

Carver County Leaders Meeting
April 9, 2013 - 7:30 a.m.
EOC/Training Room



Carver County Board of Commissioners
April 9, 2103
Board Meeting/Work Session
County Board Room
Carver County Government Center
Human Services Building
Chaska, Minnesota

- 9:00 a.m. 1. **a) CONVENE**
b) Pledge of allegiance
c) Public comments (limited to five minutes)
2. Agenda review and adoption
3. Approve minutes of April 2, 2013 Regular Session..... 1-4
4. Community Announcements
- 9:05 a.m. 5. **CONSENT AGENDA**
- Finances: Improve the County's financial health and economic profile*
- 5.1 Review Social Services/Commissioners Warrants NO ATT
- 9:05 a.m. 6. **COMMUNITIES: Create and maintain safe, healthy and livable communities**
- 6.1 Amendment to purchase agreement for land acquisition within the Lake Waconia Regional Park boundary 5
- 9:45 a.m. **ADOURN REGULAR SESSION**
- WORK SESSION**
- 9:45 a.m. A. **COMMUNITIES: Create and maintain safe, healthy and livable communities**
1. Public Health nuisance investigations and abatement strategies 6
- 10:30 a.m. B. **CULTURE: Provide organizational culture fostering accountability to Achieve goals and sustain public trust/confidence in County government**
1. Strategic Plan update..... 7-19
- 11:15 a.m. **BOARD REPORTS**
1. Chair
2. Board Members
3. Administrator
4. Adjourn

David Hemze
County Administrator

UPCOMING MEETINGS

April 16, 2013	2:30 p.m. Committee of the Whole
April 16, 2013	4:00 p.m. Board Meeting
April 23, 2013	9:00 a.m. Board Meeting
April 30, 2013	No Board Meeting
May 7, 2013	9:00 a.m. Board Meeting

A Regular Session of the Carver County Board of Commissioners was held in the County Government Center, Chaska, on April 2, 2013. Chair Tim Lynch convened the session at 9:02 a.m.

Members present: Tim Lynch, Chair, James Ische, Vice Chair, Gayle Degler, Randy Maluchnik and Tom Workman.

Members absent: None

Degler moved, Ische seconded, to approve the agenda. Motion carried unanimously.

Workman moved, Maluchnik seconded, to approve the minutes of the March 19, 2013, Regular Session. Motion carried unanimously.

Community announcements were made by the Board.

Ische moved, Degler seconded, to approve the following consent agenda items:

Approved Environmental Center Reuse Area and lobby remodeling and expansion project and contract with Amcon CM, LLC in a not to exceed base quote of \$55,147.00 and related budget amendment.

Accepted all quotes and bids for Carver County Project No. 1303, metal culverts and polyethylene pipe.

Accepted all quotes and bids for Carver County Project No. 1304, mineral aggregates.

Awarded Carver County Project No. 1305, limestone rock bid, to Bryan Rock Products.

Accepted all quotes and bids for Carver County Project No. 1306, plant mixed asphalt.

Accepted all quotes for Carver County Project No. 1309, rental equipment.

Resolution #16-13, Right of Way Acquisition – CSAH 14 – Project SAP 010-641-005.

Resolution #17-13, Right of Way Acquisition – CSAH 14 – Project SAP 010-640-010.

Approved tobacco license #10-642, Chanhassen Stop, LLC.

Approved amendment #1 for design and engineering services for trail and underpass construction, increasing the contract amount and extending the contract date with SRF Consulting Group and authorized Chair to sign the amendment.

Authorized the issuance of a Certificate of Zoning Compliance (#A20130040) for a trail ride on June 8, 2013, and the AMA/District 23 Hare Scrambles on June 9, 2013.

Resolution #18-13, Amending the Carver County Water Management Organization Water Stewardship Cost Share Program.

Contract with Aerometrics Geospatial Solution subject to contract review by County Attorney/Risk Management.

Approved Public Health & Environment budget amendments to move additional 2012 LRDG grant funds into 2013 Environmental Services budget and approved hiring of two 0.25 seasonal employees.

Resolution #19-13, Adoption of Carver County Right of Way Plat No. 20.

Reviewed March 26, 2013, Community Social Services' actions/Commissioners' warrants in the amount of \$314,380.92.

Reviewed April 2, 2013, Community Social Services' actions/Commissioners' warrants in the amount of \$222,825.57.

Motion carried unanimously.

Sheriff Olson requested the Board adopt proclamations in recognition of National Public Safety Telecommunications Week, National Correction Officers Week, National Nurses Week and National Police Week. He stressed public safety employees do a great job and he wanted to honor them.

Ische moved, Degler seconded, to approve the 2013 Public Safety Telecommunications Week Proclamation, National Correctional Officers Week Proclamation, National Nurses Week Proclamation and Police Week Proclamation. Motion carried unanimously.

Randy Wolf, Public Health & Environment, requested the Board adopt a Proclamation to recognize National Public Health Week. He pointed out these professionals work hard to make a difference in our communities.

Ische moved, Workman seconded, to adopt the Proclamation recognizing National Public Health Week, April 1-7, 2013. Motion carried unanimously.

