

CARROLL COUNTY, IL

2026 OPERATIONAL PLAN PERFORMANCE METRICS

RATING KEY	ON TARGET	ACCEPTABLE	OFF TARGET
OBJECTIVE POINTS	10	7	0

STRATEGIC GOALS	BUSINESS OBJECTIVES	MAX. TOTAL POINTS	ACTUAL POINTS	PERFORMANCE RATE (%)
1. Economic Development	1.1 1.2 1.3	30		
2. Diversify Revenue	2.1 2.2 2.3 2.4	40		
3. Land Use Planning and Ordinance Updates	3.1 3.2 3.3 3.4 3.5	50		
4. Youth Engagement and Retention	4.1 4.2	20		
5. Public Safety and Emergency Services	5.1 5.2 5.3 5.4 5.5 5.6 5.7 5.8 5.9	90		
6. Highway Infrastructure and Maintenance	6.1 6.2 6.3 6.4 6.5 6.6 6.7	70		
7. Technology Modernization and Security	7.1 7.2 7.3 7.4 7.5	50		
8. Capital Improvement Plan	8.1 8.2	20		
9. Courthouse and Inmate Housing	9.1 9.2	20		
10. Public Transit	10.1 10.2 10.3 10.4	40		
TOTAL	43	430		

Rating Key:  On target  Acceptable  Off target

2026 OPERATIONAL PLAN

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
1. Economic Development	1.1 Create an economic plan that expands access to information on available economic incentive zones throughout the county.	Administrator	11/30/2026		☐
	1.2. Engage with NWILED and create a Statement of Work (SOW) to support new and existing business growth and strengthen and diversify the county's economy.	Administrator GIS Director	06/30/2026		☐
	1.3 Elevate the visibility of county as an attractive tourism destination by promoting innovate programs and partnerships aimed at enhancing the visitor economy.	Administrator Zoning Director	06/30/2026		☐

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
2. Diversify Revenue Sources	2.1 Generate \$200,000 in new revenue.	Administrator GIS Director Zoning Director	11/30/2026		☐
	2.2 Update County Investment Policy to maximize investment returns.	Treasurer	06/30/2026		☐
	2.3 Develop and implement a revenue strategy plan that aligns with the economic development plan of action.	Administrator GIS Director Zoning Director	07/31/2026		☐
	2.4 Complete a countywide fee and pricing structure assessment, including comparison to peer counties, to ensure consistency, cost recovery, competitiveness, and alignment with current service delivery.	Administrator GIS Director Zoning Director	06/30/2026		☐

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
3. Land Use Planning and Ordinance Updates	3.1 Design Employee Handbook.	Administrator Treasurer	06/30/2026		☐
	3.2 Develop a 2027-ready comprehensive land-use project plan that includes identifying a list of qualified vendors, and establishing an estimate of cost for budget.	Zoning Director	09/30/2026		☐
	3.3 Perform internal review, and determine responsibility, for all county ordinances. Provide time-line for necessary ordinance updates and maintenance on a 3-year rolling schedule.	Zoning Director Dept. Heads	09/30/2026		☐
	3.4 Initiate 2027 County Ordinance codification pre-planning with budget estimates.	GIS Director	09/30/2026		☐
	3.5 Obtain updated digital imagery from “aerial flyover” of county for use in GIS and online viewer.	GIS Director	09/30/2026		☐

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
4. Youth Engagement and Retention	4.1 Partner with NWLED and related stakeholders to expand business development training into a summer program for young entrepreneurs, supporting workforce development and local business growth.	Administrator GIS Director Zoning Director	06/30/2026		
	4.2 Coordinate with county and community partners to promote awareness of public service and vocational careers, strengthening workforce development and recruitment pipelines.	Administrator GIS Director Zoning Director	11/30/2026		

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
5. Public Safety, Health, and Emergency Services	5.1 Perform feasibility study with Whiteside County to implement a dental program.	Health Dept.	09/30/2026		☐
	5.2 Determine feasibility and options of switching courthouse internet provider.	911 Director Administrator GIS Director	09/30/2026		☐
	5.3 Implement a Text-to-911 service for Carroll County 911 and dispatch to expand emergency access for residents, including individuals who are deaf, hard of hearing, or unable to safely place a voice call.	911 Director	06/30/2026		☐
	5.4 Implement a Sheriff's Office public notification mobile app to provide subscribed residents with timely alerts on county activity, emergencies, and public safety information.	Sheriff	06/30/2026		☐
	5.5 Pursue and administer applicable grant funding to support targeted enforcement initiatives and conduct 2 enforcement/control events.	Sheriff	11/30/2026		☐

