

RESOLUTION NO. 25-9069

A RESOLUTION ADOPTING THE MISSION, VISION, AND VALUE STATEMENTS FOR PLUMAS COUNTY'S INAUGURAL ORGANIZATIONAL STRATEGIC PLAN, WHICH ESTABLISHES A FOUNDATION FOR FUTURE GOALS, PRIORITIES, AND RESOURCE PLANNING

WHEREAS, the Plumas County Board of Supervisors approved staff to develop Plumas County's first-ever organizational strategic plan on June 30, 2025; and

WHEREAS, the Plumas County Board of Supervisors held a special meeting on July 16, 2025, to workshop and draft mission, vision, and value statements with Department Heads and/or their designee; and

WHEREAS, a survey was developed and circulated from August 13, 2025, through August 31, 2025, to collect input from the public and current Plumas County employees; and

WHEREAS, in total, 262 surveys were received, of which 42% were from the public and 58% were from current Plumas County employees; and

WHEREAS, the Core Strategic Planning Committee, comprised of Department Heads and staff from the Agricultural Commissioner's Office, Behavioral Health, Board of Supervisors, County Administrative Office, Information Technology, Planning, Public Health, and Sheriff's Office, reviewed draft mission, vision, and value statements, and the survey results; and

WHEREAS, the Board of Supervisors intends the Plumas County Strategic Plan to act as a guide for the County's essential functions to meet mandated and essential community services that support community health and safety such as Plumas County infrastructure, roads, jails, justice, elections, and basic public and behavioral health services as well as other social services.

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the Plumas County Board of Supervisors adopt the attached Mission, Vision, and Value Statements establishing a foundation for future goals, priorities, and resource planning, to be used by all County staff and departments.

The forgoing resolution was duly passed and adopted by the Board of Supervisors of the County of Plumas, State of California at a regular meeting of said board held on October 14, 2025.

AYES: Supervisors: Engel, McGowan, Hall, Goss

NOES:

ABSENT: Supervisor: Ceresola

Approved as to Form
Joshua Brechtel
County Counsel Office

Attest:



Allen Hiskey
Clerk of the Board of Supervisors

Adopted:

Kevin Goss, Chair
Board of Supervisors



County of Plumas

Mission Statement

To serve the public through innovative leadership, governmental teamwork, and fiscal responsibility for the protection of our lands, support of local livelihoods, and respect for our rural way of life.

Vision Statement

A thriving, healthy, and united community where economic growth is fostered, public needs are met with compassion and efficiency, and everyone feels connected and supported.

Value Statements

Integrity: We will always do what is right—even when it's difficult—by balancing ethics and good governance.

Fiscal Responsibility: We will manage public funds through sound financial decisions that ensure long-term sustainability.

Honesty: We will communicate and act openly and truthfully, building trust through transparency.

Professionalism: We will act with respect, competence, courtesy, and compassion to achieve excellence in public service.

Trust: We will earn confidence through consistently acting in the best interest of the public.

Forward Thinking: We will embrace innovation to strengthen future generations through anticipating upcoming challenges and opportunities.

Problem Solving: We will approach issues collaboratively, using data to inform and deliver effective solutions.

Teamwork: We will achieve more by working together as a community towards a shared purpose.

Plumas County Organizational Strategic Plan:

Mission, Vision, and Value Statements

Board of Supervisors Meeting
October 14, 2025



Zachary Gately
Grant Manager
County Administrative Office
zacharygately@countyofplumas.com

Agenda Item

Adopt RESOLUTION approving Mission, Vision, and Value Statements for Plumas County's inaugural organizational Strategic Plan, establishing a foundation for future goals, priorities, and resource planning.



Background

- June 30, 2025: Board directed staff to begin work on high-level organizational strategic plan
- Guide priority-setting, operational planning, and financial planning
- Grounded in transparency, accountability, and continuous improvement



Guiding Principles

- Visible and meaningful community and staff engagement
- Align with current internal and external planning efforts
- Focus on County government as an organization, not just the county as a place

Vision, goals, and mission must drive priorities and funding, not the other way around

With so many competing priorities, it's important to reiterate shared vision at every opportunity



