How to use this Implementation Plan:

First, congratulations on your Strategic Plan! A lot of hard work and effort went into the creation of your Plan, and your energy and enthusiasm will carry you forward. But, like anything else, if you don't pay attention to the Plan and work on it regularly, it will wind up on the dreaded Shelf of Dead Plans. BEST PRACTICES:

Meet quarterly as a Key Goal Team

Update the Commissioners Court after each quarterly meeting
Commissioners Court will meet annually to ensure the Implementation Plan aligns with the Strategic Plan and drives the budget process

Don't worry if many of these columns are blank – most organizations start with some blanks and work to fill them in over time – plus, it often takes some research to know what to put in the blank column!

Other ideas to integrate the Implementation Plan throughout the County

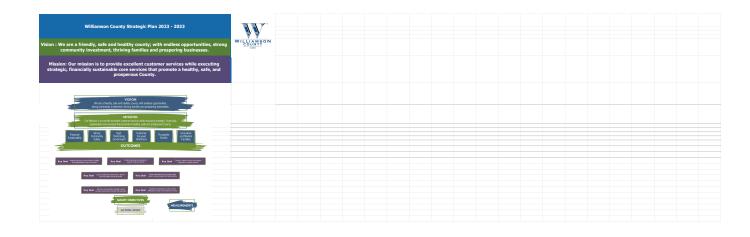
1) Attach this Plan to all staff team meetings with updates. The updates part is critical – you want your team to stay involved and interested. Seeing the same information all the time with nothing new is the quickest way to boredom and apathy. Use photos or graphicsl Sometimes a "3-minute drill" is a good idea – limit everyone to 3 minutes or less. Effective, efficient and very doable.
2) Once every 90 days, meet as a Key Goal team to update all the Action Steps. Come with 3 things:

- a. What worked wellb. What didn't work very well
- c. What needs to be changed/added/done in the next 90 days (hint write that in the Action Steps area)

 3) Integrate the Implementation Plan into your budget cycle (changing your quarterly meetings as needed) to help inform and tell your story

If you can use your Plan, you can implement your Plan – and if you implement your Plan, you will realize your Vision! Have fun, and call with any questions or feedback!

