



OFFICE OF THE OKANOGAN COUNTY SHERIFF

PAUL D. BUDROW, SHERIFF

ADMINISTRATION, INVESTIGATION AND CIVIL
123 - 5TH AVENUE NORTH, ROOM 200
OKANOGAN, WA 98840
509-422-7200 FAX: 509-422-7217

CORRECTIONS AND COMMUNICATIONS
149 - 4TH AVENUE NORTH
OKANOGAN, WA 98840
509-422-7200 FAX: 509-422-7236

May 30, 2024

Deputy Gisberth Gonzalez
123 N 5th Ave
Okanogan, WA 98840

COPY

Deputy Gonzalez,

On January 30, 2024 at approximately 1500 hrs Sgt Ray reported to Chief Barcus that he had been told that you made a statement to a dispatcher that Sgt Ray was a "White Supremacist" and stated Sgt Ray was a "racist".

Sgt Ray was ordered to submit a written account of what he had been told by the dispatcher. Sgt Ray went on to report that you told Dispatcher Sarah Gibson that Sgt Ray, Deputy Taft and Deputy Covarrubias were paid off by the "Cartel".

As a result of the complaint an initial fact-finding investigation was conducted by Chief Barcus. Chief Barcus conducted a recorded interview with Dispatcher Sarah Gibson and Dispatcher Brianna Christensen both of whom were present when you made the statements.

Dispatcher Gibson declares that:

She advised, Deputy Gonzalez had come into dispatch to visit and he had been highly agitated since he received a letter of reprimand from Sgt Ray. He voiced his opinion of that very loudly and he has been getting more agitated with it. He has been calling him names, like a lazy motherfucker, saying he shouldn't be a Sgt and shouldn't be in the department. Also starting to talk about how Sgt Ray is in a white supremacist group and we need to investigate all of his friends because they are all in on it. As well as, Deputy Taft and Covarrubias being in the drug cartel pocket and their paid off by them. Deputy Gonzalez is not saying it calmly. He is very agitated and irritated and very mad about all the stuff going on so he just very angry with it all.

Dispatcher Gibson described Deputy Gonzalez's body language pertaining to the state of "agitated or angry" as his shoulders up position, talking with his hands and getting really mad.

Dispatcher Gibson stated that Deputy Gonzalez told her that the kidnapping deal that Deputy Taft handled, he did not handle it right and he messed the entire thing up. Gonzalez said that the north end deputies are not doing their job and that why he thinks they are in the cartel.

Dispatcher Gibson added that Deputy Gonzalez said that Barcus (Chief Criminal Deputy Barcus) had destroyed evidence in a case. Deputy Gonzalez told Gibson that Barcus had called Corrections Deputy Matt Evans and asked him to destroy evidence.

ADMINISTRATION
DAVID YARNELL
Undersheriff

INVESTIGATIONS
JODIE BARCUS
Chief Criminal Deputy

COMMUNICATIONS
MIKE WORDEN
Chief Special Operations Deputy

CORRECTIONS
STEFAN WOLAK
Chief Corrections Deputy

CIVIL
BETH BARKER
Chief Civil Deputy

Dispatcher Gibson stated that Deputy Gonzalez said he is very upset that he got passed over for Sgt because he is brown. Deputy Gonzalez has stated that he gets passed over because everyone is racist and he is so mad that he didn't get the position or K9.

Dispatcher Christensen declares that:

She confirmed that she was present when Deputy Gonzalez made the statements, but she did not take them as "accused". She did not take as anything serious, or malice intent behind it and she just blew it off.

Dispatcher Christensen stated that Deputy Gonzalez was on a rant about something. He was talking about cartel up north, the kidnapping and how he thought it was cartel related. Deputy Gonzalez thought Taft had it wrong. How he thought that a couple of deputies had connections to the cartel, but when he explained more the way he explained it didn't make sense how they would have connections. Deputy Gonzalez stated that Taft used to smoke weed in High School. Dispatcher Christensen said that doesn't mean he has connections to the cartel. Christensen advised she then stopped listening and dismissed him as being on a rant.

