



County of San Benito Strategic Plan

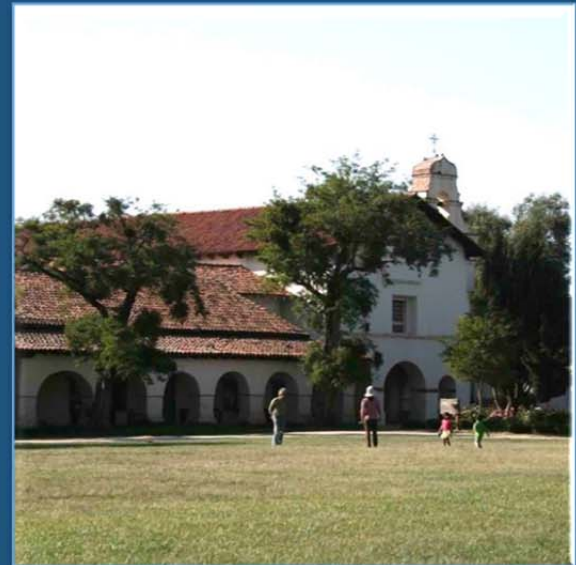


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Strategic Plan Process & Overview

San Benito County's Strategic Plan was developed through a multi-stage process with input from a wide variety of stakeholders including the Board of Supervisors, management, staff, and the public.

Stage 1: Planning

In February 2019, the Board of Supervisors held a Strategic Plan Workshop that was open to the public and facilitated by consultant Angela Antenore. At the workshop, staff, the Board, and members of the community developed a draft Strategic Plan and identified important values and goals.

Strategic Plan Facilitator: **Angela Antenore**

Stage 2: Development

The County Administrative Office formed a Steering Committee to facilitate the further development of the Strategic Plan:

Edgar Nolasco

Deputy County
Administrative Officer

Gabriel Orozco

Accountant III
(Behavioral Health Dept.)

Angela Curro

Asst. Clerk-Recorder-
Registrar of Voters

Kellie Kennedy

Director of Admin Services
(Sheriff Dept.)

Dulce Alonso

Management Analyst III

Casey Estorga

HHSA Fiscal Officer

Ashlyn Canez

Probation Officer

Lauren Hull

Management Analyst I

Stage 3: Adoption

Based on the input from community members, the Board of Supervisors, staff, and the Steering Committee, a final Strategic Plan was recommended to the Board of Supervisors for formal adoption and implementation.

Message from the County Administrative Officer

November 2019

It is my pleasure to present San Benito County's 2019-2024 Strategic Plan. During the past year, we have engaged our Board of Supervisors, Department Heads, community members, and staff in the strategic planning process. As your CAO, it is my objective to strengthen accountability and communications with our community and stakeholders.

The County's Strategic Plan provides a blueprint for investments of resources, time, and energy to meet the needs of our community. The Strategic Plan establishes a Mission, Vision, Values, and key focus areas that the County will prioritize. We identified priorities to assist in planning the future by pursuing key areas of focus and strengthening our community. Our goal is to strive for financial and operational excellence by serving the community with high ethical standards.



I want to acknowledge our Board of Supervisors with their innovative leadership, guiding the County with a unified forward thinking perspective

Sincerely,

A handwritten signature in blue ink, consisting of stylized, overlapping loops and a long horizontal stroke at the bottom.

Ray Espinosa,
County Administrative Officer

Vision, Mission, Values, Focus Areas

VISION

San Benito County is a community that provides collaborative and affordable public services through diversity, innovation, and transparency.

