

<i>Strategic Planning Framework</i>		
Mission Statement: Dodge County provides services the community and staff take pride in.		
Vision: To efficiently operate within a budget while providing excellent service, maintaining rural character, and preparing the county to operate effectively for the years to come.		
<i>Goals</i>		
Goal Area: Position Dodge County Government as competitive employer to meet new generational workplace expectations		
	<i>Point person</i>	<i>Notes</i>
Review benefits packages and compare with surrounding counties	Lisa H. /Jim	
Ensure employees have access to leadership training	D.H.	Encourage participation
Look at tuition reimbursement for pertinent positions	Lisa H./ Jim	Lisa will look at what other counties are offering and what policy guidelines we should work with.
Allow for flexibility of hiring range.	Lisa H./ Jim	PTO/Wages
<i>First-year plan:</i>		
3-6 months: Review surrounding county compensation packages		
6 months: Evaluate compensation plan; Review flexibility, technology, and PTO; Review hiring range		
9 months: Make any adjustments to compensation package; Determine range for flexibility in hiring		

Goal Area: Position Dodge County Government as competitive employer to retain leaders		
	<i>Point person</i>	<i>Notes</i>
Maintain longevity of leadership	Lisa/Jlm	
Extend range to meet marketability issues	Lisa/Jim - County Board	Allow for flexibility of current non-union ranges.
Regular review of marketability of non-union positions	Lisa/Jim	Every two years county will review ranges with the rest of SE Minnesota
Recognition of longevity	Lisa/Jim/ Department Heads	Currently in place
<p><i>First-year plan</i></p> <p>3 months: Review marketability of non-union positions in SE Minnesota (currently underway)</p> <p>3 months: Determine if marketability adjustments need to be made; Look at budget</p> <p>6 months to ongoing: Re-evaluate ranges bi-annually</p>		

Goal Area: Environmental Concerns - “Governmental Services”		
	<i>Point person</i>	<i>Notes</i>
Continue and improve communication/relationship with all local government units. - Manage growth/planned growth and development	Mark Ryan	Meet with COG groups Control assessment process by exploring True County process.
County image and identity - Is the “oldest working courthouse” our identity? - Leverage our progressive, rural character, & green energy	Mark, Jane H. and Scott R.	Imaging and branding. How to position our county for the future with Olmsted DMC and how we perceive ourselves.
Improve understanding of county services - Help public to understand: “What do my taxes pay for?” - And, further: “What does the County do for me?”	Mark, Ryan, Guy, Lisa K.	
<p><i>First-year plan</i></p> <p>3-6 months: Review logo: Consider more forward-thinking image while maintaining historical perspective (<i>Concepts/Images to include in logo brainstorm: Courthouse; Corn; Fields; Historic; Limestone cliffs; Farm equipment; Bridges; Barn</i>)</p> <p><i>TBD: True County Process?</i> Maintain control of assessment process – Ryan TBD: Hire Contracted County Building Inspector and approve uniform building code? -Mark and Melissa</p> <p>6 months: Plan and implement work group to review communication strategies</p> <p>9 months: Analyze comprehensive plan and possibly make connections with green energy. -Mark and Melissa</p>		

Goal Area: Roads/Transportation Needs		
	<i>Point person</i>	<i>Notes</i>
Increase stable funding (e.g. wheelage fees, sales tax)	Jim/Guy	Wheelage –Done, Sales Tax not pursued at this point
Increase levy funding	Guy, Jim, Board	Budget process underway
<i>Notes:</i>		
Goal Area: Facilities and Vehicle Needs		
	<i>Point person</i>	<i>Notes</i>
Centralize fleet and maintenance	Duke, Scott, Guy, Mark	
Make decision to modify facilities or build new facility (e.g. evidence and equipment storage)	Duke, Scott, Guy, Ryan	Still to be determined where this will be accomplished. 218 Building – Some discussion of new building at Transfer Station or Highway
Make decision about the land adjacent to the land fill	Duke, Ryan, Guy, Scott	
<i>First-year plan</i>		
3 months: Modify 218 for secure evidence storage; Increase tab fees from \$10 to \$20		
6 months to 1 year: Explore sales tax for transportation – Might be a 2018 conversation after bonding bill.		
1 year to 18 months: Reach decision on facilities and vehicle needs relative to overall centralized building fleet management structure.		

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