

...Continued, Message from the County Administrator

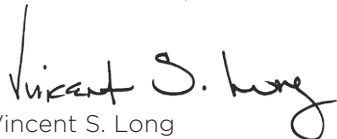


Citizen Engagement Series: Library Services

And it will be remembered as a time we stopped as a community to honor and thank our military and veterans, and helped better prepare those returning home for civilian life. The County hosted the Operation Thank You downtown block party in partnership with VET Inc., launched the “30 Days of Thank Yous” campaign, and opened the Leon County Veterans Resource Center to provide access to many resources under one roof.

Through the new vision provided by the Board of County Commissioners and the renewed commitment of the men and women of Leon County government, I am proud to report that even in the most difficult times, Leon County has proven in 2012 to be a government that our citizens can believe in, others can benchmark against, and as demonstrated through the pages of this County Administrator’s Annual Report to the Board, a government that is people focused and performance driven.

In Public Service,



Vincent S. Long

OUR VALUE PROPOSITION

What You Get as a Taxpayer and a Stakeholder in our Community

Leon County government leverages partnerships, embraces efficiency and innovation, and demands performance to the benefit of our taxpayers. We actively engage our citizens, not only as taxpayers, but as stakeholders and co-creators of our community – providing meaningful opportunities to capitalize on their talents in making important decisions and shaping our community for future generations.

HOW LEON COUNTY LEADS

Leon LEADS has been instituted throughout Leon County government over the course of the year. This approach has resulted in the alignment of the Leon County Board of County Commissioners’ Vision for the Leon County community, with Strategic Priorities that advance the County toward that Vision and the County’s optimized resources. As reflected in the graphic on the next page, Leon LEADS is a continuous process by which Leon County government looks inward to strengthen what works and abandon what does not; looks outward to receive feedback from citizens and leverage partnerships; and to adjust as conditions change.

LEON LEADS

The first step, of what is now an ongoing process, was taken in December 2011 when the Board identified its Vision Statement, four Strategic Priorities that support and advance that Vision, and organizational Values which form the basis for Leon County government’s people focused, performance driven culture. The County’s Strategic Priorities are: Economy, Environment, Quality of Life and Governance.

Strategic planning teams throughout the County then conducted a total of 27 LEADS Review meetings in January and February 2012, which involved all County offices, a broad array of County employees, and more than 140 citizens. Each LEADS Review meeting was a facilitated process, during which participants conducted a SWOT Analysis, identifying Strengths,

Weaknesses, Opportunities and Threats, and responded to targeted, open-ended questions to identify opportunities for improvement. Each team then prepared a report, identifying workplace improvements and Strategic Initiatives, each of which supports and advances one or more of the Board’s four Strategic Priorities. The Strategic Initiatives and their alignments with the Board’s Strategic Priorities were identified in Leon County’s FY 2012 & FY 2013 Strategic Plan, adopted by the Board on February 28, 2012.

Staff then drafted their work areas’ Strategic Plans, which identifies the work area’s Mission; Strategic Initiatives for which it has lead responsibility; timelines for accomplishing those initiatives; and planned workplace improvements. The work areas’ Strategic Plans, which set the broad course of action for the same two-year period as the Board’s Strategic Plan, were approved by the Board on May 22, 2012. Additionally, work areas developed Business Plans, connecting Strategic Initiatives with the budget and performance metrics, which will be reported upon to the Board and the public. Further, the County’s Core Practices, which put our Core Values into action, have been translated in County employees’ performance evaluations. Semi-annually the Board reviews the progress that has been made, and annually may update its Strategic Priorities.

Listens for changing needs
Engages citizens and employees
Aligns key strategic processes
Delivers results & relevance
Strives for continuous improvement

The following identifies many of the Strategic Initiatives that were completed during the year, or which are in progress. Each of these initiatives benefits one or more of Leon County's Strategic Priorities (the Economy, Environment, Quality of Life and Governance).



- Expanded the Lake Jackson Branch Library and in the process of constructing a new community center at the renovated Huntington Oaks, as part of a sense of place initiative
- Developed Leon County Veterans Resource Center
- Held "Operation Thank You!" celebration to honor the service of local armed forces members and veterans
- Waived Emergency Medical Services (EMS) fees for uninsured or underinsured veterans
- Constructing the Cascade Park amphitheatre and instituted an events planning process
- Constructing ball fields at Miccosukee Park
- Acquired land for the future development of a North East Park
- Developing parks and greenways consistent with management plans
- Developing a management plan for the J.R. Alford Greenway, the Apalachee Regional Park, and the Miccosukee Greenway
- Constructing the Public Safety Complex
- Added a design studio and forming a visioning team to partner with the construction and development community
- Identifying local regulations that may be modified to enhance business development
- Suspended fees for environmental permit extensions
- Developed countywide minimum environmental standards
- Developed minimum natural area and habitat management plan guidelines
- Exempted vested single family lots from having to provide closed basin volume control standards onsite
- Developed a unified special event permit
- Developed a process for the public to electronically file legal documents related to development review and permitting

- Providing support to the citizens' led Leon County Sales Tax Committee, which is evaluating the extension of the current one-cent local option sales tax, the funding source for Blueprint 2000
- Implementing Leon County's 2012 Job Creation Action Plan
- Renovated the Leon County Cooperative Extension building to draw net-zero energy
- Supported community gardens throughout the County and on County-owned property
- Completed a waste composition study, identified alternative waste disposal options, and explored renewable energy opportunities for the Solid Waste Facility, to assist Leon County reach a 75% recycling goal
- Developing an energy reduction master plan
- Developing green fleet initiatives
- Held a Virtual Town Hall meeting

- Offered the Citizen Engagement Series with five sessions held this year: Our Government, Our Community; Balancing Budgets and Exercising Fiscal Stewardship: Making Hard Choices in Challenging Times; Emergency Medical Services: Preserving Life, Improving Health, Promoting Safety; LeRoy Collins Leon County Public Library System: Inspiring a Love of Reading and a Life of Learning; and Solid Waste Management: Beyond the Curb, Where Does It All Go?
- Revised Leon County's employee orientation and employee evaluation processes to instill Leon County's Core Practices
- Instituted a value-based health insurance benefit design for employees
- Instituted job search assistance for Probation and Supervised Pretrial Release clients
- Conducted 27 LEADS Review meetings
- Pursuing central sewer for Woodville