVELOP A HOLISTIC APPROACH TO CORRECTIONS THAT PRIORITIZES PREVENTIVE MEASURES, PROMOTES MENTAL AND PHYSICAL WELL-BEING, AND ENSURES THE HUMANE TREATMENT OF ALL INDIVIDUALS IN CUSTODY.**
- 7 IMPLEMENT A COMPREHENSIVE WELLNESS PROGRAM AIMED AT PROMOTING MENTAL AND PHYSICAL HEALTH FOR ALL AGENCY PERSONNEL.**
- 8 FOSTER A CULTURE OF CONTINUOUS LEARNING AND GROWTH, WITH A FOCUS ON PROFESSIONAL DEVELOPMENT, MENTORSHIP, AND EQUITABLE CAREER ADVANCEMENT OPPORTUNITIES FOR AGENCY PERSONNEL.**
- 9 IMPLEMENT AN AGENCY-WIDE TRAINING PROGRAM FOCUSED ON CULTURAL COMPETENCY, IMPLICIT BIAS, AND SENSITIVITY TOWARD MARGINALIZED GROUPS TO CREATE A MORE EQUITABLE AND JUST LAW ENFORCEMENT SYSTEM.**
- 10 CREATE AN AGENCY-WIDE TRAINING STRUCTURE EMPHASIZING DE-ESCALATION TECHNIQUES, MENTAL HEALTH AWARENESS, AND CRISIS INTERVENTION SKILLS.**



