



A Framework for Alachua Excels

The following is a framework for Alachua Excels that will serve to guide us in our transformation efforts. As we grow and develop as an organization, this framework for change will evolve to meet our organizational needs and community challenges.

Leadership Ethic *"Creating Respect for People and Place"*

It is vitally important that in our daily actions as County employees we create a legacy of respect for the diversity of our citizens, co-workers and elected officials and enhance a sense of stewardship in our County's beautiful natural environment, unique communities and local heritage.

Transformation Strategy

- Empower employees and citizens.
- Implement technology that serves the organization.
- Improve systems of management and accountability.

Team-Based Management Approach *Together Everyone Accomplishes More*

In order to accomplish the transformation strategy a team-based management approach is essential. Our belief is that team-based efforts provide better decisions and recommendations, enhance ownership of processes by employees and reinforce a respect for the diversity and talents of the individuals making up our workforce, advisory boards and County Commission.

How can I help transform our organization?

- Participate in County conferences and training opportunities.
- Volunteer for a team in the County or your Department.
- Share your ideas on improving our operations.
- Promote the importance of what we do to your friends and neighbors.
- Continue your dedicated work and seek new opportunities for service.
- Embrace change in the organization to improve our operations.

"Caring People Providing Quality Service"

Commission Goals

Quality of Life: To enhance and preserve Alachua County's quality of life by integrating environmental, economic and social equity principles in county decisionmaking.

Partnerships: To increase confidence in County government by enhancing citizen participation and forging new partnerships with public and private organizations.

Excellence in County Government: To excel in all areas by focusing on performance, accountability and customer service.

ALACHUA COUNTY, FLORIDA

ALACHUA EXCELS

Mission Statement

It is the mission of Alachua County government to provide responsive, quality service to our citizens and to assure the sustainability of our County and its communities by balancing the concerns for economy, environment and social well being within all of our programs.

Vision Statement

Alachua County government is a value-driven organization dedicated to responsive, respectful and courteous customer service. Alachua County is viewed as an innovative and progressive leader in the provision of effective and efficient County services, recognizing the needs of its diverse community.

The County provides an environment that encourages mutual respect, open communication and sharing of ideas in the decision making process. This process includes partnerships with public and private organizations, neighborhoods and employees of Alachua County.

Alachua County government works with the community to effectively plan for growth, with the goal being to balance environmental, social and community development need.

Values Statement

- **Integrity:** We adhere to standards of ethical conduct.
- **Honesty:** We are truthful, fair and open with our fellow employees and the people we serve.
- **Respect:** We are responsive, compassionate and courteous in all our interactions.
- **Diversity:** We embrace the value and power of diversity in our community.
- **Innovation:** We are committed to the consideration and implementation of new ideas.
- **Accountability:** We are accountable for our behavior and the quality of work performed individually and in teams.
- **Communication:** We encourage open communication and the sharing of ideas to enhance the decision-making process.

Major Opportunities and Challenges Ahead in Fiscal Year 2011

- Continue road resurfacing and maintenance
- Plan for “Next Generation Public Safety Radio Communications System”
- Continue implementation of Alternatives to Incarceration
- Develop strategies for Florida’s 75% recycling by 2020
- Phase out CHOICES after revenue collection ends in 2011
- Implement water & energy conservation strategies to reduce future expenditures
- Develop Resource Recovery Park & Fairgrounds
- Implement & fund Multi-Modal Transportation Plan
- Improve long range fiscal planning and Capital Improvement Program



*Fiscal Year 2012 Opportunities and Challenges will be identified throughout the budget process and will be published after the FY2012 budget is adopted.