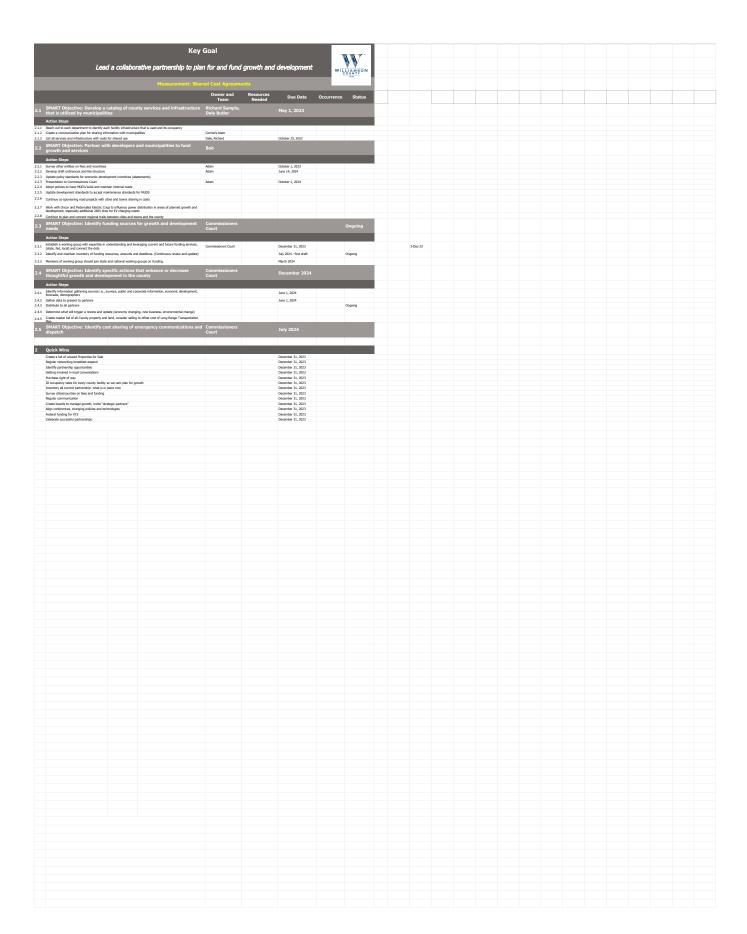




	Key	Goal				
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Integral	te policies to ensure financial stal	bility and sust	ainability acı	ross all servic		
						COUNTY
		Owner and Team	Resources Needed	Due Date	Occurrence	Chahara
			Needed			Status
SMART Objectives: Create a fin development that ensures the	ancial cost/benefit matrix for growth and ability to meet the county's mission	Ashlie, Sarah		December 31 2024	,	
Action Steps						
.1 Gather data that shows the impacts so county of		Dave Porter		PY24		
2 Strategically align financial incentives with prefe		Commissioners				
3 Project future growth with future revenues SMART Objectives: Require fisc	cal notes for all grants and new programs/	Budget/Audit		January 1, 2024		
renewals		Budget/Audit		2024		
Action Steps		Budget auditor				Ongoing / No resources
2.1 Develop policies 2.2 Develop required forms		budget auditor				resources
2.3 Commissioners court adoption						
A Review draft Appoint departments to provide input/review						
3 SMART Objectives: Review all o	operations for possible partnerships and cos	st Commissioners		December 31 2025	,	
Sharing Action Steps		- staff		2025		
Action Steps 3.1 All departments develop lists of opportunities				March 1, 2024		
3.2 Develop the structure/model						Ongoing
3.3 Implement the opportunities						Ongoing
.4 SMART Objectives: Develop a re	olling five year budget	Budget/Audit		January 1, 2025		
Action Steps						
1.1 Develop draft five year budget for all departme 1.2 Draft revenue projection/estimate	ents including all life cycle items/maintenance	Each department/office Audit responsible		April 1, 2024 April 1, 2024		
_ SMART Objective: Develop, upo	date, distribute financial plan and policies to	maintain AAA	Finance	April 2, 2024	June 14, 2024	
			Finance		2024	
Action Steps						
5.1 Update Cash Reserve policy to require unanimo	ous approval to use cash ending for M&O					
	grams, activities that can be improved, restr	ructured, eliminat	BI			
Action Steps 6.1 Adopt priority list for "sunset" review and staff	the rencess					
Quick Wins						
Identify all current county policies and procedu	ires			March 15, 2023		
Develop a maintenance/replacement schedule to Develop a nian by Sentember 15 and implement	for each county facility nt a 10 year maintenance schedule for all county roadways			September 15 December 31, 2023		
Adjust budgeting policies and strategies to allow	w more flexibility			October 1, 2023		
Identify whole life costs for all projects, ideas, a	and professionals			September 15, 2023	1	
Set benchmarks and noals for noticies to be un-				May 1, 2023		
	dated and make sure they are met by (a framework for how we	review plans-flexibility)				
- your or porces to be up	dated and make some they are met by (a framework for now we t	review plans-flexibility)				
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Key Goal WILLIAMSON COUNTY 1545 Enhanced services and systems to support a safe community Owner and Resources Due Date Occurrence Status 6.1 SMART Objective: Adopt a comprehensive justice system master plan and implementation plan by 2025 Ron, Rachel, Shawn, Comm. Covey June 1, 2023 Schedule dates/ meetings 6.1.2 Gathering Intel/data from other counties by September 1, 2023 September 1, 2023 6.1.3 Prepare report with ideas, implementation steps and resources needed August 2023 6.1.4 Identify all affected services October 31, 2023 March 2024 6.1.8 Improve the system of indigent defense 6.2 SMART Objective: Identify metrics to determine performance, utilization, and is (will inform the budget process for 2025) (Will inform the budget process for 2025) Action Steps 6.2.1 ID how population increase and multifamily housing growth impacts resource needs August 2024 Working group consultant Establishing baseline of current status assessment (square flostage, number of cases, staff, cases, hours, types of cases) 1.2.2 Distribution for adding new resources 1.2.3 Distribution opportunities to increase efficiency from baseline August 1, 2023 6.3 SMART Objective: Build adequate justice facilities 6.3.1 Stand up justice working group Ron, Shawn McMaster Ask about consultant from November 2023 Solid Decision personnelization and present to commissions court based direction Working group Solid Decision personnelization and present to commissions court based direction Solid RATE Collectives. Recognage the community towards achieving a safer country Action Seeps. December 31, 2025 September 30, 2023 6.4.3 System of recognition: Identify and recognize community efforts accomplishing a safer county March 2024 6.5 SMART Objective: Establishment of ME office Action Steps 1M pop (or when legally required) After Working Group is meeting, they will implement this as part of their plan 6.5.1 Implement a pilot program with Travis County medical examiner for death inquests Cherie, JP May 31, 2023 July 31, 2023 Action Steps Identify all services that are or should be shared cods or the sole responsibility of a municipality 6.6.1 (mandated one services versus optional) Examples: cafe street, after country, warrant insurance, blood draws, 24 hour helds, sharing cods (four disborbed cods by country) December 31, 2023 Reducing recidivism (shelter/nonprof Jail MH restoration project More communications MH dispatch program Better communication from C Court December 31, 2023 A fentanyl task force, education in schools A fertanyi task force, education i Community collaboration Assess psychiatric care in jail Feedbadi/survey Lower crime rates Court tools Lower costs to operate a jail December 31, 2023 Complete upon adoption of the Strategic Plan