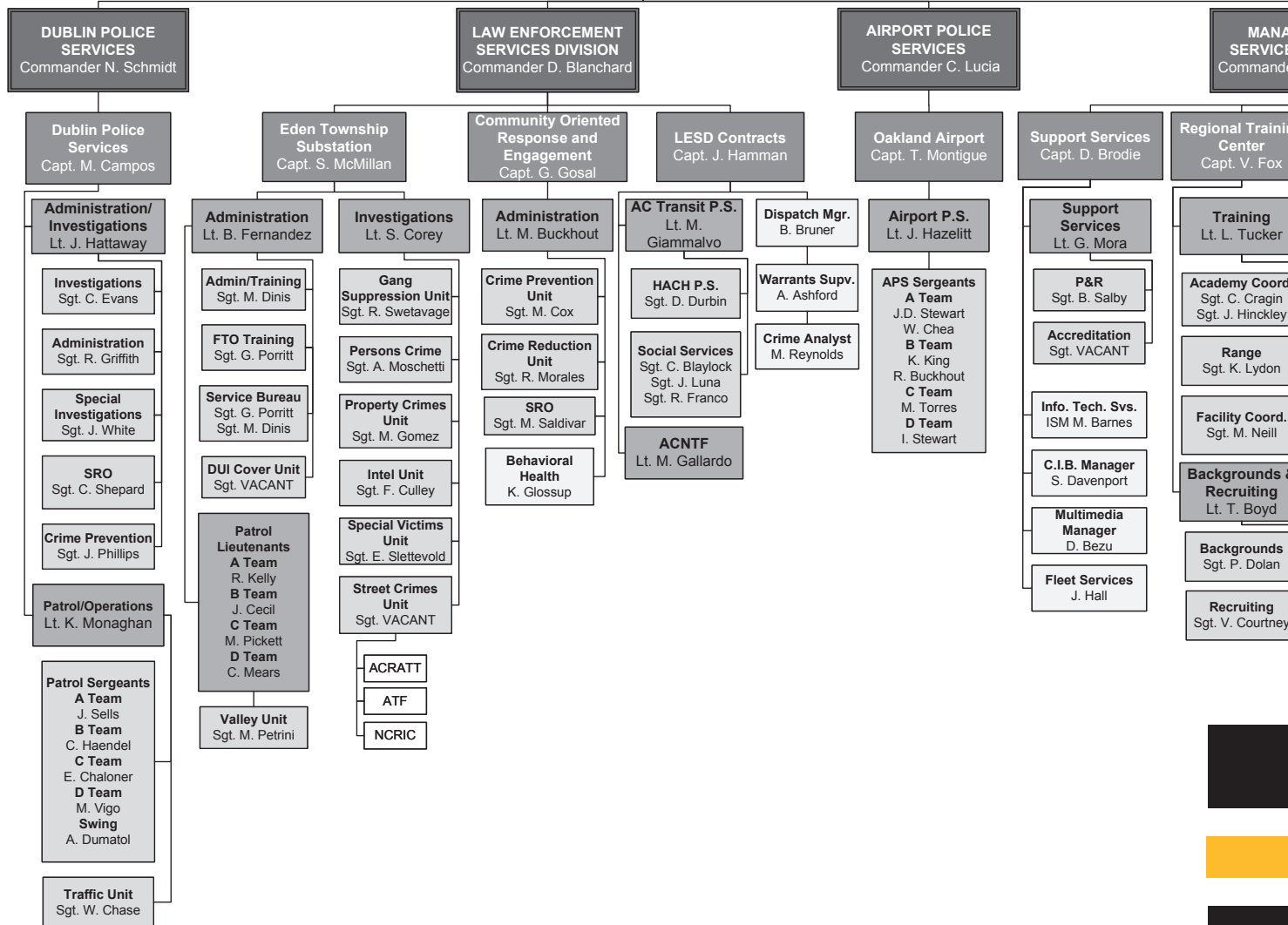


## ALAMEDA COUNTY SHERIFF'S OFFICE

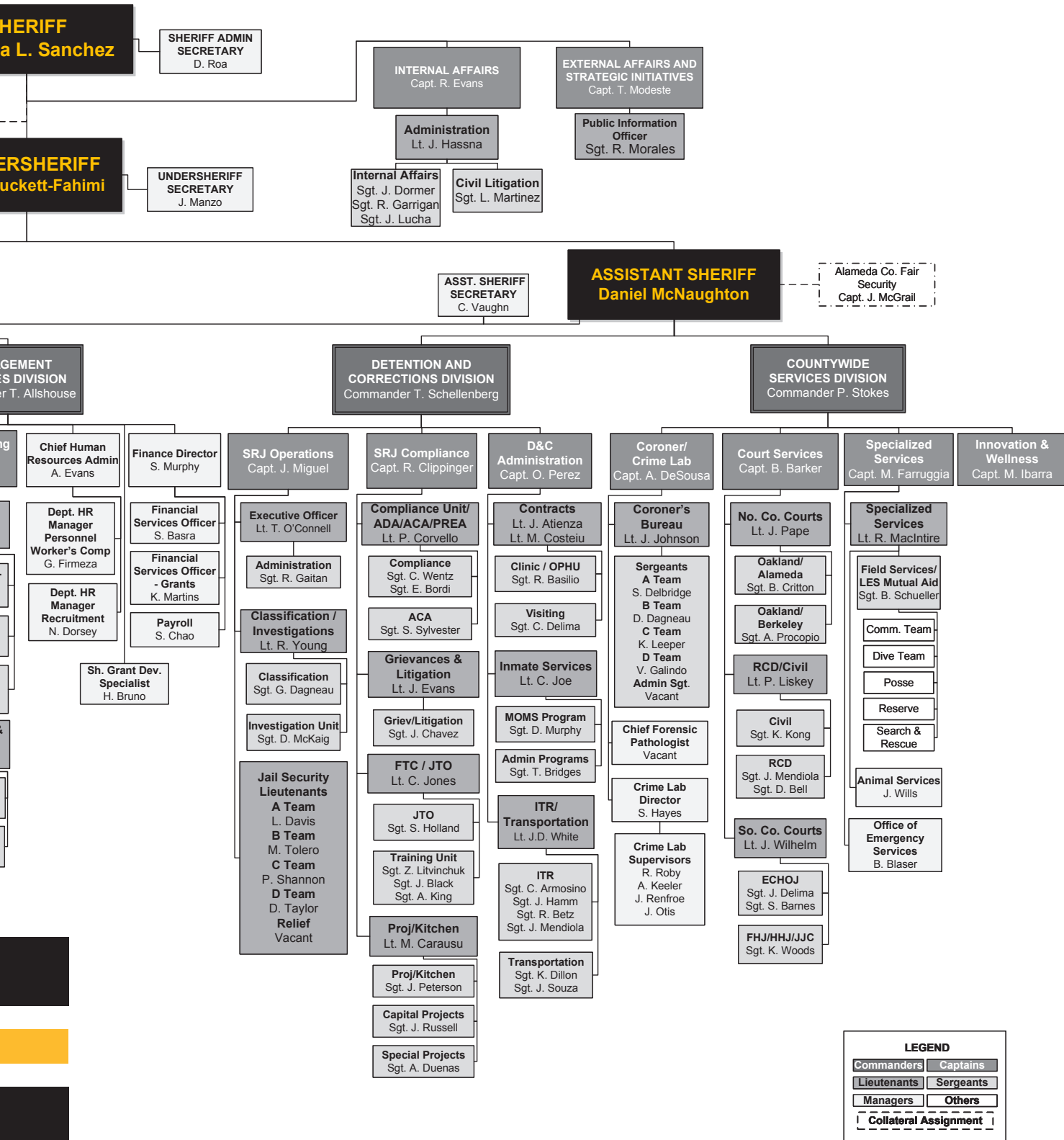
ORGANIZATIONAL CHART

**Facility PREA Managers**  
Sgt. S. Sylvester  
**Agency-Wide PREA Coordinator**  
Lt. P. Corvello  
**P&R / ACCREDITATION**  
Lt. G. Mora  
(According to G.O. 2.27)

**ASSISTANT SHERIFF**  
Emmanuel E. Christy  
**SRU/CIU/Crowd Control**  
Capt. J. McGrail  
**UAV**  
Capt. R. Evans  
**Aviation/Manned**  
Lt. D. Bonnell  
**EOD/K9**  
Lt. C. Jones



## AGENCY ORGANIZATIONAL CHART



ORGANIZATIONAL CHART



# SNAPSHOT - TIMELINE

New Sheriff Sworn in – Yesenia Sanchez is elected the 23rd Sheriff in Alameda County. The first woman and ethnic minority to be elected to the esteemed position.



Finance completed the Transfer of Accountability Assessment Audit in partnership with the Auditor-Controller's Office Internal Audit Unit for the transition of the Sheriff



Implemented the Guardian RFID system to replace paper observation logs at Santa Rita Jail, providing more accurate information and allowing ACSO to track out-of-cell time for persons in custody.



JANUARY



FEBRUARY



MARCH



During the transition, the Multi-media Services Unit assisted in creating graphic designs with the new agency branding, including patches, badges, business cards with QR codes, letterhead, new signs, all agency forms, vehicle graphics, executive portraits, mission statement, core values, and goals & objectives.



ESD Operations accepted dispatch operations for San Leandro PD from 2300-0700 hours, Monday through Friday. SLPD maintained a dispatcher at their station to respond to mandated entries, 10-minute hits, and input SVS entries.



The Crime Laboratory underwent a successful American National Standards Institute National Accreditation Board (ANAB) re-accreditation inspection between May 23 and 25, with no findings noted for the 176 standards evaluated. Six assessors representing federal, state, and local crime laboratories reviewed case files, quality control records, and adherence to agency and accreditation standards. Having no findings is rarely accomplished in crime laboratories from around the world.



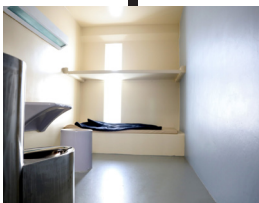
MAY



JUNE



AUGUST



Cell softening construction began, providing suicide-resistant cells with more visibility for staff. This, along with policy changes, has effectively eliminated the use of Safety Cells.



Alameda County Narcotics Task Force (ACNTF), along with the Northern California HIDTA and Central Valley HIDTA, hosted the Inaugural Community in Crisis: Fentanyl-for educators, legislators, and community leaders. This event was the first of its kind with the desired goals of educating the community, providing resources, and listening to concerns regarding the ongoing fentanyl crisis.

