



BOARD OF SUPERVISORS

NIKKI FORTUNATO BAS
SUPERVISOR, FIFTH DISTRICT

January 22, 2026

Honorable Board of Supervisors
County of Alameda
1221 Oak Street, Suite 536
Oakland, CA 94612

**SUBJECT: ADOPT TWO POLICIES TO IMPROVE COUNTY READINESS FOR
INCREASED IMMIGRATION ENFORCEMENT:**

- 1. DIRECT THE COUNTY ADMINISTRATOR TO CREATE A
RESPONSE PLAN FOR IMMIGRATION ENFORCEMENT
ACTIVITY AND PROVIDE A STATUS UPDATE AT THE NEXT
ALAMEDA COUNTY TOGETHER FOR ALL AD HOC
COMMITTEE MEETING; AND**
- 2. APPROVE A RESOLUTION ADOPTING THE COUNTY OF
ALAMEDA POLICY PROHIBITING THE USE OF
COUNTY-OWNED OR COUNTY-CONTROLLED PROPERTIES
FOR FEDERAL CIVIL IMMIGRATION ENFORCEMENT
ACTIVITIES INCLUDING STAGING AREAS, PROCESSING
LOCATIONS, OR OPERATIONS BASES**

Dear Board Members:

The Alameda County Together for All Ad Hoc Committee respectfully requests your consideration and approval of the following recommendations. The ACT Ad Hoc Committee heard these proposals at our November 6, 2025 and January 15, 2026 meetings. We heard comments from our department and agency leadership as well as the public. These comments include: AC Health, Social Service Agency, General Services Agency, AC Sheriff's Office, District Attorney's Office, Public Defender's Office, and Probation Department.

RECOMMENDATIONS:

1. Direct the County Administrator to develop a comprehensive response plan for immigration enforcement activity, and provide a status update at the next Alameda County Together for All Ad Hoc Committee meeting. The plan should include:
 - a. unified training, reporting, and communication protocols, as well as scenario planning and practice exercises;
 - b. convening public safety agencies;
 - c. facilitating an interagency meeting among all relevant County departments and agencies, in collaboration with AC Health's Equity Office and the County Administrator's Office of Equity; and
 - d. Engaging key partners such as Alameda Health System and labor organizations.
2. Approve a resolution adopting the County of Alameda policy prohibiting the use of county-owned and county-controlled properties for federal civil immigration enforcement activities, including staging areas, processing locations, or operations bases; directing the County Administrator to implement the resolution effective immediately and provide a status update at the next Alameda County Together for All Ad Hoc Committee meeting.

BACKGROUND

In 2016, the Board of Supervisors declared Alameda County a Welcoming County, recognizing the value of immigrant integration and ensuring our policies, programs, and initiatives reflect the diversity and strength of our community. The Board went on to establish an Ad Hoc Committee on Immigrant and Refugee Support on December 6, 2016, recognizing the urgent need to ensure safe access to government services in an era of heightened federal immigration enforcement as well as draconian budget and policy attacks on the social safety net.

Shepherded by the leadership of the late Supervisors Wilma Chan and Richard Valle, the [Ad Hoc Committee's final report in 2021](#) provided a roadmap for ongoing support and progress and reaffirmed Alameda County's steadfast dedication to uplifting all residents, regardless of their background.

Following the November 2024 presidential election, [the Public Protection Committee convened a hearing on December 19, 2024 to receive an update from the Immigration Representation Unit of the Alameda County Public Defender's Office recognizing the immediate need to readdress the County's efforts to safeguard immigrant and refugee rights](#) in light of the incoming administration's stated priorities to vastly expand Immigration and Customs Enforcement (ICE)'s enforcement while blocking access to essential county services through policy changes and budget cuts.

In anticipation of federal policy changes and budgets that would adversely impact county residents, the Alameda County Board of Supervisors approved the creation of the [Alameda County Together for All \(ACT\) Ad Hoc Committee](#) on January 28, 2025 to provide coordinated support for vulnerable populations, further building upon the legacy of the late Supervisors Wilma Chan and Richard Valle while addressing a broader range of community needs and safety net impacts. The ACT Ad Hoc Committee has met regularly since February 6, 2025 to advance critical work with Supervisor Fortunato Bas as Chair and Supervisor Márquez as Vice Chair.

One of the Committee's first actions was to advance a recommendation to fund critical legal assistance and other support services for immigrant and refugee communities. [Our Board unanimously approved the recommendation on March 11, 2025](#), providing an emergency allocation of \$3.5 million to protect our immigrant and refugee communities. [On October 14, 2025](#), our Board unanimously approved an additional allocation of \$3.57 million to respond to the rising threats and negative impacts of immigration enforcement.

DISCUSSION/SUMMARY

Under the federal budget H.R. 1, ICE will receive an additional \$75 billion over four years, a funding surge that represents more than a 300% increase in enforcement and detention capacity and makes ICE the most well-funded federal law enforcement agency in U.S. history.

On October 22, 2025, there were confirmed reports of planned large-scale immigration enforcement activities in the San Francisco Bay Area with agents stationed at Coast Guard Island in Alameda, CA. Two members of our community were injured by gunshot wounds by ICE agents and one additional community member, a faith leader, was shot with a [chemical weapon](#) and severely injured.

Since Trump's immigration crackdown in Los Angeles last summer, there have been [17 incidents in which immigration agents opened fire](#). In the past month, two people have been shot and killed by ICE agents – Renee Good in Minneapolis and Keith Porter in Southern California.

To help address the potential local impacts from this national surge in ICE enforcement and the accompanying rising violence and harm, Supervisor Fortunato Bas introduced two policy proposals, drawing on lessons from Los Angeles, Chicago, Portland, and Santa Clara County. These proposals were first heard at the November 6, 2025 ACT Committee meeting ([video here](#)), where we learned about current plans from AC Health and the Social Services Agency. The committee continued the hearing to January 15, 2026 ([video here](#)) in order to incorporate feedback from the General Services Agency and our Public Safety Departments – Alameda County Sheriff's Office, District Attorney's Office, Probation Department, and Public Defender's Office. The departments were invited to discuss current policies, experiences and lessons

learned, operational considerations, and opportunities for alignment and coordination with these proposed policies.

RECOMMENDATION #1: Response Plan to Immigration Enforcement Activities

It is imperative that Alameda County be fully prepared for any impending attacks on our community due to increased immigration enforcement and collaborate with our cities, neighboring Bay Area counties, hospitals and healthcare facilities, and agencies including education, transit, and the Port of Oakland.

The creation of a county response plan will better prepare county staff and community members to support immigrant and refugee communities, as well as the general public, in staying safe and continuing to access our county services. Based on [similar work done in Santa Clara County](#), a response plan for immigration enforcement activities should include, but not be limited to, the following:

- Workplan Framework
 - Builds off Vision 2036 goals and Board direction
 - Emphasizes rapid coordination among County agencies/departments and CBO partners to protect individual rights, ensure access to services, and promote public safety
 - Is informed by existing work by County agencies/departments and CBO partners serving immigrants and refugees, as well as by counterparts in other counties
- Existing and Ongoing Preparation Efforts
 - Legal Actions
 - Legislative Efforts
 - Community Partnerships
 - Advocacy for Children and Families
 - Media
- Tiered Community and County Responses
 - Targeted Enforcement
 - Non-Targeted Enforcement
 - Enforcement in Sensitive Non-Public Spaces
 - Mass raids
- Post-Event Process Considerations, focused on community restoration and healing

Drawing on feedback from our own Alameda County community and examples from cities, such as Los Angeles, Chicago and Portland, specific actions that would be helpful, if they are not already in place, include:

