

## MILL CREEK OFFICER'S GUILD

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P.O.Box 13261  
Mill Creek, WA 98208  
[www.mcpog.org](http://www.mcpog.org)

January 17<sup>th</sup>, 2020

To: City Manager Michael Ciaravino

By a vote of the membership, the Mill Creek Police Officer's Guild has voted no confidence in Mill Creek Police Chief, Gregory Elwin. There are many reasons for this vote, but our overarching concerns include low morale under his leadership, a lack of honesty and integrity, poor management of resources, a lack of care for officer well-being and welfare, a disregard for bargaining rights and retaliation for union involvement, unpredictability in mood and work expectations, and simply being difficult to work with.

We have discussed these concerns with Elwin on many occasions but have seen no meaningful change.

If you would like specific examples or to better understand what led to the Guild having no confidence in Elwin as chief, please contact me or Steve. We'd be glad to discuss our concerns with you.

Finally, our membership fears that this vote may result in retaliation from Elwin, so we are sending the results of this vote directly to you and not Elwin. We expect that you will promptly investigate and take seriously any claims of retaliation, should they occur.

Sincerely,

Mill Creek Police Officer's Guild

Jesse Mack – President

Steve Smith – Vice President