

2008-2009 STRATEGIC PLAN ACTION PROGRAM

GOAL 1. PROVIDE FOR A SUFFICIENT AND SKILLED COUNTY GOVERNMENT WORKFORCE TO ASSURE UNINTERRUPTED AND HIGH QUALITY SERVICE TO THE COMMUNITY.

IMPLEMENTATION ACTIVITY	ACTION	RESPONSIBILITY	TARGET DATE	STATUS
SURVEY EMPLOYEES TO DETERMINE HOW TO CREATE A FAVORABLE WORK CLIMATE TO ENHANCE COUNTY'S "BRANDING" AS AN EMPLOYER OF CHOICE.	A. SELECT A QUALIFIED CONSULTANT TO WORK WITH HUMAN RESOURCES TO ADMINISTER AN EMPLOYEE SURVEY	HUMAN RESOURCES	APRIL, 2008	Completed
	B. BASED ON SURVEY RESULTS PREPARE RECOMMENDATIONS TO ADDRESS CHANGES AND IMPLEMENT "BRANDING" ACTIVITIES	HUMAN RESOURCES	FALL 2008	Benefits Committee created to address survey issues - recommendaions being developed
INCREASE CAPACITY OF CURRENT EMPLOYEES TO QUALIFY FOR EXPANDED RESPONSIBILITIES IN THE FUTURE THROUGH PROFESSIONAL DEVELOPMENT AND CROSS-TRAINING OPPORTUNITIES	A. ESTABLISH AN EMPLOYEE LEADERSHIP TRAINING PROGRAM TO PROVIDE EMPLOYEES THE OPPORTUNITY TO LEARN MORE ABOUT COUNTY RESPONSIBILITIES AND OPERATIONS	HUMAN RESOURCES WITH DEPARTMENT HEAD COMMITTEE	JANUARY, 2009	Department Head Committee formed
	B. EVALUATE POTENTIAL FOR AN EMPLOYEE EXCHANGE PROGRAM TO EXPOSE EMPLOYEES TO OPERATIONS OF COUNTY DEPARTMENTS	HUMAN RESOURCES WITH DEPARTMENT HEAD COMMITTEE	FALL 2008	To be included with Leadership Training
REVIEW AND ENHANCE COUNTY'S EMPLOYEE TUITION REIMBURSEMENT PROGRAM	A. REVIEW CURRENT POLICY AND DETERMINE POTENTIAL COST OF EXPANDED PROGRAM WITH CLEAR GUIDELINES	HUMAN RESOURCES WITH DEPARTMENT HEAD COMMITTEE	MAY, 2009	Deferred due to budget concerns
EXPAND COUNTY EMPLOYEE RECRUITMENT NETWORK BY MAINTAINING REGULAR COMMUNICATION WITH RETIRED EMPLOYEES AND FORMER RESIDENTS	A. INCLUDE RETIREES ON NEWSLETTER DISTRIBUTION LIST AND INVITE THEM TO ANNUAL PICNIC	HUMAN RESOURCES	ONGOING	Through Newsletter
	B. WORK WITH OTHER PUBLIC ENTITIES TO ESTABLISH OUTREACH/RECRUITMENT OF HIGH SCHOLL GRADUATES	HUMAN RESOURCES	FALL 2008	To be addressed through Joint Community Goals
EVALUATE COUNTY INTERNSHIP OPPORTUNITIES FOR ELIGIBLE HIGH SCHOOL AND COMMUNITY COLLEGE STUDENTS	A. WORK WITH LOCAL EDUCATION ENTITIES TO IDENTIFY POSSIBLE MATCHES WITH COUNTY OPERATIONS	HUMAN RESOURCES WITH DEPARTMENT HEAD COMMITTEE	FALL 2008	To be addressed through Joint Community Goals
CREATE NEW OPPORTUNITIES AT COMMISSION MEETINGS TO RECOGNIZE EXCEPTIONAL EMPLOYEE PERFORMANCE AND ACCOMPLISHMENTS	A. MEET WITH EMPLOYEE LEADERSHIP PROGRAM PARTICIPANTS	COUNTY COMMISSION	ANNUALLY	
	B. SCHEDULE PUBLIC RECOGNITION OF CERTIFICATIONS EARNED AND EMPLOYMENT MILESTONES	COUNTY COMMISSION	ONGOING	Through Newsletter and local media

