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## TORT CLAIM NOTICE

January 29, 2016

Multnomah County  
Attn: County Attorney's Office  
501 SE Hawthorne Blvd, Suite 500  
Portland, OR 97214

Re: Tort Claim Notice for Chief Deputy Linda Yankee

To Whom It May Concern:

I represent Chief Deputy Linda Yankee of the Multnomah County Sheriff's Office. This letter is intended to serve as the appropriate Tort Claim Notice pursuant to ORS 30.275.

Chief Deputy Yankee began her career with the Multnomah County Sheriff's Office in 1987 as a Corrections Deputy. She served as a Corrections Deputy until December of 1990 when she promoted to the rank of Corrections Sergeant. Chief Deputy Yankee served as a Corrections Sergeant for four years and then filled the position of Administrative Sergeant. While an Administrative Sergeant Chief Deputy Yankee's duties included, but were not limited to: the authoring of operation orders and memorandums at the direction of the Corrections Chief Deputy; facilitate communication between executive management and corrections deputies; and monitor staffing levels of custody units.

In 1998 the Multnomah County Sheriff's Office promoted Chief Deputy Yankee to the rank of Captain with the Facility Service Unit. While serving as a Captain, Chief Deputy Yankee: implemented a 24-hour inmate "behavior base" classification system; managed the inmate discipline system; negotiated the inmate telephone system contract and ensured the system adhered to the contract guidelines; managed the population release system; and oversaw an annual budget estimated at 2.5 million dollars. The Multnomah County Sheriff's Office Classification Unit received a Unit Citation in 1999 while under Chief Deputy Yankee's leadership. From August of 2004 to March of 2013 Chief Deputy Yankee served as a Corrections Captain at Multnomah County's Inverness Jail and Multnomah County's Detention Center each housing 862 inmates and 676 inmates respectively. While a Captain, Chief Deputy Yankee earned the Oregon Sheriff's Jail Commander of the Year award in 2005.

In March of 2013 Chief Deputy Yankee accepted a promotion to her current rank. Since her promotion Chief Deputy Yankee has provided administrative and executive support to the operational divisions. She also led the Administrative Support Units, including: the Planning & Research Unit; the Fiscal Unit; the Corrections Records Unit; the Information Technology Unit; and the Training Unit. She was also charged with collaboration with the executive management team, outside agencies, citizen groups and the Board of County Commissioners. An overwhelming amount of her time focused on the managing the agencies 138 million dollar budget. Chief

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MULTNOMAH COUNTY, OR

Deputy Yankee provided the Sheriff with monthly budgetary reports and often met with County Commissioners in order to keep all informed of the Sheriff Office's expenditures and monetary resources.

Chief Deputy Yankee served as a direct report to the Sheriff while serving as the Chief Deputy of Business Services. During her time as a direct report to Sheriff Station Deputy, Chief Yankee was subjected to a hostile work environment. Sheriff Staton would frequently make offensive sexual comments and derogatory comments about women in front of Chief Deputy Yankee. Chief Deputy Yankee remembers this behavior beginning around November of 2014. On one occasion, Sheriff Staton described Multnomah County's District Attorney Rob Underhill excitement about a an issue using the metaphor, "Rod was ejaculating all over the table." The Sheriff went on to describe County Commissioner Diane McKeel's excitement using the metaphor, "she wet herself." Sheriff Staton also referred to County Chair Deborah Kafoury's Chief of Staff as a "Blonde Bimbo." In January of 2015, during a Sheriff Office Executive Team meeting, Sheriff Staton informed another member of the Executive Staff he could stop "being googly eyed over" Deputy County Attorney Jenny Madkour. The Sheriff went on to state, "Have you see her lately? She gained her weight back." In early February of 2015 Sheriff Stanton began to refer to Assistant County Attorney Carlo Calandriello as the "bald fucker." The Sheriff also began mocking the Multnomah County Presiding Judge Nan Waller's facial mole, by referring to the facial mole as Judge Waller's "sister." The above mentioned incidents are only a few examples of the sexists and inappropriate comments Chief Deputy Yankee found offensive and created a hostile work environment for the only female Chief Deputy on the Sheriff's staff. Unfortunately, this is not the only tortious behavior Chief Deputy Yankee was forced to endure. The Sheriff frequently touched Chief Deputy Yankee inappropriately and insisted on hugging Chief Deputy Yankee, while it was his custom to shake hands with her male peers.

