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January 14, 2025

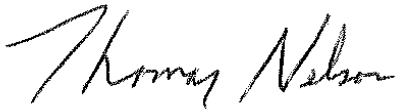
**TO THE HONORABLE OUTAGAMIE COUNTY BOARD OF SUPERVISORS  
LADIES AND GENTLEMEN:**

Due to a well-deserved and long awaited retirement, Criminal Justice Treatment Services (CJTS) was in need a new leader, one who could fill the shoes and legacy of which Bernie Vetrone leaves behind. Many strong candidates applied for the position but not one compared to the leadership, experience and expertise of Beth Robinson.

Beth is a tenured employee with over 10 years with CJTS with a promotion to Deputy Director in 2019 under the mentorship of Mr. Vetrone. She has played a pivotal role in transforming the department and establishing CJTS as one of Wisconsin's most respected criminal justice services departments. Through her exceptional managerial skills, strategic grant acquisition, and commitment to evidence-based practices, Beth has made a profound impact on the community and positioned CJTS for continued success.

Please find supporting documents enclosed for your reference. Your support in confirming this appointment is appreciated. Thank you.

Sincerely,



Thomas Nelson  
Outagamie County Executive

TN/av

## Outagamie County Application for Executive Appointment

Name: Beth Robinson

Address: [REDACTED]

Home Phone: ( ) \_\_\_\_\_ Work Phone: [REDACTED] Cell Phone: [REDACTED]

E-Mail Address: [REDACTED]

Would you like agendas and minutes emailed to you? Yes  No

Do you want your email address given to the general public? Yes  No

**Present Employer/Position:**

Outagamie County - Manager, Criminal Justice Treatment Services (hire date 11/10/14)  
NWTC - Adjunct Instructor

**Previous Employer/Position:**

Brown County Human Services, Drug Court Coordinator

**Educational Background:**

Bachelor of Arts in Psychology - Silver Lake College  
Pretrial Executives Orientation - National Correctional Academy  
Local Government Leadership Academy - UW-Madison Division of Extension, Wisconsin Counties Association, and Leadership Wisconsin Collaborative

**Present and Previous Public Service Involvement: (other commissions, committees and years of involvement)**

Outagamie County Community Opioid Action Team (2024 - Present)  
Lighthouse Recovery Community Center, Board of Directors (2024 - Present)  
Outagamie County Overdose Fatality Review Team (2023 - Present)  
National Association of Pretrial Service Agencies, Communications Subcommittee (2022 - Present)  
Lakeshore Foster Families & Friends, Board of Directors (2020 - Present)  
Outagamie County EBDM Pretrial Subcommittee, Coordinator (2017 - Present)  
Wisconsin EBDM Pretrial Pilot Workgroup (2017 - Present)  
Outagamie County Criminal Justice Coordinating Council (2016 - Present)  
Wisconsin CJCC Treatment Alternatives and Diversion Subcommittee (2017 - Present)  
Wisconsin Association of Treatment Court Professionals, Board of Directors (2015 - 2019)

**Comments:**

Outagamie County Evidence Based Decision Making Team, Coordinator (2014 - 2019)

Signature: 

Date Submitted: 01-02-2025

**OUTAGAMIE COUNTY DISCLOSURE**  
**IN COMPLIANCE WITH RESOLUTION 46—1974 AND ORDINANCE C-2010-11**  
**AND CHAPTER 2, SECTION 2-424 – 2-426 OF THE OUTAGAMIE COUNTY**  
**CODE OF ORDINANCES**

The purpose of this Disclosure Statement is to make full disclosure of all potential or actual conflicts of interest. Conflicts of interest occur when the personal interests, financial or otherwise, of a person actually or potentially interfere with the person's professional obligations to and/or the best interests of Outagamie County.

