

## Strategic Plan Tracking and Reporting: 2020-2022

Items:	Actions:	Status:									
Challenges for the County		29-Sep-20	30-Oct-20	25-Nov-20	29-Dec-21	16-Feb-21	25-Feb-21	18-May-21	04-Oct-21	1-Nov	14-Dec
Administrator (18 month goals)											
1. Develop a long-term strategic plan	Plan has been drafted by SWRPC - Attending meetings County has Strategic Planning Committee Reviewing the Plan	Prelim	Dev.	Dev.	Dev.	Actions	Actions	Actions	Actions	Actions	Actions
2. Transition finance and HR from County Clerk's Office to the Administrator's Office	Established roles and position descriptions Some remaining overlap with Clerk serving as Finance Officer	Prelim	Dev.	Dev.	Dev.	Actions	Actions	Actions	Complete		
3. Make resolutions and ordinances available and organized on the internet	Intensions of utilizing ARPA funds to codify ordinances Estimates from Vendors, intending to use ARPA funds	Prelim	Prelim	Prelim	Prelim	Prelim	Prelim	Prelim	Dev.	Dev.	Dev.
4. Develop more uniform HR policy and procedures		No Actions	No Actions	No Actions	No Actions	No Actions	No Actions	Prelim			
5. Implement a uniform performance review program	Completed 3 of 7 Scheduled through May - Postponing Rescheduling Meetings; complete by April	Prelim	Dev.	Dev.	Dev.	Dev.	Actions	Dev.	Dev.	Dev.	Dev.
6. Develop plan and funding for more broadband	Committed \$200,000 from ARPA	Prelim	Prelim	Prelim	Prelim	Prelim	Prelim	Prelim			
7. Develop finance and purchasing policy (increase admin authority on purchasing)	Amendment to Rule #14 expanding authority Voucher Procedure on Invoices	Prelim	Prelim	Prelim	Prelim	Prelim	Prelim	Dev.			
8. Develop new county board member orientation program	Drafted plan is awaiting action from F+P on December 17th. Finalized action by the Board anticipated for January.	Prelim	Prelim	Prelim	Prelim	Prelim	Prelim	Prelim	Dev.	Action	Action
9. Full review of county employee handbook, addendums and administrative manual	Several Addendums to reviewed. Nearing Completion	Prelim	Prelim	Prelim	Prelim	Prelim	Prelim	Dev.	Dev.	Action	Action
10. Partner with Southwest Regional Planning in developing a county strategic plan	Entered an Agreement // Planning Sessions Complete // Finalizing Plan	Dev.	Dev.	Dev.	Actions	Actions	Actions	Complete			
11. Develop policy and procedure to address complaints and investigations	Department Review: Taking to County Board in January Board Adoption in February 2021	Prelim	Prelim	Actions	Actions	Complete!					
12. Develop compensation and classification plan (Proposed by Administrator)		Prelim	Prelim	Prelim	Prelim	Dev.	Dev.	Actions	Complete		

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):

Key:

1. Strategic Vision	No Actions
2. Proactive	Preliminary
3. Accountability	Developing
4. Transparency	Actions Taken
5. Direction by policy	Complete