- 1) Protocols for communications with County employees, other law enforcement agencies, Alameda County cities, neighboring counties, and other government agencies, building off existing Emergency Operations Center protocols.
- 2) Trainings for all County Staff and security personnel, to include:
 - a) Compliance with State and County law prohibiting collaboration with federal immigration enforcement and development of preparedness plans.
 - b) What to do if immigration enforcement activities take place at work.
- 3) Safeguarding our workplaces, employees, and clients by:
 - a) Requiring the posting of signage at all County owned and leased buildings designating private areas for authorized personnel or staff.
 - b) Directing staff to conduct client business in private areas, where possible.
 - c) Providing “red cards” and posting Know Your Rights (KYR) information in lobbies, waiting rooms, and at community events.
 - d) Requesting 211 to provide KYR information.
 - e) Identifying community organizations that can provide KYR information to community members, businesses, and partner organizations.
 - f) Ensuring that community-facing County staff have access to a supply of red cards in multiple languages and know how to connect community organizations and clients to Know your Rights (KYR) resources.
 - g) Reporting immigration enforcement incidents to Alameda County Immigrant Legal Education Partnership (ACILEP), the rapid response hotline.
 - h) Requiring documentation of incidents, including, if possible, video recording
 - i) Adopting an indemnification policy, such as the [Santa Clara County Officers and Employees Indemnification Policy](#).
 - j) Directing community-facing agencies, especially AC Health and SSA, to recommend assistance programs and services for families impacted by federal enforcement actions, and to develop alternative modes of service delivery, if needed and approved by state and federal regulations.
 - k) Directing Alameda County agencies/departments to review and report to the Alameda County Board of Supervisors their data collection, sharing and storage policies and practices, per state regulations, to ensure immigrant privacy protections.
- 4) Protecting our court houses and other public safety facilities by doing the following and noting that guidance must come from the State Judicial Council and Presiding Judge:
 - a) Posting signage at courthouse entry points requiring ICE agents and all law enforcement personnel to identify themselves upon entry, whether in uniform or plainclothes.
 - b) Requiring all agencies to commit to not cooperate with ICE enforcement actions by prohibiting employees from affirmatively contacting ICE, sharing information

about individuals' court or probation appointments, case status or immigration status with ICE.

- c) Developing a protocol for requiring all agencies/departments to commit to promptly notify each other upon learning of any planned or active ICE enforcement action occurring at or near the courthouse or jail.

5) Protecting our hospitals and healthcare facilities by ensuring that:

- a) Immigration enforcement personnel shall not obstruct or interfere with medical care. Violations shall result in removal from patient care areas, and repeat violations may result in removal from the premises.
- b) No immigration enforcement officer may make or influence medical decisions, nor may they serve as interpreters or surrogate decision-makers.
- c) All hospital staff must maintain patient privacy standards as outlined by HIPAA and the Confidentiality Medical Information Act. There is no legal exception for immigration enforcement officers to share protected health information without patient consent. Providers and hospital leadership are liable under civil and criminal law for violations of HIPAA.
- d) Hospital staff must ask immigration enforcement officers to step out of the room when discussing any matters pertaining to patient care or performing any physical examination.
- e) If immigration enforcement officers refuse to comply, staff shall document the actions, name, and badge number of the officers and report the violation using available safety violation reporting mechanisms. In addition, staff shall alert appropriate management within the healthcare facility and the supervising agent/officer with immigration enforcement of the violation.

In addition, the [Santa Clara County Board of Supervisors are crafting a plan on how the county can coordinate a regional response to immigration enforcement activities](#). They are engaging neighboring counties for information sharing, thought partnership, and coordination for a regional response plan. ACT For All Committee members Supervisor Fortunato Bas and Supervisor Márquez, as well as County staff, have been participating in these efforts. An Alameda County plan will enable us to prepare as a region, recognizing that many of our residents commute across county boundaries to live, work, and recreate.

RECOMMENDATION #2: Equitable Access to County Services, commonly known as “Ice-Free Zones” Policy

On October 6, 2025, the City of Chicago took historic steps by declaring city-owned properties “ICE-Free Zones,” restricting the use of municipal facilities, including parking lots, garages, and vacant land, for federal civil immigration enforcement activities.

Locally, jurisdictions surrounding us are advancing these policies. [Santa Clara County Board of Supervisors voted unanimously on December 9, 2025 to adopt an ordinance to restrict immigration enforcement on county-owned or controlled property and adopt an immigration enforcement response plan.](#) San Jose City Council voted unanimously on January 13, 2026 to adopt a policy to prohibit city-owned or controlled parking lots, garages, and open spaces from being used as operations bases and staging or processing areas for immigration enforcement. On January 13, 2026, Los Angeles County Board of Supervisors approved a motion directing their staff to return within 30 days with an ordinance for consideration. On December 9, 2025, San Francisco City and County introduced an ordinance to prohibit the use of County-owned property without authorization and authorizing the City Attorney to bring a cause of action to anyone who violates it.

Current Alameda County policies do not explicitly restrict federal immigration enforcement agencies from using county-owned or county controlled land or facilities for operations, staging, or surveillance. Without such protections, county public assets may be inadvertently weaponized against the very communities we are sworn to serve – eroding trust in local government.

The policy prohibits the use of County-owned or County-controlled properties, including parking lots, vacant lots, garages, or nonpublic areas of buildings for staging areas, processing locations, or operations bases for the purpose of civil immigration enforcement.

Implementation and Enforcement

- Identify all county-owned and county-controlled properties that could potentially be used for immigration enforcement staging, processing, or surveillance.
- Ensure that, wherever appropriate, physical barriers such as locked gates are used to limit access to County-owned and controlled parking lots, vacant lots, and garages.
- Establish a process for posting clear signage on county-owned or county-controlled properties designating that the property cannot be used for any purposes not expressly authorized by the County, as well as making that signage available free of charge for private property owners or renters that wish to delineate non-public areas of their property.
- Develop procedures requiring county staff to report any federal attempts to use county-owned or county-controlled property for immigration enforcement operations and ensure incidents are communicated to the County Administrator's Office, County Counsel, Public Safety Offices (ACSO, DA, PD, & Probation) and the Board of Supervisors.
- The County Administrator or her designee shall develop the procedures necessary to implement this policy and report progress at the following Alameda County Together for All Ad Hoc Committee meeting.

- These implementation procedures shall provide a clear reporting policy consistent with the response plan for immigration enforcement activity.

Identification of Federal Immigration Officers

- The County calls on federal immigration enforcement officers performing official business in the County to identify themselves as federal immigration enforcement officers and to make clear that they are not officers, agents, or employees of the County, and to comply with all State and Federal legal protections afforded to County residents.

Current County Response Plans

Below are brief summaries from the departmental presentations at the November and January ACT committee meetings.

Alameda County Health

- Internal cross-agency group, since December 2024
- Instituted a modified incident command structure within the agency
- Facilities:
 - have clearly marked public and private areas; ICE not allowed in any areas designated for patient care
 - all buildings have up-to-date protocols on building-specific security
 - most buildings have key card access for anything not publicly designated
 - HIPAA adds extra protections to what we can and cannot share about clients; don't share data on anyone, and all staff & contractors are required to be trained on HIPAA
- Staff support & training
 - open-door policy with staff in terms of if they need any support, developing culture of compassion & acceptance
 - guidance about what to do if ICE or other law enforcement show up at our buildings
 - access to Know Your Rights (KYR) resources and the ability to connect with rapid resource community organizations to connect any clients
- AC Health is focused on ensuring access to care, assessing the needs of specific communities that are being targeted, and focusing on information and guidance to their community and partners, and continuing to engage and build with trusted messengers in the community to do that

Social Services Agency

- Invested over \$90 million in services for immigrant & refugee communities since 2017
- Internal agency workgroup on immigration, since January 2025, to inform strategy and serve as a communication hub with departments and partners

