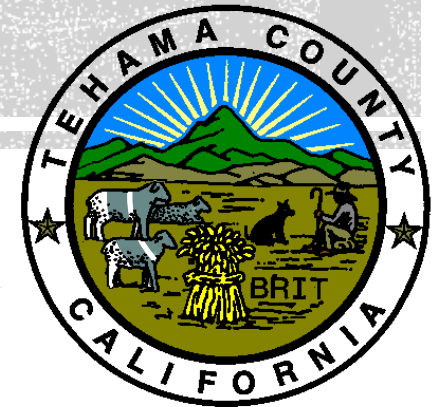


# **STRATEGIC PLAN 2025**

**A FOUNDATION FOR BUDGET, MORALE,  
COMMUNITY, & PROSPERITY**





Completed  
In Process

## ■ FISCAL STABILITY

- More accurate budgeting for vacant positions
- Brought Boat Ramps before Board once already
- Completion of Hazard Mitigation Plan and General Plan Safety Element for CDAA Funds (Park Fire)
- Juvenile Hall costs and agreements modernized
- Developing Budget Policy
- Moving to Programmatic Budgeting
- Successful Fee & Franchise Fee RFP
- TOT- update ordinance, procure & implement platform
- In second year of TRAN Loan
- Joined SB90 CSAC group
- Updated parks and facilities fees
- ClearGov
- Got Franchise Fee opportunity in GSCA agreement
- Develop new Tribal MOU
- Moving Plot Plan process digital and modernizing fees
- Developing template for Development Agreement
- Provided ideas to CSAC for USDA grants
- County joined RCRC RFP for Jail Medical Feasibility Study



Completed  
In Process

- **PUBLIC HEALTH**
  - Transition to Mobile Crisis Unit



Completed  
In Process

## ■ RISK MANAGEMENT

- Evident insurance verification & management software implemented
- Improve Standard Agreement and mitigate exposure by updating Abuse and Molestation insurance



Completed  
In Process

## ■ ORGANIZATIONAL HEALTH



Completed  
In Process

## ■ PUBLIC EDUCATION

- Strategic Plan publicly available online
- County budget online, live, and interactive

# 2025 STRATEGIC PLAN



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# FISCAL STABILITY

- Implement Fee Study and Franchise Fee findings from Departmental Fee & Franchise Fee RFP
  - Leverage new fees
  - Track, manage and audit Franchise Fees
- Develop and implement new MOU with Tribe
- Move Budget practice to Programmatic Based Budgeting
- Develop methodologies to increase cost savings and efficiencies through technology
- Finalize Budget Policy
- Cost Benefit analysis to Minimize/Eliminate late fees
- Continue and adjust TRAN Loans
- Maximize One Time Funds
- Obtain and implement Board direction on missed revenue:
  - Departmental fees, Boat ramps, Park and Facility fees, Development Impact Fees, Williamson Act funds, TOT rate, Franchise Fees, Sites Reservoir



# PUBLIC SAFETY

- Advance Sales Tax Initiative
- Improve Revenues & reduce Expenditures
- Results of Code Enforcement Seed Money for blighted properties
- Identify and leverage grant opportunities
- Reduction of biofuels
- Lobby improvements to homeowner insurance
- Improve Animal Shelter and Animal Shelter structure (JPA, 501c3)
- County wide drone program



# ORGANIZATIONAL HEALTH

- Centralize/Consolidate departments for fiscal and service efficiencies
- Ensure County codes are clear, comprehensive and align with legal and community needs
- Create, encourage and maintain a stable and friendly work environment for all levels to improve recruitment and retention
- Integrate IT and IT staffing for cost savings and efficiency
- Review opportunities to consolidate redundant functions
- Invest in Personnel for recruitment and retention purposes



# PUBLIC HEALTH

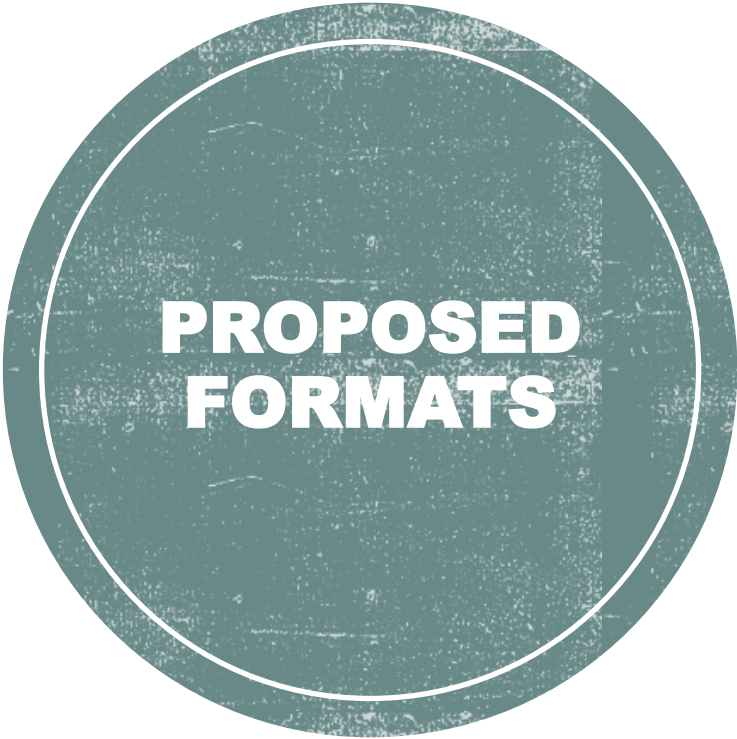
- Value groundwater as a natural resource for responsible and beneficial use
- Address public nuisances to keep Tehama County a desirable place to live, work and play



