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SHERIFF CHRISTINA CORPUS

Electronically
FILED
by Superior Court of California, County of San Mateo
ON _____
By 2/7/2025 /s/ **Ashlee Nelson**
Deputy Clerk

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **COUNTY OF SAN MATEO**

13 SHERIFF CHRISTINA CORPUS, an individual,
14 Petitioner,
15 v.
16 COUNTY OF SAN MATEO BOARD OF
SUPERVISORS; MARK CHURCH, in his
17 official capacity as CHIEF ELECTIONS
OFFICER & ASSESSOR, and DOES 1-10,
18 Respondent.
19

Case No.: 25-CIV-00244
**COMPENDIUM OF EVIDENCE IN
SUPPORT OF PETITIONER’S BRIEF IN
SUPPORT PETITION FOR WRIT**
Hearing Date: February 26, 2025
Time: 9:00 AM
Dept: 28
Judge: Nicole S. Healy

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Exhibit 1



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County Executive's Office

Statement from the Board of Supervisors Regarding the Sheriff's Office

September 12, 2024

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The San Mateo County Board of Supervisors is aware of multiple personnel allegations related to the San Mateo County Sheriff's Office. We take these allegations very seriously. At the same time, we want to ensure an impartial investigation and assessment of these allegations, to afford all parties fairness and due process. As has been reported, we have commissioned Judge LaDoris Cordell to lead an independent investigation into the numerous complaints brought forward by both sworn and professional staff members of the San Mateo County Sheriff's Office. This investigation is distinct and separate from the ongoing inquiries into unfair labor practice complaints filed with the Public Employment Relations Board.

San Mateo County Supervisors Noelia Corzo and Ray Mueller have been appointed by the Board of Supervisors to serve as spokespersons on this matter.

The Board of Supervisors is committed to leveraging every resource available to ensure that the residents of San Mateo County receive the highest standards of professionalism and ethical conduct in County services. We are also dedicated to ensuring that County employees are treated fairly, with dignity, and in accordance with the law. We expect the

ongoing investigation to be completed soon, after which we will use the findings to guide our next steps. Our goal is to ensure a thorough and independent review of all allegations, to bring the facts to light, and to uphold accountability and integrity as our highest priorities—for both the members of the San Mateo County Sheriff’s Office and our community.

Thank you for your patience as we follow due process. We are committed to keeping you informed of any significant findings. Our priority remains ensuring that the residents of San Mateo County and all who visit continue to have confidence in those who protect and serve our community.



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Exhibit 2



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County Executive's Office

Statement on Sheriff's Office Investigation from San Mateo County Supervisors Noelia Corzo and Ray Mueller on Behalf of Board of Supervisors

September 23, 2024

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Statement on Sheriff's Office Investigation from San Mateo County Supervisors Noelia Corzo and Ray Mueller on Behalf of the Board of Supervisors:

"The San Mateo County Board of Supervisors is committed to upholding due process and ensuring public trust in the County and Sheriff's Office.

We remain committed to the ongoing investigation into the dozens of allegations made regarding the Sheriff's Office.

Last night, Sheriff Christina Corpus made various accusations against County Executive Mike Callagy and followed up with a multi-page complaint that the Board of Supervisors received late this morning. We are reviewing her complaint and will take the necessary time to determine the appropriate course of action.

County Executive Callagy has informed the Board that he rejects the sheriff's claims as false and defamatory, and he welcomes a full, transparent, and independent investigation

into any allegations made against him. County Executive Callagy has requested that the full results of any such investigation be shared with the public.

County Executive Callagy has been an ethical public servant in San Mateo County for over 41 years. Unless proven otherwise, the Board will remain united in its full faith and trust in his leadership."



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Exhibit 3



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County Executive's Office



County Supervisors to Consider Seeking Sheriff's Immediate Resignation over Findings from Independent Investigation

Board to hold special meeting to consider action in response to allegations including retaliation, improper personal relationship, the use of slurs and abuse of power

November 12, 2024



Redwood City – The San Mateo County Board of Supervisors tomorrow will convene a special meeting to discuss potential action, including but not limited to a call for the Sheriff Christina Corpus’s immediate resignation, after receiving an independent investigator’s report into allegations of retaliation, a “personal relationship” that creates a conflict of interest, abuse of power, and the use of racial and homophobic slurs.

Supervisors Noelia Corzo and Ray Mueller today highlighted the public release of the 140+ page report (and supporting exhibits) by retired Judge LaDoris Cordell into allegations made against the sheriff and her employee, Victor Aenlle, who serves on her Executive Team. The Board of Supervisors in July 2024 retained Cordell, a highly recognized judicial officer who has overseen several high-profile evaluations of law enforcement in the Bay Area. Cordell’s independent investigation and subsequent report includes witness reports and direct evidence. As the investigation uncovered additional concerns, it was widened to include additional matters.

Cordell concluded that, “Lies, secrecy, intimidation, retaliation, conflicts of interest, and abuses of authority are the hallmarks of the Corpus administration. Corpus should step down and Victor Aenlle’s employment with the Sheriff’s Office should be terminated immediately. Nothing short of new leadership can save this organization that is in turmoil, and its personnel demoralized.”

The allegations sustained by Cordell include, but are not limited to (and these are directly from her report):

- Corpus and Aenlle, who is described as her chief of staff, have a “personal relationship” beyond mere friendship that creates a conflict of interest.
- Corpus has uttered and texted racial and homophobic slurs in the workplace.
- Aenlle has not met the duty requirements for a reserve deputy sheriff.
- Aenlle is out of compliance with the requirements to maintain his status as a Level 1 reserve deputy because he claimed that his hours working as chief of staff also served as his volunteer duty hours required for reserve deputies.
- Corpus and her Executive Team engage in retaliation and intimidation.

- Aenlle has exceeded and/or abused his authority with the approval of Corpus.
- Aenlle exercises authority well beyond that of supervising civilian personnel. With the sheriff's approval, Aenlle has moved himself to the top of the Chain of Command so that he exercises wide-ranging and sometimes abusive authority over both civilian and sworn employees.
- Aenlle had a conflict of interest when negotiating the lease for property to be used as a daycare center.
- Aenlle is not authorized to wear a badge that resembles the gold badges of sworn employees and by doing so he has likely committed a misdemeanor for willfully wearing a facsimile badge that could deceive a civilian into believing he is a sworn officer with full police powers. Corpus, by issuing the gold badge to Aenlle, may have committed a misdemeanor, as well.

Furthermore, the County learned today that the San Mateo County Sheriff's Office arrested Deputy Carlos Tapia, president of the Deputy Sheriff's Association and one of the people who reported a whistleblower complaint against Corpus and Aenlle. He was also the person who brought the DSA's vote of no confidence against Aenlle. It is highly irregular in San Mateo County for the Sheriff's Office to undertake a criminal investigation and arrest a member of their own department.

Based on these facts, tomorrow, Wednesday, Nov. 13 at 4 p.m., the Board will hold a special meeting to discuss potential next steps, including but not limited to, adoption of a resolution of no confidence; a call for the Sheriff's immediate resignation; a County charter amendment to allow the Board of Supervisors to remove the Sheriff for misconduct, which will require voter approval; and referral to the San Mateo County District Attorney and the State Attorney General's Office for their consideration.

Cordell's full report is available as part of the Board agenda packet for the Nov. 13 meeting: <https://sanmateocounty.legistar.com/Calendar.aspx>

The public meeting will be hybrid, in person and via Zoom. The link is available [here](#).

Following the special meeting, Supervisors Noelia Corzo and Ray Mueller will hold a news conference in Board Chambers to recap Board action. The event will live streamed and recorded. Press can request footage and still photography from Michelle Durand, mdurand@smcgov.org or 650-670-6114 (M).

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Exhibit 4



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County Executive's Office



County Supervisors Demand Sheriff's Immediate Resignation, Terminate Executive Director of Administration Position

Board refers allegations of retaliation, use of slurs and abuse of power to State AG's Office

November 13, 2024

Redwood City – The San Mateo County Board of Supervisors today unanimously took a vote of no confidence in Sheriff Christina Corpus and demanded her immediate resignation in response to an [independent investigator's report](#) concluding the sheriff fostered a culture of retaliation, maintains an inappropriate personal relationship with her executive director of administration and used racial and homophobic slurs.

The Board also immediately terminated the executive director of administration position – a new civilian post created at the request of the sheriff for Victor Aenlle with a salary of nearly \$250,000– and ordered an ordinance asking voters to amend the County Charter to allow the Board to remove the sheriff upon a finding of good cause. A proposed Charter amendment could come to voters in March 2025. After the sheriff announced at the meeting she was elevating Aenlle to the position of assistant sheriff, the Board directed the County attorney to investigate the legality of such a move. County Executive Mike Callagy also announced that effective immediately barring Aenlle from County facilities reserved for sworn officers and County employees.

The Board called its special Wednesday afternoon meeting specifically in response to the independent investigator Judge LaDoris Cordell's [conclusion](#) that “lies, secrecy, intimidation, retaliation, conflicts of interests and abuses of authority are the hallmarks of the Corpus administration.” The Board also voted unanimously to:

- Send the independent investigation to the San Mateo County District Attorney's Office, the California Attorney General and other local government agencies.
- Send the report to the San Mateo County Civil Grand Jury.
- Affirm release of the investigation's report.

The Board of Supervisors retained Cordell in July 2024 in response to multiple reports and complaints about Aenlle. The investigation widened over time based on witness accounts and evidence to include others in the office.

On Tuesday, Supervisors Noelia Corzo and Ray Mueller released Cordell's hefty report which concluded affirmatively:

- Corpus and Aenlle, who is described as her chief of staff, have a “personal relationship” beyond mere friendship that creates a conflict of interest.
- Corpus has uttered and texted racial and homophobic slurs in the workplace.

- Aenlle has not met the duty requirements for a reserve deputy sheriff.
- Aenlle is out of compliance with the requirements to maintain his status as a Level 1 reserve deputy because he claimed that his hours working as chief of staff also served as his volunteer duty hours required for reserve deputies.
- Corpus and her executive team engage in retaliation and intimidation.
- Aenlle has exceeded and/or abused his authority with the approval of Corpus.
- Aenlle exercises authority well beyond that of supervising civilian personnel. With the sheriff's approval, Aenlle has moved himself to the top of the chain of command so that he exercises wide-ranging and sometimes abusive authority over both civilian and sworn employees.
- Aenlle had a conflict of interest when negotiating the lease for property to be used as a daycare center.
- Aenlle is not authorized to wear a badge that resembles the gold badges of sworn employees and by doing so he has likely committed a misdemeanor for willfully wearing a facsimile badge that could deceive a civilian into believing he is a sworn officer with full police powers. Corpus, by issuing the gold badge to Aenlle, may have committed a misdemeanor, as well.

At Wednesday's meeting, prior to the Board voting on the recommendations, members encouraged the public to read the report for themselves to understand the overwhelming amount of evidence and testimony Cordell considered to reach her conclusion that "nothing short of new leadership can save this organization that is in turmoil, and its personnel demoralized."

