

**Oneida County Board
Code of Conduct
and comments recieved**

RESOLUTION # 42-2012

Resolution offered by Labor Relations Employee Services Committee.

Resolved by the Board of Supervisors of Oneida County, Wisconsin:

WHEREAS, the Labor Relations Employee Services Committee has met on several occasions to discuss the development of a Code of Ethics for County Board Supervisors, and

WHEREAS, the Phillips Borowski Law Firm has developed a policy and complaint procedure for a Code of Ethics for County Board Supervisors, and

NOW, THEREFORE, BE IT RESOLVED, by the Oneida County Board of Supervisors to adopt the attached Code of Ethics and Dispute Resolution procedure attached.

BE IT FURTHER RESOLVED, by the Oneida County Board of Supervisors that by adoption of this resolution it shall be deemed that there is no fiscal impact to the 2012 budget.

Vote Required: Majority = _____ 2/3 Majority = _____ 3/4 Majority = _____

The County Board has the legal authority to adopt: Yes _____ No _____ as reviewed by the Corporation Counsel, _____, Date: _____

Approved by the Labor Relations Employee Services Committee this 11th day of April, 2012.

Offered and passage moved by:

Supervisor

Supervisor

Supervisor

Supervisor

Supervisor

____ Ayes

____ Nays

____ Absent

____ Abstain

____ Adopted

by the County Board of Supervisors this 17th day April, 2012.

51 _____ Defeated

52
53
54 _____
55 Mary Bartelt, County Clerk

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53
54 _____
55 Ted Cushing, County Board Chair

56 **ONEIDA COUNTY BOARD CODE OF CONDUCT**

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58 **I. Preamble**

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60 The citizens and businesses of Oneida County, Wisconsin, are entitled to have fair,
61 ethical and accountable local government, which has earned the public's full
62 confidence for integrity. In keeping with Oneida County's commitment to its
63 citizens, the effective functioning of representative democratic government
64 requires elected county board supervisors comply with both the letter and spirit of
65 the laws and policies affecting the operations of government; that elected county
66 board supervisors be independent, impartial and fair in their judgment and actions;
67 that public office be used for the public good, not for personal gain; and that public
68 deliberations and processes be conducted openly, unless legally confidential, in an
69 atmosphere of respect and civility.

70
71 To this end, the Oneida County Board of Supervisors has adopted this Code of
72 Conduct for county board supervisors to assure public confidence in the integrity
73 of local government and its effective and fair operation.

74
75 **II. Act in the Public Interest**

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77 Recognizing that stewardship of the public interest must be their primary concern,
78 county board supervisors will work for the common good of the people of Oneida
79 County and not for any private or personal interest, and they will assure fair and
80 equal treatment of all persons, claims, and transactions coming before the Oneida
81 County Board of Supervisors, boards, commissions, and committees. In addition,
82 county board supervisors shall adhere to all statutes, ordinances and rules relating
83 to the conduct of county business including, without limitation, Wis. Stat. § 19.59,
84 *et seq.*

85
86 **III. Comply with the Law**

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88 County board supervisors shall comply with the laws of the nation, the State of
89 Wisconsin and the County of Oneida in the performance of their public duties.
90 These laws include, but are not limited to: the United States and Wisconsin
91 constitutions; laws pertaining to conflicts of interest, election campaigns, financial

disclosures, employer responsibilities, and open government; and County ordinances and policies.

IV. Conduct of County Board Supervisors

The professional and personal conduct of county board supervisors must be above reproach and avoid even the appearance of impropriety. County board supervisors shall refrain from abusive conduct, personal charges or verbal attacks upon the character or motives of other county board supervisors, boards, commissions, and committees, the staff or public.

V. Respect for Process

County board supervisors shall perform their duties in accordance with the processes and rules of order established by the Board of Supervisors and boards, committees, and commissions governing the deliberation of public policy issues, meaningful involvement of the public, and implementation of policy decisions of the Board of Supervisors by County staff.

