



BLUE RIBBON COMMISSION ON ORGANIZATIONAL EXCELLENCE

Minutes - January 25, 2022

Call to Order: Chair Knudson called the meeting of the Blue-Ribbon Commission on Organizational Excellence to order at 6:03 P.M. on Tuesday, January 25, 2022, via teleconference.

Commission Members Present. Supervisors Knudson, Peer, Beaver, Aegerter, and Wilson (at 6:45 p.m.).

Commission Members Absent: Marc Perry (Community Action) and Kristin Fillhouer (UW-Whitewater at Rock County).

Staff Members Present. Josh Smith, County Administrator, Amy Spoden, Interim Human Resources Director, and Randy Terronez, Assistant to the County Administrator.

Others Present: Irina Fursman and Judy McDonald (HueLife), Supervisors Wes Davis and Rich Bostwick.

Approve Agenda: Supervisor Peer moved approval of the agenda as amended (removing Approval of November 11, 2021, minutes), second by Supervisor Beaver. ADOPTED.

Citizen Participation, Communications and Announcements: Judy McDonald, HueLife representative spoke and congratulated the County for following up on the report's recommendations.

Approval of Minutes:

November 11, 2021: Unavailable and will be placed on next meeting agenda.

Review, Discussion and Possible Action:

Discussion on Commission Role RE: Post - HueLife Report: Member input was in favor of continuing oversight of implementation of the HueLife report recommendations.

Commission Chair Brian Knudson expressed praise to HueLife representatives Irina Fursman and Judy McDonald for the comprehensive report and recommendations and the positive staff feedback.

Discussion on Resolution #19-9B-327 - Expiration Clause: Members were in favor of re-authorizing the role of the commission. The resolution creating the commission contained a sunset clause: the Commission would be dissolved upon the report's presentation to the County Board, which occurred in November 2021.

Sup. Aegerter moved to recommend the Blue-Ribbon Commission on Organizational Excellence role be extended through the end of 2022, to provide oversight of the implementation of the HueLife Report recommendations, including participation in the Strategic Planning project, on-going work culture and attention to diversity, equity, and inclusion. Second by Sup. Beaver. Adopted.

Membership Update: Chair Knudson noted that members Marc Perry (Community Action) and Kristen Fillhouer (UW Whitewater at Rock County) were interested in continuing with the Commission. Members present expressed interest in continuing to serve on the Commission. Chair Knudson acknowledged Sup. Aegerter's leaving the County Board at end of her term and commended her on her valuable contributions that will be missed.

HueLife Report Recommendations Follow Up:

Strategic Plan RFP Timeline

Wage Study RFP Timeline

Status of Human Resources-related Recommendations:

Strategic Plan RFP Timeline – Randy Terronez reviewed timeline with Commission and inquired if Commission or representatives of the Commission would be involved in the interview process in selection of the project consultant. Members agreed of their involvement as a full body. Josh Smith reminded members of open meetings requirements.

Wage Study RFP Timeline – Josh Smith and Amy Spoden reviewed highlights. Bids were let last month and deadline for submitting a bid was January 14. An interview team of Josh Smith, Amy Spoden and Atiera Coleman, Equity Manager reviewed the proposals. Five bidders were interviewed on January 20 and 21. A top candidate firm has been identified and will be forwarded to the County Board Staff Commission/County Board in February.

Status of Human Resources-Related Recommendations – Amy Spoden and Josh Smith reviewed that several the report recommendations fall under the Human Resource Department. Staff have been meeting to develop a plan of work based upon:

- a. Short term issues - ones that can be addressed prior to the new Human Resources Director arrival.
- b. Intermediate issues – ones that will be addressed after the arrival of a new Human Resources Director
- c. Long-term issues – ones that will require additional investigation, including possible additional funding requests.

Director/Staff Reports: None.

Next meeting date and time: Due to the Commission's role in the selection of the strategic plan project consultant, the next meeting was scheduled for 6:00 p.m., Thursday, February 17 via virtual meeting format.

Adjournment: Supervisor Beaver moved adjournment at 6:55 P.M., second by Supervisor Peer.
ADOPTED.

Respectfully submitted,

Randy Terronez
Assistant to the County Administrator

NOT OFFICIAL UNTIL APPROVED BY COMMITTEE.