Media Contact

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Chief Communications Officer

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Exhibit 5

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

* * * * *

RESOLUTION: A) STATING THE BOARD OF SUPERVISORS' POSITION OF NO CONFIDENCE IN SHERIFF CHRISTINA CORPUS; AND B) CALLING ON SHERIFF CORPUS TO RESIGN; AND C) DIRECTING STAFF TO TRANSMIT THE REPORT OF INDEPENDENT INVESTIGATION PREPARED BY JUDGE LADORIS CORDELL TO THE SAN MATEO COUNTY DISTRICT ATTORNEY, THE CALIFORNIA ATTORNEY GENERAL, AND OTHER LOCAL GOVERNMENT AGENCIES; AND D) DIRECTING STAFF TO TRANSMIT THE REPORT OF INDEPENDENT INVESTIGATION TO THE SAN MATEO COUNTY CIVIL GRAND JURY; AND E) AFFIRMING AUTHORIZATION OF RELEASE OF THE REPORT OF INDEPENDENT INVESTIGATION; AND F) DIRECTING STAFF TO PREPARE AN ORDINANCE TO PLACE BEFORE THE SAN MATEO COUNTY VOTERS AN AMENDMENT TO THE SAN MATEO COUNTY CHARTER TO ALLOW REMOVAL OF THE SHERIFF BY THE BOARD OF SUPERVISORS UPON A FINDING OF GOOD CAUSE

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, Chapter 2.14 of the San Mateo County Ordinance Code (“Ordinance Code”) provides, among other things, that anyone who believes that a County employee or officer has engaged in improper governmental activity should file a report with the designated County office; and

WHEREAS, Chapter 2.14 of the Ordinance Code further provides that upon receipt of such a complaint, the County shall investigate it; and

WHEREAS, Chapter 2.14 of the Ordinance Code also provides that any retaliation or reprisal by any County officer or employee against any complainant or informant in connection with a complaint submitted pursuant to Chapter 2.14 of the Ordinance Code is strictly prohibited; and

WHEREAS, Chapter 2.14 of the Ordinance Code mandates that, at the conclusion of the investigation, the Board of Supervisors and other County leaders will take necessary steps to address improper governmental activity, including any necessary systemic changes to minimize or prevent reoccurrence of any improper activity; and

WHEREAS, earlier this year, the County received many complaints alleging improper governmental activity, including, among other things, claims of harassment and mistreatment of, and retaliation against, employees of the San Mateo County Sheriff's Office ("Sheriff's Office") by Victor Aenlle, who was appointed by San Mateo County Sheriff Christina Corpus as the Executive Director of Administrative Services ("Executive Director") in the Sheriff's Office; and

WHEREAS, the County Attorney retained Santa Clara County Superior Court Judge LaDoris H. Cordell (Ret.) to conduct an independent fact-finding investigation into these complaints and concerns and, over the course of the investigation, additional matters regarding the Sheriff's Office were identified and included in the scope of the investigation; and

WHEREAS, between July 2024 and November 2024, Judge Cordell undertook a painstaking and detailed independent investigation, interviewing forty current and past civilian and sworn employees of the Sheriff's Office and reviewing a significant volume of documentary evidence; and

WHEREAS, Judge Cordell recently completed her investigation and she has prepared a detailed report of independent investigation ("Report of Independent Investigation"), which each member of this Board of Supervisors has reviewed, and the

Report of Independent Investigation is incorporated by reference into this Resolution and, in light of the seriousness and significance of Judge Cordell's findings, this Board of Supervisors confirms that it is appropriate to release the Report of Independent Investigation; and

WHEREAS, among Judge Cordell's findings set forth in the Report of Independent Investigation is that Mr. Aenlle and San Mateo County Sheriff Christina Corpus, despite their denials, have a personal relationship beyond mere friendship and that, in fact, the evidence establishes that they have had an intimate relationship, and that Sheriff Corpus' actions in hiring, directly supervising and recommending pay increases for Mr. Aenlle give rise to a conflict of interest; and

WHEREAS, the findings in the Report of Independent Investigation include that Sheriff Corpus and her Executive Team have engaged in retaliation and intimidation, including against employees who participated in an investigation authorized pursuant to Chapter 2.14 of the Ordinance Code; and

WHEREAS, Judge Cordell finds in the Report of Independent Investigation that Mr. Aenlle exceeded and/or abused his authority with the approval of Sheriff Corpus; and

WHEREAS, the Report of Independent Investigation sets forth Judge Cordell's finding that Sheriff Corpus has uttered and texted racial and homophobic slurs in the workplace; and

WHEREAS, Judge Cordell sets forth her finding, in the Report of Independent Investigation, that the firing of Assistant Sheriff Ryan Monaghan was in retaliation for his participation in the independent investigation that Judge Cordell was conducting; and

WHEREAS, Judge Cordell finds that under current leadership, the Sheriff's Office harbors a hostile, retaliatory, and abusive work environment, leaving the office's employees severely demoralized and Judge Cordell also notes that since Sheriff Corpus took office in January 2023, at least 106 sworn staff, from Correctional Officer up to the rank of Undersheriff, have left the agency and approximately half of these individuals were not eligible to retire and she further notes that the San Mateo County Deputy Sheriff's Association overwhelmingly adopted a no confidence motion; and

WHEREAS, Judge Cordell concludes in the Independent Report of Investigation by stating that "lies, secrecy, intimidation, retaliation, conflicts of interest, and abuse of authority are the hallmarks of the Corpus administration," and she recommends that Sheriff Corpus step down and that Mr. Aenlle's employment with the Sheriff's Office be terminated immediately and Judge Cordell states that "nothing short of new leadership can save this organization;" and

WHEREAS, there has been an alarming turnover in senior leadership staff in the Sheriff's Office, with numerous highly regarded senior leaders, including many selected by Sheriff Corpus either resigning or being forced out of or reassigned from their positions; and

WHEREAS, this Board of Supervisors has deep concerns about the lack of candor and collaboration demonstrated by Sheriff Corpus and her leadership team with this Board, the County Executive's Office, and other County departments; and

WHEREAS, in light of the foregoing and the other matters set forth in the Independent Report of Investigation, this Board has lost confidence in Sheriff Corpus and her leadership team and this Board agrees with Judge Cordell that a change in

leadership is needed at the Sheriff's Office to save the organization and to protect public safety.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED, that the Board of Supervisors sets forth its position of "no confidence" in Sheriff Corpus and her executive leadership team and, in the interest of public safety and to protect the Sheriff's Office from further decline, this Board of Supervisors calls upon Sheriff Corpus to immediately resign her position.

BE IT FURTHER RESOLVED that the County Executive shall cause a copy of the Report of Independent Investigation to be transmitted to the California Attorney General and to the San Mateo County District Attorney, along with a request that those offices take appropriate action related to the report.

BE IT FURTHER RESOLVED that the County Executive shall cause a copy of the Report of Independent Investigation to be transmitted to the San Mateo County Civil Grand Jury.

BE IT FURTHER RESOLVED that the County Executive shall cause a copy of the Report of Independent Investigation to be transmitted to all local government agencies in San Mateo County.

BE IT FURTHER RESOLVED that the Board affirms its action in authorizing release of the Report of Independent Investigation.

BE IT FURTHER RESOLVED that the County Executive and the County Attorney are directed to prepare and bring to this Board for consideration an ordinance that would place before the voters of San Mateo County an amendment to the San Mateo County Charter to authorize the Board of Supervisors, on a 4/5ths vote, to

remove the County Sheriff for good cause, including, but not limited to, violation of laws, policies or procedures related to the Sheriff's duties; repeated neglect of duties; misuse of public funds or property; obstruction of or attempts to obstruct an investigation into the department's conduct; or other conduct unbecoming an elected official.

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Exhibit 6

Sheriff Corpus will file a hard copy of the audio/video recording, but a courtesy copy is included in the Sharefile link provided to the Court and all counsel

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Exhibit 6A

1 Exhibit 6A

2 Transcript of November 19, 2024, Board Meeting re Ordinance (starts at 1:20:40 in video)

3 **Supervisor Canepa:** The next item on the agenda is item four set for 9:15 a.m. or thereafter.
4 Introductions of an ordinance calling for a special election to be held on March 4th, 2025, for the purpose
5 of voting on an amendment to the San Mateo County Charter, granting the board of supervisors authority
6 to move an elected chair for cause by a four fifths vote and others associated matters and waiving the
7 reading of the ordinance in its entirety. This item is sponsored by Supervisor Corzo and Supervisor
8 Mueller, Supervisor Corso and Mueller. I will ask you for any introductory remarks that you may want
9 to offer.

10 **Supervisor Mueller:** I can go first. OK, so today's proposed charter amendment gives a voice to
11 voters in response to the crisis to public safety created by dysfunction in the San Mateo County Sheriff's
12 Office as set forth in Judge Cordell's 400 page report. The proposed charter amendment asks voters to
13 give the board of supervisors authority to remove the sheriff from office if conditions set forth in the
14 charter amendment are met.

15 And as my colleagues saw those those conditions are a violation of any law related to the
16 performance of the sheriff's duties flagrant or repeated or repeated neglect of the sheriff's duties as
17 defined by law. Misappropriation of public funds or property as defined in California law or wills or
18 willful falsification of a relevant official statement or document. And then finally, obstruction as defined
19 in federal, state or local law applicable to a sheriff of any investigation into the conduct of sheriff and or
20 the San Mateo County Sheriff's Department by any government agency, including the county San Mateo
21 office or commission with jurisdiction to conduct such investigation.

22 The proposed charter amendment, if those conditions excuse me, additionally, the grant of power
23 in the charter amendment is specific to this immediate crisis as set forth as it sets forth the sunset
24 provision expiring at the time of the next general election in 2028. I wanted to go ahead and share with
25 my colleagues why the sunset clause was included. Given the short schedule for debate of this charter
26 amendment, and it's an incredibly appreciated schedule, we thought it was necessary to include the
27 charter amendment given to include the sunset provision as it seems most reasonable to fashion the
28 amendment.

1 In a way, best characterized as a temporary grant of power to protect the public safety rather than
2 a more permanent change to the charter that some would allege was using this instance as a power grab.
3 So what we really want to say to the voters is we're giving you a vote, a voice in this specific circumstance
4 in these highly unusual in these highly unusual conditions to give the board the ability to act, but it is
5 specific to this circumstance. I think we're best served to keep our eyes fixed on this crisis in front of us
6 in urgency rather than be pulled by distraction into debate a general policy.

7 And I think the sunset provision provides that. So with that, I'm going to go ahead and pass. Oh,
8 there was one last note.

9 In public comment, there was some discussion about this process being race, somehow race-
10 based. And I want to point out that Judge Cordell is a woman of color who conducted this investigation.
11 Mr. Tapia, who is here today, is a man of color.

12 And Supervisor Corzo, I highly respect you as a woman of color. So I actually, I know in my
13 heart that's not the case, and I know if Judge Cordell was here to defend her report, she also would make
14 that case strongly.

15 **Supervisor Corzo:** Thank you. I'll start by saying that we are bringing this to the board because
16 it is absolutely necessary. We are going to face some difficult times very, very soon as Californians, as
17 Americans.

18 It does not benefit our community to have the type of chaos that we see happening right now at
19 the Sheriff's Office. It's not something anyone here wants to deal with, but it is our duty to lead and to
20 deal with this. We were also elected to be a voice for our community members, and we are responsible
21 for the safety net of this county, the safety net services, and for protecting our most vulnerable.

22 And right now, what's happening at our Sheriff's Office is impacting and negatively impacting
23 public safety. While it may be true that certain people or communities have seen improved conditions,
24 that is not the case for everyone, and most definitely not the case for both administrative and sworn staff
25 in the Sheriff's Office who are working under duress, working under conditions that no one should be
26 exposed to. We continue to hear of people leaving the Sheriff's Office because of the dysfunction there.

27 It's not something that we would bring to the board if we didn't have to, if we didn't feel like our
28 community absolutely needed this. This ordinance, again, is an urgent response to what is happening

1 right now in our Sheriff's Office. It's our duty to protect all county staff, all county residents.

2 And right now, there's concern about that. We have worked tirelessly with county leadership,
3 county council. We've looked to other jurisdictions for models of how we can lead our community
4 through this.

