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April 24, 2025

**VIA ELECTRONIC MAIL**

David Canepa  
President  
Board of Supervisors  
County of San Mateo  
500 County Center  
Redwood City, CA 94063

Re: Sheriff Removal Procedures

Dear President Canepa:

The County has retained us to investigate and potentially initiate a Section 412.5 removal proceeding against Sheriff Christina Corpus. On April 4, 2025, the County publicly posted Board File No. 25-267 as an agenda item for the regular April 8, 2025 Board meeting. We have reviewed Attachment No. 1 to File 25-267, which is a draft set of “Sheriff Removal Procedures.” We write to provide our views on the draft procedures.

With respect to Section I, we recommend that the Removal Hearing be a public hearing, with neither the parties, nor the Hearing Officer, having the right to close the Removal Hearing to the public. This proposal is appropriate in light of the public importance of, and anticipated public interest in, the Removal Proceeding.

With respect to Section III, we recommend that the County and the Sheriff be permitted (but not required) to submit pre-hearing briefs. We recommend that the County and the Sheriff be permitted (but not required) to make a brief (not to exceed 30 minutes) opening statement before witnesses are called at the hearing. We recommend that the County and the Sheriff be permitted (but not required) to file post-hearing briefs within 30 days of the conclusion of the hearing. These proposals are intended to facilitate the orderly presentation of evidence in what we anticipate may be a fact-intensive case.

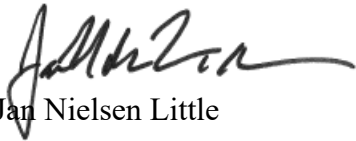
Section III limits each party to five days to present its case in chief. The Hearing Officer has discretion to extend this time for good cause. We understand from experience that hearings of this type typically convene for full-day hearings (*i.e.*, 9am to 5pm or similar, with two fifteen-

minute breaks in the morning and afternoon, and a 45-minute break for lunch.), and we ask that that be the case here. We request that the good-cause exception allowing the Hearing Officer to limit or grant additional time to either party remain in the draft procedures.

With respect to Section VI, we recommend that discovery be limited to requests for document production only. We recommend that the rules impose a numerical limit on such requests subject to a good-cause exception in the Hearing Officer's discretion. We recommend that the draft procedures be clarified to confirm that other forms of pre-hearing discovery are not authorized. We recommend that Section VI.2 be clarified to confirm that the initial exchange pertains to exhibits rather than the broader and ambiguous category of "evidence." We recommend that Section VI.5 be clarified to confirm that subpoena power is available and limited to procuring the attendance of witnesses at the hearing. We recommend that Section VI.7 (and, if necessary, Section III) be clarified to confirm that exhibits used solely for impeachment or on rebuttal are not subject to the initial Section VI.2(A) exchange or the Section VI.7 exchange. These proposals balance the informal nature of this administrative forum and the parties' need to present their case in an orderly fashion.

Very truly yours,

KEKER, VAN NEST & PETERS LLP

A handwritten signature in black ink, appearing to read "Jan Nielsen Little", written over a horizontal line.

Jan Nielsen Little

JNL:jas