

---

**From:** Julie Cloud </o=first organization/ou=first administrative group/cn=recipients/cn=jcloud>  
**Sent:** Wednesday, May 30, 2012 9:10 AM  
**To:** Pat Thomson  
**Subject:** RE: information

Pat, can we tie Frank's reassignment to Pbs or anything like that? Weren't some staff on O & A fearing for their safety?

*Julie Cloud*

Human Resource Officer  
Idaho Department of Juvenile Corrections  
[Julie.cloud@idjc.idaho.gov](mailto:Julie.cloud@idjc.idaho.gov)  
208-577-5440  
208-334-5120 fax  
Don't find fault, find a remedy.  
--Henry Ford

---

**From:** Pat Thomson  
**Sent:** Wednesday, May 30, 2012 9:01 AM  
**To:** Betty Grimm; Julie Cloud  
**Subject:** RE: information

Betty,

I would suggest that you just tell Rita that Frank is assisting Ashley in her transition to the Program Manager as well as helping Laura in her role of Unit Manager of Solutions, Choices and oversight of the O&A Unit.

If she asks about Tom, we just say Tom is out.

---

**From:** Betty Grimm  
**Sent:** Wednesday, May 30, 2012 8:10 AM  
**To:** Julie Cloud; Pat Thomson  
**Subject:** FW: information  
**Importance:** High

Could one of you help me with an appropriate response to Rita.  
Thanks

Betty Grimm  
Superintendent-JCC Nampa  
208-465-8443 ext. 107  
Idaho Dept. Juvenile Corrections

---

**From:** Sharon Harrigfeld  
**Sent:** Wednesday, May 30, 2012 7:57 AM

**To:** Betty Grimm  
**Subject:** RE: information

Do you need my help in answering this? HR's?

**Sharon Harrigfeld, Director**  
Idaho Department of Juvenile Corrections  
954 W. Jefferson  
PO Box 83720  
Boise, ID 83720  
208/577-5404  
208/860-3045 (cell)  
208/334-5120 (fax)

---

**From:** Betty Grimm  
**Sent:** Wednesday, May 30, 2012 7:12 AM  
**To:** Sharon Harrigfeld  
**Subject:** FW: information

FYI

Betty Grimm  
Superintendent-JCC Nampa  
208-465-8443 ext. 107  
Idaho Dept. Juvenile Corrections

---

**From:** Rita Fell  
**Sent:** Tuesday, May 29, 2012 9:15 PM  
**To:** Betty Grimm  
**Subject:** RE: information

Thank you for asking how you can help me. Many things are not adding up, two e-mails less than 15 minutes apart and major changes in the e-mails; They seem to lack clarity, and transparency. I was hoping to move forward in this time of new leadership (Laura and Ashley) now Frank Riley? What does "providing administrative support for Laura and Ashley" really mean? Seems we are going backwards. I thought Laura was doing terrific with changes in Choices, and now she is the unit manager for O and A? I had hoped and had previously voiced my opinion a long time ago that we would have three unit managers, one for O and A, Choices and Solutions. I am so confused. I am dedicated to our department and want to support what is good, but I just don't know what is going on.

This leads to so many speculations and already there are rumors going on that Tom was escorted out (is this true?). I realize there are administrative limitation, but when two e-mails leads to fear and judgment rather than openness causes secrecy and assumptions. I think I am voicing my opinion but I believe many are wondering the same things, and no one is willing to share but you know me well, and my supervisor will probably kick me under the table (a standing joke with Ms. Zuniga and I). I have noticed tension of uncertainty in the facility, if this is not addressed, it will affect our juveniles.

Thank you for listening,

Rita Fell, LPC  
Clinician – Choices Program  
1650 11<sup>th</sup> Ave. North  
Nampa, Idaho 83687

LEDфордSSD122921

208-465-8443 Ext 120  
[Rita.fell@idjc.idaho.gov](mailto:Rita.fell@idjc.idaho.gov)

...only through discipline can you achieve freedom. Pour water into a cup and you can drink.  
Without the cup, the water would splash all over. The cup is the discipline. *Ricardo Montalban*

---

**From:** Betty Grimm  
**Sent:** Tuesday, May 29, 2012 6:59 PM  
**To:** Rita Fell  
**Subject:** RE: information

How can I help you Rita?

---

**From:** Rita Fell  
**Sent:** Tue 5/29/2012 6:54 PM  
**To:** Betty Grimm  
**Subject:** RE: information

Many questions! Help!

Rita Fell, LPC  
Clinician – Choices Program  
1650 11<sup>th</sup> Ave. North  
Nampa, Idaho 83687  
208-465-8443 Ext 120  
[Rita.fell@idjc.idaho.gov](mailto:Rita.fell@idjc.idaho.gov)

...only through discipline can you achieve freedom. Pour water into a cup and you can drink.  
Without the cup, the water would splash all over. The cup is the discipline. *Ricardo Montalban*

---

**From:** Betty Grimm  
**Sent:** Tuesday, May 29, 2012 4:00 PM  
**To:** JCCN All Staff  
**Subject:** information

Effective immediately administrative oversight of the JCC Nampa O&A Unit has been assigned to Unit Manager Laura Roters. Ashley Jorgensen, as Program Manager will assume greater direct responsibility for oversight of the Choices and Solutions units. Director Harrigfeld has reassigned Frank Riley to JCC Nampa to provide administrative support for Laura and Ashley.

With respect to the O&A unit, there will be a thorough review of staff assignments, staff schedules and the overall daily schedule within the unit. The goal for the review and the resulting changes will be to assure that the unit operates fully within the restorative justice mission of this department. Safety within the unit and for the communities that juveniles return to will always be a primary concern. To that end, building an even stronger behavior management capability in that unit will be a key. Finally, we have asked Frank to review and to work with each of the O&A staff and Laura to develop performance objectives in the available performance evaluations that reflect your strengths and also reflect objectives supportive of our restorative justice mission and values.

Betty Grimm  
Superintendent-JCC Nampa  
208-465-8443 ext. 107  
Idaho Dept. Juvenile Corrections