5 And this is something that we intend to take to the voters so that they can make their voices heard.
6 We are in extremely unique circumstances, and I'll detail some of those in just a bit. But I want to speak
7 to this ordinance and what it does.

8 It only allows for the removal of a sheriff in certain instances where serious wrongdoing has been
9 found that jeopardizes public safety and trust. And these are violation of the law related to the
10 performance of a sheriff's duties, flagrant or repeated neglect of a sheriff's duties, misappropriation of
11 public funds or property, willful falsification of an official statement or document, obstruction of any
12 investigation into the conduct of a sheriff. We have gotten some concerns about diluting the voice of the
13 voters.

14 And I want people to know that we hear that concern. But when we place something on the ballot,
15 it will be the voters that decide whether it is passed or not. And I want people to understand what a recall
16 effort actually takes for those who have been involved in recalls.

17 It is not a simple lift. It is not something that is done overnight. In this case specifically, a recall
18 effort by the community, by our voters, would take nearly 45,000 signatures just to place on the ballot.

19 It is for us as a board, for me as a county supervisor, to think that we would wait until our
20 community finds the time and the energy to collect 45,000 signatures when we know that the need to
21 remove this sheriff right now is absolutely urgent. It's just not a viable option. And if that is what has to
22 happen, then I would support that.

23 But right now I see it clearly as it being our duty as a board of supervisors to offer solutions to
24 our community. And this is one that meets the urgency of the facts that we are presented with right now.
25 And honestly, March is not soon enough for what's happening right now.

26 But let me be very clear. Public safety is at stake right now. And this is absolutely necessary.

27 And the ordinance has been drafted with limited powers, with a sunset clause in it, which gives
28 checks and balances. And what makes this situation unique is that right now we have a sheriff that has a

1 six-year term, which is not four years. An additional two years is a longer term than most sheriffs.

2 And I will tell you this also. I've been an elected official now for seven years. I take this job
3 extremely seriously, as I did when I served on the school board.

4 With the trust of the voters comes great responsibility. And it's not something that any ethical
5 elected official uses to personally benefit themselves. And right now we have a sheriff that does not
6 hesitate to lie to the media, to lie to our community, to divide the Latino community, as we saw from a
7 public comment earlier today, based on lies.

8 So this charter amendment is something that I think the voters have a right to vote on, should
9 have a right to vote on. Let them be presented with all of the facts themselves. Let them read the report.

10 Let them decide what is best for our community. Our sheriff was elected by the people. And the
11 people will make the ultimate decision here. Thank you.

12 **Supervisor Canepa:** Thank you. Are there any comments or questions for Supervisor Slocumb
13 or Supervisor Pine or other board members? Okay.

14 **Supervisor Canepa:** Seeing none, we can move to public comments. Okay. Both in chambers
15 as well as remotely.

16 [Public comments not included in transcript]

17 [1:30:20- 2:01:10 not transcribed]

18 **Supervisor Canepa:** Great. Thank you very much. We want to thank those who made public
19 comment. I'll bring this back to the board for discussion. There is no discussion. I'll take a motion on the
20 item.

21 **Supervisor Corzo:** I'd like to say a few words. Thank you. I want to thank everyone for coming
22 and giving their comments today. I want to name that what we see happen in these chambers, everyone
23 gets a voice and they are not retaliated against for sharing their voice even when they disagree. You may
24 have noticed that we don't have any sheriff's employees here and let me tell you why. They are still
25 working under our current sheriff and her former employee and they are in fear and it is our board's duty
26 to protect them and our community at large.

27 I think it's important that every single member who is concerned about this charter amendment
28 and who has not read the report because if you have then you would know that there are hard facts. There

1 is clear evidence. There is documentation proving the corruption that is happening right now in the
2 sheriff's office.

3 Personally, I am a truth teller. I will say it even when I disagree with others. I will say it even
4 when it hurts. I will be the first to admit when I made a mistake and I will do it right now. I supported
5 Sheriff Christina Corpus. I knocked on thousands of doors for her and myself and I would not pull back
6 my support for no reason.

7 Please believe that. Sheriff Corpus was given every opportunity to succeed. She was given
8 support no other elected official was given. She was given the funding for a transition team because we
9 knew that there may have been resistance in the sheriff's office from the former sheriff's friends, etc. But
10 let me tell you something that maybe not everyone realizes. When you promise change, when you tell
11 the community that you are going to create change, there will always be resistance.

12 And you know how you overcome that resistance? By doing a good job, by being ethical, by
13 being fair, by being impartial, by leading with integrity and courage and honesty. That is not what
14 happened and trust me, I am equally as disappointed. But as someone who supported her, I see it now as
15 my duty to lead our community through this.

16 Because people are being harmed and they are in fear and not just fear for no reason. Actual fear.
17 Actual validated fear.

18 There are things that are in that report around suppressed rifles being brought into the sheriff's
19 office that no member of the executive sheriff's team has the training or certifications to possess. And
20 yet that happened last month in October through the direction of Victor Anye. If that is not another act
21 of intimidation to every other employee in that office, I don't know what is.

22 By every account, Sheriff Corpus was given multiple opportunities to right her ship. I wish I
23 could tell people why we are in this situation and why she chose and continues to choose to lie to our
24 community, to lie to the media. In time, the truth always comes out.

25 The truth always comes out. And it is this county and this board of supervisors who will have to
26 clean her mess. And whoever steps in after she is removed, they will have to clean her mess.

27 And it will take millions of dollars, yes. You know why? Because when you actually have people
28 being harmed, and it will eventually be proven in a court of law, the county is on the hook to pay out for

1 all of those lawsuits. And that's going to happen.

2 And it will be no one else's responsibilities but her. She created those situations. She has put our
3 community at risk.

4 She is misspending tax dollars. And I want to address something that I heard come up several
5 times. I have been in office on this board, and so has Supervisor Mueller, for almost two years.

6 Exactly the same amount of time as Sheriff Corpus. I will speak for us and even this current
7 board. Former sheriffs and the things that they did or did not do, Supervisor Mueller and I were not here
8 for.

9 We don't know all of the facts that led to the board at those times making those decisions. I was
10 one of Sheriff Bolaños' biggest critics. And I would have stood against him as I have to stand against
11 Sheriff Corpus now.

12 Because I will not stand by and see corruption and abuse of power happen and not do everything
13 I can to protect our community and our staff. I would have done it then. I'm going to do it now.

14 And if I have to knock on thousands of doors like I did last time, I will. Because it's the right
15 thing to do. And I know it's an ugly truth.

16 I know it's hard for people that supported her to really take in and believe. But please, look at the
17 facts. Look at the facts.

18 Read the report. Look at the evidence for yourself. Come to your own conclusions. You may
19 have had a good history with her in the past. I did too. I supported her. I believed her. I believed in her.
20 She also, at one point, restored my faith in law enforcement. But when you are given new information
21 and new facts, you have to analyze that. We need to come together as a community. And we will.

22 And I'm going to say it right now. I've said it to her directly. I've said it at this dais before.

23 She needs to step down. That is the right thing to do. And I also just want to say for the record
24 that the charter amendment and the ordinance that we have before us right now, it has a sunset clause.

25 I would personally support it without a sunset clause. Because the truth is, we do have a history
26 of questionable leadership in the sheriff's office. But it has a sunset clause right now, and I will support
27 it in any way because we need a way out of this for our community.

28 And I'll just reiterate one more time. The reason you don't see any sheriff's staff right now giving

1 public comment is because they are working in an environment of fear and retaliation. So, I just want to
2 say one more thing.

3 For the community that does not understand what is happening, I want you to know that what we
4 are doing is not easy. The leadership of the sheriff's office is unfortunately not fulfilling the promises it
5 made. It is abusing its power and the leadership it has.

6 And not only is it damaging the employees of the sheriff's office, but it is also dividing our
7 community right now. There are many people who have been impacted by this. And the good deeds that
8 it has done in the past, no one is going to take them away from us.

9 But we also have to look at the reality. There are facts, there are proofs. Corruption and abuse of
10 power does not have to be allowed by anyone, not by our community or any other person.

11 And I am committed right now to go and meet with whoever wants to talk about what is
12 happening here. Because really, this is something difficult, and it is a distraction of how we can unite to
13 protect each other in the coming months. Because we know that there are going to be attacks on our
14 community, and this cannot continue to be a distraction. Thank you.

15 **Supervisor Mueller:** Just real briefly I want to speak to all those that spoke today who expressed
16 their respect and support for the Sheriff. I want to say, I hear you and it's incredibly hard when someone
17 you respect and you care about does something that disappoints you, but I have to say to you, I'm in that
18 same boat. And unfortunately, the case against the sheriff continues to get stronger.

19 For example, and I don't know if I'm supposed to share this, but I'll share it. The homophobic
20 slurs text that she went to great length to deny the day we presented the report. We have the phone now,
21 and we verified she sent that text.

22 It continues to strengthen as we go through all of the evidence presented. The strength of that
23 400-page report is standing up. And I know it's hard to accept. It's hard for us to accept. But we've had
24 longer to do so. So I ask you to please take a look at that report and go along with us.

25 Because you'll get to where I am now, where someone I respected and cared about, I am deeply
26 disappointed in. And I no longer believe she is fit to serve this county. I think I'm going to go ahead and
27 leave it at that for my colleagues.

28 **Supervisor Canepa:** Thank you. Great.

1 **Supervisor Canepa:** There was, you know, Ms. Corzo was speaking in Spanish. If you wouldn't
2 mind a translation, Victor. Thank you, Vice President.

3 **Interpreter:** I think Supervisor Corzo was just reiterating what she had previously said in
4 English. But I do just want to provide some brief interpretation. So we can't stand for this division.

5 No one's taking away from her good works that she's done in the past. But I am absolutely
6 committed to talk to anybody about this as regards to what's happening here in order to protect ourselves
7 and protect the community. And we can't have these types of distractions.

8 **Supervisor Mueller:** There is one last point also to those who support her. Could you ask her to
9 please sit for sworn deposition testimony to address the allegations? If she's willing to make the statement
10 to you that the things in that report are not true, ask her why she won't sit under oath and say that. Thank
11 you very much.

12 **Supervisor Canepa:** With all that said, does the supervisor want to make a motion to introduce
13 this ordinance calling for an election to amend the charter and to waive the reading of the ordinance in
14 its entirety?

15 **Supervisor Corzo:** I'd like to make sure that Supervisor Slocumb has a chance to chime in if he
16 would like before we put a motion on the floor.

17 **Supervisor Canepa:** Supervisor Slocum, would you?

18 **Supervisor Slocum:** Yeah, I'm sorry I was muted. I do appreciate the opportunity.

19 **Supervisor Slocum:** I think a lot has been said here by Supervisor Mueller and Supervisor Corzo.
20 And I really don't have a lot to add. I support the comments that they've made and the perspectives that
21 they've shared.

22 I do have a question that I'll direct to the county attorney in a moment or two. But, you know,
23 each of us took an oath of office, as did the sheriff. And I think when we talk about ethics, honesty,
24 transparency, abuse of power, those to me are in clear violation of the oath that we all took.

25 This has been, as the two supervisors know and the rest of us know, an enormous time drain
26 taking us all away from the important business of the county. Just look at the testimony this morning of
27 the Redwood House. You know, that's a significant mental health issue.

28 It requires time to deal with. And unfortunately, just an inordinate amount of time is being spent

1 and has been spent and will continue to be spent on this issue. I find it very interesting just to follow up
2 on Supervisor Mueller's comment.

3 I made a note here. Let's invite the sheriff once again to come and give sworn testimony under
4 oath, give her a chance to tell her side of the story and answer our questions. I think that would be
5 extremely important.

6 There's a reason why so far she has not chosen to do that. I think the reason that she stated in the
7 media was she'll do it when she gets an attorney. Well, so be it.