- Communications
 - updated resource guide for immigrants on programs & services offered by SSA & partners
 - guidance for staff and partners for potential encounters with ICE
 - distributed over 1,200 red cards to offices and clients
 - added signage restricting access of non-SSA staff to non-public areas in offices
- Interim coordination of immigrant & refugee services to support current work and creation of future Office of Immigrant & Refugee Affairs
- In July 2025, SSA and the Mexican Consulate entered into an MOU with the purpose to protect Mexican minors by providing a mechanism for early identification of them and their families to preserve, rehabilitate, and reunite these families

General Services Agency

- Since October 2025, majority of County facilities (owned and leased) have signage that designates which parts are public versus for “authorized personnel only”
- Developing/updating emergency protocols
- Ensuring training of staff and security personnel, including for distinguishing judicial warrants
- County owned properties are listed in the Capital Improvement Plan
- Identifying properties that could potentially be used for immigration enforcement activities

Alameda County Sheriff's Office

- Clear directives on how they do/do not communicate with ICE
- No civil detainees at Santa Rita Jail
- Communicate with ACILEP to verify possible ICE activities, and respond to calls for service from the public to verify unknown activities as well
- Encourage all law enforcement to be clearly identifiable
- Cannot intervene in any other law enforcement action whether they agree with it or not. Can communicate what they're doing to facilitate support for the individual. Can ask what their business is and verify that they are in fact law enforcement.
- Communicating across Alameda County law enforcement agencies to be aligned
- Support community free speech and encourage doing so safely in a way that doesn't physically endanger anyone
- Provide security at the Courthouses, reviewing recent directive from Presiding Judge and awaiting State guidance

District Attorney's Office

- Do not collect immigration status of victims nor people who are charged
- Sometimes immigration information comes from the defense counsel

- ICE prohibited from entering their offices
- If any concerns about potential immigration enforcement, staff know to contact DA Jones Dickson
- New Court directive is clarifying that you must have lawful business to enter, also need guidance from the State
- Look to California Attorney General for specific direction to DAs

Probation Department

- Committed to upholding public safety, complying with State and Federal laws, while ensuring equity, fairness, trust
- No information sharing, especially for juveniles, confidentiality policies
- Low population of immigrant youth
- Zero (0) immigration detainees, holds, transfers
- Support countywide guidance and trainings, and working with other agencies and community partners

Public Defender's Office

- These policies will protect our community from aggressive ICE actions, such as the recent ICE agent killings, kidnappings, attacking peaceful protestors. ICE agents acting as if they are above the law.
- 2025 saw 32 people lose their lives in ICE custody
- Immigration courts are dead – absent of due process
- 100 immigration judges have been fired across the country; Feds are recruiting deportation judges
- In Alameda County, six (6) clients were arrested in or near courthouses. One young lady was accompanying her mom, who had the actual court appointment. She is 19 years old. Fortunately, the Office's immigration lawyers found her in detention in San Francisco; the conditions were dangerous, unsanitary, and inhumane.
- People are looking to us to provide basic protections

COORDINATION & PUBLIC OUTREACH/ INTEREST:

These proposals were first developed for emergency Board consideration in October when the ICE and Customs and Border Patrol surge began. When the surge was called off, we scheduled the proposals to the November ACT committee meeting. I am grateful to my counterparts around the region and country who inspired these policies to better protect our communities and the services we provide.

My office would like to extend our sincere gratitude to County staff across departments for their dedication, professionalism, and unwavering commitment to protecting our communities and

providing essential services. AC Health and SSA provided helpful feedback on the draft response plan proposal. County Counsel provided essential legal guidance on the ICE Free Zones resolution. AC Health, SSA, GSA and each public safety office offered critical information and comments. We are thankful to the CAO and each department for their time, expertise, and candid engagement in sharing current policies, operational experiences, lessons learned, and opportunities for alignment and coordination.

We also offer our deep appreciation to our community and governmental partners for their thoughtful input and collaboration, and to every public speaker and resident who provided input on these two policies. Their willingness to engage across disciplines, center the lived experiences of immigrant and refugee communities, and contribute practical insights has strengthened these recommendations and ensured they are both legally sound and operationally grounded.

With engagement through the ACT committee and ACT Vice Chair Supervisor Márquez, this work reflects a shared commitment to protecting access to services, upholding the law, and advancing the safety, dignity, and well-being of all Alameda County residents. ***Our goal is simple: every resident should be able to access health care, courts, schools, and public services without fear. Coordinated response plans and ICE-Free Zones are essential tools in building community safety and power during this time.*** We are deeply grateful for the collective effort that has made this progress possible, and respectfully request the Board's approval of these two policies.

FINANCING:

There is no immediate fiscal impact. There will be nominal costs related to signage to restrict immigration enforcement activities and other unauthorized activities.

VISION 2036 GOAL:

Providing supportive services to Alameda County immigrant and refugee families meet the 10X goal pathways **Employment for All, Health for All, and Eliminate Poverty & Hunger** in support of our shared vision of **Safe & Livable Communities** and **Thriving & Resilient Populations**.

Respectfully submitted,



Nikki Fortunato Bas, Supervisor
Alameda County Board of Supervisors

Fifth District

cc: Auditor-Controller
County Administrator
County Counsel

Attachments:

- A. [Proposed Alameda County ICE-Free Zones Resolution](#)
- B. [Santa Clara County Immigration Enforcement Response Workplan](#)

**A RESOLUTION ADOPTING THE COUNTY OF ALAMEDA POLICY PROHIBITING
THE USE OF COUNTY-OWNED OR COUNTY-CONTROLLED PROPERTIES FOR
FEDERAL CIVIL IMMIGRATION ENFORCEMENT ACTIVITIES INCLUDING
STAGING AREAS, PROCESSING LOCATIONS,
OR OPERATIONS BASES**

RESOLUTION NUMBER R-_____

WHEREAS, in 2016, the Board of Supervisors declared and affirmed that the County of Alameda is a Welcoming County committed to bringing immigrants and refugees and the broader community together to develop policies, programs, and initiatives that build welcoming communities and provide all residents with the knowledge and tools to thrive and fully participate in their communities; and

WHEREAS, the County of Alameda is committed to ensuring the safety, dignity, and human rights of all our residents, regardless of race, religion, immigration status, or national origin; and

WHEREAS, civil immigration enforcement activities have historically undermined community trust, spread fear, and created barriers to refugee and immigrant community members accessing essential County services, seeking basic health services, and reporting crime to local law enforcement, contributed to increased absenteeism from work, and disrupted schooling to the detriment of all County residents; and

WHEREAS, throughout the State and Nation there has been an increase of incidents of arrests of both citizens and non-citizens by masked non-uniformed plain-clothed federal agents. Often these agents will not have visible names, officer identification numbers, or other individually identifying information on their person. This practice causes confusion, fear, and panic because community members have no way of knowing whether these agents are exercising legitimate authority or committing a crime thereby spreading distrust in law enforcement and harming public safety for all County residents; and

WHEREAS, the County of Alameda has long recognized that public safety is best achieved through trust and collaboration between residents and local government, not through the militarization or deputization of County resources in service of civil immigration enforcement; and

WHEREAS, the Alameda County Sheriff's Office General Order 1.24 revised on October 1, 2025 describes the Alameda County Sheriff's Office (ACSO) Zero-Contact policy with immigration officials, except when a criminal warrant has been signed by a judge; and

WHEREAS, in recent months, the County has observed across the country the commandeering of county, and city-owned facilities for immigration enforcement, an activity that is solely the responsibility of the

federal government; and

WHEREAS, the unauthorized use of County resources, property, or personnel to facilitate civil immigration enforcement actions ignores the intended purposes of such assets and interferes with and undermines the County's authority over, and its use of, its own limited resources, property, and personnel; and

WHEREAS, in this time of economic difficulties the County seeks to ensure that the County's resources, property, and personnel are used and expended only in furtherance of the objectives for which they are allocated and not used for the purposes of civil immigration enforcement which would divert County resources from programs beneficial to the County and its residents; and