Chief Deputy Worden later conducted a recorded interview with Corrections Deputy Matt Evans.

Deputy Evans stated that he is not aware of instances of that he has been told to destroy evidence. There has not been guidance to be construed as being told to destroy evidence.

Deputy Evans stated, specific to Deputy/Sgt Barcus nothing comes to mind other than when Barcus spoke to Evans about the statement that Parsons had written up. Former Deputy Parson's house had been broken into and the statement Parson wrote needed to be re written to update information.

Deputy Evans stated he has had good experience with Barcus. Evans has not observed or heard of any similar thing happening during the booking process. Referring to destruction of evidence.

Chief Barcus and Chief Worden submitted reports on their investigations into the statements/comments made by you to and about other agency personnel. See attached.

In reviewing these reports, it is found that you have violated:

OCSO Policy 16-1 Code of Conduct (2018 Policy Manual) This manual is being reference based on the fact that you have only reviewed/acknowledged 5 of 145 Lexipol Policies, Standards of Conduct being one of the 140 unacknowledged policies.

POL 16-1 CODE OF CONDUCT

To assist members of the Sheriff's Office in specific and general conduct and appearance, the Sheriff's Office has adopted a Code of Conduct. The Code of Conduct is detailed in policy POL-16-1-1. All members of the Sheriff's Office are to abide by this Code.

SHERIFF'S OFFICE

1. Member, whether on duty or off, shall be governed by the ordinary rules of good conduct and behavior and shall not commit any act or omission tending to bring reproach or discredit upon the Sheriff's Office.
11. Members shall treat all other members with respect.
12. Members shall at all times be courteous and civil to the public and one another. Members shall exercise patience and discretion in the performance of duties.
13. Members shall not perform any acts or make statements oral or written for publication or otherwise, which; a) destructively criticizes the Sheriff's Office or its Administrative Staff in the

performance of their duties. b) may disrupt or impair the performance of official duties and obligations as officers of the Sheriff's Office, c) may interfere with or subvert the reasonable supervision or proper discipline of Deputies of the Sheriff's Office.

The presumed failure to obey an order to cooperate with the Internal Investigation is dismissed, after review of the Internal Investigations notice not identifying the investigator or agency with whom you were to cooperate with. During the second interview, you did cooperate and answer the question posed to you.

Because the Okanogan County Sheriff's Office is committed to administering policies and procedures in a fair, firm, and consistent manner, there is no choice but to consider disciplinary action, which could lead up to termination of employment.

Prior to rendering a final decision resulting in an employment action, you are entitled to a Loudermill Hearing, which is also known as a pre-disciplinary hearing. The purpose of the Loudermill hearing is to give you the opportunity to respond to the allegations against you and the pending disciplinary action. You may present verbal, written, or other information for the Office to consider before it renders a final decision.

Your Loudermill Hearing is scheduled for Wednesday June 12, 2024 at 1500 hrs, in the Sheriff's Office.

The meeting is purely optional on you part. If you choose to attend, your guild representative may attend as well. If you choose to opt out of a Loudermill hearing, you will waive your right to respond to this matter and the Sheriff's Office will issue its final decision based on the current information available.

I have received the original copy of the letter informing me of my right to receive a Loudermill meeting.

- I wish to attend a *Loudermill* meeting on DATE AND TIME.
- I would like to have union representation at the *Loudermill* meeting.
- I do not wish to schedule a *Loudermill* meeting but will provide written or other materials on or before DATE which I would like the County to consider in making its final determination.
- I do not wish to attend a *Loudermill* meeting.

My signature does not signify an agreement with the recommended action.