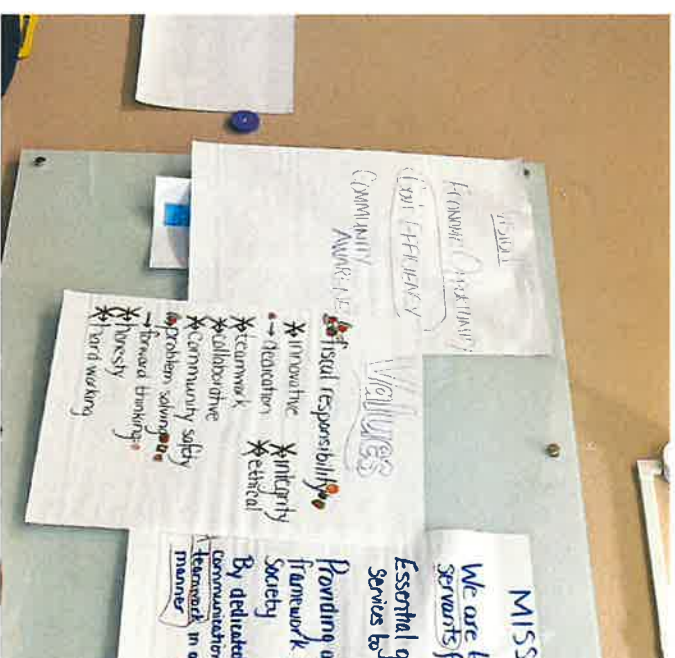
Partnership with Ellis Planning Associates, Inc.

- County engaged Ellis Planning Associates, Inc.
- Supported planning, research, design, and facilitation of framework workshop
- Worked with Board of Supervisors & County departments



Strategic Planning Workshop

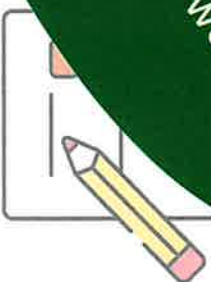
- July 16, 2025: Special Board Meeting & Workshop
- 24 department leaders participated
- Produced draft vision, mission, and values for refinement