Key Goal WILLIAMSON COUNTY Commit to state-of-the-art technological solutions for customer service Owner and Resources Due Date Occurrence Status 5.1 SMANT Objective: Replacement of Oracle financial system before end of life Committee of users Anni date 2029 Action Steps A11 Potanist day firm 5.12 Selected committee both on BTP 5.13 Injurience selected line shallow 5.2 SMANT Objective: Implement connectivity (broadband) project between Richard Semple 5.2 county and cities to Shiric consum Actor Steps 2.12 Action Steps 2.12 Action Step to the Decision Steps and the second step to the Shiric Steps 3.22 While with the Took Shadbard Configuration Office and broadbard pureyors to bright braddend access into standard steps reported sects of devoting the second section Steps Shiric Steps and Shiric Steps Shiric Shiric Steps Shir Action Steps 5.1. Page Day to gene reads 5.1. Page Day September 1.1. Page D Action Steps 54.1 Out at sea on SP 54.2 Out a sea on SP 54.3 Out the on on SP 54.3 Defined and out a sea on SP 54.3 Topic and out a sea on SP 54.3 Topic and out a sea on SP 55.5 SMAT Objectives: Implement and formalize program of IT liaisons for county offices and departments Consultant Selected committee April 30, 2023 When need prese Action Steps 5.6.1 Identify partner cities and coordinate location of towers 5.6.2 Sign agreements with partners, i.e. cities, ESD's and ISD's South process with parents, i.e. code, but and but? Quick Wins: When you do not seen presenting but When you do not seen process at the beginning Combine used of all pope Lauch and new website And dopartments what would help them? what day used December 31, 2023 December 31, 2023 December 31, 2023 December 31, 2023 IT security enhancements December 31, 2023



Key Goal WILLIAMSON Adopt and implement long range master plans to address growth and sustainability Owner and Team Resources Needed Due Date 4.1 SMART Objective: Develop or update a master plan for each defor ultimate build out. Action Steps 4.1 Season-bad demons for parapitates for community youn and reading Gusty service 4.2 Cooking harvaster and former 4.3 SMART Objective: Edentify large properties for potential indust 4.2 development in county. December 2024 Bob Daigh, Each senior department head and EO Stephanie Appelfeller May 2023 October 31, 2020 October 1, 2024 June 14, 2024 January 2024 June 1, 2024 2025 June 14, 2024 Quick Wins Dentery all cares MPs Define poor services one and find the flucies Lost thorsy Text legislation code Update with accompliances all carest MP Sorrey often consequentees all carest MP Void counterpart in Montgomery, Donton, Pard Ben, Calle Dentey a join for joinning inamportation cereion West of 34155 Montato carest regislation existion Analysis current market brents and greenly patterns to 10 caresput locations ID potential induction like within the county work with closes March 31, 2023 July 15, 2023 May 1, 2023 December 31, 2023

Key Goal

Enhance comr	Key C munication strategy to build str	onger relationships	internally and externally
	Measureme	Owner and Resou Team Nee	rces Due Date Occurrence :
SMART Objective: Develop a	rframework for communication between the tment heads and elected officials		July 31, 2024
Action Steps			
Survey those involved and preferred commi	tributing information within departments and offices (within three d nunication method Survey done in April	Connie	June 1, 2023
SMART Objective: Implement	nt improvements to involve and inform the	Richard Semple, Connie, Misty	January 1, 2024
Action Steps			
2 Identify best practices for communication w	se for public services as part of the website update with any public facing departments self automated solutions- Include GIS address system	PIO IT	June 1, 2023 September 1, 2023
4 Include updates and information on County 5 Department survey of available online servi-	y projects and services ices (look at Collin County)		September 1, 2023
	SharePoint for internal transparency by		January 1, 2024
Action Steps Internal survey to determine best means of Iz IT develops template	of communication		June 1, 2023 September 1, 2023
I.3 Departments provide information I.4 IT create mechanism for feedback			December 1, 2023 September 1, 2023
SMART Objective: Solicit fee by 2023	edback from community in Williamson Count	cy .	December 31, 2023
Action Steps 1 Look into companies to provide surveys for	r citizeng/businesses		
.2 Create team to come up with questions/loo			
	internal communication platform		February 28, 2024
Action Steps (Didn't finish) 5.1 Look into new software			
5.2 How do departments add to it Quick Wins			
Identify available tech resources set standa	ards, streamline, for all departments and offices (index, glossary) by with all department heads-elected officials for updates		July 1, 2023
Upgrade website to allow changes by depart Train specific department staff to update w	ertments/office without support	Richard Semple	July 15, 2023
Tract specific support tract, south to specific to	PALIFICA	Notatio Sample	any an, and