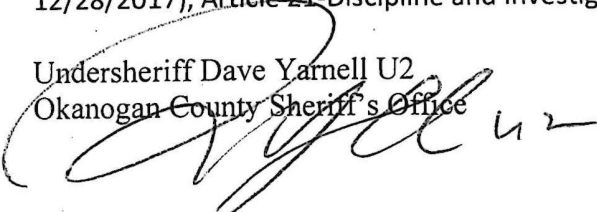
* The

Signature

Date

Okanogan County Sheriff's Office recognizes the employment rights of all members of the office and therefore is conducting a pre-disciplinary hearing in accordance with the Okanogan County Civil Service Commission Rules and Regulations (dtd, 2017), Section 18, Discipline, and Section 19, Predisciplinary Hearing; Okanogan County Sheriff's Office Policy 16-2, Disciplinary System, and Policy 16-3, Supervision & Disciplinary System; and the Okanogan County Sheriff's Employee's Association Collective Bargaining Agreement 2018-2020 (dtd 12/28/2017), Article 21-Discipline and Investigations

Undersheriff Dave Yarnell U2
Okanogan County Sheriff's Office



David Yarnell

From: Davis, Scott (WSP) <Scott.Davis@wsp.wa.gov>
Sent: Monday, April 22, 2024 10:01 AM
To: David Yarnell; Kiehl, David (WSP)
Cc: Paul Budrow; Sharff, Trisena (WSP); Lamoreaux, Marc (WSP); Eifert, Jeffrey (WSP)
Subject: RE: Investigation Request

Good morning Undersheriff Yarnell.

Sergeant Kiehl received an email last Friday from the law office representing Deputy Gonzalez-confirming he will not be responding to our inquiry concerning his knowledge of alleged criminal behavior of other law enforcement employees. The WSP has received no actionable information to warrant continued investigation and the case will be inactive pending further information. If your agency receives additional information you'd like us to review, please contact me for assistance.

Sincerely,

Lieutenant Scott Davis
Washington State Patrol
Criminal Investigation Division
Cell (509) 954-1880

From: David Yarnell <dyarnell@co.okanogan.wa.us>
Sent: Monday, April 15, 2024 12:48 PM
To: Kiehl, David (WSP) <David.Kiehl@wsp.wa.gov>; Davis, Scott (WSP) <Scott.Davis@wsp.wa.gov>
Cc: Paul Budrow <pbudrow@co.okanogan.wa.us>
Subject: FW: Investigation Request
Importance: High

This message originated from outside the WSP. Exercise caution with its content.

Gentlemen, Im looking for a response to the below email. Sheriff Budrow and I do not want this investigation to be delayed any further, the Sheriff is willing to call Gonzalez into the office for an interview. This situation can not go unresolved.

Thank you



Dave Yarnell U2
Undersheriff
Okanogan County Sheriff's Office
123 N 5th Ave Rm 200
Okanogan, WA 98840
509-846-6002



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CONFIDENTIAL

COPY

13 February 2024

To: Chief John Batiste, Washington State Patrol
From: Sheriff Paul D Budrow
RE: Request for Internal Investigation

Chief Batiste, the Okanogan County Sheriff's Office requests assistance from the Washington State Patrol to conduct an Internal Affairs Investigation within our agency. Summary of C24-02: Allegation of violation of Code of Conduct. Allegation of violation RCW 10.93.190(2) Duty to Intervene

January 30 2024, supervisor brought forth allegation made by a subordinate deputy that he, the supervisor, is a "white supremacist" and "racist". The supervisor also advised that this deputy had also made allegations that the supervisor and two other deputies were "paid off by the Cartel" and that another supervisor had destroyed evidence. This information came to the supervisor's attention when he was contacted by a dispatcher, who was witness to the statements which were made by the deputy while on duty and in the dispatch center.

February 1 2024, interview of witness (dispatcher) was conducted and statements regarding racist remarks made by deputy were verified.

February 7 2024, interview of witness (corrections deputy) was conducted and statement regarding destruction of evidence made by deputy were not substantiated.

Subject deputy has claimed to have documentation of other bad acts committed by co workers to the extent that there is a conflict of interest between supervisory staff and employee. The allegations of potential criminal activity on the part of deputies within this agency or the potential violation of State law on the part of the employee requires the Okanogan County Sheriff's Office to request assistance from the Washington State Patrol.