VI. Conduct of Public Meetings

County board supervisors shall prepare themselves for public issues; listen courteously and attentively to all public discussions before the body; and focus on the business at hand. They shall refrain from interrupting other speakers; making personal comments not germane to the business of the body; or otherwise interfering with the orderly conduct of meetings.

VII. Decisions Based on Merit

County board supervisors shall base their decisions on the merits and substance of the matter at hand, rather than on unrelated considerations.

VIII. Communication

County board supervisors shall publicly share substantive information that is relevant to a matter under consideration by the Board of Supervisors or boards, committees and commissions, which they may have received from sources outside of the public decision-making process.

IX. Confidential Information

Unless otherwise required by law, county board supervisors shall respect the confidentiality of information concerning the property, personnel or affairs of the County. They shall neither disclose confidential information without proper legal authorization, nor use such information to advance their personal, financial or other private interests.

X. Use of Public Resources

County board supervisors shall not use public resources that are not available to the public in general, such as County staff time, equipment, supplies or facilities, for private gain or personal purposes.

XI. Representation of Private Interests

In keeping with their role as stewards of the public interest, county board supervisors shall not appear on behalf of the private interests of third parties before the Board of Supervisors or any board, committee, commission or proceeding of the County.

XII. Advocacy

County board supervisors shall represent the official policies or positions of the Board of Supervisors, boards, commissions or committees to the best of their ability when designated as delegates for this purpose. When presenting their individual opinions and positions or otherwise speaking without the express direction or authorization of their body, county board supervisors shall explicitly state they do not represent their body or Oneida County, nor will they allow the inference that they do.

XIII. Policy Role of County Board Supervisors

The Board of Supervisors determines the policies of the County with the advice, information and analysis provided by the public, boards, commissions, and committees, and County staff. The Board of Supervisors delegates authority for the administration of the County to County staff.

County board supervisors therefore shall not interfere with the administrative functions of the County or the professional duties of County staff; nor shall they impair the ability of staff to implement Board policy decisions.

172
173 **XIV. Independence of Board and Commissions**
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175 Because of the value of the independent advice of boards, committees and
176 commissions to the public decision-making process, county board supervisors shall
177 refrain from using their positions to unduly influence the deliberations or outcomes
178 of board, committee or commission proceedings.
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180 **XV. Positive Work Place Environment**
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182 County board supervisors shall support the maintenance of a positive and
183 constructive work place environment for County employees and for citizens and
184 businesses dealing with the County. County board supervisors shall recognize their
185 special role in dealings with County employees and in no way create the perception
186 of inappropriate direction to staff.
187

188 **XVI. Implementation**
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190 As an expression of the standards of conduct for county board supervisors
191 expected by the County, the Oneida County Supervisors Code of Conduct is
192 intended to be self-enforcing. It becomes most effective when county board
193 supervisors are thoroughly familiar with it and embrace its provisions.
194

195 For this reason, training on state and local ethical standards and this Code of
196 Conduct shall be included in the regular orientations for new county board
197 supervisors. County board supervisors entering office shall sign a statement
198 affirming they have read and understood the Oneida County Supervisors Code of
199 Conduct. In addition, the County Board of Supervisors shall annually review the
200 Code of Conduct and shall consider recommendations from boards, committees
201 and commissions to update it as necessary.
202

203 **XVII. Compliance and Enforcement**
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205 The Oneida County Supervisor Code of Conduct expresses standards of ethical
206 conduct expected of county board supervisors. County board supervisors
207 themselves have the primary responsibility to assure that ethical standards are
208 understood and met, and that the public can continue to have full confidence in the
209 integrity of government.
210

211 Any county board supervisor may file a written statement regarding alleged

violations of the Code of Conduct according to Oneida County's policy regarding the Dispute Resolution Committee.

The Board of Supervisors may impose sanctions on county board supervisors whose conduct does not comply with the standards set forth in the Code of Conduct, such as reprimand, formal censure, or loss of committee assignment. The remedies provided herein are not exclusive of any other remedies available by law.

