



# Williamson County Manager Update

Rebecca Clemons 4/29/2025



# Fiscal Year 2025 Quarter One and Two

- Strategic Plan
- New Personnel
- Trainings
- Reorganization of Departments
- Policy Reviews
- Meetings



# Strategic Plan

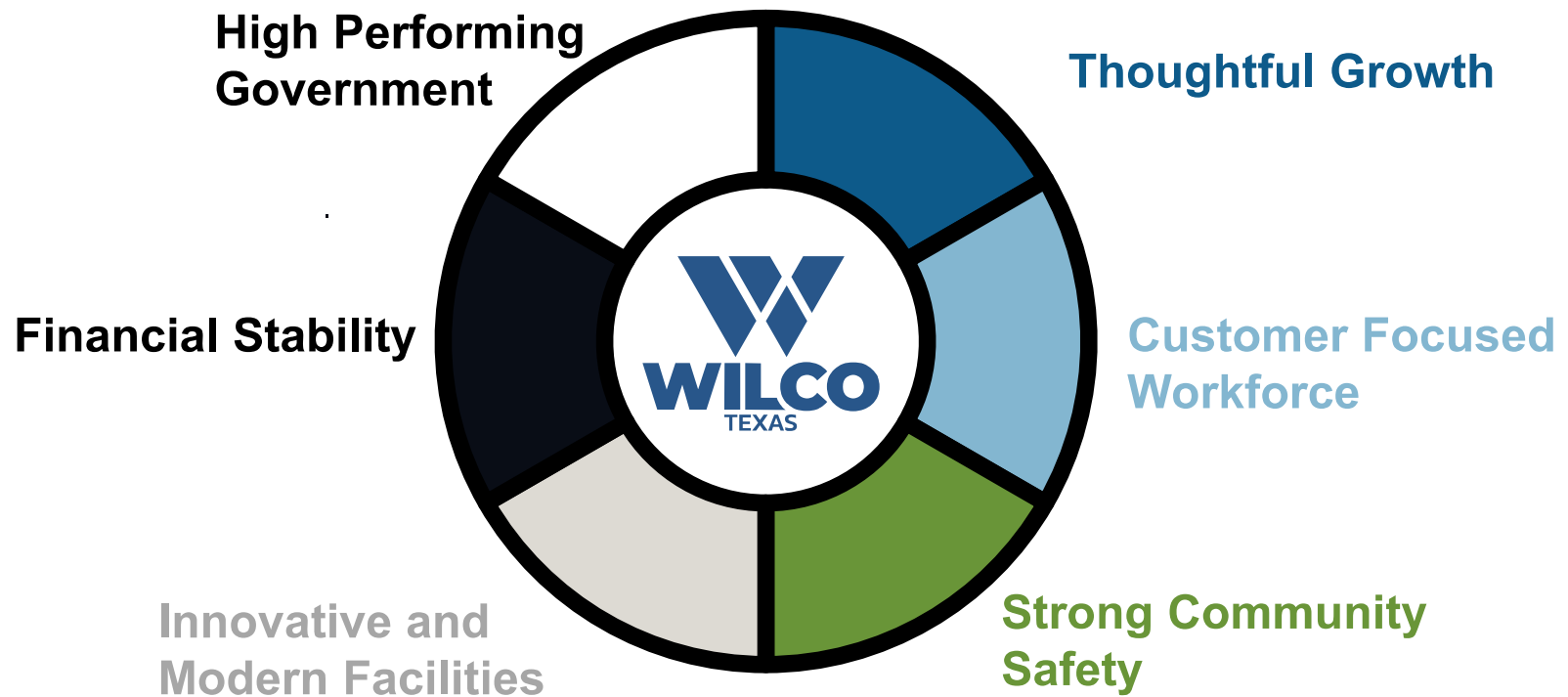
## **Vision**

We are a friendly, safe and healthy county, with endless opportunities, strong community investment, thriving families and prospering businesses.

## **Mission**

Our Mission is to provide excellent customer service while executing strategic, financially sustainable core services that promotes a healthy, safe and prosperous County.

# Pillars of Strategic Plan





# Key Goals and Leadership Oversight

- **Financial** – Julie Kiley, County Auditor
- **Safety** – Commissioner Covey, County Commissioner Pct. 3
- **Growth** – Bob Daigh, Senior Director of Infrastructure
- **Information Technology** – Richard Semple, Chief Technology Officer
- **Communication** – Connie Odom, Director of Communications and Media Relations
- **Culture** – Allen Frederick, Chief People Officer



# New Dashboard for Spring 2025

## Internal

- Six key goals
- List project owners
- Objectives and related tasks
- Customizable
- Approved and unapproved project list with dates
- Percentage completed
- Budget overview

## External

- Six key goals
- Objectives and related tasks
- Approved and unapproved projects list with dates
- Percentage completed
- Budget overview