# SNAPSHOT - TIMELINE

The Bright Research Group (BRG) Community Engagement Report, commissioned by Sheriff Sanchez, gathered community perspectives on the Sheriff's Office practices, policies, and interactions via a series of comprehensive community input meetings with 145 community residents and a survey of nearly 500 residents.



2023 WAS A YEAR OF TRANSITION AND CHANGE FOR OUR AGENCY. ALL AGENCY MEMBERS SHOULD TAKE PRIDE IN THE ACCOMPLISHMENTS MADE AND FOR PERSEVERING THROUGH DIFFICULTIES IN ORDER TO ENSURE AGENCY IMPROVEMENT.



APRIL



The Re-Entry and Support Services Unit (RSSU) undertook the endeavor to re-imagine how the intake process is facilitated. The RSSU created the Reception Center at SRJ, a dedicated space to allow mental health and medical staff to conduct assessments and private booths where Community-Based Organizations (CBOs) can conduct interviews and build relationships in a safe and private setting. This has reduced the time spent by newly arrested individuals in Intake, Transfer, and Release (ITR), provided immediate access to programs and services, and opened the door for more assistance from CBOs. The Reception Center has reduced the Use of Force in ITR by over 30% since its inception as it offers an environment conducive to harm reduction for newly booked individuals.



ETS purchased and installed four additional StarChase devices. StarChase devices assist patrol staff with tracking fleeing vehicles and focusing on public safety by utilizing technology rather than pursuit. Patrol staff can remotely deploy an adhesive dart, which affixes to the vehicle being pursued, and track and monitor it via an application to safely follow the vehicle from a distance.



In the first 18 months of Federal Consent Decree monitoring, ACSO has achieved 23% Substantial and 67% Partial Compliance.



DECEMBER



APS has reduced catalytic converter and vehicle thefts by more than 50% since June 2023. This was accomplished by increased proactive and targeted patrols and preplanned operations directed toward stopping criminal activities on airport property.

SNAPSHOT - TIMELINE



# JAIL IMPROVEMENTS

Santa Rita Jail (SRJ) is the third-largest county jail in California and the fifth-largest county jail in the nation. In 2022, the Alameda County Sheriff’s Office entered into an agreed-upon Federal Consent Decree aimed at addressing insufficient time spent out-of-cell, lack of access to rehabilitative opportunities for incarcerated persons with higher security classification, overuse of housing people alone in cells, lack of meaningful suicide prevention, inadequate review of Use of Force incidents, and staffing shortages of Behavioral Health workers and Sheriff’s Office personnel.

Community and justice-involved members shared many of the same concerns covered by the consent decree during the BRG community survey process. The agency is committed to repairing harms experienced at SRJ through substantive changes within the facility. Within the first 18 months of entering into the consent decree, the Sheriff’s Office has worked with the joint-approved monitors and plaintiffs’ attorneys on the following:



JAIL IMPROVEMENTS

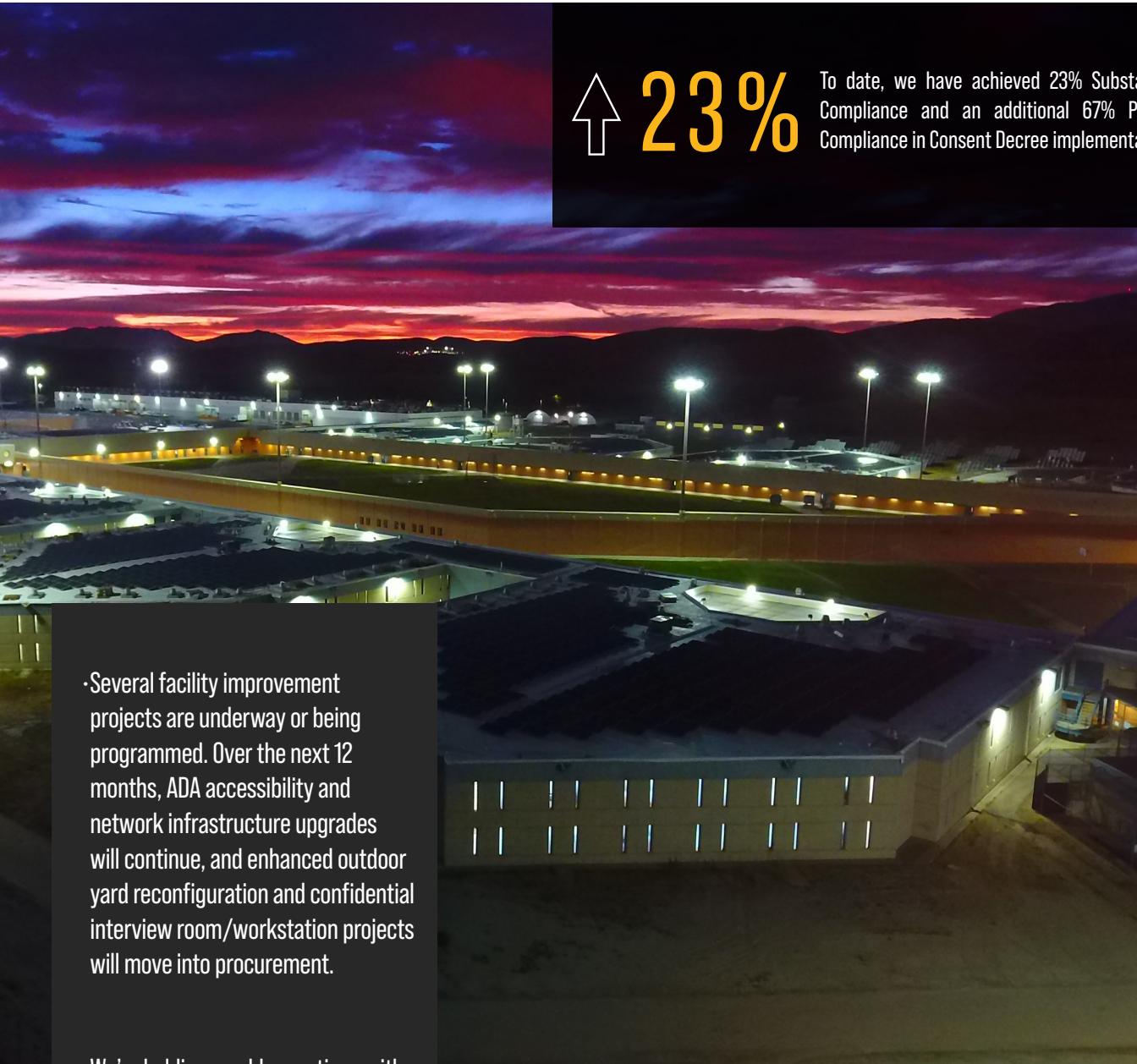
- developed a new Use-of-Force policy and review process for the jail only,
- a new classification system has been implemented,
- out-of-cell time has increased,
- transitioned to an electronic out-of-cell tracking system,
- cell softening construction completed, reduced the use of safety cells,
- embraced a mentality that re-entry begins during intake,
- opened a Reception Center for community-based organizations to provide direct services to persons in custody,
- enabled three ways for persons in custody to be connected to services while incarcerated at intake, by self-initiated message request, and during an interview with a re-entry deputy,
- established a partnership with the Northern California Laborers Union (LiUNA) to launch an in-custody pre-apprenticeship training program,
- expanded yard recreation to a larger percentage of the facility,
- opened the Veterans Therapeutic Housing Program for incarcerated former members of the Armed Forces to access Veterans Assistance programs and services,
- created an Honor and Vocational housing dormitory for participants of educational and vocational programs to cohabitate and take advantage of a structured environment designed to enhance learning and cooperation among participants,
- reopened the Sheriff’s Work Alternative Program (SWAP) after a hiatus due to COVID-19 to expand alternative sentencing options for Alameda County.