8 I think she has an attorney. Maybe I'm wrong. But I would welcome, I would invite her to come
9 and give testimony to us and answer questions.

10 I, as like the rest of you, watch her press conferences and interviews. And there are things that
11 are said that are just not true. Just not true.

12 So with that, I really don't have anything to add to the comments that have been made. I would
13 ask a question of the county attorney. Assuming we pass this ballot measure today, it has to be read, as
14 I understand it, a second time here pretty quickly to meet the election code deadlines.

15 And the question is then, if we take those two votes and we vote to place it on the ballot, could a
16 future board, that is specifically the new board coming in in early January, could they vote to reverse the
17 decisions that we've made?

18 **John Nibbelin:** Supervisor Slocumb, the question is whether or not the board that is as
19 constituted in January could take action to rescind the action to put this matter on the ballot. Is that the
20 question?

21 **Supervisor Slocum:** That is the question. Thank you, sir.

22 **John Nibbelin:** Yeah, there's a limited amount of time actually after the board acts to put
23 something on the ballot. As you were noting, the board would have to, at its next regular meeting on
24 December 3rd, adopt the ordinance. Today would be an introduction of the ordinance.

25 The board would have to vote to, at its next regular meeting on December 3rd, vote to adopt the
26 ordinance. There's a limited amount of time thereafter that the board has to act to remove something
27 from the ballot. I believe it's 83 days prior to the election. I don't think from a timing perspective that
28 would be possible, actually.

1 **Supervisor Slocum:** Yes, thank you. I also wanted to talk about, some of the speakers talked
2 about, let's not spend the millions of dollars for this election. From my perspective, the number of
3 lawsuits that we possibly face and will face far exceeds the cost of this election. Somebody said it was
4 \$4.8 million. I'm not sure if that's accurate or not.

5 I know it's very expensive. But I would just suggest following up on Supervisor Corzo's point
6 about the pending lawsuits that will be coming to the county in the future. So I'm prepared to support the
7 motion, but I'll let Supervisor Mueller or Corzo make the motion and second and go from there.

8 **Supervisor Pine:** I'd just like to just briefly state that this is an extraordinary measure, but this is
9 an extraordinary time. And it calls for decisive action by the Board of Supervisors. So I'm supportive of
10 the motion.

11 **Supervisor Canepa:** I'll make the motion.

12 **Supervisor Corzo:** Second.

13 **Supervisor Canepa:** Roll call, please.

14 **Clerk:** Sure. Supervisor Pine?

15 **Supervisor Pine:** Yes. Thank you.

16 **Clerk:** Supervisor Corso?

17 **Supervisor Corzo:** Yes.

18 **Clerk:** Supervisor Mueller?

19 **Supervisor Mueller:** Yes.

20 **Clerk:** Supervisor Slocumb?

21 **Supervisor Slocumb:** Yes.

22 **Clerk:** Thank you. Supervisor Canepa?

23 **Supervisor Canepa:** Yes.

24 **Clerk:** Thank you.

25 Motion passes unanimously. Okay. Thank you very much, colleagues.

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Exhibit 7

Sheriff Corpus will file a hard copy of the audio/video recording, but a courtesy copy is included in the Sharefile link provided to the Court and all counsel

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Exhibit 7A

1 Exhibit 7A

2 Transcript of December 3, 2024, Board Meeting, Item 10 (transcript starts at 00:59:50)

3 **Supervisor Pine:** We'll now move to item 10, which is to adopt an ordinance calling for a special
4 election to be held March 4, 2025 for the purpose of voting upon an amendment to the San Mateo County
5 Charter, granting the Board of Supervisors the authority until December 31, 2028 to remove an elected
6 sheriff for cause and a four-fifth vote of supervisors. This is brought forward by Supervisor Mueller and
7 Corzo.

8 **Supervisor Mueller:** I do have a comment. I see now that the sheriff is represented by council.
9 Is that correct?

10 **John Nibbelin:** What I'd note is we've received correspondence from council that indicated that
11 the sheriff has requested separate council. The Board hasn't yet acted on that matter. I guess that's what
12 I would say.

13 **Supervisor Mueller:** Okay. Well, to the extent the sheriff is indicating she has council, the last
14 time she appeared before this board, she indicated that she would consider testifying before the board
15 once she had council.

16 We made that request to her when she was here, and she said that she was going out the door.
17 She refused, obviously, to participate in the investigation when it was taking place, the independent
18 investigation. So I would like to once again invite her, now that she's represented by council, at least
19 we've seen correspondence purported to saying that she's represented by council, to please provide
20 testimony to this board.

21 And then the second thing I wanted to talk about is last night we received a letter from the sheriff.
22 And I have some real concerns about the letter. Because the letter, what gave rise to all of this is really,
23 to sort of summarize it in the beginning, was the complaints we had from employees about how they
24 were being treated within the department. So much so now that it's risen to the level that all of the sworn
25 union personnel have voted and are unanimous. They're calling for her to resign. The captains have
26 called for her to resign.

27 The only sworn personnel in the office who's still supporting her on record is the second
28 undersheriff she's had. In that backdrop, last night the sheriff sent us a letter and said, and she was

1 questioning, again, the veracity of the text that it's been said and alleged came from her phone and that
2 we've had forensically looked at. And she said in her sentence, would the county have hired a company
3 to trace a text to my phone that one former employee claims came from me? And the problem I have
4 with that sentence is that witness three is not a former employee.

5 Witness three still works for the county of San Mateo in the sheriff's department. And so I don't
6 know, as I sit here today, is the sheriff saying that she intends to fire witness three now? Why is she
7 referring to as a former employee? And that has given me great pause. That we still are in a circumstance
8 where the sheriff is communicating about people who have taken part of this investigation and is either
9 talking about the future or giving a threat.

10 I don't know what this means that she refers to her that way as former when she is not or they are
11 not. And we know the witness knows who the sheriff knows who this person is because the sheriff and
12 Mr. Andrzej has referred to this witness in news interviews. So I am really taken aback by that.

13 And it's in that context today that we're really moving forward to protect the employees of this
14 county. Thank you.

15 **Supervisor Corzo:** So I wanted to just kind of take a step back and share that typically when we
16 have these kinds of resolutions or proposals, the second reading can go on the consent agenda and we
17 don't need to have a public forum unless it's pulled by a member of the public. But we put this on the
18 agenda because we recognize that there are a lot of questions about why this is happening, why now.
19 There are questions about the report. So I want to take the chance to address some of those concerns
20 proactively and again restate that this board is, has been and will continue to be committed to
21 transparency, accountability and doing what is in the best interest of the public good.

22 So, I'd like to set the record straight on a few misconceptions that I've heard in the community,
23 specifically about the report. And I want to make sure people understand that this is an independent
24 human resources investigation. As someone who served for many years on a school board, I have seen
25 many of these kinds of investigations done.

26 And I want to be really clear that these are not popularity contests. These are not meant to be a
27 platform for anyone being investigated, for anyone to have their cheerleaders give character references.
28 These kinds of investigations are done to investigate serious allegations and then make determinations

1 based on credibility and facts about whether these kinds of allegations are sustained, unfounded or even
2 inconclusive.

3 And through the years, I have seen many of these kinds of reports determine that there wasn't
4 enough evidence to determine whether something was sustained or unfounded. And even, you know, as
5 a board member, as a school board member, I've seen these kinds of investigations come back as
6 inconclusive when personally I thought that the allegations were credible and that the complainants were
7 credible. But that's not the case here.

8 I have never in my seven years as an elected official seen an investigation, first of all, that has 15
9 allegations that are being investigated. I want people to understand how rare that is. That is not normal.

10 And I think it speaks to the level of severity of what is happening in our sheriff's office. Twelve
11 of the 15 allegations were sustained. And I also want to explain to the public that these kinds of
12 investigations are not necessarily required to be done by a former judge like we had in this report.

13 This, you know, reputable independent investigators do not have to be former judges. They are
14 not courtrooms. They are not required or even is it normal to have complainants, you know, under oath
15 because they're not courtrooms.

16 So I want people to understand that. I also want to say that, you know, if this matter does make
17 it into a court of law, I am really confident that anyone who lies under oath can and will face
18 consequences for not telling the truth. And in this case, I believe that is our sheriff.

19 She has used many tactics that are greatly questionable, you know, tactics that we see around
20 delaying, denying, deflecting loudly, publicly in front of the cameras. And because someone is loud does
21 not make them righteous or does not make them truthful. And I want the community to know that.

22 We have many civil employees, most of who are women, all of who are women, the complainants
23 in the report who were interviewed. And they are not represented by a union. They are not represented
24 or protected by unions.

25 And they are extremely vulnerable to this day because of the conditions that they have had to
26 work under. Earlier today, we saw many, many of our county employees being celebrated, being
27 respected for their work. And we have those kinds of employees in the sheriff's office who, just because
28 of the mere, like, willpower they have for their families, for our community, have endured treatment that

1 no one should have to work under.

2 So I want to take a second now to also address some other questions that I've heard in the
3 community. You know, does this charter amendment being placed on the ballot take away the power
4 from the voters? And I want to be very clear, no, it does not. This is going to be in front of the voters.

5 The voters will inform themselves and they will make educated votes. And why now? Because
6 this matter continues to harm people in the sheriff's office. What we are seeing has never happened
7 before.

8 And we cannot delay. We can't. The people of the county of San Mateo will decide for themselves
9 if they want to pass this charter amendment, and they will do so just like they would in any election.

10 They will be presented with facts. They will come to their own conclusions. And it is up to the
11 community to educate themselves and for us as a board and us as a community to make sure that we
12 understand really what's happening here.

13 And I've also heard, you know, that we should wait for a recall. And while a recall is the right of
14 the voters, I want to, again, reiterate that a recall is really a huge lift for community, especially a
15 countywide recall. About 46 signatures would be required to even place something on the ballot for a
16 recall to be put on the ballot at all.

17 And what we see here is, you know, continued violations of county policy, continued harm to
18 sheriff's office employees. And honestly, even I would say every county employee and every county
19 resident is being impacted by this. This is not something that anyone would ever choose to be subjected
20 to.

21 But it is our responsibility as a board to offer the community solutions. And that is what we're
22 doing here today by taking this vote. One more thing I want to address, you know, why is this board,
23 there have been questions about why this board never took any similar action for previous sheriffs.

24 And I said this last time and I will say it again. I was not on this board for any previous decisions.
25 I don't know the facts of any decisions that were made.

26 That is not my responsibility. My responsibility as a county supervisor is to make decisions right
27 now for the matters before us. And that is what we're doing.

28 And I want to also just recognize that I had and I still have criticisms about former sheriffs in this

1 county. And that is a huge part of why I supported Sheriff Corpus to be our sheriff in this county. I will
2 say again that our sheriff has proven to be a sheriff that we cannot trust.

3 And so the board that we will take, the vote that we will take will be based on facts and again,
4 with a commitment to transparency, accountability, and doing what is right for the public good. We
5 cannot sit here and do nothing. And I refuse now and always to look past what I believe to be corruption.

6 And in terms of due process, I want it to be very clear that the sheriff had an opportunity to
7 participate in the investigation and chose not to. The sheriff has been invited by this board to come before
8 this board to have a conversation and she has chosen not to. The sheriff went in front of cameras and
9 said that she was disappointed that I didn't speak to her.

10 And then when I did, she shared a voicemail for the media that was, I'm sorry, not threatening at
11 all. But I do believe that our sheriff must resign. And if she doesn't and we have to move forward with
12 this election in March, she will be responsible for the millions of dollars that it will cost our county
13 taxpayers to hold that special election.

