
From: David Rohrbach </o=first organization/ou=first administrative group/cn=recipients/cn=drohrbach>
Sent: Wednesday, April 06, 2011 11:36 AM
To: Betty Grimm
Subject: RE:

Actually the easy and selfish thing for us to do is just replace the rehabilitation specialist's position, do the other re-classifications and go forward with only a concern for the time we have left. After the re-class things might smooth out pretty good for us. As for the next person, they better pray like hell the economy gets better! When I go there will be no senior management for either program. It will not be easy to find an experienced program person to run two programs unless each program has a unit manager. Betty, folks like Henry are not going to do what I do for the money I make. That person does not exist. When folks start looking for a program manager they will be looking at folks who will expect managers in place to do the day to day stuff and they will want at least \$100, 000.00 a year. It is imperative for this department to be training and promote from within. We do not pay enough to get qualified people any other way.

Program manager: Cory Conrad
Unit manager: Shane Penrod
Unit manager: Mike Denny
PBS/Quality Assurance: James Fosdick
Rehabilitation specialists: Rhonda Ledford, Robyn Smythe, Robbet Fogg, Dave Hottel, Addison Fordom.

There is a good line up for the future! A joke of course but the thing is—whose names **do** go in there? Five years down the road what will the line up be?

Now, as soon as we ask for two positions the screaming will start. It will be all a scam in their minds. Yet here is the truth and make no mistake about it. What is easier for me is to just replace the open rehabilitation specialist position. If we can't get things set up for the future then lets just make it easy on ourselves and go on.

We need a rehabilitation tech supervisor and a unit manager. That allows us to run the programs and work towards the future. If not—a rehabilitation specialist for solutions will be fine. That gives me Pod supervision for each unit. I need that supervision to run program. If the UM position could go into Solutions then I could also do both concepts. We have to make sure Solutions is covered. There is just too much stuff always going on in that program to not have two supervisors.

I think we lay the cards on the table and discuss the possibilities with the Director. If we are going to look towards the future we need help to survive the present.

From: Betty Grimm
Sent: Wednesday, April 06, 2011 9:56 AM
To: David Rohrbach
Subject:

Review p/p 360.10

It clearly states that Eric could not supervise Mark Freckleton.

Please give this reclassification more thought and give me a final answer on how you feel we need to proceed.

Thanks