WORKSHOP AIMS



From the July 16th workshop

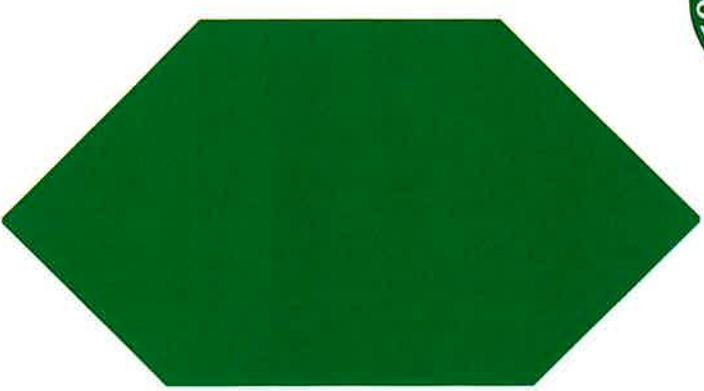


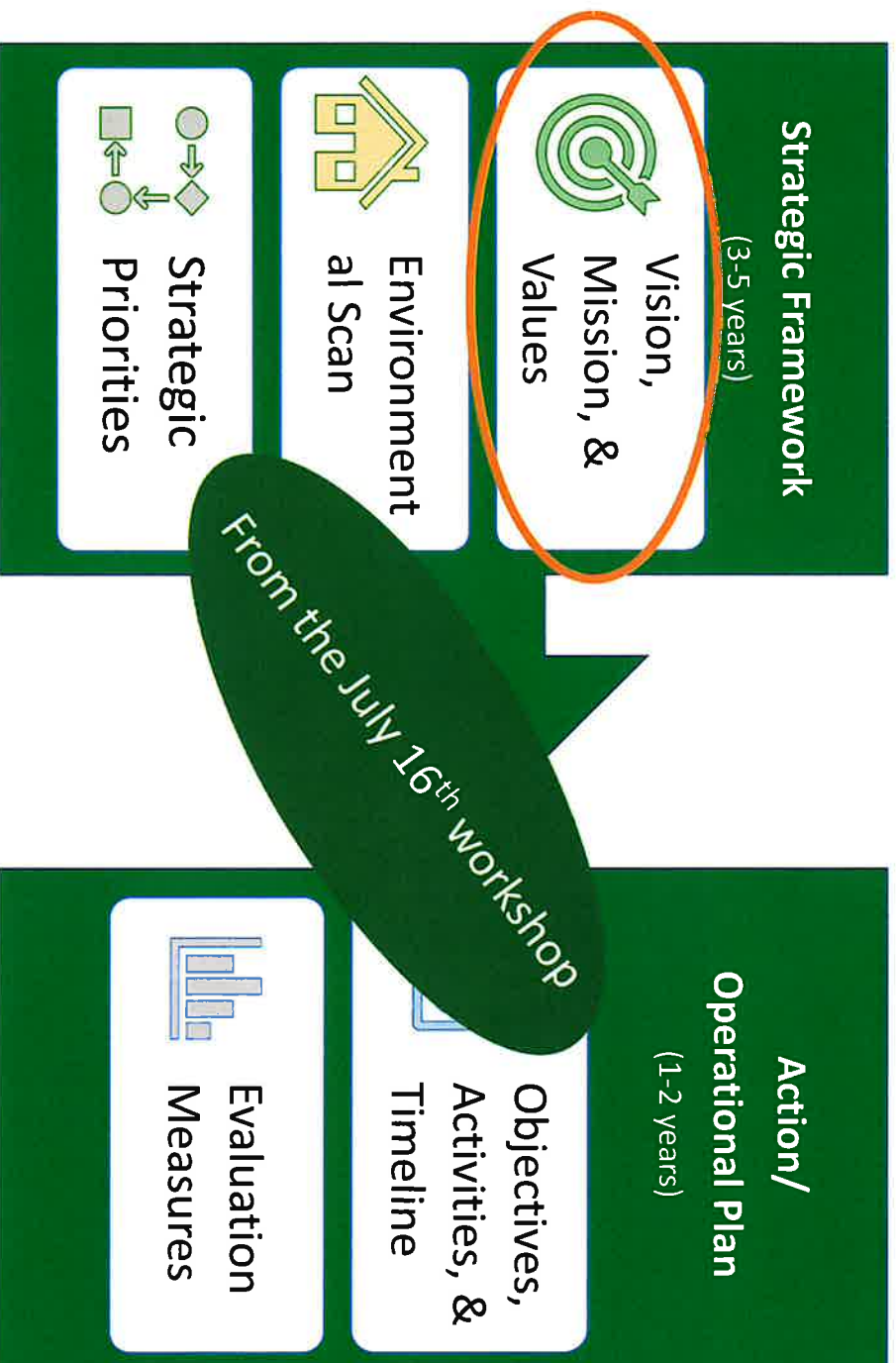
Task Aim

Engage County Supervisors, Department Heads and Department Champions in defining key elements of Plumas County government's Mission, Vision, and Values to guide development of a Strategic Framework for the next five years.

Relational Aim

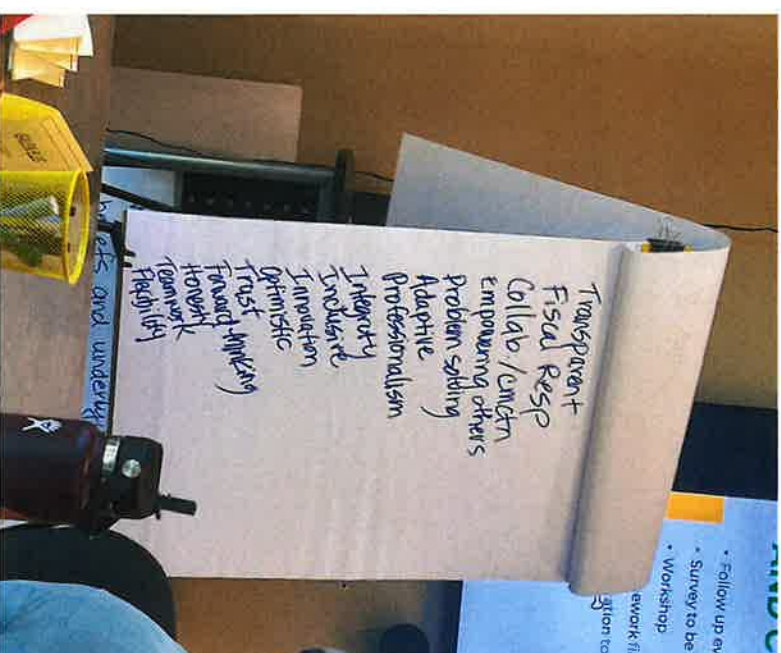
Foster trust, connection, and open dialogue among workshop participants to build a shared sense of purpose and alignment, creating a foundation for collaborative leadership throughout the strategic planning process.



