| ***Strategic Directions*** | ***Promote a Strong &*** ***Diverse Economy*** | ***Protect Natural Resources &*** ***Enhance Public Access*** | ***Understand & Address Community Needs***  | ***Support Healthy People in Healthy Communities*** | ***Reward*** ***Innovation*** | ***Effective Use of Resources*** | ***Workforce*** ***Wellness*** | ***Strengthen County Culture*** |
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| **Methods...** | * Investing in 21st century infrastructure including transportation, technology (D395), housing and economic systems;
* Providing stronger customer service for businesses;
* Creating business attraction and retention effort;
* Ensuring local goods access to marketplace;
* Investing in a world class education at local levels;
* Promoting responsible growth to complement local communities character;
* Developing and broadening economic sectors in addition to tourism – Year round, sustainable economy;
* Provide infrastructure to be a world class conference destination;
* Providing county supports for local businesses by purchase of local goods and services;
* Creating a reputation for excellence in public safety

 | * Strengthening community awareness of preservation and enjoyment of natural resources;
* Ensuring the County is an active partner with resource agencies
* Making natural resource stewardship a top priority;
* Investing in a world class transportation systems – road/bike/pedestrian and transit;
* Encouraging investments in infrastructure (roads, campgrounds, trails, etc.);
* Broadening alternative energy use;
* Practicing environmentally and fiscally sustainable energy polices
 | * Collaborating with other agencies to share services;
* Establishing stronger social media presence;
* County serves as convener of groups;
* Strengthening education and communication on County Services;
* Surveying community – use feedback to guide service improvement;
* Engaging and connecting remote areas;
* Increasing effectiveness of Regional Planning Advisory Committees and other County advisory bodies;
* Increasing civic engagement – town halls, satellite Board meetings, Online transmission of county meetings;
* Assuring the highest level of public safety is meeting community needs.
 | * Fostering community wide social emotional health across the lifespan for all residents;
* Ensuring communities have access to affordable quality child care;
* Accessing to affordable healthy housing;
* Addressing and preventing harmful and habitual addictive behaviors through environmental intervention and policy (alcohol, tobacco and other drugs);
* Providing access to youth internships for career exploration;
* Providing safe sustainable, accessible and affordable transportation;
* Assuring public safety concerns are addressed in a timely and effective manner.
 | * Increasing connection between offices;
* Promoting culture of opportunity built on healthy relationships;
* Supporting creative problem solving and effective program/ project delivery;
* Providing career ladder opportunities;
* Becoming a nationally recognized model of local government for high quality services, innovation and pro-activity;
* Cross-training and creating leadership development and advancement opportunities;
* County serves as convener.
 | * Strengthening County’s Fiscal Standing by building reserves to weather downturns without service interruption;
* Enhancing use of technology for service provision;
* Eliminating redundancy and streamline systems;
* Creating organizational agility and responsiveness;
* Rewarding wise use of funds and investment in Strategic objectives;
* Providing public safety oversight to protect resources.
