
Administrative Action and Public Records Request — Published Exit-Interview Allegation

From Suzanne Wrede <swrede@bellevueidaho.us>

Date Tue 8/4/2026 9:00 AM

To Christina Giordani <cgiordani@bellevueidaho.us>; Frederick Allington <frederick@allingtonlaw.net>

Cc Chloe Sullivan <csullivan@bellevueidaho.us>

Mayor Giordani, City Attorney, and City Clerk:

Please treat this communication as:

1. An Administrative Action concerning the accuracy, substantiation, and publication of allegations in an official City staff report;
2. A public records request under the Idaho Public Records Act; and
3. A written request under Idaho Code § 74-113 to inspect and amend City records pertaining to me.

Published Allegation

The City published an official staff report stating, in substance, that a departing employee's exit interview identified "constant drama and belittling on social media by Councilwoman Wrede" and attributed the employee's departure to "one person."

The allegation was published in a City document without identifying:

- any statement made by me;
- any social-media post authored by me;
- any newsletter or op-ed passage;
- any date, quotation, link, or screenshot;
- any conduct personally observed by the employee; or
- any evidence reviewed by the City before publication.

The City has not removed, corrected, qualified, or supplemented the allegation. It therefore remains part of the official public record as an asserted explanation for an employee's resignation and as a published accusation concerning an identifiable elected official.

Documented Pattern of False Attribution

The author of the staff report has previously attributed statements to me that I did not make. In that instance, I provided a documented written response and video establishing what I had actually said.

This demonstrates a prior pattern of accepting or repeating claims about my statements without first verifying them against the available record. That history makes it necessary to require the precise communication, quotation, date, and context supporting the present allegation.

Related Public Commentary by the Report's Author

The report's author has also made public social-media comments directly concerning me in connection with the recently circulated video of the Mayor's conduct.

The same staff member who selected and published an allegation against me in an official City report has therefore

also participated publicly in shaping the narrative surrounding me and the underlying conduct of the Mayor. That activity is relevant to the author's objectivity, the evidentiary treatment of the exit-interview allegation, and the motives and process underlying its publication and continued inclusion in the City's official record.

Whether individual comments were posted during scheduled work time or on a day off does not eliminate the need to determine whether the activity involved City information, City equipment or accounts, communications with other City representatives, the author's official position, or coordinated discussion concerning City business.

These circumstances form part of a broader and documented pattern in which statements are attributed to me, characterizations about me are repeated without verification, and those characterizations are then used in official or public communications to discredit my conduct as an elected representative.

Records Requested

Please produce:

1. The complete exit-interview document, form, questionnaire, notes, recording, summary, memorandum, correspondence, or other record containing the statements quoted, paraphrased, summarized, or relied upon in the staff report.
2. All records reflecting statements made by the former employee about me, including statements concerning my conduct, newsletters, op-eds, social-media activity, public comments, Council service, or communications with City personnel.
3. Every communication, publication, statement, social-media post, screenshot, link, recording, or other item attributed to me or reviewed as support for the allegation.
4. Every draft and version of the staff report containing or discussing the allegation, including document metadata, comments, and tracked revisions if maintained by the City.
5. Communications concerning the preparation, review, approval, editing, placement, publication, continued publication, correction, removal, or defense of the allegation.
6. Records identifying each person who drafted, supplied, reviewed, approved, edited, authorized, or directed publication of the allegation.
7. Records showing whether the allegation was verified before publication, what verification was performed, and what supporting evidence was examined.
8. Records showing whether the report's author or any other City representative attempted to determine whether the alleged social-media posts or other communications were actually authored by me.
9. Any City policy, procedure, form, publication standard, personnel practice, legal authority, or written guidance governing:
 - exit interviews;
 - publication of exit-interview information;
 - publication of employee allegations;
 - attribution of misconduct to an elected official;
 - verification of statements placed in staff reports; and
 - correction of inaccurate official records.
10. Communications involving the Mayor, report author, City Clerk, City Attorney, Council President, or any other City representative regarding the former employee's departure or any allegation that I caused or contributed to that departure.
11. All City records concerning social-media statements made by the report's author about me, the published staff report, the former employee's resignation, or the recently circulated video of the Mayor, including records discussing, coordinating, encouraging, approving, responding to, defending, or preserving those statements.
12. Communications between the report's author and the Mayor, City staff, City officials, the former employee, or other persons concerning public responses to the Mayor's recorded conduct or public characterizations of me arising from that incident.
13. Records sufficient to determine whether any responsive social-media activity was performed:
 - during compensated City work time;

- using City-owned or City-provided equipment;
- through a City account or communications system;
- using information obtained through City employment;
- at the request or direction of another City representative; or
- in coordination with other City personnel or officials.

