

# Strategic Action Plan

## Progress Tracker - March 1, 2025



## Goals

-  **Working as Team Essex County**
-  **Growing as Leaders in Public Service Excellence**
-  **Building a Regional Powerhouse**

# Overview



- Essex County Council approved the County's first-ever Strategic Plan in December 2023.
- The Plan includes three strategic goals, ten strategic directions, and 25 strategic initiatives intended to guide Council and staff from 2024 to 2027 and beyond.
- An Implementation Roadmap has been established by Administration with support from StrategyCorp Inc.
- The Implementation Roadmap provides clear direction, accountability and realistic timelines.

# Vision, Mission & Values



## MISSION

Through meaningful partnerships, strong advocacy, and informed decision-making we deliver fair and valuable regional programs and services for our communities.

## VISION

The County of Essex strives to be a regional champion and trusted partner in delivering services for the success of our local communities and residents.

## VALUES

Accountability • Inclusion • Teamwork • Equity • Champion • Service Excellence

# Strategic Goals



**Goal 1: Working as Team Essex County**

**Working as Team Essex County:** The County will empower staff and be an essential team player in driving shared priorities with Local Municipal Partners



**Goal 2: Growing as Leaders in Public Service Excellence**

**Growing as Leaders in Public Service Excellence:** The County will be a recognized leader in regional governance and a trusted provider of quality public services



**Goal 3: Building a Regional Powerhouse**

**Building a Regional Powerhouse:** The County will help create the conditions to make the region a powerhouse in public and private investment attraction



# Goal 1: Working as Team Essex County



## Directions

1. Scaling Sustainable Services through Innovation
2. Focusing “Team Essex County” for Results
3. Advocating for Essex County’s Fair Share

## 2024 Accomplishments

- ✓ EWEMS Master Plan Update
- ✓ ECL Strategic Plan
- ✓ Integration of Strategic Plan into budgeting and reporting
- ✓ Engagement with municipal peers, agency partners, provincial and federal government
- ✓ Advocacy work at the local, regional, provincial and federal levels relating to healthcare, housing, infrastructure and emergency response
- ✓ Strengthening Council and Staff relations through one on one meetings and open communication







## Goal 2: Growing as Leaders in Public Service Excellence



### Directions

- 4. Being an Employer with Impact
- 5. A Government Working for the People
- 6. Promoting Transparency and Awareness



### 2024 Accomplishments

- ✓ Market compensation studies and collective bargaining to address wage competitiveness
- ✓ Review and update the County's procurement policy
- ✓ Host the inaugural Accessibility Fest-for-All to promote inclusive opportunities and recognize accessibility efforts
- ✓ Expand opportunities for team members to interact, be recognized and build cross-departmental relationships
- ✓ Improve transparency and accessibility by updating meeting procedures and policy modernization



## Goal 3: Building a Regional Powerhouse



### Directions

- 7. Providing Reliable Infrastructure for Partners
- 8. Supporting Dynamic and Thriving Communities Across the County
- 9. Harmonizing Action for Growth
- 10. Advancing Truth and Reconciliation



### 2024 Accomplishments

- ✓ Develop Long-Term Capital Expansion Program
- ✓ Formalize Reserve & Reserve Fund Policy
- ✓ Official Plan Update
- ✓ Initiation of a Development Charges Background Study
- ✓ Advance Truth and Reconciliation
- ✓ Strengthen relationships with First Nations

# Looking Ahead to 2025



## 1. Working as Team Essex County

- Complete HRIS Implementation
- Propose an Advocacy Strategy for Council
- LMP Discussions on Shared Services and Funding Models

## 2. Growing as Leaders in Public Service Excellence

- Formalize regular (biennial) Employee Engagement and Satisfaction Survey
- Develop a Recruitment Strategy
- Address employee wellness and attendance issues

## 3. Building a Regional Powerhouse

- Complete Regional Affordable Housing Strategy
- Complete DC Background Study/Bylaw
- Develop a Truth & Reconciliation / DEI Action Plan





# Strategic Action Plan



**To Learn More Visit**  
[Countyofessex.ca](http://Countyofessex.ca)



# Questions



## Thank you

For further information

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