



COUNTY OF SONOMA

575 ADMINISTRATION
DRIVE, ROOM 102A
SANTA ROSA, CA 95403

SUMMARY REPORT

Agenda Date: 10/21/2025

To: Board of Supervisors

Department or Agency Name(s): Independent Office of Law Enforcement Review and Outreach

Staff Name and Phone Number: John Alden, 565-8570

Vote Requirement: Informational Only

Supervisory District(s): Countywide

Title:

The Independent Office of Law Enforcement Review and Outreach (IOLERO) State of the Office Report

Recommended Action:

Receive the IOLERO 2024-2025 Annual Report

Executive Summary:

The Independent Office of Law Enforcement Review and Outreach (IOLERO) was established by county ordinance in 2016, and expanded in 2020 by Measure P. The operational mission of IOLERO is to strengthen the relationship between the Sonoma County Sheriff's Office (SCSO or Sheriff's Office) and the community it serves through outreach and the promotion of greater transparency of law enforcement operations. More information about IOLERO's history and mission including copies of original documents can be viewed on IOLERO's website at: <https://sonomacounty.ca.gov/IOLERO/Who-We-Are/>.

To accomplish this goal, IOLERO audits certain complaints against the SCSO, directly investigates a smaller set of high-consequence SCSO incidents, and makes policy and training recommendations based on those audits and investigations. IOLERO also works with a Community Advisory Council (CAC) to conduct comprehensive community engagement, promote community-driven policy recommendations, support systemic reform, and build community partnership in law enforcement operations.

Today the Board is requested to receive the Fiscal Year 2024-2025 IOLERO Annual Report.

Discussion:

In 2024-2025, IOLERO completed our first independent investigations, as mandated by Measure P. The office recruited for, hired, and onboarded our first Chief Deputy Law Enforcement Auditor, a new position the office was able to add thanks to the support of the Board of Supervisors.

That said, for most of the year IOLERO had only 1.5 FTE of its current 3.5 FTE auditor positions filled. As a result, the Office's case backlog stayed the same this year as last year, even though each individual auditor's productivity increased. The Office is looking forward to improving that backlog next year now that all positions are filled. IOLERO also found access to information at the Sheriff's Office related to Whistleblower and Deputy-Involved Shooting cases was less than envisioned in Measure P. The Office will continue to work to improve access over the next year.

Our Community Advisory Council (CAC) finished a wide variety of new projects this year: a report on Racial Identity Profiling Act (RIPA) data about who the Sheriff's Office stops, arrests, and searches; recommendations for hiring and recruiting at the Sheriff's Office; and working with the Sheriff on outreach about how the Sheriff limits its communications with ICE. The CAC also expanded language access so that monolingual Spanish speakers can fully participate in meetings as CAC members, Ad Hoc members, and members of the public.

The staff of IOLERO appreciate the support of the community. It is an honor to serve the people of Sonoma County by fostering transparency, accountability, and collaboration between the community and Sonoma County Sheriff's Office. The Office takes that responsibility seriously and appreciates the community's trust in its ability and desire to do this essential work.

Strategic Plan:

This item directly supports the County's Five-year Strategic Plan and is aligned with the following pillar, goal, and objective.

Pillar: Healthy and Safe Communities

Goal: Goal 5: Continue to invest in public safety so that residents and visitors feel safe in our community.

Objective: Objective 1: Continue to invest in cultural responsiveness and de-escalation training and techniques for County law enforcement workforce.

Pillar: Healthy and Safe Communities

Goal: Goal 5: Continue to invest in public safety so that residents and visitors feel safe in our community.

Objective: Objective 5: Conduct outreach and engagement campaign with communities to build and strengthen community and law enforcement relationships, including education on the difference between calling 2-1-1 and 9-1-1.

Racial Equity:

Was this item identified as an opportunity to apply the Racial Equity Toolkit?

No

Prior Board Actions:

N/A.

FISCAL SUMMARY**Narrative Explanation of Fiscal Impacts:**

There are no budget impacts associated with this item.

Narrative Explanation of Staffing Impacts (If Required):

There are no staffing impacts associated with this item.

Agenda Date: 10/21/2025

Attachments:

Attachment I - IOLERO Annual Report 2024-2025

Attachment II - Sheriff's Office Response to FY 24-25 IOLERO Annual Report

Attachment III - Presentation

Related Items "On File" with the Clerk of the Board:

None.