



BLUE RIBBON COMMISSION ON ORGANIZATIONAL EXCELLENCE
Minutes – December 8, 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, December 8, 2020, via teleconference.

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

Committee Members Absent: Marc Perry (Community Action).

Staff Members Present. Randy Terronez, Assistant to the County Administrator; Annette Mikula, Human Resources Director.

Others Present: Supervisors Richard Bostwick and Shirley Williams; Bill Wilson.

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

Approval of Minutes from November 17, 2020. Supervisor Aegerter moved approval of the minutes from November 17, 2020, second by Supervisor Purviance. ADOPTED.

Discussion of Similar Projects from Other Organizations. Some of the suggestions were: Colorful Connections, Milwaukee, WI; Scherck Consulting LLC, Beloit, WI; Huron, Chicago, IL; WEI Lab, Madison, WI; and possibly some of the instructors from the UW Whitewater School of Business may be willing to consult on this.

Discussion of Suggested Consultant Recommendations from Members. and **Discussion of Process for Procuring a Consultant.** The Committee discussed the need for a little more time to hear back from contractors to see if any more may work for this project. The Committee decided to take another month to hear back. Chair Knudson asked to have these topics put on the next agenda.

Establish Project Scope and Requirements for Consultant Deliverables. Ms. Mikula said there is an advantage of going with someone local. She added that GARE is a national organization that may be of help; there is a learning curve to know this area; she liked the suggestion of the UW Whitewater School of Business; and SHRM may have resources that can be of help. She requested to not be involved with the decision of who the consultant is.

Chair Knudson asked the members to email their suggestions through Ms. Bondehagen and she will get these out to the rest of the group.

Setting Goals for the Next Meeting. Some of the comments were: explore consultants more and get the information to Ms. Bondehagen to share with the other members; to see what the demographic data is countywide by department; information is available department by department, county to area labor market comparisons – this is information Human Resources and the D&I Committee has; Mr. Terronez will get this information to Ms. Bondehagen to send out to this

committee. Another suggestion was to have the group from Human Services Department who presented at County Board do the presentation to this group for the next meeting.

Set Meeting Date and Time. The Committee decided on Tuesday, January 5, 2021 at 6:00 P.M. for the next meeting.

Citizen Participation, Communications, Announcements, Information. Ms. Mikula said Rock County completed the fifth employee satisfaction survey and the trends shown is another piece of data for this group.

Adjournment. Supervisor Purviance moved adjournment at 6:28 P.M., second by Supervisor Peer. ADOPTED.

Respectfully submitted,

Marilyn Bondehagen
Office Coordinator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.