Executive Summary

This is the first department-wide strategic plan in many years. While Health and Human Services (HHS) is lauded for its strengths, the Department is facing a dynamic and ever-changing environment. The time is right for fresh thinking and new strategies to lead us into the future. We recognize this plan will require us to act in new ways and we are prepared to do the work necessary to achieve our priorities.

Vision

A safe, healthy and connected community in which all members flourish.

Our vision statement defines what we want to achieve.

Mission

Building health and well-being in Placer County as leaders, innovators, and partners with our community to strengthen, support and protect all who live here.

Our mission articulates the purpose of our department.

What We Value

We embrace these values for ourselves and for the community that we serve:

Collaboration   Leadership
Excellence       Innovation
Compassion

Priorities

The four overarching priority areas of this plan are:

1. Provide leadership on priority community issues
2. Deliver effective and integrated HHS services
3. Attract and retain the next generation workforce
4. Promote financial sustainability

For each priority, there are a set of strategies and projects—a set of actions or steps that will lead to the accomplishment of the broader priority.
Placer County Health and Human Services Strategic Plan Framework: 2019-2021

This is a visual representation of the framework, listing priorities and strategies. For more information about each, please see the full strategic plan.

**Provide Leadership on Priority Community Issues**
1. Provide Subject Matter Expertise to Policymakers and Stakeholders on Community Issues and on Potential Solutions
2. Convene and Facilitate Shared Community Solutions
3. Build Community Capacity to Lead on Key Issues

**Deliver Effective and Integrated HHS Services**
1. Systematically Promote Cross-Division Awareness of HHS Services and Programs
2. Integrate HHS Services Across Divisions, Programs and Staff
3. Use Data/Indicators to Document Impact and Inform Decision Making
4. Provide an Effective Service Continuum from Prevention to Disaster Response

**Attract and Retain the Next Generation Workforce**
1. Partner with Human Resources to Make Internal Advancement and External Recruitment Easier
2. Educate Postsecondary Groups and Institutions We Recruit From
3. Pilot Alternative and Flexible Work Arrangements
4. Understand Staff Career Development Interests and Barriers and Pilot Solutions

**Promote Financial Sustainability**
1. Maximize Claiming and Leveraging of Existing Revenue Sources
2. Build Staff Financial Literacy and Expand Accessibility of Financial Reporting
3. Actively Pursue New and Innovative Funding Opportunities
4. Develop Long-term Sustainable Funding Models
Alignment Between HHS and Placer County Strategic Plan

In 2018, the Placer County Board of Supervisors identified nine Critical Success Factors to focus on over the next few years. There is natural synergy between HHS department-wide priorities and Placer County Critical Success Factors.

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<th>HHS Priorities</th>
<th>BOS Critical Success Factors</th>
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<td>2. Deliver Effective and Integrated HHS Services</td>
<td>2. Diversity of Achievable Housing Throughout the County</td>
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<td>3. Attract and Retain the Next Generation Workforce</td>
<td>3. Collaborative Health and Human Services</td>
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<td>4. Promote Financial Sustainability</td>
<td>4. Public-Serving Infrastructure and Amenities</td>
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<td>8. Innovative, Implementation-Focused Integrated County Services</td>
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<td>9. Land Use Planning and Environmental Health</td>
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