
From: Julie Cloud </o=first organization/ou=first administrative group/cn=recipients/cn=jcloud>
Sent: Tuesday, May 17, 2011 10:17 AM
To: Betty Grimm
Subject: RE: Unit Manager - JCCN

Thanks Betty, just keep after Laura to get a supervisor class...I can look at any class she is thinking about and make sure it would meet the standard.

Julie Cloud

Human Resource Officer
Dept. of Juvenile Corrections
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"Treat a person as he is, and he will remain as he is.
Treat him as he could be, and he will become what he
should be. --Jimmy Johnson (former FB coach)

From: Betty Grimm
Sent: Monday, May 16, 2011 7:48 PM
To: Julie Cloud
Subject: FW: Unit Manager - JCCN

I just had one moment today with Laura, one of those days!
I intend to check in with Laura personally, daily, to get a sense for how she is doing.
I received a phone call from Debra Day today inquiring on how Laura was
as Debra knows that there are current deadlines to be met for the PBS
data reporting period and she feared that Laura might bail.

From: Estela Cabrera
Sent: Mon 5/16/2011 3:45 PM
To: Betty Grimm
Subject: FW: Unit Manager - JCCN

For your information.

From: Estela Cabrera
Sent: Monday, May 16, 2011 3:45 PM
To: Julie Cloud
Subject: RE: Unit Manager - JCCN

Hi Julie,

I received a comment from a staff member (who prefers anonymity) who felt it was inappropriate to share this much information (especially statewide) and felt that it reflects negatively on Laura and felt that she deserved an apology. I don't necessarily see it that way; and I can only presume the content of this notice was discussed with Laura before it went out

and that it was not a surprise to her (or offensive). I discussed alternative perspectives with this person and don't know whether it made a difference; but I agreed to share their concerns.

Thanks.

From: Julie Cloud

Sent: Monday, May 16, 2011 2:48 PM

To: Headquarters All Staff; JCCN All Staff; JCCS All Staff; JCCL All Staff; District One Staff; District Five Staff; District Six Staff

Subject: Unit Manager - JCCN

Good afternoon. A question was raised to Human Resources last week regarding the hiring of the Choices and Solutions Unit manager position. The question regarded whether or not the chosen candidate, Laura Roters, met the minimum qualification for 'good knowledge of supervision.'

Due to the question, the Human Resource office reviewed all the applications and exams, with a focus on Question 2 which pertained to supervisory knowledge. The review revealed that Laura Roters' application had been scored incorrectly and although she was given a passing grade allowing her to interview and be chosen for the Unit Manager position, her current supervisory experience/education for the supervisory qualification is not sufficient. Laura Roters will remain in her current position with JCCN as the Facility PBS and Training Coordinator. The Choices and Solutions Unit Manager position will be re-announced at a later date.

If you have any questions regarding this matter, please direct them to a Leadership team member or me.

Julie Cloud

Human Resource Officer

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