

2026

Strategic Plan Initiatives

GOAL 1

- ☐ **INITIATIVE 1:**
Design & launch survey.

GOAL 2

- ☐ **INITIATIVE 4:**
Create a performance review for the Administrator.

GOAL 3

- ☐ **INITIATIVE 1:**
Define innovation for Marquette County.
- ☐ **INITIATIVE 8:**
Pilot technology Acquisition sub-committee.

GOAL 4

- ☐ **INITIATIVE 3:**
Measure walk-in traffic across departments.
- ☐ **INITIATIVE 5:**
Promote EAP to employees and benchmark awareness.
- ☐ **INITIATIVE 7:**
Launch employee survey.
- ☐ **INITIATIVE 8:**
Formalize exit interview process.

GOAL 5

- ☐ **INITIATIVE 2:**
Adopt governance principles.

GOAL 6

- ☐ **INITIATIVE 1:**
ID vendor relationships that are targets for new solutions.
- ☐ **INITIATIVE 8:**
Pilot technology Acquisition sub-committee.

GOAL 7

- ☐ **INITIATIVE 4:**
Department Heads start meeting 1-2 times monthly around issue discussions.

THE 2026 FOCUS

- ▲ Benchmarking data before making changes
- ▲ Ensuring performance reviews and exit interview processes are formalized and followed
- ▲ Start the beginning cadence of cross-departmental meetings and problem-solving
- ▲ Provide additional education to County Board members

2027

Strategic Plan Initiatives

GOAL 1

☐ **INITIATIVE 1:**

Prioritize 1:1 check-ins between department heads and Administrator.

☐ **INITIATIVE 2:**

Identify 2 half days for county-wide in-service training.

☐ **INITIATIVE 4:**

Explore forming work groups that are cross-departmental.

GOAL 3

☐ **INITIATIVE 3:**

Overhaul existing budget process.

☐ **INITIATIVE 4:**

Create a “safe to fail” environment that encourage creative problem solving.

☐ **INITIATIVE 7:**

Departments benchmark how other counties are meeting service needs.

GOAL 4

☐ **INITIATIVE 1:**

Explore premium pay model for hard-to-fill positions.

☐ **INITIATIVE 4:**

Develop clear processes around in-office, hybrid and remote workplace expectations.

☐ **INITIATIVE 6:**

Create a formal new employee training program that is cross-departmental.

GOAL 5

☐ **INITIATIVE 1:**

Incorporate County Board “road trips” to visit county sites Marquette County-wide.

☐ **INITIATIVE 6:**

Create more opportunities for citizen engagement.

GOAL 6

☐ **INITIATIVE 4:**

County Administrator initiates roundtables with other local service providers.

☐ **INITIATIVE 5:**

Identify opportunities for cooperative service delivery.

☐ **INITIATIVE 6:**

Identify opportunities for contract cost savings.

GOAL 8

☐ **INITIATIVE 2:**

Implement revised budget process.

THE 2027 FOCUS

- ▲ Implement an entirely new budget process
- ▲ Create an environment where staff can pilot new solutions to tricky problems
- ▲ Continue cross-departmental problem-solving
- ▲ Focus on county-wide service delivery
- ▲ Identify opportunities for collaborative or joint service delivery

2028

Strategic Plan Initiatives

GOAL 2

☐ **INITIATIVE 1:**

Offer roles and responsibilities training for the County Board.

☐ **INITIATIVE 2:**

Evaluate how committee appointment rules have increased representation.

☐ **INITIATIVE 3:**

Consider changing County Board member compensation model.

☐ **INITIATIVE 5:**

Explore software options for budget forecasting.

GOAL 3

☐ **INITIATIVE 2:**

All departments submit at least one innovation goal in their budget.

☐ **INITIATIVE 5:**

Develop innovation “sandboxes”.

☐ **INITIATIVE 6:**

Identify training team members who will train colleagues on newly implemented technology..

GOAL 4

☐ **INITIATIVE 2:**

Explore more employee retention benefits.

GOAL 5

☐ **INITIATIVE 3:**

Explore reducing size of County Board (with community input).

☐ **INITIATIVE 5:**

Explore holding county-wide listening sessions with community members.

GOAL 8

☐ **INITIATIVE 1:**

Acquire budget software that enables forecasting.

THE 2028 FOCUS

- ▲ Measure how rules changes adopted for 2026 for County Board have worked
- ▲ Continue to solicit community-wide feedback
- ▲ Invest in budget forecasting software
- ▲ Begin establishing innovation goals at the department level

2029

Strategic Plan Initiatives

GOAL 4

☐ **INITIATIVE 9:**

Explore coordinated services with other service providers.

GOAL 5

☐ **INITIATIVE 4:**

Host one lunch and learn per month for county departments.

☐ **INITIATIVE 7:**

Create standardized reporting templates for consistency in County Board reports.

GOAL 6

☐ **INITIATIVE 2:**

Identify key services where joint service delivery is feasible.

☐ **INITIATIVE 3:**

Identify hard-to-fill positions for joint staffing opportunities with another service provider.

GOAL 7

☐ **INITIATIVE 1:**

Explore board term limits for committee membership.

☐ **INITIATIVE 2:**

Departments focus on succession planning.

☐ **INITIATIVE 3:**

Develop a consistent communication strategy for resident outreach.

GOAL 8

☐ **INITIATIVE 3:**

Align the budget process with problem-solving vs. service-delivery.

☐ **INITIATIVE 5:**

Pilot centralized procurement process for one year.

☐ **INITIATIVE 6:**

Empower County Board with federal and state advocacy tools.

THE 2029 FOCUS

- ▲ Focus on a consistent communication strategy for the county
- ▲ Pilot centralized procurement
- ▲ Identify hardest-to-fill positions and explore joint/collaborative service provision
- ▲ Standardize templates for County Board reporting
- ▲ Explore Board committee term limits