

# LEADERSHIP GUIDE

## FY 2024

### **Mission:**

The mission of Amherst County's Government is to nurture a vibrant and healthy community through transparent and fiscally responsible leadership and quality public services.

### **Vision:**

Amherst County will be the community of choice for people to live, work, play, and learn. It will be known for its safety, neighborly atmosphere, connectedness, its business, education, recreational opportunities and passion for its natural beauty.

### **Values:**

- The beauty of our natural environment.
- A safe, secure, and healthy community.
- Neighborly atmosphere.
- Business, educational, and recreational opportunities
- Connectedness.
- Transparent, responsive, and participatory government, respectful of the constitution.
- Fiscal responsibility.
- Efficient and effective public services.

### **Goals and Objectives:**

**Goal:** Increase citizen satisfaction with their government

Objective 1 – Increase transparency of government operations and decisions

Objective 2 – Increase citizen information and engagement with local government

Objective 3 – Increase output to media

**Goal:** Promote and support high quality core services

Objective 1 – Increase community safety

Objective 2 – Support high quality education/CTE

Objective 3 – Protect and maintain county assets

Objective 4 – Increase recreational opportunities

Objective 5 – Maintain an efficient waste management system

Goal: Grow and diversify our economy

Objective 1 – Encourage & support new business startups

Objective 2 – Attract new, outside businesses to locate here

Objective 3 – Encourage expansion of current businesses

Objective 4 – Promote and support economic development policies and practices

Objective 5 – Increase tourism and appropriate mix of amenities

Objective 6 – Increase residential growth in designated growth areas

*Objective 7 – Strategic expansion of water and sewer to underserved designated growth areas.*

*Objective 8 – Encourage the expansion of broadband.*

Goal: Be the employer of choice for the region

Objective 1 - Develop and maintain a competitive pay and classification system that will attract and retain a quality workforce

Objective 2 - Create a continuous learning environment that promotes employee engagement, career development and advancement

Objective 3 - Utilize technology systems to further departmental goals, improve productivity and provide better service to County employees

**Two year objectives:**

- Madison Heights Master Plan Improvements.
- Broadband available across the entire county.
- Financing the River Road sewer project.
- Recreation and Parks Master Plan.
- Amherst/Nelson Ag. Complex.

**FY24 Budget Priorities:**

- Upgrade and expand water/sewer infrastructure in developable areas.
- Monelison fire engine.