

DRAFT 03/25/24

COUNTY *of* YOLO

2024-2028 STRATEGIC PLAN



FY 2024- 2028 STRATEGIC PLAN

Presented to the Board of Supervisors

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Special thanks to Yolo County leadership and their staff across all departments who have lent their voice and extensively collaborated in this Strategic Planning cycle.

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TABLE OF CONTENTS

INTRODUCTION TO YOLO COUNTY	3
6 PILLARS OF YOLO COUNTY	4
COUNTY GOALS	5
FRAMEWORK	6
STRATEGIC ACTION PLANS	7
THRIVING RESIDENTS	8
COLLABORATIVE COMMUNITY	11
SUSTAINABLE ENVIRONMENT	12
FLOURISHING AGRICULTURE	13
ROBUST ECONOMY	14
OPERATIONAL EXCELLENCE	15
APPENDIX A: STRATEGIC ACTION PLANS	18
DEPARTMENT: COUNTY ADMINISTRATOR’S OFFICE	19
DEPARTMENT: AGRICULTURE, WEIGHTS & MEASURES	21
DEPARTMENT: ASSESSOR/CLERK-RECORDER/ELECTIONS	23
DEPARTMENT: CHILD SUPPORT SERVICES	25
DEPARTMENT: COMMUNITY SERVICES	26
DEPARTMENT: COUNTY COUNSEL	32
DEPARTMENT: DISTRICT ATTORNEY	34
DEPARTMENT: FINANCIAL SERVICES	35
DEPARTMENT: GENERAL SERVICES	36
DEPARTMENT: HEALTH & HUMAN SERVICES AGENCY	38
DEPARTMENT: HUMAN RESOURCES	44
DEPARTMENT: INNOVATION AND TECHNOLOGY SERVICES	45
DEPARTMENT: LIBRARY	47
DEPARTMENT: PROBATION	50
DEPARTMENT: PUBLIC DEFENDER	51
DEPARTMENT: SHERIFF-CORONER/PUBLIC-ADMINISTRATOR	55

INTRODUCTION TO YOLO COUNTY

OUR MISSION

Making a difference by enhancing the quality of life of our community.

OUR STATEMENT

As Yolo County employees, we recognize this is a great place to live and work. We are committed to doing right by others through public service and maintaining the trust of our residents and peers. Together, we will continue to foster a healthy, supportive, and professional environment, striving always for excellence.

OUR CORE VALUES

Service

Performance

Integrity

Responsibility

Innovation

Teamwork

OUR PILLARS

6 PILLARS OF YOLO COUNTY

2024-2028 STRATEGIC PLAN



Thriving Residents

To provide a healthy, safe, and inclusive place to live, work, and visit.

Collaborative Community

To foster cross-system engagement that bridges gaps, advances public safety, takes preventative measures, and enhances community protection.

Sustainable Environment

To build a resilient, equitable, and carbon-negative future that efficiently utilizes natural resources.

Flourishing Agriculture

To uphold a vibrant agricultural industry while supporting future economic opportunities for the public.

Robust Economy

To promote a growing economy, smart development, and be good stewards of county assets to increase public benefit.

Operational Excellence

To champion a quality workforce that strengthens efficient, accessible, and fiscally responsible County operations to provide excellent customer service.



Thriving Residents

To provide a healthy, safe, and inclusive place to live, work, and visit.

- Engage community members with outreach and educational opportunities.
- Reduce disparities and enhance quality of life by improving access to essential services for our most vulnerable constituents.
- Expand diversity, equity, and inclusion efforts as well as expand culturally and linguistically responsive services.



Collaborative Community

To foster cross-system engagement that bridges gaps, advances public safety, takes preventative measures, and enhances community protection.

- Establishing prevention and intervention programs that address systemic inequities and root causes in public safety issues.
- Seek outside funding sources and maximize relationships with stakeholders to improve outcomes.
- Collaborate with other departments and institutions to offer programs and services in Yolo County that strengthen community connections.



Sustainable Environment

To build a resilient, equitable, and carbon-negative future that efficiently uses natural resources.

- Achieve net-negative emissions by 2030.
- Execute and collaboratively support Climate Action and Adaptation Plan initiatives.
- Preserve natural resources by effectively managing water and land use.
- Provide support for fire service sustainability to prevent wildfire risk.



Flourishing Agriculture

To uphold a vibrant agricultural industry while supporting future economic opportunities for the public.

- Uphold longstanding commitment to agricultural use and open space.
- Promote agricultural economic development.
- Support education initiatives and provide direct services to agricultural industry community members.



Robust Economy

To promote a growing economy, smart development, and be good stewards of county assets to increase public benefit.

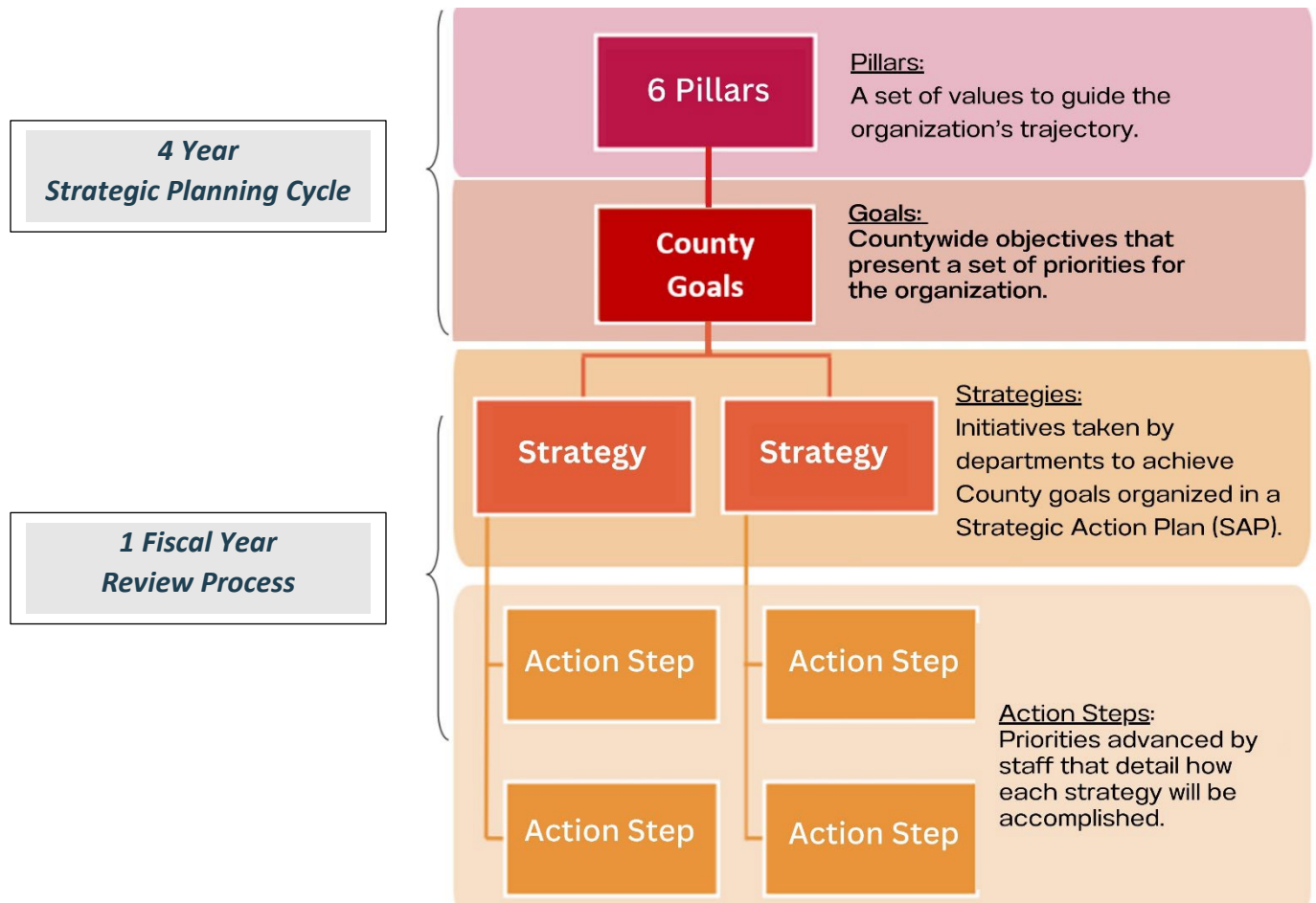
- Address deferred maintenance and enhance County facilities.
- Enhance economic development and economic resilience.
- Review revenue enhancement needs and major development proposals.
- Allocate funding to address critical infrastructure and public service needs.



Operational Excellence

To champion a quality workforce that strengthens efficient, accessible, and fiscally responsible County operations to provide excellent customer service.

- Support a strong and positive work environment that retains a high-quality workforce and provides employee development and engagement.
- Support the implementation of new technologies to improve work processes.
- Internal programs and functions are adequately funded and supported.



STRATEGIC PLAN REVIEW SCHEDULE

Every four years, Yolo County will conduct a new Strategic Planning cycle in which the entirety of the Plan will be open to new improvements and restructure.

In 2028, this Strategic Plan will be reviewed and a full report of accomplishments, challenges, history of revisions, and scope of progress will be provided.

Every fiscal year, the Strategic Plan will be revisited by County leadership for an annual progress report. In so doing, the Strategic Plan will connect to the annual budget review schedule. This will provide flexibility to make additions, interventions, and reprioritizations to the Strategic Plan per budget allocations. Thus, the County can provide a nimble response to changes in the community.

DEPARTMENT STRATEGIES

Our initiatives are interconnected, collaborative, and connect to other plans across the County. Each County department considers measurable strategies and action steps that span across more than one pillar. Each County department intentionally select strategies and action steps that connect to other plans under their leadership. In addition, County departments indicate common or cross-departmental goals to demonstrate our aligned, concerted efforts.

*Strategies optionally provided by departments administered by elected department heads (District Attorney, Sheriff, Assessor-Clerk-Recorder-Elections) are for informational purposes only and are not subject to Board approval.

STRATEGIC ACTION PLAN (SAP)

(APPENDIX A)

The Strategic Action Plan (SAP) is a culmination of each County department's strategies and action steps towards completion attached as Appendix A in the full-length document.

The departments identify, delegate, and make progress on the strategies and action steps across all County Goals and 6 Pillars.

The Common Department(s) row includes County departments who contribute to the work to demonstrate how departments work collaboratively to accomplish the goals.

The County Plan Alignment row asks for alignment to another current plan to be recognized and linked for reference if applicable.

The Status column utilizes the following labels to communicate the state of progress and development towards goal completion.