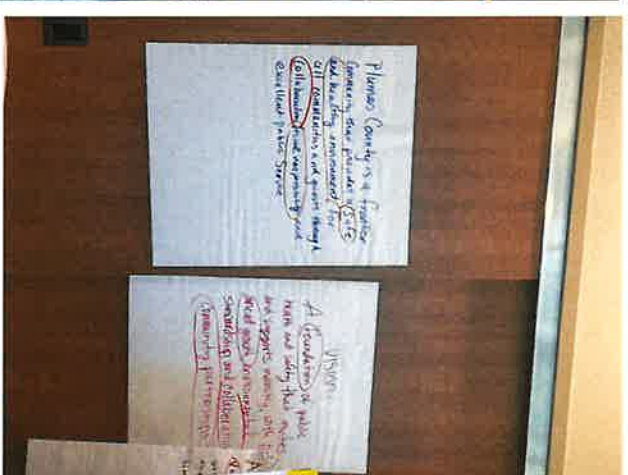


Summary of July 16, 2025 Workshop

- 5 groups – resulted in 5 draft mission and vision statements and a list of 16+ values
- Large part of workshop was focused on visioning – not to be confused with the vision statement
- Foundation for moving forward



Summary of July 16, 2025 Workshop



Core Committee Formation

- Two Board of Supervisors members
- Ag Commissioner, Planning Director, Public Health Director
- Public Health & Behavioral Health leadership
- Grants Manager, Undersheriff/Sheriff, IT staff
- Role: guide process, analyze data, support development and implementation of Strategic Plan



Broad Community & Staff Engagement

- August 2025: Survey distributed via meetings, town halls, online, and paper copies
- ~ 1.5% of County population responded
- 58% of participants were county employees
- Feedback used to refine & finalize Vision, Mission, and Values



Public Meetings

Date	Time	Location	Address	Attendance
Monday, August 18, 2025	5:30 PM	Indian Valley Academy Library	117 Grand St., Greenville, CA 95947	1
Tuesday, August 19, 2025	5:30 PM	Almanor Recreation Center	451 Meadowbrook Loop, Chester, CA 96020	2
Thursday, August 21, 2025	6:30 PM	Quincy Veteran's Hall	274 Lawrence St, Quincy, CA 95971	8
Tuesday, August 26, 2025	5:30 PM	Mohawk Community Resource Center	8989 CA-89, Blairsden, CA 96103	2
Tuesday, August 26, 2025	7:00 PM	Portola Memorial Hall	449 W Sierra Ave, Portola, CA 96122	1



