

| <b><u>Financial Stability</u></b>   |   |
|---|---|
| <b>Financial strength and integrity of organization</b>   |   |
| <i>Objective: Douglas County will enhance the fiscal stability and financial structure of the County.</i> |   |
| *   |   |
| A   | Develop strategies to address long-term financial stability   |
| B   | Identify opportunities for more cost-effective services for our residents through regional partnerships, consolidation of services, privatization and shared services |
| C   | Utilize Priority Based Budgeting Program for on-going financial and budget decision making  |
| D   | Develop a technology plan to address the County's current and future technology needs   |
| E   | Develop a facilities plan to address the County's future facility needs, including a long-term strategy for the Minden Inn  |

| <b><u>Safe Community</u></b>   |   |
|--|---|
| <b>Safe environment for residents, businesses and visitors</b>   |   |
| <i>Objective: Douglas County will enhance and improve the provision of public safety and related services.</i> |   |
| F  | Develop a comprehensive Continuity of Operations Plan (COOP) for Douglas County and encourage the participation of all special districts within the County  |
| G  | Revise the Douglas County Emergency Operations Plan to include elements of the recently adopted FEMA-approved Hazard Mitigation Plan Update and incorporate necessary changes in the application of the Emergency Response Plan |
| H  | Initiate a septic systems conversion program throughout the County  |
| I  | Conduct EOC-related training on a regular basis   |
| J  | Implement "After Action Review" recommendations for all emergency/disaster events that may occur throughout County  |

| <b><u>Economic Vitality</u></b>  |  |
|--|--|
| <b>Thriving economy that respects the County's natural assets and provides jobs, products and services for residents</b> |  |
| <i>Objective: Douglas County will promote the economic vitality of the community.</i>                                    |  |
| K  | Work with Tahoe Stakeholders to identify viable options to implement South Shore Vision  |
| L  | Implement Economic Vitality priority projects to best meet the needs of local business and identify/initiate additional tourism events/opportunities in the County |
| M  | Examine and revise Title 20, Division 11 (appeal process) and Engineering Design Standards   |
| N  | Work with the Towns of Minden and Gardnerville and other stakeholders to finalize Valley Vision priority projects and leverage funds for implementation            |
| O  | Work with local partners and stakeholders to initiate the development of a year-round conference/entertainment venue at Lake Tahoe (within Douglas County)         |

\* Letters do not reflect order to be accomplished

**Douglas County Strategic Plan  
Fiscal Years 2015-16 through 2018-19  
List of Priority/Objective/Goal**

| <b><u>Infrastructure</u></b>  |  |
|---|--|
| <b>Construct, operate and maintain the infrastructure necessary to meet the current and future needs of the community</b>                 |  |
| <i>Objective: Douglas County will provide for the maintenance and infrastructure necessary to meet current and future service levels.</i> |  |
| *   |  |
| P   | Working in partnership with residents and businesses, develop long term solutions to fund preventative road maintenance  |
| Q   | Identify funding to support the continuation of the east-side improvements at the Airport  |
| R   | Complete the Countywide stormwater master plan including development of a long-term funding strategy   |
| S   | Work in partnership with residents, businesses, public entities and stakeholders to develop multimodal transportation solutions for improved connectivity and economic development, including viable funding options in concert with pursuit of grant funds per the Countywide Connectivity Initiative |
| T   | Develop multi-year, stable and equitable water rate structures for the water systems throughout the County in partnership with residents and businesses  |

| <b><u>Natural Environment, Cultural Heritage and Quality of Life</u></b>  |  |
|---|--|
| <i>Objective: Douglas County will preserve the County's natural environment, cultural heritage and other assets to create the ideal destination for residents and visitors alike while ensuring orderly and sustainable development of the community.</i> |  |
| U   | Secure passage of the Douglas County Conservation Act  |
| V   | Develop Lake Tahoe TMDL management plan, coordinate TMDL cooperative with GIDs and Nevada Department of Transportation, and identify County resources to assist in oversight |
| W   | Advocate for the educational assets of the County including public library and local colleges  |
| X   | Perform the 20-year update to the County's master plan   |
| Y   | Initiate a Countywide recycling program  |

| <b><u>Organizational Sustainability</u></b>   |   |
|---|---|
| <b>Create and maintain a motivated, efficient and effective staff to maximize our level of service to the community</b> |   |
| <i>Objective: Douglas County will value their employees and create an optimal workforce to serve our customers.</i>     |   |
| Z   | Develop an implementation plan for the Comp and Class study   |
| AA  | Refine and enhance the County's employee recognition program  |
| BB  | Establish an in-house employee wellness program, including an employee clinic, to improve productivity through a healthy and fit workforce who are better able to serve our customers |
| CC  | Expand the County's current new-employee orientation program to better infuse the appropriate culture into our workforce  |

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