



# SHERIFF

# CHRISTINA CORPUS

SAN MATEO COUNTY SHERIFF'S OFFICE

330 Bradford Street, Redwood City, CA 94063

Telephone: (650) 363-4911

September 22, 2024

President Warren Slocum,

I write to you with the voice and support of the overwhelming majority of the residents of San Mateo County, who elected me, Sheriff. I am writing to you with grave concerns about the abuse of power and persistent interference I have endured from County Executive Mike Callagy's conduct that is undermining the authority vested in me as Sheriff and compromising the effectiveness of my office. I write to you with an immediate call to action to address the retaliation, abuse of power, sexual discrimination, and bullying tactics of your employee, County Executive Mike Callagy. These are not isolated incidents but part of a broader pattern that I can no longer ignore, and I am calling on you and the Board of Supervisors to take immediate action to address this.

Executive Callagy's email triggered deeply rooted emotions stemming from my first meeting with him after I was elected Sheriff. Mr. Callagy treated me not as an elected official but as if I were one of his subordinates. During that meeting, he made an inappropriate and offensive request. Mr. Callagy told me that I had to inform him of when and who I dated within the county—a request I found not only offensive but demeaning and discriminatory. As a woman of color who has endured sexual harassment in this very county, I was shocked and appalled by his inappropriate conduct. I cannot imagine he would have made such a request of my predecessors, all of whom were men. However, in the best interest of the county, I initially chose to silence this offensive and traumatic experience. But his demeaning behavior and ongoing attempts to undermine me have now escalated beyond what can be ignored.

Since day one, Mr. Callagy has continued to overstep his authority, routinely inserting himself into the operations of the Sheriff's Office. He has supported the group of employees referred to as the good ol boy system from the previous administration and has empowered them.

One glaring example is the decision to approve double overtime without having me at the table. I was never consulted before the final agreement for the double overtime. This decision has cost the county and taxpayers \$17 million, and we are still facing the same challenges. This act of interference not only bypassed my authority but set a dangerous precedent. Mr. Callagy's actions have destabilized labor relations, undermining my ability to lead effectively and jeopardizing safety in our correctional facilities. With Mr. Callagy's support, the unions have developed a misconception that their negotiations extend beyond labor issues and into personnel matters— not acceptable. The burden of the current situation with the unions is directly attributable to Mr. Callagy's inappropriate backdoor interference. It is clear that the six hours allocated to corrections I attempted to negotiate to ensure the safety of our employees and incarcerated persons is not the issue here.

Recipient Name

Date

Page 2

Mr. Callagy has also intervened in contract city police services negotiations and undermined the process. This type of interference is unprecedented and hasn't taken place under previous Sheriffs.

Most troubling of all is Mr. Callagy's latest directive to block the process of the termination of Assistant Sheriff Ryan Monaghan, a decision squarely within my authority and purview as the elected Sheriff and involving an at-will and unclassified employee. Mr. Callagy's justification is unfounded and appears to be a blatant attempt to exert control over my office. He should have solicited additional information from me prior to making inaccurate assumptions. Mr. Callagy also violated the rights of everyone involved, including the terminated individual. The confidential process to determine what actions, if any, should be taken was not honored as required. To also suggest that Dr. Aenlle's benign conversation regarding Monaghan's participation in Judge Cordell's inquiry constitutes retaliation is an extraordinary stretch, particularly when it went no further than small talk. The brief casual encounter in the presence of the Undersheriff was innocuous and in passing.

My decision to separate from at-will employee Assistant Sheriff Monaghan was not only a long time coming but something into which I put significant thought and deliberation. After much consideration, I made the decision consistent with my authority as the Sheriff to separate from Mr. Monaghan. Had Mr. Callagy or any member of the Board reached out to me to garner a better understanding of this significant administrative move, all would have learned that it had nothing to do with Mr. Monaghan's involvement in the inquiry conducted by Judge Cordell and everything to do with his performance duplicity and failure to execute the goals of the Sheriff's Office expeditiously. This decision had nothing to do with retaliation. I understand that may be a visceral assumption for you, given the practices of my predecessor, but that is not in line with my philosophy or my practical experience as Sheriff.

It is crucial to ask: Where was Mr. Callagy's concern for retaliation and county liability when sexual harassment claims were brought forward under the previous administration? Instead of independent investigations into such claims, the harassers were often protected, and victims were either silenced or paid off. Mr. Callagy's willingness to defend certain individuals while undermining my decisions suggests a clear double standard. To move forward, we must accept our mistakes and injustices and take corrective action to ensure a better path to the future.