14 I will just wrap up by saying that I personally believe that this is the best option before us. We
15 must place this on the ballot. Our sheriff needs to be held accountable.

16 No one is above the law. No one should be above the law. And with that, I will conclude my
17 comments and just last thing say that the will of the voters will decide what happens in our community.

18 And that is something that I believe to my core. And we will move forward with the will of the
19 voters. Thank you.

20 **Supervisor Mueller:** So first, Supervisor Corzo, you said 46 signatures. I think you meant
21 46,000?

22 **Supervisor Corzo:** Yes.

23 **Supervisor Mueller:** Okay. And then secondly, there was just a couple of things that I just
24 wanted to add. There have been, I saw a text from a news, from a reporter, I think, and there's been, it's
25 been put out into the world that all of the, it's somehow known that all of the witnesses in the report were
26 former Sheriff Bolanos supporters in the campaign.

27 That is absolutely false. The reporter who did, who put that out there should retract that. Some
28 of the people in this report, these witnesses, were some of the most, some of the sheriff Corpuses, most

1 ardent supporters during her campaign.

2 It's just false. I don't know, I don't know how that could even be reported. The second thing that
3 I wanted to share is with respect to the recall.

4 And County Counsel, if you could verify this. If a recall was initiated in, hypothetically, early
5 December, if the county were to take its full time, that if the elections office were to take its full time
6 that it's statutorily allowed to verify signatures. And if the full time was necessary to gather signatures,
7 that may push the election date into 2026.

8 **John Nibbelin:** That's true. I think the earliest that a recall could feasibly take place would be
9 November of 2025. Probably more likely it would be April of 2026.

10 **Supervisor Mueller:** Right. So for it to take place in November 2025, hypothetically, that would
11 mean all the signatures were to gather in an earlier amount of time than statutorily allowed. And also the
12 verification of the signatures would happen faster than statutorily allowed.

13 **John Nibbelin:** A lot of things would have to fall into place optimally in order for November
14 2025 to happen. **Supervisor Mueller:** So I want people to understand that, that the circumstances and
15 the working conditions that we're hearing from our employees resoundingly in the sheriff's office that
16 exist today, absent this charter amendment process, that they would be in those working conditions,
17 possibly until 2026. So you have that effect on employees that we're concerned about as supervisors.

18 **Supervisor Mueller:** But not only that, I want everyone to think about what the effect of that is
19 in terms of our readiness for a public safety event. What does that dysfunction mean if we were to have
20 a major public safety event in this county during that interim time period? We can't take that risk. That's
21 how I feel about it, looking at this as a supervisor today.

22 I'm going to... So I feel like this is why we have to put this in front of the voters. Look at all the
23 circumstances and use your best choice. That's all we can do is present you with the evidence we've been
24 presented with, share with you the concerns that we have about it, and ask you, the voter, what you think
25 should be done.

26 **Supervisor Pine:** I would just want to reiterate one point made by my colleagues, which is
27 ultimately this will be the decision of the public, whether or not to grant the Board of Supervisors this
28 authority. The public will have the opportunity to assess all the facts and circumstances and consider

1 whether this is a power it wants to grant to us. So in that regard, I think it's fair to the public. Supervisor
2 Slocum, would you have any comment?

3 **Supervisor Slocum:** Yes, thank you. Thank you, Mr. Pine. Obviously, this is a very difficult
4 position that we're in.

5 It's a difficult vote that we are about to undertake. I think it's unprecedented in the county's
6 history. And the bottom line for me here is that I have mixed feelings about putting this on the ballot.

7 Why do I have those mixed feelings? Well, it does lead to a campaign. And Supervisor Pine, you
8 just said the voters will consider the facts. But I'm not so sure that that's totally accurate because I do not
9 believe that the sheriff will fight this campaign with facts.

10 I know that we will, but I don't believe the sheriff will. And my questions around this are, what
11 happens if this passes? What happens if it fails? Maybe council could just briefly walk through that in a
12 minute here. But for me, the recall path is probably the most appealing just on its surface.

13 But if we're talking April of 2026 or sometime soon before that, I just can't imagine being an
14 employee working under the circumstances that have existed and that exist today. I have a concern about,
15 and I know there's a sunset provision for this, but I do have concerns about future boards. And as I said,
16 even though there's a sunset, I still have that nagging feeling that it shouldn't be left to future boards.

17 Maybe it wouldn't be given the sunset. I'm curious, and maybe somebody could answer this,
18 maybe Supervisor Mueller or Corzo, or maybe County Executive or County Attorney. I'm curious about
19 if we're still getting whistleblower complaints or complaints from the staff and the sheriff's office.

20 I'm concerned about the lawsuits that most likely will come from this and the cost there too. And
21 I'm curious, finally, with another question, that if the sheriff were to resign sometime between now and
22 March, would the sheriff retain her county retirement and county benefits that she may otherwise be
23 entitled to? So there's a few questions in there. I don't know, County Attorney, if you made note of those
24 or if you could respond.

25 **John Nibbelin:** Thanks, Supervisor Slocum. Maybe I'll start with what would happen if the
26 county charter amendment were to pass. And a couple things I wanted to note is what the charter
27 amendment states specifically is that if the board were to seek to exercise its power under the charter
28 amendment and endeavor to remove the sheriff by a four-fifths vote, a couple things that are specifically

1 required to happen is one, that the sheriff would have to be served with a written statement of alleged
2 grounds for removal and would have to be provided a reasonable opportunity to be heard regarding any
3 explanation or defense.

4 The charter amendment also provides that the Board of Supervisors may provide for procedures
5 by which a removal proceeding pursuant to the charter would be conducted. So I would anticipate that
6 the board would have a meeting at which the board would establish procedures and that written statement
7 of alleged grounds for removal would be provided and then there'd be an opportunity for a hearing at
8 which the sheriff would have the opportunity to offer explanation or defense. That's what the charter
9 amendment sets forth.

10 So that's what would happen procedurally if this charter amendment were to pass. Supervisor
11 Slocum: Could I stop you there for just a moment and thank you for that thorough explanation? I'm
12 curious. The part about the sheriff has a chance to come forward and respond.

13 **Supervisor Slocum:** When in your best thinking might that take place, assuming we approve
14 this item 10?

15 **John Nibbelin:** Again, I anticipate that that would occur pursuant to the charter. I'm not sure that
16 would occur at some point after the March election date, at a point after the Board of Supervisors has
17 served a written statement of alleged grounds for removal. So we'd be talking about some point after the
18 election in March.

19 **Supervisor Slocum:** And there would be I know this may be off base, but there would be no way
20 to get that testimony into the record ahead of the election. John Nibbelin: Well, there's nothing that would
21 stop that kind of a conversation from taking place if the parties were inclined to do that. But again, the
22 specific process set forth in the charter contemplates written notice, then a response or an opportunity to
23 be heard with respect to the written notice.

24 **John Nibbelin:** But again, nothing to stop a conversation taking place on a different track if the
25 parties were inclined to have that kind of a conversation.

26 **Supervisor Slocum:** My question is based on Supervisor Mueller's invitation to the sheriff that
27 now that she has counsel to come forward and appear before the board and testify.

28 **John Nibbelin:** Nothing you're talking about doing here would foreclose that happening if, again,

1 the parties were inclined.

2 **Supervisor Slocum:** Thank you.

3 **John Nibbelin:** A next question, one of the questions was with respect to pensions. And I do
4 note that the fact that somebody resigns in and of itself has no impact on a person's pension. There are
5 some provisions in law that I believe PEPRA, Public Employee Pension Reform Act, I think included
6 some specific provisions that noted that if somebody were convicted of certain crimes while in office,
7 I'm not suggesting that is relevant here, but there are some provisions under PEPRA that would deprive
8 folks of pension benefits dating from the time in which misconduct was first found to have occurred.
9 But again, that requires a criminal conviction, if I'm not misrecalling. So to go back to my primary point,
10 there's resigning in and of itself has no bearing on pension benefits.

11 **Supervisor Slocum:** So just to be clear, if she resigned before the recall election, she would be
12 entitled to her retirement, for instance, and other benefits.

13 **John Nibbelin:** To my knowledge. Yes.

14 **Supervisor Slocum:** And if this ballot measure appeared and it was approved by the voters, her
15 benefit package would be not available to her?

16 **John Nibbelin:** I don't believe that's true either. I think if she was removed, I don't think that
17 removal in and of itself would impact her entitlement to pension benefits.

18 **Supervisor Slocum:** So she would get her benefits in either scenario.

19 **John Nibbelin:** Okay. I believe that's true. Yes.

20 **Supervisor Slocum:** Okay. Go ahead. Thank you.

21 **John Nibbelin:** I think the last question is whether or not we continue to get complaints. I'm a
22 little I'm hesitant to answer all that. That's at this point kind of HR related matters.

23 **John Nibbelin:** But so I frankly want to and I guess that's where I'd want to leave it, whether or
24 not we're continuing to receive complaints.

25 **Supervisor Mueller:** I want to follow up on a question that might be more of a theme that
26 Supervisor Slocum talked about, and that was communication. Should we pass the Charter Amendment
27 today, communication during the time period before the election? We are going to be prohibited after
28 today.

1 **Supervisor Mueller:** Well, from talk, it'll be after if we vote today, it goes on the ballot. It
2 becomes a political issue whether or not people vote. So we won't be able to campaign for it with county
3 resources.

4 **John Nibbelin:** Correct. And there's generally a bar under California law in using county
5 resources, government agency resources to either support or oppose a measure that's on the ballot. So
6 the on the other hand, I mean, the law is clear.

7 Their case stands to be modest, kind of the premier case in this area. And it sets forth that there's
8 a distinction that should be drawn between informational educating of the public versus advocacy. And
9 there's sort of a time, place, tenor standard that needs to be applied when you look at the communications
10 that are taking place while a measure is pending.

11 And so I guess what I'd say is we have to be very careful all around as a county and county
12 agencies, county departments would have to be very careful all around in terms of how they're using
13 county resources to communicate. Because while information and information sharing, educating the
14 public is authorized, advocacy is not. So, again, you've got to look closely at the tenor, the timing, et
15 cetera.

16 With respect to communications to ensure that we don't run afoul of the legal principle you were
17 just articulating. So it's fair to say we'll spend a fair amount of time, I believe, looking at that going
18 forward.

19 **Supervisor Mueller:** And the sheriff similarly is prohibited?

20 **John Nibbelin:** All county departments, employees are prohibited from using county resources,
21 government agency resources for advocacy purposes. That's true.

22 **Supervisor Mueller:** So the sheriff would be prohibited, for instance, from using the newsletter
23 or using Nextdoor or using her letterhead to send out mass communications about the charter amendment
24 if it was considered to be campaigning?

25 **John Nibbelin:** We'd have to work very closely with the sheriff and any other county department
26 or any other county officials, including the board, on that same issue. The same legal standard applies.

27 **Supervisor Mueller:** And is that a civil standard or is that a criminal standard to use county
28 resources to campaign?

1 **John Nibbelin:** It's a criminal statute.

2 **Supervisor Mueller:** Thank you.

3 **Supervisor Pine:** All right. Other comments at this time?

4 **John Nibbelin:** I've actually said a lot, Supervisor Pine, but there was one other thing I was
5 hoping to add to the mix, just for clarity, if I could.

6 **Supervisor Pine:** Go ahead.

7 **John Nibbelin:** I want to note that, as Supervisor Corzo noted, this is adoption of an ordinance.
8 This ordinance was actually introduced at a prior meeting. This is not adoption of an ordinance to amend
9 the charter. But those looking at the packet for today's meeting will note that there's also a resolution
10 included with this item.

