



**INDEPENDENT OFFICE OF LAW ENFORCEMENT
REVIEW AND OUTREACH (IOLERO)**

County of Sonoma

**John Alden
Director**

3333 Mendocino Avenue, Suite 240
Santa Rosa, CA 95403

Phone: (707) 565-1534

Email: IOLERO@sonomacounty.gov

DATE: March 11, 2026

TO: Sonoma County Board of Supervisors
Members of the Community Advisory Council (CAC)

FROM: Lorena Barrera, CAC Chair
Nancy Pemberton, CAC Vice Chair
John Alden, IOLERO Director

RE: Work Plan from CAC 2026 Strategic Planning Workshop

Over the last three years, the Community Advisory Council (CAC) has held a Strategic Planning Workshop (also known as “retreat,”) at the beginning of each calendar year to review the prior year’s work and to determine what tasks the CAC may focus on in the coming year. At this year’s Workshop held on Saturday, January 10, 2026, the CAC discussed the use of the Ad Hoc Committees (ad hocs) in 2025, community engagement opportunities and possible ad hoc progress and policy areas for 2026. This memo documents the priorities identified by the CAC through its decision to retain one of its ad hocs from 2025, to expand a second ad hoc from 2025 and to create three new ad hocs. SMART (Specific, Measurable, Achievable, Relevant, and Time-Bound) goals were - defined for every ad hoc to focus more on concrete results for 2026.

PRIORITY POLICY AREAS, AD HOC PROGRESS AND SMART GOALS

The CAC identified its completed work which included the following:

- Through a [written letter](#), the CAC approved changes to the current canine policy of the Sheriff’s Office, recommended by the canine ad hoc committee. The Sheriff’s Office adopted certain of the recommended changes to policy and rejected other changes to policy.

- The Community Engagement on ICE Ad Hoc created an informational flyer summarizing Sonoma County Sheriff's Office (SCSO) immigration policy highlights and linking community members to the County of Sonoma "[Support for Immigrant Communities](#)" [webpage](#).
- The Community Engagement ad hoc created and adopted a CAC Playbook and Standard Operating Procedures Guide.
- The RIPA Ad Hoc Committee made [several recommendations](#) relating to improving the collection and reporting of RIPA data. The ad Hoc also wrote recommendations to the California RIPA Board via a [formal letter](#).
- The CAC approved a [resolution censuring the Sheriff](#) for lack of cooperation with IOLERO in its investigation into the killing of David Pelaez-Chavez.

These reports/recommendations can be found on the [CAC portion of the IOLERO webpage](#).

PRIORITIES FOR 2026

In response to community priorities and evolving policy discussions, the CAC established several ad hoc committees to guide its 2026 work. These include Language Access, IOLERO Investigative Authority, and Jail Programming. The CAC also continued its Community Engagement ad hoc and expanded the Community Engagement on ICE to include other immigration-related work.

The work identified for 2026 is outlined below and follows the effective objective-setting framework described above (SMART goals).

1. Language Access Ad Hoc Committee

The Language Access Ad Hoc will conduct a seven-month review to evaluate and improve language access policies and practices. The first phase will analyze existing policies, including the County Language Access Plan, Sheriff's Office procedures, and bilingual pay program, to identify compliance gaps and areas needing clarification. Next, the group will assess real-world implementation by reviewing call-for-service practices, available data, and comparing practices with similar California law enforcement agencies. Based on these findings, the Ad Hoc will develop prioritized policy recommendations addressing operational risks, documentation, data tracking, and supervisory oversight, and present a final report to the CAC in November. The group will also consider future training tools to help deputies and dispatch better identify and respond to language needs.

2. Jail Programming Ad Hoc Committee

The Jail Programming Ad Hoc will review programming at the Main Adult Detention Facility (MADF) to identify opportunities to improve rehabilitative and reentry services using community partnerships and evidence-based practices. The committee will assess current offerings—such as substance abuse treatment, violence prevention, education, and vocational programs—and determine service gaps following pandemic-related reductions. Members will also research best practices from comparable facilities and gather input from community organizations, impacted individuals, and subject-matter experts. Using these findings, the group will develop actionable recommendations for the Sheriff's Office to strengthen programming and reduce recidivism. The work will occur in phases during 2026, including assessment and research, community engagement, and final recommendations presented to the CAC in the fall.

3. Community Engagement Ad Hoc Committee

The Community Engagement Ad Hoc plans to expand outreach by building relationships with community organizations across supervisorial districts through presentations, tabling, and regular participation in local events. The group will also develop a comprehensive communications and outreach plan outlining target audiences, media and digital strategies, roles for CAC members, and methods to track engagement. In addition, the Ad Hoc will increase public awareness of the annual report by creating accessible summaries and pursuing media opportunities. Work will occur in phases throughout 2026, beginning with planning, followed by implementation and tracking, and concluding with reporting and refinement.

4. Immigration and SCSO Ad Hoc Committee

The Immigration and SCSO Ad Hoc developed several goals to improve transparency, due process protections, and community trust related to interactions with immigration authorities. First, the group will recommend that individuals in custody be promptly notified when immigration authorities request information about them and be provided with available legal resources. The Ad Hoc will also review how the Sheriff's Office handles informal requests for information from immigration authorities and propose clearer tracking and communication practices to reduce community suspicion.

Additionally, members will examine which criminal convictions trigger notifications to immigration authorities and consider recommendations to further limit those notifications. Finally, the group will explore, through research and community engagement, whether reducing or ending all cooperation with immigration authorities is feasible and supported by the broader community.

5. IOLERO Investigative Authority Ad Hoc Committee

The IOLERO Investigation Authority Ad Hoc will focus on clarifying and strengthening the agency's investigative powers during 2026. The group will publicize a court ruling confirming the Director's Inspector General authority and brief the Board of Supervisors to ensure shared understanding of oversight responsibilities. Members will also research how IOLERO could obtain compelled, immunized interviews and identify any legal or institutional barriers to conducting investigations. Finally, the Ad Hoc will gather input from stakeholders and publish a report outlining impediments and recommendations to improve transparency and accountability by the end of the year.

The CAC's 2026 Work Plan reflects a thoughtful and intentional shift toward enhanced productivity, strengthened partnerships with the SCSO and community organizations, and more meaningful public engagement.

On behalf of the CAC,

Lorena Barrera and Nancy Pemberton
CAC Chair and Vice Chair

John Alden
Director of IOLERO

