

SONOMA COUNTY FIVE-YEAR STRATEGIC PLAN 2021–2026

# Timeline of Objective Implementation



### Introduction

This timeline provides an overview of the timing and level of funding for each objective and depicts when departments plan to take action on each objective. The color indicates the level of funding available for each objective, with some objectives having multiple phases with different levels of funding.

More information on the funding plan for each objective is available in the corresponding implementation plan. Objectives that have corresponding funding requests are marked with an asterisk. The timeline begins July 1, 2021, and continues through June 30, 2026.

### **Visual Accessibility**

If you require the information in this document in a different format please refer to the implementation plans presented to the Board of Supervisors on Feb. 1, 2022. Each implementation plan contains a timeline and the funding level for the objective.

### **Color Key**

#### Funded

These objectives are fully funded with local, federal, state or grant dollars. Some of these objectives are funded through recurring grants or through existing department funding.

#### **Partially Funded**

These objectives are partially funded through existing sources or through existing full-time positions, but a portion of the total project cost still needs to be funded. Departments have submitted strategic funding requests for some of these requests and/or may be planning to seek grant funding.

#### **Not Funded**

Departments do not have or have not yet identified funding for these objectives. Departments have submitted strategic funding requests for some of these requests and/or may be planning to seek grant funding.

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Climate Action and Resiliency	Q1	Q2	Q3	Q4																
	21-22	21-22	21-22	21-22	22-23	22-23	22-23	22-23	23-24	23-24	23-24	23-24	24-25	24-25	24-25	24-25	25-26	25-26	25-26	25-26
Goal 1: Continue to invest in wildfire preparedness and resiliency																				
strategies																				
CAR1-1 Home carbon neutral and fire hardening updates*																				
CAR1-2 Outreach on veg management to land owners																				
CAR1-3 Leverage grant funding for veg management program																				
Goal 2: Invest in the community to enhance resiliency and become carbon																				
neutral by 2030																				
CAR2-1 Micro grid education and legislative advocacy																				
CAR2-2 Carbon-neutral retrofits on multi-family housing*																				
CAR2-3 Workforce development programs																				
Goal 3: Make all County facilities carbon free, zero waste and resilient																				
CAR3-1 Carbon neutral, zero waste and resilient facilities*																				
CAR3-2 Design facilities to maximize telework																				
CAR3-3 Invest in micro grid technology and grid resilience																				
Goal 4: Maximize sustainability and emissions reductions in all County																				
Fleet vehicles																				
CAR4-1 30% zero-emission vehicle light-duty fleet by 2026*																				
CAR4-2 Invest in employee Clean Commute program*																				
CAR4-3 Upgrade charging station infrastructure*																				
Goal 5: Maximize opportunities for mitigation of climate change and																				
adaptation through land conservation work and land use policies																				
CAR5-1 Update the General Plan and other planning documents*																				
CAR5-2 Maximize sequestration and minimize sink loss																				

Healthy and Safe Communities	Q1	Q2	Q3	Q4																
	21-22	21-22	21-22	21-22	22-23	22-23	22-23	22-23	23-24	23-24	23-24	23-24	24-25	24-25	24-25	24-25	25-26	25-26	25-26	25-26
Goal 1: Expand integrated system of care to address gaps in services																				
HSC1-1 Eliminate barriers to data sharing																				ł
HSC1-2 Identify gaps in services																				ł
HSC1-3 Create a "no wrong door" approach*																				
Goal 2: Establish equitable and data-driven distribution of services																				
HSC2-1 Tracking data using RBA																				
HSC2-2 Develop and implement dashboard tracking tools																				
HSC2-3 Identify and eliminate data gaps for groups																				
Goal 3: In collaboration with cities, increase affordable housing																				
development near public transportation and easy access to services.																				
HSC3-1 Rezone 59 unincorporated urban sites for housing*																				
HSC3-2 Leverage grant funding sources for housing																				
HSC3-3 Create incentives for developers																				
Goal 4: Reduce the County's overall homeless population by 10% each																				
year by enhancing services through improved coordination and																				
collaboration.																				
HSC4-1 Conduct a peer review of best practices																				
HSC4-2 Build a plan for homeless prevention and housing																				
HSC4-3 Treat underlying causes of homelessness*																				
HSC4-4 Create a housing resource tool																				
HSC4-5 Advance planning and policies to address homelessness																				
Goal 5: Continue to invest in public safety so that residents and visitors																				
feel safe in our community.																				
HSC5-1 Invest in cultural responsiveness and de-escalation																				
HSC5-2 Better integrate services and handoffs																				
HSC5-3 Expand the Mobile Support Team																				
HSC5-4 Expand detention alternatives*																				ľ
HSC5-5 Strengthen community & law enforcement relationship*																				