- **Ongoing** A continuous, perpetual cycle of maintenance work.
- **Completed** Fully finished action steps and deliverables.
- **Pending** Near completion, awaiting final motion.
- **In Progress** Action has been taken to move towards completion.
- **Delayed** Halted from progress, postponed until further notice.
- **Not Started** Action will be delegated to initiate the work.

THRIVING RESIDENTS: To provide a healthy, safe, and inclusive place to live, work, and visit.



County Goals:

- Engage community members with outreach and educational opportunities.
 - Reduce disparities and enhance quality of life by improving access to essential services for our most vulnerable constituents.
 - Expand diversity, equity, and inclusion efforts as well as provide culturally and linguistically responsive services.
- Conduct pesticide safety outreach and education to Agricultural Industry and local community at large by creating educational materials to raise awareness. (Agriculture, Weights & Measures Dept., Community Services Dept.)
 - Distribute multilingual, customer service questionnaires to Yolo County constituents by 2025 using efficient technologies to solicit feedback that will improve services and ensure public inclusivity. (Assessor/Clerk-Recorder/Elections Dept.)
 - Expand community outreach roadshow events in 2024-25 to bridge transportation gaps for Yolo County residents in partnership with other county departments. (Assessor/Clerk-Recorder/Elections Dept., Child Support Services Dept.)
 - Increase community engagement in county services through expanding the County Road Show, digital marketing, community presentations, and other educational opportunities. (Child Support Services Dept.)
 - Reduce child support debt held by low-income obligors that owe money to the government through the Debt Reduction and Uncollectible Debt Programs. (Child Support Services Dept.)
 - Reduce flood risk to rural communities by collaborating, conducting studies, and advocating for conjunctive use projects that reduce flood risk to infrastructure and ensure groundwater recharge. (Community Services Dept.)
 - Update current Animal Services facility and grounds to provide specific improvement of indoor housing for dogs in our care, create a welcoming and safe space for the community to come for redemptions, adoptions or surrender services by December 2026. (Community Services Dept.)

- Establish a Contamination Minimalization education and outreach campaign for Yolo County residents and businesses to ensure we are continually reducing the amount of plastic waste being thrown out with organic waste, thus creating a healthier compost product for agriculture. (Community Services Dept.)
- Establish Diversity, Equity, and Inclusion hiring initiatives in the District Attorney's Office to increase staff representation from historically marginalized groups. (District Attorney's Office)
- Ensure access to services for victims of crimes including post-conviction. (District Attorney's Office)
- Construct new county facilities such as parks and libraries to improve the lives of county residents. (General Services Dept.)
- Create a comprehensive behavioral health (BH) Crisis Continuum of Care by 2027. (Health & Human Services Agency)
- Strengthen the Yolo County Homeless Continuum of Care and achieve functional zero by 2027. (Health & Human Services Agency)
- Reduce disparity in at least one significant health outcome by investing upstream in prevention and addressing at least one root cause social determinant of health by 2025. (Health & Human Services Agency)
- Continue to reduce Yolo County's Foster Care population by reinforcing Yolo County's Children's Welfare Team and Children's Safety net staffing, training and workforce supports by 2028. (Health & Human Services Agency)
- Improve health outcomes for justice-involved individuals in Yolo County by the end of 2027. (Health & Human Services Agency)
- Provide direct services to Yolo County Farmworkers through the Ag Coordinator program initiative and establish a dashboard that provides deliverables of services to the underserved population by 2025. (Health & Human Services Agency)
- Champion and support Broadband expansion throughout Yolo County to create a more connected, inclusive, and prosperous community that can fully leverage the benefits of the digital era. (Innovation & Technology Services Dept.)

- Connect residents to our diverse culture and history by preserving and making the Yolo County Archives (YCA) and Historical Collection (YCHC) records and objects available online and throughout the county so that students, teachers, and community members have more equitable access to their history. (Library Dept.)
- Provide services to historically marginalized groups through an equity lens, with an emphasis on culturally responsive services, to create a safe and uplifting space for community members in Yolo County. (Library Dept.)
- Create vocational training and growth development services for Transitional Aged Youth (18-24 years old) by developing paid internship and educational opportunities in County departments to support recruitment efforts and value of public service. (Probation Office)
- Provide high quality legal representation that complies with practice and ethics standards for indigent defense to uphold the guarantees of the 6th Amendment of the United States. (Public Defender)
- Establish client-centered programs that enable clients to access services necessary for their well-being and growth, thereby enhancing public safety. (Public Defender)
- Expand reentry efforts for offenders reentering the community from in-custody. (Sheriff's Dept.)

COLLABORATIVE COMMUNITY: To foster cross-system engagement that bridges gaps, advances public safety, and enhances community protection.



County Goals:

- Establishing prevention and intervention programs that address systemic inequities and root causes in public safety issues.
 - Seek outside funding sources and maximize relationships with stakeholders to improve outcomes.
 - Collaborate with other departments and institutions to offer programs and services in Yolo County that strengthen community connections.
-
- Assist with the transition of Animal Services to Community Services Department and work with the JPA to explore a potential shared governance model to provide excellent services. (County Administrator's Office)
 - To work collaboratively with Board ad hoc subcommittees to address emerging issues impacting Yolo County residents through 2024-2028. (County Administrator's Office)
 - Collaborate and coordinate with surrounding counties to establish a new K-9 Unit for Pest Detection Program and support pest prevention activities. (Agriculture, Weights & Measures Dept.)
 - Increase the Youth Empowerment Summit (YES) annual attendance to 200 students and launch the Yolo County Youth Civic Initiative (YCYCI) curriculum throughout our high schools to promote civic education and increase civic involvement among the county's youth by 2028. (Assessor/Clerk-Recorder/Elections Dept.)
 - Deliver high quality, cost-effective Animal Services for Yolo County residents by leveraging community partnerships, developing the necessary facilities, and hiring talent as needed by December 2024. (Community Services Dept.)
 - Partner with regional universities to develop a public finance internship program. (Dept. of Financial Services)
 - Reinforce the senior safety net through a collaborative network of aging and disability focused non-profits, navigation services for those in need, outreach to aging and disabled populations, assessment of existing county aging and disabled programs and continued pursuance of local resources to support Yolo County's aging and disabled community. (Health & Human Services Agency)
 - Create Human Resources relationships with local academia by December 2024 to establish connections for continued education for our staff and recruit talent for the County. (Human Resources Dept.)

- Offer programs and services that strengthen community connections by recruiting community members and building interdepartmental partnerships to expand services to underserved populations. (Library Dept.)
- Improve outcomes for individuals with behavioral health issues who interact with the justice system through enhanced utilization of data and increased information sharing and coordination among law enforcement and behavioral health partners. (Probation Office)
- Reduce racial disparities in the criminal legal system by establishing prevention and intervention programs that address systemic issues and root causes. (Public Defender)
- Assist persons with mental health and substance use disorders to get the help they need. (Public Defender)
- Expand community engagement successes. (Sheriff's Dept.)

SUSTAINABLE ENVIRONMENT: To build a resilient, equitable, and carbon-negative future that efficiently uses natural resources.



County Goals:

- Achieve net-negative emissions by 2030.
- Execute and collaboratively support Climate Action Plan initiatives.
- Preserve natural resources by effectively managing water and land use.
- Provide support for fire service sustainability to prevent wildfire risk.

- Establish Electric Vehicle Charging Station Supply Equipment (EVSE) Inspection Program to protect customers. (Agriculture, Weights & Measures Dept.)
- Increase the number of agent relationships with document submission companies by 50% to expand e-recording and reduce paper intake. (Assessor/Clerk-Recorder/Elections Dept.)
- Achieve a greater degree of efficiency by implementing e-service and through increasing the type and volume of e-filed child support documents. (Child Support Services Dept.)
- Support the implementation of the Climate Action and Adaptation Plan and associated program efforts through collaboration, securing ongoing funding, and completing necessary studies to improve the County's resilience against challenges associated with climate change. (Community Services Dept.)

- Ensure the effective sustainable management of water resources in partnership with local agencies and stakeholders by conducting multiple studies to increase efficiencies in system operations and determine adequate water supply. (Community Services Dept.)
- Expand the compost facility at the landfill by 12/31/25 to continue enhancing our Greenhouse Gas Reduction efforts and have the capacity to implement the various program requirements of SB 1383. (Community Services Dept.)
- Implement the county’s Climate Action and Adaptation Plan through strategic improvements of county infrastructure. (General Services Dept.)
- Build out EV Charging infrastructure for public and county vehicles. (Sheriff’s Dept.)

FLOURISHING AGRICULTURE: To enhance a vibrant agricultural industry while supporting future economic opportunities for the public.



County Goals:

- Uphold longstanding commitment to agricultural use and open space.
- Promote agricultural economic development.
- Support education initiatives and provide direct services to agricultural industry community members.

- To review existing land use policies relative to revenue enhancement needs and present options to the Board of Supervisors reflective of Yolo County’s longstanding commitment to agricultural use and open space through 2024-2028. (County Administrator’s Office)
- To the greatest feasible extent, preserve agricultural sustainability on lands subject to conversion to habitat, flood protection, and other uses that serve regional or statewide objectives. (Community Services Dept.)
- Collaborate and coordinate with surrounding counties to support pest prevention activities. (Agriculture, Weights & Measures Dept.)
- Determine existing agricultural issues relating to Agriculture industries and the public. (Agriculture, Weights & Measures Dept.)
- Create new avenues for a streamlined online submission of annual production forms for agricultural property owners to the Assessor for their participation in the Williamson Act program in 2025. (Assessor/Clerk-Recorder/Elections Dept.)

ROBUST ECONOMY: To promote a growing economy, smart development, and be good stewards of County assets to increase public benefit.



County Goals:

- **Address deferred maintenance and enhance County facilities.**
- **Enhance economic development and economic resilience.**
- **Review revenue enhancement needs and major development proposals.**
- **Allocate funding to address critical infrastructure and public service needs.**

- To distribute American Rescue Program funds to provide direct financial relief, enhance economic development, and boost equitable economic recovery for Yolo County residents through 2026. (County Administrator's Office)
- To monitor grants, funding streams, and allocations including those within the Infrastructure Investment and Jobs Act, and the Inflation Reduction Act, and proactively applying to such grant opportunities to best ensure the County receives a fair share of funding to address critical infrastructure and public service needs, particularly in disadvantaged communities. (County Administrator's Office)
- Identify and remove barriers to affordable housing as part of the Comprehensive General Plan update. (Community Services Dept.)
- Enhance the County's financial sustainability. (Dept. of Financial Services)
- Continue development of the Yolo County Airport to support the local economy and develop new revenue. (General Services Dept.)