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GOAL 2. PROVIDE FOR REGULAR MAINTENANCE AND REPLACEMENT OF COUNTY'S CAPITAL ASSETS.

IMPLEMENTATION ACTIVITY	ACTION	RESPONSIBILITY	TARGET DATE	STATUS
PRIORITIZE AND ASSIGN COST ESTIMATES TO MOST IMPORTANT ROAD MAINTENANCE AND FAIRGROUNDS BUILDING NEEDS	A. DEFINE CAPITAL PROJECTS AND EQUIPMENT ITEMS TO BE INCLUDED	COUNTY ADMINISTRATOR AND COUNTY COMMISSION	APRIL, 2008	PRELIMINARY PROJECT LIST REVIEWED BY COMMISSION MAY 12, FINAL DRAFT APPROVED JANUARY 2009
ESTABLISH MULTIPLE-YEAR CAPITAL IMPROVEMENT FUND TO FINANCE CAPITAL NEEDS	B. DEVELOP A FORMAL CAPITAL IMPROVEMENTS PLAN	COUNTY STAFF AND COUNTY COMMISSION	JULY, 2008	COMPLETED JANUARY 2009
ESTABLISH POLICY TO DEDICATE SPECIFIC FUNDING AMOUNT IN EACH ANNUAL BUDGET FOR BUILDING MAINTENANCE	C. IDENTIFY RECOMMENDED FUNDING SOURCES	COUNTY STAFF AND COUNTY COMMISSION	JULY, 2008	PROPOSAL TO SEEK SALES TAX SUPPORT
REDUCE RELIANCE ON PROPERTY TAX BY DEVELOPING PLAN FOR SALES TAX FINANCING FOR PORTION OF CAPITAL IMPROVEMENTS	A. REVIEW SALES TAX AUTHORITY AVAILABLE TO COUNTY AND DETERMINE SALES TAX REVENUE OBLIGATIONS	COUNTY ADMINISTRATOR AND COUNTY COMMISSION	APRIL, 2008	BACKGROUND REPORT REVIEWED APRIL 7
	B. DISCUSS BENEFITS OF USING SALES TAX FOR CAPITAL PROJECTS AND EVALUATE IMPACT ON FUTURE FUNDING NEEDS FOR OTHER R ISSUES	COUNTY ADMINISTRATOR AND COUNTY COMMISSION	JULY, 2008	DECISION TO SEEK SALES TAKE APPROVAL MADE IN JANUARY 2009, PROCESS UNDERWAY
	C. IF APPROPRIATE, DEVELOP PLAN TO OBTAIN VOTER APPROVAL FOR SALES TAX	COUNTY ADMINISTRATOR AND COUNTY COMMISSION	SEPTEMBER, 2008	DECISION TO SEEK SALES TAKE APPROVAL MADE IN JANUARY 2009, PROCESS UNDERWAY

GOAL 3. ENHANCE INVESTMENTS IN HEALTH AND CRIME PREVENTION STRATEGIES.

