

1. Take care of retiree health care.
2. Come up with a health care retirement plan for new employees.
3. Reduce employee health care cost and use by supporting wellness programs and prudent use of benefits.
4. Find a way to bring benefit costs down to the national average.
5. Create an employee health care savings account.
6. Establish and fund a mechanism for retiree health care/retirement.
7. Reduce unfunded liability – retirees.
8. Contract need to be settled with minimal to zero increase. The best opportunity to control health care benefit costs are with future hires. Need to include and 80/20 share for all new hires in all contracts.
9. Reduce salary and fringes through attrition and reduce tax rate we assess on property owners.
10. Support and promote programs that provide jobs for our young.
11. Help our educational institutions to create a product that is easily assimilated into the workforce.
12. Create increased use of electronic storage of documents as well as using programs that allow for 24 hour a day use of Courthouse.
13. Look at imaging for offices.
14. Increase government transparency.
15. Save money by improving efficiency.
16. Increase resident use of services.
17. Implement an electronic “in”, “out”, “back at” board accessible by everybody on the county web site.
18. Provide those functions of county government in the most efficient, effective manner possible.
19. Promote consolidation of programs to eliminate duplication of services.
20. Look at shared services for Public Safety.
21. Investigate and purchase a government fund accounting software package.
22. Place funds in the budget and start research toward a modern fund and payroll software system. Create a projected date for implementation.
23. Push for and develop the use of teleconferencing in place of physical travel as much as possible.
24. Do employee evaluations to be carried out throughout all departments and signed yearly.
25. Obtain funds and cause the construction of seven towers needed to complete coverage of the County for 911 and all other emergency services.
26. Facilitate communication improvement – towers, cell phone, and internet.
27. Investigate and institute a drug court and mental health court.
28. Reintroduce a substance abuse program in the schools similar to DARE or the ALL Stars program.
29. Keep empty prison facilities at Kincheloe in mind for future law enforcement job opportunities.
30. Begin the implementation of the \$35,000 wage and benefit study.
31. Develop the use of old Sheriff, EUPTA, etc vehicles for travel by county employees.
32. Review and update all county policies. Seek out RFP’s for the proper air conditioning of the Courthouse.
33. Create a County Road Commissioner for each of the five County Commission Districts.
34. Reduce overhead facility usage. Sell courthouse Annex.
35. Change committee structure. Limit number of boards people sit on. Limit number of terms.

36. Review all ancillary boards, their responsibilities and their productivity. Eliminate or combine boards that have overlapping or are ineffective.
37. Better time keeping system. Need more accountability.
38. Create a system for notification of all department heads and elected officials of all meetings of all departments, authorities etc.
39. Stay focused on the job of County Government
40. The management, long and short term, of county finances is of utmost importance.
41. Pay close attention to budget so that we are prepared in the future.
42. Important that the commission members function professional as a board.