

County Board Committee Reorganization

*To Empower and Engage
the Ozaukee County
Board*

Extension's History with Ozaukee County Board

- 1999 County Organizational Study
- 2001 County Administration Study
- 2002 Statewide Survey of Committees
- 2003 Open Meetings & Public Records Workshop
- 2004 County Board Orientation

Why Do This Study?

- County Board voted 29-0 to conduct this study
 - Specifically mentioned County UWEX Office & Local Government Center
- Continuing evolution started with the 1999 County Board Organizational Study
- Previously revamped organizational structure
 - Merged departments
 - Combined committees

Need to Answer Questions

- Does Ozaukee County have too many committees?
- Would combining committees lead to increased efficiencies?
- What is the best use of CBS time?
- Are policy issues addressed in a timely manner?

Explosive Situation

- County Board Supervisors may not like results
- Department Heads may not like losing “their” committee
- Department Heads concerned about future department mergers
- Afraid I would take all of the heat

How to Proceed? Consensus Building

- 1st Option
 - Call the Local Government Center
 - Develop survey, create proposal, shop it around
- 2nd Option-
 - Administrator's & Board Chair's proposal
 - County Board will react
- 3rd Option-
 - Run & hide!

“People support that which they help create”

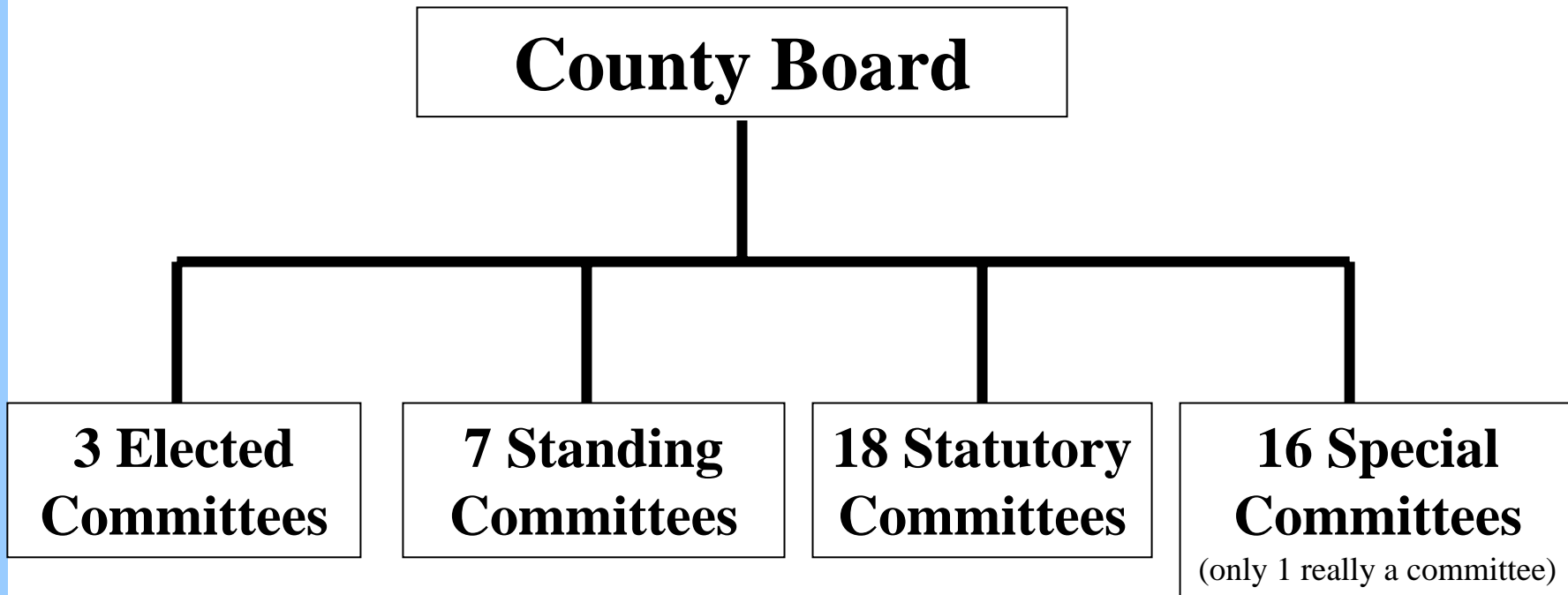
- Administrator & Board Chair wanted this study to succeed
- Consensus Building
 - Conduct research
 - Administrator’s proposal (not UWEX)
 - 2 brainstorming sessions with Administrative Committee
 - 2 Department Head meetings
 - One-on-one meetings with each CBS
 - County Board workshop

Why have other County Boards reorganized?