Agency Point of Contact: Undersheriff Dave Yarnell U2, dyarnell@co.okanogan.wa.us, 509-846-6002

Respectfully,
Sheriff Paul D Budrow U1

ADMINISTRATION

DAVID YARNELL
Undersheriff

INVESTIGATIONS

JODIE BARCUS
Chief Criminal Deputy

COMMUNICATIONS

MIKE WORDEN
Chief Special Operations Deputy

CORRECTIONS

STEFAN WOLAK
Chief Corrections Deputy

CIVIL

BETH BARKER
Chief Civil Deputy

David Yarnell

From: Paul Budrow
Sent: Monday, January 29, 2024 2:25 PM
To: David Yarnell; Jodie Barcus
Subject: FW: Sicarios living In Okanogan County.

COPY

Just fyi..

I called and talked to Kevin... we are good..

Paul

From: Kevin Morris (x6801) <kmorris@co.douglas.wa.us>
Sent: Monday, January 29, 2024 2:17 PM
To: Paul Budrow <pbudrow@co.okanogan.wa.us>
Subject: RE: Sicarios living In Okanogan County.

Sheriff,

Thank you for informing me of this conversation. I did forward the email chain to my staff for their information. However I must make a few comments of concern on the email from your deputy.

1. I do not believe the term "brown hawk" is appropriate, especially on a county email. I will ask you to never send or forward an email with terms like that in the future.
2. It does not appear Deputy Gonzalez reported the accusations of impropriety to my office, as I have not been informed of it. Nor is there any indicator he challenged the accusation with whomever he was speaking with, and the email leads me to believe he was passing that information on as if it could be true.
3. The level of grammar in that email was very difficult and frankly frustrating to decipher.

I am in no way attempting to diminish our relationships both professionally or personally, and I would welcome direct and honest feedback from you if at any time you see the need.

Respectfully,

Kevin Morris, Sheriff

Douglas County Sheriff's Office

100 19th Street NW, East Wenatchee, WA 98802

Office: 509-884-0941

Desk: 509-888-6801

Cell: 509-668-5232

www.douglascountysheriff.org



From: Paul Budrow <pbudrow@co.okanogan.wa.us>
Sent: Monday, January 29, 2024 10:24 AM
To: Kevin Morris (x6801) <kmorris@co.douglas.wa.us>
Subject: FW: Sicarios living In Okanogan County.

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

David Yarnell

COPY

From: Paul Budrow
Sent: Monday, April 22, 2024 3:04 PM
To: Gisberth Gonzalez; aburner@clinelawfirm.com; jcline@clinelawfirm.com
Cc: David Yarnell; Jodie Barcus; Justin Weigel; Stephen Purtell
Subject: A Direct Order to attend an Investigation interview

Attorney, Alea Burner and Deputy Gonzalez,

Jim, I added you to this email as I do not have Alea's email, guessed at her's by looking at how your other associates emails are written.

Deputy Gonzalez, Consider this a direct order to be in my office on May 2nd at 1400 to answer to your stated knowledge of alleged criminal behavior of other law enforcement employees. Failure to attend this investigative interview will lead to discipline.

This direct order is due to your failure to cooperate with an independent investigatory agency, see below response from Washington State Patrol Lieutenant Davis.

Sergeant Kiehl received an email last Friday from the law office representing Deputy Gonzalez confirming he will not be responding to our inquiry concerning his knowledge of alleged criminal behavior of other law enforcement employees. The WSP has received no actionable information to warrant continued investigation and the case will be inactive pending further information. If your agency receives additional information you'd like us to review, please contact me for assistance.

Sincerely,

Lieutenant Scott Davis
Washington State Patrol
Criminal Investigation Division
Cell (509) 954-1880

Ms. Burner, I have put it out to the 2nd of May to give you time to prepare to attend if you deem necessary, if you cannot attend, I will still be holding the interview with Deputy Gonzales, and he may have a guild representative of his choosing as his Weingarten rights allow. I will not be rescheduling this interview.

