



STRATEGIC PLANNING

Sonoma County Strategic Plan Development



The County of Sonoma is in the process of developing a Five Year Strategic Plan. County leaders are asking our employees and community members to join in sharing input to identify strategic pillars, goals, and values to achieve a shared community vision.

Purpose: The Strategic Plan will provide the context to inform policies and projects that are funded for the next five years. The plan will guide how we align short and long-term objectives so our actions reflect a clear sense of purpose as we move into the future with sustainable progress.

Process: Since late 2019, County leaders and Board members have been engaged in developing the base framework for Strategic Plan development. The Board of Supervisors discussed the base framework during its Strategic Planning Retreat on Jan. 28, 2020.

In light of the COVID-19 Pandemic and its impact on federal, state, and local economies, it is clear that Sonoma County's Five Year Strategic Plan will need to frame its strategic priorities through the lens of Economic Recovery and Resiliency.

Timeline: Over the next few months, we will engage our employees and community to understand where and how they think resources should be directed to achieve our vision for the future of Sonoma County. We'll learn what's needed to provide the highest level of services to the community, listen to current ideas, and to incorporate this input in the plan.

The project timeline includes a checkpoint in early August for the Board of Supervisors to review and provide feedback on pillar goals and objectives, followed by periods of engagement with employees and the community. The target for final Strategic Plan adoption by the Board is late February 2021.

Sonoma County Strategic Planning Timeline

January 2020	Board Retreat 1/28/20
August	Board Checkpoint 8/4/20
October	Launch Employee Engagement
Mid-October	Launch Community Engagement
November	Continue Employee & Community Engagement
December	Revise Draft Plan
January 2021	Board Reviews Final Draft Plan
February 2021	Board Adopts Strategic Plan

Stay tuned to learn about specific opportunities to provide input through surveys and interactive online employee and community engagement sessions.

Questions? Contact us at StrategicPlanning@sonoma-county.org

Mission: "To enrich the quality of life in Sonoma County through superior public services."



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Sonoma County's Strategic Pillars

Provide quality and equitable housing, health, and human services for all

- Expand integrated system of care to address gaps to County's most vulnerable
- Establish equitable and data-driven distribution of services
- Increase housing development near transportation and services
- Reduce homelessness by enhancing services
- Continue to invest in public safety so residents and visitors feel safe

Social Justice

Achieve racial equity in County services and employment opportunities

- Foster an organizational culture that supports the commitment to achieving racial equity
- Implement strategies to make County workforce reflect County racial demographics across all positions
- Assure racial equity throughout all County policy decisions and service delivery
- Engage key community and internal stakeholders to develop priorities to advance racial equity



Organizational Excellence

Be an innovative, effective, engaged, and transparent organization focused on quality programs and services

- Strengthen operational effectiveness, fiscal reliability, and accountability
- Increase information-sharing and transparency to improve County and community engagement
- Become an employer of choice with a diverse workforce that reflects our community and an employer with a positive work culture that results in engaged and developed employees
- Seek out grant funding to enhance County programs and improve infrastructure

Make Sonoma County carbon neutral by 2030

- Make all County facilities carbon free and zero waste
- Maximize sustainability and emissions reductions in all County Fleet vehicles
- Maximize carbon sequestration through land conservation work and land-use policies
- Invest in the community to become carbon neutral by 2030

Enhance services to the community by investing in facilities and infrastructure

- Invest in County buildings and technology to enhance service delivery and employee mobility
- Invest capital improvements to ensure resiliency of services and improve disaster preparedness
- Continue to invest in critical roads infrastructure
- Implement technological solutions to promote resiliency and expand community access
- Support, fund, and expand flood protection

VALUES

**Excellence
Equity**

**Accountability
Innovation**

Collaboration

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