

VII
G-4

AGENDA ITEM
REQUEST/JUSTIFICATION FORM
(To be completed by requesting Department)
Forward all requests to Sharon Bourke, LC2 Civic Center
DEADLINE SUBMITTAL IS 4:00 P.M. WEDNESDAY

Agenda item: Human Resources

Date to be on agenda: June 17, 2014

Exact wording to be used for the agenda: Resolution approving the County Board's strategic initiatives to be initiated this calendar year.

Action requested: Approval

Amount requested: \$ 0 Object Code: _____

Is item in current year's budget? Yes N/A No _____

Does this item commit funds in future years? Yes _____ No _____

If yes, explain: _____

If an agreement or contract, has the County Attorney reviewed and approved? Yes _____ No _____

Previous action taken on this item, if any: _____

Recommendations and rationale or action: _____

Will anyone speak on behalf of this item, if so who? _____

If this is a rush agenda item, please explain why: _____

Submitted by (Name & Dept.): Commissioner Borgeson Ext. 7025

Date submitted: June 10, 2014

List Attachments: Resolution and list of strategic initiatives

(Attach resolution and all pertinent documentation; i.e. contract, agreement, memorandums, etc.)

Certified Copies of the resolution should be sent to (please include name and addresses of all individuals or departments that need a certified copy):

Completed by receiving office
Received in Administrative Office: Date 6/10/14 Time _____

BOARD OF COUNTY COMMISSIONERS
DOUGLAS COUNTY, NEBRASKA

WHEREAS, this Board conducted a strategic planning session on February 13, 2014;
and,

WHEREAS, during that session, this Board discussed several proposed strategic initiatives to create greater efficiencies and cost savings and to improve County operations; and,

WHEREAS, a proposed list of strategic initiatives to be initiated this calendar year is attached for this Board's consideration.

NOW, THEREFORE, BE IT RESOLVED BY THIS BOARD OF COUNTY COMMISSIONER, DOUGLAS COUNTY, NEBRASKA that the attached list of strategic initiatives to be initiated this calendar year is hereby approved and adopted.

DATED this 17th day of June, 2014.

Douglas County Commission Strategic Initiative 2014

Performance Measures	Responsible Parties	Initiation Date	Completion Date	Progress Notes
Key Objective: Engage County Commissioners in Strategic Initiatives				
Utilize committee structure to manage and monitor identified strategic initiatives	Board Chair			
Key Objective: Strategically communicate about function of county government and advocate for needs of Douglas County residents				
Strategically set legislative agenda	Marcos San Martin	October, 2014	November, 2014	Occurs on an annual basis
Create Chief Information Officer position -Develop comprehensive communication Plan -Examine citizen engagement process	County Board			
Key Objective: Effectively utilize resources and maximize talent for the operation of Douglas County				
Develop a Compensation Policy	Lee Lazure	March 1, 2014	September 15, 2014	Currently researching best practices
Examine staffing ratios around Douglas County	Lee Lazure	July 1, 2014	December 31, 2014	Will begin analysis shortly
Review Department Head salaries for both internal and external equity	Lee Lazure	March 1, 2014	September 15, 2014	Analysis ongoing

Performance Measures	Responsible Parties	Initiation Date	Completion Date	Progress Notes
Review the differences in non-union and union pay	Lee Lazure	March 1, 2014	September 15, 2014	Analysis ongoing
Provide a wage/benefit statement to all employees including total compensation	Lee Lazure	March 14, 2014	December 31, 2014	Progress entirely dependent on obtaining DOTComm staff time.
Provide current and future employees information about financial benefits of Douglas County benefit package	Lee Lazure	March 1, 2014	December 31, 2014	
Develop employee recognition program	Lee Lazure	April 8, 2014	Complete	
Investigate utilization of FMLA and develop appropriate policies	Lee Lazure/ County Attorney's Office	March 1, 2014	December 31, 2014	FMLA Training for supervisors scheduled for July, 2014
Conduct assessment of effective cross training and ensure that succession planning is occurring in each County department.	Patrick Bloomingdale/ Diane Carlson	June, 2014	December 31, 2014	
Determine Improvements to workers compensation process	Patrick Bloomingdale	In Progress	July 1, 2015	
Determine improvements to Court-appointed attorney process and guardian ad litem process	County Board	In Progress		

Key Objective: Ensure continued effective service of all units of Douglas County operation

Performance Measures	Responsible Parties	Initiation Date	Completion Date	Progress Notes
Determine appropriate additional staffing/resource needs for Internal Audit	Patrick Bloomingdale/Mike Dwornicki	In progress	August 1, 2014	Additional auditor position is in the proposed 2014/15 budget
Explore ways to improve the Board of equalization process	Catherine Hall/County Board			
Review status of interlocal agreements	Patrick Bloomingdale	In progress	December 31, 2014	
Incorporate Wellness component into all aspects of Douglas County government	Wellness Committee	In progress	ongoing	contract with wellness vendor has been approved

Key Objective: Maximize stewardship of County revenues

Engage Department Heads in development of budget priorities	Patrick Bloomingdale/Joe Lorenz	In progress	done on an annual basis	
Explore alternative budget models such as Zero-based or Biennial budget	Joe Lorenz	July 1, 2014	October 1, 2014	
Shift budget process schedule to afford more time for discussion	Joe Lorenz/Patrick Bloomingdale	July 1, 2014	October 1, 2014	

Review all tax exemptions

Joe Lorenz

July 1, 2014

July 1, 2015

Key Objective: Maximize knowledge and experience across all functions of Douglas County

Performance Measures	Responsible Parties	Initiation Date	Completion Date	Progress Notes
Convene interdepartmental group to address issues related to information technology	County Board			
Convene interdepartmental group to address issues related to juvenile justice	County Board			
Convene interdepartmental group to address issues related to homelessness	County Board			
Convene interdepartmental group to address issues related to mental health	County Board			
Convene Interdepartmental group to address Issues related to juvenile justice	Steering Committee	In progress	May, 2015	Steering Committee formed and contract executed with FSG

Key Objective: Explore Regionalization of County Operations with neighboring counties

Performance Measures	Responsible Parties	Initiation Date	Completion Date	Progress Notes
Continue to pursue 911 regionalization with Sarpy County	County Board	In progress		
Explore regionalization of tourism operations	County Board	In progress		