

Williamson County

Priority

Key Goal	SMART Objective
Key Goal One Enhance communication strategy to build stronger relationships internally and externally	Develop a framework for communication between the commissioners court, department heads and elected officials by February 2024
	Develop interactive database/clearing house for public services by January 1 2024
	Leverage SharePoint for internal transparency by January 1, 2024
	Solicit feedback from community in Williamson County by 2023
	Improve internal communication platform (plan by February 2024)
Key Goal Two Lead a collaborative partnership to plan for and fund growth and development	Develop a catalog of county services and infrastructure that is utilized by municipalities
	Partner with developers to fund growth and services associated it with IT
	Identify funding sources for growth and development needs

	Identify specific things that contribute and detract from growth and development in the county
Key Goal Three Develop and implement a culture where Williamson County is the employer of choice	Create a culture package for new hire process and all current employees
	Review the philosophy and culture of the salary survey
	Define and develop a culture with four core values to achieve mission and vision
	Support/encourage 4 core values in all offices
	Online County Store with logo merchandise
	Provide services - in building/ on campus/ food service / child care/ dry clean/ gym/ nails and hair / clinic/ massage/ PT / in office coffee and water/ in office snacks
	Review and update our policies that don't work
	Hire culture director
	Annual Gala at Kalahari with special recognition
Key Goal Four	Develop/update a master plan for each department and offices for ultimate build out five year plan
	Determine needs to maximize efficiency of county judicial system by March 2024 (to drive a budget)

Adopt and implement long range master plans to address growth and sustainability	Identify large properties for potential industrial/commercial development in county
	Develop, update, distribute financial plan and policies to maintain AAA bond rating FY 25
	ID legislative fixes/partnering with other entities
Key Goal Five Commit to state-of-the-art technological solutions for customer service	Replacement of Oracle financial system before end of life - final date 2029
	Implement connectivity (broadband) project between county and cities to share data by 2026
	Address long term digital evidence storage needs and continuous performance improvements
	Implement new public safety system software
	Implement and formalize program of IT liaisons for county department
	Improving and increasing capacity of county radio system (need IDD)
	Comprehensive justice system master plan and implementation plan by 2025
	Identify metrics to determine performance, utilization, and needs
	Build adequate justice facilities by Fiscal Year 2027

Key Goal Six Enhance communication strategy to build stronger relationships internally and externally	Reengage the community towards achieving a safer county
	Establishment of ME office
	Coordination with municipalities for a safe street, safer county, warrant insurance, blood draws, 24 hour holds, sharing costs (list out absorbed costs by county)
	Assess and evaluate current County structure for criminal responsibility
	Improve the provision of indigent defense by FY25
Key Goal Seven Integrate policies to ensure financial stability and sustainability across all services	When growth occurs create a matrix that ensures the ability to meet the county's mission
	Fiscal notes for all grants and new programs/ renewals
	Review all operations for possible partnerships and cost sharing
	Develop a rolling five year budget
	Create an incentive/ recognition for departments EO who budget responsibly and save taxpayer dollars at the end of each FY
	Create ME office by 2027

ty Strategic Plan Matrix



Time Frame	Budget	Priority
February 28, 2024		
January 1, 2024		
January 1, 2024		
December 31, 2023		
February 28, 2024		
May 1, 2023		

February 28, 2024		
June 1, 2024		
December 31, 2023		
April 30, 2024		
April 30, 2024		
December 31, 2024		
December 31, 2025		
December 31, 2023		
December 31, 2025		
December 31, 2025		
December 31, 2024		
March 31, 2024		

June 14, 2024		
June 14, 2024		
June 14, 2024		
December 31, 2027		
December 31, 2026		
September 30, 2025		
September 30, 2025		
December 31, 2023		
September 30, 2030		
December 31, 2023		
September 30, 2024		
December 31, 2027		

December 31, 2025		
1M pop (or when legally required)		
December 31, 2024		
December 31, 2028		
December 31, 2025		
January 1, 2024		
December 31, 2025		
January 1, 2025		
December 31, 2023		
December 31, 2027		

Consultant note: this concept of a survey was a consistent theme throughout the Key Goal conversations

Consultant note: the Objectives in this Key Goal closely align with the Objectives in Key Goals Six and Seven and we would recommend a cross County team to work on this.

Consultant note: this Objective may be able to be combined with other similar objectives in practice.

Consultant Note: this is the SAME Objective as in Key Goal #7. Recommend having in only one location.

Consultant note: Similar to other SMART Objectives, may be able to combine

Consultant note: can be removed from Goal 7 as it's in Goal 6 already.