

Safe Communities

PRIORITY	ACTION ITEM	LEADS	TIME FRAME	PROGRESS	NEW TIME
Strengthen Emergency Response Capabilities and Effectiveness	Lead and facilitate the creation and maintenance of fire-adapted communities through a comprehensive update to the Western El Dorado Community Wildfire Protection Plan (CWPP) that is in alignment with the Tahoe Basic CWPP and other relevant local, state, and federal agencies plans.	Office of Wildfire Prevention and Resilience		Completed	
	Develop and implement community disaster preparedness programs and initiatives, engaging with community partners and stakeholders	Sheriff's Office and HHSA	Ongoing	Developed Continuity of Operations Plan for HHSA Department, Behavioral Health Disaster Response Plan, and engaged with EOC to facilitate improved coordination of response to impacted communities within El Dorado County. Pursuing purchase and implementation of PsySTART disaster trauma response protocol for Behavioral Health. Continue to host evacuation drills throughout the county. Full test alerts sent through the county's emergency alert system. Town hall meetings to reinforce preparedness education. Strengthened collaboration with all 33 local Fire Safe Counsels to co-host preparedness presentations. Ready.edso.org continues to serve as our central hub for preparedness information. We promote awareness and registration for the counties emergency alert system (Rave) and PerimeterMap through digital outreach, community events and printed material. With collaboration through the Public Outreach Committee, we are coordinating social media messaging, developing education materials and aligning communications to ensure a unified message regarding preparedness and in times of disaster. Have improved coordination between our alerting systems, evacuation perimeters and field operations to ensure better flow of information during disastser. Alert messaging has been standardized to reduce confusion and to clearly define evacuation zones.	
	Complete Simulcast system for West Slope Radio Operations	Sheriff's Office	Winter 2026	Currently on track for the initial phases to come online by Winter 2026. This will include five towers.	There are 16 total towers. Five are scheduled to come online in 2026. The remaining eleven will continue to be prioritized while managing budget expectations.
	Enhance disaster resilience by developing and implementing robust recovery strategies	Sheriff's Office, County Departments, Community Stakeholders	Winter 2026	In Progress - Streamlined internal communication by expanding the AlertMedia Platform to include HHSA; developing divisional emergency response plans and working on streamlining fiscal disaster processes. With the addition of Veoci, a virtual emergency operations center software, we will further strengthen our recovery framework by integrating recovery into our operational structure, at the onset of an incident. Veoci embeds recovery components directly into the EOC activation workflows, ensuring documentation, damage tracking, resource coordination and cost recovery begin at the same time as the response.	

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Enhance Information Sharing with Neighboring Law Enforcement Agencies	Leverage current investment in records, dispatch, and custody management to share with local agencies and collaboration group	Sheriff's Office, Probation, District Attorney, Local Agencies, Information Technology		Completed - continuing to utilize other collaborate features of Records Management System.	

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Develop a continuum of support and housing opportunities for unhoused individuals	Complete the Navigation Center	Facilities, Health and Human Services Agency (HHSA)	Ongoing	Received direction from the BOS to develop a sustainable treatment-based model using funding which align with local values. Currently exploring options to address gap in service delivery when current site closes.	Dependent on Jail Expansion Project
	Develop a comprehensive plan for affordable housing opportunities	Planning and Building, HHSA	Fall 2025	El Dorado Community Foundation in progress for outreach on affordable housing/transit/mobility opportunities (\$250,000 SACOG grant). Affordable Housing Task Force continues regular meetings and beginning draft recommendations for Board consideration.	Fall 2026 - Delayed timeline due to staffing constraints.
	Continue Engagement with County departments, the homeless community, and countywide partners to develop effective strategies including for example, transitional housing	HHSA, Sheriff's Office, Planning and Building, Probation	Ongoing	Developed work groups to facilitate engagement with key stakeholders, engaged in outreach activities to 14 stakeholder groups in Fall/Winter 2025 related to upcoming changes in housing continuum.	
Achieve CalAIM requirements and maximize opportunities for service delivery	Create a CalAIM workgroup (focused on PATH grant) consisting of County departments, stakeholders, and managed care plan representatives	Sheriff's Office	Summer 2026	In Progress - Develop contract for Project Manager. Continued quarterly meetings with MCP's. Probation update: Probation has been issued a NPI number, and the implementation Plan has been submitted and approved by DHCS Completed - PATH 2. Sheriff's Office has submitted PATH 3. County departments / offices are currently working on MOU's and Data Use Agreements.	Completed - PATH 2.
	Coordinate Re-Entry Services plans with County partners	Sheriff's Office, Probation, HHSA	Ongoing	In Progress - quarterly workgroup has met several times and anticipated "go live" date for PATH JI release coordination is April 2026. Medi-Cal eligibility is already live for this. Sheriff's Office anticipate "go live" date is October 2026, meeting State mandates.	
	Implement CalAIM payment reform within the Behavioral Health Division	HHSA		Complete	
Develop key strategies / priorities for Health and Human Services	Create a three-year HHSA strategic plan aligned with the County's strategic plan	HHSA		Complete	
Conduct an assessment of the Health and Human Services Agency's structure and service delivery	Work with a consultant to assist in coordinating due diligence; provide recommendations to the Board	HHSA		Complete	