OPERATIONAL EXCELLENCE: To champion a quality workforce that strengthens efficient, accessible, and fiscally responsible County operations to provide excellent customer service.



County Goals:

- Support a strong and positive work environment that retains a high-quality workforce and provides employee development and engagement.
- Support the implementation of new technologies to improve work processes.
- Internal programs and functions are adequately funded and supported.

- Reinvigorate a spirit of internal operational excellence through inquiry and interdepartmental collaboration in Yolo County government through 2024-2028. (County Administrator's Office)
- Review project adoption procedures for the Capital Improvement Plan and collaborate with the Board, the CCI, and the CIC to outline an improved CIP management process. (County Administrator's Office)
- Enhance StrengthFinders based professional development for ACE staff by coordinating with County Strength coaches to improve employee engagement in 2024-2025. (Assessor/Clerk-Recorder/Elections Dept.)
- Improve office safety, security, and operational functionality by 2028. (Assessor/Clerk-Recorder/Elections Dept.)
- Improve responsiveness to road maintenance requests by identifying funding source for additional roads crew staffing and request proper position allocations as part of 2024-2025 budget. (Community Services Dept.)
- Continuously ensure that the Office's work reflects, and advances Board priorities and County Department needs. (County Counsel)
- Provide effective legal advocacy in litigation and other contested proceedings. (County Counsel)
- Support County stewardship of public resources and compliance with the law. (County Counsel)
- Maintain a talented, high-performing Office team by prioritizing staff development, retention, and job satisfaction. (County Counsel)
- Develop and implement a comprehensive financial training program for County fiscal staff. (Dept. of Financial Services)

- Increase efficiency and effectiveness of business processes and system capabilities. (Dept. of Financial Services)
- Ensure sustainability of core programs and functions in the Department of Financial Services. (Dept. of Financial Services)
- Protect and enhance county facilities by developing preventative maintenance plans for major building systems and implementing a modern computerized maintenance management system to adhere to best facility management practices. (General Services Dept.)
- Continuously improve the County's procurement process by implementing best practices and acquiring the National Procurement Institute's Achievement of Excellence in Procurement Award. (General Services Dept.)
- Provide timely and accessible services in county eligibility programs by meeting timeliness compliance standards in CalWorks, CalFresh, Medi-Cal, and General Assistance by June 2027. (Health & Human Services Agency)
- Modernize the Public Health Branch workforce and structure to better address current health priorities in the community by implementing branch-focused initiatives by 2025. (Health & Human Services Agency)
- Enhance Emergency Medical Services and Emergency Preparedness in Yolo County by collaborating with first responder partners, implementing new protocols, and updating countywide preparedness plans by 2028. (Health & Human Services Agency)
- Increase outreach to departments and Human Resources generalists to standardize HR operations by June 2025. (Human Resources Dept.)
- Review and revise policies and procedures in HR and Risk by December 2025. (Human Resources Dept.)
- Run a Risk and Safety Training Campaign with the goal to reduce occupational injuries by December 2025. (Human Resources Dept.)
- Build a World-class Information Technology Program that seeks to leverage technology as an enabler for efficient government and enhanced public services to the community. (Innovation & Technology Services Dept.)

- Ensure the consistent and reliable accessibility of data and technology systems for conducting business functions by maintaining, operating, and upgrading the Information and Communications Technology infrastructure of the County. (Innovation & Technology Services Dept.)
- Achieve top-tier information security and compliance standards to keep County data safe and secure. (Innovation & Technology Services Dept.)
- Identify technological opportunities that directly align and contribute to the strategic objectives of the County. (Innovation & Technology Services Dept.)
- Update the county-wide retention schedule in partnership with other County departments to promote interdepartmental collaboration and efficiency. (Library Dept.)
- Train Yolo County library staff to improve their safety protocol responses in order to protect the public by partnering with other departments and conducting necessary safety audits. (Library Dept.)
- Strengthen staff leadership through the implementation of quarterly coaching sessions embedded into the annual performance evaluation process. (Probation Office)
- Support a strong and positive work environment that provides employee development and engagement. (Public Defender)
- Deliver innovative technological solutions. (Sheriff's Dept.)
- Provide adequate and safe buildings for employees and the public. (Sheriff's Dept.)
- Increase retention and recruitment of employees. (Sheriff's Dept.)

APPENDIX A: STRATEGIC ACTION PLANS

DEPARTMENT: COUNTY ADMINISTRATOR'S OFFICE

Strategy #1 Distribute American Rescue Program funds to provide direct financial relief, enhance economic development, and boost equitable economic recovery for Yolo County residents through 2026.	ROBUST ECONOMY
Action Steps:	Status:
Work with district offices to expend community funds.	In Progress
Work with existing vendors/staff to make sure allocation funds are expended.	Not Started
Administer the close out of ARP program pursuant to Board direction.	Not Started
Common Department(s): HHSA, Library	
County Plan Alignment:	
Strategy #2 Monitor grants, funding streams, and allocations including those within the Infrastructure Investment and Jobs Act, and the Inflation Reduction Act, and proactively applying to such grant opportunities to best ensure the County receives a fair share of funding to address critical infrastructure and public service needs, particularly in disadvantaged communities.	ROBUST ECONOMY
Action Steps:	Status:
Engage with grant consultant to aggressively pursue opportunities.	Not Started
Proactively engage on state budget issues to protect county revenue streams and prevent cost shifting and/or unfunded mandates from the state.	Not Started
Common Department(s): Community Services	
County Plan Alignment: 2024 Intergovernmental Advocacy Policy, Legislative Platform	
Strategy #3 Assist with the transition of Animal Services to Community Services Department and work with the JPA to explore a potential shared governance model to provide excellent services.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
Assist with transition of Animal Services to DCS.	In Progress
Work with JPA to explore potential shared governance model.	In Progress
Common Department(s): Sheriff's Department, Community Services	

<p>Strategy #4 Reinvigorate a spirit of internal operational excellence through inquiry and interdepartmental collaboration in Yolo County government through 2024-28.</p>	OPERATIONAL EXCELLENCE
<p>Action Steps:</p>	<p>Status:</p>
<p>Develop a multiyear fiscal forecast to best inform Board deliberation on budgetary manners.</p>	<p>Not Started</p>
<p>Work with HR to develop succession, staff retention, and senior leadership development initiatives.</p>	<p>Not Started</p>
<p>Work with internal service departments to determine necessary resources to best support County operations.</p>	<p>Not Started</p>
<p>Develop an integrated process for prioritizing solutions for deferred/extraordinary building maintenance by addressing unmet needs, space planning, and repurposing County-owned property, while judiciously pursuing real estate acquisition opportunities in alignment with the CIP.</p>	<p>Not Started</p>
<p>Common Department(s): Human Resources, Financial Services, Community Services, General Services</p>	
<p>County Plan Alignment: Capital Improvement Plan, Legislative Advocacy Platform</p>	
<p>Strategy #5 Work collaboratively with Board ad hoc subcommittees and standing committees to address emerging issues impacting Yolo County residents through 2024-28.</p>	COLLABORATIVE COMMUNITY
<p>Action Steps:</p>	<p>Status:</p>
<p>Coordinate an aging adult summit in collaboration with local agencies and city governments to consolidate efforts, network, identify gaps in services and expand services across the County in 2024.</p>	<p>Not Started</p>
<p>Continue efforts, including Prop 218 assessment processes, to increase sustainable funding for fire protection districts.</p>	<p>Not Started</p>
<p>Review project adoption procedures for the Capital Improvement Plan and collaborate with the Board, the CCI, and the CIC to outline an improved CIP management process.</p>	<p>Not Started</p>
<p>Common Department(s): HHSA, Financial Services, Community Services, General Services</p>	
<p>County Plan Alignment: Capital Improvement Plan</p>	

Strategy #6 Review existing land use policies relative to revenue enhancement needs and present options to the Board of Supervisors reflective of Yolo County’s longstanding commitment to agricultural use and open space through 2024-28.	FLOURISHING AGRICULTURE
Action Steps:	Status:
Review general plan in conjunction with community services for future economic and development opportunities.	Not Started
Work collaboratively with cities to review major development proposals requiring annexations.	Not Started
Common Department(s): Community Services	
County Plan Alignment:	

DEPARTMENT: AGRICULTURE, WEIGHTS & MEASURES

Strategy #1 Collaborate and coordinate with surrounding counties to establish a new K-9 Unit for Pest Detection Program and support pest prevention activities.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
1. Establish classification and budget for program and necessary approvals.	Not Started
2. Establish protocols to meet program goals.	Not Started
3. Within 6 months of program approval, initiate recruitment, hire staff, designate space, and obtain necessary equipment & supplies.	Not Started
4. Establish a coordinated effort to work with surrounding counties to support pest prevention activities.	Not Started
Common Department(s):	
County Plan Alignment:	

<p>Strategy #2 Establish Electric Vehicle Charging Station Supply Equipment (EVSE) Inspection Program to protect customers.</p>	<p>SUSTAINABLE ENVIRONMENT</p>
<p>Action Steps:</p>	<p>Status:</p>
<p>1. Determine impact base on regulatory and program requirements on industry.</p>	<p>Not Started</p>
<p>2. Calculate and project revenue for the program.</p>	<p>Not Started</p>
<p>3. Obtain testing equipment.</p>	<p>Not Started</p>
<p>4. Determine staff workload hours, assess additional staff needed, and project future growth.</p>	<p>Not Started</p>
<p>Common Department(s): Community Services, Innovation and Technology, General Services</p>	
<p>County Plan Alignment:</p>	
<p>Strategy #3 Conduct pesticide safety outreach & education to the agricultural industry and local community at large by creating educational materials to raise awareness.</p>	<p>THRIVING RESIDENTS</p>
<p>Action Steps:</p>	<p>Status:</p>
<p>1. Determine existing agricultural issues relating to Ag industries and public</p>	<p>Not Started</p>
<p>2. Create educational material which brings attention to issue and provides a safer solution.</p>	<p>Not Started</p>
<p>3. Convey current Ag practices and existing laws and regulations to help bring awareness to community members.</p>	<p>Not Started</p>
<p>Common Department(s): Community Services Dept.</p>	
<p>County Plan Alignment:</p>	