# JAIL IMPROVEMENTS



# 23%

To date, we have achieved 23% Substantial Compliance and an additional 67% Partial Compliance in Consent Decree implementation.



• Several facility improvement projects are underway or being programmed. Over the next 12 months, ADA accessibility and network infrastructure upgrades will continue, and enhanced outdoor yard reconfiguration and confidential interview room/workstation projects will move into procurement.

• We're holding weekly meetings with our partners in the General Services Agency to keep the Accessibility, Network, Camera, and Health Programs and Services projects on track for completion over the next three years.

• We, along with our partners in Alameda County Behavioral Health and public agencies nationwide, have experienced difficulty hiring.

Completing these projects and fully staffing the agency are top priorities for Sheriff Sanchez. She is committed to improving the health and morale of agency members, minimizing mandatory overtime, and advancing the agency toward fulfilling the mandates outlined in the consent decree.

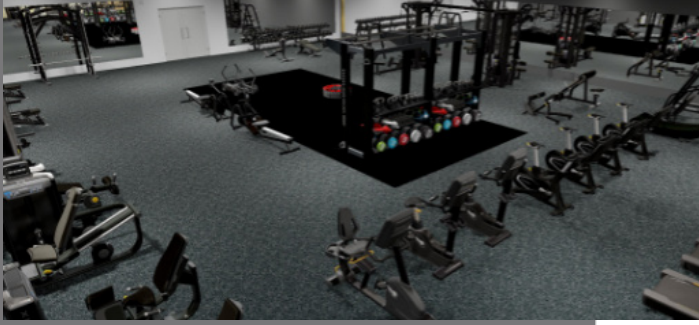
In addition to these achievements and challenges, the Alameda County Sheriff's Office has committed to reducing the number of in-custody deaths. By employing system-wide comprehensive solutions that include improvements in wellness monitoring, collaboration with mental and physical health wellness partners at the onset of identifiable concerns with an incarcerated person's well-being, debriefing/analyzing prior events with stakeholders to identify issues within policies, the collective response to the incident, and training needs.

# TRANSITION PLAN



The Transition Plan was created by a diverse committee of agency and community members to provide a framework to help guide the Sheriff's Office in achieving the vision set by newly elected Sheriff Sanchez. The Transition Committee's recommendations for change were informed by Sheriff Sanchez's priorities and input received from both agency and community members. Established as a living document responsive to evolving agency and community needs, the Transition Plan outlines six pillars to achieve our shared goals of a crime-free county.





## AGENCY HEALTH

32 Tasks Completed or In Progress



## COMMUNITY ENGAGEMENT

21 Tasks Completed or In Progress



## CUSTODY

19 Tasks Completed or In Progress

**Alameda County Sheriff's Office members must be mentally and physically capable of performing their duties.**

*21st-century grooming standards, evaluation forms, and new commendation and discipline processes were put in place, in addition to numerous gym facility updates or build-outs for duty stations in need.*

The Transition Plan used the following quote and remains our north star for community engagement. "It is critical to help community members see police as allies rather than as an occupying force and to work in concert with community stakeholders to create more economically and socially stable neighborhoods." - President Obama's Task Force on 21st Century Policing

*The Alameda County Sheriff's Office, led by the Community Oriented Response and Engagement (CORE) Unit, was honored as the #1 Fundraising Sheriff's Agency for the Special Olympics Northern California at the Law Enforcement Torch Run Kickoff in Dublin. CORE was established in 2023 to facilitate greater community engagement.*

**Sheriff Sanchez recognizes the need for improvement within the confines of Santa Rita Jail and has welcomed the opportunity for change. The agency is committed to repairing harms experienced at SRJ through substantive changes within the facility and restoring trust in the system through a holistic shift in agency culture.**

*Expanded access and opportunities for people with lived experience to provide support to those in our custody.*



## ACCOUNTABILITY

8 Tasks Completed or In Progress

The Sheriff's Office identified specific areas within the agency where adjustments are needed to allow the community greater clarity around essential procedures and practices.