Steve Just, Public Health & Environment, requested approval of the preliminary plat of Manakiki. He explained the Planning Commission recommended approval and that this would be a re-plat of Emmert Subdivision. He stated the intent of the re-plat is to provide four building sites and the applicants have proposed a low impact design.

Maluchnik moved, Ische seconded, to adopt the Findings of Fact and Resolution #20-13, approving the Preliminary Plat of Manakiki.

Degler clarified he would be abstaining due to a possible perceived conflict of interest as he had relationships with members of this action.

On vote taken, Ische, Lynch, Maluchnik, Workman voted aye. Degler abstained. Motion carried.

Martin Walsh, Parks, requested the Board approve Amendment No. 1 to the Minnesota River Bluffs Master Plan. He reviewed the past planning that has taken place and highlighted the 2030 comp plan and the updated 2030 Parks and Open Space System Plan. He noted trail plans had been in place since early 2000 and with the acquisition of the Union Pacific line a master plan was put in place.

He reviewed the City of Carver's request to partner on a local trail project and indicated the trail is identified the comp plan and consistent with the Met Council's Parks and Open Space system plan. He stated to be eligible for funding the Master Plan must be amended and reviewed the elements they looked at in the Plan. Walsh reviewed the public review that has taken place and stated the City of Carver's Park Board and the County's Park Commission recommended approval. He stated the Plan would go on to the Met Council after Board approval.

Walsh clarified the plan includes 1.8 miles of trail and generally follows the roadway corridors. He pointed out the possibility of the alternative alignment and moving the trail to US Fish and Wildlife property.

Ische moved, Degler seconded, to approve the draft Minnesota River Bluff Extension Master Plan Amendment No. 1 contingent upon the approval of the Metropolitan Council and to authorize staff to submit a request to be eligible to receive future CIP funding of the Metropolitan Council for the trail segment between County Road 40/11 and the west entrance of Carver Bluffs Parkway and County Road 40/11, at an estimated amount of \$85,000. Motion carried unanimously.

Bill Weckman, Public Works, requested the Board approve a right of way settlement with a landowner on the County Road 11 project.

Workman clarified he would abstained from the vote as he had a family member living in the area.

Ische offered the following Resolution, seconded by Maluchnik:

Resolution #21-13
Right of Way Acquisition-CSAH 11-Project SP 10-611-06

On vote taken, Degler, Ische, Lynch, Maluchnik voted aye. Workman abstained.

Lyndon Robjent, Public Works, requested the Board consider a Resolution for increased transportation revenue. He explained legislators were coming up with a number of bills related to transportation revenue and they have been asked by AMC to consider adopting a Resolution of support for adequate funding of Minnesota transportation systems. He recognized there were a number of proposals being looked at and AMC wanted a unified presence from the counties.

The Board discussed the need for additional funding for roads, whether the Resolution could be perceived as supporting a tax increase, the definition of an adequate funding and if they should delay taking action on the Resolution until the language is clarified.

Robjent agreed this was a very general Resolution and every County Board would have different opinion on revenue sources. He stated the regional systems were failing behind, the needs were there and AMC wanted to be a unified force when they testified at the Capitol.

Maluchnik moved, Ische seconded, to vote on the proposed Resolution at today's meeting. Ische, Maluchnik, Workman voted aye. Degler, Lynch voted nay. Motion carried.

Workman moved to amend paragraph eight of the Resolution to read "Whereas the wheelage fee and local options sales tax for transportation should not be options for all county boards to implement to meet their specific county needs". Motion failed for lack of a second.

Maluchnik offered the following Resolution, seconded by Ische:

Resolution #22-13
Resolution for Increased Transportation Revenue

On vote taken to adopt Resolution #22-13, Ische, Maluchnik voted aye. Degler, Lynch, Workman voted nay.

Ische moved, Degler seconded, to go into closed session at 10:20 a.m. according to Minnesota Statutes 13D.05 to discuss confidential land acquisition data and to update the Board on parcel 070181000, located at 809 Old Beach Lane. Motion carried unanimously.

The Board adjourned the closed session and Regular Session at 11:15 a.m.

David Hemze
County Administrator

(These proceedings contain summaries of resolutions/claims reviewed. The full text of the resolutions and claims reviewed are available for public inspection in the office of the county administrator.)

Carver County Board of Commissioners Request for Board Action



Agenda Item:

Amendment to Purchase Agreement for land acquisition within the Lake Waconia Regional Park Boundary

Primary Originating Division/Dept: <input type="text" value="Public Works - Parks"/>	Meeting Date: <input type="text" value="4/9/2013"/>
Contact: <input type="text" value="Marty Walsh"/> Title: <input type="text" value="Purchase Agreement"/>	Item Type: <input type="text" value="Regular Session"/>
Amount of Time Requested: <input type="text" value="45"/> minutes	Attachments: <input type="radio"/> Yes <input checked="" type="radio"/> No
Presenter: <input type="text" value="Marty Walsh"/> Title: <input type="text" value="Parks Director"/>	
Strategic Initiative: <input type="text" value="Communities: Create and maintain safe, healthy, and livable communities"/>	

BACKGROUND/JUSTIFICATION:

Carver County continues discussion with the property owner for the acquisition of 19 acres within the approved boundary for Lake Waconia Regional Park. The property is vacant excepting a silo structure. The Board authorized a purchase agreement for the parcel on November 27, 2012 which considered appraised value, value of the property through a development approach, and market conditions.

