

**From:** [Lori Batiot](#)  
**To:** [loribatiot@gmail.com](mailto:loribatiot@gmail.com)  
**Subject:** FW: Duties & Responsibilities  
**Date:** Tuesday, October 25, 2016 6:16:00 AM  
**Attachments:** [Assessment Answers.docx](#)

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**From:** Lori Batiot  
**Sent:** Friday, October 7, 2016 12:03 PM  
**To:** Matthew Morton <[matthew.morton@duvallwa.gov](mailto:matthew.morton@duvallwa.gov)>  
**Subject:** FW: Duties & Responsibilities

**From:** Lori Batiot  
**Sent:** Friday, October 7, 2016 10:08 AM  
**To:** Carey Hert <[carey.hert@duvallwa.gov](mailto:carey.hert@duvallwa.gov)>  
**Subject:** RE: Duties & Responsibilities

Carey,

I have completed my narrative regarding case 16-01966D and it can be found in Spillman.

With all due respect, I have to say I was surprised by this email. I don't understand what supports the statement that "In recent weeks, it is apparent you are getting more and more involved in the patrol function, causing both confusion, and animosity from officers". I too would like to sit down and discuss where this perception is coming from. If someone has complained about this to you, it seems like they have skipped an important step in addressing it with me first.

I keenly recall the assessment. The written portion clearly stated "All patrol functions should be secondary, as needed, and you should not be taking time away from your primary role." I have done exactly that and data in Spillman supports this. Since no specific examples have been given yet as to how I may have violated that direction, I am at a loss as to how to respond except to say that I have carried out every part of my assigned duties and done so competently and expediently. At that same assessment you also informed me that I am not liked by my coworkers and that much of this was partially caused because of my handling of assigned duties related to social media. At the time I was stunned by that because no one had spoken to me about it previously.

You may recall that at the assessment that I voiced my concern about the passive aggression in this department. We discussed the need for department members to respectfully air concerns with the person they have an issue with and then, only if that does resolve the matter, to move on to the next level. We discussed that again at the supervisors meeting. I thought we were in agreement that this was one of the cultural changes that needed to happen in this agency. The repeated broad statement that I am causing "confusion and animosity" is very upsetting to me and I feel it is an unfair and baseless conclusion.

This is the type of stuff that actually distracts me from my role and diminishes my ability to carry out my assigned functions. I took yesterday off because I felt physically ill with stress after what seems like yet another sucker punch. I had hoped to talk with you today about it (and would have preferred that) but since you are not available, I am responding to your email in kind.

Respectfully,

Sergeant Lori Batiot  
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**From:** Carey Hert  
**Sent:** Wednesday, October 5, 2016 4:06 PM  
**To:** Lori Batiot <[lori.batiot@duvallwa.gov](mailto:lori.batiot@duvallwa.gov)>  
**Subject:** Duties & Responsibilities

Lori,

It was brought to my attention today that there still seems to be confusion regarding your roles and responsibilities. I just want to clarify this with you again. Your current duties and responsibilities are based on your job description, which was provided to you again in April of this year, and then discussed with you in May, during your assessment, which is when you were advised to relinquish all duties and responsibilities for the patrol function. Additionally, in a Sgt. Meeting (attended by the Police Guild President) in June, all supervisors were made aware that you were to relinquish all duties and responsibilities for patrol, leaving the patrol function responsibilities to Sgt. DeBock and Sgt. Hawley, while you focused on the role of Community Outreach Supervisor and began LEXIPOL.

In recent weeks, it is apparent you are getting more and more involved in the patrol function, causing both confusion, and animosity from officers. I will schedule some time in the near future so

we can discuss this in more detail, but at this time, I am again telling you to refrain from all duties and responsibilities for the patrol function, to include supervision of patrol staff and responding to calls for service. The work you have to do is extremely valuable and necessary, and you are definitely the right person to perform it. I need you to allow the patrol supervisors to do their job, and require the patrol officers, as well as myself, to hold their assigned supervisors accountable, without adding confusion and animosity.

Respectfully,

Carey

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