DEPARTMENT: ASSESSOR/CLERK-RECORDER/ELECTIONS

Strategy #1 Distribute multilingual customer service questionnaires to Yolo County constituents by 2025 using efficient technologies to solicit feedback that will improve services and ensure public inclusivity.	THRIVING RESIDENTS
Action Steps:	Status:
1. Develop a list of questions for Yolo County constituents.	Not Started
2. Create QR code access for the questionnaire.	Not Started
3. Translate questionnaire to Spanish for inclusivity.	Not Started
4. Prepare a distribution and data analysis protocol.	Not Started
Common Department(s):	
County Plan Alignment:	
Strategy #2 Yolo County will coordinate at least quarterly County Road Show pop ups at various community events and locations in 2024/25 to provide ACE services and bridge transportation gaps for YC residents in partnership with county departments.	THRIVING RESIDENTS
Action Steps:	Status:
Offer ACE Services, such as: marriage ceremonies, voter registration, and assessor staff available for property related questions.	Not Started
Marriages (5)	Not Started
Register (50+) voters	Not Started
Assessor (participate)	Not Started
Common Department(s):	
County Plan Alignment:	
Strategy #3 Create new avenues for a streamlined online submission of annual production forms for agricultural property owners to the Assessor for their participation in the Williamson Act program in 2025.	FLOURISHING AGRICULTURE
Action Steps:	Status:
1. Increase the number of agent relationships with document submission companies by 50% to expand e-recording and reduce paper in-take.	Not Started
2. Partner with vendor to identify additional document submission companies.	Not Started

3. Educate government document submitters on the process to become an electronic submitter.	Not Started
4. Develop a frequently asked questions (FAQ) sheet and simplified how-to on how to become an electronic submitter.	Not Started
Common Department(s): Innovation & Technology Dept.	
County Plan Alignment:	
Strategy #4 Enhance StrengthFinders based professional development for ACE staff by coordinating with County Strength coaches to improve employee engagement in 2024/25.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Form active Strength Committee.	Not Started
2. Develop and provide two (2) Strength-based workshops.	Not Started
3. Meet with County Strength coaches.	Not Started
Common Department(s):	
County Plan Alignment:	
Strategy #5 Increase the number of agent relationships with document submission companies by 50% to expand e-recording and reduce paper intake by 2025.	SUSTAINABLE ENVIRONMENT
Action Steps:	Status:
1. Form active Strength Committee.	Not Started
2. Develop and provide two (2) Strength-based workshops.	Not Started
3. Meet with County Strength coaches.	Not Started
Common Department(s):	
County Plan Alignment:	
Strategy #6 Improve office safety, security, and operational functionality by 2028.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Complete election's next phase of office remodel by 2025.	Not Started
2. Complete Clerk-Recorder office safety and security remodel by 2026.	Not Started
3. Complete Assessor office remodel and training facility by 2028.	Not Started
Common Department(s): General Services Department, County Administrator's Office, Department of Financial Services	
County Plan Alignment:	

Strategy #7 Increase the Youth Empowerment Summit (YES) annual attendance to 200 and launch the Yolo County Youth Civic Initiative (YCYCI) curriculum throughout our high schools to promote civic education and increase civic involvement among the county's youth by 2028.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
1. Continue partnership with YCOE and other county community organizations to grow reach.	Not Started
2. Continue partnership with UC Davis for YES venue to accommodate larger attendance.	Not Started
3. Garner funding through legislation or other grants to support YCYCI curriculum effort.	Not Started
Common Department(s): Library Dept.	
County Plan Alignment:	

DEPARTMENT: CHILD SUPPORT SERVICES

Strategy #1 Increase community engagement in county services through expanding the County Road Show, digital marketing, community presentations and other educational opportunities.	THRIVING RESIDENTS
Action Steps:	Status:
1. Use organic, boosted advertising on Facebook, Instagram, and Youtube to promote child support services, and determine success by increasing application for services.	Not Started
2. Hold quarterly events throughout our jurisdiction educating parents on matters related to child support.	Not Started
Common Department(s):	
County Plan Alignment:	
Strategy #2 Reduce child support debt held by low-income obligors that owe money to the government through the Debt Reduction and Uncollectible Debt Programs.	THRIVING RESIDENTS
Action Steps:	Status:
1. Using data analytics, identify and evaluate cases eligible for Debt Reduction and Uncollectible Debt.	Not Started
Common Department(s):	

County Plan Alignment:	
Strategy #3 Achieve a greater degree of operational excellence and efficiency by implementing e-service and through increasing the type and volume of e-filed child support documents.	SUSTAINABLE ENVIRONMENT
Action Steps:	Status:
1. Increase the type and volume of child support documents e-filed with the Yolo Superior court by 5% by 2025 to save paper and increase efficiency.	Not Started
2. Transition to e-serving filed child support court documents on parties by July 1, 2025, to increase system efficiency.	Not Started

DEPARTMENT: COMMUNITY SERVICES

Strategy #1 Implement the Climate Action and Adaptation Plan and associated program efforts through collaboration, securing ongoing funding, and completing necessary studies to improve the County's resilience against challenges associated with climate change.	SUSTAINABLE ENVIRONMENT
Action Steps:	Status:
1. Add 3 additional Sustainability Division staff members to support the Climate Action and Adaptation Plan's efforts	Not Started
2. Identify Phase 1 and 2 Priorities to achieve emissions reductions from 2024-2027 and 2027-2030.	In Progress
3. Adopt 2030 Climate Action and Adaptation Plan (est. September 2024)	Not Started
4. Identify and apply for 1-3 grant applications to advance Phase 1 Priorities in FY24-25.	Not Started
5. Form a "Green Team" that meets regularly to track progress towards Phase 1 and 2 priorities; provide bi-annual updates to the Board on CAAP Implementation and Green Team progress.	In Progress
6. Complete Inventory and Feasibility Study to Remove Fossil Fuels from County Operations (in partnership with the Department of General Services)	In Progress
7. Complete ZEV Action Plan and Internal Fleet Transition Study in partnership with external partners (Cities, UC Davis, Yocha Dehe, YTD), Department of General Services, Public Works Division, and Fleet Team.	In Progress
8. Launch Electrification Retrofit Rebate Outreach Program in Partnership in partnership with Valley Clean Energy.	In Progress

9. By 2027, develop Yolo County Regional Resilience Collaborative, in partnership with Cities, UC Davis, Yocha Dehe, NGO partners, etc. to accelerate the funding and implementation of climate resilience projects in Yolo County.	Not Started
10. Identify and secure ongoing funding strategies to partially or completely fund Climate Sustainability	In Progress
Common Department(s):	
County Plan Alignment: Climate Action and Adaptation Plan	
Strategy #2 Ensure the effective sustainable management of water resources in partnership with local agencies and stakeholders by conducting multiple studies to increase efficiencies in system operations and determine adequate water supply.	SUSTAINABLE ENVIRONMENT
Action Steps:	Status:
1. Coordinate with the Yolo County Flood Control and Water Conservation District and other local agencies, including the Woodland-Davis Clean Water Agency, to define and effectively advocate for local interests in the Bay-Delta Plan update.	In progress
2. By July 2026 update County Code well permit and construction standards	Not started
3. By October 31, 2024, conduct a study to determine the feasibility of expanding services provided by Cal-Am Dunnigan to consolidate Dunnigan domestic well users	In progress
4. By October 31, 2024, conduct a study to determine the feasibility of consolidating community services districts and county service areas to increase efficiencies, ensure adequate water supply and distribution, and enhance system operations	In progress
5. Complete major CSA capital projects including: 6. North Davis Meadows CSA: Water connection project, which will connect the North Davis Meadows residents to the City of Davis’s water system. The grant funding and low-cost State Revolving Fund loan agreement was completed in January 2024 and the project is expected to go out to bid in Spring 2024. 7. Wild Wings CSA: Pintail well arsenic treatment system and Wood Duck pump station improvements to increase water supply reliability and meet water system permit requirements.	In progress
8. Develop feasibility study and identify possible funding sources to construct a redundant wastewater treatment plant to meet State discharge permit compliance issues for the Wild Wings CSA’s wastewater treatment plant.	Not started
Common Department(s): General Services, Community Services, County Counsel	
County Plan Alignment: Capital Improvement Plan	

<p>Strategy #3 Reduce flood risk to rural communities by collaborating, conducting studies, and advocating for conjunctive use projects that reduce flood risk to infrastructure and ensure groundwater recharge.</p>	<p>THRIVING RESIDENTS</p>
<p>Action Steps:</p>	<p>Status:</p>
<p>1. By June 2025, conduct hydrologic and hydraulic (H&H) study for valley floor area of the unincorporated County and identify feasible measures to reduce flood risk</p>	<p>Not started</p>
<p>2. By December 2024, complete 60% design of the Madison, Esparto, State Rt 16 flood risk reduction project</p>	<p>In progress</p>
<p>3. By November 2024, construct the Knights Landing Stormwater Improvement project</p>	<p>In progress</p>
<p>Common Department(s): General Services, Community Services, County Counsel</p>	
<p>County Plan Alignment: Capital Improvement Plan</p>	
<p>Strategy #4 To the greatest feasible extent, preserve agricultural sustainability on lands subject to conversion to habitat, flood protection, and other uses that serve regional or statewide objectives.</p>	<p>FLOURISHING AGRICULTURE</p>
<p>Action Steps:</p>	<p>Status:</p>
<p>1. By December 31, 2024, update the funding strategy chapter in the Yolo Bypass Drainage and Water Infrastructure Improvement Study by identifying grant opportunities and other actionable strategies to advance implementation of projects identified in the Study.</p>	<p>Ongoing</p>
<p>2. Pursue early engagement and participate in project planning, environmental review, and permitting for habitat restoration projects in the Yolo Bypass and other areas of the County—including (during 2024/25) Nigiri 2.0, Tides End, and China Bend—to ensure the preservation of agricultural uses or effective mitigation for the conversion of farmland consistent with the <i>Yolo County Agricultural Conservation Priority Plan</i> and the <i>Yolo County Agricultural Conservation and Mitigation Program</i>.</p>	<p>Ongoing</p>
<p>3. Continue active County participation in multi-agency initiatives with a nexus to agricultural sustainability—including efforts to increase the flood conveyance capacity of the Yolo Bypass, modify water supply and drainage infrastructure, and increase habitat quality and quantity—including but not limited to the Yolo Bypass/Cache Slough Partnership and the U.S. Army Corps of Engineers Comprehensive Study and Locally Supported Plan Alternative Development Projects.</p>	<p>Ongoing</p>