IMPLEMENTATION ACTIVITY	ACTION	RESPONSIBILITY	TARGET DATE	STATUS
ACHIEVE IMPROVEMENTS IN HEALTH OUTCOMES FOR UNDERSERVED PERSONS THROUGH EXPANDED PARTNERSHIPS BETWEEN THE HEALTH DEPARTMENT AND OTHER COMMUNITY AGENCIES	A. WORK WITH COMMUNITY HEALTH COALITION AND OTHER LOCAL AGENCIES TO IDENTIFY AREAS OF CONCERN AND STRENGTHEN SUPPORT FOR NEEDED SERVICES	COUNTY HEALTH ADMINISTRATOR	FALL 2008	ONGOING WITH COMMUNITY HEALTH COALITION AND OTHER AGENCIES
ASSURE ADEQUATE RESOURCES FOR GANG AND JUVENILE JUSTICE INTERVENTION AND PREVENTION PROGRAMS	A. SCHEDULE WORKSHOP DISCUSSION WITH SHERIFF AND DIRECTORS OF YOUTH SERVICES AND DETENTION CENTER TO IDENTIFY SPECIFIC NEEDS	COUNTY COMMISSION WITH SHERIFF, DIRECTORS OF YOUTH SERVICES AND DETENTION CENTER	MAY, 2008	WORKSHOP DISCUSSION COMPLETED MAY 2008 YOUTH SERVICES COORDINATING ONGOING MEETINGS TO ENCOURAGE COLLABORATION
INITIATE DISCUSSION WITH OTHER COMMUNITY AGENCIES ABOUT NEW PARTNERSHIP OPPORTUNITIES IN YOUTH DEVELOPMENT	A. BASED UPON INPUT FROM PUBLIC HEALTH, LAW ENFORCEMENT, AND JUVENILE JUSTICE, REVIEW PROGRAM AND FUNDING NEEDS WITH OTHER TAX ENTITIES	COUNTY COMMISSION	JANUARY, 2009	To be addressed through Joint Community Goals

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GOAL 4. WORK IN CONCERT WITH COMMUNITY PARTNERS TO CREATE A STABLE ENVIRONMENT TO SUPPORT A HEALTHY LOCAL ECONOMY.

IMPLEMENTATION ACTIVITY	ACTION	RESPONSIBILITY	TARGET DATE	STATUS
CONTINUE DISCUSSION WITH FCEDC ON HOW TO ASSURE COMPETITIVE AND ACCOUNTABLE BUSINESS INCENTIVES	REQUEST FCEDC TO PRESENT RECOMMENDATIONS ON ESTABLISHING INCENTIVE IMPLEMENTATION AND ACCOUNTABILITY PROCEDURES	FCEDC	AUGUST, 2008	REFERRED TO FCEDC SUMMER 2008
SEEK FCEDC FEEDBACK ON THE RESPONSIVENESS OF COUNTY SERVICES AND REGULATIONS RELATED TO BUSINESS DEVELOPMENT AND CONSIDER ADJUSTING AS RECOMMENDED	REQUEST FCEDC TO ESTABLISH A REVIEW COMMITTEE TO EVALUATE DEVELOPMENT REGULATIONS AND RECOMMEND CHANGES	FCEDC	JANUARY, 2009	REFERRED TO FCEDC SUMMER 2008
CONSIDER APPOINTMENT OF A MEMBER OF BOARD OF COUNTY COMMISSIONERS TO THE FCEDC BOARD WHEN CURRENT APPOINTMENTS EXPIRE	CONSULT WITH COUNTY REPRESENTATIVES ON FCEDC BOARD TO DETERMINE PROS AND CONS OF APPOINTING AN ELECTED OFFICIAL TO FCEDC	COUNTY COMMISSION AND FCEDC COUNTY APPOINTEES	JULY, 2008	COMPLETED SEPTEMBER 2008 APPOINTMENTS MADE IN DECEMBER 2008
PROVIDE FOR QUARTERLY REVIEWS OF FCEDC'S REPORT CARDS AT COMMISSION MEETINGS AND SHARE RESULTS WITH COUNTY STAKEHOLDERS	REQUEST FCEDC TO CONTINUE TO SUBMIT REGULAR QUARTERLY REPORTS	COUNTY COMMISSION AND FCEDC COUNTY APPOINTEES	ONGOING	QUARTERLY

