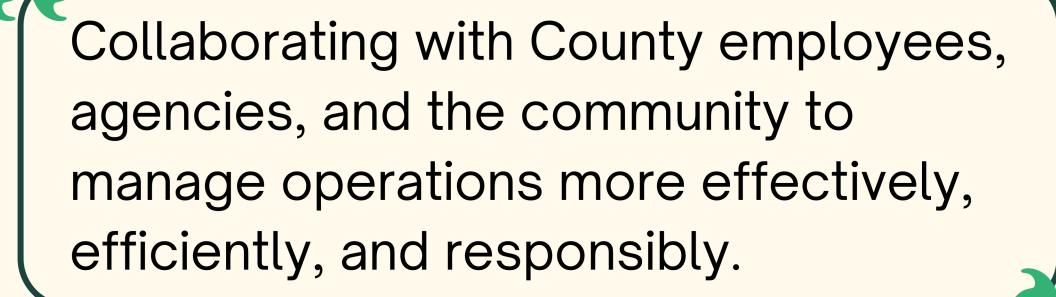
Institutional Governance

Definition





Institutional Governance

GOAL 1

OBJECTIVES

Invest in and develop a diverse, highly skilled, and motivated workforce.

- A) Create recruitment and retention opportunities that keep us competitive with comparable jurisdictions.
- **B)** Provide training opportunities in areas such as leadership, DEI, and job-specific skills.
- **C)** Address the organization's short term and long term space needs to accommodate our growing workforce.











OBJECTIVES

Maintain the highest level of fiscal responsibility.

- **A)** Maintain the AAA bond rating with all three major bond credit rating agencies.
- **B)** Collaborate with departments and partner agencies (ex: Board of Education, Sheriff's Office) to provide funding at an equitable level to meet their obligation to the community.
- **C)** Procure, implement, and support the software and hardware technology resources that meet the County's needs while maintaining the highest level of security.

Institutional Governance

GOAL 3

OBJECTIVES

Review and update policies and procedures on a regular basis for adequacy, relevance, and applicability.

- **A)** Develop a template or checklist to ensure policymaking processes and procedures reflect DEI consideration.
- **B)** Identify, select, and analyze opportunities for process improvement in order to streamline and simplify.
- **C)** Review and update regulatory documents, codes, ordinances, and best practices on an established schedule.

GOAL 4

Promote accessible and transparent government operations.

BJECTIVES

- **A)** Engage with residents to inform and solicit input via social media, surveys, videos and podcasts, and the Citizens Academy program.
- **B)** Increase the availability of online resources and information regarding services available to the community.
- **C)** Work with the cross-departmental work group to promote and disseminate information in a strategic and timely manner across a variety of platforms.