

Vision: *A revitalized Richland County*

Mission: *Deliver justice, keep working people productive, protect the vulnerable, and improve quality of life for all*

- **Issue #1:** New employers may not find Richland County to be a desirable location if we say it needs to be “revitalized”.
- **Issue #2:** The 4 categories under the mission statement may not match up with the strategies in the strategic plan.

Similar and opposite words

revitalize

verb

past tense: **revitalized**; past participle: **revitalized**

imbue (something) with new life and vitality.

Similar

reinvigorate

re-energize

brace

fortify

strengthen

give new strength to

give a boost to

build up

bolster

prop up

help

renew

regenerate

restore

revive

revivify

rejuvenate

reanimate

resuscitate

refresh

reawaken

rekindle

put new life into

breathe new life into

enliven

stimulate

put some spark into

kick-start

uplift

give a shot in the arm to

pep up

buck up

get going again

Opposite

depress



strength

/streNG(k)TH/

noun

1. the quality or state of being physically strong.
"cycling can help you build up your strength"

Similar:

power

brawn

brawniness

muscle

muscularity

burliness

sturdiness

robustness

toughness

hardiness

lustiness

vigor

energy

force

might

forcefulness

mightiness

beef

welly

thew

thewiness

Opposite:

weakness

puniness

frailty



2. the capacity of an object or substance to withstand great force or pressure.
"they were taking no chances with the strength of the retaining wall"

Similar:

robustness

sturdiness

firmness

toughness

soundness

solidity

solidness

durability

stability

impregnability

resistance

Opposite:

weakness





pros·per·i·ty

/prä'sperədē/

noun

the state of being prosperous.

"a long period of prosperity"

Similar:

wealth

success

profitability

affluence

riches

opulence

the good life

(good) fortune

ease

plenty

welfare

comfort

security

well-being

luxury

life of luxury

milk and honey

a bed of roses

prosperousness

successfulness

speed

Godspeed

Opposite:

hardship

failure



Categories	Goals	Tactics	Deliver justice	Keep working people productive	Protect the vulnerable	Improve quality of life for all
Organizational Structure	Streamline organizational structure	Centralize common county-wide processes and systems under the County Administrator				
		Improve the county's procurement process to be consistent county-wide				
		Evaluate the needs of a new ERP to update our payroll and finance systems				
		Biannual review of committee structure with possibility of consolidation				
		Evaluate concept of merging departments within the county				
	Improve financial practices	Improve the county's bond rating				
		Improve the budget process to implement flexibility, strategic thinking . . .				
		Develop a capital improvement plan inclusive of facilities, roads, and equipment				
		Analyze the county's indirect rate to capture highest possible amount of grant funding				
		Increase discretionary and variable revenue source as a portion of the overall budget				
	Increase coordination	Evaluate joint procurement of materials and equipment				
		Evaluate joint contracting for capital projects to find savings				
		Explore opportunities to share or contract staffing services				
		Create additional methods to communicate events and initiatives . . .				
		Coordinate community development and land use decision making in Richland Center				
Workforce	Improve employee pay and HR policies	Obtain market value for employee wages				
		Give annual pay increases				
		Monitor the compensation and classification system				
		Develop a uniform performance evaluation process				
		Develop a uniform set of HR policies and procedures				
	Develop a culture of support for employees	Celebrate success and achievements of employees				
		Enable departments to develop celebratory or team-building evenets				
		Create a total benefits program				
		Increase vacation time for new employees				
		Evaluate and maintain a competitive insurance program				
		Encourage employee attendance in professional development				
	Prioritize service over staffing	Build				
		Buy				
		Borrow				
		Bridge				
		Stop				
Capacity	Invest in education of County Board Supervisors	Compare to peer counties				
		On-boarding process				
		Subject area expertise growth				
		Support attendance by new Supervisors at major committee meetings				
		Support cross training with other boards				
	Deepen staff training in leadership/management	Conduct WCA training				
		Sponsor department head training				
		Ensure conference attendance is in line with goals of Strategic Plan				
		New technology training				
		Educate employees on how government works				
Transparency	Meeting materials on iPads					
	Meeting materials on county website					
	Listserv to automatically send agendas					
	All committees recorded and on website					
Growth	Maintain investment in workforce and community development	Prioritize new home construction				
		Encourage improvements to existing property				
		Support workforce development initiatives				
		Support broadband expansion				
		Identify financially sustainable use options for campus and other non-mandated programs				
	Support business attraction and retention	Continue to invest in economic development partnerships				
		Develop a portfolio of incentives to support business growth				
		Identify priority areas for industrial, commercial, residential development				
	Improve County identity and marketing	Identify future land uses for county/municipal owned land				
		Distinctive brand				
		New website				
		Capital on natural beauty and recreational opportunities				

Department	Deliver justice	Keep working people productive	Protect the vulnerable	Improve quality of life for all
Administrator				
Ambulance				
Child Support				
Clerk				
Clerk of Court				
Coroner				
County Board				
Courthouse Maintenance				
District Attorney				
Economic Development				
Emergency Management				
Fair & Recycling				
Health & Human Services				
Highway				
Land Conservation				
MIS				
Parks				
Pine Valley				
Property Lister				
Register in Probate				
Register of Deeds				
Sheriff				
Symons				
Treasurer				
UW Extension				
UW Food Services				
UW Richland Maintenance				
Veterans				
Zoning				