



BLUE RIBBON COMMISSION ON ORGANIZATIONAL EXCELLENCE
Minutes – October 13, 2020

Call to Order. Chair Knudson called the meeting of the Blue Ribbon Commission on Organizational Excellence to order at 6:00 P.M. on Tuesday, October 13, 2020, via teleconference.

Committee Members Present. Supervisors Knudson, Purviance, Peer, Beaver, Aegerter; Kristin Fillhouer (UW-Whitewater at Rock County) and Marc Perry (Community Action).

Committee Members Absent: None.

Staff Members Present. Josh Smith, County Administrator; Randy Terronez, Assistant to the County Administrator; Annette Mikula, Human Resources Director; Amy Spoden, Assistant Human Resources Director; Terri Carlson, Risk Manager.

Others Present: Supervisor Bostwick.

Approval of Agenda. Supervisor Purviance moved approval of the agenda, second by Supervisor Aegerter. ADOPTED.

Introduction of Members. The members introduced themselves.

Establishment of Goals.

Setting Meeting Norms Chair Knudson said we will know more as time goes on. Supervisor Aegerter said she would like to have this as an environment free to express all ideas.

Review of Resolution Establishing Commission Chair Knudson went over the resolution and why the Commission was created.

Mission and Vision of the Commission Chair Knudson said many of the departments have created their own missions and visions and we need to make sure all are in alignment with the County's Mission Statement and Vision. He added that he would like to bring in everyone's thoughts and views on enhancing the County's reputation in the community as an employer.

Goals and Timeline Chair Knudson said the Commission has about a year as a timeline. Mr. Smith said one of the goals is to look outside for a consultant to see what areas are good and where we need improvement to find things we do not see ourselves to make jobs better, and to make the County a better place to work.

Mr. Smith said there are two timelines:

- 1) The budget – submission begins the first part of August, goes to County Board the first week of October, and is then adopted in November.
- 2) Policy changes – go to the County Board in October for 2022. The Board can, at any time, bring changes when needed.

Supervisor Purviance asked how much is budgeted for this committee to hire a consultant. Mr. Smith said about \$30,000 was budgeted for outside consulting.

Overview of Structure of County Personnel Rules (Ordinance, Policies and Procedures and Work Rules) Ms. Mikula said, per WI State Statutes, the County Personnel Rules (ordinances and policies and procedures) can be amended through the regular procedures by the County Board. Ms. Mikula went over the ordinance and an overview of the policies and procedures. She added that the 2011 ACT 10 limited the ability to limited bargaining to the three law enforcement unions. Many of the bargained rights were included in the language of the policy and procedures. The Policies and Procedures are taken each year to the County Board Staff Committee and then on to the County Board.

Supervisor Purviance asked about what has been done with about diversity and inclusion. Ms. Mikula said this is an area the County has worked on through the years. She said we try to get job opening out to various groups and organizations as well as through different means (i.e. internet, Facebook, etc.) She said a survey was done a few years ago and resulted in the engagement with Mr. Perry to assist the County's Diversity and Inclusion workgroup.

Next Steps.

Discussion of Contracting for Third-Party Review of Personnel Rules Mr. Smith said professional services do not require going through the bidding process, but have the ability to choose who we feel is the most qualified. He said we can send an RFP to specific organizations we may like to hear from and also on the website. We can choose more than one if we would like to break the process into sections/areas.

Chair Knudson asked if they are aware of different counties/states who have gone through this process to obtain recommendations/thoughts from them. Mr. Smith said this would be fine, but to keep in mind that they have to be compatible with WI laws. Ms. Fillhouer added that we need to be very intentional in the hiring process of the consultant(s)

Ms. Fillhouer asked if there would be guidelines to follow. Mr. Smith said there is a more formalized route that could be used to give direction in the RFP.

Mr. Perry said he agreed with this and added that parameters need to be set for the competency level and the HR background.

Supervisor Beaver said she feels it is important to have someone who is fair and honest.

Supervisor Peer said he said he feels they need to be very objective.

Supervisor Aegerter said she feels there needs to be a realistic timeline, and to be open-minded to achieve our goals.

Supervisor Purviance said the School District of Beloit has done some work with consulting groups and that it is important to share the result of the work that was done. Also, to make sure we keep an eye on the vision and to be transparent.

Next Meeting Date and Format Chair Knudson asked if they committee would be able to meet in two weeks. To come to the meeting with suggestions on consultants. Ms. Fillhouer said she felt a couple weeks would be good. Also, she agrees that maybe two different consulting groups may be needed. Mr. Perry agreed that meeting in two weeks would be good and then to reassess again.

October 27, 2020 at 6:00 P.M. was agreed on by all.

Citizen Participation, Communications, Announcements, Information. None.

Adjournment. Supervisor Beaver moved adjournment at 7:01 P.M., second by Supervisor Purviance. ADOPTED.

Respectfully submitted,

Marilyn Bondehagen
Office Coordinator

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