

**MINUTES OF THE
TRANSITION COMMITTEE MEETING
APRIL 5, 2011**

MEMBERS PRESENT: Ted Cushing, Romelle Vandervest, John R Young, Brian Desmond, Jeff Hoffman, John Potters, Paul Spencer and Margie Sorenson,

MEMBERS ABSENT: None.

OTHERS PRESENT: Lisa Charbarneau (LRES); Peter Wolk (Supervisor).

CALL TO ORDER & ANNOUNCEMENTS

Acting Chairman Cushing called the meeting to order at 3:00 p.m. in Committee Room #1 of the Oneida County Courthouse. He noted that the meeting notice had been properly posted and mailed in accordance with the Wisconsin Open Meeting Law.

APPROVE AGENDA

Motion by Vandervest, second by Young to approve the agenda for the present meeting. Motion carried; all ayes.

ELECT A CHAIR

Motion by Vandervest, second by Young to elect Ted Cushing as chair of the Transition Committee. Motion carried; all ayes.

ELECT A VICE CHAIR

Motion by Young, second by Cushing to elect Romelle Vandervest as vice chair of the Transition Committee. Motion carried; all ayes.

UPDATE ON BUDGET REPAIR BILL

John Potters told the committee there was a PowerPoint presentation in their folders of information on the Budget Repair Bill (BRB) that he had put together from all of the meetings he had been attending. He told the group that the County would not begin to withhold any WRS contributions of non-represented employees until there was a decision made on whether the BRB is a law.

Brian Desmond explained that with the current schedule for the courts on the BRB, there would not be any decision made for at least seven weeks. He continued that if the Supreme Court took the case it could be longer than seven weeks for a decision.

REVIEW DUTIES AND RESONSIBILITIES OF THE COMMITTEE AS DESIGNATED BY THE COUNTY BOARD

Cushing went over an outline that was provided by Attorneys Phillips and Borowski. He stated that he felt Oneida County had a leg up as they have already done the communications part of the process and there have been no work stoppage or slow downs. Cushing told the group that the LRES Committee is in the process of reviewing union contracts; Potters is reviewing policies, procedures and Chapter 4; and the

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implementation of performance evaluations will play a large role in the potential changes.

Paul Spencer told the group that he had implemented performance evaluations for all staff in his department not only the non-rep employees.

Desmond told the group that if the budget is passed that way it has been presented and the Budget Repair Bill does not pass, there will be a lot of problems. Between levy limits and mandates for services it could cause counties to file bankruptcy.

Jack Young asked about language in the contract regarding providing a written notice to the unions by July 1 that it is the County's intent to terminate the current contracts at the end of 2011.

Desmond indicated that there was no harm in sending the notice, however should wait to see what is happening in May.

The committee discussed the need to develop a new grievance procedure for all employees. The committee felt there were good things that could be used from some of the contracts, the County Code and examples being developed by WPELRA.

Potters told the committee that he thought they should consider developing a resolution for the County Board about giving employees a notice of big changes that would be forth coming, allowing them to time to make decisions for themselves.

The committee also felt it was important for Potters and Desmond to meet with employees and give them an update on what the county knows at his point in time.

FUTURE MEETING DATES

The committee felt there might need to be a meeting in May, but left the date open at this time.

AGENDA ITEMS

Grievance Procedures

ADJOURNMENT

Motion by Vandervest, second by Cushing to adjourn the meeting at 3:47 p.m. Motion carried; all ayes.

Ted Cushing, Chairman

Lisa Charbarneau, Committee Secretary