## Williamson County STRATEGIC PLAN

### Key Goals

- Communication - Enhance Communication Strategy to Build Stronger Relationships Internally and Externally
- Culture - Develop and Implement a Culture Where Williamson County is the Employer of Choice
- Financial - Integrate Policies to Ensure Financial Stability and Sustainability Across All Services
- Growth - Study and Adopt Master Plans and Develop Collaborative Partnerships for Sustainable Growth and Development
- Safety- Enhanced Services and Systems to Support a Safe Community
- Technology - Commit to State-of-the-Art Technological Solutions for Improved Customer Service

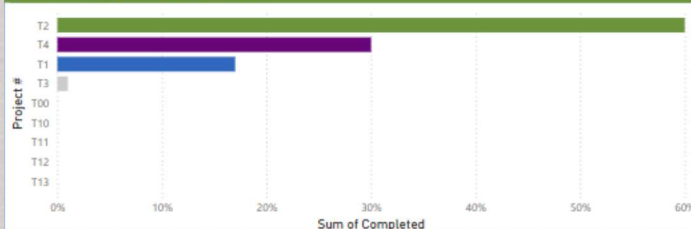
### KPIs based on Key Goals

Title	ProgressMeasure	Measured	NextReview	KPIGoal
Ease of use, time it takes, "rate our app" Scoring: how easy it is to find what you were looking for	Quarterly			
Internal Survey	Annually			

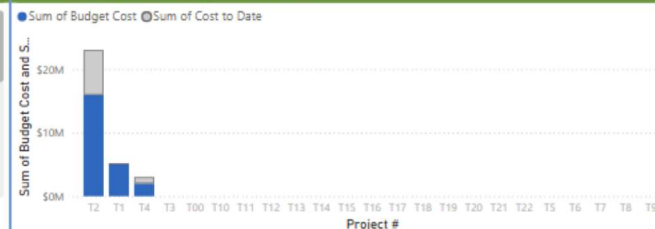
### Smart Objectives

Project #	Status	Start Date	Due Date	Objectives Name
T3	Not approved	8/4/2025	7/5/2027	Address Long Term Digital Evidence Solution
T00	Approved - Not started	11/20/2024		Alison Test
T10	Not approved	10/14/2024		Smart use of AI tools to provide better service and improve performance (plats)
T11	Not approved	10/14/2024		Improve Connectivity and Network Coverage in County Facilities
T12	Not approved	10/14/2024		Access at community centers (library, grocery store, kiosks, etc)
T13	Not approved	10/14/2024		Online reporting for comm center and Sheriff's office
T14	Not approved	10/14/2024		Data portal for everything

### % of Completed Objective



### YTD Budget vs. Expenditures







# New Personnel

- Magistration - Senior position
- Death Investigation Team (4)
- Executive Assistant
- EMS Director







# Trainings



**Chief People  
Officer**



**Benefits  
Conference**



**Onboarding  
Death  
Investigators**



**Executive  
Assistant**

# Reorganizations



## Reporting to County Manager

- PreTrial Director
- Chief People Officer
- Death Investigators (4)
- Veteran's Services Director \*
- Community Development Block Grant Director
- Animal Services Director \*
- Extension Services \*
- Purchasing Agent \*
- Executive Assistant

## Departmental

- Human Resources
- PreTrial Services
- Veteran's Services

\*Personnel decisions must be approved by a Board, Agency partner, or Commissioners Court



# Policy and Process Review

- Death Investigator Team
- Veteran's Services
- PR Bond
- Fleet Incident
- Technology
- Countywide Review

# Meetings



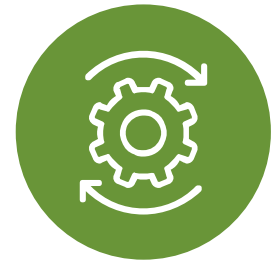
- Transitional with department reports
- Ongoing weekly and bi-monthly meetings with direct reports
- Media regarding County Manager role and Death Investigators team
- Introductory meetings with City Managers and County partners
- Wilco Economic Development Partnership
- Procurement related
- Commissioners Court/Executive Session
- Strategic Plan
- Civil Service
- Benefits Committee
- Enterprise Resource Planning Project Executive Committee
- Project Manager – Justice and Jail



# Looking Ahead....



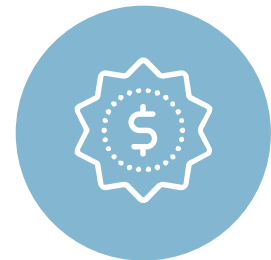
**MEDICAL  
EXAMINERS  
OFFICE**



**RISK  
MANAGEMENT**



**LEGISLATIVE  
REVIEWS**



**SUCCESSION  
PLANNING**