*In an effort to ensure IA complaints and investigations are not hindered by any member of the agency, IA has the authority to start an investigation when warranted without the approval of the Sheriff or other commanding officer.*



## RE-ENTRY & REHABILITATION

47 Tasks Completed or In Progress

We recognize the need to expand partnerships with Community-Based Organizations, build relationships with labor unions, and explore alternative housing opportunities in the community in order to truly partner in a rehabilitative process.

*The Re-Entry and Support Services Unit (RSSU) created the Reception Center at SRJ, a dedicated space to allow mental health and medical staff to conduct assessments and private booths where Community-Based Organizations (CBOs) can conduct interviews and build relationships in a safe and private setting.*

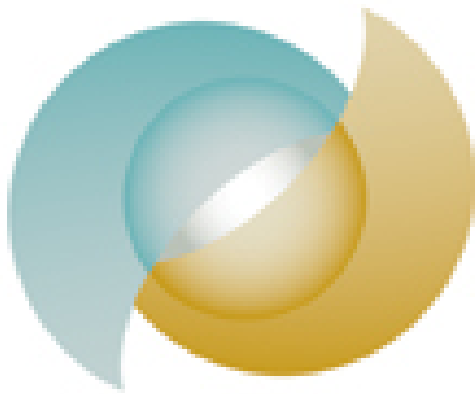


## RACIAL JUSTICE

20 Tasks Completed or In Progress

Our agency aims to identify internal and external concerns around race and inequity in all policies, practices, and procedures. Addressing racial disparities within the Alameda County Sheriff's Office will increase public trust and improve the morale of agency members.

*Agency members attended the Professionalizing Law Enforcement Community Engagement Training (PLECET) Conference in Atlanta with a large group of agency members lined up to attend in 2024.*



## BRIGHT RESEARCH GROUP

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As part of the Transition Plan, the Bright Research Group (BRG) was hired to survey the voices of community members to inform the policy change within the Sheriff's Office. From February to April 2023, BRG gathered community perspectives on the Sheriff's Office practices, policies, and interactions via a series of comprehensive community input meetings with 145 community residents and a community survey that reached nearly 500 residents. The survey results and perspectives shared will form part of the basis for benchmarking our progress in achieving our agency's goals and objectives.

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**T**he Transition Plan was the first step in shifting our agency's culture to prioritizing employee health, community engagement, mental and physical health of people in our custody, robust reentry services, racial justice, and holding agency members accountable to the people we serve. This ambitious report outlined 35 objectives with 183 tasks. When we launched this effort, we recognized that agency change would take time and adaptation would be required along the way. The Transition Plan will provide a foundation for next steps as our agency launches its strategic planning efforts.

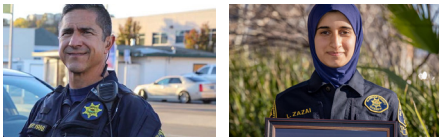


## THESE UNITS AND AGENCY MEMBERS MODELED EXCELLENCE AND DE

### JANUARY

★ Deputy Ruben Pola was nominated and selected to serve on the Castro Valley/Eden Area Chamber of Commerce Board. The partnerships we build in the community are invaluable. The work deputies do in the community to protect, serve, and support community members and local business owners helps improve the quality of life in the community.

★ Alameda County Sheriff's Office Cadet Lamba Zazai was the recipient of a scholarship from the National Latino Police Officer Association Alameda County Chapter. Her essay was one of over 40 essays submitted from all over California, and she was one of only three recipients and the only ACSO cadet to receive this honor.



### FEBRUARY

★ The Stanford Health Care - Office of Research, Patient Care Services awarded our Eden Township Division's Crime Prevention Unit (CPU) with a \$53,710.00 grant to support the CPU's new youth mentorship program - "Bridging the Gap Between the Blue and You." Stanford Health Care recognized Deputy Shawn Vasquez and the CPU's vision to make a difference in the unincorporated communities through this program that teaches life, social, and technical skills to develop well-rounded youth who practice healthy habits and exercise good decision-making skills.



### MARCH

★ Alameda County Sheriff's Office Criminalist Penny Ritter received the 2023 Helicopter Association International's (HAI) Salute to Excellence Law Enforcement Award for her contributions to the promotion and advancement of rotorcraft in support of law enforcement services. Ritter is a 14-year ACSO veteran whose leadership, vision, and dedication helped turn our small, uncrewed aerial system program into an award-winning, nationally recognized program.



### MAY

★ Deputies Kevin Williams, Robert Posedel, and Ryan Sprague graduated from the Inner Perspective Leadership Program - East Bay. Through the program, participants spend five months immersed in concepts and strategies designed to foster an in-depth understanding of the key components of successful leadership.



### JUNE

★ Detective Ryan Henriouille received the Dublin Rotary Superstar award in 2023 for his outstanding public service on behalf of the residents of Dublin and the Alameda County Sheriff's Office. His work on several high-profile investigations, including sexual assaults, has helped maintain public safety in Dublin's neighborhoods.



### JULY

★ Deputies Corey King, Luis Araiza, Ekkasith Phixitxonh, and Marvin Bustamante graduated from the Livermore Leadership Course. The course is designed for emerging leaders, facilitated by On Base Leadership of Monterey, and hosted by the Livermore Police Department.



# WORKFORCE ACHIEVEMENTS

## DEMONSTRATED THE CORE VALUES WE ALL WORK TOWARD EVERY DAY.

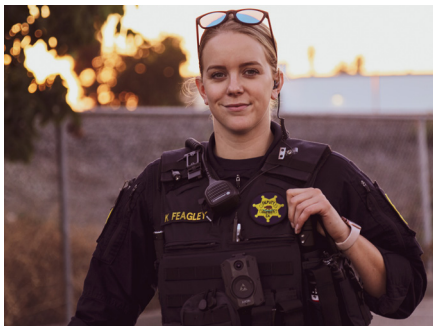
### APRIL

★ Deputy Joel Sustingier and K-9 partner Kai competed with nearly 30 other handlers and their K-9 partners in the Stanislaus County Sheriff's Office K-9 Trials. Job well done in narcotics detection and completing the course!



