
From: Julie Cloud
Sent: Wednesday, October 19, 2011 1:52 PM
To: 'Adelson, Rob'; Nancy Bishop
Subject: attorney client privilege - Ledford

Importance: High

I'm going to start you sending emails of problems encountered with Rhonda. One of the emails indicates she is the common denominator in staff being disgruntled; and Rhonda is that. She keeps things stirred at the facility.

Rob, I know I said she was a valuable staff, but the more I look at all this and talking with her supervisor yesterday, I'm wondering if we can mediate for her separation/resignation?

Her supervisor indicates that it has been nice and quite, for the most part, with Rhonda out. Julie McCormick, the current SSO supervisor, indicates that the Safety and Security Staff, which Rhonda is one of, have even commented to her about how nice it has been with Rhonda gone.

Julie also reports that Rhonda has been calling back to staff and complaining about Julie to them...this is while Rhonda is on FML. Julie is hearing this second hand but it is typically of Rhonda.

So, if you think we can mediate her resignation; e.g., leave with pay for 2 months including insurance coverage, not fight unemployment, etc. then we prefer to go that way. I would need to ensure it is OK with Director and Legal and Nampa superintendent for budget and coverage purposes.

Julie Cloud

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

---Bill Meyer

From: Betty Grimm
Sent: Wednesday, January 26, 2011 6:19 PM
To: Julie Cloud
Cc: Crystal Moerles; Summer Wade
Subject: FW: Rhonda
Importance: High

Ladies,
I cringed when I first learned this employee had been rehired (I had no part in that). The problems we have today we had back then.

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I KNEW FULL WELL WE WERE IN FOR IT TODAY WHEN MY CASUAL ACKNOWLEDGMENT OF HER in passing this morning resulted in another one of her kept responses to the Superintendent, which I have endured time and again when things were **not** going her way.

I call upon HR to advise and assist my supervisor, Summer Wade, in dealing with this difficult employee and **thank you HR.**

From: Summer Wade
Sent: Wed 1/26/2011 5:33 PM
To: Crystal Moerles; Betty Grimm
Subject: Rhonda

Here is documentation of Rhonda's blowout. I told you this morning that I saw it coming. This one topped the others and I would expect that she is not finished. Not sure what else to do with her. Every time things don't go Rhonda's way, this is how she responds.

1-26-11 – Around 3:30pm today I went into the SSO office and Rhonda was on the computer. She was still frustrated about a morning transport decision that was made by Coronado that caused her to do a transport other than the one she was scheduled for because Suzi called in sick. She said that she was going to quit transports and go to nights if others were not going to involve her in decisions about transports. She stated that she did not support the decision, but was the one that had to get the heat for the decision (referring to an email Tom sent her questioning why his staff when on one of the transports and he wasn't contacted). She was upset about this. I apologized for that email and acknowledged that she should not have received it. I told her that she didn't reach me at home because I had already left for work and that I left my cell on the charger. Then she questioned if Suzi was really sick and told me that she hadn't had a chance to ask me, but that she was taking Saturday off and didn't care if Suzi was here or not, (she has a VAC day on Friday that was prior planned) because her daughter was still going to be in town on Sat. I told her that she was the only person working and that I couldn't approve the other last minute VAC day unless there was adequate coverage. I called Curt right then and left him a message to ask him if he could take tonight off and work Sat. She then became very abrupt and told me that she was taking that day off regardless because other people get time off.....I explained to her that if we had enough coverage, I wouldn't care if it was 2 hours notice, but the fact of the matter is, we don't have coverage so I would not be able to approve the time off. She told me that she would just call in sick then and then told me I should work it for her since "it was in my job description to cover shifts." She then went on and on about how I'm not supporting or listening to her and how I make excuses for other staff and justify and then became even more upset talking about Suzi's sick time, the amount of hours she has taken off, etc. She asked if we needed to go through a "formal problem solving" process and told me that she has a typed resignation letter that she has been sitting on and many others do as well. I acknowledge that other's attendance issues are not fair to anyone and told her I was addressing them, but also pointed out that there are several other employees that have taken equal or more sick time in the past year and reminded her what was currently on the table that she was upset about --#1 – She's upset about Tom's email. I reiterated that this was not acceptable in the manner in which it was delivered and that I had talked to Tom about it and understood she had nothing to do with the decision made. #2 – She wants a day off 3 days from now and we don't have coverage.... SO because I'm having to tell her no (for the first time in a year) she is upset, (trying to guilt trip me every way possible – I did not say this part). Her response was "so you are telling me that I am throwing a tantrum because I didn't get what I wanted." She then turned around to face the computer and would not engage further and sat there a sobbed.

Summer Wade
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