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**Item 9B code of conduct complaint**

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**From** Matt Ludwick <mludwick8@gmail.com>  
**Date** Thu 9/25/2025 2:20 PM  
**To** City Council <citycouncil@ci.capitola.ca.us>

Dear Capitola City Council,

I respectfully urge the Council to dismiss the complaint against Councilmember Orbach. She has acknowledged her actions, issued an apology, and is actively participating in mediation. Moving forward with a public hearing at this stage would undermine that process and set a precedent of politicizing disputes better resolved through established channels.

Public hearings should be reserved for matters of significant policy or governance, not for conflicts already addressed through mediation. To proceed otherwise risks creating a climate where complaints become a tool of intimidation rather than accountability. This erodes trust in the process, discourages qualified individuals from public service, and disproportionately impacts those already underrepresented in leadership roles.

Dismissing this complaint would affirm the Council's commitment to fair, efficient, and constructive conflict resolution, while ensuring that the focus remains on the substantive work of governing our community.

Thank you,  
Matt Ludwick