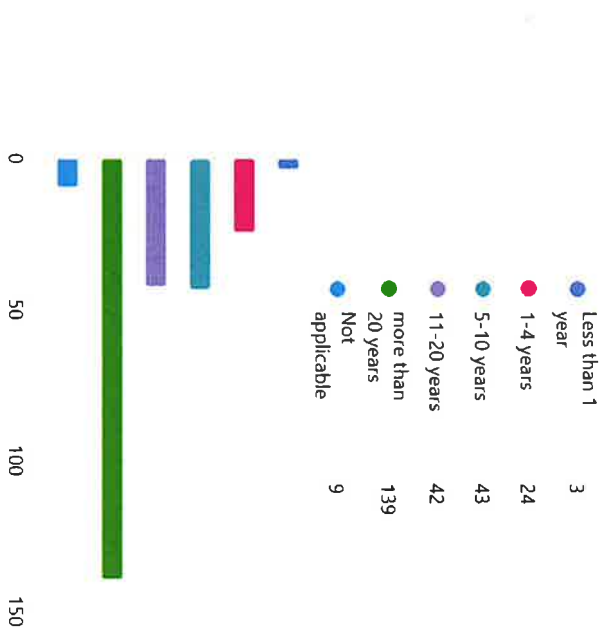
Highlight of Survey Results

August 13-31, 2025

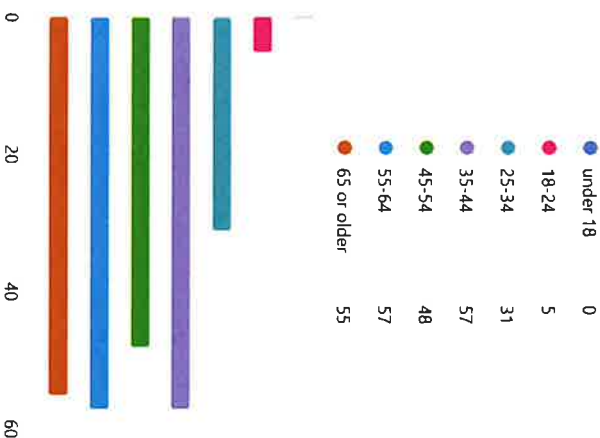


Age and Time Lived in Plumas County

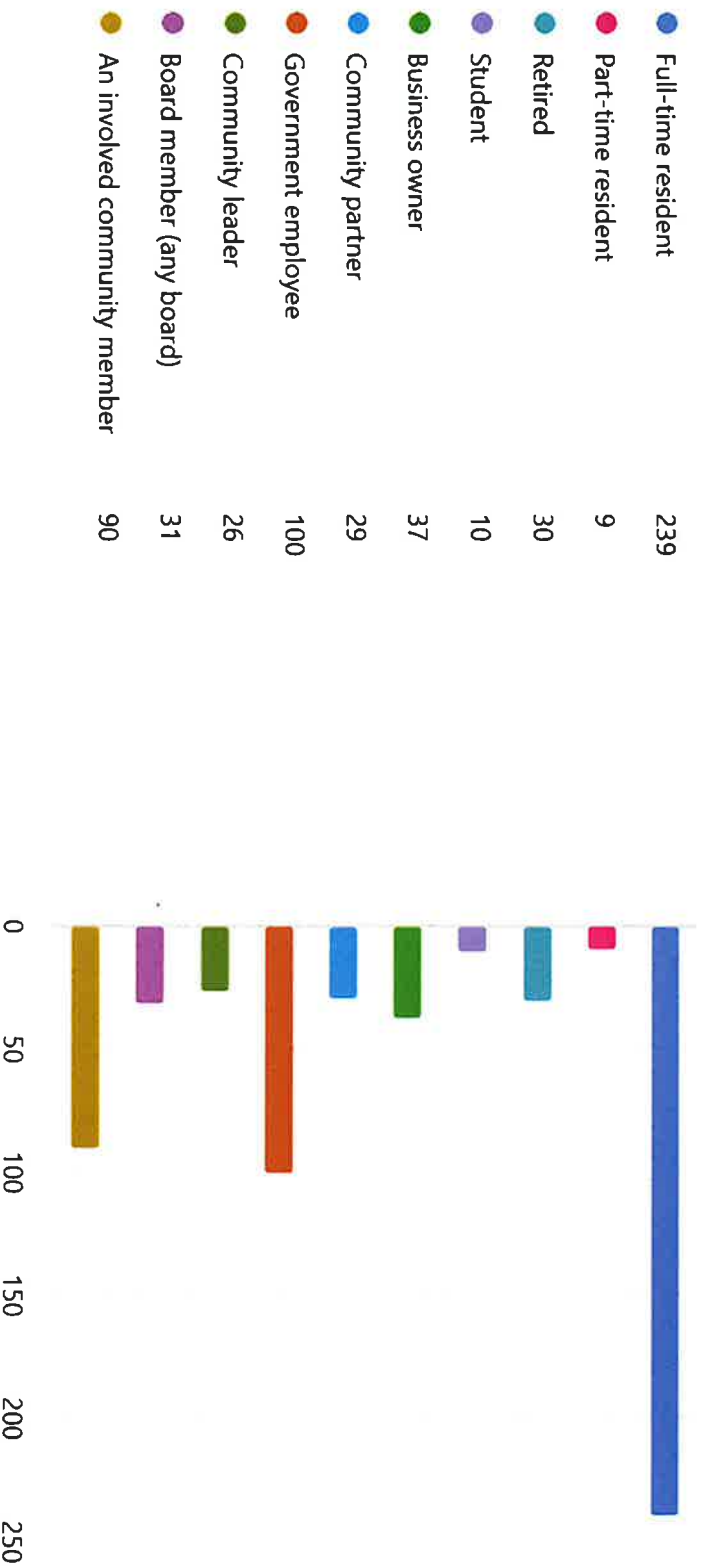
23. How long have you lived in Plumas County?



