

February 5, 2018
Special Meeting
Item # 2a

Board of Supervisors

Strategic Planning
Workshop Power Point

**2018
STRATEGIC
PLANNING**



Vision

Mono County

Outstanding Community Services, Quality of Life Beyond Compare

Mission

To support all our communities by providing superior services while protecting our unique rural environment.

Values

Customer Service

We commit to exceptional service by managing the resources entrusted to us with integrity, trust, respect, and accountability.

Integrity

We demonstrate our integrity by ensuring our work is performed with consistency, credibility, and confidentiality.

Excellence

We strive to achieve the highest standards of excellence; continuously learn, develop, and improve; and take pride in our work.

Collaboration

We commit to responsible communication and respectful partnerships to achieve common goals.

Innovation

We strive to foster innovation and creative thinking, embrace change and challenge the status quo, listen to all ideas and viewpoints, learn from our successes and mistakes.

Results Orientation

We strive to set challenging goals, focus on output, assume responsibility, and constructively solve problems.

Strategic Directions

Promote a Strong Diverse Economy

Protect Natural Resources & Enhance Public Access

Understand & Address Community Needs

Support Healthy People in Healthy Communities

Embrace and Reward Innovation

Effectively Use Resources

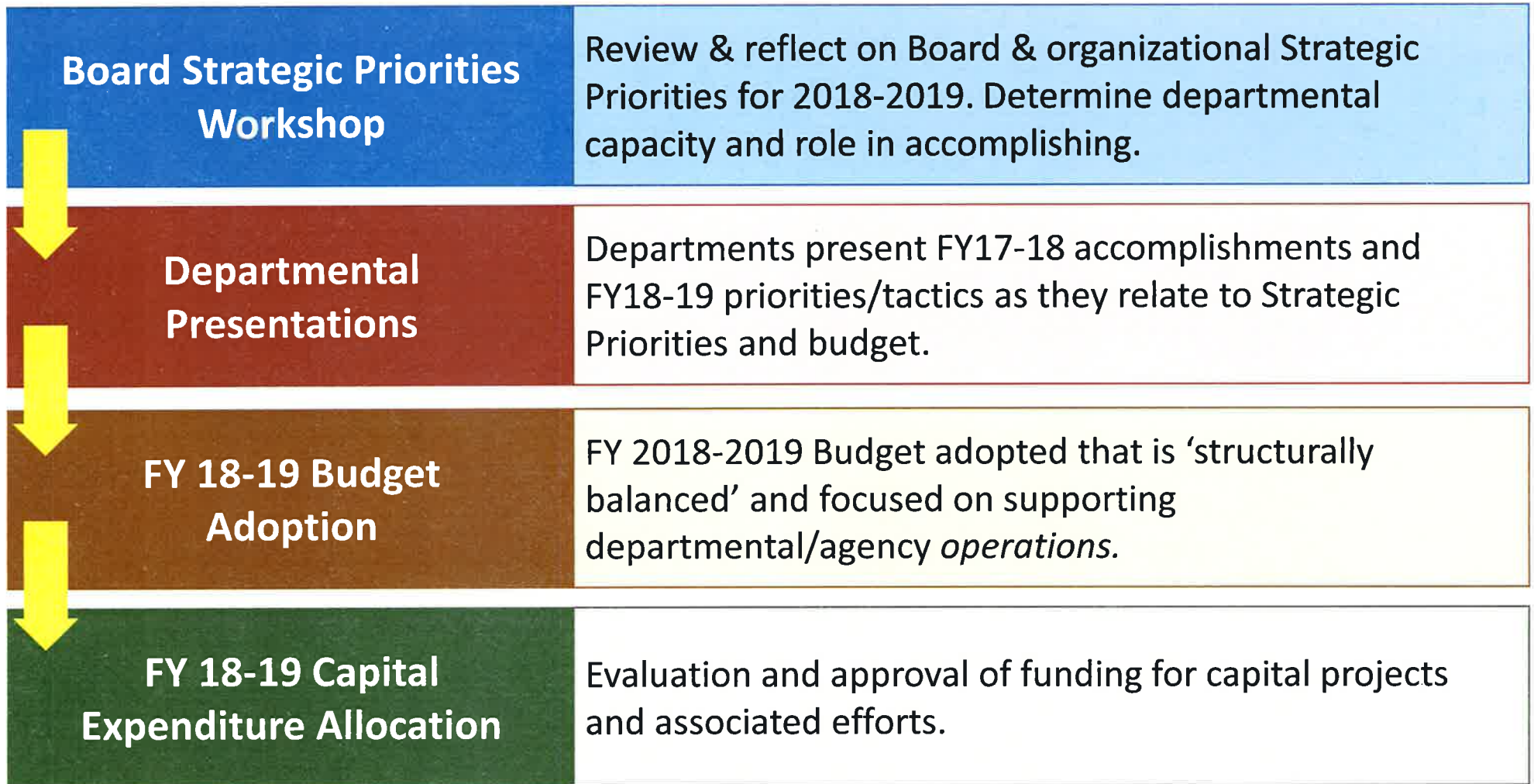
Workforce Workplace Wellness

Strengthen County Culture

TODAY'S GOALS / PROCESS

- Broad & robust discussion about upcoming FY
 - Where do we want to be? How do we get there?
- Review & reflect on 2018 Board/Organizational Strategic Priorities
 - Focus on appropriateness & ability to accomplish
 - Are changes or adjustments necessary?
 - Does this impact or 'scare' anyone?
- Consider alignment areas and discuss departmental tactics
 - Intention of highlighting key projects or focus areas which address agency priorities
 - Broad discussion regarding measurements
- Determine what's missing
 - Other priority considerations?

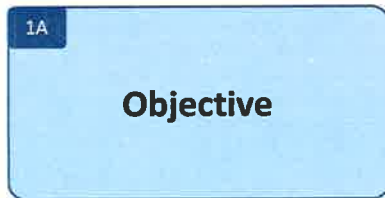
2018 STRATEGIC PLANNING PROCESS



2018 STRATEGIC PLAN STRUCTURE



A broad priority outcome which the County aims to achieve.



Actionable steps which the organization will be taking to achieve stated goals.



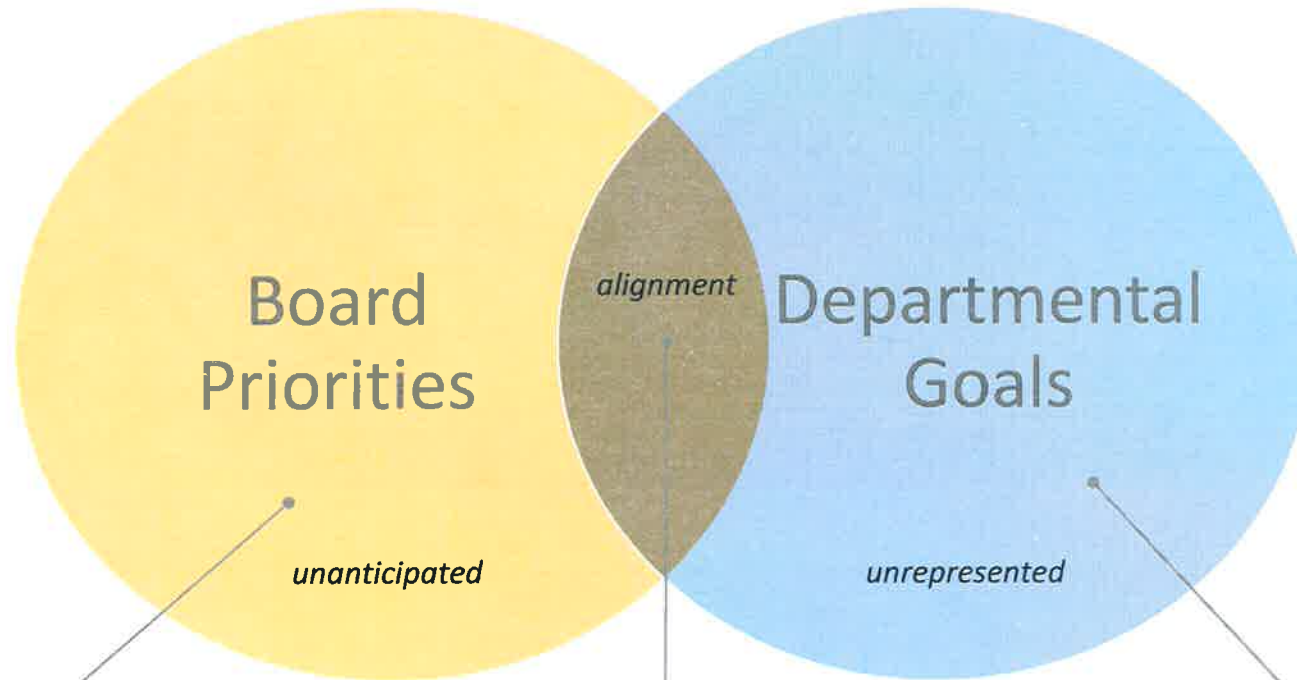
Departmental specific projects, efforts, or strategies which 'add up' to satisfy objectives for the organization.

