

What's behind the fence?

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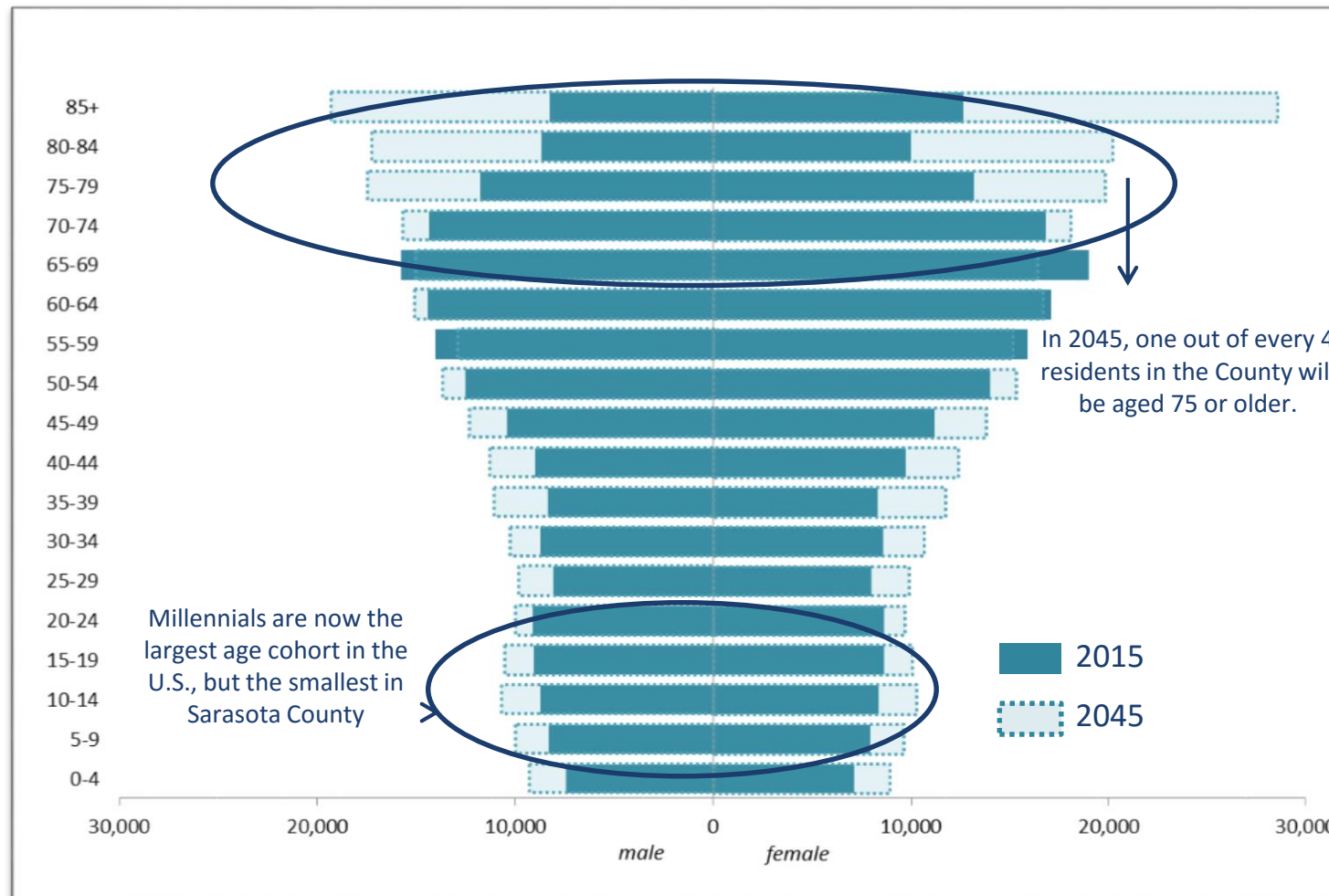
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Sarasota County population pyramid



Sarasota County at a glance...