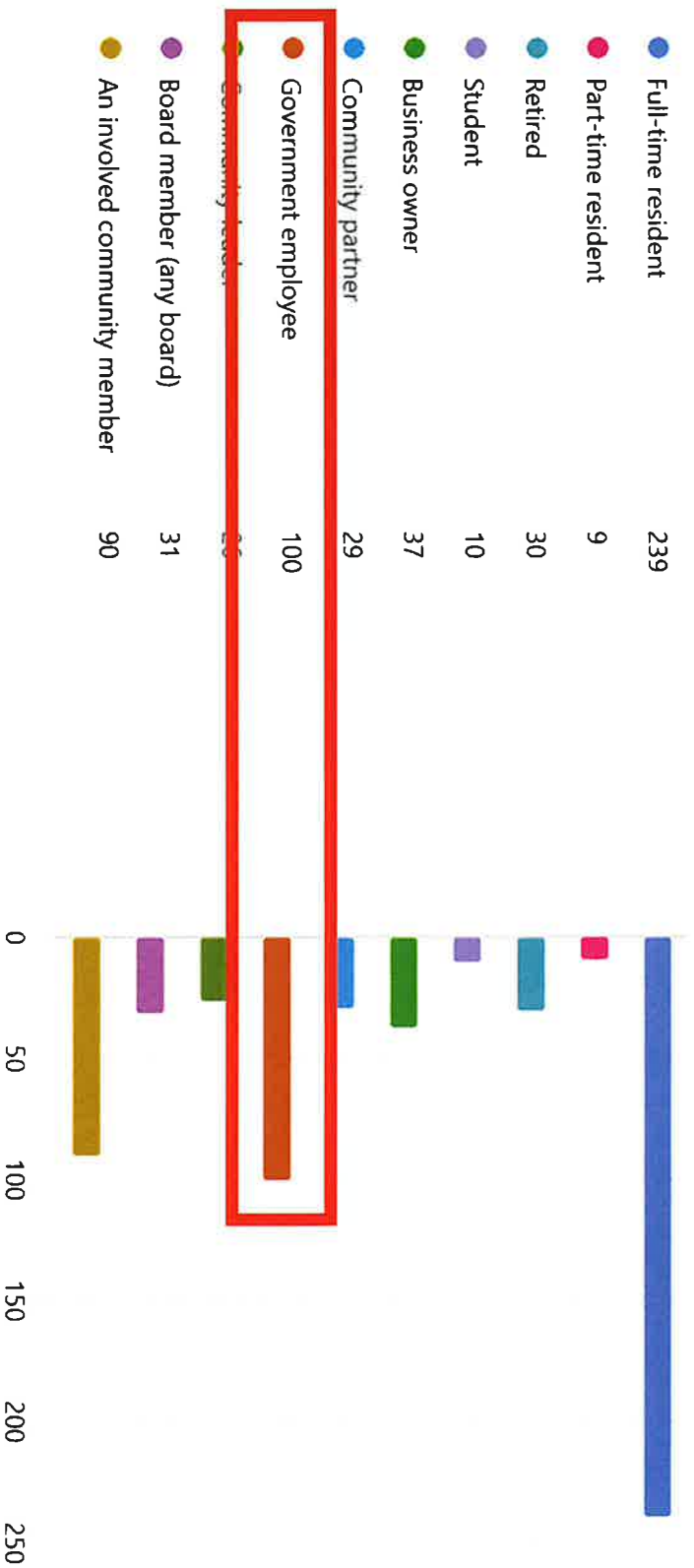
24. What is your age (in years)?



25. Please select any of the following that you feel describe you. You may select more than one option.



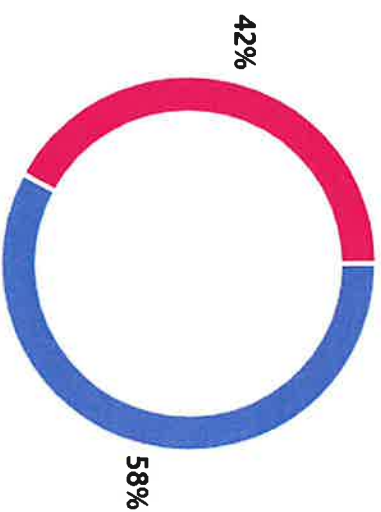
25. Please select any of the following that you feel describe you. You may select more than one option.



