

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Strategic Plan and Administrative Priorities

Department	Administration	Presented By:	Clinton Langreck
Date of Meeting:	01 Sep 2020	Action Needed:	Resolution
Disclosure:	Open Session	Authority:	
Date submitted:	28 Aug 2020	Referred by:	

Recommendation and/or action language:

Motion to recommend resolution to the County Board adopting proposed 1) County Administrator challenges, 2) County Board Strategic Goals, and 3) County Board priority values to help guide initiatives and resources through the 2020-2022 County Board session.

Background: *(preferred one page or less with focus on options and decision points)*

In efforts to adopt and implement strategic priorities, goals and values for the remainder of the 2020-2022 session, I am proposing the initiatives listed below for consideration and adoption. These initiatives were gathered by method of individual interviews with county board supervisors and followed by a survey. From the survey, I listed the top ten popular responses for categories of “Challenges for the County Administrator” and “County Board Strategic and Priority Goals” are listed in order of popularity and I have added two of my choosing in representing priorities from administration. The category of “Values” lists the top five popular responses.

Challenges for the County Administrator (18 month goals for administrator):

1. Develop a long-term strategic plan
2. Transition finance and HR from County Clerk’s Office to the Administrator’s Office
3. Make resolutions and ordinances available and organized on the internet
4. Develop more uniform HR policy and procedures
5. Implement a uniform performance review program
6. Develop plan and funding for more broadband
7. Develop finance and purchasing policy (increase admin authority on purchasing)
8. Develop new county board member orientation program
9. Full review of county employee handbook, addendums and administrative manual
10. Partner with Southwest Regional Planning in developing a county strategic plan
11. Develop policy and procedure to address complaints and investigations (Proposed by Administrator)
12. Develop compensation and classification plan (Proposed by Administrator)

Richland County Finance and Personnel Committee

Agenda Item Cover

County Board Strategic and Priority Goals (longer range goals):

1. More centralized HR supervision and resources
2. Consider future referendum options for maintaining services
3. Reach goal of 25% General Fund Reserve (3 months' reserve)
4. Plan and prioritize employee retention and development
5. Develop a five-year and ten-year plan
6. Improve fiscal transparency
7. Continue transition of Committee Boards and Commission to advisory/policy roles
8. Continue establishing administrator position and administrative authority
9. Collaboration with Richland Center
10. Develop a plan for a new jail / public safety building
11. Develop a plan for county owned property that promotes economic development
(Proposed by Administration)
12. Develop more rural broadband access (Proposed by Administration)

County Board Prioritized Values (how we approach solutions when values conflict):

1. Strategic Vision
2. Proactive
3. Accountability
4. Transparency
5. Direction by policy

Attachments and References:

--	--

Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

No direct expenses, but may significantly influence project and funding decisions.

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)