

# Vision Steps to Improve Saline County

## Key Focus Areas

### Strategies

### Actions

### Specific Tasks

#### County Workforce

- Recruit high-quality employees

Evaluate incentives to attract new employees and implement best fit incentives. Continue to use all possible outreach efforts to communicate vacancies to potential candidates. Keep competitive salaries and benefits to attract the best candidates.

[Study the potential for County-provided childcare as an employee benefit](#)

- Plan for workforce succession

Prioritize retention of good employees by incentivizing attendance.

Continuously re-evaluate departmental staffing needs to prepare for succession planning, shift responsibilities at appropriate opportunities to make the department and workflows more efficient.

Consider employee safety in building and policy design.

- Plan for knowledge transfer

Examine job requirements to ensure there is a match with needed skills through a fluid review process and career ladders.

#### Communication and Outreach

- Conduct outreach throughout the community and within the County organization

Enhance relationships and build trust with media partners, and develop internal processes to build confidence in County staff to engage with the media.

- Build community trust

Identify a tool(s) or method(s) that can be used to measure the community's perception of work completed by the Commissioners.

[Use agenda structure to facilitate Commission reports on community activities](#)

#### Working Relationships

- Continue to improve relationships with key partner organizations

Build coalitions to address housing needs in the community. Create an inventory of existing efforts by 7/1/23, identify gaps in those efforts and potential partners to address those gaps by 8/31/23, and convene a group of partners by 11/30/23.

- Continue to develop relationships with staff

Define the Commission culture.

[Create a policy on governance expectations and conduct](#)

[Change agenda to give Commissioners advanced notice of upcoming items](#)

#### Physical and Economic Community Health

- Support public health

Coordinating the response to the opioid crisis so we have ongoing data and a stronger understanding of the crisis in Saline County across all partners and service providers to make data-informed decisions.

- Enhance economic development

Conduct research with community stakeholders to identify potential partnerships to expand childcare options in Saline County.

- Ensure that local taxes enhance and not distract from economic vitality

- Plan for alternatives to incarceration

## Service and Infrastructure

- Provide high-quality customer service
  - Program rehabilitation of County buildings and roads.
  - Obtain a list of potential building and road/bridge projects to use alternate funding sources.
  - Report back on the potential for use of bond funding to support County infrastructure
  - Identify resources, plan for and implement clean up litter on County roads. Additionally, consider alternatives for litter clean up outside of Saline County staff.
- Cultivate a culture of continuous improvement/efficiency
  - Rewrite the purchasing policy
  - Adopt a policy on seeking and managing grant funds
- Refine role of County