



# PACIFIC GROVE POLICE DEPARTMENT

A: 580 PINE AVENUE, PACIFIC GROVE, CA 93950 P: (831) 648-3143 E: PGPDRECORDS@CITYOFPG.ORG

September 3, 2020

Residents, City Staff, and Visitors of Pacific Grove:

It is the Pacific Grove Police Department's policy to provide law enforcement services and enforce the law equally, fairly, objectively, and without discrimination toward any individual or group. Personally, and as a Department, we take our mission, values, and motto seriously.

In light of the incident, the Mayor and Councilmembers created a Police Sub-Committee, chaired by Mrs. McAdams and Mr. Amelio. The Police Sub-Committee held a town hall meeting that was well attended. During the meeting, we received input from our community. Based on that input, the City has reviewed and revised its parking permit protocol.

From the onset of this incident and throughout its investigation, it has been difficult and frustrating for me as your Chief because the personnel process has not allowed me to be fully transparent or to discuss details of the matter with community members.

According to law, personnel matters are confidential and can only be discussed with limited exceptions. One of those exceptions applies when the affected Officer willingly participates in the process. In this case I am thankful to report the Officer has decided to fully participate. As is clear from the affected Officer's statement, and as evidenced by our internal investigation, the Officer is not a member of any militia group is deeply sorry for any turmoil this matter caused.

This incident created divisiveness in our community and reawakened a stigma of bias and stereotypes from over a decade ago. As Chief, I assure you that every member of this department is committed to our mission of providing exceptional public safety service and enhancing the quality of life in our community, and our vision of achieving a culture of excellence by partnering with our community, respecting the rights and dignity of all people, and providing professional public safety service through integrity and accountability.

As a Department, we appreciate the support of our community and don't take it lightly. We know it took years to build trust and this quality can be lost in an instant. We understand earning our community's support, and respect, is a never-ending process. We have learned from this incident, and plan to move forward and heal together as a community.

Regards,

Chief Cathy Madalone