The County was made aware that new rules for funding by the Metropolitan Council would go into affect after January 2013. The new rules would allow the County to claim all the acquisition costs related to the project in the form of Acquisition Opportunity Funding or a future Capital Improvement Program of the Metropolitan Council. This new rule is advantageous to the County and warrants consideration by the Board as it would reduce the amount of County funding needed.

The County may consider amending the purchase agreement with the seller of the property to take advantage of the new rules provided by the Metropolitan Council.

Staff will report on the new acquisition funding rules rules of the Metropolitan Council and how it affects the terms for the purchase of the property, and the consideration to amend the purchase agreement.

ACTION REQUESTED:

Upon review of the Metropolitan Council rules for acquisition funding the Board may amend the purchase agreement with Alta Investments, LLC. to reflect the the revised purchase amount allowing the County to take advantage of additional funding of the Metropolitan Council.

FISCAL IMPACT: <input type="text" value="Other"/> If "Other", specify: <input type="text" value="See related fiscal comment below"/>	FUNDING County Dollars = <input type="text" value="\$0.00"/> <input type="text"/> <input type="text"/> Total <input type="text" value="\$0.00"/>
FTE IMPACT: <input type="text" value="None"/>	

Related Financial/FTE Comments:

Carver County will provide the initial funding for the land acquisition until reimbursed. The Metropolitan Council is to provide Park Acquisition Opportunity Funds. Any balance of funding not covered by Acquisition Opportunity Funds is to be reimbursed to Carver County through a future CIP of the Metropolitan Council and or through a partnership with the Minnesota Department of Natural Resources.

Office use only:
RBA 2012- 1779

Carver County Board of Commissioners Request for Board Action



Agenda Item:

Public Health Nuisance Investigations & Abatement Strategies

Primary Originating Division/Dept:

Contact: Title:

Amount of Time Requested: minutes

Presenter: Title:

Meeting
Date:

Item Type:

Attachments: Yes No

Strategic Initiative:

Communities: Create and maintain safe, healthy, and livable communities

BACKGROUND/JUSTIFICATION:

The Public Health Department staff would like to review State Statute 145A.04 as it pertains to public health nuisance, with the Community Health Board. Staff recently updated the Department's policy and procedures regarding enforcement of Minnesota's public health nuisance laws to protect the public's health from the spread of preventable disease. They are currently working with the Attorney's Office to revise language in the county's Clandestine Drug Lab ordinance to include public health nuisances. A county ordinance is necessary when the public health staff is unable to investigate and/or abate public health nuisances by relying on occupants or property owners for cooperation. A public hearing will be required in the near future to make changes to the ordinance.

Staff will discuss the following:

1. Public Health Nuisance definitions.
2. Community Health Board/Agents of the Board authority & mandated responsibilities.
3. Proposed revisions to the ordinance for upcoming public hearing.

ACTION REQUESTED:

None. The purpose of this action is to inform the County Board on how Public Health Department is proceeding on this issue and to accept advice and guidance.

FISCAL IMPACT:

If "Other", specify:

FUNDING

County Dollars =

FTE IMPACT:

Total

Related Financial/FTE Comments:

Office use only:

RBA 2012- 1772

Carver County Board of Commissioners Request for Board Action



Agenda Item:

Strategic Plan Update

Primary Originating Division/Dept: Administration (County)

Meeting

Date: 4/9/2013

Contact: David Hemze Title: County Administrator

Item Type:

Work Session

Amount of Time Requested: 30 minutes

Presenter: David Hemze Title: County Administrator

Attachments: Yes No

Strategic Initiative:

Culture: Provide organizational culture fostering accountability to achieve goals & sustain public trust/confidence in County government

BACKGROUND/JUSTIFICATION:

In March, Division Directors held a retreat to review and update the County's Strategic Plan. Staff is proposing changes to the plan to remove items that have been completed or that are not specific, clarify current tasks and add new initiatives.

ACTION REQUESTED:

Provide input on the proposed changes to the Carver County Strategic Plan.

FISCAL IMPACT: None

If "Other", specify:

FUNDING

County Dollars =

FTE IMPACT: None

Total \$0.00

Related Financial/FTE Comments:

Office use only:

RBA 2012- 1774



Strategic Plan

Revised ~~February 28, 2012~~ ????, 2013

I. Vision

Where the future embraces the past in keeping Carver County a great place to live, work and play for a lifetime.

II. Mission

To meet the service requirements and special needs of our residents in a fiscally responsible and caring way. We will plan the county's growth to preserve its uniqueness and will encourage rural and urban compatibility. We will protect our history while planning for a dynamic future.

III. Goals - Summarized

To help define each goal statement, there is a distinctive and characteristic word which summarizes each goal. These five goals are designed to serve as the foundation for all future strategies, work and priorities of the County.

