

Mono County: Outstanding Community Services, Quality of Life Beyond Compare - To support all our communities by providing superior services while protecting our unique rural environment.

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
<p>Methods...</p> <ul style="list-style-type: none"> ❖ 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 compliment local communities character; ❖ Developing and broadening economic sectors in addition to tourism – Year round, sustainable economy; ❖ Becoming a conference destination; ❖ Providing county supports for local businesses by purchase of local goods and services; ❖ Creating a reputation for excellence in public safety 	<ul style="list-style-type: none"> ❖ 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 	<ul style="list-style-type: none"> ❖ 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. 	<ul style="list-style-type: none"> ❖ 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. 	<ul style="list-style-type: none"> ❖ 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. 	<ul style="list-style-type: none"> ❖ 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 	<ul style="list-style-type: none"> ❖ 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 	<ul style="list-style-type: none"> ❖ Increasing transparency; ❖ Strengthening interconnection between county offices; ❖ Holding more All Employee recognition and appreciation events; ❖ Creating a countywide family climate; ❖ Assuring all county job positions have career ladder even if they move from one department to another; ❖ 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

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Success measured by:	<ul style="list-style-type: none"> 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; 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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; 	<ul style="list-style-type: none"> Less crime with fewer arrests and public safety violations. Higher health standards of residents; Lower disease rates; 	<ul style="list-style-type: none"> 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; 	<ul style="list-style-type: none"> 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; 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> 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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Potential Projects								
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