# COMMUNITY EDUCATION

- Provide frequent, consistent, and accurate information through various means
- Improve transparency through technology
- Publish Strategic Plan
- Develop and implement guidelines, best practices, policies and procedures for the use of social media platforms





## **PROPOSED FORMATS**

- Chair Hansen and Supervisor Nolen provided formats they liked for Tehama to consider our format:
  - San Diego County
  - Mariposa County

# SAN DIEGO STRATEGIC INITIATIVES

**STRATEGIC INITIATIVES** provide the framework for the County to set measurable goals. These initiatives are designed to span the entire organization, break down silos, and extend across groups for all departments to see their work contributing to the overall success of the region.

## **SUSTAINABILITY:**

### **Economy**

- Align the County's available resources with services to maintain fiscal stability and ensure long-term solvency.
- Create policies to reduce and eliminate poverty, promoting economic sustainability for all.

### **Climate**

- Actively combat climate change through innovative or proven policies, green jobs, sustainable facility construction or maintenance and hazard mitigation.

### **Environment**

- Protect and promote our natural and agricultural resources, diverse habitats and sensitive species.
- Cultivate a natural environment for residents, visitors and future generations to enjoy.

### **Resiliency**

- Ensure the capability to respond and recover to immediate needs for individuals, families, and the region.

## **EQUITY:**

### **Health**

- Reduce disparities and disproportionality and ensure access for all through a fully optimized health and social service delivery system and upstream strategies.
- Focus on policy, systems and environmental approaches that ensure equal opportunity for health and well-being through partnerships and innovation.

### **Housing**

- Utilize policies, facilities, infrastructure, and finance to provide housing opportunities that meet the needs of the community.

### **Economic Opportunity**

- Dismantle barriers to expanding opportunities in traditionally underserved communities and businesses, especially communities of color and low income.
- Advance opportunities for economic growth and development to all individuals and the community.

## **EMPOWER:**

### **Workforce**

- Invest in our workforce and operations by providing support services and excellent customer service to ensure continuity of operations remains at its best.

### **Transparency and Accountability**

- Maintain program and fiscal integrity through reports, disclosures, and audits.

### **Innovation**

- Foster new ideas and the implementation of proven best practices to achieve organizational excellence.



## **COMMUNITY:**

### **Engagement**

- Inspire civic engagement by providing information, programs, public forums or other avenues that increase access for individuals or communities to use their voice, their vote, and their experience to impact change.

### **Safety**

- Support safety for all communities, including protection from crime, availability of emergency medical services and fire response, community preparedness and regional readiness to respond to a disaster.

### **Quality of Life**

- Provide programs and services that enhance the community through increasing the well-being of our residents and our environments.

### **Communications**

- Create proactive communication that is accessible and transparent.
- Offer interpreters for community meetings or translations of information to ensure residents have every opportunity to make informed decisions while listening to, participating in or using County services or programs.

### **Partnership**

- Facilitate meaningful conversations, shared programming, grant opportunities, or other opportunities to maximize resources through community partnerships to benefit the region.

## **JUSTICE:**

### **Safety**

- Ensure a fair and equitable justice system in the defense and prosecution of crimes, investigations of abuse and neglect, and support and services for victims.
- Focus efforts to reduce disparities and disproportionality across the justice system.

### **Restorative**

- Contribute to a system of restorative justice that strives to repair harm to victims and to the community at large, as well provide inclusive opportunities for justice involved individuals to contribute to the region.

### **Environmental**

- Advance equal protection and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies with an urgent focus on communities of color and low-income communities recognizing they historically lacked the same degree of protection from environmental and health hazards.
- Ensuring equal access to decision-making processes that create healthy environments in which to live, learn and work.

[WWW.SANDIEGOCOUNTY.GOV](http://WWW.SANDIEGOCOUNTY.GOV)

 @countyofsandiego   @sandiegocounty



## Focus Areas:

| Communication Focus Areas |                                                                                                                                                |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                         | <b>Information</b> – Ensure vital and informative information is available and easily accessible to employees and the community.               |
| 2                         | <b>Education</b> – Provide quality information, background, and education to the community regarding County programs, policies, and offerings. |
| 3                         | <b>Appreciation</b> – Acknowledge the unique, strong community we serve and the hard-working, dedicated staff we have.                         |

- <https://www.mariposacounty.org/DocumentCenter/View/94080/Mariposa-County-Strategic-Communications-Plan?bidId=>