

Organizational Excellence



Guilford County provides the highest possible level of services by being a fiscally sound organization that values a high performing, professional, and innovative workforce.

Meet the needs of today's workforce by continuing to implement staff engagement strategies

- Continue employee biometric screening program and develop individual, departmental, and/or county-wide wellness plans based on results. (1.1.1)
- Offer creative and flexible benefit options that meet needs of employees and county. (1.1.1)
- Explore and implement telecommuting, flexible scheduling, and revised departmental operating hours as means to enhance citizen services and work-life balance for employees. (1.1.3)
- Develop and implement an employee service award program, an employee recognition program, and an employee appreciation event. (1.1.6)

Strive to be an "Employer of Choice" that attracts and retains competent and talented employees

- Offer competitive compensation and benefits, including a higher 2018 merit pool to recognize high performance. (1.2.3)

Promote fiscal responsibility, accountability, and stewardship

- Maintain AAA bond rating. (1.3.1)
- Develop sound short- and long-term operating budget and capital plans. (1.3.2)
- Establish departmental business plans. (1.3.3)

Provide leadership in community collaboration

- Establish paid internship program. (1.4.2)

Provide exceptional customer experience through transparent and accessible governance, coordinated county communications, and enhanced citizen education efforts

- Add a county communications officer position to coordinate internal and external communications. (1.5.2)
- Support county performance reporting and open data initiatives. (1.5.4)
- Provide a consistent citizen experience through an enhanced county brand. (1.5.6)

Healthy People



Guilford County provides the highest possible level of services by being a fiscally sound organization that values a high performing, professional, and innovative workforce.

Promote healthy behaviors and communities

- Develop a plan to expand and fund school medical services. (2.1.3)
- Develop a plan to address opiate and other substance abuse issues. (2.1.4)
- Address primary health issues identified in the 2016 Community Health Assessment. (2.1.8)

Support a system of quality mental health care

- Work with Sandhills to improve awareness and access to behavioral health services. (2.2.1)
- Establish more collaborative working relationship with Sandhills, county departments, and Guilford County Schools on mental health needs and issues. (2.2.2)

Protect our community's most vulnerable residents

- Develop strategies to reduce the number of children in foster care. (2.3.4)
- Increase outreach to veterans regarding services and benefits and establish a veterans advisory council. (2.3.5)

Support resident self-sufficiency

- Ensure timely and accurate processing of Medicaid eligibility. (2.4.1 a)
- Ensure timely and accurate processing of Food & Nutrition Services applications. (2.4.1 b)

Public Safety



Guilford County maintains safe and secure communities through strategically coordinated and professional public safety services.

Provide effective emergency response to public safety incidents

- Renovate Law Enforcement Center. (3.1.3 a-1)
- Implement rural fire study recommendations. (3.1.3 c-1)
- Develop and build Animal Services facility replacement. (3.1.3 d-1)
- Develop comprehensive service and strategic plan for Animal Services. (3.1.3 d-2)

Provide effective adult and youth detention services

- Plan for feasibility of expanded juvenile detention facility due to potential change in law. (3.2.1 a)
- Address physical and behavioral health needs of inmates including Stepping Up to address number of inmates with mental health issues. (3.2.2, 3.2.2. a)
- Support re-entry and offender accountability programs. (3.2.3)

Develop strategies to improve hiring and retention of public safety work force

Promote prevention, readiness, and resiliency

- Evaluate feasibility of establishing a Family Justice Center in High Point. (3.4.6)

Increase security at human services and other county facilities

Economic Development



Guilford County encourages economic development by working with all stakeholders to create quality jobs, and expand and diversify the local and regional economy.

Grows local jobs

- Improve planning and permitting processes for businesses. (4.1.1)
- Support Guilford County Economic Development Alliance (GCEDA). (4.1.2)

Expand and diversify local and regional economies

- Support the Greensboro-Randolph Megasite. (4.3.1 a)
- Support Piedmont Triad International Airport Development. (4.3.1 b)
- Support downtown site development. (4.3.2)

Education



Guilford County partners with local schools to develop a system that produces graduates with high academic achievement and skill levels to compete successfully in the job market.

Ensure adequate funding of public education

- Establish a joint County/School capital facilities planning committee.
- Conduct jointly-funded school capital needs assessment. (5.1.2 a)
- Develop 10-year school capital funding model. (5.1.2 b)
- Explore coordination of capital plans with Guilford Technical Community College. (5.1.2 c)

Work with SAY YES Guilford to create a successful program

Recreation & Culture



Guilford County enhances the quality of life in the community by supporting leisure, physical activities, and cultural opportunities.

Provide planned space for mixed-use active recreation spaces

- County/School shared use of parks and sports fields. (6.1.2 a)
- Development of Bryan Park (soccer, cross country, equestrian, lacrosse). (6.1.2 b)
- Repurposing of the County Farm (equestrian). (6.1.2 c)

Infrastructure



Guilford County provides safe and adequate public facilities that support the service, access, and technological needs of the public while optimizing the utilization of all properties.

Plan for the County's future

- Work with the towns of Oak Ridge, Stokesdale, and Summerfield to determine feasibility of a regional water/sewer system in northwest Guilford County, as well as municipalities in other areas as needed. (7.1.1)
- Support development of county-wide gigabit broadband access. (7.1.2)

Finalize plan for optimization of county buildings and space