

From: Bowen, Xouhoa <XBowen@sanleandro.org>

Sent: Friday, October 24, 2025 2:28 PM

To: Bunting, Sarah <SBunting@sanleandro.org>

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

Subject: Request for Discipline

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