

OFFICE OF THE SHERIFF

THE FIRST 100 DAYS

Santa Clara County
Sheriff Robert Jonsen
April 15, 2023



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1. SHERIFF JONSEN'S FIRST 100 DAYS IN OFFICE

On November 8, 2022, Robert Jonsen was elected the 29th Sheriff of Santa Clara County.

Sworn in on December 12, 2022, to fill an existing vacancy, Sheriff Jonsen took the helm of a 1,915-person, full-service agency responsible for ensuring the safety and security of the more than 2 million residents of Santa Clara County. The Office strives to provide innovative and progressive services in partnership with the community.

The Sheriff's Office is divided into four major bureaus: Administrative Services, Law Enforcement Services, Custody, and Support Services – and the Sheriff is responsible for oversight of each. What once was a one-person office founded in 1850 has since grown into a multi-million-dollar operation. To oversee this significant enterprise, the Sheriff has a top management team consisting of an Undersheriff, three Assistant Sheriffs and an Administrative Services Director.

Sworn staff is responsible for law enforcement and emergency services, including patrol and criminal investigations for the unincorporated areas of Santa Clara County such as County Parks, Court Services, Valley Transportation Authority, and the contract cities of Saratoga, Cupertino and the Town of Los Altos Hills. The Custody Bureau is California's fifth-largest jail system, with an inmate population daily average of more than 2,900. Approximately 48,000 arrestees are booked annually, with an average stay of about 206 days.

The newly elected Sheriff's first order of business was to personally connect with the organization and assess the current public safety landscape. He initiated constructive discussions with his executive leadership to gain insight into the organization's culture and operations, challenges and potential for progress.



Sheriff Jonsen honed in on first stabilizing the organization after several tumultuous years and then committed to aligning the organization's goals with the values of the community while offering equal support and encouragement to all members of the Sheriff's Office.

In partnership with his team, Sheriff Jonsen crafted a comprehensive and forward-thinking action plan that focuses on the following objectives:

1. Increase Transparency, Accountability and Oversight,
2. Fully Implement Rehabilitative Programs to assist Justice-Housed Individuals, and
3. Enhance the Workforce Through Increased Recruitment and By Implementing Best Practices Internally.

And, of course, Sheriff Jonsen and his entire Office's commitment to serving the community with respect and compassion is essential for any law enforcement organization.

Sheriff Jonsen's success in his first 100 days in office is a testament to his inclusive leadership style and his commitment to communication, cooperation, and dedication to serving and protecting the community. This report details the first 100 days of progress made toward reaching those objectives.



2. STABILIZING THE OFFICE INTERNALLY

SHERIFF JONSEN SHOWS INCLUSIVE LEADERSHIP IN FIRST 100 DAYS IN OFFICE

To earn the respect and trust of his team members, Sheriff Jonsen met and began to collaborate with every person on his executive team. In addition to weekly scheduled meetings, Sheriff Jonsen conducted one-on-one sessions with his team members and regularly attended team briefings, training days, community events and County press conferences. The time he takes to walk the halls and his willingness to listen has enabled Sheriff Jonsen to better understand the workings of the office at all levels.

As part of the transition, each Division provided the Sheriff detailed presentations with historical information about their responsibilities, specific areas of concern, and each division's goals and objectives. With this knowledge, Sheriff Jonsen has taken the time to study the organization's leadership structure and identify team members' talents.

As one example, several executive team members worked in "acting" or "out-of-class" positions for almost two years. Sheriff Jonsen's response was to make several promotions permanent and stabilize the Leadership structure.

As is common in many large organizations, effective engagement and communication can pose a challenge. Since his arrival, Sheriff Jonsen has taken proactive steps to foster a sense of community among staff members. He regularly extends invitations to agency events, encourages open communication and has established regular channels for staff feedback. Almost every Friday since first walking through the door, Sheriff Jonsen has emailed an agency-wide update filled with recent developments, congratulatory notes



and words of appreciation for staff's continued efforts to serve our community.

During his Oath of Office speech, Sheriff Jonsen stated, "With just a few weeks under my belt working in the Sheriff's Office, it's already apparent that this organization is filled with outstanding men and women. Their commitment to excellence and public service is impressive, and I couldn't be prouder to be part of this team. They deserve leadership invested in their futures."

