

**Attachment 2**  
**Notes from 2/19/13 Strategic Planning Workshop**

**Vision Statement:**

Safe, healthy vibrant communities  
Wisely managing natural resources  
Preserving local heritage

**Mission Statement:**

Best service to community, consistent with community values  
Financial responsibility, short and long term (invest wisely, be flexible, spend conservatively-doesn't mean cheap)

Need clarity of purpose...BOS Agenda

Get wording from Sheriff & Supervisor Veerkamp

**Next step for each task (include with all Teams):**

1. Set priorities
2. With costs
3. Time schedule
4. Resources needed

# Investment Teams

## Facilities

Rich Briner – chair  
Supervisor Ron Mikulaco  
Supervisor Brian Veerkamp  
Sheriff John D'Agostini  
Bill Schultz  
Kim Kerr  
Russ Fackrell  
Terri Daly  
Laura Schwartz

## **Tasks for Team:**

Implement Vanir Study (>\$50M over 10-15 yrs)  
Unfunded liability  
Positioning for grant dollars  
Relocation of employees during renovations  
Consolidated facilities  
Generator  
Board room upgrade  
Facility conditions  
West slope Juvenile Hall  
Sheriff Headquarters

## **Next step for each task:**

1. Set priorities
2. With costs
3. Time schedule
4. Resources needed

## **Department Accountability & Culture**

Greg Sly – chair  
Supervisor Ron Mikulaco  
Supervisor Ron Briggs  
Joe Harn  
Cherie Raffety  
Laura Schwartz  
Kelly Webb  
Don Ashton  
Mike Applegarth  
Terri Daly

### **Tasks for Team:**

Cultivate “can-do” attitude  
Innovative, open to change  
Continue culture change  
Clear BOS directives  
Policies/ordinances/procedures  
Customer service  
Business friendly  
Communication

### **Next step for each task:**

1. Set priorities
2. With costs
3. Time schedule
4. Resources needed

## **HR/Risk**

Laura Roth -Chair  
Supervisor Norma Santiago  
Supervisor Ron Briggs  
Kim Kerr  
Daniel Nielson  
Bobbi Bennett  
Terri Knowlton  
Terri Daly

### **Tasks for Team:**

Workforce development in community  
Outreach – educate re jobs we have (high schools, colleges, veterans)  
Temporary help pool  
Classifications/bumping rights  
Compensation structure  
Training and staff development  
Management/Organization structure  
SLT isolation  
Recruitment & retention  
Operational efficiencies  
Consider bill adoption that educates children on Gov't  
Improve advertising for job recruitments  
Policies/ordinances/procedures

### **Next step for each task:**

1. Set priorities
2. With costs
3. Time schedule
4. Resources needed

## **ITSIT**

Karl Weiland – chair  
Supervisor Brian Veerkamp  
Ed Knapp  
Gerri Silva  
Bobbi Bennett  
David Russell  
Kelly Webb  
Sue Hennike  
Mike Applegarth  
Terri Daly

### **Tasks for Team:**

Change as a core competency for hiring  
Increased comfort with accountability  
Replace fear with “can-do”  
Consistent payroll rules & practices  
BOS commitment  
Communication

### **Next step for each task:**

1. Set priorities
2. With costs
3. Time schedule
4. Resources needed

## **Economic Development**

Dave Johnston – chair  
Supervisor Norma Santiago  
Supervisor Ray Nutting  
Cherie Raffety  
Charlene Carveth  
Kim Kerr  
Terri Knowlton  
Vickie Sanders  
Patti – public  
Terri Daly

### **Tasks for Team:**

Need strategy  
Need BOS direction  
Tax & fee review  
Utilize CEDAC more effectively  
Strong ties to other efforts (eg Parks) & other Inv Teams  
Regulation  
Natural Resources

### **Next step for each task:**

1. Set priorities
2. With costs
3. Time schedule
4. Resources needed