



*Office of the*  
**INDIAN RIVER COUNTY  
ADMINISTRATOR**

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John A. Titkanich, Jr., County Administrator  
Michael C. Zito, Deputy County Administrator

**MEMORANDUM**

**TO:** Members of the Board of County Commissioners

**FROM:** John A. Titkanich, Jr., County Administrator

**DATE:** February 12, 2024

**SUBJECT:** 2023 Goal Setting Final Report

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**Background & Discussion**

During the 4<sup>th</sup> quarter of 2023 the Board of County Commissioners, the Senior Leadership team, and employees participated in a goal setting process designed to help clarify the mission, values, and goals of the organization. This exercise, led by the consulting team of Dr. Richard Levey and Dr. Joseph Saviak, was intended to unify the organization in support of the identified goals, leading to optimization of our organizational performance and efficient allocation of limited resources as well as guide the budget process for the 2024-2025 fiscal year.

The comprehensive goal setting process included community and organizational research, individual interviews with the Board of County Commissioners, senior staff and department directors, an all-employee electronic survey, and a workshop for senior leadership staff to receive feedback from the Board of County Commissioners.

The results of this process are captured in the attachment entitled, Indian River County 2023 Goal Setting Process & Workshop Final Report.

As discussed at the workshop, staff will further develop the mission and values based on the feedback received and will bring them back to the Board of County Commissioners. Additionally, staff is evaluating the subsequent phases and tasks to fully develop a 3-5 year Strategic Plan.

**Staff Recommendation**

Staff recommends that the Indian River County Board of County Commissioners accept the Final Report and its findings as guidance for development of the approaching fiscal year budget.

**Attachment:**

Indian River County 2023 Goal Setting Process & Workshop Final Report.