This sentiment is evident in the many initiatives he has advanced, including his commitment to establishing a meaningful wellness program. Such actions create a workplace where staff feels like part of the team, respected, heard and, most importantly, valued.

3. TRANSPARENCY, ACCOUNTABILITY AND OVERSIGHT

Upon assuming office, Sheriff Jonsen promised to work to earn the public's trust in the Sheriff's Office and to lead with respect and compassion. He is following through on his steadfast commitment to increasing transparency and accountability.

INFORMATION SHARING AGREEMENT WITH OCLEM

First and foremost, Sheriff Jonsen wholeheartedly supported expanding the role of OCLEM (Office of Correction and Law Enforcement Monitoring) to continue the work surrounding police reform and accountability. OCLEM has an existing relationship with Santa Clara County to provide oversight, and a significant component of Sheriff Jonsen's vision for ensuring greater transparency and accountability is improving cooperation and information sharing with OCLEM.

Within the first 100 days, Sheriff Jonsen initiated several expansions of the current information-sharing agreement to ensure the group was able to obtain all the information needed to perform its duty efficiently and effectively.

As part of this expansion, Sheriff Jonsen embedded OIR Group – which serves as OCLEM – into the Sheriff's Office discipline process. An OIR representative will now participate in the Internal Affairs Review Committee meetings to receive full investigative briefings and to discuss the investigative actions taken in response to community complaints and/or Administrative concerns about employee conduct.

The updated agreement ensures that OIR receives a copy of the Sheriff's Office's

responses to internal affairs complaints. It gives OIR direct access to the Sheriff's Office databases relevant to specific internal affairs complaints, use of force incidents, and jail grievances. The revised agreement also ensures that OIR receives notification of any Officer Involved Shootings or any Death In-Custody incidents within 72 hours of the incident. OIR will also receive access to or copies of information from such reports, including Body Worn Camera footage and any other applicable video, within 90 days of the incident or after the completion of the investigation.

The updated agreement also allows OIR to work directly with any executive in the Sheriff's Office regarding an area under their purview, rather than just working with one assigned person. Expanding the Information Sharing Agreement will make information gathering more efficient and effective for OCLEM.



Sheriff Jonsen is in the final stages of meeting with the affected unions, and the execution and signature of the agreements are expected before the end of May.

INTERNAL AFFAIRS PROCESS IMPROVEMENT

In response to the call for Internal Affairs reform, Sheriff Jonsen has set a vision to streamline cases and help ensure more timely outcomes. Building on decades of experience, he established specific timelines for milestones in the disciplinary process, including timely calendaring of Administrative Appeal Hearings (Skelly Hearings), as well as specific timelines for reviewing appeal materials, rendering decisions and issuing Final Disciplinary Action letters. Moving forward, Internal Affairs also will be required

to notify an employee at the beginning stage of an Internal Affairs investigation, rather than months after an IA investigation has been initiated.

Notably, the Sheriff introduced the concept of Pre-Disciplinary Settlement Agreements (PDSAs) to streamline cases involving less severe or minor allegations. The goal of a PDSA is to hold responsible the employee in question, correct any negative behavior or conduct, and ensure appropriate disciplinary action is taken, while freeing up Internal Affairs investigators to focus on investigating more serious allegations.

The implementation of PDSAs is being examined by County Counsel, County Labor Relations, and Internal Affairs Administration, with a targeted implementation for later this year after meeting and conferring with all the affected unions.



TRANSPARENCY PORTAL

The Sheriff's Office website has a new feature. The Transparency Portal will ensure transparency in law enforcement in Santa Clara County, allowing citizens access to

public data related to police misconduct and serious uses of force. In line with the Right to Know Act (SB 1421), the Sheriff's Office created this transparency portal to make public information readily available.

ONLINE CCW APPLICATION AND PERMITTING PROCESS

On February 16, 2023, the Sheriff's Office launched Permitium, enabling county residents to apply online for Concealed Carry Weapon Permits (CCWs). The online self-service system streamlines the application and permitting process with an easy-to-follow, step-by-step application, automatic notifications, automated status tracking and online scheduling, credit card payment, and auto-generated permit/certificate documentation. Since its implementation, the Sheriff's Office has received more than 500 applications and has conducted more than 400 interviews.