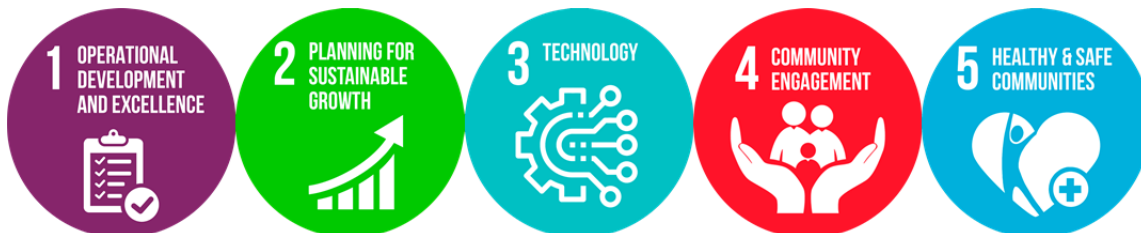
MISSION

To adopt policies that reflect the goals and priorities of the community, design a network of services that prioritizes public safety, equality, and economic vibrancy while balancing commitments to the region's rich history and prosperous future.

VALUES

Community	Transparency	Integrity
Collaboration	Respect	Serve & Protect
Equality	Innovation	Accountability

FOCUS AREAS



Executive Summary & Focus Areas



Operational Development & Excellence

- Staffing
- Customer Service
- Organizational Leadership
- Organizational Culture



Planning for Sustainable Growth

- Economy
- Housing
- Infrastructure
- Environment



Technology

- External in the Community
- Internal to the County
- Innovation
- Security



Community Engagement

- Cross-Jurisdictional Relationships
- Communication
- Public-Private Partnerships



Healthy & Safe Communities

- Promote Healthy Choices
- Local Justice
- Community Support
- Recreation/Leisure

1. Operational Development & Excellence

<div><div><div>1 OPERATIONAL DEVELOPMENT AND EXCELLENCE</div><div></div></div><div>Operational Development & Excellence</div></div>	
Staffing	Customer Service
Attract, grow, and retain a diverse, engaged, and high-performing County workforce that reflects our mission and strives for excellence.	Provide equitable access to efficient, effective, and culturally responsive services for our community and visitors.
Organizational Leadership	Organizational Culture
Instill proactive strategies to empower future leaders while motivating individuals through engagement and development.	Nurture an organizational culture that embraces equality, collaboration, and open communication where all people are valued.


2. Planning for Sustainable Growth



Planning for Sustainable Growth

Economy	Housing
Promote activity that fosters economic growth while sustaining the natural environment and social values.	Provide affordable options to our diverse community, remove barriers, and promote healthy growth.
Infrastructure	Environment
Create sustainable patterns of development by engaging the community through advancing and preserving social, economic and ecological processes.	Reduce our environmental impact by supporting and strengthening efforts for clean air and water to our community while focusing on conservation, renewable energy, recycling, and reuse.

3. Technology

<div><div><div>3 TECHNOLOGY</div></div><div>Technology</div></div>	
External in the Community	Internal to the County
Enhance access to our technologically-driven world by being a leader in innovation, transparency, and accountability.	Commit to maximizing the effective and efficient use of evolving technology to deliver exemplary public services.
Innovation	Security
Incorporate smart technologies into our infrastructure to improve our citizen's quality of life, health, safety, and economic prosperity.	Use best practices to enhance information security, maintain compliance, ensure confidentiality, protect information integrity, and guarantee availability.

4. Community Engagement



Community Engagement

Public-Private Partnerships

Leverage public-private partnerships to serve the community's interest by providing better services and operational efficiency.

Communication

Exchange complete, accurate, and timely information with the entire community through open channels of communication.

Cross-Jurisdictional Relationships

Foster partnerships that promote regional success by expanding and enhancing the quality of services that maximize the use of limited resources.

5. Healthy & Safe Communities



Healthy & Safe Communities

Promote Healthy Choices

Support a safe and healthy community that nurtures the body and mind across all ages and social conditions.

Local Justice

Increase public safety through practices, partnerships, and transformative opportunities that respect victims and reduce recidivism.

Community Support

Improve factors that influence health, including social and economic opportunities, healthy behaviors, clinical care, and the physical environment.

Recreation/Leisure

Plan, build and maintain safe and accessible parks, open spaces, and outdoor activities to enhance the quality of life for residents and visitors.