

Foundational Elements of Strategic Plan adopted by the Board

April 3, 2024



The Board of Supervisors approved foundational elements of the 2024/25 Strategic Plan, specifically the Vision, Mission and Values and the Focus Areas and Goals, as recommended by the Planning Team, consisting of consultant Don Ashton of the Municipal Resource Group, Chief Administrative Officer Neal Lopez and Randy Hooper, Assistant CAO and point person for the Strategic Plan.

At the last Board meeting, the County initiated its organizational Strategic planning initiative with staff formally introducing the project to the community.

After meeting with individual supervisors, Department leadership and engaging citizens in a public workshop, began the process of compiling and organizing the data into recommendations that represent common themes from this outreach effort. The team anticipates work will be completed in time to present a draft Strategic Plan to the Board by April 9. Here are the foundational elements:

- Vision, Mission and Values Vision...California's most spectacular place: Del Norte County.

- Mission: to respect and honor the traditional values and diverse heritage of our community while advancing innovative solutions to the challenges of today and tomorrow.
- Values: Workforce: Service to the Public: Integrity and Accountability: Transparency: Fiscal Responsibility: Respect for this “Place of Plenty” and “Del Norte Culture.”
- Focus area 1: County Staff and Capacity (CSC): Reduce Vacancy Rates; Improve Recruitment Outcomes and Expedite Hiring Process; Reduce Employee Turnover and Increase Retention; Improve Access to Housing Opportunities for County Employees
- Focus Area 2: Infrastructure and Economic Development (IED) Maintain and Improve County Facilities and Infrastructure; Support Countywide Economic Development; Improve Aesthetics and County-owned Property.
- Focus area 3 (Law Justice and Homelessness (LJH) Improve Community Indigent Defense; Proactively and Collaboratively Address Community Homelessness; Improve and Expand Opportunities and Upstream Interventions for Justice- Involved Youth.
- Focus Area 4: General Governance and Budget (GGB) Maintain Core Service Levels; Practice Fiscal Responsibility; Improve Oversight of Programs and Services; Embed Strategic Planning into County Culture and Budget Process.

1. The Board and its Strategic Planning Team will continue its public outreach seeking input at the Board meeting, March 26. 10am at the Flynn Center.