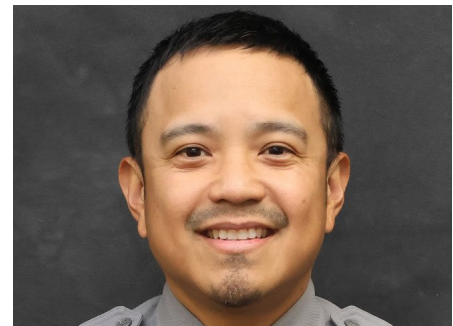
### APRIL

★ Deputy Kristin Feagley has been assigned to the patrol division at the Eden Township Substation since 2018, where she has been a patrol deputy, a field training officer, and, most recently, working in the Investigations Property Crimes Unit. Deputy Feagley received an Officer of the Year award from the Knights of Columbus in 2023 for her excellent investigative work on complex crimes and her quick action to administer life-saving measures for a citizen suffering a major medical emergency.



### APRIL

★ Marvin Moncada was assigned to Dublin Police Services in 2012 and selected to the Special Duty Unit in 2015. After working in the Special Duty Unit for a few years, he was assigned to the Special Investigations Unit. Sgt. Moncada, then Detective, received an Officer of the Year award from the Knights of Columbus in 2023 for being a resource and mentor to his peers and investigating cases, including homicides and regional bank robberies, that led to the apprehension of numerous suspects and charges filed.



### AUGUST

★ Agency members representing various divisions participated in the We Run Oakland for Our Children 6th Annual 5k Run/Walk as part of our partnership with A Sista's Touch to raise awareness about human trafficking in our region.



### OCTOBER

★ Our annual volunteer awards picnic was held at the Alameda County Fairgrounds to show our appreciation for the countless hours of service our volunteers dedicate to Alameda County and beyond through search and rescue missions, air assets, diving, equestrian services, and reserve deputy services.

★ Sergeant Pricilla Silva was recognized as a 2023 Eden Area Regional Occupational Program (Eden Area ROP) Business Partner of the Year for their work with and in support of youth seeking careers in law enforcement.



### DECEMBER

★ Throughout 2023, Lieutenant Charles Joe, Lieutenant JD White, Lieutenant Misty Carausu, Sergeant Richard Buckhout, Detective Sergeant David McKaig, and Detective Sergeant Bryan Francis graduated from the Sherman Block Supervisory Leadership Institute (SLI). SLI trains front-line leaders throughout the State of California during intensive one-week training sessions once per month for eight months in a variety of disciplines to foster an ongoing commitment to adaptive, ethical leadership in law enforcement.



WORKFORCE ACHIEVEMENTS





## EMPLOYEE OF THE MONTH

In February 2023, the Alameda County Sheriff's Office implemented a new Employee of the Month program (EOTM). The purpose of the program is to recognize exemplary performance from our employees, who constantly perform at a high level of service, showing endless concern, compassion, and value for all human life. Their performance embraces the Alameda County Sheriff's Office's Goals, Mission, and Core Values.

### FEBRUARY 2023

Sheriff's Technician  
**TAMMY LAWSON-TAYLOR**

### FEBRUARY 2023

Sheriff's Technician  
**MICHELLE CLOWSER**

### MARCH 2023

Civilian Lead Clerk II  
**TAMMY SEMMEL**

### MARCH 2023

Deputy  
**RAYNALD GUARIN**

### MARCH 2023

Deputy  
**JOSEPH VU**

### MAY 2023

Sheriff's Technician  
**JUSTIN LUQUE**



# EMPLOYEE OF THE MONTH

**MAY 2023**

Deputy  
**DENNY LEE**

**JUNE 2023**

Sheriff's Technician  
**TOMAS SILVEIRA**

**JUNE 2023**

Deputy  
**YONAS ZERU**

**JULY 2023**

Sheriff's Technician  
**CHRISTINA OZUNA**

**JULY 2023**

Deputy  
**ROBERT POSEDEL**

**AUGUST 2023**

Sheriff's Technician  
**CHRISTOPHER VEAZEY**

**AUGUST 2023**

Deputy  
**JARED FUNDENBERGER**

**SEPTEMBER 2023**

Sheriff's Technician  
**JENNIFER GOMBERG**

**SEPTEMBER 2023**

Deputy  
**MICHAEL SHAFFER**

**OCTOBER 2023**

Sheriff's Technician  
**TIFFANEY DUFFY**

**OCTOBER 2023**

Deputy  
**GALEN TIGAN**

**NOVEMBER 2023**

Sheriff's Technician  
**DAMITA CORONADO**

**NOVEMBER 2023**

Sheriff's Technician  
**CHRISTOPHER LEE**

**DECEMBER 2023**

Sheriff's Technician  
**LUCILA MENDOZA**

**DECEMBER 2023**

Deputy  
**JUAN LOPEZ**

EMPLOYEE OF THE MONTH

## AGENCY ACCREDITATIONS



### AMERICAN CORRECTIONS ASSOCIATION

### AMERICAN NATIONAL STANDARDS INSTITUTE NATIONAL ACCREDITATION BOARD

### COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES

The Alameda County Sheriff's Office (ACSO) is proud to be re-accredited by the American Corrections Association (ACA) for our Santa Rita Jail (SRJ) facility. The ACA is a professional organization that aims to enhance public safety and corrections policy through the principles of humanity, justice, protection, opportunity, knowledge, competence, and accountability. A rigorous audit was conducted to ensure the SRJ is in compliance with over 383 standards. The ACSO is the only sheriff's office in California to earn this accreditation. Our mission is to provide the best care for our incarcerated population, and we will remain steadfast in our commitment to deliver proof of practice. Great job, and many thanks to our ACA team and the sworn and professional staff whose efforts continue to make this possible.

The Crime Laboratory underwent a successful American National Standards Institute National Accreditation Board (ANAB) re-accreditation inspection, with no findings noted for the 176 standards evaluated. Six assessors representing federal, state, and local crime laboratories reviewed case files, quality control records, and adherence to agency and accreditation standards throughout the three-day assessment and were complimentary of the lab's well-organized records and cordial interactions with the lab's team. Having no findings is rarely accomplished in crime laboratories from around the world, and Supervising Criminalist/Quality Manager David Chun did a laudable job of ensuring the lab's records were organized and preparing the lab staff for this assessment.