I have been advised that your office and Deputy Gonzalez feel that he is being criminally investigated, I am not sure what has lead to or leads you to believe that to be true, but if you can advise me to your thinking about that?

Per the Okanogan County Sheriff's Office Policy Manual Policy 300 Standards and Conduct section 300.3 you will comply with this lawful directive / Order.

Respectfully,

Copy

Citizen Complaint # C24-02

Deputy/Sergeant: Deputy Gonzalez

Unit# U28

Date/Time Occurred: Click or tap here to enter text.

Supervisor notified: Undersheriff Yarnell

Sergeant assigned: CCD Barcus

Outcome Founded Unfounded Other

Complaint Details & Investigation:

January 30, 2024 at approximately 1500 hours Sgt. Ray came into my office and advised me he had been told Deputy Gonzalez told a dispatcher Sgt. Ray was a "White Supremacist" and stated Sgt. Ray was a "racist".

While speaking with Sgt. Ray he was upset about the matter and was unsure what he was going to do with the information. Sgt. Ray went on to tell me Deputy Gonzalez told the dispatcher, later identified as Communications Officer Sarah Gibson he, Sgt. Ray, Deputy Taft and Covarrubias we paid off by the "Cartel". I inquired if the conversation between he and Gibson were in person or on the phone. Sgt. Ray advised it was on the phone.

I asked Sgt. Ray to put in the information in writing. Sgt. Ray was reluctant to provide all information known to him in writing. After the above conversation Sgt. Ray left for the day. I briefed Undersheriff Yarnell of the information known to me.

When I arrived to work on January 31, 2024 I asked if he had the information in writing. Sgt. Ray advised he did not write anything up. I advised Sgt. Ray he was ordered to provide the information known to him due to the seriousness of Deputy Gonzalez's statements; implications of criminal activity by Sheriff's Office employee's and Sgt. Ray of being connected to a white supremacist group.

Sgt. Ray stated he understood and produced a written document outlining what he knew later in the day. See attached.

After reviewing the document, I asked if he, Sgt. Ray and Gibson had the conversation referenced in his memo to me on a recorded line and he stated they were not on a recorded line, indicating to me both were off duty at the time the conversation taken place.

I contact Chief Worden (Chief Deputy Communications) and advised him of the situation. I requested he be present during my contact with Gibson regarding the matter.

February 1, 2024 at 1807 hours I met with Gibson and Chief Worden in my office. Prior to the start of the conversation I offered Gibson guild representation and she declined. Gibson and Worden consented to the recording to our conversation.

After outlining the premise of the information received by me from Sgt. Ray. I asked Gibson to tell me what had gone on. She advised, Deputy Gonzalez had come into dispatch to visit and he, (Deputy Gonzalez) had been highly agitated since he received a letter of reprimand from Sgt. Ray. He voices his opinion of that very loudly on that, he has been getting more and more agitated with it." He has been calling him names, like a lazy motherfucker, saying he shouldn't be a Sgt. and shouldn't be in the department. Also, starting to talk about how he (Sgt. Ray) is in a white supremacist group and we need to investigate all of his friends because they are all in on it. As well as Deputy Taft and Covarrubias being in the drug cartel pocket and their paid off by them. He (referring to Deputy Gonzalez) is not saying it calmly. He is very agitated and irritated and very mad about all the stuff going so he just very angry with it all.

I asked Gibson to describe Deputy Gonzalez behavior when she speaks about Deputy Gonzalez being "agitated" or "angry" I asked her to associate body behavior. Gibson described Deputy Gonzalez shoulders up position, talking with hands and getting really mad.

CCD Barcus: How many times do you think this has happened.

Gibson: the white supremacist thing, just the one time. The complaining about Sgt. Ray has be multiple times since he received the reprimand letter.

CCD Barcus: Did he tell you why he thought any of the three deputies were involved with the cartel?