NEW COMPREHENSIVE ANNUAL REPORT

To regularly inform and engage with the public regarding Sheriff's Office operations, the Sheriff will issue an annual report that will provide a summary of department activities, accomplishments, significant events, community programs, use of force statistics and more. The first annual report will be issued in early 2024 for the 2023 calendar year.

4. COMMUNITY FOCUS

Crime and/or the fear of being victimized in Santa Clara County affects everyone. As his track record demonstrates, Sheriff Jonsen strongly believes in listening to residents and establishing strong community policing programs to proactively address crime impacting our communities, such as the brazen property-related thefts within the region. For example, Sheriff Jonsen points to the thriving Community Advisory Groups he successfully developed in the City of Palo Alto and the City of Menlo Park as models he intends to replicate.

COMMUNITY ADVISOR GROUPS FOR WEST VALLEY AND SOUTH COUNTY

As an example of initial steps, the Office is mirroring Sheriff Jonsen's previous efforts to create the thriving Community Advisory Groups in the City of Palo Alto and the City of Menlo Park. Early this year, the Sheriff's Office partnered with staff at West Valley College, Foothill-De Anza College and Gavilan College to establish student advisory groups. The Sheriff's Student Public Affairs and Community Engagement Squad (SSPACES) will provide a forum for students to communicate openly about fair, equitable and effective police practices.

The collaborative campus ventures will begin with quarterly meetings, providing an essential opportunity for students focusing on government affairs and administration of justice studies to engage with the Sheriff's Office and the larger community we serve. SSPACES will act as a guiding platform for students on crime prevention, individual safety and emergency preparedness. Additionally, besides providing an avenue for community feedback, it also has the potential as a recruitment path for those who may want to pursue a career with the Sheriff's Office.

COMMUNITY-WIDE FENTANYL EPIDEMIC

At the heart of an illicit drug overdose is a narcotics transaction with a dealer furnishing the deadly drug in our communities. Under Sheriff Jonsen, the Covert Investigations Unit (CIU) continues to aggressively investigate illicit drugs plaguing our communities with a high level of success, including the current prosecution of a local fentanyl dealer linked to the sale and subsequent overdose of a Cupertino resident.

In the first two months of 2023, Sheriff's Office Deputies responded to nine known opioid or illicit narcotics overdoses in County jurisdiction. These overdoses resulted in five revivals from the Narcan administration and four deaths. CIU is actively investigating four of those incidents.

Our Custody facilities also have experienced a substantial amount of fentanyl overdoses – an estimated 26 fentanyl overdoses last year and 15 during the first three months of 2023. Fortunately, all the fentanyl overdoses were successfully treated by deputies administering Narcan. Procedurally, the person in custody is then transported to a local hospital via ambulance for further treatment.

The Sheriff's Office is one of the few law enforcement agencies in Santa Clara County investigating overdose deaths, which are considered a homicide until the evidence suggests otherwise. The key to success has been responding close in proximity to the time of the overdose to collect the best evidence before widespread knowledge of the overdose and before evidence disappears.

Unfortunately, the current trends suggest this fentanyl epidemic is only increasing. The Sheriff's Office responded to 34 overdoses in 2022 and is on pace to respond to more than 60 overdoses in 2023 (Sheriff's Office jurisdiction only, excluding other municipalities in the County). Additionally, the District Attorney's Office has been extremely complimentary of the tenacity and thoroughness of the investigations by Sheriff's Detectives. Sheriff Jonsen and his entire team at the Sheriff's Office are committed to continuing this battle to rid our streets of this dangerous drug.

5. IMPLEMENTING REHABILITATIVE PROGRAMS

REHABILITATION AND CUSTODIAL ALTERNATIVE DIVISION

Strengthening community bonds includes steps to advance the lives of incarcerated individuals. Sheriff Jonsen intends to revamp the Rehabilitation Division of the Custody Bureau into programs that enhance the lives of those incarcerated toward success and productive futures. The first step Sheriff Jonsen took to bolster rehabilitative programs was to lay the groundwork for a Rehabilitation and Custodial Alternative Division within the Office of the Sheriff Custody Bureau.