4. Continuously work to improve public outreach and education to the agricultural community and other local stakeholders on programs and projects with a potential impact on agriculture.	Ongoing
Common Department(s): Community Services, County Counsel	
County Plan Alignment: General Plan, Yolo County Agricultural Conservation Priority Plan, Yolo County Agricultural Conservation and Mitigation Program, Cache Creek Area Plan	
Strategy #5 Identify and remove barriers to affordable housing as part of the Comprehensive General Plan Update.	ROBUST ECONOMY
Action Steps:	Status:
1. Seek funding for comprehensive General Plan Update, including setting aside general funds annually in a reserve account for purpose of future comprehensive update	Not started
2. Identify existing land use policies that result in barriers to affordable housing, including within areas of identified growth boundaries	Not started
3. In collaboration with the Agricultural Commissioner and other stakeholders, review policies and consider opportunities to promote generational housing for farming families that do not result in remainder parcels incapable of agricultural production.	Not started
Strategy #6 Improve responsiveness to road maintenance requests by identifying funding source for additional roads crew staffing and request proper position allocations as part of fiscal year 2024-25.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Identify funding source for additional staffing	In progress
2. Request position allocations as part of 2024/2025 requested budget	Not started
3. Onboard and train new staff.	Not started
4. Seek Board direction relative to “self-help county” tax initiative to fund roads improvements	Not started
4. Conduct robust public outreach and Board of Supervisors workshops	Not started
5. Update Zoning Codes to support goal after policy changes are adopted in the updated General Plan in support of removing barriers to affordable housing.	Not Started
Common Department(s): County Counsel, Agriculture, Weights & Measures, General Services	
County Plan Alignment: General Plan	

<p>Strategy #7 Deliver high quality, cost-effective Animal Services for Yolo County residents by leveraging community partnerships, developing the necessary facilities, and hiring talent by December 2024.</p>	COLLABORATIVE COMMUNITY
<p>Action Steps:</p>	<p>Status:</p>
<p>1. By June 2024, identify location, and create plans for space needs using existing county owned buildings</p>	<p>In Progress</p>
<p>2. By Dec 2026, update current Animal Services facility and grounds to improve indoor housing for dogs in shelter care; and create a welcoming and safe space for the community to come for redemptions, adoptions or surrender services.</p>	<p>Not started</p>
<p>3. By Dec 2027, expand Animal Services facilities by adding a modular on vacant land adjacent to current facility, to provide a community adoption center, training area and house community Veterinary Services.</p>	<p>Not started</p>
<p>4. By June 2025, complete a SWOT analysis and animal services program plan to engage stakeholders, maximize partnerships and other relationships; and identify and prioritize goals.</p>	<p>Not started</p>
<p>5. By Dec 2024 expand capacity to conduct spay and neuter services by leveraging partnerships and/ or increasing human resources.</p>	<p>In progress</p>
<p>6. By Dec 2024, implement a robust social media engagement effort to engage the community, seek funding, increase spay, neuter, vaccination, and licensing rates, educate the public, and improve outcomes for the animals in shelter care.</p>	<p>In Progress</p>
<p>7. By July 2024, fully transition Animal Services to the Department of Community Services</p>	<p>In progress</p>
<p>8. Complete program specific policies and procedures to support efficient and compliant operations by December 2024.</p>	<p>Not started</p>
<p>9. By December 2024, integrate software programs, code enforcement procedures, and document management system within department of community services.</p>	<p>In progress</p>
<p>Common Department(s): County Administrator’s Office, General Services Dept.</p>	
<p>County Plan Alignment:</p>	

<p>Strategy #8 Expand the compost facility at the landfill by 12/31/25 to continue enhancing our Greenhouse Gas Reduction efforts and have the capacity to implement the various program requirements of SB 1383.</p>	<p>SUSTAINABLE ENVIRONMENT</p>
<p>Action Steps:</p>	<p>Status:</p>
<p>1. Apply for CalRecycle GHG grant funds to expand compost facility and secure funding.</p>	<p>Completed</p>
<p>2. Update Yolo County Solid Waste Facility Permit to include the expansion of the compost facility.</p>	<p>Completed</p>
<p>3. Work with Northern Recycling to construct expansion.</p>	<p>In progress</p>
<p>4. Secure new organics waste flow agreements to make expansion financially viable.</p>	<p>In progress</p>
<p>5. Explore option of moving organics waste from current location of Anaerobic Composting Cells (up top) to Covered Aerated Static Pile Composting Cells (down below) to ensure operational efficiency of staffing and equipment by being in one location.</p>	<p>Not started</p>
<p>6. Secure long term contractual partnership with the Yolo Food Bank to send all self-hauled packaged organic waste to Depackager then to compost facility to divert away from disposal area. (Waste flow to expanded compost facility)</p>	<p>In progress</p>
<p>7. Secure long term contractual long-term partnership with Esparto Countryside Church to maintain Edible Food Recovery program with Esparto Valley Market (Yolo County's only Tier 1 Generator) to ensure edible food makes it into the hands of those that are food insecure instead of into the landfill. (Waste flow to expanded compost facility)</p>	<p>Not started</p>
<p>8. Ensure all multi-family apartment complexes and migrant farm housing locations in Yolo County have implemented an organics food waste diversion program. (Waste flow to expanded compost facility)</p>	<p>In progress</p>
<p>9. Establish Contamination Minimalization Education and Outreach campaign for Yolo County residents and businesses to ensure we are continually reducing the amount of plastic waste being thrown into the organics, thus creating a healthier end compost product for agriculture.</p>	<p>In progress</p>
<p>10. Establish a procurement program which allows for year-round free compost for all Yolo County residents and new Fee Waiver program for unincorporated schools, non-profits, etc. to obtain free compost for school gardens and other similar projects to close the loop on the organics waste process.</p>	<p>In progress</p>
<p>Common Department(s):</p>	
<p>County Plan Alignment:</p>	

DEPARTMENT: COUNTY COUNSEL

Strategy #1 Continuously ensure that the Office’s work reflects, and advances Board priorities and County department needs.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Maintain frequent, open communication with Office clients regarding their needs and expectations to ensure legal services are provided in a responsive, solution-oriented manner.	Ongoing
2. Partner with the County Administrator’s office and other County departments in addressing significant emerging issues (even before specific legal issues are identified).	Ongoing
3. Regularly evaluate and, as needed, adjust attorney assignments to ensure efficient coverage of all significant Board priorities and client matters.	Ongoing
Strategy #2 Provide effective legal advocacy in litigation and other contested proceedings.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. In collaboration with the Health & Human Services Agency, provide assertive representation and advocacy in child welfare and Public Guardian matters.	Ongoing
2. Dedicate the resources necessary to ensure efficient County implementation of “CARE Court” and similar emerging programs.	Ongoing
3. Identify affirmative advocacy opportunities for Board consideration, particularly where substantial benefits to the County and its communities could result.	Ongoing
4. Collaborate with other entities with common interests, where feasible, to promote the efficient and expeditious handling of County litigation.	Ongoing
Common Department(s):	
County Plan Alignment:	
Strategy #3 Support County stewardship of public resources and compliance with the law.	OPERATIONAL EXCELLENCE

Action Steps:	Status:
1. Prioritize and support compliance with the Brown Act, Public Records Act, state conflict of interest laws, and other matters essential to government transparency and accountability.	Ongoing
2. Maintain effective, responsive support for the Internal Audit function, the Grand Jury, and other oversight and accountability efforts.	Ongoing
3. Strategically utilize outside counsel only as needed, primarily for support in litigation or advisory matters that require unique expertise.	Ongoing
4. Continuously strive to identify and implement methods for promoting efficiency and consistency in advising on frequently encountered topics.	Ongoing
Common Department(s):	
County Plan Alignment:	
Strategy #4 Maintain a talented, high-performing Office team by prioritizing staff development, retention, and job satisfaction.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Provide sufficient staffing, equipment, and technology to support excellent work on behalf of the County.	Ongoing
2. Support appropriate professional development and training opportunities for Office attorneys and staff, including by advocating for adequate budget resources to cover costs.	Ongoing
3. In recruitment efforts, ensure broad distribution of job announcements and employ targeted outreach to attract diverse applicant pools.	Ongoing
Common Department(s):	
County Plan Alignment:	

DEPARTMENT: DISTRICT ATTORNEY

Strategy #1 Establish Diversity, Equity, and Inclusion hiring initiatives in the District Attorney’s office to increase staff representation from historically marginalized groups.	THRIVING RESIDENTS
Action Steps:	Status:
1. Identify schools with diverse student body to recruit from.	Not started
2. Create more personal job recruitment media that displays DEI in DA’s office and its benefits to the community.	Not started
3. Assemble job interview panels that reflect DEI.	Not started
4. Attend job recruitment fairs.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #2 Ensure access to services for victims of crimes including post-conviction.	THRIVING RESIDENTS
Action Steps:	Status:
1. Add additional VS advocates to handle post-conviction work.	Not started
2. Create specialization within advocates to be able to serve community	Not started
3. Ensure funding for CBO’s that provide services that the DA’s office is unable to provide.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #3 Increase in county board and care facilities for individuals accepted into alternative sentencing programs.	THRIVING RESIDENTS
Action Steps:	Status:
Identify current room and board facilities.	Not started
Consider whether room and board facilities can expand to board and care facilities.	Not started
Identify funding sources to implement board and care facilities for Yolo County residents who are participating in alternative courts.	Not started
Common Department(s): HHSA, General Services	
County Plan Alignment:	

DEPARTMENT: FINANCIAL SERVICES

Strategy #1 Develop and implement a comprehensive financial training program for County fiscal staff.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Identify training needs and knowledge gaps through surveys and analysis.	Not started
2. Develop training courses and materials and launch Fiscal Foundations training program.	Not started
3. Integrate Fiscal Foundations training courses within County Learning Management System.	Not started
4. Identify core training requirements for different fiscal classifications.	Not started
5. Develop framework for Fiscal Officer Financial Certification program.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #2 Partner with regional universities to develop a public finance internship program.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
1. In collaboration with HR Director, work with regional universities to promote public finance as a career path.	Not started
2. Develop inventory of intern-level tasks in each major division with DFS.	Not started
3. Ensure budgetary capacity to offer paid internships.	Not started
4. Design, promote, and launch public finance internship program.	Not started
Strategy #3 Increase efficiency and effectiveness of business processes and system capabilities.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. In collaboration with the ERP Steering Committee, form Infor Finance User Group.	Not started
2. Work with Infor Finance User Group to identify pain points in system functionality and/or business processes.	Not started
3. Identify and implement improvements in financial reporting capabilities.	Not started
4. Identify and implement a solution for employee cost allocation.	Not started
Common Department(s):	

County Plan Alignment:	
Strategy #4 Enhance the County's financial sustainability.	ROBUST ECONOMY
Action Steps:	Status:
1. Update County Policy on Budget & Financial Management.	Not started
2. Revise strategy for addressing unfunded pension liability and update County Policy on Pension Funding.	Not started
3. Improve fiscal management and oversight of Capital Improvement Program.	Not started
4. Expand long-range financial forecasts to include additional programs and funding sources.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #5 Ensure sustainability of core programs and functions for the Dept. of Financial Services.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Develop internal training plans for all DFS positions.	Not started
2. Develop and implement succession plans for key positions.	Not started
3. Ensure adequate documentation of policies and procedures.	Not started
4. Identify and remediate resource constraints and singular points of failure.	Not started
Common Department(s):	
County Plan Alignment:	