A violation of this Code of Conduct shall not be considered a basis for challenging the validity of a Board of Supervisors decision.

ONEIDA COUNTY BOARD DISPUTE RESOLUTION COMMITTEE

The Oneida County Board of Supervisors has established the Board Dispute Resolution Committee to provide a mechanism for the orderly and peaceful resolution of any disputes that may arise under the Oneida County Board Code of Conduct. The Board Dispute Resolution Committee shall be formed only on an as-needed basis (as set forth below) and shall conduct itself according to the following rules.

1. Any Board Dispute Resolution Committee convened shall consist of three (3) members appointed by the County Board Chair, all of whom must be current county board supervisors, consistent with the following: one (1) member chosen by the individual that filed the written statement (other than him or herself), one (1) member chosen by the individual alleged to have violated the Code of Conduct (other than him or herself) and the County Board Chair. If the County Board Chair is involved in the alleged incident as a complaining party, accused individual or witness, the First Vice Chair shall serve. If the County Board Chair cannot serve and the First Vice Chair is involved in the alleged incident as a complaining party, accused individual or witness, the Second Vice Chair shall serve. If the County Board Chair, First Vice Chair and Second Vice Chair are all unable to serve, the third Committee member shall be chosen by random drawing.

2. Any county board supervisor having a good faith basis to believe that a fellow county board supervisor has violated the Oneida County Board Code of Conduct may file a written statement with the County Board Chair. Any written statement filed hereunder shall provide a recitation of the Code of Conduct rule alleged to have been violated and a detailed statement of all facts supporting the allegation(s), including names of any and all witnesses having information relevant to the allegation(s). All statements must be signed and dated by the complaining

252 county board supervisor.

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254 3. Within 10 days of receiving a written statement, the County Board
255 Chair shall:

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257 a. Acknowledge receipt of the statement to the complaining
258 county board supervisor;
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260 b. Provide a copy of the statement to the county board supervisor
261 accused of having violated the Code of Conduct;
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263 c. Ask the complaining party for the name of the current county
264 board supervisor that the complaining party designates for the
265 Board Dispute Resolution Committee; and
266
267 d. Ask the accused individual for the name of the current county
268 board supervisor that the complaining party designates for the
269 Board Dispute Resolution Committee.
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271 The County Board Chair shall appoint the members of the Board Dispute
272 Resolution Committee as soon as possible, but in no event later than 20 days after
273 the filing of the written statement. The County Board Chair shall have the ability
274 to appoint members to the Committee at his/her discretion in the event the
275 timelines above are not followed.
276

277 4. The Board Dispute Resolution Committee shall convene as soon as
278 possible after appointment, but in no event later than 30 days after the filing of the
279 written statement. The Committee may establish rules for proceeding on the
280 complaint including, without limitation, asking for information from individuals
281 with knowledge of the facts and circumstances surrounding the claimed infraction.
282

283 5. As soon as practical, but not later than 60 days following the filing of
284 the written statement, the Committee shall issue a written report with a
285 recommendation to the County Board as to whether an infraction of the Code of
286 Conduct occurred and, if so, the appropriate remedy under the Code of Conduct.
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288 6. If the Committee determines that a written statement is filed in bad
289 faith, without foundation in fact or without foundation under the Code of Conduct,
290 the Committee may recommend that action be taken against the county board
291 supervisor consistent with the Code of Conduct.

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7. The County Board shall place the Committee's report on the agenda for the next scheduled County Board meeting.

8. At the County Board meeting at which the Committee's report is placed on the agenda, the County Board shall receive the report and consider action to be taken, if any, with respect to the report. The County Board is not bound by the Committee's recommendation.