- I. **Communities:** Create and maintain safe, healthy, and livable communities.
- II. **Culture:** Provide an organizational culture which fosters individual accountability to achieve goals and sustain public trust and confidence in County government.
- III. **Connections:** Develop strong public partnerships and connect people to services and information.
- IV. **Finances:** Improve the County's financial health and economic profile.
- V. **Growth:** Manage the challenges and opportunities resulting from growth and development.

IV. Implementation Plan (Working Draft)

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
I. Communities	A. Identify health needs of communities through the Community Health Assessment Program process and encourage multi-dimensional healthy living opportunities. (RW)	1. Review statistics and community indicators to determine what the top public health issues are in the County. Complete the first phase of community health assessment for Minnesota's Local Public Health Assessment and Planning 2010-2014 cycle. Use findings to determine future priorities. (RW)	Wolf	Q2-2012 February 2013 (RW)
		2. Work with providers and health care officials to continue a county-wide strategy to address healthy initiatives including data collection. (RW)	Wolf (RW) Support: Taylor	Q2-2012 (RW)
		3. Increase community outreach and enhance communication regarding the importance of preventative care. (RW)	Wolf (RW) Support: Taylor	Q2-2012 (RW)
		4. Collaborate with Community Groups such as school districts and other partnerships to ensure County Public Health is responsive to health-related community needs. (RW)	Wolf (RW)	Ongoing (RW)
	B. Comply with state mandate that all hospitals and health care providers have an interoperable electronic health record (EHR) system. (RW)	1. Identify Carver County providers impacted by the EHR Mandate and ensure interoperability with CC Public Health Department. Coordinate efforts with Mental Health and Jail. (RW)	Wolf (RW) Support: Bork, Olson, Taylor	2015 (RW)
	C. Enforce compliance with state mandate to investigate and abate public health nuisances in Carver County. (RW)	1. Amend current clandestine drug lab ordinance to include Public Health Nuisance investigations so the CC Community Health Board designees have the authority to investigate and abate suspected nuisance threats to the public's health. (RW)	Wolf Support: Metz (RW)	2013 (RW)
		2. Coordinate other county departments and organizations, including the CDA, to encourage referrals and partnerships for successful Public Health Nuisance abatement. (RW)	Wolf Support: Bork, Metz, Olson (RW) Lundgren	2013 (RW)
	D. Implement the Healthy Families America (HFA) home visiting model for long term, evidenced-based public health nursing for prenatal, postpartum, parenting, and special health care needs. (RW)	1. Provide training for staff on HFA system. (RW)	Wolf (RW)	2013 (RW)
		2. Assure necessary documentation structure in existing electronic database (PH-Doc) for reporting to meet national public health accreditation standards. (RW)	Wolf (RW)	2013 (RW)

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
I. Communities (Continued)	E. <u>Ensure Public Health Emergency Preparedness (RW) Realign emergency management responsibilities to better fit organizational structure.</u>	1. <u>Transition Emergency Management including the Medical Examiner to the Sheriff's Office.</u>	Wolf Olson	
		2. <u>Ensure ICS 300 training for relevant staff throughout the organization and conduct one intra-agency exercise including Emergency Management and Emergency Preparedness staff. (RW)</u>	Wolf Support: Olson (RW)	Ongoing
	EF. <u>Define Strengthen our partnership with the Carver County Community Development Agency by collaborating on economic development and affordable housing. (DF)</u> <u>(I think the 5 deleted are overly vague, already occurred or are duplicated by #7) (DF)</u> <u>Strengthen relationship and create synergies with Carver County CDA (RW) by collaborating on economic development and affordable housing. (DF)</u>	1. <u>Research metropolitan area County CDA partnerships to determine what possibilities exist. (DF) (RW)</u>	Wolf Support: Frischmon, Taylor (DF)	Ongoing (DF)
		2. <u>Meet with CDA officials to explore specific ideas for the future of the partnership. (DF)</u> <u>Continue to explore specific ideas for partnering and cost savings to include data collection, analysis and planning needs. (RW)</u>	Wolf Support: Taylor, Frischmon (DF)	Ongoing (DF)
		3. <u>Actively promote livable communities by promoting affordable housing stock in conjunction with the Community Development Agency. (DF) (RW)</u>	Wolf Support: Frischmon (DF) Bork (GB)	Ongoing (DF)
		4. <u>Discuss and determine what the current CDA policies are with respect to affordable housing. (DF) (RW)</u>	Wolf (DF) Support: Bork	12/11 (DF)
		5. <u>Review and update market study to determine county-wide affordable housing needs.</u>	Wolf Support: Bork	Q2 2012
		6. <u>Encourage economic job based development with marketing and incentives to grow the tax base. (DF) (RW)</u>	Wolf Support: Frischmon, Taylor (DF)	Ongoing (DF)
		7. <u>Identify the range of incentives, strategies, policies, etc. (DF) (RW) available to the County (and the cities, CDA, etc.) and determine where incentive (DF) gaps exist that could be used to support economic development and affordable housing efforts.</u>	Wolf Support: Frischmon, Bork	Ongoing
	G E. <u>Commit to investigate and prosecute the most serious, violent and repeat criminals in a timely manner. (MM)</u>	1. <u>Assign the most experienced, skilled, and knowledgeable investigators and prosecutors to handle these serious cases.</u>	Metz, Olson	Immediate and ongoing
		2. <u>Focus on school crimes, domestic violence, gun crimes, crimes against children, and crimes against the elderly and infirm.</u>	Metz, Olson	Immediate and ongoing
		3. <u>Foster collaboration with our partner-agencies in prosecution through active communication and training.</u>	Metz, Olson	Ongoing

