



STATE OF THE VILLAGE MEETING
JULY 2013



STATE OF THE VILLAGE MEETING


Purpose

- Reinforce our Vision, Mission, and Values
- Communicate strategic direction and initiatives
- Provide an opportunity for interaction and feedback



STATE OF THE VILLAGE MEETING

Vision, Mission, and Values

 <p>VALUES</p> <p>Competent Courteous Professional Responsive</p>	<p>VISION</p> <hr/> <p>The Village of Pinehurst is a charming, vibrant community which reflects our rich history and traditions, enhanced by a unique combination of cultural arts and recreational activities.</p> <p>MISSION</p> <hr/> <p>Preserve and enhance the community's character and ambience by guiding growth, managing change, and providing services in a financially responsible manner.</p>
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New Employee	Department
Lauren Craig	Administration
Melissa Holt	Administration
Jamie Reed	Administration
Eda Sherman	Administration
Ryan Leach	Buildings & Grounds
Danaka Bunch	Fair Barn
Orval Day	Fair Barn
John Hill	Harness Track
Kevin Patterson	Harness Track
Chad Hall	Planning
Scott Wilson	Police
Gerald Brown	Solid Waste
Mack Cassidy	Streets & Grounds



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Awards and Recognition

Award	Department
Cardio-Pulmonary Resuscitation Saves Recognition	Fire
Certificate of Financial Achievement	Financial Services
2013 International Police Vehicle Design Contest Winner	Police
Tree City USA	Planning



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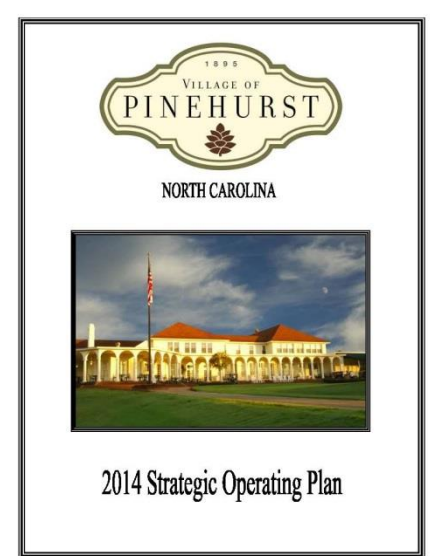
Strategic Operating Plan

Strategic Objectives on
BSC

Areas of Focus

Initiatives to improve BSC
performance

Prioritize spending





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Council's Four (4) ST Areas of Focus for FY 2014

Promote Economic
Opportunity
(Hole #3)

Provide Safe Traffic &
Pedestrian Mobility
(Hole #4)

Provide Recreational &
Cultural Opportunities
(Hole #6)

Recruit & Retain a Skilled
& Diverse Workforce
(Hole #14)



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ST Areas of Focus

– **Promote Economic Opportunity:**

- Online resources for businesses
- Provide public restrooms

– **Provide Safe Traffic & Pedestrian Mobility:**

- Install gateway and wayfinding signage
- Develop an alternative transportation master plan
- Evaluate street lighting needs



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ST Areas of Focus

- **Provide a Variety of Recreational & Cultural Opportunities:**
 - Enhance the quality of athletic fields
 - Secure dedicated indoor space
 - Support the Given Memorial Library expansion
- **Recruit & Retain a Skilled & Diverse Workforce:**
 - Perform a formal compensation study
 - Develop a Village-wide employee recognition program



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2014 US Open Championships

- Art Fore Golf
- Golf programming from the Village (Golf Channel and Sports Illustrated)
- Special events



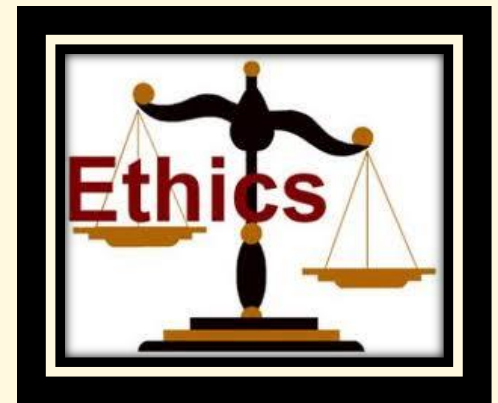


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Legal and Ethical Behavior

– NEW Ethics Policy:

- Applies to ALL employees and appointed volunteers
- Promotes and demands the highest standards of ethics to ensure public trust and confidence





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Legal and Ethical Behavior

– NEW Ethics Policy:

- Areas covered include:
 1. Conflicts of Interest (Gifts, gratuities, & rebates)
 2. Misuse of Public Assets
 3. Confidential Information
 4. Harassment
- Identifies how to report possible violations and the investigation procedure
- Employees are required to acknowledge and agree to comply annually



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2014 Budget and CIP

- Net Budget of \$17,562,875; down 2%
- Maintains tax rate of \$0.28 per \$100 valuation
- Fund balance projected to increase by \$300,000 to 37%
- Funds merit pay increases of up to 2%



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2014 Budget

- Total capital of \$2,332,000; down 27%
- Significant capital outlays include:
 - Gateway & way-finding signage
 - Storm drainage projects
 - Automated solid waste vehicle
 - Arboretum parking lot
 - Fire engine
 - Street sweeper





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Capital Improvement Plan

- Carriage House Parking Facility is only major capital project
- Delayed until FY 2016





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Employee Academy

- Up to 10 employees are selected
- Applications are due August 12th – Sign up on the Intranet
- 9 months (September – June) – visit a Village department each month



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Performance Management

- Automating ALL performance reviews using an evaluation software (emPerform)
- September 18th , 19th, and 20th – mandatory training class (Bring your current goals with you)
- Begin tracking performance in the software effective October 2013



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Performance Management

- Transitioning ALL employees to a single performance review period (July 1st – June 30th)
 - Reviews will be conducted in July and August, with raises effective in October
 - Prorated raises will be effective in October 2013 to ensure employees don't go longer than a year without a raise in 1st year of implementation



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Performance Management

Enter FY 2013-2014
goals in emPerform by
Sept 30th



September
2013

October
2013

End of the
performance
review period



June
2014

Effective date of
raise



October
2014

Begin tracking performance
for FY 2013-2014 AND
prorated raises effective
based on last review date

Begin Annual
performance review for
FY 2013-2014



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Compensation Study

- The MAPS Group is conducting a Village-wide pay and classification study
- Study will include:
 - Evaluating all regular positions to determine proper position classification and salary for each employee
 - Conducting a comprehensive salary survey to make sure the Village's salaries and benefits are competitive;
 - Updating all position descriptions; and
 - Reviewing/updating our current pay plans.
- Employee meetings held on August 6th and 7th



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Employee Handbook/Safety Manual

- Policy Committee approved employee handbook updates
- Safety Committee drafted a NEW Safety Manual
- ALL employees must sign an acknowledgement and agreement to comply



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Questions and Feedback

Thank you for your attention today!