Public Infrastructure

PRIORITY	ACTION ITEM	LEADS	TIME FRAME	PROGRESS	NEW TIME
Facilities					
Enhance communication about funding and resources for facilities-related capital improvement plan (CIP)	Create five year rolling CIP including new capital projects and deferred maintenance	Facilities	Spring 2026	Airports has been completed. Parks and Facilities are in process.	Fall 2026
	Provide a project cost update, project prioritization and funding needs to the Board of Supervisors	Facilities	Annually, beginning Spring 2025	Ongoing	
Create a long-term plan for the transition of leased facilities to County-owned facilities	Create a program inventory of departments/programs in leased facilities; identify funding source and associated constraints; and develop a long term plan for transitioning to County owned space	Facilities	Winter 2026	Program inventory completed. Continue to pursue opportunities to reduce leased space as funding sources and available space allow and working on creating a long term transition plan	Ongoing
Complete the Parks Master Plan	Guidance and review of Master Plan draft sections from Parks and Recreation Commission	Chief Administrative Office, Parks		Complete	
	Presentation to the Board of Supervisors on the outcome of public outreach efforts	Chief Administrative Office, Parks		Complete	
	Plan completion and presentation to the Board of Supervisors for adoption	Chief Administrative Office, Parks		Complete	

Public Infrastructure

PRIORITY	ACTION ITEM	LEADS	TIME FRAME	PROGRESS	NEW TIME
Transportation					
Enhance communication about funding and resources for transportation-related capital improvement plans (CIP)	Complete a needs assessment, project cost update, prioritization, and funding needs	Transportation	Spring Annually	Ongoing	
	Provide a project cost update, project prioritization and funding needs to the Board of Supervisors	Transportation	Spring Annually	Ongoing	
	New project determination / evaluation	Transportation	Ongoing	Ongoing	
Implement Measure "S"	Identify Oversight Committee (OC) priorities and funding, scope projects for equipment needs for following year, and share projects and program to OC for upcoming year	Transportation, Stakeholders	Bi-annual	Ongoing	
Enhance Communication for Road Maintenance	Present project scopes and project completions to the Board of Supervisors and public after coordinating project due diligence	Transportation	Bi-Annual	Ongoing	
Information Technologies/Broadband					
Implement Broadband Pilot Projects	Conduct a review of the master plan; identify and secure funding sources; begin design/construction	Transportation / Economic Development	Ongoing	Completed preliminary design and pursuing environmental and right-of-way (smaller DOT project). Larger Economic Development awarded \$ 66M in CPUC FFA grant. EIR review in progress and scheduled for Spring 2026 completion. Ongoing discussions with Golden State Connect Authority for possible partnership.	Spring 2028 (DOT)

