

**SPACE COAST TPO
STRATEGIC PLAN
SUMMARY**



September, 2011

WHY A STRATEGIC PLAN?

- Chairman Schultz requested staff develop a SP to chart a course for the TPO
- SP gives TPO activities direction, structure, mutual understanding
- No SP previously
- Semi-independent status means new opportunities
- New staff members bring new capabilities

INPUT SOURCES

1. Staff suggestions
2. Board member comments
3. Legacy programs (safety ed., traffic counts)
4. Emerging issues (livability, economic benefit)
5. Imposed limitations (laws, regs, budget, staffing)
6. Institutional preferences (TPO procedures, 'customs')

INPUT SOURCES cont.

7. Local needs and opportunities
8. Other TPO/MPO examples
9. Shared core values:

- Collaboration
- Leadership
- Trust
- Innovation
- Service
- Community
- Rewarding

VISION: What we strive to become

To become the benchmark planning forum trusted for its integrity and inclusiveness in developing and implementing transportation projects and programs that enrich Brevard County.

Key words:

Benchmark, forum, trust, integrity, inclusive, implement, projects, enrich

MISSION: What we do

Develop and foster realization of regional multi-modal transportation projects that improve the quality of life for Brevard residents, businesses and visitors.

Key words:

Foster, realize, regional, multi-modal, projects, improve quality of life for multiple users

GOALS, STRATEGY AND OBJECTIVES: How we implement the Mission

Themes:

- Try innovative approaches, programs, relationships
- Focus on project implementation, not planning for planning's sake
- Maximize the performance, efficiency of the existing multi-modal transportation system
- Enhance communications, collaboration, community engagement
- Build on what we do best – safety, space, publ. inv.

GOALS, STRATEGY AND OBJECTIVES: How we implement the Mission

Themes:

- Incorporate livability and economic benefit into planning and programming
- Insure TPO is properly managed and fiscally accountable
- Maintain 'Happy Boards' with relevant, productive, enjoyable meetings
- Maintain 'Happy Staff' with challenging, rewarding work in enjoyable environment

PERSONNEL STUDY: Need

- Staff job descriptions, work assignments and compensation are out of sync
- Is TPO competitive in the Central FL labor market for the specialized staffing it needs?
- Legacy performance evaluation system is generalized, not tailored to TPO requirements
- Possible legal issues from FLSA and ADA non-compliance

PERSONNEL STUDY

- TPO has authority to develop a customized personnel program separate from the legacy BoCC plan
- Professional, unbiased analysis at reasonable cost would be best
- Cody & Asso. is nationally recognized personnel mgmt consultant with Cocoa Beach office
- Study will address needs – classification, compensation, performance evaluation
- Completed Volusia TPO study in Feb. BC Sheriff study underway.

PERSONNEL STUDY, cont.

- Cost is \$6000 (low due to available information, proximity)
- Proposal accepted in mid-August under Executive Director's personnel mgmt responsibilities after consultation with Chairman, Atty.
- Exec. Cmt. desires to hear recommendations in October
- Future TPO consideration following Exec. Cmt. review

STRATEGIC PLAN: To Do

- BOARD COMMENTS -- Condense, clarify, add, delete SP elements
- Bring back in November for consideration
- Assign staff responsibilities, develop measures of effectiveness
- Reference applicable G/O/S on all future agenda items
- Tie into development of next year's Unified Planning Work Program