Tracy Hartman

From: Billy Fried
Sent: Tuesday, March 2, 2021 10:58 AM
To: Tracy Hartman
Cc: Dave Hintz; Michael Fugle
Subject: Re: Code of Conduct

You asked for it, so here is some comments. I think the majority of it should be dropped. Ambiguous and probably not enforceable for the most part. Why we spend so much time on self-regulation that puts us in a repetitive cycle that seems to go round and round and round. That being said here are a few clarifications that should be made pertaining to:

XI. Representation of Private Interests 146 147 In keeping with their role as stewards of the public interest, county board 148 supervisors shall not appear on behalf of the private interests of third parties before 149 the Board of Supervisors or any board, committee, commission or proceeding of 150 the County.

Just to be clear, I believe there are many times that we are asked by constituents, townships and other entities to support their concerns, opinions, ect...

162 XIII. Policy Role of County Board Supervisors 163 164 The Board of Supervisors determines the policies of the County with the advice, 165 information and analysis provided by the public, boards, commissions, and 166 committees, and County staff. The Board of Supervisors delegates authority for the 167 administration of the County to County staff.

How is this to be understood? Board delegates authority to who? for the administration of county staff, this is a fundamental question that I believe needs to be defined and that everyone is on the same page in void of a county executive

XV. Positive Work Place Environment 181 182 County board supervisors shall support the maintenance of a positive and 183 constructive work place environment for County employees and for citizens and 184 businesses dealing with the County. County board supervisors shall recognize their 185 special role in dealings with County employees and in no way create the perception 186 of inappropriate direction to staff.

No one more than me wants to put a smiley face on everyone's back, but what is inappropriate direction. I've perceived as being inappropriate when inquiring into expediting open record requests and wanting to know and questioning the process. In lack of a County Administrator who gives direction appropriate or inappropriate. Please define roles

Billy Fried
7797 Agawak Rd
Minocqua, WI. 54548

715-892-1694

Tracy Hartman

From: Scott Holewinski <scottholewinski7486@gmail.com>
Sent: Tuesday, March 2, 2021 9:21 AM
To: Tracy Hartman
Subject: Re: Code of Conduct
Attachments: image001.png

The state has a code of ethics,. The county goes further by creating a code of conduct which seems to be more restrictive and just creates another layer of bureaucracy. I believe there was only 1 time it was used in the very 1st year it was implemented and that resulted in a big turmoil of the County Board Supervisors, a waste of time and in the end with attorneys hired people apologizing to each other. So nothing came out of it except public embarrassment of the County Board. The Code of Conduct allows Board members who may not agree on certain subjects to pursue this form of procedure to discredit another board member. In the end what does it accomplish? It's a way to get someone off a committee is about the only penalty I can see and ultimately even if someone violated the code of Conduct and is found guilty the majority of the County Board Supervisors may not vote any penalty against that person just because he has respect and people on his same committee will vote in his favor. The Code of Conduct should be eliminated. The County Board cannot take away a Supervisors seat from him, only his electors and he has to follow the state code of ethics.

On Tue, Feb 9, 2021, 3:32 PM Tracy Hartman <thartman@co.oneida.wi.us> wrote:
Happy Tuesday ☺ Dave has asked that I share the following with each of you:

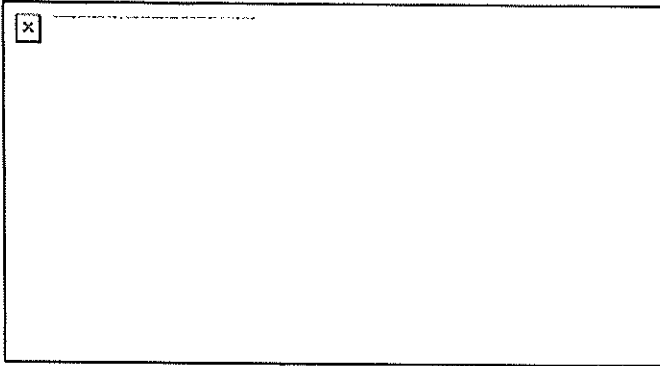
As most of you know Oneida County has in place a County Board Code of Conduct (attached). The Code was adopted in 2012 and includes section XVI Implementation. It has been recently brought to the attention of the Administration Committee that many of the action items covered in section XVI have not taken place. These include: review and updating of the code.