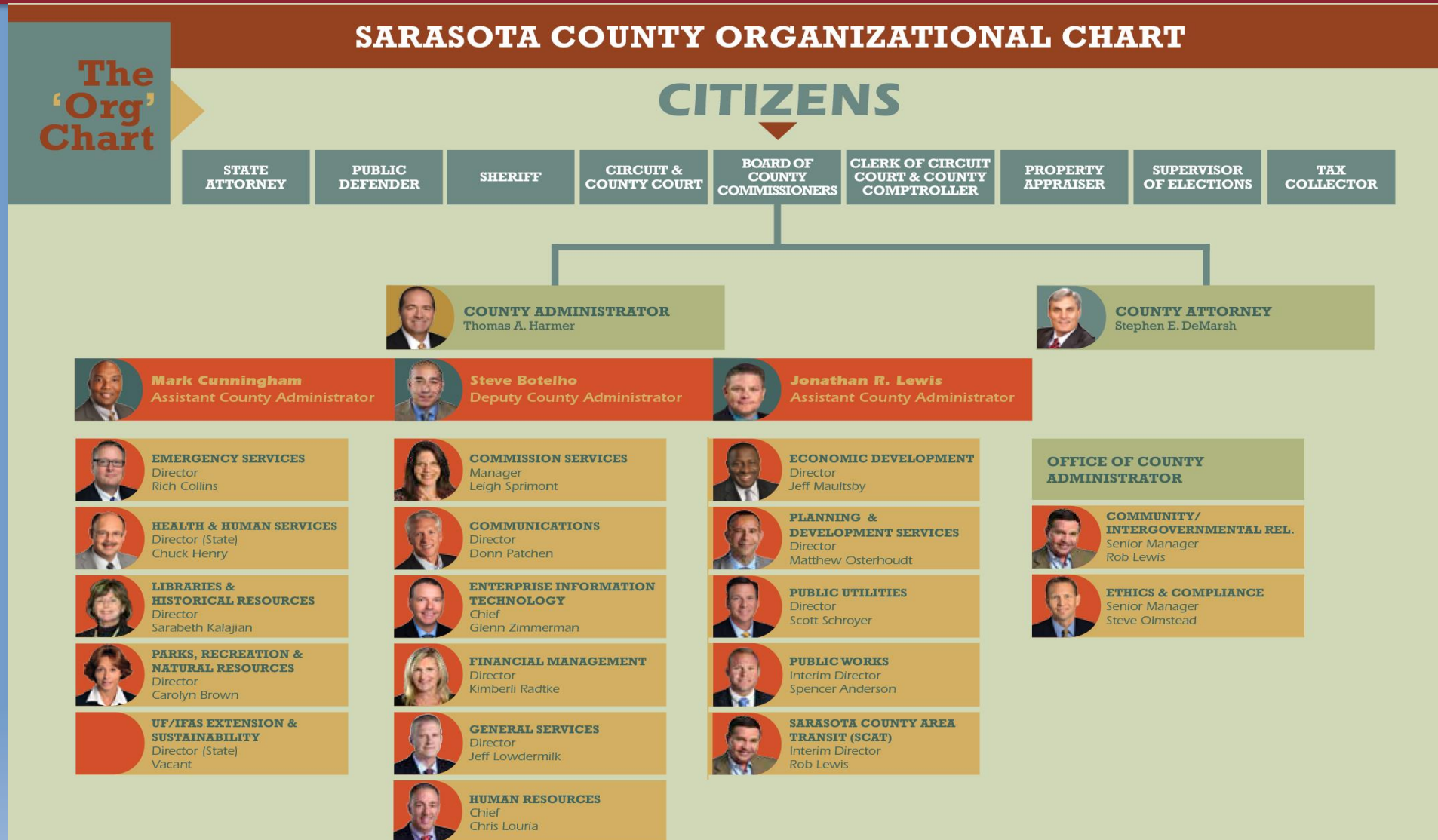
- 412,569 Total resident population
- 55.5 Median age
- \$51,766 Median household income
- 92.4% High school graduate or higher
- \$181,400 Media housing value

Source: www.census.gov

Sarasota County Employees

- Total FTEs: 2,289
- Average age: 47.6
- Average years of service: 9.78
- Average annual turnover rate 11.4%
- Number of employees eligible for retirement within the next three years: 21.8%

Managing up and reaching down



Interruptions and fences...

In the beginning...

A view of Earth from space, showing the curvature of the planet and the atmosphere. A bright sun is visible on the left side, creating a lens flare effect over the horizon. The sky is dark, and the Earth's surface is illuminated by the sun.

I don't know if I'm allowed to talk to you.

EIG 1.0



EIG – What is it?

- Informal
- Awareness and networking
- Senior management time with employees
- Employee time with senior management
- Not a working group

Membership

- Voluntary
- Invited
- Reputation
- Attitude
- Interest
- Inclusive



Typical initial meetings

- Quarterly
- 30-plus participants
- Agendas
 - Icebreakers
 - County Administrator update
 - Roundtable discussions on county priorities, SWOT, best practices, etc.

What's behind that fence?





What's the solution?



HELLO
my name is

CONSULTANT

PIT teams



Why?

- Areas that need attention
- Departments may be lacking the resources
- May be other competing priorities
- Have expertise
- Opportunity for professional development and scope stretch

A typical team and process

- From any internal source
- Sanctioned by Administration
- Multidepartment and multidiscipline team
- Project charter signed off
 - Defines how to measure success
 - Process map
 - Best practice research
 - Benchmarking (comparable peers)
 - Recommendations (short- and long-term)
 - Review steps and final draft review

Outcome - Disposal of surplus vehicles



Reduced the time to dispose of surplus vehicles from eight months to four to six weeks.

PIT #2 Standards for development and review

Developed 36 recommendations for improving the development review environment.



PIT #3 Time allocation for Real Estate Services

Created a methodology to track billable hours for Real Estate Services.



PIT #4 Standardize protocols for security cameras

Documented an inventory of cameras as well as established enterprise-wide policy for equipment.



The future of EIG



EIG 2.0

- PIT team influencers
- Sourcing for future PTS (most are members of EIG)
- Turnover and sourcing of new members
- Integration of PIT concepts into departmental operations
- Current agendas
 - County Administrator update
 - Senior manager deep dive
 - Training component
 - Access to programs and webinars



Sarasota County

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