

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

Supervisor Brian Knudson  
INITIATED BY



Supervisor Brian Knudson  
DRAFTED BY

County Board Staff Committee  
SUBMITTED BY

August 8, 2019  
DATE DRAFTED

**To Create a Blue Ribbon Commission on Organizational Excellence**

1 **WHEREAS**, Rock County’s personnel ordinance, policies, procedures, practices, and departmental  
2 work rules have not been systematically reviewed in many years; and  
3  
4 **WHEREAS**, many County departments have created mission statements that should be in alignment  
5 with the County’s Mission, Vision, and Values; and  
6  
7 **WHEREAS**, Rock County’s diversity and inclusion workgroup has identified that a review of human  
8 resources policies is necessary to ensure these policies are free from bias; and  
9  
10 **WHEREAS**, policies that do not incorporate best practices, inconsistent application of policies, and  
11 unaligned mission statements and goals can be a barrier to ensuring the public is receiving the best  
12 services possible; and  
13  
14 **WHEREAS**, regular external analysis of human resources policies can ensure compliance with ever-  
15 changing laws, help to avoid costly lawsuits and penalties, and enhance excellence in human resources;  
16 and  
17  
18 **WHEREAS**, a third-party review would help to recognize strengths, identify areas of improvement,  
19 and establish a baseline from which to measure future improvement; and  
20  
21 **WHEREAS**, a review could ensure consistency and fairness in the application of human resources  
22 policies across departments, resulting in a more satisfied and productive workforce that could reduce  
23 expenses and costly turnover; and  
24  
25 **WHEREAS**, this review would serve as “due diligence” for County taxpayers and help to instill a  
26 sense of confidence in management and Rock County’s human resources functions; and  
27  
28 **WHEREAS**, an external review would benefit the County Board and County administration by  
29 identifying future needs and possible budgetary savings; and  
30  
31 **WHEREAS**, it is common practice for large organizations to conduct quality management reviews,  
32 such as ISO 9001, to ensure compliance with standards, focus on continuous improvement, and  
33 establish a culture of excellence; and  
34  
35 **WHEREAS**, such a review would ensure that Rock County remains an organization of excellence and  
36 enhances its reputation in the community as an employer; and  
37  
38 **WHEREAS**, an ad hoc committee of the County Board would best be able to provide oversight and  
39 advice to a contracted third-party expert who would conduct this review.  
40  
41 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors, duly  
42 assembled this 26<sup>th</sup> day of September, 2019, does hereby create a Blue Ribbon Commission on  
43 Organizational Excellence to oversee a third-party consultant’s development of a report and  
44 recommendations regarding the County’s human resources functions.

19-9B-327

## To Create a Blue Ribbon Commission on Organizational Excellence

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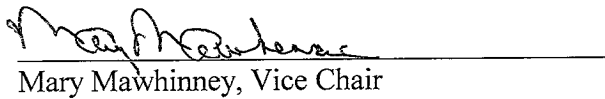
45 **BE IT FURTHER RESOLVED**, that this Commission be composed of seven members, including five  
 46 County Board members and two members of the public with demonstrated experience in continuous  
 47 improvement or quality management. The Commission's term will expire upon submittal of its report to  
 48 the County Board.

49  
 50 **BE IT FURTHER RESOLVED**, that the County Administrator is directed to include funding in the 2020  
 51 budget for consulting services to conduct this review.

Respectfully submitted,

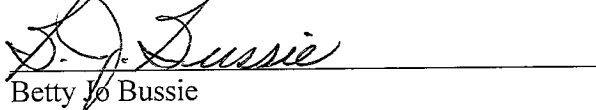
## COUNTY BOARD STAFF COMMITTEE

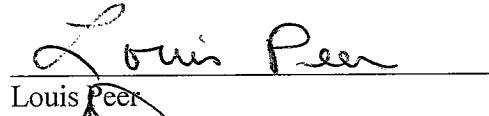
  
 J. Russell Podzilni, Chair

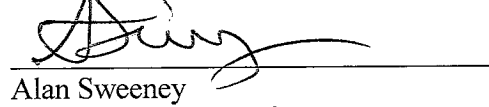
  
 Mary Mawhinney, Vice Chair

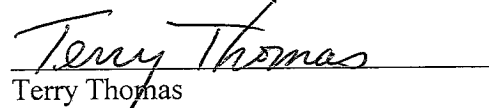
*Absent*  
 Richard Bostwick

  
 Henry Brill

  
 Betty Jo Bussie

  
 Louis Peer

  
 Alan Sweeney

  
 Terry Thomas

  
 Bob Yeomans

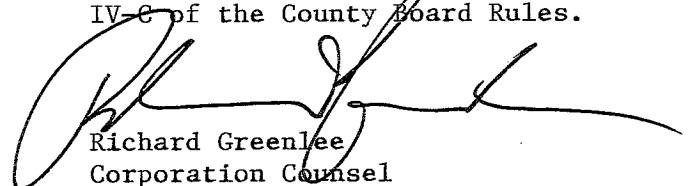
FISCAL NOTE:

Per County Board Rule IV-C, County Board Supervisors who are members of additional special, single purpose or ad hoc committees are eligible for per meeting allowances and mileage reimbursement. Citizen members of such committees shall be eligible for mileage reimbursement only.

  
 Sherry Oja  
 Finance Director

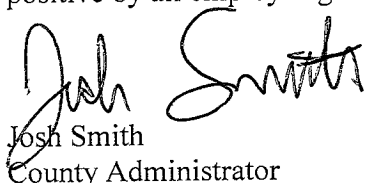
LEGAL NOTE:

The County Board is authorized to take this action pursuant to sections 59.01 and 59.51, Wis. Stats. as well as Rule IV-C of the County Board Rules.

  
 Richard Greenlee  
 Corporation Counsel

ADMINISTRATIVE NOTE:

Annually, and following input from County employees, revisions to the Personnel Ordinance are presented to the County Board for consideration, and revisions to the Human Resources Policies are presented to the County Board Staff Committee. However, a comprehensive review of these ordinances and policies, as well as a more comprehensive review of departmental practices, has not been conducted in many years. If the County Board prioritizes this, an external evaluation would provide valuable feedback that would likely lead to improved consistency and equity, but may also include recommendations that are not seen as positive by all employee groups.

  
 Josh Smith  
 County Administrator