To rectify the situation the following steps will be taken:

1. Each supervisor should review the attached Code of Conduct.
2. Any questions regarding the current Code of Conduct should be directed to the office of Corporation Counsel.
3. If after reviewing the current Code of Conduct a Supervisor has suggestions on how to improve the Code of Conduct the suggestions should be forwarded to Tracy Hartman, County Clerk by March 3, 2021.
4. The Administration Committee will consolidate and summarize all suggestions.
5. The Administration Committee will prepare a resolution containing updates of the Code for full County Board consideration.

6. After the County Board has made appropriate updates each supervisor shall sign a statement stating they have read and understand the Oneida County Supervisors Code of Conduct.

Thank you,



Tracy Hartman

From: Jack Sorensen <jacksorensen45@gmail.com>
Sent: Wednesday, March 3, 2021 5:50 PM
To: Tracy Hartman
Subject: Re: Code of Conduct

Good to go. J.

On Wed, Mar 3, 2021 at 3:45 PM Tracy Hartman <thartman@co.oneida.wi.us> wrote:

Dave,

Jack stopped in my office today and asked that I pass on three comments about the Code of Conduct to you. I told him I would type them up and send them to you and Cc him in case he wanted to make any changes to the comments.

Jack had three thoughts that he wanted expressed:

- When a complaint is made it needs to be specific and should include what was said, dates and times of the incident and if a recording of the meeting exists that should be made available.
- A complaint should only be accepted from the "victim" of the alleged incident. Jack stated that if a supervisor says something about another supervisor the only person that should be allowed to file a complaint is the affected supervisor, the other 19 supervisors shouldn't be allowed to pile on complaints.
- At what point does a public apology come into play?

Jack asked that you call him if you wanted to speak about any of his comments.

Jack please respond if you don't feel that I have accurately shared your comments.

Received from Supervisor Alan VanRaalte for use in the discussion about Code of Conduct

Roles and Responsibilities

From the Wisconsin County's Official's Handbook, 7th edition published in 2020.

From Page 9

A county board in Wisconsin is considered a legislative body that sets policy. Its members, county board supervisors, serve in a legislative role. The county board's authority is collective rather than individual. No operational control resides with individual county board supervisors; however, the board is responsible for holding accountable the people who have been appointed to operate county government.

From Page 10

Like the state legislature, Wisconsin counties utilize a strong committee structure to conduct its business.

Just like the board, a committee has collective authority. No individual committee member, chair or otherwise, has individual authority or responsibility with respect to the committee's official business.

The county board is not responsible for managing the day-to-day operation of the county. It is responsible for establishing policy, which in turn provides the framework for county staff to run the day-to-day operation of the county.

Greetings All,

Please accept my draft comments below with all seriousness, but with my respect to everyone involved previously, currently, and all who will fall underneath any aspect of what is decided going forward. Many of you understand my encouragement for open communication and truthful review of what comes before us. Contact me with any questions or clarifications. But please take notice that my Oath of Office is what I have a duty to obey, and the same one as the rest of the Board of Supervisors. The remaining language within the Code of Conduct as presented is greatly an overstep to entrap us.

I. Preamble

I was elected by the constituents within Oneida County Supervisory District #03. I swore an Oath of Office, signed the document, and it requires of me to uphold to the best of my ability the simplicity from what exists within the Constitutions of the United States and State of Wisconsin.

This is the duty for all who choose, independently from one another, to campaign for the Office of Supervisor serving our constituents within Oneida County.

Respectfully, this Preamble as presented is chocked full of bureaucratic entrapping language, and such abilities to make interpretations by those other than whom I have sworn my Oath of Office to Represent. As written, such ability to make interpretations will attempt to diminish and/or place the elected Supervisor into a possible sacrifice from ability with Obeying their Oath of Office, and as such this Oath supersedes any language written within a Code of Conduct.