WHEREAS, the use of County resources, property, or personnel to facilitate civil immigration enforcement actions is inconsistent with, and undermines both the spirit and intent of, the County's Welcoming County policy; and

WHEREAS, such use of County resources further erodes trust between refugee and immigrant communities and local law enforcement, weakening the relationships that are essential to ensuring public safety; and

WHEREAS, consistent with Alameda County's long-standing commitment to equity, inclusion, public safety, and ensuring access to essential services for all residents regardless of immigration status, numerous jurisdictions across the United States have recently adopted, or are actively considering, ICE-Free Zones or similar policies to preserve trust between immigrant communities and local government and to prevent fear from deterring residents from accessing public services, including California jurisdictions such as Santa Clara County, the City and County of San Francisco, Los Angeles County, San Mateo County, and the City of Berkeley; Illinois jurisdictions including the City of Chicago and Cook County; the City of Boston, Massachusetts; New Jersey jurisdictions including Hoboken, Jersey City, Newark, and Paterson; New York jurisdictions including New York City and Rochester; and the cities of Portland, Oregon; Seattle, Washington; Denver, Colorado; and Albuquerque, New Mexico, reflecting a shared commitment to protecting civil rights, promoting community well-being, and ensuring effective and inclusive local governance.

NOW, THEREFORE BE IT RESOLVED, THAT THE BOARD OF SUPERVISORS OF THE COUNTY OF ALAMEDA, does hereby enact the following policy to prohibit the use of county-owned or county-controlled properties, for certain civil immigration enforcement activities.

Adopted by the Board of Supervisors of the County of Alameda, State of California, on _____ by the following called vote:

AYES:
NOES:
EXCUSED:

David Haubert
President of the Board of Supervisors
County of Alameda, State of California

ATTEST:
Clerk of the Board of Supervisors,
County of Alameda

APPROVED AS TO FORM:
Donna Ziegler, County Counsel

By:

Britney Davis
Clerk of the Board of Supervisors

Signed by:
By: 
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Samantha Stonework-Hand
Assistant County Counsel

THE COUNTY OF ALAMEDA POLICY PROHIBITING THE USE OF COUNTY-OWNED OR COUNTY-CONTROLLED PROPERTIES FOR FEDERAL CIVIL IMMIGRATION ENFORCEMENT ACTIVITIES INCLUDING STAGING AREAS, PROCESSING LOCATIONS, OR OPERATIONS BASES

Section 1. Prohibition on Use of County-owned or County-controlled properties.

No County-owned or County-controlled properties, including parking lots, vacant lots, garages, or nonpublic areas of buildings shall be used for staging areas, processing locations, or operations bases for the purpose of civil immigration enforcement.

Section 2. Definitions

“Staging area” means an area that is used to assemble, mobilize, and deploy vehicles, equipment, or materials, and related personnel, for the purpose of carrying out civil immigration enforcement operations.

“Processing location” means an area that is used for activities such as the identification, intake, processing of documentation, detention, arrest, or temporary holding of individuals for the purpose of carrying out civil immigration enforcement operations.

“Operation base” means an area that is used to plan, coordinate, and execute civil immigration enforcement operations.

Section 3. Implementation and Enforcement

The County Administrator or her designee shall identify County-owned or County-controlled properties, including parking lots, vacant lots, garages, or nonpublic areas of buildings that could be used as staging areas, processing locations, or operations bases for the purpose of civil immigration enforcement. The County Administrator or her designee in consultation with the Office of the County Counsel, shall ensure that all County-owned and/or County-controlled parking lots, vacant lots, parking garages, and non-public areas of County-owned and/or County-controlled facilities have clear signage designating that the property is owned and/or controlled by the County and cannot be used for any purpose not expressly authorized by the County.

The County Administrator or her designee shall further ensure that, wherever appropriate, physical barriers such as locked gates are used to limit access to County-owned or County-controlled properties, including parking lots, vacant lots, garages, or nonpublic areas of buildings consistent with this order.

The County Administrator or her designee shall develop the procedures necessary to implement this policy and report progress at the following Alameda County Together for All Ad Hoc Committee meeting. These implementing procedures shall provide a clear reporting policy, consistent with the Response Plan for Immigration Enforcement Activity, for any County employee or contracted security guard who becomes aware of the attempted or actual use of a County-owned or County-controlled property, including a parking lot, vacant lot, garage, or nonpublic area of a building as a staging area, processing location, or operations base, or any other activity for the purpose of civil immigration enforcement. This reporting policy shall ensure that such incidents are communicated to the County Administrator’s Office, County Counsel, and Public Safety Offices (Alameda County Sheriff’s Office, District Attorney’s Office, Public Defender’s Office, and Probation Department) to help ensure due process and upholding of relevant laws.

Section 4. Identification of Federal Immigration Officers

The County calls on federal immigration enforcement officers performing official business in the County to identify themselves as federal immigration enforcement officers and to make clear that

they are not officers, agents, or employees of the County, and to comply with all State and Federal legal protections afforded to County residents.

Section 5. Private Property Signage

The County Administrator's office shall design and print standardized signage that property owners and leaseholders may display to delineate the nonpublic areas of the property in which the property owner or leaseholder wishes to restrict activities related to civil immigration enforcement.

The County will make this signage available free of charge to property owners and leaseholders, including, but not limited to, businesses, medical providers, non-profits, and faith-based institutions, that voluntarily decide to so designate their property consistent with their authority over the property and who voluntarily request such signage from the County. Property owners and leaseholders that post this signage do so at their own discretion and assume any legal risk associated therewith.

County agencies and departments shall make available to the public "know your rights" materials regarding the rights of employees, tenants, and security staff regarding entry by federal agents.

Section 6. Scope.

This policy does not apply to property that is subject to an existing lease or concession agreement to which the County is a party. This policy is not intended to, and shall not be interpreted to, interfere with any such lease or agreement.

Nothing in this policy shall be construed as restricting or interfering with the execution of lawful judicial warrants or the enforcement of criminal law, nor as limiting the rights of any person or entity under state or federal law. Nothing in this policy shall be construed as contrary to or in defiance of any Federal or State Law.

This policy does not prohibit the lawful use of County-owned or County-controlled property for purposes other than a staging area, processing location, operations base, or any other activity for the purpose of civil immigration enforcement, nor does it restrict any person or entity from carrying out functions unrelated to those purposes on such property.

Section 7. Severability

If any section, subsection, sentence, clause, phrase, or word of this policy or its application is for any reason held to be invalid or unconstitutional by a decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this policy. To this end, the provisions of this policy, and each of them, are severable.

Section 8. Effective Date.

This policy will take effect upon its execution and filing with the Clerk of the Board.



126379

DATE: October 21, 2025

TO: Board of Supervisors

FROM: David Campos, Deputy County Executive
Analilia Garcia, Chief Equity & Inclusion Officer

SUBJECT: Immigration Enforcement Response Workplan

RECOMMENDED ACTION

Under advisement from September 16, 2025 (Item No. 10): Receive report from the Office of the County Executive relating to the County immigration enforcement response workplan.

FISCAL IMPLICATIONS

There are no new fiscal implications associated with existing efforts as the County is utilizing funds previously appropriated by the Board. Additional resources may be needed in terms of staffing and fiscal support to implement a broader regional approach, which may be accomplished by redirecting current staff, deprioritizing other workflows, potentially identifying additional revenue, and/or leveraging community partnerships. Administration will address relevant staffing and budget implications at the mid-year budget cycle, incorporating any direction received on this item.