On October 28, 2014 Chief Deputy Yankee informed Sheriff Staton the County budget would not support his plan to absorb the entirety of the Troutdale Police Department's staff. Chief Deputy Yankee specifically stated that Troutdale's staff contained four sergeants and the Multnomah County Sheriff's Office could only support the hiring of deputies. Chief Deputy Yankee went on to state that the absorption of four sergeants would necessitate more overtime shifts for deputies charged with patrolling Troutdale. The Sheriff answered by calling Chief Deputy Yankee "stupid" and informing her that his plan was too complicated for her to understand. On October 31, 2014, in accordance with her job duties, Chief Deputy Yankee again briefed the Sheriff, Under-Sheriff Tim Moore and Assistant County Attorney Carlo Calandriello of the budget problems associated with the absorption of the Troutdale Police Department. During that meeting with the Sheriff, he raised his voice and berated Chief Deputy Yankee to the point she broke down in tears. The Sheriff's suspicion and abuse continued on November 4, 2014 when he accused Chief Deputy Yankee of communicating too much with the County Commissioners. On or about February 12, 2015 Sheriff Staton accused Chief Deputy Yankee of providing "too much" information to County Commissioners regarding the Sheriff Office's budget. The Sheriff demanded to know how often Chief Deputy Yankee met with the individual Commissioners and what she told them. On the same day Sheriff Staton met with the Planning & Research Unit, an unit under Chief Deputy Yankee's supervision, and informed them the subject matter of the meeting was confidential and not to share the discussion with Chief Deputy Yankee. This was the beginning of Sheriff Staton's abuse of Chief Deputy Yankee for her exercise of her First Amendment Rights and for keeping the Commissioner's informed of the realities of the Sheriff's office budget.

On or about February 17, 2015 Sheriff Staton and Chief Deputy Yankee briefed the County Commissioners in an open session on the office's budget. After the briefing, Sheriff Staton and Chief Deputy Yankee returned to the Sheriff's office were the Sheriff repeatedly referred to County Budget Director Karyne Kieta as "stupid." He then informed Chief Deputy Yankee that he convened a meeting of the Planning & Research Unit and informed them that if they told Chief Deputy Yankee or anyone of the matters they discussed he would "slit their throats." The Sheriff then went on an unexplained rant where he threatened most the executive staff and specifically threatened to fire Chief Deputy Yankee if the Sheriff's Office did not stay within

budget restraints. The Sheriff routinely met with subordinates of Chief Deputy Yankee after their February 17, 2015 Budget briefing, informed the participants to not inform Chief Deputy Yankee of the details on the meetings. Sheriff Staton continued to ostracize Chief Deputy Yankee throughout employment with the Multnomah County Sheriff's Office.

During the summer of 2015 Chief Deputy Yankee informed Sheriff Staton she would need time off in August to facilitate hip replacement surgery and the appropriate recovery time. Sheriff Staton informed the County Commissioners and Command Team that Chief Deputy Yankee had so many medical issues that she would not be returning to work. In an obvious attempt to discredit Chief Deputy Yankee, Sheriff Staton informed Commission Shiprack that Chief Deputy Yankee needed her hip replaced, knee surgeries, back surgery, and shoulder surgery. While on leave Sheriff Staton removed an Acting Lieutenant from Chief Deputy Yankee's supervision and then demoted Chief Deputy Yankee within 8 weeks of her return to work. While recovering from hip surgery Chief Deputy could not exercise and gained weight. Sheriff Staton began to openly fat shame others in front of Chief Deputy Yankee. Sheriff Staton would refer to Undersheriff Tim Moore and Chief Deputy Gates as "fat asses" in Chief Deputy Yankee's presence. Sheriff Staton would often refer to Judges, Commissioners and other County employees in derogatory terms if they were overweight in front of Chief Deputy Yankee.

On or about October 20, 2015 Sheriff Staton informed Chief Deputy Yankee that she was forbidden from contacting County Commissioner's without a third party representative of the Sheriff's office present. Sheriff Stanton continued to exclude Chief Deputy Yankee from meeting related to her areas of responsibility and frequently informed those participating in the meeting not to discuss matters with Chief Deputy Yankee. Throughout the month of October and into November of 2015 Sheriff Stanton excluded Chief Deputy Yankee from financial and budget discussions. On November 18, 2015 Sheriff Staton informed Chief Deputy Yankee he was demoting her and replacing her with an unsworn "financial professional."

It is our assertion that Sheriff Staton ostracized Chief Deputy Yankee, created a hostile work environment and/or demoted Chief Deputy Yankee in whole, or in part, due to: her gender; her budget reports to the County Commissioners; and/or her use of medical leave. Please take notice that Chief Deputy Yankee reserves the right to proceed against Multnomah County, the Multnomah County Sheriff's office and agents/employees of the Multnomah County Sheriff's Office for violations of her State and Federal Constitutional Rights, all actions available at common law and the applicable statutory violations. Chief Deputy Yankee further gives notice of her intent to seek monetary and injunctive relief including but not exclusive to: lost wages, lose of career advancement, emotional distress, attorney fees and punitive damages.

Respectfully,



Sean J. Riddell