Workforce Excellence

PRIORITY	ACTION ITEM	LEADS	TIME FRAME	PROGRESS	NEW TIME
Focus on Employee Development & Well-Being	Enhance our El Dorado County Leadership Academy and provide an annual summary to the Board of Supervisors	Human Resources	Ongoing	Implemented and ongoing.	
	Create a comprehensive employee recognition program	Chief Administrative Office, Human Resources	Fall 2025	Placed on hold due to budget constraints.	Fall 2026
	Continue to implement wellness initiatives and activities for El Dorado County employees	Human Resources	Ongoing	Implemented and ongoing.	
	Begin informal brown bag lunches/coffee led by the Chief Administrative Officer, with special guests from the community	Chief Administrative Office	Ongoing	Initiated site visits to various County departments to tour facilities and meet employees and established annual employee appreciation lunches for the east and west slope.	
Enhance Employee Retention	Attract and retain the best employees by providing competitive compensation, training, and advancement opportunities, and creating a positive and thriving culture	Chief Administrative Office, Human Resources, All County Departments	Ongoing	Implemented and ongoing. HR is continuing to develop training and development opportunities for staff, and working with the BOS on maintaining competitive salaries.	
	Explore best practices and opportunities to assist employees in achieving a work/life balance	Chief Administrative Office, Human Resources	Ongoing	Implemented and ongoing. Achievements thus far: courses on nutrition, mental health, physical health, financial guidance, fitness classes, employee clubs, wellness challenges, promote our EAP program.	
	Create a workforce excellence committee to explore best practices related to employee development and retention	Chief Administrative Office, Human Resources	Winter 2025	Delayed due to budget.	Fall 2027

Workforce Excellence

PRIORITY	ACTION ITEM	LEADS	TIME FRAME	PROGRESS	NEW TIME
Perform Data Collection & Reporting	Conduct countywide surveys to assist in making informed countywide workforce decisions by understanding employee priorities	Chief Administrative Office, Human Resources	Winter 2025	Currently being developed.	Winter 2026
	Initiate a review of all Human Resources policies and procedures	Human Resources	Ongoing	Implemented and ongoing.	
	Improve exit survey process to better understand and assess the reasons for staff attrition	Human Resources	Ongoing	Implemented and ongoing.	

Thriving Economy

PRIORITY	ACTION ITEM	LEADS	TIME FRAME	PROGRESS	NEW TIME
Explore Feasibility of “Waste to Energy” Industries	Prepare a report for the Board of Supervisors that identifies best practices, examples of co-generation and/or biomass facilities, identify stakeholders and next steps	Chief Administrative Office, Board of Supervisors, Environmental Management	Summer 2025	The County has been awarded a Biofuel Development Opportunity (BDO) Zone rating. This designation verifies the County's risk profile and provides a credible way for local agencies and communities to present available feedstock, infrastructure, and associated risks to potential partners. With this rating in place, the County is better positioned to attract interest in biofuel development. We are currently promoting the BDO Zone rating to potential developers and investors to secure an investor to build a biomass facility within the County.	
	Appoint an Ad-Hoc committee of the Board of Supervisors to begin initial coordination steps	Chief Administrative Office, Board of Supervisors, Stakeholders		Completed - The Ad Hoc Committee was created on April 12, 2022 (Legistar file 22-0601)	
Develop a Business Recognition Program	Create a social media-based program that promotes and celebrates our diverse businesses and their stories	Planning and Building (Economic Development), Chief Administrative Office, Stakeholders	Spring 2024	Revamped the Elevate to El Dorado Website, and created new Facebook/Instagram pages. Working in coordination with chambers to push out content.	On hold due to staffing and budget constraints
	Create a unique annual event to recognize EDC businesses in targeted categories and highlight available programs and resources	Planning and Building (Economic Development)	Summer 2024	Held first event at the end of 2024, for the El Dorado Hills Business Park business owners. Resulted in Market Velocity Report for the Business Park. Next events will be determined through the strategic planning effort underway through the SEED Committee.	On hold due to staffing and budget constraints
Develop a Countywide Economic Development Strategic Plan focused on managed growth and economic stability	Gather input from stakeholders / community on items to address in the plan; develop a scope of work including goals, community input and action items	Planning and Building (Economic Development)	Summer 2025	SEED presented Economic Strategic Plan to Board August 2025. Directed SEED to develop work plan. Work plan presented to Budget Ad Hoc. SEED/staff working on revisions to work plan.	Summer 2026 - Delayed due to staffing constraints
	Analyze countywide tourism benefits and impacts	Planning and Building (Economic Development)	Spring 2025	Included in Economic Strategic Plan but not an initial priority as directed by the Budget Ad Hoc	Spring 2027
	Prepare a scope of work for the Strategic Plan	Planning and Building (Economic Development)	Spring 2025	SEED presented Economic Strategic Plan to Board August 2025. Directed SEED to develop work plan. Work plan presented to Budget Ad Hoc. SEED/staff working on revisions to work plan.	Ongoing

