

Good Governance



**ACHIEVING THE BEST POSSIBLE PROCESS
FOR MAKING & IMPLEMENTING DECISIONS
IN ACCORDANCE WITH THE COUNTY'S CORE
VALUES, LEGAL REQUIREMENTS AND
INDUSTRY BEST PRACTICES.**

Current Objectives



- Objective 2.1: Review and update all ordinances and establish mechanisms for timely reviews and updates based on relevance. (*In Progress*)
- Objective 2.2: Review and update policies related to inter-office services and public services. (*In Progress*)
- Objective 2.3: Identify and implement ‘best practices’ within central support departments, and develop service level standards of central support departments/divisions/programs for the purpose of continuous service improvement. (*Substantially Complete*)

Current Objectives



- **Objective 2.4: Develop service level standards for all line/constituent facing departments for the purpose of continuous service improvement as well as establishing a framework for improved communication and customer engagement. (*Substantially Complete*)**
- **Objective 2.5: Develop proactive internal and external communication. (*Complete*)**
- **Objective 2.6: Develop and implement best practices relative to the operations of the Board of Supervisors. (*Complete*)**

Updated/New Objectives

January 2018



Objective 2.1: Review and update all ordinances and establish mechanisms for timely reviews and updates based on relevance.

Project Lead: Mike Ciccozzi, County Counsel

Project Team:

- **Jennifer Franich, CAO**
- **Barbara Houghton, Environmental Management**
- **Charlene Carveth, Ag Commission**
- **Paula Frantz, County Counsel**

Updated/New Objectives January 2018



Objective 2.2: Review and update, and if appropriate, propose new policies related to inter-office services and public services.

Project Lead: Jim Mitrisin, Clerk of the Board

Project Team:

- **Shawne Corley, Chief Administrative Office**
- **CAO Analyst and Deputy County Counsel for each Department**

Updated/New Objectives

January 2018



Objective 2.3: Develop and implement best practices relative to the administration and function of Board appointed Commissions and Committees.

Project Lead: Jim Mitrison, Clerk of the Board

Project Team:

- **Greg Stanton, Environmental Management**
- **Vickie Sanders, Parks**
- **Charlene Carveth, Ag Commission**
- **Mike Ciccozzi, County Counsel**

Updated/New Objectives

January 2018



Objective 2.4: Develop a multi-year labor negotiation strategy to ensure compensation is consistent with Board philosophy, consistency across bargaining units, as well as long term sustainability.

Project Lead: Don Ashton, CAO

Project Team:

- **Brian Richart, Probation**
- **Tameka Usher, Human Resources**
- **Shawne Corley, CAO**
- **James Robbins, HHSA**
- **Tim Moore, Auditor**

Updated/New Objectives

January 2018



Objective 2.5: Review and make any necessary changes to the fiscal/budget policies in the interest of achieving long term fiscal health for the County, including the consideration of priority based budgeting.

Project Lead: Shawne Corley, CAO

Project Team:

- **Brian Richart, Probation**
- **Creighton Avila, CAO**
- **Joe Harn, Auditor-Controller**

Updated/New Objectives

January 2018



Objective 2.6: Revise the performance evaluation process for all represented employees, as well as implement a 360 Performance Evaluation process for Department Heads and Unrepresented Management employees.

Project Lead: Tameka Usher, Human Resources

Project Team:

- Don Ashton, CAO
- Jeffery Warren, Environmental Management
- Laura Schwartz, Central Admin/Fiscal
- Don Semon, Child Support

Updated/New Objectives January 2018



Objective 2.7: Implement a formal, countywide employee development and succession planning program.

Project Lead: Patricia Charles-Heathers, HHSA

Project Team:

- **Brian Richart, Probation**
- **Tameka Usher, Human Resources**
- **Jeanne Amos, Library**
- **Bill Edwards, HHSA**

Next Steps



If the new objectives are approved, staff will return to the Board prior to the end of the fiscal year identifying associated tasks and completion timeframes for each objective.

QUESTIONS?