I was elected by the people of San Mateo County to enact necessary reforms in the Sheriff's Office. Culture change is never easy, and resistance from certain individuals—rooted in outdated practices from previous administrations—is expected. But what is unacceptable is Mr. Callagy's support of this resistance, his interference with personnel decisions, and his continuous efforts to undermine my leadership. The integrity of this office and public safety depends on my ability to manage my staff without unlawful influence from non-elected officials who lack the legal standing or firsthand knowledge to make informed decisions and do not seek to learn or understand before taking action themselves.

Recipient Name

Date

Page 3

Balancing the push for modernizing the law enforcement profession while addressing these internal challenges requires a firm but collaborative approach from county leaders. We must commit to dialogue, consistent communication, and support.

Mr. Callagy's actions raise significant concerns about an abuse of power. Mr. Callagy is a non-elected county official, attempting to override decisions made by the highest law enforcement elected official in this county—the Sheriff. This is not just an administrative overstep—it's a direct challenge to the autonomy granted to the Sheriff's Office under law and the voters of San Mateo County. Mr. Callagy's interference in internal personnel matters is not only inappropriate but without legal standing and attempts to undermine the democratic process, setting a dangerous precedent that could lead to further destabilization of county governance.

Let me be clear: the authority to manage my staff and maintain the integrity of this office rests solely with me, as the elected Sheriff. Mr. Callagy's continued interference in this matter undermines the public trust, damages employee morale, and exposes the county to unnecessary legal and financial risks. It is well known and important to highlight that Mr. Callagy has a long personal relationship with former Assistant Sheriff Monaghan dating back to the San Mateo Police Department. Former Assistant Sheriff Monaghan has often referred to Mr. Callagy as a mentor. It is inappropriate for Mr. Callagy to initiate such accusations and act as the sole finder of facts without even a conversation with me—it is a clear conflict of interest, and he should have recused himself.

Moreover, Mr. Callagy's assumption that I, as a woman in a leadership role, would engage in retaliation, reveals a deep-seated bias that cannot be ignored. His actions exemplify the very challenges that women—particularly women of color—continue to face in leadership positions, especially in male-dominated environments like law enforcement. Mr. Callagy's pattern of behavior and bullying tactics by using the weight of county counsel has repeatedly demonstrated a lack of respect for my role and authority. It is clear that Mr. Callagy did not and would not have treated my male predecessors in this manner.

As for Mr. Callagy's claim that this inquiry is being conducted independently, I have been informed by multiple employees that their attempts to contact Judge Cordell and County Counsel to provide a statement have gone unanswered. I want to bring this to your attention because it raises serious concerns about the integrity of the investigation, further casting doubt on the fairness of the process. It is clear that the Board of Supervisors does not have authority over the Sheriff's Office. This third-party inquiry, which should have been handled at the county HR level, is just another attempt to undermine my role. If Mr. Callagy were genuinely concerned about limiting liability, he would have afforded Dr. Aenlle the rights provided under the Peace Officer's Bill of Rights and the Human Resources procedural fairness to protect his good name, which he respectfully deserves and has been afforded in past practice. Dr. Aenlle is a fully accredited peace officer, sworn as a designated level 1, under this office for the last 16 years and validated by POST. The violation of Peace Officer Rights is not something we should take lightly and comes with many ramifications under the color of authority and abuse of government power.

Recipient Name

Date

Page 4

Therefore, I formally request that the Board of Supervisors initiate an independent investigation into Mr. Callagy's conduct and collusion into my office. This investigation should cover his attempts to conspire against an elected Sheriff, discrimination, sexual harassment, abuse of power, and persistent interference with the operations of the San Mateo County Sheriff's Office. Should the Board fail to act, I will have no choice but to escalate this matter to the state level.

Additionally, given the clear conflict of interest and the County Counsel's failure to represent me in good faith, I also request the immediate funding for a charter to provide independent legal counsel to represent the Sheriff's Office going forward, as it is clear that the County Counsel's office has a conflict of interest and is not providing adequate representation.

In closing, let me make this clear: I will not tolerate further interference in my lawful duties as Sheriff. Any further efforts to undermine the termination of former Assistant Sheriff Ryan Monaghan, will be met with legal action to protect the integrity of my office and my responsibility to keep the residents of San Mateo County safe.

Sincerely,

Christina Corpus  
Sheriff of San Mateo County