Its mission: Improve the lives of incarcerated individuals by providing quality educational and rehabilitative services, as well as offering multiple programming opportunities in trauma-informed services, substance abuse, career technical education, academics, life skills and job development.

The new Division will ensure all programs are grounded in evidence-based approaches and best practices, which include outreach and continuous support during incarceration. By partnering with community groups and service providers, the Rehabilitation and Custodial Alternative Division will offer wrap-around services to improve the health and well-being of offenders by connecting them with the resources they need to succeed and have productive futures.

While at the early stages, the Rehabilitation Director position will ideally provide executive-level management oversight of the Sheriff's Office Rehabilitation and Custodial Alternative Division and act as the primary liaison for reentry, educational and rehabilitative services, with an emphasis on collaborating with service providers who continue treatment

and support beyond incarceration. This position has been requested for consideration for FY2023-2024.

Once in place, the Director will examine our current programs, practices and resources and create a strategic action plan. Acquiring this new executive-level position is the first phase in developing the Rehabilitation and Custodial Alternative Division.

Santa Clara County Sheriff Bob Jonsen has proclaimed that the goal of the Sheriff's Office is no longer just to release individuals from custody but to graduate them from incarceration. This is the standard for Santa Clara County Correctional System.



The Culinary Program is just the beginning of a specialized Career Technology Education (CTE) Program inside Elmwood Facility. Through the College Collaborative System, also known as the Rising Scholars Alliance, additional quality CTE Programs will be implemented for individuals in the Santa Clara County Correctional System. The Culinary Program was recently featured in the April edition of the California Sheriff magazine in an article titled Shifting Mindsets and Changing Perspectives from Incarceration to Rehabilitation & Stabilization.

6. DEVELOPING THE WORKFORCE TO ENSURE BEST PRACTICES

The Sheriff's Office recruits, hires and trains the most qualified, dedicated and diverse people to maintain public safety within the County and to serve our culture-rich community best. Like many law enforcement agencies nationwide, the Sheriff's Office needs help hiring and retaining qualified deputy sheriffs for law enforcement and custody positions.

While the office initially attracts applications for service, fewer and fewer are willing to complete the rigorous recruiting process or tolerate current anti-police sentiment, budget cuts, the high cost of living in the area, and the challenge of balancing a rigid work schedule, stress and family life. The Sheriff is working on updating internal processes, acquiring updated safety equipment, and providing updated and meaningful training to team members. The Office is also eager to start a robust recruitment campaign to attract qualified applicants and has been partnering with the County to provide hiring incentives that would attract the best and brightest.

SHERIFF'S PROTECTIVE SERVICES OFFICERS

The Sheriff's Office provides managerial oversight of the county's Protective Services Officers (PSOs). PSOs provide security to the Santa Clara county Medical Centers, Social Services Agency, and the Santa Clara County Library District. PSOs are in the process of moving to a newly created classification which will be under the Sheriff's Office. The new classification, Sheriff's Protective Services Officers (SPSO), will provide the applicant with

certified training that meets or exceeds state and county-mandated training requirements to ensure SPSOs are provided with the required knowledge, skill sets and certifications to perform their duty successfully. SPSOs will attend a six-week academy, a field training program, and be required to take 24 hours of continuous professional development courses. Training will be in a similar format as deputies but customized for the customer-service-oriented aspects of an SPSO. This classification can also serve as a pathway toward a deputy sheriff career.

CELEBRATING AND RETAINING STAFF

Sheriff Jonsen set the tone of his tenure by hosting events to celebrate the staff's diversity. For instance, on March 8, 2023, Sheriff Jonsen celebrated International Women's Day by hosting a "coffee and conversation" event for all Sheriff's Office team members. It was an opportunity to have open and meaningful conversations with the Sheriff, and the resulting video highlighted the extraordinary women who represent the Sheriff's Office.

