To Whom It May Concern,

I am writing this letter on behalf of Michael Kim. I have known Mike for over 26 years, seventeen of those as a peer and co-worker in the San Francisco Sheriff's Office. 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). When he was no longer employed with the Sheriff's Office, we continued our friendship.

Mike continued employment with the City and County of San Francisco at the War Memorial Veteran's Building as a Building and Grounds Officer. His characteristics of leadership, experience and personality led to his eventual role as a supervisor.

His reputation as a Sheriff's sergeant continued into his role as a supervisor 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.

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.

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.

As the elected Sheriff of San Francisco, one of my responsibilities is the hiring of sworn members of the Department. I am familiar with what Mike experienced both when he left the Sheriff's Office, as well as his experiences at the War Memorial Veteran's Building. I have no concerns at this time of bringing him back as a member of the Sheriff's Office.

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

Sheriff of the City and County of San Francisco

Office [redacted]

Cell [redacted]