

COUNTY STRATEGIC PLAN

[Champaign County Strategic Plan](#) (link)

A special committee of the Board was formed in 2017 to establish Strategic Planning Goals for Champaign County. In addition to public participation, the Committee solicited input from County Department Heads and Elected Officials. The Strategic Plan was forwarded to the County Board for review, revision, and approval.

2022 ACTION PLAN ACTIVITIES

County Officials focus most efforts on day-to-day operation of their offices to serve the public. Each year, additional activities may be undertaken to move the County forward on strategic planning initiatives that are identified in the 6-Year Strategic Plan and prioritized through the annual budgeting cycle. The following tables identify summarize the steps planned for progress on County initiatives in 2022 and ultimate outcomes to be achieved from the perspectives of both long term and short-term planning.

Goal 1 - Champaign County is a high performing, open and transparent local government organization.

Initiatives	Activities	Outcomes
Ensure that all new programs have a model that sustains them past startup.	Evaluation of all grants or proposed new programs with sustainability analysis.	New services will continue once developed.
Improve communication with public and within the county workforce.	Add translation services and digital tools/forms. Hold monthly Dept Head meetings for information exchange.	Improved access to county information. Facilitate interoffice communication.
Diversify County workforce.	Complete countywide workforce study.	Diverse workforce that mirrors the county.
Compile a list of core, mandated services provided by the County.	New service modules posted online.	Expand public awareness of County services. Use as a County Board tool for prioritizing resource commitments.
Develop strategies for staff retention and continuity in county staff leadership roles.	Roll out staff and supervisor orientation modules. Offer leadership development opportunities. Review personnel policies and salary administration with countywide workforce study.	Timely recruitment of well qualified candidates, particularly in senior management positions, to support seamless transitions and performance improvements.
Improve listening and cooperation among board members.	Committee meetings and study sessions.	Transparent and effective decision-making from County Board.

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Goal 2 - Champaign County maintains high quality public facilities and roads and provides a safe rural transportation system.

Initiatives	Activities	Outcomes
Fund maintenance/ projects per County 10-Year Capital Facilities Plan	Address the deferred maintenance backlog of County facilities	Properly repair and maintain the County's investment in buildings.
Implement county facility energy reduction plans	Continue implementation of facility improvements that achieve energy savings.	Reduced expenditures on energy needs and reduced environmental impact by county facilities.
Fund county roadways per County 5-Year Pavement Management System Plan	Allocation use of motor fuel taxes for county projects. Continued relationships with Township Highway Commissioners. Plan for Wilber Ave multi-jurisdictional project.	Maintained county-owned roads and bridges. Completion of joint county/township projects.
Address facility/operational needs of the Sheriff's Office and jails	Establish plan for the dilapidated downtown Sheriff's facilities and jail consolidation, including a financial plan.	Ensure safe, well-maintained, ADA compliant and functional facilities for law enforcement and correctional operations.

Goal 3 - Champaign County promotes a safe, just and healthy community.

Initiatives	Activities	Outcomes
Support agreements for implementation of Racial Justice Task Force recommendations.	Lead/participate in agreements to offer additional options for diversion/re-entry. Support Community Coalition efforts to address community violence.	Community solutions which reduce incarceration/recidivism rates.
Establish a system of review for County financial, technology, facility, and asset plans.	Update progress toward strategic plan goals.	Ongoing evaluation of operations over which the County Board has oversight to ensure best practices and outcomes are achieved.

Goal 4 - Champaign County is a county that supports planned growth to balance economic growth with preservation of our natural resources.

Initiatives	Activities	Outcomes
Seek more intergovernmental	Identify critical areas and develop intergovernmental	Effective management of land resources in

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Initiatives	Activities	Outcomes
cooperation in planning in land use and fringe areas.	agreements to promote proper management strategies of land/neighborhood resources.	Champaign County.
Encourage regional planning efforts	Participate in Economic Development Corporation and Central Illinois Land Bank Authority. Support Soil & Water Conservation District efforts, CCRPC efforts.	Regional business development. Sustainable environmental protection measures. Preservation of valuable farmland.
Encourage development/use of sustainable energy.	Consider sustainable energy production proposals through Environment/Land Use Committee. Approve C-PACE projects for green energy material use.	Local projects that improve economy and maintain valuable farmland

Goal 5 - Champaign County is a county that maintains safe and accurate county records and performs county administrative, governance, election and taxing functions for county residents.

Initiatives	Activities	Outcomes
Develop strategies for declining state support.	Work on list of possible strategies to increase revenue/decrease expenses. Impact assessment and operations planning to adjust to revenue reduction and unfunded mandates.	Legislative changes which provide financial relief to local governments. Collaboration with other local governments to minimize impact of lost funding. Balanced budgets that accommodate required changes imposed by external entities.
Fund 5-year IT replacement plan.	Complete scheduled IT maintenance and replacement projects in the 6-year IT Plan.	Incorporate IT priority funding recommendations into annual budgets.
Establish a system of codification of County ordinances	Select a municipal codification company to assist with the compilation and review of County ordinances.	Ensure County compliance with statutory obligations. County Board awareness of ordinances previously adopted and any impact on current considerations by the Board. Improved transparency for board actions.

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Initiatives	Activities	Outcomes
Improve county's financial position.	Rebalance county bonds. Finalize nursing home sale obligations. Roll out the replacement of the County's financial software.	Reduce debt service. Improve effectiveness and efficiency of financial staff to process and analyze impact of transactions. Eliminate duplicative data entry/progress toward paperless processes.