This also was an opportunity to express his commitment to the 30x30 Initiative. The 30x30 Initiative: Advancing Women in Policing is based on the importance of achieving at least a 30% representation of women within the organization, which also influence's its culture. The Sheriff's Office has pledged to continue building a diverse workforce that reflects the community while ensuring candidates meet the County's high standards. The Office embraces equity, diversity and inclusion. A more balanced and focused law enforcement presence throughout Santa Clara County will positively impact communities of color and promote equity amongst various populations of differing socioeconomic status by ensuring the distribution of vital safety and security services equally throughout the County.

Currently, females comprise only 17% of sworn officers within the Santa Clara County Sheriff's Office. The Office is joining the 30x30 Initiative to advance the representation and experiences of women in all ranks. As part

of the 30x30 Pledge, the Sheriff's Office is committed to:

- Take measures to increase the representation of women in all ranks of law enforcement;
- Ensure policies and procedures are free of all bias;
- Promote equitable hiring, retention, and promotion of women officers; and
- Ensure their culture is inclusive, respectful and supportive of women in all ranks and law enforcement roles.

Within his first 100 days, Sheriff Jonsen has already promoted three qualified and capable women into his administration, including two into top executive-level command positions to help set the tone and vision for the future.

A strong team will prioritize ongoing training and professional development to ensure they are always prepared to meet the evolving challenges of law enforcement.



The 30x30 Initiative: Advancing Women in Policing is based on the importance of achieving at least a 30% representation of women within the organization, which also influence's its culture.

EMPLOYEE WELLNESS

The Sheriff's Office values its employees and seeks ways to improve their well-being. Supporting staff's mental health is essential for their ability to provide public safety in a healthy, well-balanced and responsible manner. Unaddressed stress can lead to destructive behaviors and poor decision-making, including the potential for excessive force or even suicide.

With this philosophy in mind, Sheriff Jonsen advanced a Wellness Program Unit to centralize wellness services. In February, the Sheriff's Office Wellness App was unveiled and designed to provide staff and their family with completely confidential, customized wellness resources focused on first responders, available 24/7.

These resources are intended to help the user and their family understand the stresses first responders face, provide help when needed and build resiliency for the long term. Additional wellness courses and a speaker series to focus on topics such as resiliency, mindfulness, physical fitness and leadership are expected to begin in the next few months.

The Sheriff's Office also worked with County Labor Relations to move forward with an updated Employee Assistant Program (EAP) vendor to provide better services to Sheriff's Office employees.



7. FISCAL YEAR 2023-2024 BUDGET PRIORITIES

The fiscal year 2023-2024 budget request focuses on the following priorities:

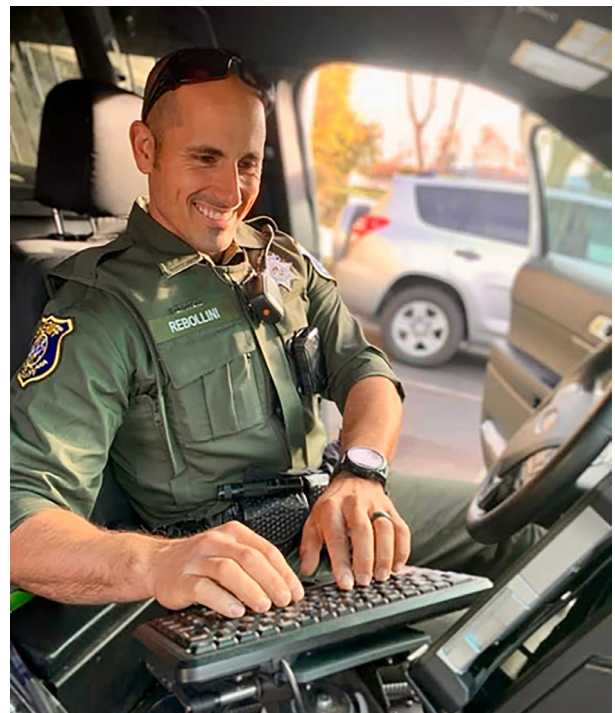
Stabilizing the Workforce: Santa Clara County has already taken action to slow the hemorrhaging of personnel from the Sheriff's Office. The current budget recommendations include requests for dedicated positions to support operations in various areas of the organization, such as recruitment, training, administrative oversight, community policing, psychiatric emergency response and information technology.



