

Wurtz, Mary

From: Hayes, Rick
Sent: Monday, August 31, 2020 9:28 PM
To: Raymond, Sherry
Cc: Bell, Roger; Carlson, Russell; Matson, Jacquie; Vargas, Suzanne; Peterson, Clifford; Wickenhagen, Kevin
Subject: Exit Interview - Wayman Concerns

Mayor Raymond,

Consider this my exit interview.

Let me first state that it was a honor to have served the community of Selah for 27 years and 5 months. It was also an honor to have served as Selah's Police Chief for the last 8 years. While I had many wonderful and positive years working for the city, the last few years have not been as positive or joyous.

I take offense to the Don Wayman's or the city's statement to why myself and Officer Singletary retired. I spoke with you on July 31, 2020 and told you that because of Mr. Wayman, I was retiring one year and 2 months earlier than I had planned. I told you that he micro-manages to the point I no longer felt like I was an effective leader within the police department and that I felt he was using the police department as a tool in this conflict over chalk art being done by persons aligning themselves with a support group of black lives matter. I also made you aware that Officer Nick Singletary was also contemplating resigning, also because of Wayman's policies or the city's policies and the way Wayman treats employees of the city. In our conversation you agreed that you needed to do something about Mr. Wayman and told me at least three times, "I get it". Later that same day you and Mr. Potter called me and asked that I wait till August 3rd or 4th to make my announcement to retire. I assumed it was so that you could fix the matter. On the 4th I called Mr. Potter and asked why I was asked to wait. I was told that you wanted to give time for both of us to think about it. I sent my formal retirement notice to you then.

So instead of telling people the real reason we were leaving, the city started telling people that it was something that I had been thinking about doing and that it was not a surprise and that Officer Singletary was looking to go into teaching. While I agree that Officer Singletary was talking of teaching, he also said that the straw that pushed him towards that goal was city policies being pushed by you and Mr. Wayman.

At the council meeting on August 25, 2020 Andrew Potter gave his report and stated that the city was starting the process for finding Jim Lange's replacement at Deputy Chief. Councilperson Carlson asked Mr. Potter why the same plan wasn't be used for the police department. The answers given were laughable. To say that you didn't want to appear to show

favoritism by filling my spot from within, but don't feel that way in filling the fire chief's position from within, makes no sense. It was also insinuated that I didn't give a lengthy enough notice to successfully fill my position. This just isn't true. In 2012 I became the chief from within. I immediately began the promotion process and promoted three (3) officers to sergeant. I then prepared a succession plan and presented the plan to the mayor and council at a council retreat. It was agreed upon and I set the plan in motion. A deputy chief was appointed and sent to all the CJTC training necessary to be certified as an executive law enforcement supervisor. We then made sure that every sergeant received the necessary Mid-management training that would prepare to be able to perform the job of deputy chief. The whole idea was if I was to die on the job and not give any notice, the deputy chief could step right in and do my job. The same way DC Steen did every time I was absent. From 2013 till today, DC Steen sat beside me on all major decisions and every budget. So, there is no real time needed for our succession plan to take effect.

The recruitment of my replacement is being steam rolled forward at a pace that is going to be disastrous. Is 30 minutes enough time to really decide who is appropriate for this job? Why isn't the city's Human Resource Director involved in this process? Law enforcement is a tight group and rumors move quickly. Other agencies are already telling our officers that Mr. Rizzi has already been offered the Selah Chief's job.. I'm also aware that one of the subjects selected to be on the chiefs selection panel is a past subordinate of Mr. Rizzi while at Yakima Police. This in my opinion is unethical.

My fear is that the loss of employees is going to increase. I've already had officer's wives tell me that they are encouraging their husbands to retire or test elsewhere. I don't believe that Andrew Potter will be the last, from outside the PD, to leave.

Employees have complained about conduct of Mr. Wayman toward them and others. Nothing was done. I was told by both Mr. Wayman and Mr. Case that the police department were a bunch of malcontents. Well, why is that? After working here for 27+ years, what has happened to make a group of people dissatisfied or rebellious? I have spoke with other department heads that have voiced some of the same concerns. Why is Mr. Wayman still employed by the City of Selah? Firing him without cause would be the most economical way to sever his employment. One of the police department employees spoke with Mr. Potter about the way they were treated by Mr. Wayman. It was disclosed to Mr. Wayman who that employee is/was. Last week Mr. Wayman contacted Deputy Chief Steen and told DC Steen to go over the police department budget and see where he can make cuts to hire two additional police officers. Wayman then asked DC Steen if we really needed our ACO(Animal Control Officer) or Community Services Specialist. In my opinion, this reeks of retaliation, since the employee that made the complaint is one of the positions he asked about.

By the time you have read this, I will have called out of service for the last time.

Richard D. Hayes
Retired Chief of Police / Selah Police Department

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“We are what we repeatedly DO. EXCELLENCE, therefore is not an act but is a HABIT” ~
ARISTOTLE