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
Continued 5. Public Safety, Health, and Emergency Services	5.6 Conduct 3 employee tabletop scenario trainings, including an active shooter exercise, to strengthen preparedness, coordination, and emergency response procedures.	Sheriff EMA Director	11/30/2026		
	5.7 Establish a county work release program that enables qualified incarcerated individuals to remain employed, support family stability, and offset incarceration costs through participant contributions.	Probation Sheriff State's Atty.	03/31/2026		
	5.8 Coordinate with local service providers and the Administrative Office of the Illinois Courts to identify and implement additional evidence-based practices for individuals placed on community supervision that have been proven successful in rural counties.	Probation	11/30/2026		
	5.9 Begin updating County Hazard Mitigation Plan (to be finalized in 2027) to ensure compliance with FEMA federal requirements and maintain eligibility for hazard mitigation funding.	EMA Director	11/30/2026		

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
6. Highway Infrastructure and Maintenance	6.1 Finalize and present for acceptance, a 5-year Highway and Transportation Infrastructure Plan to establish long-term project priorities, funding needs, and implementation timelines.	Engineer	04/30/2026		☐
	6.2 Replace the Highway Maintenance Building roof.	Engineer	09/30/2026		☐
	6.3 Expand culvert tracking and documentation in the Highway asset management database software from 12% to 50% while evaluating culvert conditions to identify and address high-risk structures. Select a pilot group of culverts to test a new cured-in-place resin repair method that reduces labor, cost, and time compared to standard culvert replacement.	Engineer	11/30/2026		☐
	6.4 Increase PAZER County Road ratings by 7% across all county roadways and improve all roads to a PHASER rating of 6 or higher by year end.	Engineer	11/30/2026		☐
	6.5 Secure highway program grant funding through federal and state grant programs to increase total highway grant awards from \$800,000 (in 2025) to \$1,000,000.	Engineer	11/30/2026		☐

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
Continued 6. Highway Infrastructure and Maintenance	6.6 Coordinate and deliver 2 Safe Streets for All grant projects during 2026, focusing on traffic safety improvements such as upgraded signage and related roadway safety measures.	Engineer	11/30/2026		
	6.7 Provide 5 training course offerings for Highway Department Employees (4 in 2025).	Engineer	11/30/2026		

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
7. Technology Modernization and Security	7.1 Implement upgraded website tools and redesign the county website to improve usability, accessibility, and service delivery.	GIS Director	06/30/2026		☐
	7.2 Obtain cyber-crime insurance policy and provide employee security trainings that emphasize employee best practices and helps protect county IT infrastructure.	Administrator 911 Director GIS Director	09/30/2026		☐
	7.3 Conduct a comprehensive IT infrastructure assessment to evaluate current capabilities, identify needs, and determine the feasibility of upgrading systems or transitioning to a new IT service provider.	Administrator 911 Director GIS Director	11/30/2026		☐
	7.4 Evaluate and select a State's Attorney case management software solution to streamline case tracking, workflow efficiency, records management, and reporting.	State's Atty.	09/30/2026		☐
	7.5 Identify and assess board meeting database and agenda/packet software solutions to modernize meeting materials, strengthen transparency, and improve citizen usability and engagement.	County Clerk	08/30/2026		☐

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
8. Capital Improvement Plan	8.1 Develop a 5-year Capital Improvement Plan (CIP).	Administrator Engineer Sheriff	09/30/2026		
	8.2 Launch the CIP utilizing the county budget software (ClearGov) to improve long-term project planning, prioritization, and financial forecasting.	Administrator Treasurer	09/30/2026		

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
9. Courthouse and Inmate Housing	9.1 Select contractor to complete courthouse soffit and fascia repairs to improve exterior condition, weather resistance, and long-term facility preservation.	Sheriff	09/30/2026		○
	9.2 Plan and complete the modernization of a second cell block in the courthouse jail to enhance inmate housing, staff safety, and operational efficiency.	Sheriff	11/30/2026		○

Strategic Goal	Business Objectives	Responsibility	Target Date	Status	Rating
10. Public Transit	10.1 Complete a feasibility assessment and provide a recommendation for moving forward with IDOT grant funding to construct a transit vehicle garage, including site evaluation, cost, and funding.	PCOM	07/31/2026		☐
	10.2 Conduct an evaluation of migrating the County Transit Program into a regional mass transit program, including long-term service sustainability, cost/benefit analysis, risk reduction opportunities, and potential barriers of joining the Reagan Regional partnership with neighboring counties.	Administrator PCOM	09/30/2026		☐
	10.3 Develop and implement a transit outreach and communications plan to increase program visibility, strengthen marketing and fundraising efforts, and improve service awareness for constituents.	PCOM	06/30/2026		☐
	10.4 Perform an internal operational review to identify efficiencies and cost savings, and provide the County Board with monthly reports highlighting transit productivity and return on investment of received funds.	PCOM	06/30/2026		☐