Professional Standards and Audits: A modern law enforcement organization requires accountability and oversight to build and maintain trust with the community and local leadership. This division will ensure compliance with the new legislative requirements, provide access to police

records to outside agencies such as the Office of Correction and Law Enforcement Monitoring (OCLEM) and the Attorney General's Office, as well as perform quality control audits across divisions, identify gaps for correction and provide recommendations to ensure best practices.

Information Technology: According to a recent survey by the Workforce Institute, 55% of state and local government employees feel strongly that outdated processes and technology make their work more difficult. The same is true for the Sheriff's Office staff, who rely heavily on technology to effectively and efficiently carry out their duties. Unless the Sheriff's Office continues to modernize and prioritize digital transformation, meeting community expectations will become increasingly difficult. The budget request includes investment in technology solutions, assets and staff. Our goals are to focus on the longer-term strategic vision of the organization, assess existing business processes and system capabilities, establish metrics to improve processes and efficiency, and balance and prioritize operational demands, disruptions and opportunities.



8. CONCLUSION

Sheriff Jonsen is laying the foundation for an increasingly effective, community-focused office with a strong and stable management structure. In so doing, he and his team are pursuing a series of initiatives that can lead to mutually supportive relationships with residents and businesses throughout Santa Clara County.

The initiatives, by necessity, are broad-based. They also seek to reduce stress in the workforce, stem the hemorrhaging of Office personnel, and implement programs that support care and rehabilitation for justice-housed individuals. The largest of these and other goals outlined in the report will undoubtedly be enhanced in future years. But guiding the overall efforts is a shared

determination to foster an environment that is inclusive, respectful and supportive – regardless of gender and racial diversity – not only for the Sheriff's Office team but also for members of the community.

The Office cannot carry out these missions in a vacuum. Rather, it will continue to work with interested community groups and county agencies to achieve the overarching goal: The creation of a Sheriff's Office that is a pride of the community.



9. EXECUTIVE BIOS



ROBERT JONSEN SHERIFF

Sheriff Bob Jonsen has been in law enforcement since 1986. Prior to being elected as the 29th Sheriff of Santa Clara County, he was the Chief of Police for Palo Alto Police Department (2018–2022). He was also the Chief of Police for the Menlo Park Police Department for five years where he led the organization to receiving the IACP/Cisco Community Policing Award.

Most of Sheriff Jonsen's career was with the Los Angeles County Sheriff's Department, where he worked for 27 years. His last command was as the Captain of Lancaster Sheriff's Station serving the City of Lancaster. Prior to being promoted to Captain, he was the coordinator of the Antelope Valley Crime Fighting Initiative (AVCFI), where he developed crime reduction strategies for a 1370-square-mile region. Significant crime reductions and greater community collaboration led to the AVCFI receiving the James Q. Wilson Award for Community Policing in 2010. Sheriff Jonsen also received the JQW Award a second time while Chief of the Menlo Park Police Department as well as the Helen Putnam Award for Excellence in Public Safety.

Sheriff Jonsen believes it is essential to provide personnel with the best training possible, so everyone can live healthy lives physically, mentally, and emotionally while serving their communities.

In 2018, Sheriff Jonsen became a certified instructor for Compassion Cultivation Training (CCT), a program developed at Stanford University by a team of contemplative scholars, clinical psychologists, and researchers. He also graduated as a trained mindfulness facilitator from UCLA's Semel Institute for Neuroscience and Human Behavior in 2020. Additionally, he's a Peer Coach for Resilience Immersion Training, a program designed specifically for public safety personnel and developed by the Mindful Badge Initiative and the University of California San Diego Center for Mindfulness.

Sheriff Jonsen was instrumental in bringing mindfulness training to the Menlo Park Police Department, where every employee received Resilience Immersion Training. He has facilitated mindfulness and CCT to public safety personnel throughout California and witnessed the profound impact it has had for participants both professionally and personally. He has co-developed resiliency programs for public service, with "Courageous Heart - The Human Behind the Badge" now being offered to law enforcement agencies across the state.

Sheriff Jonsen holds a Master's Degree in Organizational Leadership.



