



OUR VALUE PROPOSITION

What You Get as a Taxpayer and a Stakeholder in our Community

Leon County Government leverages partnerships, embraces efficiency and innovation, and demands performance to the benefit of our taxpayers. We actively engage our citizens, not only as taxpayers, but as stakeholders and co-creators of our community – providing meaningful opportunities to capitalize on their talents in making important decisions and shaping our community for future generations.

HOW LEON COUNTY LEADS

Leon LEADS was instituted throughout Leon County Government over the course of Fiscal Year 2012. This approach resulted in the alignment of the Leon County Board of County Commissioners' Vision for the Leon County community, with Strategic Priorities that advance the County toward that Vision, and the County's optimized resources. As reflected in the graphic on the next page, Leon LEADS is a continuous process by which Leon County Government looks inward to strengthen what works and abandon what does not; looks outward to receive feedback from citizens and leverage partnerships; and adjusts as conditions change.

LEON LEADS

The first step, of what is now an ongoing process, was taken in December of 2011 when the Board identified its Vision Statement composed of four Strategic Priorities that support and advance that Vision, and organizational Values which form the basis for Leon County Government's "People Focused, Performance Driven" culture. The Board's Strategic Priorities are: Economy, Environment, Quality of Life and Governance.

To start, Leon County strategic planning teams conducted LEADS



Leadership Team Meeting

Review meetings in early 2012. Each LEADS Review meeting was a facilitated process, during which participants conducted a SWOT Analysis, identifying Strengths, Weaknesses, Opportunities and Threats, and responded to targeted, open-ended questions to identify opportunities for improvement. Each team then prepared a report, identifying workplace improvements and Strategic Initiatives, each of which supports and advances one or more of the Board's four Strategic Priorities.



Leadership Team Recognition

Staff then drafted their work areas' Strategic Plans, which identify the work area's Mission, Strategic Initiatives for which it has lead responsibility, and planned workplace improvements. The work areas' Strategic Plans, which set the broad course of action for the same two-year period as the Board's Strategic Plan, were approved by the Board in 2012.

This year, Cross Departmental Action Teams realized further improvements and cost savings from earlier LEADS Review meetings. The County consolidated driveway inspection duties, which will lead to a position reduction in FY 2016. Further consolidation efforts in the Office of Intervention and Detention Alternatives resulted in the colocation of operations, which further streamlined County functions. Also, due to the efficiency gains, the efforts resulted in the deletion of two more positions.

The Leon LEADS process enables Leon County to continue to be a model 21st century county government that is in a constant state of becoming the highest performing organization by conveying greater relevance and delivering more value in the many ways county government touches citizens.

- L**istens for Changing Needs
- E**ngages Citizens and Employees
- A**ligns Key Strategic Processes
- D**elivers Results & Relevance
- S**trives for Continuous Improvement



I² AWARD: THE INNOVATOR & INSPIRATOR AWARD

Leon County is an organization that rewards its employees for innovative ideas, teamwork, strategic processes, efficiency and the ability to achieve positive results. Employee ideas are an integral part of innovation and inspiration. Leon County is committed not only to its citizens, but is equally committed to its employees as a part of its “People Focused, Performance Driven” culture.

The I² (Innovator/Inspirator) Award conveys the value Leon County Government places on employee-led improvements that result in increased efficiencies or that enhance and support the delivery of county services, which significantly contribute to reinforcing Leon County’s relevance in the community and our Core Practices in the workplace. Examples of such improvements include the following:

- The Department of Development Support and Environmental Management (DSEM) developed a cost savings program that saves Leon County residents a total of \$93,000 annually. Residents in unincorporated Leon County are required to have flood insurance. Upon their policy renewal, they are now eligible to receive a discount. Through Leon County’s work with the Federal Emergency Management Agency (FEMA), the voluntary program called the Community Rating System (CRS) makes the cost savings possible.
- The Solid Waste Management Division’s Waste Stream Tire Elimination program was recognized for maintaining the quality, quantity and timeliness of its service at a measurably reduced cost. The program identified that tires were inefficiently being processed in Leon County’s waste stream. By removing the tires before taking the waste to Waste Management, the County achieved significant savings.
- The Library, Management Information Services and Community and Media Relations came together to create the new LeRoy Collins Leon County Public Library Website and Facebook page. The program has increased web access and utilization, lead to increased use of the Library’s digital offerings as well as increased engagement on social media sites. In just a year and a half, the Library has gained more than 4,000 followers on Facebook because of the coordination and effort of the team.
- Leon County Public Works and the Planning Department collaborated to complete the Lafayette Street Gateway. The project improved pedestrian flow, accommodated business activity, provided a gateway entry into Cascades Park and created an aesthetically appealing shopping district.

The I² Award is a chance for employees to be recognized, and also an opportunity to inspire others to continue reinforcing Leon County’s Core Practices in the workplace while raising the public’s awareness of Leon County’s value to the community.