This request includes responsive emails, text messages, direct messages, electronic communications, attachments, notes, drafts, recordings, screenshots, document histories, account records maintained by the City, and communications conducted through personal devices or accounts when used to conduct or discuss City business.

I am not requesting unrelated medical, financial, residential, family, or other private information concerning the former employee. Such information may be redacted. The request concerns statements about me, materials attributed to me, the evidentiary basis for the published allegation, and the governmental process through which it was placed and retained in an official City record.

Records Pertaining to Me

Idaho Code § 74-113 provides that a person may inspect and copy public-agency records pertaining to that person, subject to the exceptions stated in the statute.

The requested records directly concern:

- statements allegedly made by me;
- publications and social-media activity allegedly authored by me;
- accusations regarding my conduct;
- an allegation that I caused or contributed to an employee's resignation;
- public commentary by the report's author concerning me; and
- the City's decision to publish and retain the allegation in an official record.

Please process this request under § 74-113 in addition to the general disclosure provisions of the Idaho Public Records Act.

Redaction, Segregation, and Denial

The presence of exempt information within a record does not permit the City to withhold nonexempt portions of that record.

If any record or portion is withheld, please provide a written response that:

1. Identifies the record or category of records withheld;
2. Identifies the specific portion withheld when partial disclosure is possible;
3. Cites the particular statutory exemption relied upon;
4. Explains how the exemption applies to the withheld material;
5. Produces all reasonably segregable nonexempt information; and
6. States the procedure and time for appealing the denial.

A generalized reference to "personnel records," "privacy," or "attorney-client privilege" does not identify the particular statutory basis for withholding each responsive record or segregable portion.

Request to Amend or Supplement the Official Record

Under Idaho Code § 74-113(2), I request amendment or supplementation of any City record that inaccurately, incompletely, or without substantiation attributes social-media conduct, belittling, or responsibility for an employee's resignation to me.

The City should therefore:

1. Produce the actual communications and evidence substantiating the published allegation;
2. Amend the staff report to identify accurately the source, nature, and evidentiary status of the statement; or
3. Correct or remove the allegation if the City cannot identify communications or conduct by me that support it.

If the City refuses to amend the record, please provide the written response required by § 74-113, including the reasons for the refusal and notice of the applicable appeal rights and time period.

Governance and Institutional Record

This matter extends beyond one publication, one staff member, or one elected official.

Council and the public must be able to distinguish among:

- a documented complaint;
- an employee's personal characterization;
- a secondhand report of something allegedly said;
- an independently verified fact; and
- a conclusion adopted and published by the City.

Publishing an accusation in an official staff report gives it governmental authority and permanence. When the accusation identifies a specific person, the supporting record, verification process, authorship, review, and evidentiary status must also be identifiable.

A City employee should not be permitted to publish an unsupported allegation against an elected official in an official report, repeat or reinforce negative characterizations publicly, and then rely upon the confidentiality of an employment process to prevent examination of the underlying facts and governmental decision-making.

This Administrative Action is intended to establish a complete institutional record of:

- the allegation;
- the evidence supporting or contradicting it;
- the prior documented pattern of attributing statements to me that I did not make;
- the report author's related public commentary;
- the process used to prepare and publish the allegation;
- the City's response after its accuracy was challenged; and
- the standards that will govern similar conduct in the future.

The record is necessary not merely to address what has occurred here, but to ensure that the next elected official, employee, or resident subjected to an unsupported governmental characterization has a documented history against which the conduct and the City's institutional response can be evaluated.

Preservation Notice

Please preserve all potentially responsive records, including records held by current or former employees or officials and records located on City or personal devices, private email accounts, social-media accounts, messaging applications, or other systems used to conduct or discuss City business.

This preservation request specifically includes the complete content and context of relevant social-media posts and comments, together with available dates, timestamps, links, account information, edits, deletions, replies, direct messages, and communications concerning their preparation or publication.

Please acknowledge receipt and provide the records, any lawful partial denial, and the City's response to the amendment request within the periods required by Idaho law.

This communication is submitted for administrative action, records production, correction or supplementation of the official record, and potential consideration at a properly noticed public meeting. It is not intended to solicit Council deliberation or a decision outside a public meeting. Council members should not reply with their substantive positions or communicate among themselves regarding the merits of this matter outside a properly noticed meeting.

Respectfully,

Suzanne Wrede
Alderman