



2021 Calumet County Strategic Plan Initiatives

Goal 1 Develop and Maintain a Highly-Functioning County Board

- County Board education and create goals regarding community engagement;
 - Raise awareness, build relationships and promote opportunities
- County Board members actively engage public through education and outreach
- County Board as a team;
 - Provide team building opportunities for board member engagement

Goal 2 Attract, Develop and Maintain a Highly-Functioning County Staff

- Identify and deliver employee training (online or in person)
 - Harassment – Required for all employees
 - Diversity/Inclusion/Culture Sensitivity – Required for all employees
 - Civility in the Workplace – Required for all employees
 - Employee Benefits Consumerism – Provided by USI; possibly in connection with Open Enrollment meetings
 - Safety Program(s) training
- Continue to improve and make the recruitment and onboarding processes more efficient
 - Outsource the new hire background check process for efficiency
 - Implement NeoGov Text Messaging to improve timeliness and effectiveness of communications with applicants and candidates
 - Research and consider development of an employee referral program
- Employee Engagement
 - Promote Employee Wellness - physical and mental health
 - Develop and implement a preventive care wellness campaign (colonoscopy, breast exams, well visits)
 - Create an inviting and peaceful wellness room to promote employee productivity, reduce stress, improve mental health and wellbeing, and increase morale. We will apply for a \$5,000 GHT Wellness Grant to repurpose/refurbish the room.
 - Continue to emphasize the importance of financial wellness through making learning resources available to employees
- Research Human Resources Information Systems (HRIS) for Talent Management, Learning Management, Time and Attendance, etc.



Goal 3 Maintain High Quality Services and Programs

(Business Systems and Communications)

- Develop and evaluate potential county-wide solutions that bridge the gap among departments for improved technical efficiency, productivity, and system investments.
- Foster collaboration with department, business stakeholders, and subject matter experts in order to understand and analyze needs and requirements to solve service unit problems.
- Develop a continuous quality, service and system improvement processes through assigned program and service areas to ensure consistency across the organization and alignment with County Administrator direction.
- Create an IT steering team and develop a strategic and technical decision-making process that ensures the county has innovative, reliable, and robust information technology in alignment with countywide IT needs, priorities and policies.

(Health and Human Services)

- Implement an Illness Management and Recovery group for our clients with serious and persistent mental illness.
- Partner with the DA, Probation and Parole and law enforcement to provide consumers in the criminal justice system the necessary mental health services they are in need of as an alternative to criminal consequences.
- Work within the Child Welfare collaborating team to increase awareness within the community of the roles and responsibilities of CPS.
- Survey the elderly and disabled community and develop plan for unmet needs.
- Develop a strong community awareness campaign for children with disabilities.
 - **(Home Health Care and Hospice)**
 - Improve our home health care quality outcomes score (STAR Rating)
 - Implement a new software program that meets our home health care and hospice documentation and billing needs
 - Raise awareness in our community of the home health care and hospice services we provide
 - **(Public Health)**
 - Continue with response to the COVID-19 pandemic and begin post-pandemic planning including ongoing communicable disease follow up, booster vaccine management, and the new normal for public health
 - Working with our community partners, develop an updated community health assessment using secondary data sources including the completion of the Youth Risk Behavioral Survey (YRBS)

(Highway)

- Legislation protecting our infrastructure investment from heavy loads on our roadways
- To continue to prioritize our sales tax dollars for highway improvement projects
- To develop a highly qualified staff to perform highway construction and maintenance type projects



(Information Technology)

- Continue to build out and train department staff
- Plan and execute Data Center Migration
- Plan and execute Law Enforcement Center configuration, build out and deployment
- Develop an IT Steering Team to focus on coming up with solutions for common problems across the County
- Start the process to develop IT related policies
 - Disaster Recovery Policy
 - Incident Response Policy
 - Acceptable Use Policy
 - Password Policy

(Land & Water Conservation Department)

- Complete needed updates to ordinances
 - Non-metallic Mining Reclamation
 - Post-Construction Stormwater Management
 - Manure Storage and Runoff Management
- TMDL and Watershed Planning Goals
 - Continue Implementation
 - Funding Needed for Implementation
- County MS4/Stormwater Permit Compliance Requirements
 - Complete agreements with Town of Buchanan and City of Appleton for “buy-in” to existing stormwater management ponds
 - Complete (if fitting for highway department’s construction schedule) Iron Enhanced Sand Filter for phosphorus removals
 - Complete Stormwater Management Plan for Calumet County
 - Apply for and obtain funding from DNR for stormwater plan modeling and storm sewer map updates
- Towns Engagement
 - Utilize County/Municipal Intergovernmental Meetings to present Department programs and priorities including watershed plan and TMDL programs, erosion control and stormwater management programs and other programs as applicable

(Maintenance)

- Facility Study

(Parks)

- Update the County’s Park and Open Space Plan
- Look to expand outdoor recreational opportunities throughout the county
- Continue to develop and update our existing park facilities
- Expand our environmental programs and workshops throughout our park system



(Planning, Zoning & Land Information)

- Maintain high levels of town engagement by attending at least one town meeting annually for each township to provide them with an annual update, and continue to request input from the towns on specific topics that directly impact them
- Update Chapter 62 – Land Division, of the Calumet County Code of Ordinances
- Increase transparency with the public and other stakeholders by launching the online public access component for sanitary and zoning permits
- Start providing educational materials to residents when they obtain sanitary permits with system specific information regarding use and maintenance. This information will also be provided online to the general public through the County’s website.

(Veterans Service Office)

- Continue to improve the economic impact of the county by increasing the number of Veterans and dependents who qualify for compensation and pension benefits.

Goal 4 Develop a Program to Sustain the County’s Economy

- Create opportunities to grow our current and future workforce
- Retain and expand existing businesses
- Support a climate conducive to entrepreneurship
- Work with local officials to build exceptional, welcoming places to live and work (includes cultural/age/etc diversity, housing development, broadband access)

