

2024 Business Plan Presentation

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Gwinnett




2022 – 2023 YTD Recap

Accomplishments

- Operational Performance Assessment Phase 1
- Expansion of employee referral program
- Launch of senior-level development program pilot

Challenges

- Evolving labor market
 - Capacity planning and management
 - Organizational size and complexity
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External Influences

- Economic conditions
- Community expectations
- Regional partners and neighboring municipalities
- State and Federal Government
- Sociopolitical climate

Notable Metrics/Trends

- Roughly 1 out of every 5 employees responded to the operational performance assessment survey
- More than 27% of employees are eligible to retire within 5 years
- Thirty-seven percent of Gwinnett's residents speak a language other than English in their household



GWINNETT COUNTY POLICE



Identified Constraints & Opportunities

- Dated formal and informal policies and institutionalized business practices
- Capacity and expertise in high-impact areas
- Organizational coherence across range of operations
- Evolving community needs and expectations

Operational Decisions

- Enhanced focus on operational and financial planning in departments
- Creation of a new County Administration organizational structure
- Operational Performance Assessment implementation phase







County Objectives

- People-centered growth
- Cohesive County operations
- Proactive people strategy
- Modern Gwinnett Standard for management and leadership



Looking Ahead

- Increasing demand for services
- Rapid organizational change
- Continuous improvement



“A JOURNEY
of a THOUSAND MILES
BEGINS with a SINGLE STEP

Total Budget

Total CA's Office Budget	\$10,488,488
Total Elections Budget	\$23,309,478