KEN BINDER

UNDERSHERIFF

Undersheriff Ken Binder began his law enforcement career with the Santa Clara County Sheriff's Office in 1999. Undersheriff Binder worked as a Patrol Deputy, Sexual Assault Investigator, and Homicide Detective Sergeant. He was also a member of the Sheriff's Emergency Response Team, Crime Scene Investigation Unit and Sheriff's Off-Road Enforcement Team, and was a Field Training Officer.

As a Lieutenant, Undersheriff Binder held positions as the Academy Director for the Sheriff's Office Basic Police Academy and as a Patrol Watch Commander.

As a Captain, Undersheriff Binder commanded the Investigations Bureau and the West Valley Patrol Division. The Investigations Bureau is responsible for all criminal investigations and follow up. The West Valley Patrol Division is responsible for all law enforcement services in the cities of Cupertino, Saratoga and Los Altos Hills, and in the unincorporated west valley response areas.

As an Assistant Sheriff, Undersheriff Binder oversaw Enforcement Operations with direct responsibility for six divisions: Headquarters Patrol, West Valley Patrol, Transit Patrol, Investigations, Special Operations, and Civil/Warrants.

In November of 2020, Undersheriff Binder was promoted to Undersheriff and began overseeing all daily operations of the Sheriff's Office while reporting directly to the Sheriff. Undersheriff Binder also held the Acting Sheriff role from October–December in 2022 before the current Sheriff-elect took Office.

Undersheriff Binder holds a Master of Arts in Criminal Justice from Arizona State University, a Bachelor of Science in Business Administration with a concentration in Finance from San Jose State University, and is a graduate of the FBI National Academy, Class 248.

In his spare time, Undersheriff Binder enjoys spending time with his family and participating in outdoor activities.



MICHAEL DOTY

ASSISTANT SHERIFF

Assistant Sheriff Michael Doty is a native of San Jose, California. He started his law enforcement career with the Santa Clara County Sheriff's Office in 1994 as a Reserve Deputy Sheriff. After building a foundation of community service and a passion for teaching, he ultimately joined the ranks of the Sheriff's Office as a regular Deputy Sheriff. He brings 25 years of Law Enforcement experience to the County of Santa Clara.

Assistant Sheriff Doty has had leadership oversight or been directly assigned to all major divisions within the Sheriff's Office during his career. He has promoted through the supervisory and management ranks with special emphasis and accomplishments in the areas of Criminal and Crime Scene Investigations, Forensic Pathology Investigations, Human Resources, Hiring and Recruitment, In-Service and Academy Training and Office of Emergency Services Incident Command.

Assistant Sheriff Doty was instrumental in major enhancements and modern development of the Sheriff's Office Training Division, which includes the initial certification and leadership of the POST Basic Police Academy at the Justice Training Center, the land acquisition and renovation of the Richey Training Facility and the design and fiscal approval for a Regional Emergency Vehicle Operations Center.

In July of 2018, Assistant Sheriff Doty promoted to his current rank assigned to provide executive leadership for the Support Services Bureau, which includes Court Security, Stanford University, Personnel Human Resources, Hiring and Recruitment, Academy and In-Service Training, and Valley Medical Center. In November of 2020, Assistant Sheriff Doty transferred to his current assignment where he provides executive leadership for the Enforcement Bureau, which includes Investigations, Headquarters Patrol, West Valley Patrol, Transit Patrol, Parks Patrol and Court Services.

Assistant Sheriff Doty attended the FBI National Academy in Quantico Virginia and graduated from Class 273. He has three children, Alexis, Miranda and Jayden and while off duty, he enjoys a wide variety of outdoor activities such as attending and hosting classic car shows, boating, motorcycle riding, and traveling.



DALIA RODRIGUEZ

ASSISTANT SHERIFF

Assistant Sheriff Dalia Rodriguez emigrated from El Salvador in the early 1980s and became an American citizen in 1997. She has a BA in Political Science from San Jose State University and numerous courses in Public Administration. She also attended the FBI National Academy in Quantico, Virginia, and is a proud member of FBINA Class 281.