Simply summarized, the Oath of Office requires of us to represent our constituents and the U.S. and WI State Constitutions as written.

II. Act in the Public Interest

To attempt to codify what already exists within ones Oath of Office is pointless.

To attempt to expand on this duty to obey it would be exactly opposite of the title of this section.

III. Comply with the Law

Again, this is clearly stated within the Oath of Office.

I am seeing a pattern already, and as I have stated publicly within our Board of Supervisor's meetings during my almost three years serving District #03, that we all need to discover the purpose and intent within taking our Oath of Office.

Maybe it would behoove us to set an agenda item to discuss and educate ourselves on what it means to take the Oath of Office.

IV. Conduct of County Board Supervisors

Read what it means to be "above reproach" and then introduce me to one single elected Representative. I know of no elected Representative who is So Perfect As To Avoid Criticism. This further exposes this documents as written, to be a trap.

Do a search for what it means "to avoid even the appearance of Impropriety." First hit is a reference to Broward County and language to become the standard by which county officials conduct themselves.

Further, even the appearance of Impropriety. Who's going to interpret this language? I assure you that whoever, elected, accepts this and goes for it is setting themselves up.

Come on people! Copy/Paste Code of Conduct is beneath the intelligence we have on this Board of Supervisors. Now I need to request copies of the Billing Statement for what Oneida County was charged by Phillips Borowski Law Firm.

To the remaining language in this section, to codify Political Correctness is a violation of our Oath of Office to even place such language upon the table in Resolution Form.

V. Respect for Process

What are the Rules of Order? I realize I need to look into this.
Is it possibly The Robert's Rules of Order?

Regarding Policy decisions. Many of you may not be aware that there are Policies written within the County Departments which are administered the same as Ordinance, yet the Public we are elected to represent have no knowledge of these being established or administered until they are presented, typically as roadblocks to what would have been avoided if written into Ordinance. I am referencing Planning & Zoning Policy as this has effected my architectural design business and clients in negative ways for years. I have had to develop workarounds to properly represent my private clients.

VI. Conduct of Public Meetings

Doesn't this come without saying?

What such dysfunctional County template was this language copy/pasted from anyhow? Again, we are better than this, and I can not support such disrespectful anticipation of what this author believes our Board of Supervisors to be.

But if y'all go for this, be wise to all your under-breathed expressions us younger wide eared folks pick up on. Just sayin ☺

VII. Decisions Based on Merit

I assure you that any constituent who knows me, or what I stand for, will not be happy to learn that I am restricted to make decisions based on what I am elected for, and rather the County regulating my decisions for me.

For what purpose is this section even in existence?

VIII. Communication

For what purpose does this language attempt to serve? I will then begin to request/require all communications from constituents to their Supervisor be presented in full and read into the record, as this is an example of exactly how this is written. Show me otherwise?

It also reads in such a manner to tell me that "The Body" is scared and therefore is codifying access to information it believes it would otherwise be reduced by not gaining access to.

IX. Confidential Information

Realizing this is a bit more involved and in need of recognizing the difference between ones privacy and the publics right to know, I would always presume to know the difference.

However, I am bothered by "otherwise required by law" and "or affairs of the County." This again draws in the example of Public Records Requests.

What affairs of the County are not to be respectful to the publics right to know? Who is The County? What is The County? This entire document so far reads to be representing something other than a local public governing body, operating within the scope of the U.S. and WI State Constitutions.

In a general inquiry, why do we seem to protect those within to a greater extent then those we represent and serve who live in Oneida County?

X. Use of Public Resources

I have long wondered and still have much to learn about the various allowances, benefits, and discounts the County Employees get, but what I repeatedly have heard about access to the weight room or is it the YMCA, I'm not exactly sure.