11 There's the ordinance and then there's a resolution. And the resolution is calling for and providing
12 for a special election, et cetera. And I just want to be clear on why we included a resolution with this and
13 what the point and the purpose of the resolution is.

14 And we've done this for a couple of reasons. First, while the election for a charter amendment
15 under California law very specifically must be called by an ordinance, the law also provides it for any
16 special local election. The board must issue a proclamation or a resolution calling the election.

17 And that's embedded in the election code. We did include some language in the ordinance that
18 proclaims an election. But kind of in the spirit of belt and suspenders and making sure that we've dotted
19 I's and crossed T's, we also prepared this resolution calling the election.

20 Also, I want to note that a request to consolidate an election with any other potential elections
21 occurring on March 4th, 2025, must be made by resolution. So on the off chance that there's some other
22 thing that's going to go to the ballot in March of 2025, which I guess we'd know in a few days, we want
23 to make sure that we're able to consolidate. And this resolution makes that request.

24 And I just would note that Los Angeles County, which included which, as we've discussed in a
25 prior meeting, did something very similar to what we're talking about doing here. They also included
26 both an ordinance and a resolution for their charter amendment election, again, back in November of
27 2022. So, again, that's why we have the two items.

28 **Supervisor Pine:** Thank you for that additional information.

1 **Supervisor Corzo:** I just wanted to before we go to public comment, make a couple more
2 clarifications. I want folks to understand that our sheriff right now is serving during a six year term.

3 We are wrapping up year two. There are four more years left before the voters would have an
4 opportunity to vote on new leadership in the sheriff's office without an intervention like a charter
5 amendment election or a recall. So I want to make sure folks understand that so that they can understand
6 what the urgency is.

7 And I also wanted to make sure people understand that votes of no confidence have been taken
8 and statements have been made by every level of the sheriff's sworn officers, the deputy sheriffs, the
9 sergeants, the lieutenants, the captains. That is not normal. Every single level.

10 And civilian staff, most of which who are women, all of the complainants, all of the staff, the
11 civil staff that made allegations that were ultimately found to be sustained, are women. And so what we
12 have in front of us is a situation where our first female sheriff has failed to protect women in the sheriff's
13 office. And that is something that I will not sit by and continue to watch while doing nothing.

14 So I want to also share that we will hear right now public comment, and I expect it to be
15 challenging, but that is what public comment is for. And we will be responsive to it. It's literally our job.

16 **Supervisor Pine:** So thank you. Thank you, Supervisor Corzo. All right, let's now move to public
17 comment.

18 **Clerk:** Thank you, Supervisor Pine. We'll take public comment from Chambers first, and then
19 we'll hear from Zoom. We'll start with Christopher Ulrich, followed by Mark DiPaola. And please speak
20 directly to the mic, and you'll have a minute. Christopher Ulrich? So Christopher's not here? Okay. Okay,
21 I'm just going to call on the speaker. So if you hear your name, please come up. Thomas Mazzucca?
22 Mazzucca, please come up.

23 **Thomas Mazzucco:** Good morning, members of the Board of Supervisors, Mr. Callagy, Mr.
24 Nibbelin. We are council representing Sheriff Christina Corpus. We've been working with Sheriff
25 Corpus for a little over a week.

26 We are here to ask that this matter be continued. We've sent letters to Mr. Nibbelin, your county
27 council, to give us an opportunity to respond to the allegations. We're talking about a report that's
28 unsubstantiated. You seem to know more about the report than we do, Supervisor Mueller. But it's

1 anonymous to us. You're right.

2 The sheriff has not presented her side of the story yet, probably due to a lack of confidence,
3 potential conflicts of interest. But we're going to have a serious conversation with the sheriff about doing
4 that. And I hear from the supervisors there's a sense of urgency to get this done.

5 Urgency to you, the members of this board who are attorneys, is not a reason to eliminate due
6 process or the sheriff's constitutional rights. Now, I come to you with a background of ten years as an
7 assistant DA in San Francisco, nine years as an assistant United States attorney in the U.S. Attorney's
8 Office as the law enforcement coordinator working with all the agencies in San Mateo County, also as a
9 police commissioner for twelve years. I've been through three changes of police chiefs. I've hired three.
10 And guess what? There's never happiness amongst the staff. Morale is always low. It takes time. And
11 like my old boss at the U.S. Attorney's Office said, Bob Mueller, when he took over the FBI, there's a
12 third of the people that are just not going to like you, a third that will like you, and a third that you're
13 going to have to win over. And we need to give the sheriff that chance.

14 Law enforcement is a unique, unique thing. The community, the community. Crime is down. The
15 stats are down. That's who you need. You cannot usurp the authority of the community. Crime is down
16 and staffing the sheriff's department is up. I want to say one thing. Morale is low. I can tell you right
17 now, I know the men and women of the sheriff's department are still responding to calls for service to
18 serve their community no matter who's in charge. There's a lot of questions from this board. There's a
19 lot of uncertainty about the process.

20 I ask that you continue this matter to protect the sheriff's rights because it's the right thing to do.
21 When you did the Pledge of Allegiance, you said justice for all. Justice, especially for you lawyers on
22 this board. We need to give the sheriff an opportunity to respond. This is premature for you to usurp the
23 authority of the voters. I thank you for giving me additional time.

24 **Clerk:** Thank you. Christopher Ulrich followed by Mark DiPaola. And as a reminder, through
25 the acting chair, you have one minute.

26 **Christopher Ulrich:** Thank you. Good morning. I am colleagues with Tip Mazzucco and also
27 counsel for Sheriff Christina Corpus.

28 I echo what he says and request a delay. I know the allegations are serious. But at this point, they

1 are just allegations.

2 I understand it was an esteemed investigator. Many of the people she interviewed, by her own
3 admission, were complainants. It doesn't look to us as though she really tried to verify or check against
4 their allegations.

5 Now, I understand we are not in a court of law, and this is a political process. We are just across
6 the walkway, though, from the courthouse. And every day in that courthouse, allegations are made.

7 And the person against whom those allegations are made has an opportunity to respond. I
8 understand you offered that to Ms. Corpus previously. She now has counsel.

9 And we are requesting that this board delay this vote and give her an opportunity to fully respond.
10 Thank you for your time. Thank you.

11 [Further public comments not transcribed]

12 **Supervisor Pine:** Thank you, everyone, for your comments today. Supervisor Mueller.

13 **Supervisor Mueller:** Yeah, I think it's really interesting, the backdrop. It's funny. I served on the
14 city council for 10 years where you hire your police chief. And I think that's the method in the majority
15 of cities in San Mateo County where they hire their police chief.

16 And if they got a human resources report like this, I'm pretty sure most city councils would fire
17 that police chief. So we have an elected sheriff. That's something that exists historically within the state.

18 So we go through a process that's incumbent to be gone through to remove that sheriff, different
19 than a police chief in a city. I want people to remember that process of what takes place in a city because
20 I think that's important for those who are reacting to it this way. Every city in San Mateo County has a
21 city council that oversees how that department is managed.

22 Secondly, I want to respond to the but that being the case, we're not doing that here. Let me
23 back up. We're not doing that here.

24 The board is respecting the elected position of the sheriff. And so I want to speak to what the
25 attorneys brought up with respect to due process. Mr. Nabel, if this charter amendment was passed by
26 the voters, if they looked at this and they decided to give the board the power with the sunset clause to
27 go ahead and apply this amendment to the charter amendment, would we still be held to due process in
28 applying this charter amendment provision? Could it be challenged in court if we applied this charter

1 amendment process inappropriately?

2 **John Nibbelin:** It could be challenged in court if we applied it inappropriately. The charter
3 amendment, as I noted earlier, includes a process, a provision for written notice and opportunity to be
4 heard prior to the board acting on a removal if indeed this were passed.

5 **Supervisor Mueller:** the second thing I wanted to respond to comments from council because I
6 do take I do listen to your comments. They're asking for continuance. But the question I have for you is
7 because you want to balance that. And if we continue it if we were to continue it, that would push us to
8 November for the for the election. Is that right?

9 **John Nibbelin:** It would. To be clear, in order to make the March election date, the board has to
10 adopt the ordinance prior to December 6th, 2024, which is the election minus 88 days deadline.

11 **Supervisor Mueller:** But we could if it was passed today, we could take it we could take it off.
12 We could at a later date decide the board could meet and decide we're going to go ahead and take the
13 charter amendment off.

14 **John Nibbelin:** The board would have actually until December 11th to take the matter off to be
15 to be clear, which is E minus election minus 83 days. These are all dates and deadlines that are set forth
16 in the election code.

17 So if Sheriff Corpus wanted to come to our next meeting on December 10th and make her case
18 why we could take this off while represented by council and testify to us and present whatever evidence
19 she wanted to, the board could take it under advisement at that time whether or not they wanted to go
20 ahead and pull the charter amendment off the election. Isn't that correct?

21 I think that's correct. There's some things we'd have to do to make sure the agenda noticed that
22 as a possibility, but yes.

23 **Supervisor Mueller:** Okay. Well, so again, I want to through the chair extend the invitation to
24 Sheriff Corpus to come to our next meeting and talk to us because we can take this off. Take this item
25 off if it's passed today.

26 **Supervisor Pine:** [Inaudible].

27 **Supervisor Mueller:** So let's go with that. I don't have any further comments.

28 **Supervisor Corzo:** Thank you. Supervisor Pine.

1 **Supervisor Corzo:** So I want to share that our board is advised. We have two lawyers on our
2 board. We have a team of lawyers who knows the law, respects it, follows it, understands it, and we have
3 been presented with the options that our board has for moving forward.

4 That is what has led us to this place. The vote that we're going to take is one that this board has
5 carefully considered, and we'll shortly find out what that is. But at the core of this issue is the reality that
6 our current sheriff does not understand, follow, or respect not just county policy, but basic ethics and
7 around conflicts of interest and much more.

8 And for anyone who has not taken the chance to review the report, please do so. To state that
9 there is not evidence in this report is just factually incorrect. And I want to share something on more of
10 a personal level because I was a supporter of the sheriff.

11 And it wasn't until I really understood what the allegations were, who made them, how they were
12 sustained, that I chose to pull back that support. And, you know, there were signs, and even, you know,
13 as recently as this summer, I want to share that. I had a conversation with the sheriff.

14 And in that conversation, the sheriff admitted to me that Victor Añez, who was really at the core
15 of the allegations in this report, had lied to me about a statement that she had allegedly made. And her
16 admitting that to me is part of my decision-making here because it is very clear to me that she is incapable
17 of holding Victor Añez accountable or putting anyone else's interests before his and ultimately hers. And
18 that to me is a mentality that is completely unbecoming of a leader who needs to make sound decisions in
19 the sheriff's office who is ultimately responsible for public safety in our entire county.

20 Again, votes of no confidence by every level of the sheriff's office. The day that we released this
21 report, for anyone who is kind of new to the situation, the sheriff arrested the union president of the
22 Deputy Sheriff's Association, who was a former long supporter of hers. And shortly thereafter, we saw
23 her new assistant sheriff and a captain quit because of their involvement in that arrest.

24 There are investigations still happening right now around all of these matters, and those will
25 ultimately be presented to the community as well. But I want people to understand that these are not
26 decisions that we have come to lightly. And we have to do what's right for this community, even when
27 it's hard, even when we have members of the public come and directly attack us and say whatever they
28 want to say because it's their right.

1 That's their First Amendment right, and we respect those rights here. I want to urge my colleagues
2 here to support the second reading of this ordinance and the resolution before us, because there are people
3 who feel silenced right now that are county employees. And I have great concern for members of the
4 public who are being impacted by this, who do not know how to stand up for themselves or are scared
5 to speak up.

