



Annual Work Plan

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Leaders in Peoria County Government commit ourselves to our Personal Strategic Plan. Application of my Personal Strategic Plan and the County Board's strategic plan is my Annual Work and Performance Plan. Each Key Initiative below is tied back to one or more Strategic Goals found in my Personal Strategic Plan.

Strategic Goal:

Which goal in your Personal Strategic Plan does this Key Initiative link back to.

Description:

This is a summary of the Key Initiative.

Rationale:

This answers the "Why" question. Why is it a priority for me and for Peoria County Government.

Operational Plan:

These are short-term focused and action-oriented objectives that support the Key Initiative.

Programming & Service Delivery Application:

These are tactical actions derived from the Operational Plan. They are short-term and focused. These come in the form of Timelines and Milestones.

Outcome Measures:

A key component of a SMART goal is its measurability. They help define achievement or failure of the Key Initiative.

Key Initiative # 1:

Strategic Goal:	All 3
Description:	Complete 2023 revaluation on time and with the utmost transparency and fairness to the citizens of Peoria County
Rationale:	All residents require fairness and ethics in the assessment process as required by statute
Operational Plan	Provide needed assistance to local township assessors Use website to relay activities to the public Keep abreast of market activities and relay statutory requirements to County Board
Timeline:	2023-2024
Milestones:	Complete assessments by end of August
Outcomes / Measures:	Statutory guideline of being within 33.33% of market values with improving assessment equity using statistical measures.

Key Initiative #2:

Strategic Goal:	Helping Others
Description:	Office reorganization
Rationale:	Around 1/3 of staff will be leaving within next year
Operational Plan	<ol style="list-style-type: none">1. Hire and train new employee2. Promote from within to maintain employee morale3. Continue to maintain culture of excellent customer service
Timeline:	2022-2023
Milestones:	<ul style="list-style-type: none">• Hire Appraiser position• Hire Deputy Assessor position• Hire Chief Deputy Assessor
Outcomes / Measures:	<ul style="list-style-type: none">• Have new hires by mid-2023• Maintain positive customer response

Key Initiative #3:

Strategic Goal:	Fairness
Description:	Improve commercial property information gathering
Rationale:	Commercial properties are most difficult to value and requires tenuous work on gathering data.
Operational Plan	<ol style="list-style-type: none">1. Enter data monthly to keep on top of value2. Send information periodically to township assessors and Board of Review3. Assist preparation for hearings
Timeline:	<ul style="list-style-type: none">• Ongoing
Milestones:	<ul style="list-style-type: none">• March 2023-Have all commercial for 2020, 2021, and 2022 updated in Devnet system• April 2023-send final information to all assessors and Board of review
Outcomes / Measures:	<ul style="list-style-type: none">• Quicker turnaround time for local and state hearings• Commercial values more equitable, so some burden taken off residential property owners

Key Initiative #4:

Strategic Goal:	Helping Others
Description:	Community assistance
Rationale:	What can we do to assist the community at large
Operational Plan	<ol style="list-style-type: none">1. Identify areas outside assessment duties to improve community2. Keep in contact with organizations, or other levels of government to provide information
Timeline:	Ongoing
Milestones:	<ul style="list-style-type: none">• Each year look at ways assessment office can better the community• Provide needed information to other agencies to assist in this endeavor
Outcomes / Measures:	<ul style="list-style-type: none">• Assist area of need