NAME (LAST)	(FIRST)	(MIDDLE)	DAYTIME TELEPHONE NUMBER	
Robinson	Bethany	Anne	[REDACTED]	
MAILING ADDRESS	STREET	CITY	STATE	ZIP CODE
[REDACTED]				

POSITION OR CAPACITY WITH OUTAGAMIE COUNTY (now held or seeking):  
 Director, Criminal Justice Treatment Services

PRINCIPAL EMPLOYER(S) NAME  
 Outagamie County

ADDRESS  
 320 S. Walnut Street, Appleton, WI 54911

SOURCE OF INCOME IN EXCESS OF \$1,200 PER YEAR (List all sources or anticipated in excess of \$1,200/year). List any interest in any business, contract, lease or item of value, the nature and extent of such interest, holding or employment which may involve a conflict of interest or potential conflict or ethics problem in conducting county business.

Principal Employer - Outagamie County; Part-Time Employer - NWTC

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I, Beth Robinson currently serving or will be serving Outagamie County in the capacity of Director of Criminal Justice Treatment Services certify that I anticipate no income from any other source to be in conflict with the county ethics code nor do I have any holdings not disclosed which would be in conflict or a potential conflict of interest or violation of the Outagamie County Code of Ordinances, Chapter 2, Section 2-424 – Section 2-426, Resolution 46—1974 and Ordinance C-2010-11.

[Signature]  
 Signature

Subscribed and sworn to before me this 2nd day of January, 2025.

[Signature]  
 Notary Public  
 Commission Expires: 6-16-26





# OUTAGAMIE COUNTY

## CRIMINAL JUSTICE TREATMENT SERVICES

320 S. WALNUT ST., APPLETON, WISCONSIN 54911

TELEPHONE: (920) 832-5160

FAX NO: (920) 968-4175

December 2, 2024

Thomas Nelson, County Executive  
Outagamie County  
320 S. Walnut Street  
Appleton, WI 54911

Dear Thomas,

It is with great enthusiasm and confidence that I write this letter of recommendation for Beth Robinson, who is applying to succeed me as Director of CJTS. Having had the privilege of working closely with Beth for the past 10 years, I can say with certainty that she is the most qualified candidate to take on the responsibilities of this role.

When I first took over the department a decade ago, one of my best decisions was to hire Beth. Together, we transformed VIOS into CJTS, growing it from a relatively small, volunteer-driven department into one of the most successful and respected criminal justice services departments in Wisconsin. Beth's professionalism, drive, and exceptional skill set have played a vital role in this success. Our collaboration has enabled CJTS to thrive.

Beth's leadership has had a profound impact on both our department and the community. For example, she was instrumental in coordinating Outagamie County's participation in the National Institute of Corrections Evidence-Based Decision Making Phase V and VI initiative. She developed and maintained relationships at the local, state, and federal levels, cultivating partnerships that continue to benefit us today.

Over the last decade, CJTS has experienced remarkable growth. In 2014, our annual budgeted revenue was \$59,000. In 2025, we project that revenue will reach \$501,000. This phenomenal increase, largely driven by Beth's ability to secure local, state, and federal grants, has allowed CJTS to expand its operations without placing a burden on taxpayers. Moreover, Beth's commitment to maintaining strong relationships with grantors and her service on various state committees and workgroups has ensured that we continue to receive funding and support for years to come.

Beth's contributions to CJTS go beyond financial growth. In 2017, she played a key role in establishing one of the first pre-trial justice programs in Wisconsin, which has since become a model for other counties in the state.

Since 2019, Beth has taken on increasing managerial responsibilities. As the deputy director and the direct supervisor of about half of the department's staff, she has developed into an exceptional leader. Her leadership has earned widespread respect, and in the 2022 Employee Values and Survey, CJTS achieved the highest employee well-being score of any county department with more than 10 employees—testament to Beth's ability to foster a positive and supportive work environment. Additionally, our department boasts an impressively low turnover rate and consistently high performance metrics, further underscoring Beth's managerial effectiveness.

