
Request for Discipline

From Bowen, Xouhoa <XBowen@sanleandro.org>

Date Fri 10/24/2025 2:27 PM

To Bunting, Sarah <SBunting@sanleandro.org>

Cc Cameron, Janelle <JCameron@sanleandro.org>; Pio Roda, Richard <richard@redwoodpubliclaw.com>

Dear Deputy City Clerk Bunting,

Pursuant to Title 1, Chapter 13 of the San Leandro Administrative Code (“City Council Internal Discipline Policy”), I am formally submitting a request for disciplinary action or censure against Councilmembers Victor Aguilar Jr. and Fred Simon.

This request is based on the inappropriate and unprofessional behavior outlined in the HR complaint I submitted to the City in January 2024, which was provided to the City Council and subsequently investigated. The conduct described in that complaint—including bullying, retaliation, untruthful statements, and bias—violates the standards set forth in the City’s Code of Ethics, Council Commitments, and the Council Member Handbook, all of which require integrity, respect, fairness, and accountability in the performance of official duties.

Under Section 1.13.105, the Internal Discipline Policy applies to any violation of law, by-law, standing order, or Council policy. Section 1.13.110(c) authorizes any Councilmember to submit a written request for discipline or censure to the City Clerk specifying the charges and supporting facts. Section 1.13.115 requires that such a request be placed on a regular or special meeting agenda for Council review and determination of appropriate action.

I respectfully request that this matter be placed on the next regular or special meeting agenda of the City Council for consideration of appropriate action under the Administrative Code. The Council should determine whether discipline, corrective action, or censure is warranted in light of the findings of the City’s investigation and the standards established by our governing policies.

This request is not punitive—it seeks to uphold the City’s commitment to ethical conduct and a respectful workplace, and to ensure that all Councilmembers are held to consistent and transparent standards of accountability.

Thank you for your attention to this matter.

Xouhoa

Xouhoa Bowen

Council Member District 5, Vice Mayor

xbowen@sanleandro.org

City of San Leandro

Civic Center – 835 East 14th Street

Work: (510) 577-0605

Please note that I do not check my email, phone, or voicemail on Sundays. My workflow sometimes requires sending emails and other correspondence outside of normal working hours. Please know that I respect boundaries around personal time, well-being, caretaking, and rest. If you are engaged in any of the above, please protect your time and respond to non-urgent matters when you are next working or in front of a computer.

Frequently Asked Service Questions and Compliance Contacts

Report non-emergency concerns like potholes, abandoned vehicles, and overgrown vegetation directly to the City. **MySL is the City's new customer service application and website.** Submit your requests online via your mobile device or [website \(https://www.sanleandro.org/750/Report-a-Concern\)](https://www.sanleandro.org/750/Report-a-Concern). To track progress on your requests, it is recommended that you register and create an account but residents can also submit requests anonymously.

San Leandro offers **transportation services for seniors over the age of 50 and people with disabilities who reside within San Leandro city limits through the FLEX RIDES program.** The program consists of two flexible transportation options, FLEX Shuttle service and FLEX RIDES On-Demand concierge service. There is no fee to [become a member HERE](#).

Not sure who your council representative is? [Check here](#)

Report Concerns on MySL <https://cityofsanleandro.mobile311.com/#/home>

Abandoned Vehicles (Police Department)
510-577-3288

Traffic Enforcement (Police Department)
510-577-3208

Animal Control (Police Department)
510-577-0449

Building Code Enforcement (Community Development)
Construction without permits
BuildingInspections@SanLeandro.org
510-577-3405
<https://www.sanleandro.org/199/Building-Safety>

Code Enforcement (Community Development)
Zoning violations and property maintenance
CodeEnforcement@SanLeandro.org
510-577-3363
<https://www.sanleandro.org/242/Code-Enforcement>

Encroachment Permits (Engineering & Transportation)
ETpermits@SanLeandro.org
510-577-6009
<https://www.sanleandro.org/253/Engineering-Transportation>

Street Potholes/Street Paving (Public Works)
510-577-3455

Street or Traffic Lights (Public Works)

510-577-3451

Park Maintenance (Public Works)

510-577-3444

Graffiti Abatement, Street Sweeping, Tree Maintenance (Public Works)

510-577-3448

Hazardous Materials Issues (Public Works)

510-577-3401

<https://www.sanleandro.org/887/Hazardous-Materials>

Illegal Dumping in Right-of-Way (Public Works)

510-577-3400

Sewers (Public Works)

510-577-3401

<https://www.sanleandro.org/941/Report-a-Sewer-Spill>

Storm Drains (Public Works)

To report a spill or illegal dumping to the storm drain system:

- **510-577-3401 - or – 510-577-3434 during business hours (Mon - Fri, 7:30am - 5:00pm).**
- **After-hours/Weekends: 510-577-3459 (5:00pm - 7:30am) - or - 510-577-2740 SLPD non-emergency dispatch.**
- **For emergencies, call 9-1-1**

<https://www.sanleandro.org/890/Storm-Water>

Noise (Police Department)

510-577-2740

Sidewalk Repair (Engineering & Transportation)

510-577-3305

<https://www.sanleandro.org/267/Sidewalk-Repair-Program>

Vehicle Parking (Police Department)

510-577-2740

ParkSL@sanleandro.org.

Recycling Hotline (Public Works)

510-577-6026

<https://www.sanleandro.org/609/Solid-Waste-Recycling>

Alameda County Behavioral Health Acute and Crisis Services

1-800- 491-9099

<https://www.acbhcs.org/acute-integrated-health-care/acute-crisis-services/>