

Institutional Governance

Definition

Collaborating with County employees, agencies, and the community to manage operations more effectively, efficiently, and responsibly.

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OBJECTIVES GOAL 1

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 GOAL 2

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.

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GOAL 3 Review and update policies and procedures on a regular basis for adequacy, relevance, and applicability.

- OBJECTIVES**
- A) Develop a template or checklist to ensure policy-making 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.

- OBJECTIVES**
- 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.