Thriving Economy

PRIORITY	ACTION ITEM	LEADS	TIME FRAME	PROGRESS	NEW TIME
Streamline and Increase Transparency of Projects and Permit Processing	Increase the types of permits that can be submitted electronically	Planning and Building (Economic Development)	Complete (and ongoing)	Up to 38 permit types are available online with more to come.	
	Gather and review data on “lifecycle” of a permit and identify points that cause the permit process to slow or stop; Revise processes to address those permits	Planning and Building (Economic Development)	Summer 2025	Creating reports to identify permit timelines and lifecycles. Started to revise and simplify planning and building permit applications that will speed the process up.	On hold due to staffing constraints
	Create a regular report of key statistics and metrics to share with the Board of Supervisors and public	Planning and Building (Economic Development)	Complete (and ongoing)	This is done through monthly reports on department metrics and activities.	
	Develop an online, map-based tool for the public to easily access information about development projects of public interest	Planning and Building (Economic Development)	Complete (and ongoing)	Listed as "Projects In Your Area" on the department website.	
	Create flow charts and brief “how to” videos/slideshows for the most used processes to help customers successfully navigate	Planning and Building (Economic Development), Chief Administrative Office (Communications)	Summer 2025	Started in 2024 IT has created how to videos for simple permit processes. Within Planning we are creating several flow charts for internal processes and external applicant processes. This will be an ongoing process.	Ongoing - Delayed due to staffing constraints.

Strategic Innovation

PRIORITY	ACTION ITEM	LEADS	TIME FRAME	PROGRESS	NEW TIME
Work as One Organization	Improve understanding of current operations by appointing a Strategic Innovation Team	Chief Administrative Office		Completed. Team comprised of Surveyor, HHS Director, HR Director, Library Director, IT Director and Assistant CAO	
	Schedule quarterly department head meeting focused solely on sharing challenges and allowing time to brainstorm solutions	Chief Administrative Office	Summer 2025	Discussion during March 2026 meeting to have Strategic Plan as on ongoing department head discussion.	Ongoing
Promote a Culture of Creativity	Identify how departments currently innovate and develop new ideas to achieve goals	Department Heads	Fall 2025	In progress	Ongoing
	Compile department innovative strategies to present to all department heads	Strategic Innovation Team	Spring 2026	Ongoing discussions at Department Head meetings	Ongoing
Identify Challenges and Constraints Solvable by Innovative Solutions	Departments to perform internal SWOT analysis	Department Heads	Summer 2025	A countywide SWOT survey has been developed.	To be reviewed by department head team for possible update to action item
	Identify one priority challenge per department (What needs to be achieved and by when)	Department Heads	Winter 2025		To be reviewed by department head team for possible update to action item
	Prioritize top 5 challenges	Strategic Innovation Team	Winter 2025		To be reviewed by department head team for possible update to action item
	Brainstorm innovative solutions and present at Department Head meeting for discussion	Strategic Innovation Team	Spring 2026		To be reviewed by department head team for possible update to action item

Strategic Innovation

PRIORITY	ACTION ITEM	LEADS	TIME FRAME	PROGRESS	NEW TIME
Improve External and Internal Service Delivery in a more Convenient and Efficient Way	Identify one priority service delivery that needs improvement	Department Heads	Summer 2025		To be reviewed by department head team for possible update to action item
	Prioritize top 5 service delivery needs to improve	Strategic Innovation Team	Fall 2025		To be reviewed by department head team for possible update to action item
	Compile ideas for service delivery improvement to present to department heads	Strategic Innovation Team	Winter 2025		To be reviewed by department head team for possible update to action item
Develop Solutions through Leveraging of Technology	For Law Enforcement and Emergency Responders, use existing social media and applications and pursue in-house technology development to aid engagement with the public on community concerns and safety issues	Sheriff's Office, Information Technology	Ongoing		