

# 2019/2020 Upson County ***Embrace Excellence Initiatives***

## **Executive Summary**

In 2018, Upson County updated its Comprehensive Plan to meet the goals of a growing community. Along with the Service Delivery Strategy agreement (update pending), both documents contain blueprints for serving current residents while accommodating future growth through investing in infrastructure, streamlining regulatory processes, and balancing future development with rural and greenspace preservation.

Upson County leaders also recognized the importance of identifying priorities based on limited resources and immediate need.

Leadership in Upson County desired a clearly defined short-term action plan with realistic goals and objectives consistent with achieving identified work priorities. This resulted in the creation of a two year plan entitled *2019/2020 Upson County **Embrace Excellence Initiatives***. Focused strategic planning is planning with the end in mind.

Through a two-day retreat process, the Board of Commissioners identified and prioritized issues, conducted county leadership input sessions, and drafted the plan document around the following five priority areas:

*Public Services*  
*Quality of Life/Community Sustainability*  
*Future Facility Needs*  
*Financial Sustainability*  
*Internal Services*

Within those five priority areas are over 25 action items, both short-term and mid-term items, which will begin implementation immediately.

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## **Action Items by Category**

### *Public Services*

1. Increase citizen engagement through enhanced outreach efforts
  - Review and make recommendation for position dedicated to community awareness and public engagement (180)
2. Study and recommendation of Inmate Services (90)
3. Review and recommendation for Potato Creek Lift Station (90)
4. Well 102 (Thurston) rehabilitation project (365)
5. Status Report on Volunteer Fire Services (90)
6. Review and recommend efficiencies for accounts payable services (90)
7. Review of solid waste collection contract (180)
8. Service Delivery Strategy Update (180)
9. Engineering firm selection (90)
10. Review and update of Upson County Sign Ordinance (180)

### *Quality of Life/Community Sustainability*

11. Develop Sprewell Bluff Park strategic vision and master plan (365)
12. Review land use ordinances to help attract workforce and tax base.  
Reviews to include:
  - Placement of solar farms (365)
  - Permitting of "tiny" homes (365)
  - Residential Animals (365)
  - Noise (365)
  - Overlay/gateway districts (730)
13. Community Heart & Soul transition planning (730)

### *Future Facility Needs*

14. Develop a short-term facility utilization Plan (90)
15. Lincoln Park master plan concept (90)
16. Finalize project details for historic courthouse roofing project (90)
17. Approved concept and plan for judicial facility construction (180)
18. Finalize master plan for Andrews Chapel School (365)

### *Financial Sustainability*

19. TSPLOST (to include bond issuance study and project planning (180)
20. Pursue a Probate Court technology fee through local legislation (120)
21. Final review and approval of the *Upson County Policy on Fund Balance* (90)
22. Identify and make recommendations for the process of liquidating surplus real property (365)
23. Consolidate solid waste billing with annual property tax billing process (730)

### *Internal Services*

24. Review and make recommendation for the reorganization of Administration, Finance and Utility Billing (365)
25. Develop and implement countywide cyber security strategy (365)
26. Maintain an excellent and sustainable Upson County workforce
  - Review and make recommendations for future employees retirement plan (90)
  - Implement personnel performance management plan (90)