

**MINUTES OF THE
TRANSITION COMMITTEE MEETING
JULY 6, 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); John Prentice (Attorney).

CALL TO ORDER & ANNOUNCEMENTS

Chairman Cushing called the meeting to order at 2:00 p.m. in the First Floor Conference Room 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 amended agenda for the present meeting. Motion carried; all ayes.

WCA BUDGET REPAIR BILL UPDATE

Potters told the committee that effective June 29th the Budget Repair Bill is now law and a part of the budget.

Attorney Prentice explained that the County does not have a lot of work to be completed as the current Chapter 4 of the County Code can be used going forward.

Spencer told the committee that two major areas of concern in his department based on the budget is that Child Support funding will be cut 34 to 37 percent and Economic Support will be set up as a consortium. The County can either be the agency to do the consortium or choose not to do it. He continued that the county will have to pay the 2009 allocation to the State which ever route they choose to go. Spencer explained that a determination must be made by October 1, 2011. He told the committee that he will be briefing the Social Services Committee at the end of July of this matter.

Desmond asked if there would be unemployment costs if the county doesn't go the consortium route.

Spencer indicated that there would be unemployment costs as well as a 22% cut in revenues to his department that is generated by Economic Support currently. He continued that Brown and Marathon Counties have asked Oneida to join them in a consortium.

CHAPTER 4 REWRITE UPDATE

Potters told the group that the LRES Committee has been working on the Chapter 4 rewrite. He continued that all department heads and supervisors received a copy of the proposal developed by the LRES Committee. Potters told the group that the general

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consensus from employees has been surprise of the minimal changes. He told the group the biggest issue to date was the elimination of Longevity pay.

Cushing told the group that the LRES Committee had met six times to develop the proposal. He continued that the committee hoped to develop the best umbrella possible for everybody. Cushing said the LRES Committee would be meeting with the department heads to discuss their thoughts and comments.

Young reminded the group that the new Chapter 4 would not take effect until January 2012. He continued that the WRS contributions would be taken from non-union employees beginning in August and that a solution is being presented by the LRES Committee to resolve the issue as well.

Prentice told the committee that it is important the department heads are careful not to speak on behalf of groups of employees, as it constitutes a collective union. He continued that unions will try to do anything to prove their worth going forward.

GRIEVANCE PROCEDURE

Potters told the group that the biggest issue right now is the definition of an impartial hearing officer (IHO). He continued that some counties wanted to use neighboring counties corporation counsels as the impartial hearing officer.

Prentice told the committee that he has a problem with rotating employees as the hearing officer. He continued that there will be a perception from the employees about how impartial can that person be if they being paid by the employer. He told the committee about the Hortonville School case, which indicates that the IHO can not have an interest in the outcome. Prentice told the committee that due process consideration is very important and must be considered.

Cushing asked how often this should happen.

Prentice indicated that it should not happen often, maybe once or twice a year. He continued that the county should use the LRES Committee as the IHO. He reminded the committee that this process is already in place in the County Code. Prentice continued that only certain issues could be appealed to the County Board. He continued that employees want structure and boundaries to be successful. Prentice stated that the county should do management training. He suggested the sheriff do trainings on investigations; Spencer on how to structure a meeting; develop a check list for department heads to use.

Young told the committee that Dave Hintz said the county should expect more from the department heads. We need to train them to do more.

Prentice stated that the county needs to meet the statutory requirements under Act 10 and the due process standards under Federal Law within the grievance procedure.

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Motion by Cushing, second by Vandervest to have John Potters firm up the grievance procedure to define the LRES Committee as the impartial hearing officer. Motion carried; all ayes.

TRAINING

Potters told the committee that Phillips and Borowski and the WCA would be presenting training to the County Board on July 12, 2011. He continued that all department heads have been invited to attend as well. Potters told the group that there will be follow up with the presenters regarding how successful the training is.

Prentice suggested that the Sheriff's Department and Social Services do training for department heads on termination as they are the ones who handle this situation the most. He continued that it should be done in smaller groups to give the department heads a tool they can use.

NEXT STEPS TO BE TAKNE BY COMMITTEE

Cushing stated that the next steps to be taken by the committee would include including the budget as part of the trainings; firm up the grievance procedure and policy; and developing credibility with department heads. He continued that he feels Oneida County is ahead of the curve on accomplishing the tasks associated with the budget.

OUT OF COUNTY TRAVEL

Motion by Cushing, second by Vandervest to approve Jack Young to attend the WCA Conference on July 13, 2011. Motion carried; all ayes.

FUTURE MEETING DATES

August 10, 2011 1:30 p.m.

AGENDA ITEMS

To be determined.

ADJOURNMENT

Motion by Vandervest, second by Cushing to adjourn the meeting at 3:30 p.m. Motion carried; all ayes.

Ted Cushing, Chairman

Lisa Charbarneau, Committee Secretary