Plumas County Employees

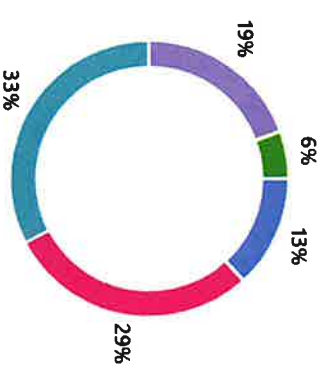
28. Are you a current Plumas County employee?

Yes	149
No	108



29. If yes, how many total years have you been employed by Plumas County?

Less than 1 year	19
1-4 years	42
5-15 years	47
16-27 years	28
more than 27 years	8



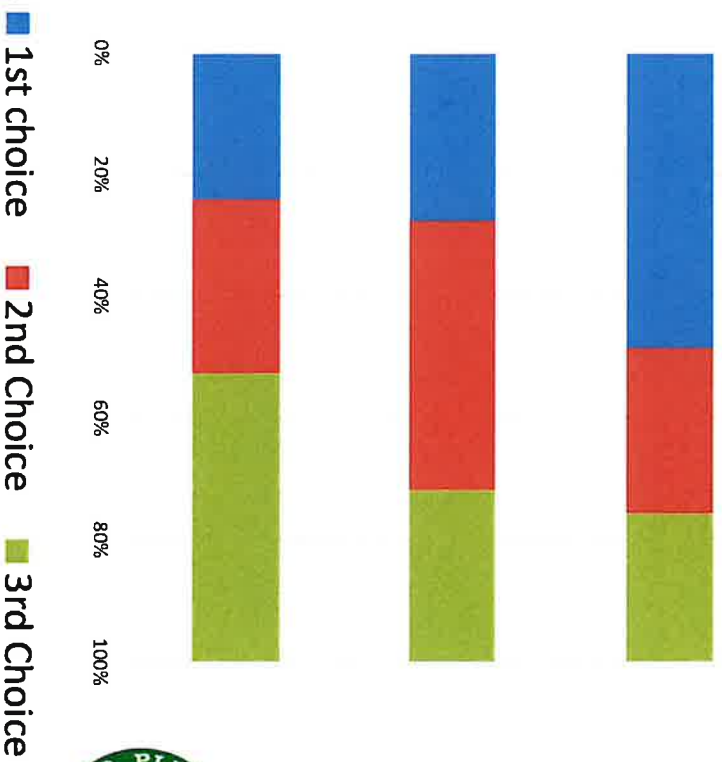
Survey Participation by Department

Department	Count	Department	Count
Agricultural Commissioner	1	Human Resources	0
Assessor	4	Information Technology	1
Auditor-Controller	2	Library / Literacy	6
Behavioral Health	15	Museum	1
Board of Supervisors	1	Planning	2
Building Services	7	Probation	4
Child Support Services	4	Public Health	14
Clerk-Recorder / Elections	3	Public Works	28
Cooperative Extension	1	Risk Management	0
County Administrative Office	1	Sheriff	13
County Counsel	2	Social Services	6
District Attorney	1	Treasurer-Tax Collector	1
Environmental Health	1	Prefer not to say	17
Facility Services	4	Other	3
Fair	0		



Mission Statement Results

- 1) To serve the public through innovative leadership, governmental teamwork, and fiscal responsibility for the protection of our lands, support of local livelihoods, and respect for our rural way of life.
- 2) To provide responsive support and services through cohesive and transparent leadership grounded in integrity and respect ensuring current and future generations are healthy, safe, and resilient.
- 3) To serve as stewards of the public good by meeting the unique needs of our diverse communities to achieve optimal health, safety, and prosperity.