REASONS FOR RECOMMENDATION AND BACKGROUND

On September 16, 2025 (Item No. 10), at the request of Supervisors Arenas and Duong, the Board directed Administration to report to the Board by October 21, 2025, with options for consideration relating to sustaining and expanding the Board-adopted response to the Trump administration's anti-immigrant policies and activities, which the Board approved on December 3, 2024 (Item No. 14). This report from the Division of Equity and Social Justice (DESJ), within the Office of the County Executive, provides information on the County's immigration enforcement response workplan, which is organized into three stages: (1) existing and ongoing preparation efforts; (2) proposed tiered community and County responses to federal immigration enforcement actions, including mass raids; and (3) considerations for a post-event process to stabilize Santa Clara County families and communities in the case of increased federal immigration enforcement actions.

Received: 10/21/2025

Introduction

Santa Clara County is home to one of the most diverse populations in the U.S., with over 700,000 immigrants deeply woven into the region's social and economic fabric. Immigration enforcement actions can cause harm and trauma to individuals, families, and communities. The County, in partnership with immigrant-serving organizations and local jurisdictions, must prepare to respond in a way that (1) adheres to state and local laws regarding restrictions on the use of local resources to assist with federal civil immigration enforcement, (2) protects people's rights, (3) keeps families safe, and (4) coordinates legal and social services to provide compassionate wrap-around care to impacted residents.

The County is taking proactive steps in response to potential increases in federal immigration enforcement by continuing to develop a comprehensive, community-centered response plan. Its framework builds on existing County work based on direction from the Board in December 2024 and emphasizes rapid coordination among County departments and community-based organizations (CBOs) to protect individual rights, ensure access to services, and promote community safety. Guiding principles include:

- Protection of civil rights for all residents, regardless of immigration status, as federal, state, and local laws all demand.
- Compliance with the County's policy regarding non-cooperation with federal civil immigration enforcement.
- Rapid, community-centered response to federal Immigration and Customs Enforcement (ICE) activity.
- Transparency, accountability, and data-informed decision-making.

The framework was also informed by preparation under way by local community partners and the City of San José, as well as information shared by our counterparts in Los Angeles (L.A.) County. In October 2025, DESJ, with the Office of Intergovernmental Relations (IGR) and the Office of Public Affairs (OPA), met with the L.A. County Office of Immigrant Affairs to learn more about their county's experiences with preparing for, and responding to, increased federal immigration enforcement. L.A. County outlined the importance of its internal infrastructure built during the first Trump administration, which included a county task force, departmental immigration liaisons, and a robust communication strategy. Building on its previously established infrastructure, L.A. County prepared for the second Trump administration by (1) updating their sensitive locations policy, (2) training county employees on protocols and scenarios, and (3) updating housing and tenant protections to include households impacted by immigration enforcement. On June 6, 2025, federal agents began aggressive large-scale immigration enforcement including mass raids, which have led to protests and civil unrest. L.A. County can serve as a case study example as the County of Santa Clara braces for increased federal immigration enforcement activities.

Workplan Stage 1: Existing and Ongoing Preparation Efforts

The County has taken extensive actions to prepare and respond to the harmful rhetoric and policies of the current federal administration. The County upholds its mission to plan for the needs of a dynamic community, provide quality services, and promote a healthy, safe, and prosperous community by advancing long-term equity, belonging, and power building for all residents. In December 2024, the Board allocated \$5,000,000 to provide support for its residents, on top of a previous \$6,000,000 allocation. Cross-departmental coordination led to the development of protocols, the implementation of training initiatives, and the launching of increased support services and multilingual education efforts. Strategies and associated activities of preparation efforts include the following:

- **Strategy 1: Legal Actions** – The Office of the County Counsel (CCO) is leading the County's litigation efforts to protect the rights and interests of our community. Activities include:
 - Defending birthright citizenship.
 - Opposing efforts to exclude undocumented individuals from being counted in the census.
 - Protecting policies limiting the use of local resources to assist with federal civil immigration enforcement.
 - Blocking unlawful dismantling of federal agencies.
 - Challenging federal grant conditions that seek to restrict funding for vital County programs based on federal anti-DEI (diversity, equity, and inclusion), anti-LGBTQ+, anti-abortion, or anti-immigration policies.
- **Strategy 2: Legislative Efforts** – IGR, in partnership with CCO, is leading legislative efforts focused on protecting our immigrant communities. Activities include:
 - County support of AB 495 (Rodriguez), the Family Preparedness Plan Act, which has been signed into law and will take effect on January 1, 2026.
 - County sponsorship of AB 1025 (Pellerin), the Standby Caretaker Act.
 - Obtaining an allocation of \$6,000,000 from the State of California to the Counties of Santa Clara, San Francisco, and Los Angeles for affirmative litigation and defense against actions taken by the federal government.
 - Advocating against the Governor's proposed healthcare changes for individuals with "unsatisfactory immigration status (UIS)."
 - Participating in state special budget session to address federal cuts.
 - Participating in state informational hearings.

- **Strategy 3: Community Partnerships** – The Office of Immigrant Relations partners with CBOs on the following activities:
 - Administering \$8,100,000 in 25 County contracts with service providers throughout Santa Clara County for direct immigration legal assistance, outreach and education, and Rapid Response Network (RRN) services.
 - Supporting the RRN in providing a 24/7 hotline (408-290-1144) to address misinformation regarding ICE enforcement in Santa Clara County and to coordinate a service provider response, including training observers to be deployed in the community utilizing a train-the-trainer based model, exploring the expansion of know-your-rights trainings at worksites and other congregate sites that have been targeted, organizing legal assistance for detained individuals so that they know their rights, and providing accompaniment services to families who are separated.
 - Participating in the Immigrant Protection and Empowerment Network (IPEN), a community-led effort to coordinate among various jurisdictions, service providers, schools, and advocates.
- **Strategy 4: Children and Families Advocacy** – The Social Services Agency is leading advocacy efforts to support children who may be separated from their families. Activities include:
 - Pre-identification of suitable and available resource families, engagement with the IPEN and RRN to help inform impacted communities, and tailored support to ensure trauma-informed care.
 - Enhanced outreach for children and families under the expanded California Medi-Cal program (through the January 2026 deadline), as well as a focus on continuing enrollment and outreach for all eligible CalFresh children and families in advance of the work requirement implementation in 2026.
- **Strategy 5: Media Campaign** – OCPA is leading the “One County, One Future” multilingual media campaign. Activities include:
 - County website accessible in six languages (English, Spanish, Vietnamese, Chinese, Tagalog, and Punjabi) with information on the RRN, know-your-rights resources, County and community services and resources, LGBTQ+ resources, disability resources, and efforts to support the community.
 - Advertisements on/at billboards, VTA buses, light rail/transit stations, kiosks at Eastridge Mall and Almaden Plaza, and convenience stores; Facebook, Instagram, and YouTube reels; and TV, radio, and local news.
 - Materials—posters, postcards, pop-up banners, and red cards—distributed throughout Santa Clara County while ensuring geographic focus and reach.

Workplan Stage 2: Proposed Tiered Community and County Responses

Federal immigration enforcement varies by level and type, including:

1. **Targeted enforcement** – Targeted federal immigration enforcement activity tied to specific individual(s), as monitored and confirmed by the RRN.
2. **Non-targeted enforcement** – Federal immigration enforcement activity that leads to arrests and detentions but is contained to a single location, such as a worksite or shopping center.
3. **Enforcement in sensitive non-public spaces** – Federal immigration enforcement activity that expands into non-public spaces once considered “safe zones,” such as schools, hospitals, and shelters.
4. **Mass raids** – Large-scale, unconventional enforcement operations that involve a significant number of federal agents and varying tactics. These actions can span multiple days and locations. Raids may result in mass arrests that may lead to family separations, community fear, and civil unrest.

The County has the opportunity to expand its preparation efforts in a number of areas, including:

- Coordination with community partners and cities to establish a shared understanding of roles, responsibilities, and communication strategies to triage decision-making to address harm caused during and after immigration enforcement.
- Communication about resources and support available for households impacted by detention or deportation.
- Development of training on internal County policies regarding County employees’ roles in the event of immigration enforcement on County property.
- Assessment and amendment of immigrant-related services contracts across departments to allow for flexibility to support communities impacted by escalated enforcement activities.

