

POTENTIAL RECOMMENDATIONS
DRAFT SUMMARY - August mtg.

		Administrative Change	Legislative Change	Why?
1	Oversight of Strategic Plan, creation of Internal Auditor position, and recommendation of a budget (tied to Strategic Plan) to County Council	Yes	Yes	Commissioners oversee 1/3 of county personnel and budget. They do not have the authority to enforce planning or coordination among the rest of the organization. Effectiveness depends on personalities and goodwill, with varying levels of service standards across county units. Even if Council were to request more stringent Strategic Planning as part of the budget process, there is no staff support to ensure planning is effective. Councilmembers are part-time positions and do not have the time coordinate in addition to the budget process. An Internal Auditor would bring a systematic approach to evaluation and continuous improvement of governance processes.
2	Enhance accountability standards for executive (Commission) and legislative officers (Commission and Council).	Yes	No	Commissioners are full-time positions in Allen County, Councilmen are part-time positions. Elected representatives must meet the Constitutional requirements of their held position; however, there no standards for hours worked or participation in specific activities.
3	Coordinate employee performance review standards.	Yes	Unsure	Some county units utilize county Human Resources services, while others do not. Even if units have their own performance reviews, rather than using those from Human Resources, a coordinated 10,000 foot view across the entire organization is impossible to glean.
4	Consider linking employee performance reviews with merit pay.	Yes	No	Eighty-percent of costs in Allen County government are associated with personnel. Challenges arise with unique circumstances (e.g. judicial performance) and consistency (e.g. a certain percent of the annual budget must be earmarked to carry out).
5	Collect burdensome and seemingly unnecessary statutory requirements from each Department, via an Internal Auditor position, and consider appeal to State Legislature.	Yes	Yes	State statute mandates the existence of departments and/or how they operate. A comprehensive review (possibly as part of the Strategic Planning process) would illuminate which areas have a high level of burdensome requirements, which could then be examined for appeal to the Legislature.