DEPARTMENT: GENERAL SERVICES

Strategy #1 Construct new county facilities such as parks and libraries to improve the lives of County residents.	THRIVING RESIDENTS
Action Steps:	Status:
1. Construct a new community park in Knights Landing.	Not started
2. Construct a second branch library in Davis.	Not started
Common Department(s):	
County Plan Alignment: Capital Improvement Plan	

Strategy #2 Implement the County’s Action and Adaptation Plan through strategic improvements of county infrastructure.	SUSTAINABLE ENVIRONMENT
Action Steps:	Status:
1. Review the County’s energy use and develop solutions for incorporating more distributed generation by creating a County Energy Manager position.	Not started
Manage County owned lands to support biodiversity and carbon sequestration efforts by forging strategic partnerships with allied non-profit groups and new California native plantings.	
2. Implement electric vehicle charging infrastructure for county-owned fleet.	Not started
Common Department(s):	
County Plan Alignment: Climate Action & Adaptation Plan	
Strategy #3 Continue development of the Yolo County Airport to support the local economy and develop new revenue.	SUSTAINABLE ENVIRONMENT
Action Steps:	Status:
1. Attract new aircraft owners to base aircraft at the Airport.	Not started
2. Develop additional infrastructure improvements for a more appealing and safer Airport.	Not started
Common Department(s):	
County Plan Alignment: Airport Capital Improvement Plan	
Strategy #4 Enhance county facilities by developing preventative maintenance plans for major building systems and implementing a modern computerized maintenance management system to adhere to best facility management practices.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Develop preventative maintenance plans for major building systems.	Not started
2. Implement a new and modern computerized maintenance management system.	Not started
Common Department(s):	
County Plan Alignment: Capital Improvement Plan	

Strategy #5 Continuously improve the County’s Procurement process.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Implement the best practices to obtain the National Procurement Institute’s Achievement of Excellence in Procurement Award.	Not started
Common Department(s):	
County Plan Alignment:	

DEPARTMENT: HEALTH & HUMAN SERVICES AGENCY

Strategy #1 Create a comprehensive behavioral health (BH) Crisis Continuum of Care by 2027.	THRIVING RESIDENTS
Action Steps:	Status:
1. Implement a fully operational 24/7 High-Tech Call Center by June 30, 2025, to provide Yolo County residents in Behavioral Health crisis “someone to talk to”, providing crisis intervention capabilities and quality coordination of Crisis care in real-time.	In Process
2. Implement a fully operational, 24/7 Mobile Crisis Response Team by January 1, 2025, to provide Yolo County residents in Behavioral Health crisis “someone to respond”, providing timely mobile crisis to individuals in their home, workplace, or any other community-based location.	In Process
3. Fully execute a contract for dedicated crisis receiving chairs at a regional Behavioral Health Crisis Receiving and Stabilization Center by June 30, 2024, to provide Yolo County residents in Behavioral Health crisis “a place to go”, ensuring geographical access for specific areas of the Yolo County community.	In Process
4. Provide semi-annual Crisis Intervention Team (CIT) training to Yolo County first responders, including 40-hour initial courses and 8-hour follow-up courses.	In Process
5. Implement a fully operational, local Crisis Receiving and Stabilization Center by January 1, 2026, to provide Yolo County residents in Behavioral Health crisis “a place to go”, providing short term (under 24 hours) observation and crisis stabilization services in a home-like environment to reduce unnecessary hospitalization and/or incarceration.	In Process
6. Expand the Co-Responder model to ensure Behavioral Health clinician response with law enforcement to Behavioral Health-related law enforcement calls for service, throughout Yolo County, seven days per week, by June 30, 2026.	In Process

7. Implement changes to LPS Conservatorship criteria enacted by Senate Bill 43 by January 1, 2026. (Pieces of this fit under Crisis and forensics; action steps will include local tools, resources, and training re: 5150 criteria and analysis of Public Guardian capacity and staffing as well as tools, resources, and training for punchline guardian team and other partners such as law enforcement, hospital systems, etc.)	Not Started
8. Implement the Community Assistance Recovery and Empowerment (CARE) Act by December 2025 by providing a broad range of necessary services, (including short-term stabilization medications, wellness and recovery supports, and connection to other social services such as housing) to people with schizophrenia spectrum or other psychotic disorders who meet specific criteria to prevent more restrictive conservatorships or incarceration.	Not Started
Common Department(s): General Services	
County Plan Alignment: Capital Improvement Plan	
Strategy #2 Strengthen the Yolo County Homeless Continuum of Care and achieve functional zero by 2027.	THRIVING RESIDENTS
Action Steps:	Status:
1. Expand new partnerships and reinforce existing integrated efforts with the Homeless non-profit sector and city partners.	In Progress
2. Utilize new housing partnerships to expand inventory to increase affordable, permanent, and supportive housing for adults and families.	In Progress
3. Facilitate an intercept mapping process for the homeless system.	Not Started
4. Improve care coordination between primary care, behavioral health, and homeless & housing services (e.g., Enhanced Care Management and Community Supports) through the creation and enhancements of multi-Disciplinary teams in each major city and one county unincorporated grouping.	In Progress
5. Collaborate with local partners to open a family shelter accessible to CalWORKs families towards the goal of attaining functional zero.	In Progress
6. Increase supports and resources for CalWORKs families facing housing instability.	In Progress
Common Department(s):	
County Plan Alignment:	
Strategy #3 Provide timely and accessible services in county eligibility programs by meeting timeliness compliance standards in CalWORKs, CalFresh, Medi-Cal, and General Assistance by June 2027.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Evaluate the eligibility workload and make recommendations on staffing needs.	In Process

2. Revamp the recruitment process for eligibility staff to fill positions quickly and minimize vacancies.	Not Started
3. Restructure the onboarding process for eligibility staff to decrease the amount of time for staff to transition from training to casework.	Not Started
4. Assess and streamline County eligibility processes and operations at all customer service junctions.	Not Started
5. Implement Quality Control case reviews.	In Process
6. Refine CalSAWS reports and data dashboards for program performance and service delivery.	In Process
Common Department(s):	
County Plan Alignment:	
Strategy #4 Modernize the Public Health Branch workforce and structure to better address current health priorities in the community by implementing branch-focused initiatives by 2025.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Implement the branch’s CDPH Career Ladder grant training plan for public health staff.	Not started
2. Update the Public Health Branch’s mission, vision, and values.	Not started
3. Develop new Public Health Strategic Plan outlining path forward for the branch and its programs.	Not started
4. Stabilize the branch’s staffing structure and (if needed) reorganize programs based on new Public Health strategic plan.	Not started
5. Achieve Public Health Advisory Board (PHAB) re-accreditation.	Not started
6. Complete the branch’s “Project Refresh” office space modernization project.	Not started
7. Improve worker conditions resulting in higher staff scores on HHSA’s annual Healthy Work Survey.	Not started
Common Department(s):	
County Plan Alignment: Public Health Strategic Plan	
Strategy #5 Reduce disparity in at least one significant health outcome by investing upstream in prevention and addressing at least one root cause social determinant of health by 2025. (e.g. education, income, neighborhood, and housing).	THRIVING RESIDENTS
Action Steps:	Status:
1. Complete the triennial county-wide Public Health Community Needs Assessment (CHA).	Not started
2. Complete the Public Health Community Health Improvement Plan (CHIP).	Not started

3. Complete the county’s first Farmworker Healthy Survey assessing the health and wellbeing of local agricultural workers.	Not started
4. Develop intervention plan to address the findings of the Farmworker Health Survey.	Not started
5. Relaunch the Health Yolo 2.0 cross-sector collaborative focusing on implementation of primary prevention interventions addressing social determinants of health.	Not started
6. Integrate the Yolo County Office of Education’s Roadmap to the Future initiative with Healthy Yolo 2.0 collaborative.	Not started
7. Develop performance measures to track Healthy Yolo progress and outcomes.	Not started
Common Department(s):	
County Plan Alignment: Public Health Strategic Plan	
Strategy #6 Continue to reduce Yolo County’s Foster Care population by reinforcing Yolo County’s Children’s Welfare Team and Children’s Safety net staffing, training and workforce supports by 2028.	THRIVING RESIDENTS
Action Steps:	Status:
1. Maintaining > 10% Vacancy Rate Amongst Child Welfare Social Workers.	Not started
2. Ensure all CYF staff receive Integrated Core Practice Model Training.	Not started
3. Continuing to reduce entries into Foster Care through enhanced prevention, community supports, family resources and programs.	Not started
4. Improve Ability to Provide Case Management for CCS Clients.	Not started
5. Explore alternate funding models for CCS through ECM, Cal-AIM, and grants.	Not started
6. Develop a Comprehensive Continuum of SUD Services for children.	Not started
7. Improve Children’s Branches Score on Healthy Work Survey.	Not started
8. Complete of Yolo Basic Income Pilot and ongoing conduction of long-term study, fundraising and ongoing partnerships through UC Davis.	Not started
Common Department(s): Child Support Services	
County Plan Alignment: Public Health Strategic Plan	
Strategy #7 Enhance Emergency Medical Services and Emergency Preparedness by collaborating with first responder partners, implementing new protocols, and updating countywide preparedness plans in Yolo County by 2028.	THRIVING RESIDENTS
Action Steps:	Status:
Implement a countywide unified Emergency Medical Dispatch protocol by January 31 st , 2025.	Not started
Collaborate with first-responder partners to implement a tiered emergency medical response system in Yolo County by December 31 st , 2025.	Not started