CALEA remotely reviewed our Law Enforcement Accreditation standards in July 2023 and our Training Academy and Dispatch Accreditation standards in October 2023. In addition to file reviews, several interviews with Agency members were conducted. All standards reviewed were found to be in compliance with no areas of concern, and all members interviewed demonstrated a knowledgeable understanding of the Agency's policies and processes as they apply to their area of operation and responsibility. Also, in 2023, the agency began working toward the goal of a single Agency CALEA Accreditation Unit, combining the Law Enforcement and Training Academy Accreditations.

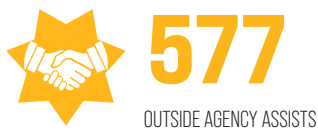
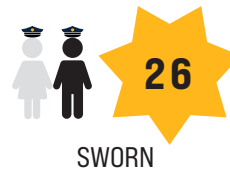
# STATS

## GENERAL AGENCY

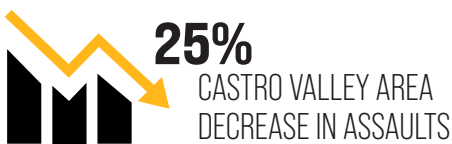
NUMBER OF EMPLOYEES



NUMBER OF NEW HIRES



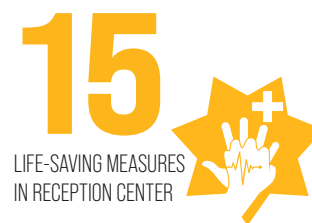
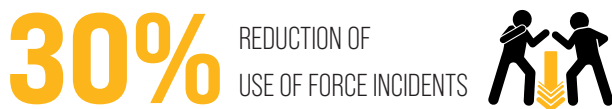
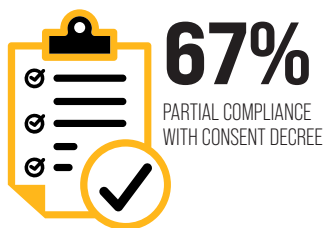
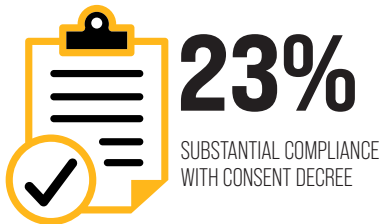
## CRIME DATA



STATS - BY THE NUMBERS

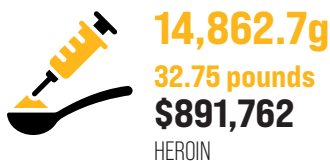


## JAIL



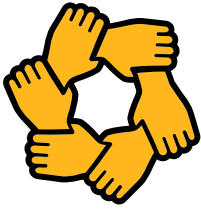
## ACNTF SEIZURE

THE TOTAL STREET VALUE SEIZED IS **\$22,714,730** AND EACH INDIVIDUAL VALUE FOR EACH DRUG TYPE IS LISTED NEXT TO THE SEIZURE AMOUNT. THESE PRICES ARE BASED ON THE PRICE PER GRAM HIDTA PRICE LIST FOR NORTHERN CALIFORNIA.



# STATS

## COMMUNITY ENGAGEMENT



60

COMMUNITY EVENTS  
ATTENDED



46

EMERGENCY PREPAREDNESS EVENTS/TRAINING



100

ENCAMPMENT & ILLEGAL  
DUMPING CLEAN-UPS



12

CARES REFERRALS



28

JUVENILE  
DIVERSION  
PROGRAM  
REFERRALS



20

RESIDENTIAL CARE  
HOME VISITS

85

HOMELESS INDIVIDUAL  
PROGRAM REFERRALS



59

PROBATION  
SEARCHES

\$861,727.00



CASH SEIZED

114



GUNS

36 DEC

200

\$50,000

MARIJUANA PLANTS



202,949.8g

447.42 pounds

\$4,058,996

MARIJUANA PROCESSED

50,365.34g

111.04 pounds

\$2,518,267

METHAMPHETAMINE



453,057 DU

\$4,530,570

FENTANYL PILLS



64,201g

141.53 pounds

\$449,407

MUSHROOMS



275 ounces

\$55,000

PROMETHAZINE

# STRATEGIC PLAN

Our agency will continue to focus our efforts on ingraining our Core Values of Respect, Service, Trust, and Community into everything we do. In order for these values to become more than simple words posted on a wall or studied in preparation for a promotional exam, every member of the agency must contribute to fostering these values in all ACSO operations. That will require the development of plans, the implementation of those plans, and measuring outcomes.

Our Transition Plan provided the vision for the future and refocused our attention on the six pillars outlined in the report. We are now moving from transition planning to operationalization and long-term strategy development.

Our goal over the next year will be to continue integrating the Transition Plan, in particular, the tasks yet to be completed, into every aspect of our agency and to launch an inclusive strategic planning process that includes the voices of both agency and community members. The end product will be a Strategic Plan that conforms with CALEA requirements and guides the activities of our agency over the next five years.



