
From: Julie Cloud
Sent: Thursday, October 27, 2011 10:24 AM
To: 'Adelson, Rob'; Karin Magnelli
Subject: Attorney Client Privilege - Ledford

Rob, can we plan to meet today? It may be a moot point but I checked with Superintendent Grimm regarding changing the wording in the written warning for Ledford...this was one of the things Rhonda mediated.

Superintendent Grimm is adamant that she sent Rhonda home BUT she will do what you advise. Here is what Betty told me:

Betty has a problem with what Rhonda is saying because Betty is telling the truth. She said she was in a closed-door meeting and got a call from Kim Turner, the receptionist and Kim said she had an upset employee there and didn't know what to do with her. Betty promptly ended her meeting and when she opened her office door, she could hear Rhonda crying and carrying on in the receptionist's cubicle (probably 20 – 30 feet away). The reception area is all windows in order to greet visitors and sign people in/out. This is where Rhonda was—very visible to all those coming and going.

Betty immediately took her back to her office to talk to her. All the way back to Betty's office, through where other staff are stationed, Rhonda was ranting about her supervisor Summer and how she couldn't work with her, etc. etc. Betty knew she needed to remove her so others wouldn't hear her. Betty said once in the office, Rhonda was so distraught she was barely able to speak and Betty felt it was best to send her home. Betty told Rhonda that she didn't believe Rhonda was in any condition to continue her shift, Rhonda agreed, and then Betty told Rhonda she needed to get her things and go on home and to code it to sick leave. Betty is adamant she did not give her the option of staying. Betty remembers this specifically because several years prior to that, she had a staff in her office and did not send them home and it backfired on her so she is sensitive to this type of thing.

Betty went on to say that Rhonda didn't follow her orders....Rhonda was co-teaching an AUF class at ISSH so she went up to ISSH (I think to get her materials/coat) and in the process talked with IDJC staff there about what had happened with Summer and Betty and got them stirred up.

Regarding a neutral 3rd party in performance meetings between Rhonda and supervisor Julie (another point of mediation), I told Superintendent Grimm that Rhonda wanted a clinician as a neutral 3rd party in performance meetings with her and her supervisor and Betty prefers that we use HR and absolutely does not want a clinician used. I do agree as this is confidential information and HR is appropriate. Betty did offer other management staff other than HR but HR is preferred. When Rhonda said in her mediation that she wanted a clinician I wondered then if she had one in mind. Betty said that she does think one of the Clinicians is 'on her side' and in fact, he is one that she called when she was calling staff and asking them to call the governor's office. He told Betty that she had contacted him about calling the governor's office. I believe I sent you an email regarding contacts she had made.

Anyway, let me know when you want to meet.

Thanks...Julie

Julie Cloud

Human Resource Officer
Dept. of Juvenile Corrections
954 W. Jefferson
Boise, ID 83720
208-577-5440
julie.cloud@idjc.idaho.gov

Every thought is a seed. If you plant crab apples,
don't count on harvesting Golden Delicious.

---Bill Meyer