| ***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 |
| ***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”; |
| ***Strategic Directions … Methods…with Success measured…through resourced projects*** | | | | | | | | |
| **Potential Projects** |  |  |  |  |  |  |  |  |
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