The following tables show proposed County and community partner responses across four tiers of federal immigration enforcement activity. For each instance, a response would be tailored to the specific factual circumstances, community needs, and capacity of County and community partners. The County’s role in each response would also build upon the strategies and activities outlined in Stage 1. Because the nature of the response would be tailored, and in order to protect the County’s ability to pivot as needed to navigate an ever-changing landscape with our community partners, detailed information about specific points of contact, specific partnerships that would be activated, and other logistical plans are not presented in this report.

Table 1. Tier 1 Response to Federal Immigration Enforcement

Targeted Enforcement	
Targeted federal immigration enforcement activity tied to specific individual(s), as monitored and confirmed by the Rapid Response Network.	
Community Response	County Response
<p>Rapid Response Network (RRN):</p> <ul style="list-style-type: none">• Monitor reported activity and verify whether it is federal enforcement.• Provide emergency legal support to detained persons and separated family members. <p>Immigrant Protection and Empowerment Network (IPEN):</p> <ul style="list-style-type: none">• Assist in coordination of community preparation with CBOs, community groups, schools, businesses, and public agencies regarding policies, protocols, training, resources, etc. Topics include:<ul style="list-style-type: none">○ Safe site protocols and support for parents completing family preparedness plans.• Assist in coordination of community response including with the County, cities, CBOs, and labor and community groups.	<ul style="list-style-type: none">• Follow state and local policies restricting the use of local resources to assist with federal civil immigration enforcement.• Provide support materials for the creation of family preparedness plans.• Following County protocols:<ul style="list-style-type: none">○ Provide immediate shelter and childcare for impacted children.○ To the extent possible, provide basic needs for impacted families (e.g., food and housing).○ To the extent possible, fund legal and other services for impacted individuals and families.

Table 2. Tier 2 Response to Federal Immigration Enforcement

Non-Targeted Enforcement	
Federal immigration enforcement activity that leads to arrests and detentions but is contained to a single location, such as a worksite or shopping center.	
Community Response	County Response
Rapid Response Network (RRN): <ul style="list-style-type: none">Monitor reported activity and verify whether it is federal enforcement.Provide emergency legal support to detained persons and separated family members.Inform networks, including legal service providers, to be on high alert and ready to respond to increased enforcement. Immigrant Protection and Empowerment Network (IPEN): <ul style="list-style-type: none">Assist in coordination of community response with the County, cities, CBOs, and labor and community groups.	<ul style="list-style-type: none">Follow state and local policies limiting the use of local resources to assist with federal civil immigration enforcement.Provide support materials for the creation of family preparedness plans.Following County protocols:<ul style="list-style-type: none">Provide immediate shelter and childcare for impacted children.To the extent possible, provide basic needs for impacted families (e.g., food and housing).To the extent possible, fund legal and other services for impacted individuals and families.Provide communication response with community, as needed.

Table 3. Tier 3 Response to Federal Immigration Enforcement

Enforcement in Sensitive Non-Public Spaces	
Federal immigration enforcement activity that expands into non-public spaces once considered “safe zones,” such as schools, hospitals, and shelters.	
Community Response	County Response
Rapid Response Network (RRN): <ul style="list-style-type: none">Monitor reported activity and verify whether it is federal enforcement.Provide emergency legal support to detained persons and separated family members.Inform networks, including legal service providers, to be on high alert and ready to provide support in response to increased enforcement. Immigrant Protection and Empowerment Network (IPEN): <ul style="list-style-type: none">Assist in coordination of community response with the County, cities, CBOs, and labor and community groups.	<ul style="list-style-type: none">Follow state and local policies limiting the use of local resources to assist with federal civil immigration enforcement.Provide support materials for the creation of family preparedness plans.Following County protocols:<ul style="list-style-type: none">Provide immediate shelter and childcare for impacted children.To the extent possible, provide basic needs for impacted families (e.g., food and housing).To the extent possible, fund legal and other services for impacted individuals and families.Provide communication response with community, as needed.

Table 4. Tier 4 Response to Federal Immigration Enforcement

Mass Raids	
Large-scale, unconventional enforcement operations that involve a significant number of federal agents and varying tactics. These actions can span multiple days and locations. Raids may result in mass arrests that may lead to family separations, community fear, and civil unrest.	
Community Response	County Response
<p>Rapid Response Network (RRN):</p> <ul style="list-style-type: none">• Monitor reported activity and verify whether it is federal enforcement.• Provide emergency legal support to detained persons and separated family members.• Inform networks, including legal service providers, to be on high alert and ready to provide support in response to increased enforcement. <p>Immigrant Protection and Empowerment Network (IPEN):</p> <ul style="list-style-type: none">• Assist in coordination of community response with the County, cities, CBOs, and labor and community groups.	<ul style="list-style-type: none">• Expand provision to address emergency needs for impacted families (e.g., food, housing, and legal aid).• Provide medical and behavioral health services to impacted residents.• Coordinate messaging to community.• Provide impacted County employees with support resources.

Workplan Stage 3: Post-Event Process Considerations

In Stage 3 of the immigration enforcement response workplan—the post-event process—the focus shifts to community restoration and healing. Key activities include the County, in collaboration with community partners and other local entities, supporting family reunification, providing behavioral health and trauma services, and ensuring children remain engaged in school with access to counseling. Efforts also involve coordinating clear and compassionate messaging to the community, organizing legal clinics to address legal needs, including potential collateral consequences such as truancy or absenteeism, and offering support to County employees who are impacted or affected by the event.

Next Steps

DESJ and CCO will provide supplemental information confidentially to the Board relating to additional workplan strategies, regional coordination, and potential local law enforcement strategies.

Further, DESJ will assess County resources and staff capacity, including identifying potential key points of contact and assessing prioritization of other workflows, as well as potential funding sources and partnerships, to support proposed efforts to respond to increased federal immigration enforcement and will then provide additional information to the Board.

CHILD IMPACT

The work described in this report has a positive impact on children and youth, particularly immigrant youth—as measured by the County indicators “**Safe and Stable Families**” and “**Healthy Lifestyle**”—through supporting the coordination of critical services.

SENIOR IMPACT

The work described in this report has a positive impact on seniors, particularly immigrant seniors, through supporting the coordination of critical services.

SUSTAINABILITY IMPLICATIONS

The work described in this report has positive sustainability implications in alignment with the County indicator “**Enhancing social equity and safety.**”

ATTACHMENTS:

- Report Printout (PDF)
- Attachment A - Immigration Enforcement Response Workplan Presentation (PDF)

Alameda County Together for All (ACT) Ad Hoc Committee Recommendations

Supervisor Nikki Fortunato Bas
ACT Ad Hoc Committee Chair

Board of Supervisors
January 27, 2026 Meeting

Alameda County Together for All (ACT) Ad Hoc Committee

Purpose - provide a coordinated response to federal policy changes and budgets that impact our communities. Hearings have included: immigrant & refugee rights, LGBTQ+ rights, reproductive rights, healthcare access, and food security.

Prior Recommendations

ACT recommendations funded by the full Board with the Measure W Essential County Services Fund include:

- Immigrant and Refugee Rights - \$7.5 million
- Food Security - \$16.5 million
- LGBTQ+ community - \$1.5 million

Recommendations – Heard at ACT on 11/6/25 & 1/15/26

1. Response Plan for Immigration Enforcement

Direct the County Administrator to develop a comprehensive response plan for immigration enforcement activity, and provide a status update at the next Alameda County Together for All Ad Hoc Committee meeting. The plan should include:

- A. unified training, reporting, and communication protocols, as well as scenario planning and practice exercises,
- B. convening public safety agencies,
- C. facilitating an interagency meeting among all relevant County departments and agencies, in collaboration with AC Health's Equity Office and the County Administrator's Office of Equity,
- D. Engaging key partners such as Alameda Health System and labor organizations.

