



MABTON POLICE DEPARTMENT

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To: Mayor Mario Martinez
From: Chief, Cas Cedillo
Date: 3/18/16
Re: Letter of Resignation

Mayor Martinez,

Please accept this letter as my official 30 day notice to terminate my employment agreement and resign from the position of Police Chief of Mabton. I am tendering my resignation because I can no longer work in the oppressive and hostile work environment that you and the City Administrator, Walt Bratton, have created as a way to retaliate against me as a result of my reporting Mr. Bratton's sexual harassment of Adriana Cisneros.

Prior to my reporting of the harassment incident, you and I had a coexisting working relationship where we had open dialogue, and the work environment was more than manageable. You allowed me to do my job without subjectively micromanaging my work. Because we had a good working relationship, you even asked me to write a "Letter of Recommendation" on your behalf, which I did, so you could pursue a position with the Grandview School District, which led to your position as a teacher for the school district.

However, after I reported the sexual harassment incident to you everything changed. Rather than conducting a formal investigation into Mr. Bratton's conduct, you instead told me that you wanted me to resign, even going to the length of preparing a resignation letter on my behalf for me to sign, which I refused to sign. Once I refused to quit, you and Mr. Bratton began making my work environment hostile and unbearable. You started isolating me, refusing to acknowledge or interact with me. Mr. Bratton then also prohibited me from attending certain Mabton School District safety meetings, which I was previously permitted to attend. You then

began investigating me, trying to uncover whatever "dirt" you could find on me to justify terminating me for cause. Then, when that was not successful, you began scrutinizing my every move, subjectively micromanaging my duties and responsibilities as the police chief. You and Mr. Bratton have created such an unbearable and hostile work environment with intolerable working conditions that I now feel that I have no option but to quit to avoid this intolerable work environment that you created.

Recently, you reprimanded me and suspended me without pay. I believe this is just an extension of the ongoing retaliation and discrimination against me as a result of my reporting the sexual harassment by the City Administrator.

In your suspension letter, you named specific "sections" that were not categorized or referenced during your prior instructions for a requested drafted improvement plan. I would like to make clear that prior to you suspending me, you gave me no written guidelines, information, or guidance to allow me to better understand what exactly, or what kind of "Performance Improvement Plan," you wanted, considering that I have never had to draft such an improvement plan document during the duration of my ten years in law enforcement.

I gave you two separate performance improvement plans which outlined how I would address the subjective points you identified. Yet, you were not satisfied with my improvement plans, so you decided to suspend me without pay.

I was then instructed not to speak to anyone at city hall or the department.

By doing this, you prohibited me from being able to access any resources or materials, including information I felt I would need from the PD office in order to properly equip myself with the tools needed to address the things on your requested document. Researching, compiling notes and making necessary contacts in order to properly produce a third drafted performance improvement plan takes effort and time that otherwise is considered job related work, specific to the interest of the city and you.

If I am instructed to produce work for the city, then I should at least be paid for it.

Yet, to punish me, you suspended me without pay, ordering me to come up with another improvement plan. Subjecting me to a suspension without pay and instructing me to produce paperwork to you is absolutely not fair and discriminatory action against me. Instructing me to work without pay is what I perceive to be a personal attack on me, my personal life, my finances and unfair punishment.

As the current Chief of Police, I am more concerned and intensely worried about pending criminal cases and unanswered calls directed to me that are a daily duty to my line of work and service to the citizens of Mabton. There was absolutely no consideration to me and any active investigations, reports or for example, a pending CPS case involving a recent disclosure of child molestation that was generated to me as recent as last Friday morning.

Your decisions and actions against me are unfortunately also an action against public safety and the citizens and any victims of crimes committed.

Because I feel I can no longer work under these unbearable working conditions and environment, I am officially tendering my resignation and terminating my contract with the City effective 30 days from the date of this letter. Unless otherwise indicated by you, my last day with the city will be on April 18, 2016. During these last few weeks, I will need to close out and delegate any and all pending criminal investigations and cases.

Sincerely,

 

Casimiro M. Cedillo #501
Chief of Police, Mabton Police Department.

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