6 My biggest fear, we see this level of dysfunction in our sheriff's office. What does that mean for
7 your everyday resident? What does that mean for people walking down the street and for their rights?
8 We already have a claim against the county for the arrest of the union president, and all of that while the
9 public knows that there was an investigation, the report has been released. We saw our sheriff on
10 November 13th come into these chambers and not only completely deny everything in the report, but
11 she tried to promote Victor Añez to a position he's not qualified for right in these chambers.

12 If those are not political theatrics, I don't know what is. We are happy to hear from the sheriff,
13 but I want people to know that I have zero confidence in anything coming out of her mouth being truthful.
14 And saying that about a law enforcement officer is really concerning.

15 And our county is doing everything we can to apply the same level of accountability for everyone.
16 But ultimately, again, I just want to come back to, I want to urge our board to pass this second reading
17 and this resolution. It's the right thing to do.

18 We cannot wait for an emergency to happen in our community and the dysfunction at the sheriff's
19 office to make that even worse. We have to act now. We have to be proactive.

20 And let me just say, for the people working at the sheriff's office, this is far too late already. They
21 have already been harmed over time. And many of those complainants are women, are women of color.

22 And we need to be their voice. And we need to protect them. And we need to do what is right for
23 our community.

24 So with that, I, unless anyone wants to share additional comments, I motion to approve, oh, sorry,
25 go ahead.

26 **Supervisor Pine:** Supervisor Slocum.

27 **Supervisor Slocum:** I'm just curious through, through the chair and directed toward county
28 attorney. Could we, does it make any sense to formally invite the sheriff to join us on December 10th

1 with our council? Excuse me. To offer whatever testimony she would like in response to this matter.
2 And the reason for that is I understand that we would have until December 11th to remove the proposed
3 ballot measure.

4 **Supervisor Mueller:** I would second and thank you. That was also what I brought forward and
5 I'd like to second that, but I'd like to add one caveat sworn testimony. And I anticipate that in making
6 that request for the 10th. To provide sworn testimony.

7 The response we may get. Will be well, there are certain things we don't have yet or. But there
8 are fourteen different allegations. In that in that investigation. And I would welcome sworn testimony
9 on any of those 14 allegations. Some of those having to do with her specifically with her relationship
10 with Mr. Añez something having to do with text messages.

11 These are items that, that frankly heard of her coming in and just providing sworn testimony
12 regarding. Should be. Just come tell us what happened.

13 There's allegations here in the complaint. Tell us in your own words, what happened under sworn
14 testimony before us on the 10th, before we decided to move forward. So I don't know if she'll want to
15 provide testimony with respect to all 14 allegations, but I'd like to know which one she is prepared to
16 provide to us on December 10th.

17 **Supervisor Slocum:** And Mr. Counsel, do we. Would there have to be an amended motion to,
18 to, to cover what the supervisor just went through?

19 **John Nibbelin:** I think that the board's got the discretion. Either through a motion or an amended
20 motion to invite the sheriff under whatever terms the, the board cares to, whether it's a sworn non-sworn
21 testimony, if that's totally within the board's discretion and you know, however, the board wants to sort
22 of frame the invitation.

23 I think it's within their discretion. It could be a motion to issue that invitation. It could be direction
24 to, to have that invitation transmitted.

25 You know, there are a number of ways that, that could be done. And so, yes, absolutely. That
26 would be within the board's discretion again, whether it's a sworn or non-sworn testimony, you know,
27 it's a, that's again, the words, the board's discretion would note that again, you know, the, you know, and
28 additionally, I mean, the board is aware and the sheriff's aware that this office, the office of the County

1 attorney does represent the sheriff's office.

2 There are processes for the sheriff to request separate counsel when the sheriff believes that
3 there's a, a, a conflict that would prevent our office from representing both the board and the sheriff.
4 And if the sheriff wanted to show up with with different representation, that's up to that would of course
5 be up to the sheriff, but recognize again, that the office of the County attorney and the ordinary course
6 represents the, the sheriff, unless separate counsel has been appointed and there's a process dictated in
7 the government code for doing that. So I just wanted to flag that issue as well.

8 **Supervisor Slocum:** Well, go ahead.

9 **John Nibbelin:** I'm sorry, Warren. I didn't mean to interrupt you.

10 **Supervisor Slocum:** No, no. I was just prepared to make a motion to have the subcommittee. I,
11 I guess it would be a subcommittee invite the sheriff to come and provide sworn testimony to whatever
12 allegations she would like to speak to.

13 And she's welcome to bring her attorney attorneys. Corzo: Sorry. I just want to get clarity on, I
14 feel like we have a couple, well, that's the motion, but we have to vote on the matter before us as well.
15 Do you want to add that to your motion president?

16 I just have two separate motions. Yeah. I, I wanted to bifurcate it. One is the invitation and two
17 is the ballot proposed ballot measure.

18 **Supervisor Mueller:** So we can just take care of the second one first and then go back to yours.
19 So I'll second supervisor.

20 **John Nibbelin:** Okay. Just to, to be clear there for the record, the, the, the, the, the motion is that
21 an invitation that the subcommittee, and I want to be clear, who is the subcommittee that we're referring
22 to at that point? Supervisor is welcome.

23 **Supervisor Slocum:** I think it would be Supervisor Mueller and Supervisor Corzo.

24 **Supervisor Mueller:** So thank you. May I make one amendment to your motion, Supervisor
25 Slocum sworn testimony and then questions and answers with the board. So there's dialogue within the
26 invitation.

27 **Supervisor Slocum:** Sure. That's acceptable.

28 **John Nibbelin:** And, and again, the, I want to, I want to note just as a matter of record that the,

1 the board of supervisors has not authorized separate counsel for the sheriff.

2 The sheriff does have, as has been noted, there are individuals here today who have identified
3 themselves as counsel for the sheriff, but the board of supervisors has not itself appointed separate
4 counsel or agreed to appoint separate counsel for the, for the sheriff. But if, to again, the invitation is the
5 sheriff can bring whom she wants as representation. I want, I want that clear as well.

6 **Supervisor Mueller:** It is, but I want to clarify for the public, what you mean by that? The board
7 has not authorized. I, or I guess you haven't reached the conclusion to ask us to pay for separate counsel.
8 She's, and that's what the term authorized means.

9 She's welcome to hire whomever she wants to be her counsel board's not prohibiting that. And it
10 appears that there is counsel here today representing that. That's what I'm trying to make clear.

11 **John Nibbelin:** Again, there's a process in the government code for the County to fund separate
12 counsel that has not yet occurred.

13 **Supervisor Corzo:** Okay. Can I just add a clarification on that note? The board has not made a
14 decision on that because there hasn't been a clearly defined specific issue that has been articulated in the
15 request. It can't just be a general broad request for anything. It has to be about a specific issue.

16 **John Nibbelin:** That's that's already the law. That's true. Yes. But that, but again, I think I have
17 the motion then it's the subcommittee would issue an invitation to the sheriff to provide sworn testimony
18 before the board meeting before the board at its meeting of December 10th with representation of her
19 choice. If she chooses to bring representation with a provision, that would be a question and answer
20 component to that as well.

21 **Supervisor Mueller:** Okay. I'll second that motion.

22 **Supervisor Pine:** That's motion made by Supervisor Slocum and seconded by Supervisor
23 Mueller.

24 **Clerk:** I'll take the roll call Supervisor Pine.

25 **Supervisor Pine:** Yes.

26 **Clerk:** Thank you. Supervisor Corzo.

27 **Supervisor Corzo:** I want to share that before I cast my vote. I'm again, extremely concerned
28 that even under oath, our sheriff we'll use this as a platform to continue to lie. So I'm going to abstain on

1 this one. Thank you.

2 **Clerk:** Supervisor Mueller.

3 **Supervisor Mueller:** Yes.

4 **Clerk:** Supervisor Slocum.

5 **Supervisor Slocum:** Yes.

6 **Clerk:** Thank you. Motion passes with Supervisor Corzo abstaining.

7 **Supervisor Pine:** All right. We should move back to the matter at hand.

8 **Unknown:** Did Supervisor Pine vote?

9 **Supervisor Pine:** Yes.

10 **Clerk:** Okay. I'm sorry. Supervisor Pine

11 **Supervisor Pine:** Did you have a motion?

12 **Supervisor Corzo:** Yes. Move to pass the second reading of the proposed ordinance and approve
13 the resolution before us.

14 **John Nibbelin:** So the motion again to adopt the adopt the ordinance,

15 **Supervisor Corzo:** adopt the ordinance and approve the resolution. Thank you. I'll second it.

16 I'll take the roll call. Supervisor. Yes.

17 Thank you. Supervisor Corso. Yes.

18 **Supervisor Mueller.** Yes. Supervisor Slocum.

19 Clerk: Yes. Thank you. Motion passes, [unintelligible].

20 All right. That includes this item. Thank you everyone.

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Exhibit 8

ORDINANCE NO. 4899

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

* * * * *

AN ORDINANCE CALLING FOR A SPECIAL ELECTION TO BE HELD ON MARCH 4, 2025 THROUGHOUT THE COUNTY OF SAN MATEO FOR THE PURPOSE OF VOTING UPON AN AMENDMENT TO THE SAN MATEO COUNTY CHARTER GRANTING THE BOARD OF SUPERVISORS THE AUTHORITY UNTIL DECEMBER 31, 2028 TO REMOVE AN ELECTED SHERIFF FOR CAUSE, BY A FOUR-FIFTHS VOTE OF THE BOARD OF SUPERVISORS, AFTER WRITTEN NOTICE AND AN OPPORTUNITY TO BE HEARD, PROCLAIMING SAID SPECIAL LOCAL COUNTYWIDE ELECTION PURSUANT TO ELECTIONS CODE SECTION 12001, AND REQUESTING THAT THE ELECTION BE CONSOLIDATED WITH ANY AND ALL OTHER ELECTIONS TO BE HELD ON MARCH 4, 2025

The Board of Supervisors of the County of San Mateo, State of California, **ORDAINS** as follows:

WHEREAS, the County of San Mateo is one of 14 charter counties in California and has adopted the San Mateo County Charter (“Charter”), which was originally ratified by San Mateo County voters in 1932; and

WHEREAS, under the Charter, the Board of Supervisors (“Board”) is the governing body of the County and, in that capacity, has all the powers and duties vested in it by the California Constitution, California general law, and the Charter, including, without limitation, the responsibility to supervise the official conduct of all County officers and employees to ensure they faithfully discharge their duties; and

WHEREAS, the Board does not currently have the authority to remove an elected Sheriff, even in cases where the Sheriff engages in such wrongdoing as the violation of laws relating to their duties, flagrant or repeated neglect of their duties, misappropriation of County funds or property, willful falsification of official statements or

documents, and/or obstruction of an official investigation into the conduct of the Sheriff and/or the San Mateo County Sheriff's Office; and

WHEREAS, under the law, a Charter amendment may be proposed by the Board for approval by the voters of San Mateo County at a special election to occur on the next established election date (Cal. Const. Art. 11, § 3; Gov. Code, §§ 23720, 23722; Elec. Code, § 1000); and

WHEREAS, the Board deems it necessary and essential to submit to the qualified voters of San Mateo County the question of a proposed amendment to the Charter which, if approved, would grant the Board authority to remove an elected Sheriff from office, for cause, with a four-fifths vote, after written notice and an opportunity to be heard ("Measure"), at a special election to be held on March 4, 2025, the next established election date under the law.

SECTION 1. CALL OF ELECTION AND PURPOSE.

A special election on the Measure is hereby called, proclaimed, and ordered to be held on March 4, 2025 for the purpose of voting upon a proposed amendment to the Charter.

