








# 2024 - 2026 Strategic Plan

## Environmental Management Department

		Top Priority Goals		Time Frame			Top Priority Goals		Time Frame
	<p><b>ACTIVELY ADDRESS CLIMATE CHANGE</b></p> <p><b>Strategic Direction 1</b></p>	<ul style="list-style-type: none"> <li>Identify and implement measures outlined in the County's Climate Action Plan (CAP) to reduce Green House Gases (GHGs)</li> <li>Encourage department "reduce, reuse, recycle" to achieve CAP goals</li> <li>Maximize technology to decrease dependence on paper and associated supplies</li> </ul>	M		<p><b>TECHNOLOGY</b></p> <p><b>Strategic Direction 5</b></p>	<ul style="list-style-type: none"> <li>Implement cloud based and GIS enabled software that improves workflow efficiencies and enhances customer online access</li> <li>Enhance customer service through technology with virtual access to operator permits and accounts</li> <li>Implement fully paperless workflows and processes</li> </ul>	S	S	L
	<p><b>ENSURE COMPLIANCE WITH ENVIRONMENTAL LAWS</b></p> <p><b>Strategic Direction 2</b></p>	<ul style="list-style-type: none"> <li>Employ effective regulatory oversight and strategies to protect public health and the environment</li> <li>Tailor technical assistance activities in the form of: on-site visits, workshops, web-based assistance training and guidance docs to increase compliance</li> <li>Actively participate in legislative efforts to ensure the needs of Sacramento County are represented</li> </ul>	L		<p><b>DATA DRIVEN DECISION MAKING</b></p> <p><b>Strategic Direction 6</b></p>	<ul style="list-style-type: none"> <li>Utilize data to measure performance and allocate resources effectively</li> <li>Translate data-driven insights into actionable information to achieve greater regulatory compliance</li> <li>Identify key areas and issues that would benefit most from data analysis</li> </ul>	M	S	S
	<p><b>EMERGENCY MANAGEMENT PREPAREDNESS</b></p> <p><b>Strategic Direction 3</b></p>	<ul style="list-style-type: none"> <li>Maintain readiness to activate Emergency Management roles and responsibilities</li> <li>Carry out EMD's role in county and regional disaster response and recovery</li> <li>Provide support and mutual aid to local jurisdictions during declared emergencies</li> </ul>	L		<p><b>DIVERSITY, EQUITY, AND INCLUSION</b></p> <p><b>Strategic Direction 7</b></p>	<ul style="list-style-type: none"> <li>Identify regulatory needs of underserved communities and develop strategies for assistance</li> <li>Promote actions to increase diversity and equity in the workforce and maintain an inclusive workplace</li> <li>Recruit, hire, and develop a high performing workforce that reflects the communities served</li> </ul>	M	S	M
	<p><b>MAXIMIZE WORKFORCE DEVELOPMENT</b></p> <p><b>Strategic Direction 4</b></p>	<ul style="list-style-type: none"> <li>Maximize cross training opportunities within and between programs and divisions to develop a highly trained, fluid workforce</li> <li>Promote REHS certification and create space for staff to satisfy requirements</li> <li>Implement training framework and tracking system</li> </ul>	S		<p><b>BUILD IMAGE AND IDENTITY</b></p> <p><b>Strategic Direction 8</b></p>	<ul style="list-style-type: none"> <li>Develop strategies to build outward awareness of EMD programs and increase opportunities for public education</li> <li>Engage industry groups to increase communication and compliance</li> <li>Develop compelling messages which include opportunities for dialogue</li> </ul>	S	S	M

Legend Timeframe: S – Short Term (1-2 years), M – Medium Term (3-5 years), L – Long Term (6-10 years)