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
I. Communities (Continued)	G C. Commit to investigate and prosecute the most serious, violent and repeat criminals in a timely manner. (MM)	4. <u>Make a prosecution charging decision on domestic violence and criminal sexual conduct cases within two weeks of obtaining police reports. Strive to resolve 90% of criminal cases within 1 year from the date of charging.</u> (MM)	<u>Metz</u>	<u>Ongoing</u>
	D. H. Enhance multimodal travel and public safety.	1. Complete a county-wide road safety plan to identify high impact crash locations and system wide proactive safety measures.	Robjent	<u>Q2 2013 (LR)</u>
		2. Complete an Americans with Disabilities Act (ADA) transition plan for county road right of ways utilizing a statewide sample plan under development by MnDOT Office of State Aid. (LR)	Robjent	2012-Q3 2013 (LR)
		3. Develop an <u>Identify and prioritize implementation steps</u> plan to correct deficiencies on the county road system identified in the Non-Motorized Facility Inventory Plan. (RW)	Robjent Support: Wolf	<u>2012 Q4 2013 (LR)</u>
		4. Program transportation and safety enhancement projects and secure external funding and internal funding for roads, trails and transit.	Robjent	Ongoing
		5. Develop a 5-year CIP for trails listing of high, medium and low priority trail projects consistent with county and city comprehensive plans. (LR)	Robjent	2012-Q3 2013 (LR)
		6. <u>Secure funding and construct new 101 River Bridge and CR 61 "Y" improvements.</u> (LR)	<u>Robjent (LR)</u>	<u>2013-2015 (LR)</u>
	E. I. Identify needs of communities through the use of surveys and shifting utilization of County Services.	1. Build and maintain high circulating library collections.	Taylor	Ongoing
		2. Provide library programs and services that are community and/or literacy based.	Taylor	Ongoing
		1. <u>Incorporate elements of the library strategic plan including improving access to collections, maximizing staff potential, expanding the partnership base and identifying and enhancing programing.</u>	<u>Taylor</u>	<u>Ongoing</u>
		3. Develop a listing of high, medium and low priority park improvement projects and park land acquisitions.	Robjent	Ongoing
		5. <u>Inventory existing solid waste programs among cities and school districts to determine need for improvements/changes to solid waste programs.</u> (RW)	<u>Wolf (RW)</u>	<u>2013/2014 (RW)</u>

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
I. Communities (Continued)	F. <u>J.</u> Protect and enhance the County's natural resources.	1. Monitor Aquatic Invasive Species in the County. (RW)	Wolf (RW)	Ongoing (RW)
		2. Implement the 2012 Pilot <u>County 2013</u> Aquatic Invasive Species Inspection Program <u>with limited resources</u> and <u>prepare long term strategies for AIS prevention for 2014 and beyond, at Lake Minnewashta Regional Park.</u> (LR)	Robjent <u>Wolf</u>	2012 <u>Q4 2013</u> (LR)
	G. <u>K.</u> Provide assistance and focus on Veterans and active duty military personnel in our court system.	1. Plan a seminar involving local partners on how to work with Veterans and active duty military personnel that encounter our court system. (MM)	Metz Support: Olson, Taylor	Q1 2012
		2. Develop and implement a criminal diversion program for qualified Veterans and active duty military personnel in the County Attorney's Office, in coordination with local law enforcement.	Metz Support: Olson, Taylor	Q4 of 2012 <u>3</u> – Ongoing (MM)
	<u>L. Plan for the changing needs in Carver County as the demographics adjust due to the projected increase in the number of older adults (Baby Boomers) living in Carver County by 2030.</u>	1. <u>Meet with city leadership in Carver, Chaska, Cologne, Hamburg, and New Germany to explore their aging population issues, strategies for addressing those issues, and the potential for development of aging commissions in each city.</u>	<u>Wolf</u>	<u>Q4 2013</u>
		2. <u>Plan for changes in County services to better serve the projected increase in the number of older adults.</u>	<u>Wolf</u> <u>Support: All</u>	<u>Ongoing</u>
II. Culture	A. Enhance employee communication through various creative and innovative tools.	1. Conduct employee forums, county wide employee meetings and labor management meetings on important county topics.	Hemze Support: <u>Krogman, ER</u> <u>Director</u> <u>Lundgren</u> -(DH)	Ongoing
		2. <u>Revise labor management committee structure and explore implementation opportunities in the county.</u>	<u>ER Director</u>	<u>Ongoing</u>
		3. Continue to monitor and update employee suggestion program.	Frischmon	Ongoing
		4. Conduct internal county organizational surveys.	Hemze Support: Taylor, <u>Krogman</u> ER Director (DK)	Begin by Q2 <u>Q-4</u> of 2012 <u>2013</u> (DH)and Ongoing
		5. Maintain employee central on SharePoint and the employee newsletter. Encourage Divisions to prepare and distribute annual reports. <u>Complete rollout of Instant Messaging and other communication enhancements.</u> Provide training and support to update <u>each division/department's SharePoint Intranet site</u> (ST)	Taylor	Ongoing

