

Goal

1. Improve efficacy of internal court's structure.

A. Enhance security through
assessment, improved controlled
access, and emergency procedures.
(4 yr. plan) - and on going

Strategic Objective: Identify and rectify security weaknesses within Court offices. Develop and train court personnel regarding emergency procedures.

Strategic Outcome: Improved security and safety of court personnel and visitors.

Restricted Access - New Key Cards - Marshal's assessment

B. Improved Facilities

1. Consolidation of judges and staff.

a. Consolidate judges into one building (Judicial Building) (1-2 yr. plan)

Strategic Objective: Improve security for judges by being in one building. Facilitate work within panels by being more proximate to each other.

Strategic Outcome: Networking/Communication improved for dialogue/conference of cases. Greater security for judges and staff.

b. Renovation and redesign all judges' offices into self-contained suites (LT).

Strategic Objective: Relieve cramped working conditions for judges and staff. Consolidate judges and staff.

Strategic Outcome: More efficient use of resources when judges and staff are proximate to each other. Better collaboration on cases and coordination of caseload.

2. Consolidation of administrative support services in a single building. Relocation and redesign of administrative offices. (1-2 yr. plan)

Strategic Objective: Relieve cramped working conditions for Clerk's Office and Central Staff. Consolidate administrative services in one location.

Strategic Outcome: Improved access for public to Clerk's Office. Improved working conditions and filing storage for Clerk's Office. Consolidation of Central Staff for better coordination of work and sharing of printed research materials. Improved coordination and cooperation of all administrative services.

3. Enlargement/improvement of the Media Center. (1-2 yr. plan)

Strategic Objective: Improve the Media Center to permit staff attorneys and other employees to receive job-related training as well as information regarding public safety and employee health on their own schedules.

Strategic Outcome: Use of enhanced media center will enable better access to online self-study training. Video training should enhance employee job performance and may reduce health and workers' compensation claims through proactive awareness and efforts.

4. Creation of Court of Appeals Conference Room (1-2 yr. plan)

Strategic Objective: Conference room should be large enough to house 30-50 individuals. Conference room will allow the Court to hold internal meetings with staff as well as external parties. It will also provide an additional training area as needed.

Strategic Outcome: Enable Court to meet together more often to discuss issues and projects on a collaborative basis. More synergy, spirit of cooperation.

C. Uniform application of internal and state policies and procedures.

1. Development of new employee orientation manuals specific to each class of employee: judge (1-2 yr. plan), staff attorney (1-2 yr. plan), administrative assistant (1-2 yr. plan), clerk's staff (1-2 yr. plan)

Strategic Objective: Facilitate training of new staff relative to court rules and procedures.

Strategic Outcome: Greater uniformity in the application of policies.

2. Development of employee intranet for access to personnel and internal policies and procedures (4 yr. plan)

Strategic Objective: Improve employee access to internal (Court) and external (State) policies and procedures.

Strategic Outcome: Greater uniformity in the application of policies.

D. Development and implementation of Business Continuity Plan. (4 yr. plan)

Strategic Objective: Identify and plan for business continuity in event of security/emergency conditions which would require work to be performed from remote or alternative locations.

Strategic Outcome: Ability to readily transition court work to remote or alternative locations with minimal disruption of services.