

**Oneida County Board of Supervisors
Special Training Meeting July 12th 2011
County Board Room – 9:30 am**

Chairman Cushing called the meeting to order at 9:30 a.m. in the County Board Meeting Room at the Oneida County Courthouse. There was a brief moment of silence for our troops here and overseas, followed by the Pledge of Allegiance.

MEMBERS PRESENT: Supervisors: Gary Baier, Greg Berard, Ted Cushing, Paul Dean, Billy Fried, David Hintz, John Hoffman, Jack Martinson, Bob Metropulos, Sonny Paszak, Carol Pederson, Thomas Rudolph, Jim Sharon, Denny Thompson, Michael Timmons, Romelle Vandervest, Peter Wolk, John R. Young.

OF MEMBERS PRESENT: 19

SUPERVISORS EXCUSED: 2- David O'Melia, Scott Holewinski

OTHERS PRESENT: Mary Bartelt, John Potters, Brian Desmond & Numerous Department Heads.

CHAIR ANNOUNCEMENTS:

- All Supervisors should use their microphones when speaking.

**PRESENTATIONS/TRAINING WORKSHOP – ANDY PHILLIPS – MIKE BLASKA
“COUNTY MUTUAL BUDGET REPAIR BILL TRAINING SERIES”**

- Working Thought The Grievance Procedure Maze
- Employee Policies and Work Rules
- Creating the Right Culture Through Fringe Benefits
- Merit Pay – Are we Creating a Solution or Just More Problems?
- Is it Time to Re-Set the Wage Table?
- Managing Employees in the Post – BRB World
- So Why are We Doing All of this Work?
- Top Down System Change calls for Top Down Training
- BRB Consortium Small Groups
- County Structure
- Forms of County Government:
 - County Executive
 - County Administrator
 - County Administrator Coordinator
 - Other “Non-Mandated” Offices
- Commission form of Government
- County Board Functions
- Standing Committee Functions
- Board Sets Policy
- Board Roles & Responsibilities
- Oneida County Committees
- Staff Roles & Responsibilities
- Oneida County Departments
- Leadership Roles
- Policy vs. Admin/Ops
- Working Together as a Goal
- Conflict
- Points to Remember/Tips for Productive Meetings

ADJOURNMENT

MOTION/SECOND: Tom Rudolph/Carol Pederson to adjourn at 11:50 a.m. All “ayes” on voice vote motion carries.