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
II. Culture (Continued)	B. Develop a realistic and objective employee Performance Measurement System that would support the implementation of a pay for performance structure. <u>Continue implementation of performance evaluation and pay for performance systems.</u> (DH)	1. — Create an employee team to serve as the project management resource for this initiative.— (DH)	Krogman (DH) Support: Hemze	Complete (DH)
		2. — Research existing performance measurement systems that have a reputation for using realistic and objective measurement criterion.— (DH)	Krogman (DH) Support: Hemze	Q1 2012 (DH)
		3. Evaluate the present <u>new evaluation and pay for performance systems</u> for its strengths and areas of need <u>and continually improve systems.</u> (DH)	Krogman Support: Hemze	2012 <u>2013</u> (DH)
		4. — Research the pros and cons of a pay for performance system with local government.— (DH)	Krogman (DH) Support: Hemze	2012 (DH)
		5. <u>Continue Implement and training on new systems.</u> (DH)	Krogman & <u>successor (DK)</u> Support: Hemze	2012 <u>2013</u> (DH)
		6. <u>Initiate Implement Pay for Performance with NBG for all employees.</u> (DH)	Krogman & <u>successor (DK)</u> Support: Hemze	2014 <u>2013-15</u> (DH)
	C. Create a culture of learning, wellness and growth through enhanced training and development programs, encouraging staff engagement and advancement.	1. Develop a strong succession planning program through leadership and mentoring.	Krogman <u>ER Director (DK)</u> Support: Taylor	Begin by Q2, Q4 <u>2012 2013 (DK)</u> , on-going
		2. Identify employee cross-training or job-blending opportunities to position the organization for greater flexibility in the future.	Krogman <u>ER Director (DK)</u> Support: Lundgren	Begin by Q3 2012, on-going
		3. <u>Provide support on several planned Lean & Kaizen events.</u> (ST)	All (ST)	<u>Ongoing (ST)</u>
		4. <u>Create and operate a training service which offers educational resources on County software and equipment to enable greater use of electronic tools.</u> (ST)	Taylor (ST)	<u>2013 (ST)</u>
		5. Develop customer service expectations and training.	Krogman <u>ER Director (DK)</u> Support: Taylor	Begin by Q3, <u>2011</u> , on-going

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
II. Culture (Continued)	C. Create a culture of learning, wellness and growth through enhanced training and development programs, encouraging staff engagement and advancement.	6. Encourage professional and personal growth by developing and funding individual training profiles, creating career development plans, mentorship, support and resources.	Krogman ER Director (DK) Support: Lundgren Taylor	Begin by Q1, 2012 (DK), on-going
		7. Encourage cross-divisional problem solving and communication activities. (DH)	Hemze (DH) Support: Taylor	Ongoing
		8. Provide integrated programs and resources to improve the health and wellbeing of Carver County employees and their families and create a work environment that supports healthy choices through Health Incentive Programs and Education. (ST).	Krogman ER Director (DK) Support: Frischmon and Taylor (ST)	Ongoing
		9. <u>Develop a strategy to increase employee participation in the County's Health Incentive Plan to at least 70% in 2014. (DF)</u>	Frischmon Support: Hack (DF)	Q2, 2013 thru 2014 (DF)
	D. <u>Develop and implement strategies to strengthen the Employee Relations Division.</u>	1. <u>Hire new Employee Relations Director and provide the Employee Relations Division with adequate the staff and other resources. (DH)</u>	Hemze Support: Hack (DH)	Q2, 2013 (DH)
		2. <u>Provide the Employee Relations Division with adequate staff and operational budget resources. (DH)</u>	Hemze Support: Hack (DH)	2013 (DH)
		3. <u>Develop a plan using electronic tools for Employee Relations to reduce duplication of work and increase efficiency. (ST)</u>	Krogman ER Director Support: Taylor, Frischmon (ST)	
III. Connections	A. <u>Enhance the County's presence in regional, state, and federal government forums.</u>	1. <u>Support positions that advocate for fewer unfunded mandates and reduce the maintenance of effort requirements. (DH)</u>	Hemze Support: Bork, Taylor (DH)	Ongoing (DH)
		2. <u>Actively participate in regional, state and federal activities and programs to carry the message. (DH)</u>	Hemze Support: Robjert, Lundgren (DH)	Ongoing (DH)
	B. Develop technology infrastructure, systems and tools to provide better customer service and greater communication to the Carver County community.	1. Enhance infrastructure technology to increase staff efficiencies and improve customer service.	Taylor	Q2, 2012 Ongoing