Gibson: He did state with the kidnapping deal that Deputy Taft handled, he did not handle it right, and he messed the entire thing up. That's where that conversation stated.

Gibson went on to speaking about how there was a conversation about the gang situation going on which brought up cartel, and this was when all the other deputy's being involved with the cartel and being paid off by them. When asked if he, Deputy Gonzalez provided example of the deputies being paid and she stated no. Gonzalez told Gibson the north end deputies are not doing their job and that why he thinks they are in the cartel. Referencing job performance.

In recapping the events with Gibson, she confirmed Deputy Gonzalez has come into dispatch and bad mouthed, and in her opinion it has escalated, aggressive and now implications of criminal activity. Gibson confirm this to accurate.

When asked who else has been present during the conversation(s) Gibson advised Brianna Christensen. She confirmed her and Christensen have been on the same shift for several years. I asked if either one (her or Christensen) say anything to Deputy Gonzalez. Gibson advised Christensen was on her phone ignoring him because that is the point they have gotten. She did not say anything and began to ignore him. Gibson advised she was really irritated he was not only talking about another person, but, his supervisor and what he was saying. Gibson stated she was trying not to engage, she did not want to say anything that would make him mad. Gibson advised she tried to just let it go. I asked if she was uncomfortable when Deputy Gonzalez is in dispatch. She advised not usually, she tries to just ignore him. He just talks the whole time about anything and everything and complains.

I asked Gibson when she thought the conversation was and she advised it was about two or three weeks ago, and confirmed Christensen was the only other person in dispatch at the time. I asked if Gibson if she reported the conversation to a supervisor and she advised she had not. I asked what her thought process was about not reporting it. Gibson advised she wasn't sure what to do with it. And advised it took her a while to process how serious it was, and then she brought it to Sgt. Ray attention.

I asked Gibson if she had ever heard anyone else speak about the mentioned Deputies/Sgt. being involved in criminal activity and she stated no. I asked if she has ever known Sgt. Ray to be involved in any white supremacist/radical group, she stated no.

At the conclusion of our discussion I asked Gibson if there was anything else I should know. Gibson stated my name has also been brought up in conversation. Gibson advised Deputy Gonzalez stated I had destroyed evidence in a case. Deputy Gonzalez told her I called Matt Evans (Correction Officer) and asked him to destroy evidence. Gibson advised this had been brought up in prior conversations and she could not recall when or which case it was, but thought it was in regards to the case he, Deputy Gonzalez had got the letter of reprimand for. Gibson stated she could not remember the case he spoke about it. Gibson was advised if she recalled the case or any information we spoke about to provide it to Chief Worden.

Chief Worden asked Gibson if he, Deputy Gonzalez offered any specific details that would lead her to think there is any possibly of truth. Gibson advised he can't really give a reason, he just keeps saying the same things over. When asked if she has ever challenged the things he is saying and Gibson stated no. I asked Gibson if their conversation(s) are one sided she stated, yes, definitely.

Gibson advised when Deputy Gonzalez comes into dispatch he is there anywhere from thirty to sixty minutes at the end of his shift.

Gibson confirmed no other law enforcement officers were/are present when Deputy Gonzalez is in dispatch.

Gibson advised Deputy Gonzalez was very upset when he got passed over the Sgt. position and told her it was because he was brown.

Worden asked if there was any other discussion relative to his (Deputy Gonzalez) race. Deputy Gonzalez gets passed over because everyone is racist and she believes that is the reason for the escalation in his behavior, and he is so mad he didn't get the position or K9, relating back him being brown.

Gibson interview ended at 1823 hours.

During my conversation with Gibson it appeared she provided the information known to her at the time of our conversation.

Next Chief Worden and I spoke with Commination's Officer Brianna Christensen.

The interview started at 1845 hours.

Both Chief Worden and Christensen consented to the recording of our conversation. Christensen was offered a guild represented and she declined.

I outlined the premise of the complaint and the allegations that Sgt. Ray, Deputy Taft and Deputy Covarrubias were being accused or accusatory statements were being made they were involved with the cartel and Sgt. Ray is involve with a white supremacist group.