Organizational Excellence	Q1 21-22	Q2 21-22	Q3 21-22	Q4 21-22	Q1 22-23	Q2 22-23	Q3 22-23	Q4 22-23	Q1 23-24	Q2 23-24	Q3 23-24	Q4 23-24	Q1 24-25	Q2 24-25	Q3 24-25	Q4 24-25	Q1 25-26	Q2 25-26	Q3 25-26	Q4 25-26
Goal 1: Strengthen operational effectiveness, fiscal reliability, and					22 23			22 23	23 21		23 2 1		2123	2123	2123	2123	23 20	23 20		23 20
accountability																				
OE1-1 Funding and resources alignment																				
OE1-2 Master list of technology																				
OE1-3 Customer service performance measures*																				
OE1-4 Streamline routine administrative procedures*																				
OE1-5 Procurement and grant guidelines alignment																				
OE1-6 Disaster Service Worker training and staffing structures																				
Goal 2: Increase information sharing and transparency and improve																				
County and community engagement																				
OE2-1 Community satisfaction survey*																				
OE2-2 Community engagement and outreach strategy*																				
OE2-3 Improved County budget process and information																				
OE2-4 New County website																				
OE2-5 Internal information & knowledge																				
Goal 3: Become an employer of choice with a diverse workforce that																				
reflects our community, and an employer with a positive work culture																				
that builds engaged and developed employees.																				
OE3-1 Employee work-life balance & work environment																				
OE3-2 Employee engagement survey*																				
OE3-3 Training, development, & leadership programs*																				
Goal 4: Seek out grant funding to enhance programs and improve																				
infrastructure																				
OE4-1 Secure \$60 million in grant funding by 2026																				

Racial Equity and Social Justice	Q1	Q2	Q3	Q4																
	21-22	21-22	21-22	21-22	22-23	22-23	22-23	22-23	23-24	23-24	23-24	23-24	24-25	24-25	24-25	24-25	25-26	25-26	25-26	25-26
Goal 1: Foster a County organizational culture that supports the																				
commitment to achieving racial equity.																				
RESJ1-1 Equity core team																				
RESJ1-2,1- Learning and shared understanding																				
RESJ1-3 Baseline assessment																				
Goal 2: Implement strategies to make the County workforce reflect																				
County demographic across all levels.																				
RESJ2-1,2- HR processes and strategies*																				
Goal 3: Ensure racial equity throughout all County policy decisions and																				
service delivery.																				
RESJ3-1 Equity tool																				
RESJ3-2 Equity reports																				
Goal 4: Engage community members and stakeholder groups to develop																				
priorities and to advance racial equity.																				
RESJ4-1 Community engagement strategies																				
RESJ4-2 Engagement and strategies for emergencies																				
RESJ4-3 Engagement for racial equity efforts																				
RESJ4-4 County language access policy																				

<b>Resilient Inf</b>	rastructure	Q1	Q2	Q3	Q4																
		21-22	21-22	21-22	21-22	22-23	22-23	22-23	22-23	23-24	23-24	23-24	23-24	24-25	24-25	24-25	24-25	25-26	25-26	25-26	25-26
Goal 1: Inve	st in County buildings and technology to enhance service																				
delivery and	improve employee mobility																				
RI1-1	New County Center and existing buildings: triple zero																				
RI1-2	Design and workstation standards to maximize telework																				
RI1-3	Technology tools that enhance ability to work remotely*																				
RI1-4	Establish regional and satellite service centers*																				
Goal 2: Inve	st in capital systems to ensure continuity of operations and																				
disaster res	oonse.																				
RI2-1	Strengthen communications tools used during disasters*																				
RI2-2	Invest in electric power resiliency projects at facilities																				
RI2-3	Design and build a resilient EOC																				
Goal 3: Cont	inue to invest in critical road, bridge, bicycle, and pedestrian																				
infrastructu	re.																				
RI3-1	Continue to maintain road segments																				
RI3-2	Increase preventive maintenance by 5% annually																				
RI3-3	Invest \$5 million on new pedestrian and bicycle facilities																				
RI3-4	Retrofit seismically deficient bridges																				
Goal 4: Impl	ement countywide technological solutions to promote																				
resiliency ar	d expand community access.																				
RI4-1	Seek funding to expand communications infrastructure																				
RI4-2	Expand wireless and broadband access across County																				
Goal 5: Supp	oort, fund, and expand flood protection.																				
RI5-1	Partnerships to address climate change impacts*																				
RI5-2	Land use planning to address flood protection																				
RI5-3	Update of Flood Plans and establish protection zones																				