- While not broken, could be improved
- Maximize Board's role as a policy-making body
- Eliminate multiple decision-making points where one committee can overrule another
- More efficient Supervisor and staff time by focusing committee attention to decision-making rather than listening to monthly reports

Current Organizational Chart

Official Directory of Ozaukee County



44 (29) Committees reporting directly to the County Board!

Proposed Organizational Structure

Administrative

Public Works

Public Health

Env. & Land Use

Long-Term Care

Health & Human
Services

County Board

**6 Functional
Committees**

**Executive
Committee**

**10 Subcommittees (Advisory
Boards, Commissions & Groups)**

County Board

Two County Board Meetings Per Month

- 1st Meeting- Business
 - Resolutions
 - Ordinances
 - Transfer of funds
- 2nd Meeting- Policy Meeting
 - Some business items
 - Discussion of big picture issues
 - Presentations

Functional Committees

- Departments approach committee based on approval being sought
- Example: Where do you go to get a new computer? Oversight Com., TR Com. & Finance Com.
- Functional Approach: You would go to Administrative Com.

Six Functional Committees

- Each made up of 5 CBS
 - 5 CBS X 6 Committees = 30 CBS
 - Board Chair
- Selecting Committee Chairs
 1. Board Chair would appoint CBS to each functional committee & each committee would elect its own Chair
 2. Board Chair appoints CBS to each committee & appoints Chair for each committee

Executive Committee

- Membership
 - Board Chair (preside & vote when needed)
 - Vice-Chair
 - 6 Committee Chairs
- Provide vital communication linkage between 6 committees and work to resolve competing issues
- Set agenda for the policy County Board meeting
- Perform legislative duties

Net Committee Change

Current

- 7 Standing
- 18 Statutory
- 3 Elected
- 1 Special

Total = 29 Committees

Proposed

- 6 Functional
- 10 Subcommittees
- 1 Executive Committee

Total = 17 Committees

Reduction of 12 Committees

Expected Results

This proposal should...

- Reduce redundancies
- Improve staff efficiencies by eliminating the administration of 12 committees
- Reduce instances of inter-committee conflict
- Allow for policy issues to be addressed

County Board Workshop I

- Posted Public Meeting- retreat location
- Present Research- Paul Roback
- Case Studies-
 - Waukesha County (CB Chair & Staff)
 - La Crosse (CB V-Chair & Administrator)
- Facilitation Session- Dan Wilson
 - ID & Address top 3 issues
- Next Steps
 - Consensus was not there yet (but, close)

Evaluations

- Overall positive (4.1)
- 21 agree moving in right direction, 5 not sure
- Areas to improve
 - We need to continue dialogue.
 - PM discussion was great, but not enough time
 - Strayed off topic & did not provide enough focus for the afternoon
 - We could have accomplished more if we had gotten to the issue quicker.
 - I've been at better, but I don't think it's the facilitators fault

Next Step?!?

- Lets vote
- Lets continue to build consensus
- Lets pray that I still have a job
- Redraft study documents
 - Input from 1st workshop
 - Input from Department Heads
 - Input from CBS

Workshop II

- Agenda item on Monthly Board Meeting
- Solicited input from Department Heads
- “Circle of Friendship”
- Present changes from 1st workshop- Paul
- Facilitated discussion of key issues- Dan
 - 2nd policy board meeting
 - Selection of Committee Chairs
 - Monthly meeting agenda
 - Timeline for implementation
- Vote- passed 27-0!!!!!!!!!!

Evaluations

- Went up to 4.6
- Comments
 - Great idea & great facilitation
 - Great to see us move ahead in a short time
 - Made progress!
 - Better than last time
 - “Circle of friendship” Yeah!!!!
 - I like to sit behind a desk

Implementation Timeline

- February 2005
 - Public input
- March 2005
 - Ordinance revisions (Administrator's Office)
- May 2005
 - New committee structure would take effect
- January-March 2006
 - Reevaluate & tweak if necessary

What's Next

- Board Chairs & Administrators are talking to each other
- Other counties will reorganize
- Now is the time to build Extension resources
- In discussion with Local Government Center

Mission Statement:

Ozaukee County provides its citizens with responsive government and quality services in a fiscally responsible manner through innovation, leadership and dedication.