I would truly agree with this section, but it's a reasonable chance to beg the question above. I mean, County Board Supervisors get paid \$40 per Committee Mtg. and \$70 per Board of Supervisors Mtg. It shouldn't be to much to ask to maybe have similar access to vent off all our political frustrations with a few pumps of iron, what da ya saaaaa. ☺

XI. Representation of Private Interests

I believe a constituent would be defined under this section as being a third party, which again is entrapping us into a sacrifice. I'm not accepting this, as I have taken an Oath of Office to represent my constituents. Now if I make decisions which are contrary to the wishes of my District, I presume I will hear about it.

In the bigger picture I believe I understand the purpose, but again I am not serving the Oneida County Government, I have sworn my Oath to protect to the best of my ability the Public from the Government. This is what I don't really believe a number of you understand in the true founding of our nation.

XII. Advocacy

Would this not be between the constituents of the District #03 I serve and myself as the elected Supervisor?

I assure you I am shoulder to shoulder next to never looking to present myself as representing the Oneida County Board of Supervisors as a whole, and I would hope none or the rest of the Board would do this either without approval voted on by the full body each and every time.

I do my best to not even inform prospective or active clients I work with about my elected position.

Now this also come with my appreciation for those I serve with, both in agreement or otherwise, but that I know we have a good Board

XIII. Policy Role of County Board Supervisors

So this is why I learn last about what's going on within Oneida County, which has always and will continue to concern me. What purpose is there then for an elected Board of Supervisors?

Now again, to a great extent, I believe we have a good operating County and Staff. Lord knows you don't want me futzing around the joint, eh.

Yet I must add, that our Oath of Office carries with it a duty to be involved to a greater extend then what this section appears to be attempting to regulate which again places a Supervisor into entrapment.

XIV. Independence of Board and commissions

I am elected to serve and represent the positions of what my constituents have either asked of me prior, or that I determine based on my willingness to run for office on, and not to be restricted by not being appointed to the various Committees, Commissions, etc. which I have made it known of my skillset and experiences for.

Therefore to expect that I would not participate to the degree necessary to present my position or viewpoints is counter productive to the entire Oath of Office we all take. This is the very reason why I have heard others refer to the various fiefdoms.

We need to begin thinking deeper.

For what purpose are these sections created, and to what degree are they intentional to protect against the will of the people we are elected to serve?

XV. Positive Work Place Environment

This section language goes without need of saying it.

It sounds like we must have had a bad egg in the past. I don't believe we do currently, and I like to think we have a strong enough Board, diversely aware of things to address it if it where to become known.

Breaking bread is what my Father used to suggest. Or sipping a Scotch or Bourbon. ☺

XVI. Implementation

I noted that Page 1 states "Resolution #42-2012" and other date references within the year 2012.

So, is there currently a Code of Conduct? I don't recall being presented one when I was first elected in 2018, nor having training on state and local ethical standards.

Furthermore, I believe the Freshman Class of 2018 was the first to be required (highly encouraged) to attend a day of Orientation, which I was very grateful to receive.

I believe this should occur upon each election of the Board of Supervisors, and to include everyone regardless of balding, boisterous, and/or ornery natured behaviors. ☺

It's late, cut me some slack, I know this becomes a public document. I'd like chocolate milk tonight, you gave me the cut fruits the last two nights, Come On.

XVII. Compliance and Enforcement

So again, we must have had a bad egg in the past to have to dip to this level as a local body of government. Or was this entire document copy/pasted from Broward County as I connected the dot to earlier....

As a member who does think outside the box, whacka-doodle or otherwise, but willing to be open yet respectful, I'll simply express that from a newbie perspective, I see the potential for this Code of Conduct language as written to become an obstructive force is applied to our Board as I have observed things for the last three years on the Board, but also the last ~25 years present at various public meetings.

With all sincerity, I took my Oath of Office to serve and represent in the capacity from within the duty it requires of me. I have repeatedly observed reason to be as open and written as I am here so that it is presented as I see it. We are as a nation heading deeper into what appears to be likely becoming an extremely contentious society with little to any respect for the rule of law, and to find the language with this Code of Conduct written in what appears to be protective of the CORPORATION rather than the people we are elected to serve is a very concerning observation I have been making since I took my first Oath of Office.