Establish a plan for the sustainable delivery of countywide evidence-based Emergency Medical Services into the future by December 31 st , 2028.	Not started
Conduct annual emergency response exercise with Healthcare Preparedness Coalition members by June 30 th of each year.	Not started
Update emergency response/preparedness plans for Medical/Health and Mass Care & Shelter by December 31 st , 2026.	Not started
Common Department(s): County Administrator’s Office	
County Plan Alignment:	
Strategy #8 Improve health outcomes for justice-involved individuals in Yolo County by the end of 2027.	THRIVING RESIDENTS
Action Steps:	Status:
1. Establish and maintain partnerships with at least 3 service providers to provide post-release support, with at least 60% of individuals enrolled in Medi-Cal and establishing access to healthcare services, to include medical and behavioral health services, within three months of release.	Not started
2. Establish a Jail Multi-Disciplinary Quality Management team to include members from Yolo County Sheriff’s Department; Health and Human Services Agency (including Public Health Behavioral Health, and jail medical provider) to meet quarterly to address emerging issues and recommend areas of improvement related to quality of care.	Not started
3. Complete annual jail inspections, to include medical and behavioral health reviews, with zero deficiencies.	Not started
4. Enhance coordinated re-entry planning for Yolo County residents transitioning from in-custody to community-based BH treatment services by 2026.	Not started
5. Establish and maintain partnerships with at least 3 service providers to provide post-release support, with at least 60% of individuals enrolled in Medi-Cal and establishing access to healthcare services, to include medical and behavioral health services, within three months of release.	Not started
Strategy #9 Provide direct services to Yolo County Farmworkers through the Ag Coordinator program initiative and establish a dashboard that provides deliverables of services to this underserved population by 2025.	THRIVING RESIDENTS
Action Steps:	Status:
1. Define and expand ongoing program expectations for the Ag Coordinator.	In Process
2. Identify gap services for individuals in the Ag community.	In Process

3. Ensure Ag community is connected to and enrolled in CalFresh and Medi-Cal programs.	In Process
4. Provide Ag Coordinator with HSSA Staff to assist with eligibility, enrollment, and employment services.	Not Started
5. Assist with immigration issues by referring to partner agencies to access Immigration Lawyers for assistance. 6. Provide Educational Services to Ag Community through workshops, resource fairs, and referral to community college & Vocational training programs.	Not Started
Common Department(s):	
County Plan Alignment:	
Strategy #10 Reinforce the senior safety net through a collaborative network of aging and disability focused non-profits, navigation services for those in need, outreach to aging and disabled populations, assessment of existing county aging and disabled programs and continued pursuance of local resources to support Yolo County's aging and disabled community.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
The County will provide capacity building and Cal-AIM technical assistance to enhance non-profit service delivery and older adult programming through ECM, Community Supports and Recuperative Care expansion.	Not started
To create a local aging and disabled coordinating council that involves local aging and disability services providers, non-profits and local leaders to align resources, coordinate operations and monitor the overall quality of life for aging and disabled populations.	Not started
To launch an annual local aging and disabled coordinating conference.	Not started
To create plans for local navigators and or navigation centers to for local aging and disabled residents needing services navigation, care support or assistance in navigating services.	Not started
Producing a bi-annual state of aging and disability report in Yolo County that will discuss demographics, needs, trends and resource gaps for local aging and disabled residents.	Not started
To provide timely and accessible services in county aging and disability programs by meeting timeliness compliance standards in Veterans, Public Guardian and Adult Protective Services.	Not started
Common Department(s): Sheriff's Department	

DEPARTMENT: HUMAN RESOURCES

Strategy #1 Create HR relationships with local academia by December 2024 to establish connections for continued education for our staff and recruit talent for the County.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
1. Establish connections for continued education of our staff.	Not started
2. Enroll up to 10 staff in leadership academy programs.	Not started
3. Attend job fairs at universities and colleges to showcase Yolo County as an employer of choice.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #2 Increase outreach to departments and HR generalists to standardize HR operations by June 2025.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Schedule bi-monthly meetings with HR generalist to discuss relevant and on going matters in their departments.	Not started
2. Establish standing meetings with departments' leadership teams to support their on going HR needs.	Not started
3. Create department-specific HR classes for succession and career growth opportunities.	Not started
4. Cross-train and expose HR generalists to County HR operations.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #3 Review and Revise policies and procedures in HR and Risk by December 2025.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Perform a comprehensive review of all HR/Risk policies and procedures.	Not started
2. Catalog critical P/P and begin the revision of the same in collaboration with County Counsel and where applicable, the various unions and associations in the County.	Not started
3. Publish and train employees on revised policies and procedures.	Not started
Common Department(s):	
County Plan Alignment:	

Strategy #4 Risk and Safety Training Campaign with the goal to reduce occupational injuries by December 2025.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Reactivate Safety Committee.	Not started
2. Work with our third-party worker compensation administrator to analyze current open claims and map out a return-to-work strategy for those individuals, where possible.	Not started
3. Partner with YCPARMIA to deliver relevant training to staff on a coordinated and regular basis, in order to reduce number of occupational injury claims.	Not started
Common Department(s):	
County Plan Alignment:	

DEPARTMENT: INNOVATION AND TECHNOLOGY SERVICES

Strategy #1 Champion and support Broadband expansion throughout Yolo County to create a more connected, inclusive, and prosperous community that can fully leverage the benefits of the digital era.	THRIVING RESIDENTS
Action Steps:	Status:
1. Support Broadband expansion through supporting the implementation of the Yolo County Broadband planning and feasibility study.	In progress
2. Support local, State and Federal grant efforts.	Ongoing
3. Advocate to local ISP providers for continued Broadband investment.	Ongoing
4. Support advocacy at the local, State and Federal levels for rural broadband funding and expansion.	Ongoing
Common Department(s):	
County Plan Alignment:	
Strategy #2 Build a World-class Information Technology Program that seeks to leverage technology as an enabler for efficient government and enhanced public services to the community.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Implement an efficient and sustainable IT Governance Model.	Not started
2. Update the IT Strategic and Tactical Plans.	Not started

3. Redevelop the Information Technology Policies.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #3 Ensure the consistent and reliable accessibility of data and technology systems for conducting business functions by maintaining, operating, and upgrading the Information and Communications Technology infrastructure of the County.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Replace desktop equipment that is approaching the end of its usable life.	Ongoing
2. Replace infrastructure equipment that is approaching the end of its usable life.	Ongoing
3. Implement enhanced system monitoring, alerting, and management to be better informed of decreases in system performance or system failures.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #4 Achieve top tier information security and compliance standards to keep County data safe and secure.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Develop IT Security Strategic Plan document.	In progress
2. Redevelop the IT Security policies.	Not started
3. Implement cyber security protections to enhance overall resilience from cyber security threats.	Ongoing
Common Department(s):	
County Plan Alignment:	
Strategy #5 Identify technological opportunities that directly align with and contribute to the strategic objectives of the County.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Deploy modern enterprise tools that improve County department services.	Ongoing
2. Deploy modern enterprise tools that improve County department efficiencies.	Ongoing
3. Deploy modern enterprise tools that support and enable data-driven decision making.	Not started
Common Department(s):	
County Plan Alignment:	

DEPARTMENT: LIBRARY

Strategy #1 Connect residents to our diverse culture and history by preserving and making the Yolo County Archives (YCA) and Historical Collection (YCHC) records and objects available online and throughout the county so that students, teachers, and community members have more equitable access to their history.	THRIVING RESIDENTS
Action Steps:	Status:
1. Digitize half of the YCHC collection and continue to digitize YCA records that are fragile, of high research value, or support other county initiatives, goals, and projects, and make them available online through the YCA and YCHC’s website.	In Progress
2. Develop content for teachers, students, and families to support 3 rd grade social studies curriculum and primary source literacy.	In Progress
3. Display historic objects in Yolo County Library branches and other public spaces throughout the county.	In Progress
4. Perform an audit of the Yolo County Archives (YCA) and Historical Collection (YCHC) facilities and collections and create an updated emergency preparedness and disaster plan to ensure the continued preservation and protection of Yolo County's historic records and objects.	In Progress
5. Apply for "Ready or Not" Cultural Heritage Disaster Preparedness Project through the State Library for consultants to provide a free report that includes recommendations for mitigating risks, taking emergency preparedness actions, and completing a disaster plan on both collections.	In Progress
6. Complete emergency and disaster preparedness plan for YCA and YCHC.	Not Started
7. Evaluate the Gibson House furnace for maintenance or replacement to protect the mansion and YCHC against fire.	Not Started
Common Department(s): General Services Department - Parks	
County Plan Alignment: Library Goals and Strategies (Goals 1 – 6) and Yolo County Library Strategic Priorities 2022 - 2027 (Priority 5)_	
Strategy #2 Offer programs and services that strengthen community connections by recruiting community members and building interdepartmental partnerships to expand services to underserved populations.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
1. Offer programs and services that reflect and celebrate our diverse languages, cultures, identities and history.	In Progress

2. Recruit community members, including English Conversation Group participants, to provide input on collection acquisitions and programming.	In Progress
3. Launch a bookmobile to visit rural and underserved communities in Yolo County, providing library services including books, WiFi, and programming.	In Progress
4. Continue improving materials and collections to be more diverse and reflect our communities.	In Progress
5. Build interdepartmental partnerships to expand services to underserved populations, especially in rural areas.	In Progress
6. Provide tweens and teens with opportunities that provide job-readiness skills through youth advisory, volunteering, and mentoring programs.	In Progress
7. Provide opportunities for community members to develop connections with each other in a safe space through shared learning experiences in regular, ongoing programs such as book clubs, stay-and-play events, maker-centered activities, and conversation groups.	In Progress
Common Department(s): Probation, Elections	
County Plan Alignment: Library Goals and Strategies (Goal 10) and Yolo County Library Strategic Priorities 2022-2027 (Priority 3)	
Strategy #3 Foster children’s grade-level reading in Yolo County by providing robust library programs with a wide array of resources that specifically target families and local schools.	THRIVING RESIDENTS
Action Steps:	Status:
1. Improve our patron browsing experience by reconfiguring the picture book collection to make it easier for customers to find what they are looking for.	In Progress
2. Distribute free books to build home libraries through Pop-up Summer Lunch programs, the Summer Reading Program, Día de los Niños/Día de los Libros events, ESL classes, and literacy programs.	In Progress
3. Promote reading through offering diverse collections, displays, reading lists, heritage month celebrations, reading recommendation services, author talks, and research and learning platforms on our website.	In Progress
4. Improve literacy, mitigate children’s learning loss, and foster grade-level reading by providing a robust Summer Reading Program with incentives for completion of reading goals.	In Progress
5. Provide a wide array of library resources and programs for parents and caregivers so more children read at grade level. Promote school readiness for TK, Pre-K, and K by offering storytimes, curated learning kits, and professionally vetted educational technology.	In Progress
6. Collaborate with Yolo County Housing and other community groups to provide needed Early Literacy services, books, and programs at Davis and Madison migrant centers.	In Progress