2. Equitable Access to County Services / “ICE-Free Zones”

Adopt a resolution that prohibits the use of county-owned and county-controlled properties for federal civil immigration enforcement activities, including staging areas, processing locations, or operations bases; directing the County Administrator to implement the resolution effective immediately and provide a status update at the next Alameda County Together for All Ad Hoc Committee meeting.

Background: Protecting Immigrant & Refugee Communities

- February 6, 2025: **First ACT Committee meeting with updates & recommendations** from immigrant and refugee community advocates
- March 11, 2025: Board unanimously approved ACT Committee's recommendation to provide an **emergency allocation of \$3.5 million to respond to initial threats and impacts from the current Federal Administration**
- October 14, 2025: Board unanimously approved an **additional allocation of \$3.57 million to respond to the rising threats and negative impacts of immigration enforcement, including militarized presence in several U.S. cities**
- October 28, 2025: Board unanimously approved a **\$450,000 allocation to enhance coordination among County agencies and community partners** supporting immigrants and refugees, and to support development of a future Office of Immigrant & Refugee Affairs

Background: Immigrant & Refugee Support Services

- \$1.35 million for the **Public Defender's Immigration Unit** to provide crucial legal defense for non-citizen residents & to cover increased immigration application and litigation fees for low-income residents
- \$2 million for **ACCORD/California Collaborative for Immigrant Justice** to expand due process legal services and provide deportation defense
- \$2.7 million for the **Alameda County Immigration Legal Education Partnership (ACILEP)**, for a Rapid Response Hotline, Know Your Rights Trainings, and legal services
- \$1 million for **ACUDIR/Trabajadores Unidos Workers United** to support community preparedness, mutual aid, and neighborhood-based resources

Background: Victories for Immigrant and Refugee Families

The Mercury News

NEWS > CRIME AND PUBLIC SAFETY > News

Alameda County supervisors approve \$3.5 million for immigrant services, legal defense

Funding passed in response to changing federal policy on immigration enforcement



By **CHASE HUNTER** | chunter@bayareanewsgroup.com | Bay Area News Group
PUBLISHED: March 12, 2025 at 2:50 PM PDT | UPDATED: March 20, 2025 at 3:10 PM PDT



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NEWS

Alameda County Approves \$3.5 Million to Scale Up Immigrant Defense Amid ICE Surge

By Ayah Ali-Ahmad Oct 15, 2025



The **Alameda County** Board of Supervisors voted unanimously on Tuesday afternoon to approve a \$3.57 million emergency allocation to dramatically scale up legal services, community outreach and rapid response networks for the county's immigrant and refugee residents.

Sourced primarily from the Measure W Essential Services Fund, the allocation includes \$2.5 million designated for immigrant and refugee support and an additional \$1 million for a flexible contingency pool. The funds will extend and increase contracts for three frontline community coalitions.

These funds extend the county's initial \$3.5 million emergency package approved on March 11, which helped establish the rapid response services now facing critical demand.

Spearheaded by Supervisors Nikki Fortunato Bas and Elisa Márquez, the action is a direct response to what county staff reports describe as "exponentially more attacks" and "unprecedented levels" of federal immigration enforcement.

Rising ICE Activity and Funding

Under the federal budget H.R. 1, ICE will receive an **additional \$75 billion** over four years, a funding surge that represents more than a **300% increase** in enforcement and detention capacity and makes ICE the **most well-funded federal law enforcement agency in U.S. history**.

On October 22, 2025, there were confirmed reports of planned large-scale immigration enforcement activities in the San Francisco Bay Area with agents stationed at Coast Guard Island in Alameda, CA. Two members of our community were injured by gunshot wounds by ICE agents and one additional community member, a faith leader, was shot with a chemical weapon and severely injured.

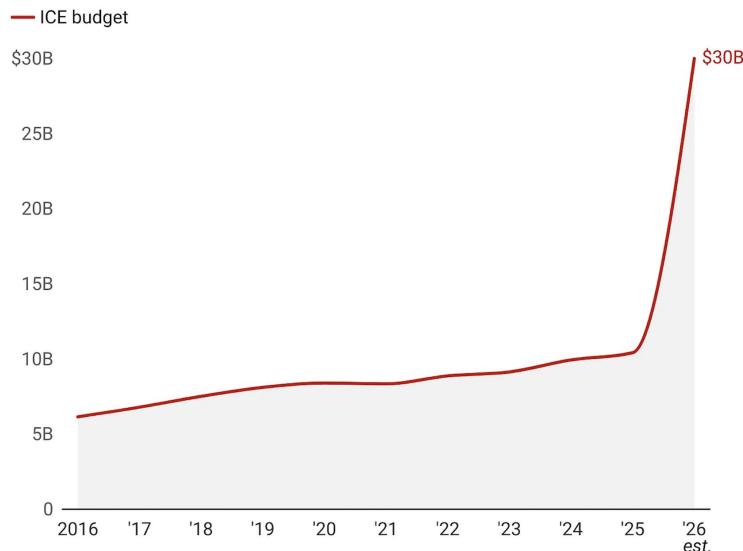
Since Trump's immigration crackdown in Los Angeles last summer, there have been 17 incidents in which immigration agents opened fire. In the past month, two people have been shot and killed by ICE agents – Renee Good in Minneapolis and Keith Porter in Southern California.

It is imperative that Alameda County be fully prepared for impending attacks on our community and collaborate with our cities, neighboring Bay Area counties, hospitals and healthcare facilities, and agencies including education, transit, and the Port of Oakland.

Rising ICE Activity and Funding (continued)

ICE budget set to triple to \$30 billion in 2026

Trump request: \$11B, plus est. \$19B from reconciliation bill

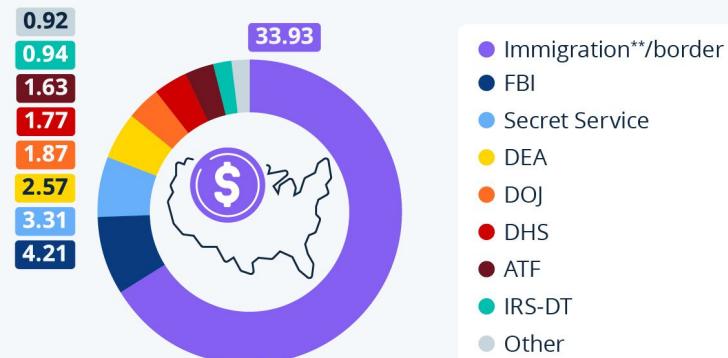


2026 estimate based on Trump's budget request and White House documents stating that 25% of reconciliation homeland security funding is for 2026. More: stephensemler.com

Chart: Stephen Semler (@stephensemler | stephensemler.com) • Created with Datawrapper

Most Law Enforcement Funds Are Going to Immigration & Border

Allocation of U.S. federal law enforcement spending in FY2025, by federal entity (in billion U.S. dollars)*



* Before H.R. 1

** includes appropriated discretionary budget authority for CBP, ICE, USCIS, DHS general offices and 20 percent of the Coast Guard

Source: Congressional Budget Office via CATO Institute



1. Response Plan to Immigration Enforcement Activities

Based on similar work in Santa Clara County, who adopted their plan on December 9, 2025, a response plan for immigration enforcement activities should include, but not be limited to, the following:

1. Workplan Framework

- Builds off Vision 2036 goals and Board direction
- Emphasizes rapid coordination among County agencies/departments and CBO partners to protect individual rights, ensure access to services, and promote public safety
- Is informed by existing work by County agencies/departments and CBO partners serving immigrants and refugees, as well as by counterparts in other counties

