

SUMMARY REPORT – NOV 4th COMMISSIONERS AND DEPARTMENT DIRECTORS FEEDBACK SESSION

Purpose: Review Survey data; reflect on what we've learned; analyze the information, what is it telling us about ourselves?

Looking through the lenses of PAST, PRESENT and FUTURE, the feedback session focused on creating shared awareness of what defines us today:

Our Major Accomplishments

- Jobs Reorganization
- Technology Implementations
- Quality Services

Our Major Setbacks

- Economic Downturn
- Silos / Communication
- Unpredictable Budgets

Our Key Strengths

- Technology
- Willingness to change
- Proud, Hardworking Staff

Our Key Weaknesses

- Communication
- Lack of Trust

Our Opportunities /Threats

- Technology / Keeping Up
- Transportation - Infrastructure /Distance
- Willingness to Change / Internal Challenges
- Increasing “Quality of Life” Offerings / The Unknown (population changes and legislature)
- Ag – where goes ag, so goes Swift

STRATEGIC PLANNING FOCUS QUESTION: What collectively needs to happen to prepare and move Swift County successfully into the future?

WHAT ASSUMPTIONS DO WE NEED TO CHALLENGE? (IMAGES TO SHIFT)

- “Discomfort is BAD”
- “We KNOW BETTER what the different departments are doing than they do”
- “We CAN'T affect legislature”
- “Trust IS an issue”
- “Debt – free is GOOD”
- “We ARE doing our best”
- Assumptions about County’s ROLES and OBLIGATIONS into the future



WHAT DIFFERENCE WILL IT MAKE? (WHY DO IT?)

- We CHALLENGE ourselves to do better
- Help us RESPECT what other individuals do in their jobs
- UNDERSTAND each other’s perspective
- For the betterment of our CITIZENS – impacts services we provide
- Come up with NEW WAYS of doing things

PAST		PRESENT		FUTURE	
A C C O M P L I S H E D R E S U L T S	<p>Job reorganization</p> <ul style="list-style-type: none"> • Appointment officials • Administrator <p>Quality of Services</p> <ul style="list-style-type: none"> • Integration of Co. Programs (Parks, City, Law Enf, DNR, EM) • Build jail / other facilities (environmental services, human services, highway dept.) • County debt free • Recycling Center • Local loan funds available for business development • Open access for general public <p>Technology , GIS</p> <ul style="list-style-type: none"> • Upgrading Phone Systems • Adaption of technology plan (GIS, phones, pictometry) • Shared IT with multiple communities • Document imaging • 800 MG radio system • Mass communication system – code red / 800 MHZ • Fiber network w/city of Benson • Rural street addressing 	S T R E N G T H S	<p>Technology</p> <ul style="list-style-type: none"> • Internet service in ½ county • Mass Communication <p>People willing to make change</p> <ul style="list-style-type: none"> • Progressive thinking department heads • Economic development efforts (staff, investments) • Good regional collaboration • Early Intervention programs w/Schools <p>Proud, hardworking staff what to do a good job of serving a public</p> <ul style="list-style-type: none"> • Experienced and bright staff that care • Public Safety (Fire – EMS – Law) • Employees Dedication <p>SCBH / ACMC Expansion Jail KMS school expanding</p>	O P P O R T U N I T I E S	<p>Technology</p> <ul style="list-style-type: none"> • High speed internet • Quality of life virtual users • County newsletter (online) <p>Transportation – Infrastructure</p> <ul style="list-style-type: none"> • Highways, rail, airports, internet • Infrastructure • Recreation areas already developed • County –wide infrastructure <p>Willingness to change</p> <ul style="list-style-type: none"> • Having this conversation • County Administrator position allows for keeping an eye on the vision • Progressive department heads • Any that we are willing to face • Staff that want to do great things • Strategic Dept. • “Structured” to move out of the box • Capacity for vision • Leadership ideas have changed & willingness to implement ideas have improved <p>Increasing “quality of life” offerings of the County</p> <ul style="list-style-type: none"> • Employees • Transparency • Knowledge <div style="border: 2px solid purple; padding: 5px; display: inline-block;"> <p>Ag – where goes ag, so goes Swift</p> </div>
	<p>Economic Downturn</p> <ul style="list-style-type: none"> • Prison closing • Population trends <p>“Silos”</p> <ul style="list-style-type: none"> • Team was fragmented by courthouse office integration • Not implementing technology soon enough has created more work (deferred maintenance) • Change of leadership • Co Administrator (had one, didn’t have one, have one) – expectations? <p>Unpredictable budgets</p> <ul style="list-style-type: none"> • Funding • Co. Program \$ (1M → 200K) • Lack of follow through • Regulations • Tax code – repayment of tax settlement • Funding (not getting grants, state mandates) • Lack of legislative support • Repayments of property taxes (assessed too high) <p>Communication Open access creates more work/issues for some departments</p>		W E A K N E S S E S		<p>Communication</p> <ul style="list-style-type: none"> • Information sharing • Silo departments – processes based on interaction with prior staff (auditor) • Online forms, permits, applications • Technology and communication • Lack of information <p>Trust – lack of</p> <ul style="list-style-type: none"> • Dwell on past • Structures have not changed – hard to change • Micro-management, morale • Internal turmoil in departments • Cooperation between staff and departments <p>Undersized jail dilemma on what to do (build or transport) Duplication of work (copies, filling, taking info in) Collaboration with community partners Training – professional development Lagging technology Lack of education / training for using what we have</p>