SECTION 2. FORM OF BALLOT QUESTION

The form of the ballot question for the Measure as it is to appear on the ballot is as follows:

COUNTY CHARTER AMENDMENT

Shall the measure amending the San Mateo County Charter to grant the Board of Supervisors authority until December 31, 2028 to remove an elected Sheriff from office for cause, including for violation of law related to a Sheriff's duties, flagrant or repeated neglect of duties, misappropriation of public funds, willful falsification of documents, or obstructing an investigation, by a four-fifths vote of the Board of Supervisors, after written notice and an opportunity to be heard, be adopted?

YES _____

NO _____

SECTION 3. THE MEASURE.

A. The Measure, if approved by voters, would add Section 412.5 to Article IV of the Charter, to read as follows:

412.5. Removal of Elected Sheriff for Cause

- a. The Board of Supervisors may remove a Sheriff from office for cause, by a four-fifths vote, after a Sheriff has been:
 - (1) Served with a written statement of alleged grounds for removal; and
 - (2) Provided a reasonable opportunity to be heard regarding any explanation or defense.
- b. For the purposes of this Section 412.5, "cause" shall mean any of the following:
 - (1) Violation of any law related to the performance of a Sheriff's duties; or

- (2) Flagrant or repeated neglect of a Sheriff's duties as defined by law; or
 - (3) Misappropriation of public funds or property as defined in California law; or
 - (4) Willful falsification of a relevant official statement or document; or
 - (5) Obstruction, as defined in federal, State, or local law applicable to a Sheriff, of any investigation into the conduct of a Sheriff and/or the San Mateo County Sheriff's Department by any government agency (including the County of San Mateo), office, or commission with jurisdiction to conduct such investigation.
- c. The Board of Supervisors may provide for procedures by which a removal proceeding pursuant to this Section 412.5 shall be conducted.
 - d. This Section 412.5 shall not be applied to interfere with the independent and constitutionally and statutorily designated investigative function of a Sheriff.
 - e. This Section 412.5 shall sunset and be of no further force and effect as of December 31, 2028 unless extended by voters of San Mateo County.

B. The Measure will become effective only if submitted to the voters at the Countywide special election on March 4, 2025, and only after approval by a majority (i.e., 50% + 1) of the qualified voters voting in the special election on the Measure.

C. If the Measure passes, the Charter amendment proposed by the Measure will take effect as provided for in Government Code Sections 23713 and 23714.

SECTION 4. LEGAL EFFECT OF INOPERATIVE PROVISIONS.

In the event that the amendment to the Charter contained in the Measure is rendered inoperative because of the actions of any court, legislative, or other body, or

for any other reason, the provisions of the Charter in effect on March 4, 2025 will remain in full force and effect.

SECTION 5. LEGAL EFFECT OF INVALID PROVISIONS.

If any section, subsection, subdivision, paragraph, sentence, clause, phrase, or word of the Measure is for any reason held to be invalid or unenforceable, such invalidity or unenforceability will not affect the validity or enforceability of the remaining sections, subsections, subdivisions, paragraphs, sentences, clauses, phrases, or words of Section 412.5 of Article IV of the Charter. The voters of San Mateo County declare that they would have independently adopted each and every section, subsection, subdivision, paragraph, sentence, clause, phrase, or word of the Measure not declared invalid or unenforceable, without regard to whether any one or more sections, subsections, subdivisions, paragraphs, sentences, clauses, phrases, or words of Section 412.5 of Article IV of the Charter is declared invalid or unenforceable.

SECTION 6. PROCLAMATION.

Pursuant to Elections Code Section 12001, the Board of Supervisors hereby proclaims that a special Countywide election will be held on Tuesday, March 4, 2025, to vote upon the Charter amendment described herein by the Measure.

SECTION 7. CONSOLIDATION AND ELECTION PROCEDURES.

A. The special election on the Measure will be consolidated with any and all other elections to be held on March 4, 2025.

B. All qualified voters in San Mateo County shall be permitted to vote in the special election on the Measure.

C. (1) Pursuant to Government Code Section 23731, the special election on the Measure shall be held and conducted, the returns canvassed, and the result declared in the same manner as provided by law for general elections.

(2) The special election on the Measure will be held on March 4, 2025, from the hour of 7:00 a.m. to the hour of 8:00 p.m., during which period of time the polls will remain continuously open. At 8:00 p.m., the polls will be closed except as provided in Elections Code Section 14401.

(3) Pursuant to Government Code Section 23731, the County's Chief Elections Officer shall prepare and mail to each eligible voter in San Mateo County a sample ballot and a voter's pamphlet containing the complete text of the Measure, which text shall include the recitals (i.e., "WHEREAS" clauses) and Sections 1 through 5, above.

D. The Board of Supervisors hereby permits the County's Chief Elections Officer to render all services specified by Elections Code Section 10418 relating to the special election on the Measure, to include the publication of notices of election and the mailing of the sample ballot. The County will pay for all such services performed by the County's Chief Elections Officer related to the special election on the Measure.

E. The Board of Supervisors hereby requests that the County's Chief Elections Officer, and/or designee(s), take all actions which are necessary or appropriate in connection with the special election on the Measure, including, but not limited to, printing and mailing sample ballots, arguments, and applications for absentee ballots, canvassing election returns, and certifying the results of the election to the

Board of Supervisors. The County Attorney's Office shall prepare the impartial analysis of the Measure.

F. The Clerk of the Board is hereby authorized and directed to deliver a copy of this Ordinance to the County's Chief Elections Officer, or other appropriate elections officials of San Mateo County, no later than 88 days prior to the special election on the Measure, and to give notice of the special election on the Measure by causing the County's Registration & Elections Division to publish the text of the Measure and other items, not later than 15 days before the date of the special election.

G. The County's Chief Elections Officer shall designate the polling places and provide election officers at the special election on the Measure in accordance with applicable election laws of the State of California.

H. The members of the Board of Supervisors are hereby authorized, but not directed, to prepare and file with the County's Registration & Elections Division, a ballot argument in favor of the Measure within the time established by County's Registration & Elections Division.

SECTION 8. EFFECTIVE DATE OF ORDINANCE.

Pursuant to Elections Code Section 9141 and Government Code Section 25123, this Ordinance will take effect immediately upon the adoption thereof.

* * * * *

Regularly passed and adopted this 3rd day of December, 2024

AYES and in favor of said ordinance:

Supervisors: _____ *DAVE PINE*

_____ *NOELIA CORZO*

_____ *RAY MUELLER*

_____ *WARREN SLOCUM*

NOES and against said ordinance:

Supervisor: _____ *NONE*

Absent Supervisor: _____ *DAVID J. CANEPA*



*President, Board of Supervisors
County of San Mateo
State of California*

Certificate of Delivery

I certify that a copy of the original ordinance filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.



Assistant Clerk of the Board of Supervisors

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Exhibit 9

2025 County Administered Elections



Upcoming Local Elections

For a list of early voting and drop-off locations visit the [California Early Voting](#) webpage.

[Alameda](#)

April 15, 2025 - City of Oakland Special Election

[Alpine](#)

November 4, 2025 - Bear Valley Water District
November 4, 2025 - Kirkwood Meadows Public Utility District
November 4, 2025 - Markleeville Public Utility District

[Amador](#)

No elections scheduled at this time.

[Butte](#)

No elections scheduled at this time.

[Calaveras](#)

May 6, 2025 - Special Election School Tax Measure (all mail)

August 8, 2025 - Special Election Gann Limit Increase Measure (all mail)

Colusa

August 26, 2025 - Uniform District Election (UDEL)

Contra Costa

No elections scheduled at this time.

Del Norte

No elections scheduled at this time.

El Dorado

November 4, 2025 - Consolidated Districts Election

Fresno

March 18, 2025 - [City of Fresno District 5](#)
November 4, 2025 - Uniform District Election (UDEL)

Glenn

No elections scheduled at this time.

Humboldt

November 4, 2025 - Uniform District Election (UDEL)

Imperial

March 4, 2025 - Coachella Valley USD

Inyo

No elections scheduled at this time.

Kern

February 25, 2025 - [Assembly District 32 Special Primary Election](#)
April 29, 2025 - [Assembly District 32 Special General Election](#)

Kings

No elections scheduled at this time.

Lake

November 4, 2025 - General District Election

Lassen

No elections scheduled at this time.

Los Angeles

February 25, 2025 - [Senate District 36 Special Primary Election](#)

March 4, 2025 - [Redondo Beach City and Redondo Beach Unified School District](#)

March 4, 2025 - [Cerritos City General Municipal](#)

April 29, 2025 - [Senate District 36 Special General Election](#)

June 3, 2025 - [City of Industry General Municipal](#)

November 4, 2025 - [Local and Municipal Elections](#)

Madera

No elections scheduled at this time.

Marin

March 4, 2025 - [Alta Vista Permanent Road Division](#)

March 4, 2025 - [City of Larkspur CFD Special Election](#)

Mariposa

No elections scheduled at this time.

Mendocino

August 26, 2025 - Special District Election

November 4, 2025 - Consolidated District Election

Merced

March 4, 2025 - City of Dos Palos Special Municipal Election

Modoc

No elections scheduled at this time.

Mono

No elections scheduled at this time.

Monterey

TBD - City of Carmel-by-the-Sea Special Election

Napa

No elections scheduled at this time.

Nevada

No elections scheduled at this time.

Orange

February 25, 2025 - [Senate District 36 Special Primary Election](#)

April 15, 2025 - [City of Irvine, Special Municipal Election](#)

April 29, 2025 - [Senate District 36 Special General Election](#)

Placer

No elections scheduled at this time.

Plumas

November 4, 2025 - [Uniform District Election \(UDEL\)](#)

Riverside

No elections scheduled at this time.

Sacramento

No elections scheduled at this time.

San Benito

No elections scheduled at this time.

San Bernardino

August 26, 2025 - Consolidated Mail Ballot Election

San Diego

April 8, 2025 - **Board of Supervisors, District 1 - Primary**

July 1, 2025 - Board of Supervisors, District 1 - General (if required)

San Francisco

No elections scheduled at this time.

San Joaquin

No elections scheduled at this time.

San Luis Obispo

No elections scheduled at this time.

San Mateo

March 4, 2025 - **San Mateo County Special Election: Charter Amendment Measure**

Santa Barbara

No elections scheduled at this time.

Santa Clara

April 8, 2025 - **Special Election - City of San Jose, District 3**

May 6, 2025 - San Jose Unified SD, Parcel Tax Renewal Measure (all mail)

June 24, 2025 - Runoff Election - City of San Jose, District 3

Santa Cruz

No elections scheduled at this time.

Shasta

No elections scheduled at this time.

Sierra

November 4, 2025 - [Uniform District Election \(UDEL\)](#)

[Siskiyou](#)

November 4, 2025 - [Uniform District Election \(UDEL\)](#)

[Solano](#)

No elections scheduled at this time.

[Sonoma](#)

November 4, 2025 - [Uniform District Election \(UDEL\)](#)

[Stanislaus](#)

No elections scheduled at this time.

[Sutter](#)

No elections scheduled at this time.

[Tehama](#)

No elections scheduled at this time.

[Trinity](#)

No elections scheduled at this time.

[Tulare](#)

February 25, 2025 - [Assembly District 32 Special Primary Election](#)

April 29, 2025 - [Assembly District 32 Special General Election](#)

May 6, 2025 - Landowner Election

TBD - North Kern South Tulare Health Care District Special Election

[Tuolumne](#)

No elections scheduled at this time.

[Ventura](#)

No elections scheduled at this time.

Yolo

August 26, 2025 - Uniform District Election (UDEL)

November 4, 2025 - Uniform District Election (UDEL)

Yuba

No elections scheduled at this time.

*For the most up-to-date information, contact your county elections official or local elections official as some municipal elections may not be included on this list.