



2022 Strategic Priorities (SPs) & Measurable Milestone Goals (MMGs)

Strategic Priority #1: Workforce Optimization

Short-term (6-18 months)

MMG A: Determine the appropriate staffing levels for each department.

MMG B: Achieve 95% staffing level of all positions.

MMG C: Providing employees with continual feedback, yearly evaluations and continuing education to enhance job performance

MMG D: Create and regularly reinforce safety plans for all county facilities.

Long-term (18-36 months)

MMG E: Find three qualified candidates for every job opening within 30 days of posting.

MMG F: Adequately fund and support skill and leadership training for all county staff.

MMG G: Ensure the average longevity within the organization is five-years or above.

Strategic Priority #2: Long Range Planning

Short-term (6-18 months)

MMG A: Create a plan for maintenance/replacement of equipment and vehicles schedule and capital improvement.

MMG B: Have a Geographic Information System (GIS) to accurately depict every parcel and roadway in the county.

Long-term (18-36 months)

MMG C: Update the Comprehensive Plan.

MMG D: Facilitate public needs and services such as access to broadband and housing.

MMG E: Digitization of county records.

Strategic Priority #3: Financial Sustainability

Short-term (6-18 months)

MMG A: Place a minimum of 8% of the annual limited and extended gaming tax payments in reserves for emergency situations, preservation of continued critical services and capital improvement.

MMG B: Identify and implement revenue diversification strategies.



MMG C: Identify privately owned properties that are not on our tax rolls.

MMG D: Review existing IGAs and MOUs for efficiencies prior to budget discussions.

Long-term (18-36 months)

MMG E: Review all public contracts every three years for public bid to ensure fairness and value.

MMG F: Require department specific year-round accountability and reporting along with forecasting to guide our year-round budgeting and planning efforts.

Strategic Priority #4: Community Engagement

Short-term (6-18 months)

MMG A: Ensure the budget and statutory requirements are clear to the public.

MMG B: Pursue collaboration with neighboring jurisdictions.

MMG C: Improve communication with the public through website, media and print.

Long-term (18-36 months)

MMG D: Education and notification of the public regarding emergency situations.

MMG E: Increase public participation regarding long range planning efforts.

This document was signed and recorded in September 2022 as part of Resolution 22-39, reception number 173072.