



Hello DSA and OSS members,

We previously notified you that the DSA and OSS Boards had determined that a vote of no confidence on Victor Aenlle would be necessary. We want to now provide you with several of the reasons why that decision was made. We hope that this will provide clarity into Aenlle's misbehavior and misdeeds and help the memberships of both unions fully understand the harm he has caused to our agency.

Since being appointed to the position of civilian Chief of Staff, Victor has acted as anything other than a civilian. He has, on numerous occasions, been observed wearing uniforms with a gold "Chief of Staff" badge embossed with the number "1." While Victor is still a reserve deputy, the gold "Chief of Staff" badge is not what any other reserve deputy wears. Gold badges are what full-fledged Deputy Sheriff's wear. It appears to be an attempt to elevate himself to a position of authority that he has not earned.

In addition, despite being a civilian and not being in charge of sworn personnel, Victor has repeatedly inserted himself into conversations and decisions affecting Sergeants, Deputies, and Correctional Officers. He has become involved in the day-to-day operations of the agency. He has required that certain Captains directly report to him, ignoring the organizational chart that clearly shows that he does not oversee their Bureaus. Current and former high-ranking members of the Sheriff's Office have said that Victor is really the one running the agency, despite his limited authority on paper. He has inserted himself into investigations and given directions to sworn staff regarding areas he has no authority over. He has also introduced himself to outside agencies as "third in command" in the Sheriff's Office. Victor is not a high-ranking law enforcement officer and never has been. The DSA and OSS Boards believe that his interference in matters outside of his civilian role is unacceptable and disrespectful to the Sergeants, Deputies, and Correctional Officers.

Victor has also behaved inappropriately even when dealing with issues that are under his purview. During a meet-and-confer over uniforms for Crime Lab personnel, Victor walked out and would not continue negotiations. He has also refused to provide the Crime Lab with proper gear for call-outs. They are currently sharing one rain jacket

when they are on-call. Deputies have personally witnessed Crime Lab technicians wearing insufficient clothing in the rain because Victor has refused to provide them with the necessary equipment. In a similar vein, Victor demanded that the Property unit reduce their overtime despite them having an increased workload. When it was explained that the overtime was necessary due to the move from HOJ to the new building, as well as Property having to run the Millbrae property room, Victor was unsympathetic and blamed double overtime for the alleged budgetary issues. Victor insisted that Property maintain their current level of work while not providing them with any additional resources or staff.

Lastly, Victor has repeatedly spoken in meetings about the acquisition of a property that is supposed to serve as a new substation and daycare. Our Administration has admitted that they failed to follow the appropriate County building acquisition processes. Instead, the building has been sitting empty for over a year. This oversight is believed to have cost the agency a significant amount of money, and there is still no estimated date of completion.

Finally, Victor's personal behavior has been reprehensible. In one incident, he berated an employee during a goodbye party for her, causing her significant emotional distress and resulting in an HR complaint. He has been rude to subordinates and has refused to listen to rational explanations for workload and budgetary issues. Victor has also engaged in retaliation against those who are critical of him. He has been anti-union and has encouraged union members to vote out Board members who do not back the Administration. Both sworn and civilian staff members are afraid to cross him because of his behavior and his outsized and inappropriate influence on the command staff of this agency. Victor has, without a doubt, created a culture of fear.

These allegations and incidents are not an invention of the Board. They have been witnessed by numerous sworn and civilian staff. At a time when the Sheriff's Office faces challenges that are not unique to other law enforcement agencies, Victor is a unique and intolerable problem for this agency. His behavior and actions are actively hurting this agency. The DSA and OSS Boards do not have confidence in Victor's ability to be a responsible and positive figure in the Sheriff's Office. We hope that this helps everyone understand why.

Thank you,

The DSA and OSS Boards