

**Call to Order:**

This meeting was called to order in the Vilas County Justice Center conference room at 9:00 A.M. by Chairman Jim Behling with the following committee members present: Emil Bakka, Ed Bluthardt, Jr., Sig Hjemvick, Erv Teichmiller and Linda Thorpe. Bob Egan was delayed and arrived at 10:53 A.M.

Others present during this meeting: Martha Milanowski, Ken Anderson, John Helgeson, Rachel White and David Alleman.

Open meeting notices and quorum present verified by the Chairman.

**Approve agenda to be discussed in any order by the Chair:**

**Motion by L. Thorpe, 2<sup>nd</sup> by E. Bakka to approve the agenda to be discussed in any order by the Chair. All voted aye. Carried.**

**Committee mission and goals:**

J. Behling distributed a draft copy of a committee vision/mission statement to those present.

The wording of the draft was discussed. **Motion by L. Thorpe, 2<sup>nd</sup> by S. Hjemvick to approve the draft as presented.** Additional discussion ensued. **Motion by L. Thorpe, 2<sup>nd</sup> by S. Hjemvick to amend their previous motion and second to incorporate the following language changes to the vision/mission statement.**

**Vision Statement to read, in part: *The Vilas County Transition Committee recognizes the need for high quality performance by employees of Vilas County in providing services to the residents of the county...***

**Mission Statement to read, in part: *...giving thoughtful consideration to the interests of Vilas County taxpayers and employees,...***

**All voted aye. Carried.** The Clerk was instructed to incorporate the approved revisions into the vision/mission statement draft and to place that item on the agenda for the next meeting.

**a. Immediate issues and goals:**

The Chair began a discussion to develop a list of issues that must be considered over the short term, to comply with the immediate issues created by and contained within Wisconsin Act 10, the Budget Repair Bill. After lengthy debate the following list of discussion items was created.

1. Wage schedule
2. Grievance policy
3. Work rules
4. Staffing/positions

Further discussion determined the desire to deliberate on only one of these items at the next meeting. The Clerk was instructed to insert Grievance policy on the next meeting agenda.

**b. Long term issues and goals:**

Long term issues and outcomes were discussed. After much discussion it was decided to incorporate the list of Longer Term Steps as provided on the Phillips Borowski S.C. memo as follows:

1. Staffing
2. Health Insurance plan design
3. Employee compensation and benefits
4. Develop final work rules and employee policies
5. Training
6. Contracting and collaboration

Additional issues relating to employee morale and committee spokespersons were also discussed. Also discussed was the need for pertinent data to be provided to committee members. The Corporation Counsel will provide grievance policy data for the next meeting. The Clerk will provide copies of the Federal Fair Labor Standards Act.

**Letters and Communications:**

E. Teichmiller addressed the committee regarding the issue of employee participation on the Transition Committee. That issue was discussed at length.

**Future meeting dates:**

The next meetings will be held on Wednesday, March 30, 2011 at 1:00 P.M. and on Thursday, April 7, 2011 also at 1:00 P.M.

**Adjournment:**

The Chair adjourned the meeting at 11:47 A.M.

Respectfully Submitted,

David R. Alleman  
Vilas County Clerk

Minutes reflect the recorder's notations and are subject to approval by the appropriate board or committee.