To Whom It May Concern,

I am writing this recommendation on behalf of Michael Kim. I have known Mike for over seventeen years as a co-worker in the San Francisco Sheriff's Department. I have supervised Mike in the capacity of basically all levels of our Department's chain of command (as a Sergeant, Lieutenant, Captain, and Assistant Sheriff). In addition to regular duty assignments, we have served together in both the Department's Emergency Services Unit (ESU), and as members of the Special Response Team (tactical unit).

As for my direct interactions with Mike as a co-worker, he has always demonstrated loyalty and camaraderie to fellow Deputies. He possesses leadership attributes that come out in group dynamics. He has always been the first one there and the last one to leave. His experience and personality led him to provide valuable guidance to less-experienced Deputies, and contributed to a safer environment regardless of his assignment.

As a Sergeant, Mike further applied his leadership traits as he served in different assignments as a line supervisor. He had a reputation as a sergeant who completed tasks and held staff accountable for their actions (or inactions). He was very proficient at administrative requirements of supervisors as relates to payroll, staffing, personnel, and incident documentation. As the coordinator for the ESU, he was responsible for overseeing training and special duty assignments for four platoons (120 Deputies).

Perhaps the closest that I have worked with Mike, and the experience that most exposed me to the content of his character, was our work together on the SRT, the Department's SWAT team. Mike was a team leader and performed exceptionally well during critical incidents and highly stressful situations. He functioned especially well as a lead member, always willing to step into a void regardless of rank. During the many years that we have worked together on the team, the SRT has grown in its size, responsibilities, and expectations with his help and contributions.

On a personal level, Mike has always been loyal and committed to his family and friends. He is a great father to [redacted], and coaches her in softball. For many years, he has volunteered with me for the Self Help for the Elderly non-profit, and every Thanksgiving Day we coordinate delivery and serving meals to the elderly and infirm before spending time with our families. His commitment to this transcends an obligation to the job or Department, and is indicative of his good character.

Thank you for the opportunity to share my experiences with Mike. If you have any further questions, please feel free to contact me.

Regards

Paul Miyamoto

Captain, San Francisco Sheriff's Department

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