



J.D. Raymond
Sheriff

OFFICE OF THE FRANKLIN COUNTY

SHERIFF

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Law Enforcement Operations

Commander Rick Rochleau
Captain Monte Huber

Corrections Operations

Commander Stephen Sulzemeier
Captain Adam Diaz

Civil Operations

Captain Ronelle Nelson

May 4, 2020

Benton County Sheriff's Office
Attn: Sheriff Jerry Hatcher
7122 W. Okanagan Place
Building B
Kennewick, WA 99336

RE: BCSO IA# 20-001

Sheriff Hatcher,

Attached are all the emails, recordings, reports, B.C.S.O. policy, and overview from Captain Huber and Captain Diaz. As you will soon see, this internal review quickly turned into "It's about Sheriff Hatcher." I encourage you to listen to each interview recording. I believe the contents will be enlightening for you as you set a path forward for the Benton County Sheriff's Office.

One should be concerned about the appearance or perception of labor attempting to control the internal review and operations of the Benton County Sheriff's Office. This seems to be occurring with the assistance of your command staff help at times. Your command staff believes, in general, that you stole the disputed ammunition. Furthermore, they believe that you and I conspired to create an environment to conceal or to obstruct a perceived theft. Your command staff, the FOP, and Alan Harvey clearly wanted to utilize Officer Involved Incidents/SIU protocols in this internal review process. This should be clear to you when you hear the theme statement: "You always do criminal reviews before administrative reviews" as an example.

Domestic Violence Policy Violations: The investigation found *no sustaining factors* in reference to BCSO-Domestic Violence Self Reporting Policy. It is difficult to say that you did not comply with the policy directive, considering it was local front-page news for weeks, which included public notification. You're Sheriff Office Staff, and most of the greater Tri-Cities region became aware of your domestic matters via media outlets. Another factor to consider is to whom you would report this within your organization as the sheriff.

B.C.S.O. Command Staff and Alan Harvey, along with the local Fraternal Order of Police, are not pleased with the outcome of your criminal investigation which was conducted by W.S.P. along with the Benton County Prosecutor's Office. Frankly, they believe you should be charged and held accountable. Furthermore, they generally believe there should be a "do-over criminal investigation" which should be conducted by an outside law enforcement agency, but not F.C.S.O or W.S.P. The theme is that F.C.S.O and W.S.P have no idea what they are doing.

As the Benton County Sheriff, you should be concerned that your appointed command staff have decided to become part of labor.

Weapons/Firearms and Ammunition Storage Policy: The theme mentioned above carries over into the storage of firearms and ammunition at your residence. Your command staff with the assistance of the local FOP and Alan Harvey are attempting to paint a picture that you stole the ammunition. I point you to the Kennewick Police Department police reports on the ammunition and firearms storage issues for your reference.

Of course, there is an effort underway to paint a picture that Sheriff Raymond and Sheriff Hatcher are ruining the ability for a criminal investigation to be conducted on this topic by our actions. This, of course, is followed by a volley of RCWs being cited by your command staff as references during their controlled interviews with Alan Harvey driving the direction of the interviews. These controlled interviews are similar to "Officer Involved-Shooting" statement processes under the criminal review portion of S.I.U guidelines. Another analogy can be made regarding canned or rehearsed presentations during these interviews.

The investigation found *no sustaining factors* concerning B.C.S.O. firearms policy and practices. However, I strongly suggest you revamp these policies and practices thus removing the perceptions of entitlement away from all members of the Benton County Sheriff's Office.

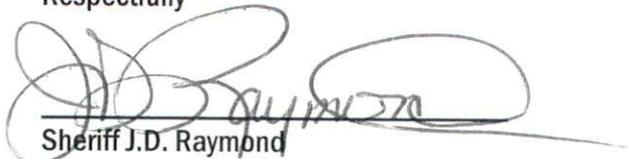
Recommendations: The Benton County Sheriff's Office policy, procedures, and practices, in general, sorely lack 21st-century policing standards. It was difficult to determine when the last time any policy had been reviewed or updated. It would be wise to begin a complete re-write of your policy and practices conforming them to WASPC standards. Accomplishing this with the assistance of a software program systems would be helpful and assist you in a more rapid approach to achieving a total overhaul of policy and procedures.

I would suggest your organization undergo an L.E.M.A.P study. This would help you with the transparency concerns which will develop considering the culture of your organization currently. Do not involve any local law enforcement agencies in the processes if possible. Allow L.E.M.A.P officials to control the process. This will help with the transparency issues and hopefully avoid all the finger-pointing which seems to be occurring.

It would probably be wise for the Benton County Sheriff's Office to undergo a complete inventory of all property issued and stored by the Benton County Sheriff's Office followed by strict documented inventory and issuance controls. These processes need to be documented, controlled, and tracked. Limitations need to occur regarding who issues and tracks the properties. In this arena, do whatever it takes to remove the perception of the "entitlement" which appears to be occurring within the Benton County Sheriff's Office. A paradigm shift needs to occur to change this culture.

Although time-consuming, I would strongly suggest that part of your agency's goal setting should be to achieve WASPC Accreditation for the Benton County Sheriff's Office. This achievement/goal will certainly help with bringing your organization into accordance with 21st-century policing practices.

Respectfully


Sheriff J.D. Raymond