

ROCK COUNTY, WISCONSIN

**NOTE: This is a Teleconference**



**BLUE RIBBON COMMISSION ON ORGANIZATIONAL EXCELLENCE  
TUESDAY – OCTOBER 13, 2020 - 6:00 P.M.  
CALL: 1-312-626-6799  
MEETING ID: 832 9021 4194  
PASSCODE: 665746**

Join Zoom Meeting

<https://us02web.zoom.us/j/83290214194?pwd=aE96U2N5VHo4ZEc0VVRUMHBNRmpDUT09>

Meeting ID: 832 9021 4194

Passcode: 665746

One tap mobile

+13126266799,,83290214194#,,,,,0#,,665746# US (Chicago)

+13017158592,,83290214194#,,,,,0#,,665746# US (Germantown)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 301 715 8592 US (Germantown)

+1 929 205 6099 US (New York)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 832 9021 4194

Passcode: 665746

Find your local number: <https://us02web.zoom.us/u/kdXY86K4W7>

Join by Skype for Business

<https://us02web.zoom.us/skype/83290214194>

**If you are interested in providing public comments on items on this agenda, you must submit your comments by noon on Tuesday, October 13, 2020. To submit a public comment use the following email: [marilyn@co.rock.wi.us](mailto:marilyn@co.rock.wi.us).**

**Join from a telephone:**

- On your phone, dial the phone number provided above
- Enter the meeting ID number when prompted, using your dial-pad.
- Please note that long-distance charges may apply. This is not a toll-free number.

➤ **Please mute your phone when you are not speaking to minimize background noises**

Instructions for the hearing impaired –

<https://support.zoom.us/hc/en-us/articles/207279736-Getting-started-with-closed-captioning>

**BLUE RIBBON COMMISSION ON ORGANIZATIONAL EXCELLENCE  
TUESDAY – OCTOBER 13, 2020 - 6:00 P.M.**

**Agenda**

1. Call to Order
2. Adoption of Agenda
3. Introduction of Members
4. Establishment of Goals
  - A. Setting Meeting Norms
  - B. Review of Resolution Establishing Commission
  - C. Mission and Vision of the Commission
  - D. Goals and Timeline
5. Overview of Structure of County Personnel Rules (Ordinance, Policies and Procedures, and Work Rules)
6. Next Steps
  - A. Discussion of Contracting for Third-Party Review of Personnel Rules
  - B. Next Meeting Date and Format
7. Citizen Participation, Communications, Announcements, Information
8. Adjournment

The County of Rock will provide reasonable accommodations to people with disabilities. Please contact us at 608-757-5510 or e-mail [countyadmin@co.rock.wi.us](mailto:countyadmin@co.rock.wi.us) at least 48 hours prior to a public meeting to discuss any accommodations that may be necessary.

**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

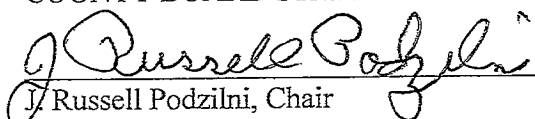
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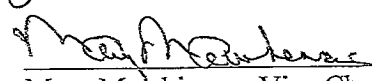
45 **BE IT FURTHER RESOLVED**, that this Commission be composed of seven members, including five  
46 County Board members and two members of the public with demonstrated experience in continuous  
47 improvement or quality management. The Commission's term will expire upon submittal of its report to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

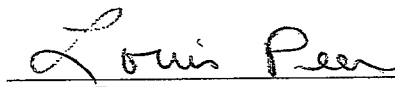
  
J. Russell Podzilni, Chair

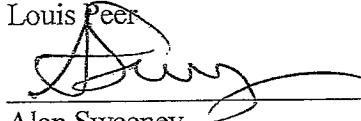
  
Mary Mawhinney, Vice Chair

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