

Steele County

Steele County Board

James Brady (District 1)
John Glynn (District 2)
Rick Gnemi (District 3)
Jim Abbe (District 4)
Greg Krueger (District 5)

County Leadership Team

Rick Kvien, Recorder
Mike Johnson, Emergency Management
Bill Effertz, Assessor
Dan McIntosh, Attorney
Dave Purscell, Information Technology
Lynn Holthus, Buildings & Grounds
Lon Thiele, Sheriff
Laura Ihrke, Auditor
Cathy Piepho, Treasurer/Finance
Greg Ilkka, Engineer
Steve Schroht, 4-Seasons/P & R
Julie Johnson, Human Resources
Rene Gilormini, Veteran's Services
Dale Oolman, Planning & Zoning
Amy Caron, Public Health
Tim Schammel, Community Corrections
Scott Golberg, Administration

Mission Statement

Exceptional public service

Internal Values

Teamwork/Collaboration

Positivity/Forward Thinking

Respect

Accountability

Integrity

Primary Goal Areas

Collaboration & Partnerships

Technology

Workplace/Workforce

Support our Changing Demographic

Mission, Values, Goals & Action Plan

To begin the strategic planning process the county surveyed employees to gather input. Then, on May 24th, the Board and Leadership Team spent several hours updating the County's Mission Statement, establishing our Values, and identifying Goals to work on over the next few years. We utilized the employee survey results during this planning session to help identify our important issues, priorities, and action steps.

Strategic planning is a process that defines who we want to be as an organization and what we need to do to address the important issues facing us. The plan is will serve as a guide to address the most important issues that we have identified over the next few years.

This is the summary of our planning work. We will work together to achieve the goals. Thanks to everyone for their work on this!

Scott Golberg
County Administrator

Steele County

Mission

Exceptional public service

Values

Teamwork

We serve the public best with teamwork, collaboration, and community partnerships.

Positivity/Forward Thinking

We do our work with an open-minded and constructive approach.

Respect

We are eager to serve, friendly, helpful, and treat everyone with respect and dignity.

Accountability

We are fiscally and professionally accountable for our actions.

Integrity

We are ethical, honest, reliable, and strive for continuous improvement.

Steele County

Goal: Workplace/Workforce

Leads: Julie Johnson, Tim Schammel

Members: Tyler Diersen, Erin Edel

Sub-Goal: Attract and Retain Employees

Action 1: Research options for telecommuting, flex work schedules, business hours, and benefit modifications

Action 2: Develop policies for review and adoption through collective bargaining process

Action 3: Produce policy changes; establish retention metrics; review and report status of new policies

Sub-Goal: Departmental Collaborations

Action 1: Research and review process improvement and sharing strategies

Sub-Goal: Succession Planning and Implementation

Action 1: Develop knowledge transfer, cross-training, and "deep benching" strategies

Action 2: Implement strategies through departmental reviews

Sub-Goal: Performance Management Tools and Systems

Action 1: Review current tools, look at other organizations

Action 2: Develop a new tool for review and adoption

Action 3: Review and report status of new tool implementation

Action 4: Research and review "pay for performance" systems

Sub-Goal: Innovation and Best Practices

Action 1: Review current information about innovative and best practices

Action 2: Look at department-specific opportunities to innovate current practices

Action 3: Develop prioritized list of training opportunities

Action 4: Review and report status of new practices

Sub-Goal: Review of Services

Action 1: Perform departmental reviews of mandated services vs. selected services

Action 2: Research outsourcing opportunities for cost-effective service delivery

Sub-Goal: Organizational Chart Review

Action 1: Review organizational chart to determine possible changes to create efficiencies and accountability

Steele County

Goal: Support our Changing Demographic

Lead: Rick Kvien

Members: Katie Barden, Heather Fast

Sub-Goal: Explore Options to Support the County's Changing Demographics

Action 1: Research and understand the changing demographics; correct misconceptions; assess the impacts

Action 2: Decide what the county's role should be

Action 3: Create an Action Plan

Goal: Collaboration and Partnerships

Lead: Scott Golberg

Members: Kristi Blum, Amy Caron

Sub-Goal: Coordinate Services with other Local Government Entities and Counties

Action 1: Explore opportunities to coordinate services and resources with other local government entities and counties

Goal: Technology

Lead: Dave Purscell

Members: Nick Flatgard, Gina McGuire

Sub-Goal: Research New Technologies to Leverage Workforce Needs and Increase Efficiency

Action 1: Review & prioritize technology initiatives

Action 2: Review technology resources (human capital & funding); review policies and revise where necessary

Sub-Goal: Identify and Mitigate Threats to Infrastructure and Systems

Sub-Goal: Improve Service Delivery to the Public