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
III. Connections (Continued)	Develop technology infrastructure, systems and tools to provide better customer service and greater communication to the Carver County community.	2. Enhance the county's presence online to include additional E-Govt services and expanded communication through <u>improved web based (RW)</u> social media tools.	Taylor	Q3, 2012 Ongoing
		3. <u>Continue to Implement CRM/GIS</u> electronic permitting, inspection and data management procedures in Environmental Management Services and Land Management areas of responsibilities. (RW)	Wolf Support: Taylor	2012 2013
		4. Utilize technology to enhance the County's commitment to protecting and providing public access to public records <u>through a variety of GIS mobile apps for fire departments and property records.</u> (ST)	Taylor Support: Metz	Ongoing
		6. <u>Develop a plan for the replacement/enhancement of Assessor and Tax software.</u> Elections may also be a part of this. (ML)	Lundgren	2014 and Ongoing
		7. <u>Pursue technology improvement to maximize the efficiency of Division Operations with the SWCD and CDA.</u> (RW)	Wolf Support: Taylor (RW)	2013 (RW)
		8. <u>Start Planning for a new County Website in SharePoint.</u> (ST)	Taylor Support: All (ST)	4Q 2013 (ST)
	C. Promote community connectedness through partnerships with community organizations, schools and government agencies.	1. Move the collaboration between Carver and Scott County on Smart Link to a "merger."	Bork	2013
		2. Consider resource sharing opportunities to avoid duplication of services and to save taxpayer monies including entrepreneurial contracts. (DH)	Hemze Support: Frischmon, Lundgren, Taylor (DH)	Ongoing
		3. <u>Fiber Optic Ring Project – Complete Construction, including equipment installations.</u> (ST) <u>Explore future partnerships and collaborations.</u>	Taylor (ST)	March – May 2013 and Ongoing
		4. Leverage resources and promote community connectedness through library, historical and extension programs and partnerships. <u>Have the county electronically storing Historical Society collections to improve customer access.</u> (ST)	Taylor	Ongoing

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
III. Connections (Continued)	C. Promote community connectedness through partnerships with community organizations, schools and government agencies.	5. Formalize partnerships with stakeholders on homelessness issues.	Bork Support: Frischmon (DF)	Ongoing
		6. <u>Explore partnerships with schools, community organizations and government agencies to close the education achievement gap to reduce the flow of people who end up needing county services (CSS, Sheriff, Courts, etc.) because they graduated from high school without the skills necessary to become productive members of society.</u> (DF)	Frischmon Support: Bork (DF)	<u>Ongoing (DF)</u>
		7. Explore the opportunity <u>feasibility</u> of merging PSAP jails with Scott County. (DH)	Olson Support: Hemze	2012-2013 (DH)
		6. Develop and maintain relationships with the county's legislative delegation to accomplishing the County's legislative priorities. <u>Develop legislative priorities and advocate for legislative positions which assist in accomplishing the County's goals.</u> (DH)	Hemze Support: Robjent, Frischmon, Taylor	Ongoing
	D. Plan all modes of Transportation throughout the county.	1. Plan and construct a safe and efficient multimodal system.	Robjent	Ongoing
		2. Work with Southwest Transit to develop and expand public transportation routes into the western part of the county and coordinate data collection, analysis and planning. Plan for transit needs to accommodate the proposed SW Light Rail Line.	Robjent Support: Wolf	Ongoing
		3. Evaluate need for Identify steps to implement (RW) coordinated transit planning effort between relevant County Divisions.	Wolf Support: Robjent	Ongoing
	E. Develop and continue community crime prevention and outreach activities.	1. Explore the creation of a TRIAD program which is a collaborative effort between the Sheriff's office, local police departments and senior citizens working together to reduce and prevent crimes against seniors. (RW)	Olson Support: Wolf, Metz	Q2 2012
		2. <u>Continue and evaluate effectiveness of homicide training for prosecutors and law enforcement.</u> (MM)	<u>Metz (MM)</u>	<u>Q4 2013</u>

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
III. Connections (Continued)	E. Develop and continue community crime prevention and outreach activities.	3. <u>Partner with the Anoka County Attorney's Office and Carver County agencies in the SAFE initiative: Stop Abuse and Financial Exploitation. The mission is to collaborate with private and public agencies to protect those who are at risk of abuse, neglect, or financial exploitation because of age or circumstances. (MM)</u>	<u>Metz</u> Support: <u>Olson, Wolf, Bork (MM)</u>	<u>Ongoing</u>
IV. Finances	A. Develop a multi-year dynamic and flexible budgeting, financing and fiscal forecasting model.	1. Update <u>Create</u> a 5-year plan to identify and fund software projects <u>and enhancements</u> technology investments including software. (DF)	Frischmon Support: Taylor	2013
		2. Develop a 5-year plan for levy funded positions within the County's workforce. (DF)	Frischmon Support: Krogman Lundgren, Taylor (DF)	2013 (DF)
		3. Determine the viability of self-insuring employee health insurance.	Hemze Support: Frischmon, Krogman <u>ER Director</u>	2013
		4. Develop a phased replacement program (including a dollar value threshold) for office equipment, computers, and other necessary equipment needed for County <u>business services</u> .	Frischmon <u>Taylor</u> Support: Taylor <u>Frischmon (DF)</u>	2013
		5. Implement Asset Management Systems to efficiently track and manage county assets and plan for future needs.	Taylor Support: Robjent <u>Frischmon</u>	2011-2015
		6. Develop <u>5 year CIP and</u> funding strategy for the acquisition and development of parks <u>and trails areas</u> . (LR)	Robjent Support: <u>Frischmon (LR)</u>	<u>Q4 2013</u>

