

**Ramsey County Compliance and Oversight Team Update**

**Submitted for Approval:  
4/18/20**

**County Manager Approved Period:  
4/20/20 – 4/27/20**

**Next Submission Date:  
4/25/20**

*Thank you. Looking  
forward to the  
work getting started.*

*T. OC*

## **County Manager Comments**

### **Overall Weekly Progress Report**

- Please work with Lidiya Girma in planning to move the weekly report document into a formatted template that is consistent with the Service Delivery design documentation
- This is an excellent week one summary. Thank you for taking on this important work of compliance and oversight for our organization and community. Ramsey County will ultimately be judged not only by its response but by how well it monitored spending, hiring and programmatic effectiveness during the COVID-19 emergency period.
- Please continue to highlight where issues of clarity require immediate attention – with the preference being to address as many topics as possible on a weekly basis through this documentation and comment process.
- Please share any issues in working with departments on specific compliance or oversight projects so that we can address questions or concerns in real-time.
- You have assembled an excellent team to perform this work. Please continue to share updates on staff time demands and ability to balance this work alongside other projects staff members are being asked to participate in within their departments or the Incident Management Team.
- Please join the 1:00 pm Incident Management Team meeting every Monday to update on tasks and partnerships that involve the Incident Management structure.
- Please be prepared to join the 3:00 pm Senior Management Team meeting every Friday to update on tasks and partnerships that involve departments across Ramsey County.

### **Hiring**

- No specific comments this week. Approved as written.

### **Spending**

- No specific comments this week. Approved as written.

### **Program Evaluation**

- No specific comments this week. Approved as written.

**Compliance and Oversight Team  
Weekly Report  
Submitted 4/17/20**

*- Work with  
Planning on  
doc. template*

**Overall Weekly Progress Report**

**Introduction:**

The first week provided an opportunity to build a process, structure, workplan and team to support Ramsey County's compliance and oversight efforts throughout the COVID-19 emergency period. The following report and workplan is based on the information provided to the County Board in a memo from the County Manager dated April 13, 2020.

This document provides the weekly reporting template that will be used to show the work of the team and the progress and challenges of doing this work across the organization. This process will allow the entire organization and community to see how Ramsey County is transparently addressing compliance and oversight throughout the COVID-19 emergency period.

**Team Structure and Membership:**

The Compliance and Oversight Team will be comprised of a core team of six individuals. The core team is proposed to include the following but may need to be adjusted based on availability and final approval of supervisors. The roster will be finalized next week.

- Deanna Pesik (lead; Chief Compliance and Ethics Officer)
- Ann Feaman (Human Resources)
- Larry Timmerman (Health and Wellness Evaluation)
- Mee Cheng (Policy and Planning)
- Trish Skophammer (County Attorneys' Office)
- Alex Kotze (Finance)
- To be identified (Public Health)

*- seven with PH*

**Current Deliverables:**

During the first week the Chief Compliance and Ethics Officer began to put in place a foundation for the work of the Compliance and Oversight Team:

- Developed a workplan template and regular reporting mechanisms
- Identified the core team membership and structure
- Reviewed action planning and priority issues with the County Manager

**Next Steps:**

The second week of work will transition from initial planning into action across focused areas where progress and results are urgently needed, particularly hiring, spending, and program effectiveness. Regular communications with the community will be developed during week two to ensure that there are opportunities to learn from and report out on important information and developments. The core team roster will be finalized, and the team will begin integrating the compliance and oversight work into the efforts of the Incident Management Team and across the rest of Ramsey County. This integration will be a significant opportunity for Ramsey County, requiring role clarity, partnership, trust, and shared leadership.

The team will support an efficient decision-making process by providing real-time compliance and oversight so the organization can learn and adjust on the fly. By bringing early review and transparency to the process, the team will facilitate decisions that will be more easily supported and implemented across the organization and community. The team will also provide retrospective evaluations of effectiveness of programs. As concepts transform into action the work of the Compliance and Oversight Team will continue to evolve, shift, and expand its influence.