

**MINUTES OF THE  
TRANSITION COMMITTEE MEETING  
AUGUST 10, 2011**

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

**MEMBERS ABSENT:** John Potters (excused).

**OTHERS PRESENT:** Lisa Charbarneau (LRES).

**CALL TO ORDER & ANNOUNCEMENTS**

Chairman Cushing called the meeting to order at 1:30 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 agenda for the present meeting. Motion carried; all ayes.

**APPROVE MINUTES**

Motion by Vandervest, second by Young to approve the minutes of July 6, 2011 meeting. Motion carried; all ayes.

**ACT10/ACT32 UPDATE**

Sorenson told the group that beginning on August 26, 2011, she would be deducting 6.65% from the Elected Officials, except the Sheriff for Wisconsin Retirement Contributions. She also told the group that it appears that the County will lose all of its state prisoners for 2012, which will be an additional \$750,000 loss in revenue.

Spencer indicated that the Social Services Committee will meet on August 30, 2011 to decide the future of Economic Support programs in Oneida County. He continued that if Oneida County opts out of the program, six to eight employees will lose their jobs.

Cushing told the group that at the last WCA training he attended in August, he was relieved to know that Oneida County is ahead of the curve on the necessary changes compared to other counties.

Young told the group that the Contract Comparison document is intended to be a fluid document and can be changed as we are no longer bound to yearly contracts. He stated that the county does not need to rush into a handbook.

**GRIEVANCE PROCEDURE**

Cushing told the committee that at the last training he attended; more counties are using the LRES Committee as the independent hearing officer (IHO). He continued that Attorney Prentice has advised that the LRES Committee does not have to recue itself at the County Board level. Cushing stated the procedure must state that

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employees can not grieve on an oral or written reprimand and that the impact of the grievance must have a fiscal or monetary impact. He added that a form should be developed.

The committee asked Brian Desmond to review the procedure and develop a resolution for the committee for the next meeting.

### **TRAINING**

Cushing told the group that department head training would be very important. He continued that the County Mutual conferences were continuing to work on training that could be shared by all the County's participating.

### **FUTURE MEETING DATES**

August 31, 2011 9:00 a.m.

### **AGENDA ITEMS**

Chapter 4 Rewrite Update

Grievance Procedure Resolution

### **ADJOURNMENT**

Motion by Vandervest, second by Cushing to adjourn the meeting at 2:06 p.m. Motion carried; all ayes.

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Ted Cushing, Chairman

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Lisa Charbarneau, Committee Secretary