# *I*ntercounty *C*oordinating *C*ommittee

## Columbia, Dodge, Green Lake, Jefferson, Marquette & Sauk Counties

**Officers:**

Chairman
Russell Kottke
Dodge County
W8542 Laurel Hill Road
Fox Lake, WI 53933

Vice Chairman
Andy Ross
744 S. Main Street
Poynette, WI 53955

Secretary / Treasurer
John Molinaro
N4550 Warne Avenue
Cambridge, WI 53523

**Member Contacts:**

Columbia County
Andy Ross
744 S. Main Street
Poynette, WI 53955

Dodge County
Russell Kottke
W8542 Laurel Hill Road
Fox Lake, WI 53933

Green Lake County
Jack Meyers
N 665 Fountain Lane
Dalton, WI 53926

Jefferson County
John Molinaro
N4550 Warne Avenue
Cambridge, WI 53523

Marquette County
Paul Wade
W5590 Co. O,
Endeavor 53930

Sauk County
Marty Krueger
346 Warren Avenue
Reedsburg, WI 53959

**Mailing Address:**

UW-Extension
864 Collins Road
Jefferson, WI 53549

## MEETING AGENDA & PROGRAM

| DATE: | July 22, 2013 |
|---|---|
| TIME: | 9:30 AM |
| PLACE: | **Marquette County Human Services Center** 480 Underwood Avenue Montello, WI 53949 |

| 9:00 AM | Gathering |
|---|---|
| 9:30 AM | Call to Order |
| | Pledge of Allegiance |
| | Certification of Open Meeting Notice |
| | Adoption of Agenda |
| | Approval of Previous Meeting Minutes |
| | Reports from Visiting Legislative Officials |
| | Update of County Issues – WCA |
| | Open Discussion of County Issues |
| | **Program Topic:** |
| | "Technology Usage in County Government" |
| | • **Information Management in Marquette County** Scott Abraham, MIS Director |
| | • **Use of Tablets in Columbia County** Andy Ross, Columbia County Board Chair |
| | • **Software Programs for Communication, Social media, etc.** Greg Johll, UWEX IT Director |
| | Open Discussion of County Issues (continued) |
| | Adjourn |

# Intercounty Coordinating Committee Meeting Minutes
## Monday, June 17, 2013
## Green Lake County Government Services Center
## Green Lake, Wisconsin

**ICC Participants**
**Columbia County** – Andy Ross, Vern Gove; **Dodge County** – Russell Kottke, Jeff Hoffman, David Frohling; **Green Lake County** – Jack Meyers, David Richter, Joanne Guden, Marge Bostelmann, Jason Kauffeld; **Jefferson County** - John Molinaro, Dennis Heling, Steve Grabow; **Marquette County** – Paul Wade, Dan Klawitter, Marty Havlovic; **Sauk County** – Marty Krueger; **WCA** – Kyle Christianson; **Legislators** – Senator Luther Olsen, Representative Joan Ballweg; **Also Present** – Nancy Elsing, Jack Christ

**Call to Order**
The meeting was called to order by ICC Chair Russell Kottke at 9:30 a.m.

**Certification of Wisconsin Open Meetings Law Notice**
The Secretary confirmed the requirements of the WI Open Meetings Law were met.

**Adoption of Agenda**
Motion by Jefferson County, second by Green Lake County to approve the agenda – Approved.

**Approval of Previous Meeting Minutes**
Motion by Marquette County, second by Dodge County to approve the minutes of the May 20, 2013 meeting of the Intercounty Coordinating Committee - Approved.

**Legislative Report**
Ballweg: Reorganization of 911-eliminate county contracts and have a single state contract. Campaign reform and voter registration ID.
Olsen: Halfway through the budget process, expected to be done by July 1. K-12 will get more money and University will get less. Transportation bill passed with bipartisan support.

**WCA Update of County Issues**
Child support enforcement funding is increased. State Highways saw a $52.5 million increase with a 4% increase for local road. Open book mandate has no funding attached.

**Open Discussion of County Issues**

**Program – Trust, Motivation, and Engagement of County Employees**

Professor Jack Christ of Ripon College shared research and best practices on how leaders can build trust and motivation in an organization. Professor Christ provided several resources for further study in a handout.

**Other County issues**
There were no other county issues brought up.

**Next Meeting**
July 15, 2013, Marquette County (Montello)

**Adjournment**
Meeting adjourned by the Chair at 11:23 A.M.


Respectfully Submitted,

Jason Kauffeld
UW-Extension, Green Lake County

<u>**Trust**</u>: the first challenge of the human life cycle
To generate trust
- Be competent enough that people believe you can deliver
- Be trustworthy, care for other people, keep promises
- Trust other people until you have reason not to

<u>**Tasks and Relationships**</u> – the managerial grid
http://www.mindtools.com/pages/article/newLDR_73.htm

<u>**McGregor Theory X, Theory Y**</u> http://www.businessballs.com/mcgregor.htm

<u>**Motivation**</u>: What do people (e.g. you) need? What do people (e.g. you) want?
Prominent theories: Maslow, Herzberg – lower needs, higher needs
Maslow https://en.wikipedia.org/wiki/Maslow's_hierarchy_of_needs
Herzberg http://www.netmba.com/mgmt/ob/motivation/herzberg/

<u>**Engagement**</u>: the higher needs for autonomy, mastery, meaning, purpose
Dan Pink. *Drive.*
- You Tube http://www.youtube.com/watch?v=u6XAPnuFjJc
- TED Talk http://www.ted.com/talks/dan_pink_on_motivation.html

The candle problem and the utility of carrots, sticks, and money
What psychologists know that organizations have failed to learn
- Motivation 1.0 survival – up to rise of civilizations
- Motivation 2.0 rewards and punishments to mid-20th century
- Motivation 3.0 1950s Maslow, McGregor et al – autonomy, mastery, purpose

<u>**Why people join organizations**</u>
- Because they have no choice (e.g. racial-ethnic groups)
- Goals, values (e.g. religious, political groups)
- Activities, tasks (whatever the group does that is enjoyable in itself)
- People (e.g. going to a college or a church because you like the people)
- Tangible instrumental rewards (e.g. $)

<u>**Enforcing compliance in organizations**</u>
- Recruitment (get the right people in the rights seats on the bus)
- Orientation (initial introduction upon entry, boot camp)
- Continuing education, development (keep them learning)
- Organizational norms (dress codes, jargon)
- Tangible instrumental rewards (e.g. $)