* Practicing environmentally and fiscally sustainable energy polices
 | * Providing access to mental health services;
* Ensuring employees have access to affordable quality child care;
* Supporting policy initiatives and workforce collaboration that drive improved employee health, well- being, productive work place engagement and work satisfaction;
* Providing access to affordable and safe physical fitness;
* Encouraging provision of health food at employee functions;
* Providing safe work environments
 | * Increasing transparency;
* Strengthening interconnection between county offices;
* Hosting more All Employee recognition and appreciation events;
* Creating a countywide family climate;
* Assuring all county job positions have career ladder even if between departments;
* Ensuring all positions have accurate job descriptions to allow for best performance evaluation and recognition;
* Modeling behaviors to promote public safety
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| ***Strategic Directions … Methods… with Success measured…through resourced projects*** |
| **Success measured by:** | * All communities have Last Mile internet provider and Gigabit County;
* Balanced housing stock in all communities with increase in the number of single family homes built;
* Better transit options;
* Consumer access to more goods;
* Increased in diversity of business type increases;
* Higher Road Pavement Indexes;
* Increase and maintain school age families and in number of college ready High School graduates;
* Increase in economic activity due to fishing industry;
* Increase in number of home based businesses and year round open businesses and new business startups and retention and new job creation;
* Increased north county winter season based recreational activities;
* Increases in number of tourists;
* Increases in year over year measured by quarter Tourist Occupancy Taxes, sales tax figures and property values;
* Local business owners have full access to local markets without disruption;
* Local employee pool of skilled workers increases;
* Reduced unemployment, business bankruptcy rates;
* Public has access to all goods and services needed for high quality of life;
* Reduction in commercial vacancy rates;
* Reduction in need for social, health and welfare services;
* Year over year increase in conferences held;
 | * Better conditions on public lands even with greater use with sustainable user friendly opportunities;
* Less violations for destruction of natural resources;
* County’s issues supported by and reflected in state and federal policy;
* Support for revenues and resources for public land investments;
* Enhanced access to public lands more miles of trails for sustainable activities;
* Higher Pavement Index Roads – Less potholes;
* Higher transit use rates;
* Higher visitor satisfaction;
* Increased public support for joint agency efforts;
* Sustainable energy production in low impact distributed systems;
* More investment in trails, bike and pedestrian routes and public access with outdoor amenities;
* Reduced energy use/cost;
* Zero Net Energy for County facilities.
 | * Stronger support for county initiatives with higher public awareness and approval of County services;
* Greater use of the Eastern Sierra Council of Governments (ESCOG) and more Shared Services regional agreements;
* Increase web traffic to County pages;
* More applicants for and increased attendance to RPAC meetings;
* More attendance to county meetings;
* More information provided to community through Annual Report and State of the County;
* Better services tailored to individual community needs;
 | * Less crime with fewer arrests and public safety violations.
* Higher health standards of residents;
* Lower disease rates;
 | * Better County service systems;
* Higher employees turnout at County recognition events;
* County receives National and State awards for excellence;
* Friendlier work environment with reduced stress among employees;
* Greater employee awareness of all County provided services;
* Greater skill set among employees with more cross trained employees through more county offered skill building
* Lower employee turnover rate;
* Mono County programs imitated in other jurisdictions;
* More applicants for promotions;
* More Inter/Intra Department work groups coming together to solve issues via isolated departments;
 | * Cost reduction and elimination of redundancy;
* All departments have online presence with more website visits, social media activity and online services;
* Greater employee awareness of County functions across all departments;
* Greater skill set among employees;
* Sustainable financial standing with increased Budget reserves and lower long term liabilities and debt;
* Cohesive and partnering departments;
* Lower employee turnover;
* More proactive on unexpected issues;
* National/State awards for excellence;
* Reduced response times;
 | * Employees report adequate child care through annual survey Health outcomes;
* Healthy work environment measured by employee survey;
* Increase number of people participating in Snowcreek Athletic Club, Double Eagle and Bridgeport Health Center with increasing frequency of membership visits;
* Monitor collaborative group efforts to supply quality affordable child care;
* Less workers compensation claims.
* Lower county healthcare costs.
 | * Friendlier work environment/reduced stress among employees;
* All departments have online presence with more website visits;
* Higher employee participation at events;
* More Board Update articles from Employees;
* Greater employee awareness of County functions across all departments;
* Greater employees skill sets with more cross training due to county offered courses;
* Integrated departments and lower employee turnover rate;
* Lower long term liabilities and less debt;
* Mono County programs imitated in other jurisdictions;
* More applicants for promotions;
* More Inter/Intra Department work groups coming together to solve issues;
* Organizational proactivity;
* Stronger sense of one organization among employees – Less “Us vs. Them”;
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| ***Strategic Directions … Methods…with Success measured…through resourced projects*** |
|  **Potential Projects** |  |  |  |  |  |  |  |  |
| ***Strategic Directions … Methods…with Success measured…through resourced projects*** |