So albeit brings me such need to share my thoughts in this length, and to navigate what things may be, I am simply trying to bring some awareness to what I read within it.

This is an unnecessary document if we honestly carry through on our life experiences with interacting with others, and how to address them otherwise.

ONEIDA COUNY BOARD DISPUTE RESOLUTION COMMITTEE

I wish I had a tangible example of when this has been applied in the past. The bureaucratic nature of what I read with this entire document is actually offensive to what I believe we as an elected body are charged to defend, protect and preserve. All I read within is the attempts to have the bureaucratic nature infiltrating into direct conflicts of the purpose for self governance. I am able to see certain values if applied with reason, but government (elected or hired) are not good at applying such values as we would see within other formats of dispute resolution. Because of my years of observation, I am not in support of this and seriously question if whether it has been in existence since 2012 or before, who would be held accountable for not performing the duty to present it with training if it has existed, and I say this to prove the point of whether it's necessary and not to discipline in any manner if it has been.

With My Fullest Resect For the Public Who We Serve, the Staff Tolerating Us, and My Elected Peers I Serve With Together,

Bill Liebert

Oneida County Supervisor – District #03

715-362-3623 / bliebert@co.oneida.wi.us

Tracy Hartman

From: Dave Hintz
Sent: Saturday, February 27, 2021 7:55 AM
To: Tracy Hartman
Subject: Fw: Code of Conduct - Clarification

Please include remarks made in March Admin meeting when we discuss Code of Conduct.

Thanks,
Dave

From: Dan Butkus <dan.butkus@yahoo.com>
Sent: Monday, February 15, 2021 2:54 PM
To: Brian Desmond <bdesmond@co.oneida.wi.us>
Cc: Dave Hintz <dlhintz@hotmail.com>
Subject: Re: Code of Conduct - Clarification

Brian,

Thank you. Didn't know this was up for review. For once I had good timing👍

For Mr Hintz, back in January I had expressed to Mr Desmond my concerns over a supervisor's comment regarding another supervisor who was no longer present in a committee meeting. I had attended virtually. It seemed unbecoming. I asked Brian rhetorically if there wasn't a code of conduct or something that covered this. His reply was to send me a copy of the CoC without comment. I finally read it this weekend because I witnessed a repeat of questionable conduct in a committee meeting earlier this month not just back in January. Same supervisor was involved both times.

Dan Butkus

Sent from my iPhone

On Feb 15, 2021, at 1:49 PM, Brian Desmond <bdesmond@co.oneida.wi.us> wrote:

Dave,

The Administration Committee is reviewing the Code of Conduct at their next meeting, which I believe is March 8th, 2021. As part of that review the Committee may want to take into consideration the comments below from Dan Butkus.

Sincerely,

BJD,JD
Brian J. Desmond

Oneida County Corporation Counsel
(715) 369-6155

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From: Dan Butkus <dan.butkus@yahoo.com>
Sent: Monday, February 15, 2021 1:34 PM
To: Brian Desmond <bdesmond@co.oneida.wi.us>
Subject: Code of Conduct - Clarification

Mr. Desmond,

Finally got around to reading the Code of Conduct you sent. Am I to understand correctly that since the procedure to file a complaint describes one supervisor making a complaint about another, that the general public and county employees cannot use the supervisors' code of conduct to lodge a complaint against a supervisor?

It's clear from the CoC that respect and courteousness are demanded when dealing with the public and county employees, and not just supervisor to supervisor. Yet we have no recourse to file a complaint over perceived violations of that code, say, in a public meeting? We must depend on another supervisor to be aware of the infraction and make that complaint? Seems all so "good ole boy" "got your back" to me.

Feel free to kick this up to Dave Hintz for an explanation if you think that might help clarify this.

Dan Butkus