

**MINUTES OF THE
TRANSITION COMMITTEE MEETING
May 4, 2011**

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

MEMBERS ABSENT: John R Young (excused)

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

CALL TO ORDER & ANNOUNCEMENTS

Acting Chairman Cushing called the meeting to order at 1:00 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 Cushing to approve the agenda for the present meeting. Motion carried; all ayes.

APPROVE MINUTES

Motion by Vandervest, second by Cushing to approve the minutes of April 5, 2011 Transition Committee meeting. Motion carried; all ayes.

UPDATE ON BUDGET REPAIR BILL

Cushing told the group that at the WCA Meeting in Stevens Point, Phillips and Borowski's main message was that unless we handle this carefully and properly there is a chance we could go right back to where we came from. He continued that we need to treat employees with respect.

John Potters told the committee that if this is done right there will be no need or want for employees to go back to collective bargaining. Due to the tax levy, it will be very difficult to proceed. He continued that we need to look for creative ways to compensate employees.

Spencer indicated that his employees are more concerned with the current benefits they have earned, not really on wages.

Cushing explained that at the WCA Meeting there were eight smaller committees formed to work on specific issues. He continued that this will help to put uniform policies and procedures in place across the state. He continued that as part of the grievance procedure the County Board will have the final decision. Cushing indicated that the board will need training to understand the ramifications of their actions. He continued that the goal is to have this all in place by budget time. He also said that there is no final word on who the impartial hearing examiner should be.

TRANSITION COMMITTEE MEETING

May 4, 2011

Page 2

GRIEVANCE PROCEDURE

Potters distributed the current grievance procedure from each union contract and Chapter 4 of the County Code, a draft policy and flow chart. Potters explained that no one is able to define an Impartial Hearing Officer (IHO). He continued that there was discussion about using administrators from neighboring counties. He also explained that the final hearing with County Board is to only indicate if the action is correct or not. They can not implement a different action.

Desmond told the group that the County has a lot of flexibility in creating this language. He continued that from a practical standpoint, it may be easier for the board to vote up or down. Desmond said he hesitates to have twenty-one people try to determine disciplinary actions.

Spencer said that if the policy is reasonable, there should only be one or two that would go to the County Board in a year.

The committee discussed other issues that need to be included in the grievance policy: being fair and reasonable, consistent, provide training to supervisors, review how other counties are handling this and do not relinquish management rights.

FUTURE MEETING DATES

The committee did not schedule a date at this time.

AGENDA ITEMS

To be determined.

ADJOURNMENT

Motion by Vandervest, second by Cushing to adjourn the meeting at 1:48 p.m. Motion carried; all ayes.

Ted Cushing, Chairman

Lisa Charbarneau, Committee Secretary