How we define success for this particular tactic.

2018 MONO COUNTY STRATEGIC PRIORITIES

1 Improve Public Safety & Health	2 Enhance Quality of Life for County Residents	3 Promote a Fiscally Healthy County and Regional Economy	4 Improve County Operations	5 Support the County Workforce
1A Improve emergency operations and response	2A Address the housing crisis through policy, assistance, and development programs	3A Invest in sustaining and maintaining public lands and outdoor recreation	4A Implement a long-term solution for South County offices	5A Address compensation and benefits for employee retention and recruitment
1B Find ways to keep people from going back to jail by reducing future offenses	2B Monitor and improve public, behavioral health, and social services programs	3B Monitor and expand successful economic development initiatives and diversify our economic base	4B Improve operational efficiency and increase customer service and transparency	5B Create a culture of safety, health & wellness, and work-life balance
1C Address opioid crisis and substance abuse	2C Support child & senior care initiatives for residents and County staff	3C Maintain and expand existing businesses and industries	4C Plan and implement effective energy savings and environmental protection & compliance initiatives	5C Invest in resources and training to enhance staff performance and professional development
1D Establish effective cannabis regulation, education, and enforcement	2D Sustain and protect community, landscape, and environmental character	3D Adopt, implement, and monitor fiscal resiliency principles	4D Implement a performance measurement system to track operational improvements	5D Develop the next generation of County leaders
1E Invest in road and other infrastructure projects across the County			4E Advocate with appropriate external officials to build support for County operations	

STRATEGIC PRIORITIES and DEPARTMENTAL GOALS



Priorities that the Board has set for the County as a whole for FY 18-19 that were not anticipated by Departments.

What will it take for Departments to get these done?

Departments were planning on doing work in this area already.

Are those work efforts adequately addressing the vision of the Board for that priority area?

Work that Departments plan on doing during FY 18-19 that are outside of the Board Priorities.

Do the Board Priorities need to be modified at all to include any of these?

DEPARTMENTAL QUESTIONS:

UNANTICIPATED AREA

Priorities that the Board has set for the County as a whole for FY 18-19 that were not anticipated by Departments.

Are there ways that Departments can work to accomplish these Strategic Priorities? If not, how should they be modified? What gets sacrificed?

ALIGNMENT AREA

Departments were planning on doing work in this area already.

What work efforts are you as a Department planning which 'add up' to address the Strategic Priorities? Identify what success looks like for each of these.

UNREPRESENTED AREA

Work that Departments plan on doing during FY 18-19 that are outside of the Board Priorities.

Do the Strategic Priorities need to be modified to include reference to these efforts? If so, how? Why?

EXAMPLE: ANTI-RECIDIVISM PROGRAMS

1
Improve Public Safety & Health

1B
Enhance Recovery, Person Centered Systems to reduce recidivism

1B.1	Provide safe and effective institutions with associated recovery centered services to reduce recidivism. <i>PW / CAO / SO</i>	Completion of design specifications for new jail by xxx, 2018.
1B.2	Community Connections Partnership (CCP) <i>BH / SS / PB</i>	...

DEPARTMENTAL GOAL/TACTIC FORMAT (for use at budget)

Department Name	Tactic	Measurement	Strategic Priority	Mandated?
Public Works	Continue the work necessary to construct a new County Jail facility.	Completion of design specifications by xxx, 2018 & submittal...	1B.1	

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