BOARD OF SUPERVISORS

NIKKI FORTUNATO BAS
SUPERVISOR, FIFTH DISTRICT

October 31, 2025

Honorable Board of Supervisors
Alameda County Together for All Ad Hoc Committee
County of Alameda
1221 Oak Street, Suite 536
Oakland, CA 94612

SUBJECT: DIRECT THE COUNTY ADMINISTRATOR TO CREATE A RESPONSE PLAN FOR IMMIGRATION ENFORCEMENT ACTIVITY AND BRING FORWARD THE RESPONSE PLAN FOR BOARD CONSIDERATION AT THE NEXT BOARD MEETING

Dear Board Members:

RECOMMENDATIONS:

A. Direct the County Administrator to create a response plan for immigration enforcement activity;

B. Direct the County Administrator to bring forward the response plan for immigration enforcement activity for Board consideration at the next Board 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 in 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.

Last month, Supervisors Fortunato Bas and Márquez joined the San Francisco Foundation and regional leaders, including the mayors of Oakland, San Francisco and San Jose, to launch the **Stand Together Bay Area Fund** in a strong show of solidarity and commitment to our immigrant and refugee communities. This new fund aims to raise $10 million to provide urgent financial assistance to immigrant families across the Bay Area who are facing unprecedented hardship due to aggressive federal immigration enforcement.

DISCUSSION/SUMMARY

In recent weeks, the federal administration has increased attacks on our diverse communities, and at unprecedented levels. Notably, under the new 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.

Response Plan to Immigrant Enforcement Activities

As recent as 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. It was reported that these agents would be deployed to conduct immigration enforcement activities in Alameda County and the greater Bay Area. Later in the week, it was confirmed that the increased enforcement and deployment of Customs and Border Protection agents was called off, for

now. It is imperative that Alameda County be fully prepared for these 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.

The creation of a county response plan will better prepare county staff and community members to support immigrant and refugee communities in our county. Based on similar work done in Santa Clara County, a response plan for immigrant enforcement activities should include, but not be limited to, the following:

1. Workplan Framework
    a. Builds off Vision 2036 goals and Board direction
    b. Emphasizes rapid coordination among County departments and CBO partners to protect individual rights, ensure access to services, and promote public safety
    c. 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
    a. Legal Actions
    b. Legislative Efforts
    c. Community Partnerships
    d. Advocacy for Children and Families
    e. Media
3. Tiered Community and County Responses
    a. Targeted Enforcement
    b. Non-Targeted Enforcement
    c. Enforcement in Sensitive Non-Public Spaces
    d. Mass raids
4. 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:

- 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, to include:
    - Compliance with State and County law prohibiting collaboration with federal immigration enforcement and development of preparedness plans.
    - What to do if immigration enforcement activities take place at work.
- Safeguarding our workplaces, employees, and clients by:
    - Requiring the posting of signage at all County owned and leased buildings designating private areas for authorized personnel or staff.
    - Directing staff to conduct client business in private areas, where possible.

- Providing “red cards” and posting Know Your Rights (KYR) information in lobbies, waiting rooms, and at community events..
- Requesting 211 to provide KYR information.
- Identifying community organizations that can provide KYR information to community members, businesses, and partner organizations.
- 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 KYR resources.
- Reporting immigration enforcement incidents to Alameda County Immigrant Legal Education Partnership (ACILEP), the rapid response hotline.
- Requiring documentation of incidents, including, if possible, video recording
- Adopting an indemnification policy, such as the Santa Clara County Officers and Employees Indemnification Policy.
- 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.
- 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.

- Protecting our court houses and other public safety facilities by:
  - Posting signage at courthouse entry points requiring ICE agents and all law enforcement personnel to identify themselves upon entry, whether in uniform or plainclothes.
  - 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.
  - 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.
- Protecting our hospitals and healthcare facilities by ensuring that:
  - 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.
  - No immigration enforcement officer may make or influence medical decisions, nor may they serve as interpreters or surrogate decision-makers.
  - 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.
  - 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.

    - 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.
- Directing County Counsel to use the Freedom of Information Act (FOIA) to seek key records from the federal government regarding any residents served by the County including those in the unincorporated area, including reasons for detained individuals' arrests during unlawful raids and associated costs of the federal activity.

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; Board members are seeking to engage neighboring counties for information sharing, thought partnership and coordination for a regional response plan. An Alameda County plan will enable us to prepare as a region, recognizing that many of our residents commute across county boundaries to live and work.

FINANCING:

There is no immediate fiscal impact to development of a response plan.

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

Attachment: Santa Clara County Immigration Enforcement Response Workplan

County of Santa Clara
Office of the County Executive

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.

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 (OCPA), 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***
Rapid Response Network (RRN): • Monitor reported activity and verify whether it is federal enforcement. • Provide emergency legal support to detained persons and separated family members. Immigrant Protection and Empowerment Network (IPEN): • Assist in coordination of community preparation with CBOs, community groups, schools, businesses, and public agencies regarding policies, protocols, training, resources, etc. Topics include: o 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.	• 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: o Provide immediate shelter and childcare for impacted children. o To the extent possible, provide basic needs for impacted families (e.g., food and housing). o 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): • 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): • Assist in coordination of community response with the County, cities, CBOs, and labor and community groups.	• 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: o Provide immediate shelter and childcare for impacted children. o To the extent possible, provide basic needs for impacted families (e.g., food and housing). o 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): • 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): • Assist in coordination of community response with the County, cities, CBOs, and labor and community groups.	• 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: o Provide immediate shelter and childcare for impacted children. o To the extent possible, provide basic needs for impacted families (e.g., food and housing). o 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***
Rapid Response Network (RRN): • 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): • Assist in coordination of community response with the County, cities, CBOs, and labor and community groups.	• 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)