



BLUE RIBBON COMMISSION ON ORGANIZATIONAL EXCELLENCE
Minutes – November 17, 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, November 17, 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.

Others Present: Supervisor Richard Bostwick.

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

Approval of Minutes from October 13, 2020. Supervisor Beaver moved approval of the minutes from October 13, 2020, second by Supervisor Purviance. ADOPTED.

Election of Vice Chair. Supervisor Purviance nominated Supervisor Aegerter, second by Supervisor Beaver. There were no further nominations. ADOPTED.

Discussion of Committee Members' Goals and Perceptions.

What Makes You Feel Valued as an Employee? Some of the comments were: being listened to and respected; racial barriers that impact me; being heard; understanding the value of the employee and the whole person; feeling like you are in good hands; feel supervisor is leading by example; trust; following up; positive feedback; negative feedback given in a coaching manner; the boss has your back; know your employees jobs; watching body language, team building, questions to get to the bottom of issues; watch how you are being treated and treating of others; being a good neighbor; collaborative group involvement; respect input; trust and faith in co-workers; treated as an adult; don't micro-manage; and know when technology is appropriate and when to use face-to-face.

What is the Perception of Public Employees vs. the Private Sector? Some of the comments were: don't work as hard as others; have better benefits; reasons why some are drawn into public instead of private; is not as competitive; there are opportunities in the private sector that are not in public sector; more rules to follow in public sector and this is why things take longer; perceptions – there are good and bad in both; public sector there is not as much pay, but the benefits are good; sometimes look down on public as they complain about pay; make more money in private sector; public sector want to give back; private feel the public sector have it made; private feel the public get better healthcare benefits, and public make more money but pay for healthcare; non-profit viewed as getting free money and for-profits really work; in non-profit you have to do more for less money; non-

profit have to multi-task; views on what jobs are better; really good people in both as well as people who are in it for themselves; people who work with people have better attitudes; people who work in the public sector are good with budgets; the private sector look at the pot of money and invest more so don't have to pay as much in taxes; and public employees have to work with tight budgets and get creative in how to do more with less.

What Does Equity in the Workplace Mean to You? Some of the comments were: fairness; is everyone treated the same; give everyone the same advantages; all given the same tools; treating everyone the same is not always called for; need to accommodate some people to bring to a different level – attendance, that everyone is penalized for being late – there have to be standards, but also have to give understanding of where coming from; people with young children often have more on their plates at home; equity and equality are two different things; equity means giving everyone a chance; certain expectations of people with children, sometimes those without children feel not fair; being a good listener; open to change; need fairness; need standards; what are consequences; be responsible; representation at all levels; voices at the table; different walks of life in control; helping to move forward; understand the one sitting across from you; how you get to know your employees; ask for feedback; have employees sit at the table; representation in our community; helping people; create opportunities for people; communications; setting goals; fair treatment; and transparency.

What are the Most Important Things the Commission can Contribute to Improving Rock County's Workplace Culture? Some of the comments were: optimistic; giving people a voice, make sure they are heard, and have best interest at heart; feel valued and heard; transparency to help foster, restore some of the feelings of mistrust in administration and human resources; racial equality; Janesville has a reputation of being prejudiced; would like us to take the lead in not being looked at as being prejudiced; need to change perception; representation from different employees; making sure employees know we have their best interests; listen to people and see where there are gaps; transparency is needed to have a good working culture; rumors and such cannot survive in a culture of transparency; being open and inclusive will go a long way; honesty, build a sense of community as a good place; values, expectations and traditions; have a space to feel safe and welcome, understanding of cultural norms; how employee reviews are done, how often they are done, maybe more than once per year; give employees goals and expectations; and opportunities for employees to feel involved.

Review of Departmental Mission, Vision and Values Statements. Mr. Smith said there is no process for each department and they vary widely depending on the department. We have never told departments they need to incorporate the Rock County Mission Statement into their department's mission statement. Ms. Mikula said there is some alignment, such as the personnel ordinance must align with all. Ms. Mikula added that the Rock County Core Values should be worked into all the mission statements.

Suggestions for Consultants, Process, and Scope. Some of the comments made were: waiting for names yet; suggestions on working with a consultant; and Scherck Consulting LLC from Beloit.

Chair Knudson asked the members to bring at least one recommendation to the next meeting.

Setting Goals for the Next Meeting.

Discuss other Local Governments' Similar Projects Chair Knudson said the Committee would be relying heavily on Ms. Fillhouer and Mr. Perry on this.

Work Toward Finalizing Scope of Consultant, Project Overall Chair Knudson asked members to see if they could find anything online that would be similar to what we are looking for here.

Some of the comments were: bring goals to the next meeting; bring ideas for consultants; utilize our experiences at work and in the field; stay open-minded and do our homework; work on the next step in hiring a consultant, and on policies and procedures; maybe to start working on quotes and proposals; and drilling down on consultants and quotes.

Chair Knudson asked if there are any parameters on the RFP process. Mr. Smith said there are three different levels and need to see how restrictive they would like, what the qualifications will be, the interviewing process, and maybe get some quotes. He added these are professional services so they would be able to pick the consultant they feel would do the best job, let them know what you want and ask them how they would achieve it.

Set Meeting Date and Time.

Mr. Perry left at 7:29 P.M.

Supervisor Purviance moved to have the next meeting on December 8, 2020 at 6:00 P.M., second by Supervisor Beaver. ADOPTED.

Citizen Participation, Communications, Announcements, Information. Mr. Smith went over an email he received from Supervisor Yeomans (attached).

Adjournment. Supervisor Peer moved adjournment at 7:35 P.M., second by Supervisor Purviance. ADOPTED.

Respectfully submitted,

Marilyn Bondehagen
Office Coordinator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.