I asked Christensen if she has ever been present during a conversation where our one of our employees have been accused of the above. Christensen stated, yes, but, "accused", she did not take it that way. She didn't take as anything serious, or malice intent behind it and she just blew it off.

I asked who was in the room, she advised Sarah and Deputy Gonzalez. I asked if she remembered when it was and she couldn't really recall. I prompted with, months, weeks? And she advised maybe a month ago, she really didn't know. Christensen advised when Giz, referring to Deputy Gonzalez comes into dispatch he gets on rants, she disengages and doesn't listen.

He was on a rant about something. She was unsure how the conversation came up, he was taking about cartel up north, the kidnapping and how he thought it was cartel related. He thought Taft had it wrong... how he thought that a couple of deputies had connections to the cartel, but when he explained more the way he explained it didn't make since how they would have connections. Deputy Gonzalez stated Taft used to smoke weed in High School. Christensen said that doesn't mean he has connections to the cartel. Christensen advised she then stopped listening and dismissed him as being on a rant.

I asked if Deputy Gonzalez demeanor is different in the last month then it was six months ago. Christensen advised he is the same, he has his little rants about something, big or small. I asked she felt his demeanor was aggressive and she stated, no.

I asked about the conversation of Sgt. Ray being part of a white supremacist group. Christensen stated, all I remember about that is just that Giz commenting like saying that, and the she stopped listening; whatever, you're reaching.

CCD Barcus: Do you think the comments were inappropriate?

Christensen: Yeah, if taken out of context for sure, even taken within context; yeah, with the state of racism in the county now. But, I didn't detect any maliciousness and underline; I know Giz and how he just pops off at the mouth sometimes and it felt like it was just him venting, not anything like aggressive.

CCD Barcus: Do you have any reason to believe that Covarrubias, Taft or Sgt Ray are part of or on the take; being paid by the cartel?

Christensen: No

CCD Barcus: Do you have knowledge of Sgt. Ray being part of a white supremacist group?

Christenston: No, which I don't know three of them outside of work and don't have a basis for that but, I don't think so.

Chief Worden inquired about Deputy Gonzalez offering other details regarding the accusations. Christensen stated not really, because of Deputy Gonzalez broken English it's hard to understand what he is saying in the first place, you have to decipher that and to get anything in between almost impossible. Chief Worden clarified the meaning of what he is trying to get to. She again spoke about having to decipher what he said first. Clarifying using a wrong word in a sentence.

CCD Barcus: Does he make you uncomfortable in dispatch?

Christensen: No,

CCD Barcus: Do you find it annoying

Christensen: Umm, depends on what mood I'm in honestly.

CCD Barcus: Do you think an accusation of someone being involved in cartel, or even the statement there of or white supremacist group is serious?

Christensen: Yeah, and I think if he thinks those things he should watch who he is saying it to and take it to the appropriate people.

CCD Worden: You raise a good point. Has he indicated he has reported it or mentioned to anyone beside the conversation in dispatch?

Christensen: Umm, I'm trying to remember; he always says he documents everything. I know he has had issues with Ray as his Sgt. I don't know who willing he would be to go to someone he is having issues with. Um, I really don't know if he as went to a Sgt. or admin or anything like that.

CCD Barcus: Did you report what you heard weather you were engaged in the conversation or not, did you report it to a supervisor that basically our deputies are on the take?

Christensen: No, because I don't believe it and um, that not my place. I'm trying to have as much drama free work place as possible, for my own mental health so I'm like not touching that with a ten-foot pole so, like I said Giz makes flipid comments and there is a time and place for comments like that but.... I interjected and stated, I don't know about that, Christensen stated, with your own family.

CCD Barcus: Is there anything else you think we should know or that you want to talk about?

Christensen: I don't think so.

The interview was concluded at 1857 hours.

Based on the information provided I above I am removing myself from the investigation due to Deputy Gonzalez making statements to Gibson that I requested Matt Evans (CO) destroy evidence.