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
IV. Finances	B. <u>Develop and monitor for compliance processes, policies, internal controls, etc. to ensure county wide financial efficiency, integrity, transparency and accountability.</u> (DF)	1. <u>Complete process to automate payroll and begin process to automate invoice and receipt processing to eliminate handling paper and duplicating manual data entry for finance staff.</u> (DF)	Frischmon (DF)	<u>2013-2014</u> (DF)
	B.C. Actively explore and legislatively promote other sources of revenue to decrease reliance on county property taxes.	2. Research grant opportunities and alternative revenue sources available to county government that supports the county's strategic plan.	Frischmon Support: Robjent, Taylor	2013
		2. Research and promote non-property tax funding sources for the funding of facility security improvements.	Metz Support: Hemze	2012 <u>2013</u> (DH)
V. Growth	A. Implement the elements of the Comprehensive Plan.	1. Identify the most important areas of focus and prioritize these areas for study and follow-up. Implement the priority areas of the Comp Plan. (RW)	Wolf Support: Robjent, Lundgren, Frischmon (DF)	Ongoing
		2. Develop Report on the measurable outcomes and metrics to monitor progress and adjust where needed. (RW)	Wolf Support: Robjent	Q2 2012
		3. Coordinate and centralize data collection and analysis efforts. Incorporate Transportation element of the Comp Plan as appropriate. (RW)	Wolf <u>Support:</u> <u>Robjent</u>	Q2 2012
		4. Evaluate potential for increased coordination with CDA around data collection, analysis and planning activities. (RW)	Wolf (RW)	Q3 2012 (RW)
	B. Construct sufficient county infrastructure to accommodate land development while protecting natural resources and limiting the financial burden on the existing tax base.	1. Implement an <u>updated</u> cost allocation process for transportation improvements needed to support growth and development. (DH)	Robjent Support: Hemze, Frischmon	2012 <u>Q2 2013</u> (DH)
		2. <u>Work with Lyndon on developing a cost share task on trails.</u>		
		3. Create a review process to identify development needs and to seek solutions as early as possible in the process. (DH)	Robjent Support: Hemze, Frischmon (DH)	2012 (DH)

Goals	Strategies	Tasks	Responsibility	Implementation Timeframe
V. Growth (Continued)	C. Develop a county service strategy to efficiently accommodate citizen service needs, county staffing and facility needs.	1. Update the staffing analysis and determine where, if any, space needs exist within the county.	Taylor Support: Bork, Frischmon, Lundgren, Wolf	Ongoing
		2. Improve access to all library services by responding to changes in how the public uses libraries.	Taylor	Ongoing
		3. Review and Improve building security for all county facilities <u>per the Security Taskforce II recommendations (ST). Attach budget dollars and schedule to discussion (ML) and develop a budget strategy and schedule.</u>	Taylor	4Q 2012
		4. Evaluate the county tourism opportunities utilizing the U of M extension service.	Taylor	2013
		5. <u>PW Space Planning analysis – select vendor and complete plan. (ST)</u>	Robjent, Taylor (ST)	2013 (ST)
	D. Implement the Carver County Water Management Organization Master Plan (RW)	1. Prioritize areas for implementation. <u>Update the short and long term project list in the CCWMO Plan. (RW)</u>	Wolf	Ongoing <u>2013</u>
		2. Measure the established short term metrics. <u>Begin the update to the County Groundwater Plan. (RW)</u>	Wolf	Ongoing
		3. <u>Complete Adjacent Watershed boundary study. (RW)</u>	<u>Wolf (RW)</u>	<u>2013 (RW)</u>
		4. <u>Increase coordination and communication with watershed districts with the County. (RW)</u>	<u>Wolf (RW)</u>	<u>Ongoing (RW)</u>
	E. <u>Update Road System Plan utilizing revised performance targets. (LR)</u>	1. <u>Plan all modes of Transportation throughout the county.</u>	<u>Robjent</u>	<u>Ongoing</u>
		1. <u>Refine performance targets related to traffic capacity and access management. (LR)</u>	<u>Robjent (LR)</u>	<u>Q3 2013 (LR)</u>
		2. <u>Refine road network recommendations (number lanes, right of way needs, costs) (LR)</u>	<u>Robjent (LR)</u>	<u>Q3 2013 (LR)</u>
		3. <u>Develop CIP prioritization system. (LR)</u>	<u>Robjent (LR)</u>	<u>Q3 2013 (LR)</u>