GOAL 5. EXPAND THE COUNTY'S INFLUENCE WITH STATE AND FEDERAL DECISION-MAKERS THROUGH EXPANSION OF PARTNERSHIPS WITH LOCAL GOVERNMENTS AND OTHER ORGANIZATIONS IN THE SOUTHWEST KANSAS REGION

COOPERATE WITH LOCAL GOVERNMENTS IN THE REGION TO IDENTIFY NEEDED TRANSPORTATION, ECONOMIC DEVELOPMENT, EDUCATION AND OTHER PROJECTS IN THE REGION THAT COULD FRAME A COMMON LEGISLATIVE AGENDA	A. CONTINUE REGULAR MEETINGS OF COUNTY COMMISSION CHAIRS AND ADMINISTRATORS	COMMISSION CHAIR	ONGOING	ONGOING, HOSTED KAC RECEPTION
	B. PARTICIPATE IN A MEETING OF REGIONAL LOCAL GOVERNMENT OFFICIALS TO EVALUATE POTENTIAL FOR CREATING A FORMAL COALITION	COUNTY COMMISSION	FALL, 2008	To be addressed through Joint Community Goals
CONTRIBUTE TO DEVELOPMENT OF A REGIONAL LEGISLATIVE AGENDA AND STRATEGIES FOR ACHIEVING IT	(SEE A AND B ABOVE)			
IN CONJUNCTION WITH REGIONAL PARTNERS, SEEK STATE AND FEDERAL FUNDING FOR HIGHWAY 50 ENHANCEMENTS	A. CONTINUE TO SUPPORT EFFORTS OF HIGHWAY 50 ASSOCIATION	COUNTY COMMISSION	ONGOING	PRESENTATIONS MADE AT REGIONAL KDOT AND LEGISLATIVE MEETINGS IN FALL 2008
CONTINUE TO WORK COOPERATIVELY WITH LOCAL GOVERNMENTS AND OTHER COMMUNITY ORGANIZATIONS IN FINNEY COUNTY TO ADDRESS COMMUNITY NEEDS	A. CONTINUE QUARTERLY MEETINGS WITH HOLCOMB AND GARDEN CITY OFFICIALS	COUNTY COMMISSION	ONGOING	ONGOING, QUARTERLY
	B. INVITE CHAIRS OF PUBLIC ENTITIES TO DISCUSS BENEFITS OF ESTABLISHING REGULAR MEETINGS	COUNTY COMMISSION	SPRING, 2008	AS NEEDED AND TO BE ADDRESSED THROUGH JOINT COMMUNITY GOALS

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GOAL 6. CONTRIBUTE TO COMMUNITY EFFORTS TO RETAIN AND ATTRACT NEW RESIDENTS.

IMPLEMENTATION ACTIVITY	ACTION	RESPONSIBILITY	TARGET DATE	STATUS
REVIEW COUNTY NUISANCE CODES AND ENFORCEMENT PRACTICES TO DETERMINE IF CHANGES COULD ENHANCE THE VISUAL APPEARANCE OF THE COMMUNITY	A. SCHEDULE A COMMISSION WORKSHOP REVIEW WITH INSPECTION STAFF TO REVIEW EXISTING NUISANCE RESOLUTION TO DETERMINE IF CHANGES ARE NEEDED	COUNTY COMMISSION AND INSPECTION STAFF	FALL, 2008	To be addressed through Joint Community Goals
IDENTIFY QUALITY OF LIFE AMENITIES NEEDED TO ATTRACT NEW RESIDENTS AND CONSIDER HOW COUNTY GOVERNMENT MIGHT CONTRIBUTE TO THEIR DEVELOPMENT AND ENHANCEMENT	A. UTILIZE QUARTERLY MEETINGS AND DISCUSSION OTHER COMMUNITY ORGANIZATIONS TO IDENTIFY ISSUES FOR FURTHER CONSIDERATION	COUNTY COMMISSION	ONGOING	To be addressed through Joint Community Goals