2. Existing and Ongoing Preparation Efforts

- Legal Actions, Legislative Efforts, Community Partnerships, Advocacy for Children and Families, Media

3. Tiered Community and County Responses

- Targeted Enforcement, Non-Targeted Enforcement, Enforcement in Sensitive Non-Public Spaces, Mass raids

4. Post-Event Process Considerations, focused on community restoration and healing

Response Plan (continued)

Drawing on feedback from our own Alameda County community and examples from cities, such as Los Angeles, Chicago and Portland, specific actions that would be helpful include:

- Protocols for communications with County employees, other law enforcement agencies, Alameda County cities, neighboring counties, and other government agencies, building off existing Emergency Operations Center protocols
- Trainings for all County Staff and security personnel
- Safeguarding our workplaces, employees, and clients
- Protecting our court houses and other public safety facilities
- Protecting our hospitals and healthcare facilities

ICE-Free Zones – Equitable Access to County Services

On October 6, 2025, the City of Chicago took historic steps by declaring city-owned properties **“ICE-Free Zones,”** restricting the use of municipal facilities, including parking lots, garages, and vacant land, for federal civil immigration enforcement activities. Locally,

- Santa Clara County Board of Supervisors voted unanimously on December 9, 2025 to adopt an ordinance to restrict immigration enforcement on county owned or controlled property and adopt an immigration enforcement response plan.
- San Jose City Council voted unanimously on January 13, 2026 to adopt a policy to prohibit city owned or controlled parking lots, garages and open spaces from being used as operations bases and staging or processing areas for immigration enforcement.
- Los Angeles County Board of Supervisors on January 13, 2026, approved a motion directing their staff to return within 30 days with an ordinance for consideration.
- San Francisco City and County on December 9, 2025, introduced an ordinance to prohibit the use of County owned property without authorization and authorizing the City attorney to bring a cause of action to anyone who violates it.

Current Alameda County policies **do not explicitly restrict federal immigration enforcement agencies** from using county-owned land or facilities for operations, staging, or surveillance.

2. ICE-Free Zones – Proposed Policy

No County-owned or County-controlled properties, including parking lots, vacant lots, garages, or nonpublic areas of buildings shall be used for staging areas, processing locations, or operations bases for the purpose of civil immigration enforcement.

Implementation and Enforcement

- Identify all county-owned and county-controlled properties that could potentially be used for immigration enforcement staging, processing, or surveillance.
- Ensure that, wherever appropriate, physical barriers such as locked gates are used to limit access to County-owned and controlled parking lots, vacant lots, and garages.
- Establish a process for posting clear signage on county-owned or county-controlled properties designating that the property cannot be used for any purposes not expressly authorized by the County, as well as making that signage available free of charge for private property owners or renters that wish to delineate non-public areas of their property.

ICE-Free Zones - Proposed Policy (continued)

- Develop procedures requiring county staff to report any federal attempts to use county-owned or county-controlled property for immigration enforcement operations and ensure incidents are communicated to County Administrator's Office, County Counsel, Public Safety Offices (ACSO, DA, PD, & Probation) and the Board of Supervisors.
- The County Administrator or her designee shall develop the procedures necessary to implement this policy and report progress at the following Alameda County Together for All Ad Hoc Committee meeting.
- These implementation procedures shall provide a clear reporting policy consistent with the response plan for immigration enforcement activity.

Identification of Federal Immigration Officers

- The County calls on federal immigration enforcement officers performing official business in the County to identify themselves as federal immigration enforcement officers and to make clear that they are not officers, agents, or employees of the County, and to comply with all State and Federal legal protections afforded to County residents.

Current Response Plans - Alameda County Health (AC Health)

- Internal cross-agency group, since December 2024
- Instituted a modified incident command structure within the agency
- Facilities
 - have clearly marked public and private areas; ICE not allowed in any areas designated for patient care
 - all buildings have up-to-date protocols on building-specific security
 - most buildings have key card access for anything not publicly designated
 - HIPAA adds extra protections to what we can and cannot share about clients; don't share data on anyone, and all staff & contractors are required to be trained on HIPAA
- Staff support & training
 - open-door policy with staff in terms of if they need any support, developing culture of compassion & acceptance
 - guidance about what to do if ICE or other law enforcement show up at our buildings
 - access to Know Your Rights (KYR) resources and the ability to connect with rapid resource community organizations to connect any clients
- AC Health is focused on ensuring access to care, assessing the needs of specific communities that are being targeted, and focusing on information and guidance to their community and partners, and continuing to engage and build with trusted messengers in the community to do that

Current Response Plans - Social Services Agency (SSA)

- Invested over \$90 million in services for immigrant & refugee communities since 2017
- Internal agency workgroup on immigration, since January 2025, to inform strategy and serve as a communication hub with departments and partners
- Communications
 - updated resource guide for immigrants on programs & services offered by SSA & partners
 - guidance for staff and partners for potential encounters with ICE
 - distributed over 1,200 red cards to offices and clients
 - added signage restricting access of non-SSA staff to non-public areas in offices
- Interim coordination of immigrant & refugee services to support current work and creation of future Office of Immigrant & Refugee Affairs
- In July 2025, SSA and the Mexican Consulate entered into an MOU with the purpose to protect Mexican minors by providing a mechanism for early identification of them and their families to preserve, rehabilitate, and reunite these families

Current Response Plans - General Services Agency

- Since October 2025, majority of County facilities (owned and leased) have signage that designates which parts are public versus for “authorized personnel only”
- Developing/updating emergency protocols
- Ensuring training of staff and security personnel, including for distinguishing judicial warrants
- County owned properties are listed in the Capital Improvement Plan
- Identifying properties that could potentially be used for immigration enforcement activities

Current Response Plans - Alameda County Sheriff's Office

- Clear directives on how they do/do not communicate with ICE
- No civil detainees at Santa Rita Jail
- Communicate with ACILEP to verify possible ICE activities, and respond to calls for service from the public to verify unknown activities as well
- Encourage all law enforcement to be clearly identifiable
- Cannot intervene in any other law enforcement action whether they agree with it or not. Can communicate what they're doing to facilitate support for the individual. Can ask what their business is and verify that they are in fact law enforcement.
- Communicating across Alameda County law enforcement agencies to be aligned
- Support community free speech and encourage doing so safely in a way that doesn't physically endanger anyone
- Provide security at the Courthouses, reviewing recent directive from Presiding Judge and awaiting State guidance

Current Response Plans - Alameda County District Attorney

- Do not collect immigration status of victims nor people who are charged
- Sometimes immigration information comes from the defense counsel
- ICE prohibited from entering their offices
- If any concerns about potential immigration enforcement, staff know to contact DA Jones Dickson
- New Court directive is clarifying that you must have lawful business to enter, also need guidance from the State
- Look to California Attorney General for specific direction to DAs

Current Response Plans - Alameda County Probation Department

- Committed to upholding public safety, complying with State and Federal laws, while ensuring equity, fairness, trust
- No information sharing, especially for juveniles, confidentiality policies
- Low population of immigrant youth
- Zero (0) immigration detainees, holds, transfers
- Support countywide guidance and trainings, and working with other agencies and community partners

Current Response Plans - Alameda County Public Defender's Office

- These policies will protect our community from aggressive ICE actions, such as the recent ICE agent killings, kidnappings, attacking peaceful protestors. ICE agents acting as if they are above the law.
- 2025 saw 32 people lose their lives in ICE custody
- Immigration courts are dead – absent of due process
- 100 immigration judges have been fired across the country; Feds are recruiting deportation judges
- In Alameda County, six (6) clients were arrested in or near courthouses. One young lady was accompanying her mom, who had the actual court appointment. She is 19 years old. Fortunately, the Office's immigration lawyers found her in detention in San Francisco; the conditions were dangerous, unsanitary, and inhumane.
- People are looking to us to provide basic protections

Thank you

Questions
Discussion
Public Comments