AS Rodriguez has over 25 years of law enforcement experience working in Santa Clara County. She was hired in 1997 and graduated from the Basic Police Academy, SB16, at South Bay Training Academy in Evergreen. As a deputy, she worked at Headquarters Patrol and West Valley Patrol, providing service to the unincorporated areas of San Jose, Los Gatos, and the contract cities. In addition, she served as a member of the Sheriff's Community Oriented Policing Unit and started the first Sheriff's Office Youth Leadership Symposium.

As a sergeant, she was assigned to Investigations, Court Security, and County Counsel Investigator and was a member of the Crisis Negotiations Team. She was promoted to Lieutenant in 2008 and served as the South County Patrol Assistant Division Commander. As the Director of the Justice Training Center, she led the establishment and certification of the first Board of State and Community Corrections-Certified Correctional Academy and hosted the first Women in Law Enforcement Symposium. She was promoted to Captain in 2013, oversaw the Medical Examiner-Coroner's Office, and later the Civil Warrants and Special Operations Divisions.

AS Rodriguez currently oversees the Support Services Bureau, which includes Special Enforcement, Stanford University, Training and Professional Development, Records, and Santa Clara County Valley Medical Center Protective Services Division.



DAVID SEPULVEDA

ASSISTANT SHERIFF

Assistant Sheriff David Sepulveda was born and raised in San Jose, California, and currently resides in South Santa Clara County. He started his law enforcement career with the Santa Clara County Sheriff's Office in 1989. While a captain, he was assigned to oversee various Custody Bureau Divisions, including the Main Jail, Elmwood, Jail Reforms, Support Services, and Administrative Services, as well as the Transportation and Internal Affairs Units.

His early career afforded him opportunities to work as a Jail Training Officer (JTO), Emergency Response Team Member, and Acute Mental Health Unit officer, and he spent some time working at the now closed North County Jail in Palo Alto. As a sergeant, he held assignments in both the Classification and Internal Affairs Units. He also served as the Assistant Division Commander for both the Main Jail Division and Support Services Division, which included the Programs, Industries, and Food Services units.

Assistant Sheriff Sepulveda has been a two-time appointee to the California Board of State and Community Corrections (BSCC) Executive Steering Committee to update California Title 15 and 24 minimum jail standards. He is a 2008 Graduate of the San Jose-Silicon Valley Leadership Group, has served on several committees and workgroups for positive change such as the County Drought Task Force and Jail Reforms Workgroup, and is a long-standing member of the Bay Area Jail Managers Committee.



THUYET DANG

DIRECTOR OF ADMINISTRATIVE SERVICES

Thuyet emigrated from Vietnam in early 1990's to Sacramento, California, where she received her BA in Business Management, Accountancy, cum laude, at California State University, Sacramento. She has over 15 years of experience in financial accounting, fiscal control, budgeting, human resources, employee relations, employee benefits, information system and general administrative functions of city and county governments. She also holds a Certified Public Accountant (CPA) certificate and a Project Management Professional (PMP) certification.

She began her career in government and public administration in 2003 starting with Sacramento County Employees' Retirement System (Sacramento County) where she was a Senior Accounting Manager until 2018 responsible for the financial accounting, fiscal control, budgeting, human resources, employee relations, employee benefits, information systems and general administrative functions of a \$9 billion organization. She spearheaded and led a 5-year, \$20 million pension administration system implementation to ensure consistency in business process, rules, and calculations that improves data security and service delivery.

Prior to joining the Sheriff's Office as a Financial and Administrative Services Manager, Thuyet was also a Financial Services Manager with the City of Los Altos and a Director of Financial and Business Operations with the Finance Agency, Santa Clara County responsible for the Agency's financial strategy and business process, accounting functions having county-wide impact, and the general administrative functions of the Agency including financial, budgetary, fiscal control, human resources, employee relations, contract solicitation and procurement, asset management, emergency services, and record retention.

Thuyet has three children, Sean, Leila and Lilianne and enjoys hiking, biking, sewing and baking.



THANK YOU!

Contact us

(408) 808-4400

<https://countysheriff.sccgov.org>

so.website@shf.sccgov.org

55 West Younger Avenue

San Jose, CA 95110-1721