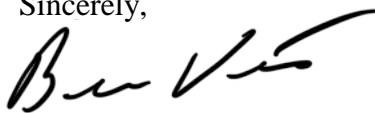
Beth's loyalty to CJTS and Outagamie County is unparalleled. She has been with the department for 10 years, and I have always found her to be a trusted confidant and an invaluable colleague. Even when we have disagreed on certain matters, Beth has consistently respected the final decision and stood behind it with full commitment. This unwavering loyalty and professionalism have made her an indispensable part of the department.

In recent years, as I started to work remotely more often, Beth assumed more responsibility for the day-to-day operations of CJTS. Under her leadership, the department has continued to function seamlessly. She was instrumental in the creation of the 2025 budget and successfully presented it to the relevant committees. All indications point to her doing an outstanding job, and I am confident she will continue to excel as the Director of CJTS.

Beth is highly respected by staff, judges, other department heads, and key community stakeholders. Her leadership and vision for the future of CJTS are exceptional, and I believe she has the potential to elevate the department to even greater heights. If given the opportunity to lead CJTS as Director, I am confident that she will continue to position the department as a leader in the state of Wisconsin, taking it to the next level.

In conclusion, there is no one better suited to lead CJTS into the future than Beth Robinson. I offer my highest recommendation for her to become the next Director of CJTS and have every confidence that she will serve the department and the community with the same excellence, dedication, and vision that she has demonstrated throughout her tenure.

Sincerely,

A handwritten signature in black ink, appearing to read "Bernie Vetrone". The signature is fluid and cursive, with a prominent initial "B" and a long, sweeping underline.

Bernie Vetrone  
CJTS Director



## HUMAN RESOURCES DEPARTMENT

320 SOUTH WALNUT STREET, APPLETON WI 54911

PHONE (920) 832-1668 FAX (920) 832-1534

[HRMail@outagamie.org](mailto:HRMail@outagamie.org)

December 16, 2024

Beth Robinson  
Criminal Justice Treatment Services Director

Dear Beth,

Congratulations on your selection for a Full-Time CJTS Director position with the CJTS department beginning on Sunday, January 19, 2025. We are pleased to confirm the verbal offer of \$94,390.40 annually (2025 base pay). Within our 2025 Exempt Wage Schedule you will be a Grade 175 Step 2. Your new Adjusted Date of Hire is: January 19, 2025, which determines when you are eligible for your next step increase.

This job is contingent upon successful completion of the following marked items:

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> POPE SCREEN         | <input type="checkbox"/> BACKGROUND CHECK | <input type="checkbox"/> PRE-EMPLOYMENT DRUG TEST                      |
| <input type="checkbox"/> BID-CAREGIVER CHECK | <input type="checkbox"/> FINGERPRINTING   | <input type="checkbox"/> DEPARTMENT OF TRANSPORTATION BACKGROUND CHECK |
| <input type="checkbox"/> SHERIFF             | <input checked="" type="checkbox"/> N/A   |  |

**BOARD OF SUPERVIORS APPROVAL OF COUNTY EXECUTIVE APPOINTMENT ON JANUARY 14, 2025.**

**Benefits:**

If you are changing part-time to full-time status or vice versa; or reducing your part-time hours, your benefit pro-rations and insurance eligibility could be affected. If this is the case, it is highly recommended that you reach out to our Employee Benefits Specialist, Kariann Hesse at x1671 to review any changes.

If you are in or moving to a part-time status, your benefits will be based on the average number of hours you worked in the previous year. Calculations are based on both your anniversary date and your adjusted date of hire. Due to the complexity of this calculation, it is again highly recommended that you discuss these changes with the Employee Benefit Specialist.

This offer letter does not constitute a contract of employment. We look forward to your continued employment and success with Outagamie County!

Sincerely,

*Julie Micke*  
Julie Micke  
Outagamie County HR Advisor – Talent Acquisition

I have read and accept the above offer.

  
\_\_\_\_\_  
Beth Robinson

12-16-2024  
Date

Enclosures: N/A

cc: Valarie Wunderlich  
Thomas Nelson

**OUTAGAMIE COUNTY VALUES:**

**INVESTED IN SERVING - BETTER TOGETHER - CREATE PROGRESS - SUPPORT THROUGH COMPASSION**