



April 29, 2015

City of Everett Police Sergeant Manny Garcia, Officer Sherman Mah, and former Sergeant Rick Wolfington are long-time, dedicated public servants, who do believe that the department has engaged in discrimination against them. One court's opinion that they cannot prove that their mistreatment was due to discrimination does not change the fact they were not promoted despite their experience, qualifications and rankings on civil service evaluations. Discrimination may be hard to actually prove even when we see and feel it. Our clients have seen and felt it at the Everett Police Department.

We commend their strength in bringing these matters out in public. This suit has shown that relying only on subjective decision-making permits discrimination to prevail. It has also highlighted the fact there are no City of Everett police officers above the rank of Sergeant who actually *look* like the diverse public they are charged with protecting.

The City of Everett should take this opportunity to really look critically into their practices, to develop fair, objective and equal processes for evaluations and promotions, and to ensure the police personnel at all levels are representative of the public.

Victoria L. Vreeland
Benjamin P. Compton
Attorneys at Law
VREELAND LAW PLLC