The above is all the information I have at this time. Recording will be uploaded into the complaint file.

C124-02



OFFICE OF THE OKANOGAN COUNTY SHERIFF

PAUL D. BUDROW, SHERIFF

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Chief Criminal Chief Barcus,

This letter is in regards to the direct order, I was given to document a conversation I had with Okanogan County Communications dispatcher Sarah Gibson. On or about the 19th of December, I had a phone conversation with Sarah.

I do not recall the exact reason Deputy Gonzalez came up in the conversation. Sarah mentioned how Deputy Gonzalez had been upset with me since the day I had written him up (November 9th, 2023). I told Sarah, I was aware Deputy Gonzalez was not happy about the matter.

Sarah informed me each time Deputy Gonzalez comes into dispatch his demeanor about me continues to escalate. Sarah told me in the beginning Deputy Gonzalez would state how I was an "Idiot" and other statements regarding me not knowing how to do my job.

Sarah stated on the last incident, Deputy Gonzalez stated I was a "racist" and how I was a member of a "White supremacist" group. Deputy Gonzalez implied this was evident by my friends. Deputy Gonzalez also stated while in dispatch that Deputy Taft, Deputy Covarrubias and myself were all paid off by the "Cartel". Sarah again stated it seems as though every time he comes into dispatch it appears his anger towards me is more elevated. I did not ask any questions from Sarah about the matter and the subject of the conversation was changed.

At this time, I am writing this letter due to untruthfulness of the statements made about myself and the lack of professionalism shown by Deputy Gonzalez. These comments are unwarranted not only to myself, but also the other deputies mentioned. I do not feel this type of behavior and comments are acceptable conversations to be having while on duty.

Sincerely,

Patrol Sergeant Ray (U7)

ADMINISTRATION
DAVID YARNELL
Undersheriff

INVESTIGATIONS
RICK BALAM
Chief Criminal Deputy

COMMUNICATIONS
MIKE WORDEN
Chief Special Operations Deputy

CORRECTIONS
Chief Corrections Deputy

CIVIL
BETH BARKER
Chief Civil Deputy



OFFICE OF THE OKANOGAN COUNTY SHERIFF

COP

PAUL D. BUDROW, SHERIFF

ADMINISTRATION, INVESTIGATION AND CIVIL
123 - 5TH AVENUE NORTH, ROOM 200
OKANOGAN, WA 98840
509-422-7200 FAX: 509-422-7217

CORRECTIONS AND COMMUNICATIONS
149 - 4TH AVENUE NORTH
OKANOGAN, WA 98840
509-422-7200 FAX: 509-422-7236

13 February 2023

In regards to internal employee complaint filed by Deputy Michael Kim against Deputy Gisberth Gonzalez.

Sheriff Budrow had meeting with Deputy Gonzalez on February 10th, 2023 to discuss this issue and Deputy Gonzalez's future within the Sheriff's Office. Deputy Gonzalez was on the promotion list for Patrol Sergeant and as a result of negative interactions between Deputy Gonzalez, fellow coworkers and public conversations also of a negative nature Sheriff Budrow informed Deputy Gonzalez that he would not be selected for promotion at this time.

Sheriff Budrow advised Deputy Gonzalez that he could reapply for future promotional opportunities. Sheriff Budrow informed Deputy Gonzalez that the administration would like to see a positive attitude exhibited from him as well as other qualities which are expected to be displayed by all staff within the Sheriff's Office but especially those in leadership roles.

This incident C22-21 is considered closed with Verbal Counseling.

Paul D Budrow
Okanogan County Sheriff

CC: Undersheriff Yarnell

ADMINISTRATION
DAVID YARNELL
Undersheriff

INVESTIGATIONS
RICK BALAM
Chief Criminal Deputy

COMMUNICATIONS
MIKE WORDEN
Chief Special Operations Deputy

CORRECTIONS
Chief Corrections Deputy

CIVIL
BETH BARKER
Chief Civil Deputy