7. Continue to expand student success by collaborating with a local school district to provide all students with a Yolo County Library card.	In Progress
Common Department(s):	
County Plan Alignment: Library Goals and Strategies (Goals 8) and Yolo County Library Strategic Priorities 2022-2027 (Priority 1)	
Strategy #4 Provide resources to historically marginalized groups through an equity lens, with an emphasis on culturally-responsive services, to create a safe and uplifting space for community members in Yolo County.	THRIVING RESIDENTS
Action Steps:	Status:
1. Improve access to technology by providing one-on-one technology help, hosting iPhone and Android phone trainings and providing free Wi-Fi in rural communities at bookmobile stops.	In Progress
2. Collaborate with local agencies to provide ESL classes in underserved and rural communities.	In Progress
Common Department(s):	
County Plan Alignment: Library Goals and Strategies (Goal 10) and Yolo County Library Strategic Priorities 2022-2027 (Priority 2)	
Strategy #5 Update the county-wide retention schedule in partnership with other County departments to promote interdepartmental collaboration and efficiency.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Complete records retention schedules for at least two County departments.	In Progress
Common Department(s):	
County Plan Alignment: Library Goals and Strategies (Goal 7) and Yolo County Library Strategic Priorities 2022-2027 (Priority 2)	
Strategy #6 Train Yolo County library staff to improve their safety protocol responses in order to protect the public by partnering with other departments and conducting necessary safety audits.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Provide community members with a safe space during inclement weather	In Progress
2. Partner with other departments to provide mental health and other services to our unhoused patrons	In Progress
3. Conduct safety audits at all branches/units	Not Started

4. Provide staff training on mental health and critical incident responses	Not Started
Common Department(s): Health and Human Services Agency, Sheriff's Office, Office of Emergency Services	
County Plan Alignment: Yolo County Library Strategic Priorities 2022-2027 (Priority 3)	

DEPARTMENT: PROBATION

Strategy #1 Create vocational training and growth development services for Transitional Aged Youth (18 to 24-year-olds) population by developing paid internship and educational opportunities in County departments to support recruitment efforts and value of public service.	THRIVING RESIDENTS
Action Steps:	Status:
1. Develop paid internship and educational (i.e., paid to attend WCC) opportunities in County departments with a pipeline to County employment to support recruitment efforts and the value of public service.	Not started
2. Partner with Yolo County Housing for affordable congregate housing with life skill training opportunities, i.e., Rent Ready program.	Not started
3. Develop opportunities with stipend for Probation youth/TAY based on a Work Program model.	Not started
Common Department(s):	
County Plan Alignment: Probation Department Strategic Plan; Comprehensive Multi-Agency Juvenile Justice Plan	
Strategy #2 Improve outcomes for individuals with behavioral health issues who interact with the justice system through enhanced utilization of data, increased information sharing, and coordination among law enforcement and behavioral health partners.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
1. Research other agencies' data sharing agreements and platforms.	Not started
2. Develop metrics and common methods to measure success.	Not started
3. Revisit Yolo County Behavioral Health and Justice Data Strategy framework for supporting technical issues in merging client data across agencies and identifying potential data usages to support decision-making and improve outcomes.	Not started
4. Identify best system design approach for Yolo County.	Not started
5. Develop integrated justice and behavioral health data sharing platform.	Not started
6. Use shared data to identify and develop strategies to mitigate racial disparities.	Not started
Common Department(s):	

County Plan Alignment: CCP Strategic Plan; Comprehensive Multi-Agency Juvenile Justice Plan; County Self-Assessment	
Strategy #3 Strengthen department leadership through the implementation of quarterly coaching sessions embedded into the annual performance evaluation process.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Introduce department leadership to the concept of coaching and the value added to workforce development efforts, progressive discipline, etc.	Not started
2. Develop training program, templates and structure for each department's leadership to regularly meet and evaluate the efficacy of their program and make course corrections where needed.	Not started
3. Train department managers and supervisors on coaching sessions process and how it is embedded in annual performance evaluation.	Not started
4. Formally adopt quarterly coaching session as part of the annual performance review process.	Not started
Common Department(s):	
County Plan Alignment: Probation Department Strategic Plan; YES Team Initiative	

DEPARTMENT: PUBLIC DEFENDER

Strategy #1 Provide high quality legal representation that complies with practice and ethics standards for indigent defense to uphold the guarantees of the 6 th Amendment of the United States Constitution for Yolo County constituents.	THRIVING RESIDENTS
Action Steps:	Status:
1. Incorporate industry-accepted case weights into the office's case management system.	Not started
2. Review staffing levels against accepted workload study requirements.	Not started
3. Create educational distribution materials as to legal and ethical obligations owed clients regarding effective representation.	Not started
4. Make recommendations on staffing and operational improvements for all core units.	Not started
5. Pursue internal and external funding opportunities to add necessary resources.	Not started
6. Advocate at the state level for new grant programs or other funding opportunities and legislation to address outstanding indigent defense needs.	
Common Department(s):	

County Plan Alignment: Public Defender's Office: Department Strategic Plan 2024-2025	
Strategy #2 Establish client-centered programs that enable clients to access services necessary for their well-being and growth, thereby enhancing public safety.	THRIVING RESIDENTS
Action Steps:	Status:
1. Increase provision of legal services that seek to reverse or modify criminal convictions or sentences to remove barriers to services, employment, and housing, reunite families, and strengthen communities.	Not started
2. Provide equitable opportunities to indigent persons by creating an early representation unit within the public defender's office that commences services upon accusation and prepares individuals for arraignment and bail decisions.	Not started
3. Increase services available through the public defender's mitigation unit to uniformly apply interdisciplinary skill sets to defense litigation, link clients to supportive services, and create case plans that address root causes of legal system involvement.	Not started
4. Expand the scope of the Adolescent Defense Team's representation to individuals under the age of 25 to align the expertise of attorneys and staff trained in adolescent development principles with the services needs of the transitional aged youth population.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #3 Reduce racial disparities in the criminal legal system by establishing prevention and intervention programs that address systemic issues and root causes.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
1. Implement Young Adult Court that supports transitional aged youth as they become adults.	Not started
2. Remedy disparities in charging and sentencing decisions that have resulted in the over-incarceration of people of color through the robust implementation of the Racial Justice Act.	Not started
3. Analyze causes of racial disparities in the local jail and pilot solutions.	Not started
Common Department(s):	
County Plan Alignment:	

Strategy #4 Assist persons with mental health and substance use disorders to get the help they need.	COLLABORATIVE COMMUNITY
Action Steps:	Status:
1. Help establish Community Assistance, Recovery and Empowerment (CARE) Court, as required by the CARE Act.	Not started
2. Increase the efficacy of collaborative courts, including Mental Health Court, Mental Health-Diversion, and Addiction Intervention Court, through evaluation and resources.	Not started
3. Evaluate gaps in diversion opportunities and seek to fill the gaps (e.g., Veterans, parents).	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #5 Support a strong and positive work environment that provides employee development and engagement.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Build talent acquisition strategies to develop an external pipeline of skilled, diverse, and committed individuals interested in working in public service.	Not started
2. Sustain the paid intern program to support students with financial need who desire to work in indigent defense.	Not started
3. Ensure employees are engaged and supported from onboarding through exit interviews.	Not started
4. Create and maintain effective feedback loops and performance evaluation practices.	Not started
5. Promote professional excellence through increased training and educational opportunities.	Not started
6. Support Racial Justice Committee mission and goals.	Not started
7. Organize office team-building events.	Not started
8. Create mentoring opportunities by pairing experienced employees with newer ones.	Not started
9. Secure office space that meets the current and future needs of the department.	Not started
Common Department(s):	
County Plan Alignment:	

Strategy #6 Create a highly supportive infrastructure by adopting necessary and innovative technologies.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Continually upgrade technology and supplies to ensure staff are not hindered by outdated infrastructure.	Not started
2. Implement an alternative case management system.	Not started
3. Identify and implement data storage solutions.	Not started
4. Explore and implement AI solutions to streamline or replace common tasks.	Not started
Common Department(s):	
County Plan Alignment:	
Strategy #7 Increase connection to county partners and the community we serve.	OPERATIONAL EXCELLENCE
Action Steps:	Status:
1. Review external facing website for areas of improvement.	Not started
2. Establish an intra-county presence on InsideYolo.	Not started
3. Maintain social media presence on FB, Instagram, and Twitter.	Not started
4. Share information with the county and the public through press releases and other appropriate sources.	Not started
5. Organize community facing events to include Holiday Toy Shop, Defenders of Tomorrow, and voter registration events.	Not started
6. Leverage community grants and non-profits to increase opportunities and services for clients.	Not started
Common Department(s):	
County Plan Alignment:	

DEPARTMENT: SHERIFF-CORONER/PUBLIC-ADMINISTRATOR

Strategy #1 Increase retention and recruitment of employees.	OPERATIONAL EXCELLENCE
Action Steps:	
1. Ensure staff can see how their work is connected to a greater purpose.	
2. Make decisions that support a healthy work-life balance and that will foster a healthy work environment.	
3. Make investments to enable our employees to reach their full potential.	
4. Ensure staff is fairly compensated.	
Strategy #2 Deliver Innovative Technological Solutions.	OPERATIONAL EXCELLENCE
Action Steps:	
1. Increase IT staffing to match best practices of employee-to-IT staff ratio..	
2. Audit and evaluate all IT security protocols against both mandated and industry best practices requirements.	
Strategy #3 Provide adequate and safe buildings for employees and the public.	OPERATIONAL EXCELLENCE
Action Steps:	
1. Increase IT staffing to match best practices of employee-to-IT staff ratio.	
2. Audit and evaluate all IT security protocols against both mandated and industry best practices requirements.	
Strategy #4 Expand community engagement successes.	COLLABORATIVE COMMUNITY
Action Steps:	
1. Meet community members “where they are at” and create avenues for feedback and community involvement.	
2. Ensure outreach materials are relevant, accurate, easy to understand, and culturally responsive.	
3. Seek an understanding of community perspectives.	
4. Tap into the collective intelligence of the community.	
5. Equip staff to communicate, collaborate, and engage with the community effectively.	

6. Enhance collaboration, communication, and cohesiveness within and between County departments.

Strategy #5
Build out EV Charging infrastructure for public and county vehicles.

SUSTAINABLE ENVIRONMENT

Action Steps:

1. Use local data, tools, knowledge and relationships to plan for the scale and geographic distribution of charging needed to accommodate 100,000 EVs by 2030.

2. Create a map that highlights priority areas for multi-family, workplace, and opportunity charging.

3. Work with planning departments, electric utilities, EV drivers, and other groups to establish siting criteria that affect the desirability of specific charging sites.

4. Conduct a survey of local EV drivers to better understand charging habits.

5. Create an online EVSE siting database that tracks key potential charging locations.

Strategy #6
Expand reentry efforts for offenders reentering the community from in-custody.

THRIVING RESIDENTS

Action Steps:

1. Increase in-custody jail programming opportunities for offenders.

2. Ensure programs are culturally and linguistically competent.

