



BLUE RIBBON COMMISSION ON ORGANIZATIONAL EXCELLENCE
Minutes – January 19, 2021

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, January 19, 2021 via teleconference.

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

Committee Members Absent: None.

Vacant: 1.

Staff Members Present. Josh Smith, County Administrator, Randy Terronez, Assistant to the County Administrator; Annette Mikula, Human Resources Director; and Jodie Surber, Analyst, County Administration.

Others Present: Supervisor Richard Bostwick.

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

Approval of Minutes from December 8, 2020. Kristin Fillhouer moved approval of the minutes from December 8, 2020, second by Supervisor Aegerter. ADOPTED.

Review and Discussion of Rock County Diversity & Inclusion Committee Subcommittee Reports to June 25, 2020 County Board Meeting. Reviewed.

Analysis of Rock County Application, New Hire, Termination and Department Profile By Year: 2013 - October, 2020. Enclosures reviewed.

Review and Discussion of Summary of Rock County Application, New Hire, Termination and Department Profile: 2013 - October, 2020. Enclosures reviewed.

Review and Discussion of Analysis of Diversity Under/Over 5 Years Service, Alyx Brandenburg, Human Resources Department Manager. Enclosures reviewed.

Review and Discussion of 2019 Rock County Applicant Diversity Analysis - Jodie Surber, Analyst, County Administration. Jodie Surber, Analysts, County Administration

reviewed information with members and responded to questions.

Review and Discussion of 5th Annual Employee Satisfaction Survey Highlights – 2020 – Jodie Surber, Analyst, County Administration. Jodie Surber, Analyst, County Administration reviewed information with members and responded to questions.

Discussion of Similar Projects from Other Organizations. Members noted human resource contacts. Kristin Fillhouer noted that the UW System conducts studies, rotating every five years. Marc Perry stated that the Beloit School District is undergoing a policy review and undertaking significant staff training.

Discussion of Suggested Consultant Recommendations from Members. Several consultant website links were included in the agenda. Jefferson County has hired a consultant to review policies. Kristin Fillhouer has contacted the UW – Whitewater Business School and possible Milwaukee-based consultant (s), i.e., Trisha Gober. Marc Perry noted that since the George Floyd incident, consultants versed in equity perspectives have been in high demand.

Discussion of Process for Procuring a Consultant. Josh Smith provided background on the more flexible request for qualification (RFQ); need to further refine project scope, responses to RFQ, scoring of proposals, etc.

Establish Project Scope and Requirements for Consultant Deliverables. Chair Knudson asked the members to email their suggestions on project scope, scoring section, etc. to Randy Terronez and he will get these out to the rest of the group.

Setting Goals for the Next Meeting. See above.

Set Meeting Date and Time. The Committee decided on Tuesday, February 23, 2021 at 6:00 P.M. for the next meeting.

Citizen Participation, Communications, Announcements, Information. Chair Knudson hoped the vacancy can be filled and that he/staff would provide an orientation, prior to the next meeting.

Adjournment. Marc Perry moved adjournment at 7:34 P.M., second by Supervisor Aegerter. ADOPTED.

Respectfully submitted,

Randy Terronez
Assistant to the County Administrator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.