



# Brookings County Strategic Plan

**VISION STATEMENT:**

Meeting today's needs and preparing for tomorrow's challenges in Brookings County.

**MISSION STATEMENT:**

To provide efficient, quality customer service, fiscally responsible public policies, and strategic future planning to enhance the quality of life of all Brookings County citizens.

**PRINCIPLES & VALUES WE WILL FOLLOW IN ACHIEVING OUR MISSION:**

Integrity – be honest and have strong moral and ethical standards

Respect – hold one another in high regard

Empowerment – give others the necessary authority and responsibility, be accountable

Excellence – carry out the work of the county with professionalism and high standards

Teamwork – work together to build strong communities and maximize resources

Service – commitment to family, community, state and nation

**GOALS & OBJECTIVES:**

**GOAL 1:** To provide quality county infrastructure, equipment and technology.

**Objective 1:** Develop and implement a short-range (1-5 year) capital improvement/purchase plan for each department by April 30<sup>th</sup> of each year using a priority list based on current conditions. This will include:

- i. Facilities
- ii. Equipment
- iii. Technology
- iv. Vehicles
- v. Roads
- vi. Bridges
- vii. Other

**Objective 2:** Develop and implement a long-range (5-10 year) capital improvement/purchase plan for each department by April 30<sup>th</sup> of each year using a priority list based on current conditions. This will include:

- i. Facilities
- ii. Equipment
- iii. Technology
- iv. Vehicles

- v. Roads
- vi. Bridges
- vii. Other

**Objective 3:** Review Master Transportation Plan on an annual basis and implement any recommended changes.

**GOAL 2:** Staff county government with a competent, well-trained, efficient work force.

**Objective 1:** Provide training opportunities for all county employees.

- i. Job Training
  - a. Mandatory
  - b. Non-Mandatory
- ii. Safety Training
  - a. Mandatory
  - b. Non-Mandatory

**Objective 2:** Research current and future staffing patterns and conduct a yearly market wage analysis for all county departments and make any recommended changes by April 30<sup>th</sup> of each year.

**Objective 3:** Review the employee handbook on an annual basis, implement recommended changes, and follow the procedures set forth.

**Objective 4:** Evaluate employees on an annual basis and implement work-improvement plans where necessary.

- i. Appointed Department Heads will have annual reviews by October 31<sup>st</sup> of each year.
- ii. Department Heads will provide annual reviews for their employees on their anniversary dates.

**GOAL 3:** Provide quality public safety for all Brookings County citizens.

**Objective 1:** Develop and update a responsive, countywide Emergency Management/Disaster Plan by March 31<sup>st</sup> of each year.

- i. Local Emergency Operations Plan (LEOP)
- ii. Hazardous Materials (HAZMAT) Plan
- iii. Emergency Management State and Local Agreement between the State of South Dakota and Brookings County (SLA)
- iv. Pre-Disaster Mitigation Plan (PDM), reviewed every 5 years

**Objective 2:** Prepare and analyze a report concerning the potential for a local or regional detention center.

**GOAL 4:** Create a visionary, long-term plan for county growth.

**Objective 1:** Complete, review/revise, adopt and implement the Brookings County Comprehensive Land Use Plan.

**Objective 2:** Develop and implement ordinances that reflect the Comprehensive Plan.

**Objective 3:** Develop a water/drainage master plan for Brookings County.

**Objective 4:** Schedule a minimum of one annual meeting between county agencies and resources, to include municipalities, townships, schools, universities, and other organizations as needed within the county.

**Objective 5:** Investigate and provide a long-range plan/report concerning 4-H.

**GOAL 5:** Provide exceptional customer service for Brookings County citizens.

**Objective 1:** Seek and encourage citizen input and feedback while informing and educating citizens about the county's obligations and services.

**Objective 2:** Respond to citizens' requests in a respectful, timely manner.

**Objective 3:** Continue to enhance and expand the county's website, the use of e-alerts, text alerts and other interactive communication tools with Brookings County citizens.

**GOAL 6:** To continue to be good stewards of Brookings County taxpayer resources.

**Objective 1:** Conduct an annual review of the County's Strategic Plan in February of each year and review the plan for progress in August of each year.

**Objective 2:** Provide a balanced budget in accordance with state statutes each year.

**Objective 3:** Review the process on collecting county liens.



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