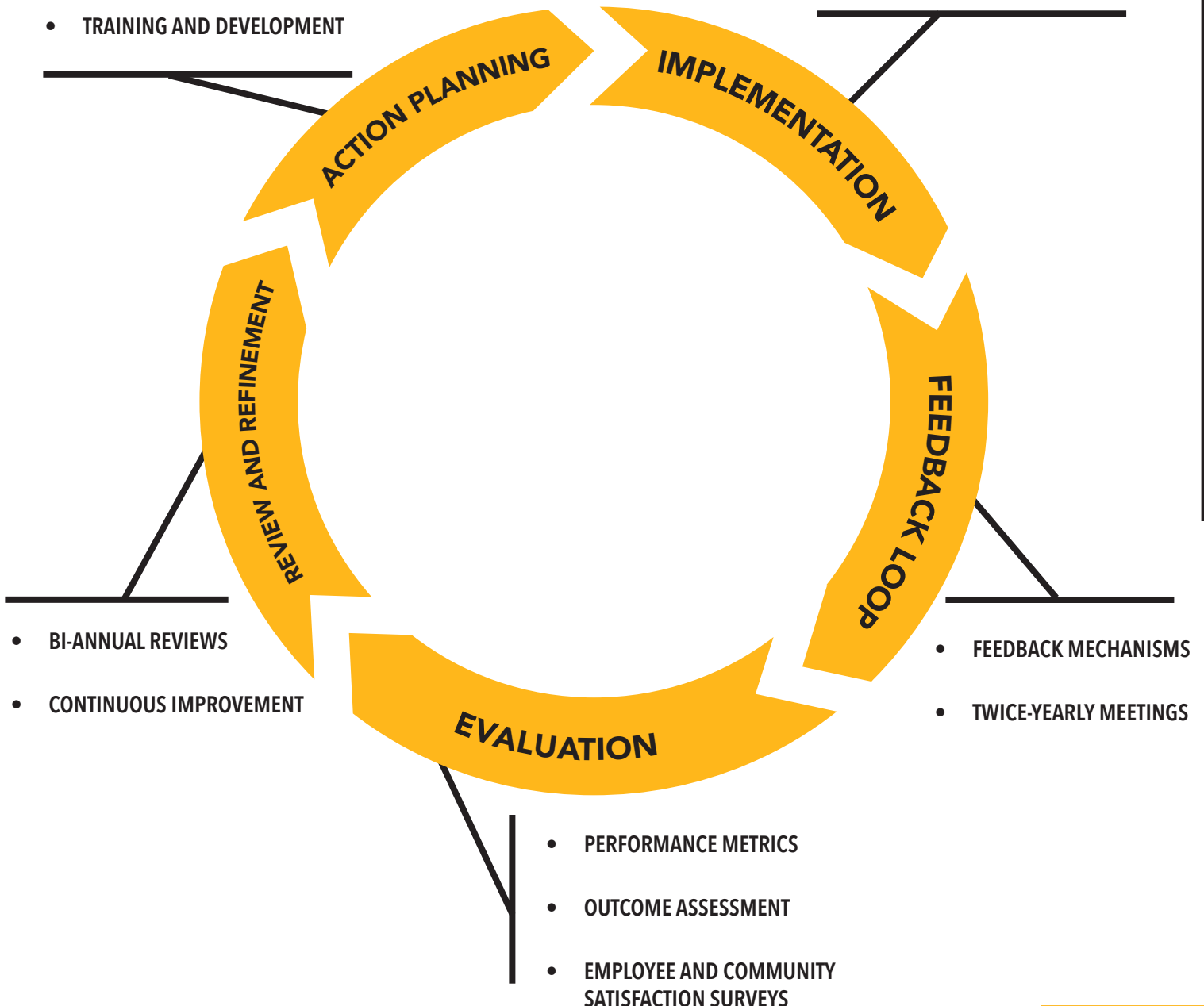


# NEXT STEPS

OUR LONG-TERM STRATEGIES EMPHASIZE INCLUSIVITY, TRANSPARENCY, AND ONGOING FEEDBACK, CREATING A STRATEGIC PLANNING PROCESS THAT IS ROBUST, THOUGHTFUL, AND REALISTIC.

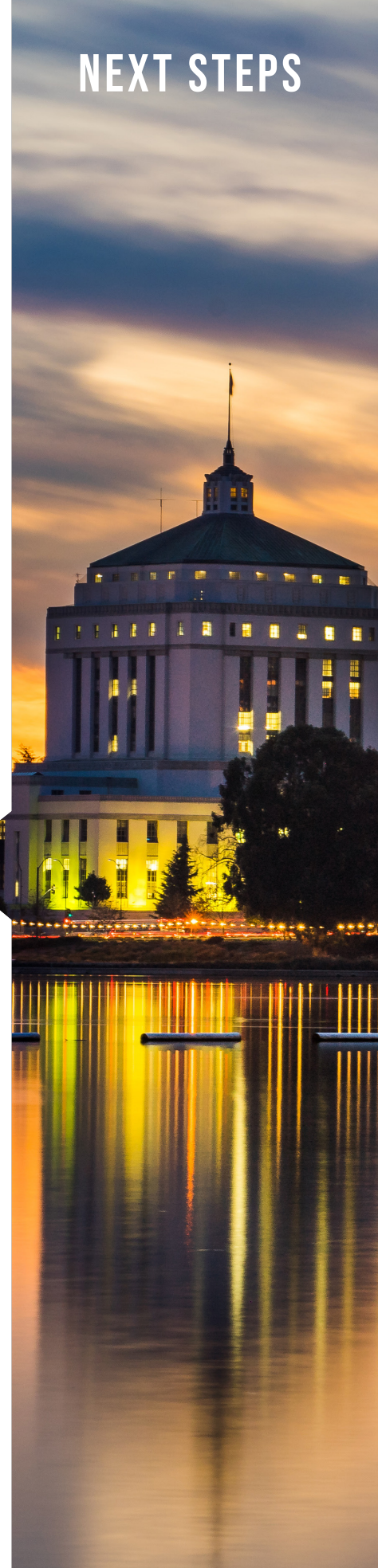
- DETAILED ACTION PLANS
- RESOURCE ALLOCATION
- TRAINING AND DEVELOPMENT

- REGULAR UPDATES
- TRAINING PROGRAMS
- COMMUNITY ENGAGEMENT



## IN CLOSING

The evolution of our agency will be defined by every one of our agency members, sworn and professional alike. The work ahead of us will be challenging, yet I remain committed to this honorable profession and redefining policing in our communities. Your commitment to our core values and embracing change this last year gives me hope for the future of our agency and profession.









**SHERIFF YESENIA SANCHEZ**

**FIRST YEAR IN REVIEW**

**2024**

ALAMEDA COUNTY  SHERIFFS OFFICE