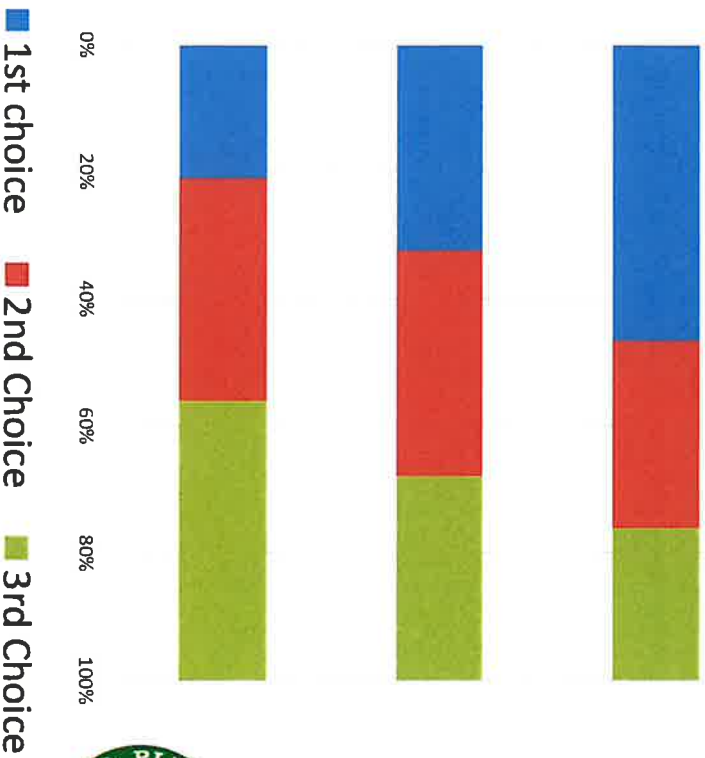
Proposed Mission Statement

To serve the public through innovative leadership, governmental teamwork, and fiscal responsibility for the protection of our lands, support of local livelihoods, and respect for our rural way of life.



Vision Statement Results

- 1) A thriving, healthy, and united community where economic growth is fostered, public needs are met with compassion and efficiency, and everyone feels connected and supported.
- 2) A foundation of public health and safety that invites and supports industry with balanced growth, environmental stewardship, and collaborative community partnerships.
- 3) A safe and beautiful place led by forward-thinking rural leaders valuing strong, innovative, and diverse partnerships.



Proposed Vision Statement

A thriving, healthy, and united community where economic growth is fostered, public needs are met with compassion and efficiency, and everyone feels connected and supported.



Values Results

Value	Write in	Count	Point Value (first = 5 points and 5th =1 point)
Integrity	no	119	425
Fiscal responsibility	no	121	415
Honest	no	87	318
Professionalism	no	88	259
Trust	no	87	256
Forward thinking	no	74	211
Problem Solving	no	76	206
Teamwork	no	72	204
Adaptability	no	58	166
collaborative communication	no	56	158
Innovation	no	55	144
Resiliency	no	45	132
Inclusion	no	34	97
Flexibility	no	29	62
Empowering others	no	29	53
accountability	yes	4	10
Competence	yes	2	10
Verity	yes	1	5
fiscal	yes		4.00
Involvement	yes	1	4
Community Engagement	yes	1	3
Fairness	yes	1	3.00
Community-which isn't up there, but it what is unique about this area.	yes	1	2
Equity & Fairness	yes	1	2
Fiscal Transparency	yes	1	2
Hard work	yes	1	2
Physical responsibility	yes	1	2
Pride	yes	1	2
collaboration	yes	1	1
Common sense (not on list)	yes	1	1
Multicultural (Empowering Others)	yes	1	1
People who actually know what they're doing	yes	1	1.00
Positivity	yes	1	1.00
Support for Small Business & Local Economy	yes	1	1



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Value Statements with Action Definition

- **Integrity:** We will always do what is right - even when it's difficult - by balancing ethics and good governance.
- **Fiscal Responsibility:** We will manage public funds through sound financial decisions that ensure long-term sustainability.
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Engagement Process Overview

- County leaders' workshop → draft Mission, Vision, Values
- Staff & public survey → broad input gathered
- Data analysis → identify common themes
- Final recommendations → Board approval today



Next Steps

- **November 2025 – January 2026:**
 - Develop broad priorities across government functions
 - Hold public meetings on community needs & concerns
 - Share data with departments and Board
- **January – March 2026:** Each Department (including BOS) identify 1–3 objectives for Fiscal Year 2026/2027
- **April – June 2026:**
 - Develop dashboard/tracking tool
 - Integrate statements, priority areas, and objectives into compiled report
- **Ongoing:** Report annually on deliverables as part of the budget
- Continue to update Strategic Planning webpage under BOS



Action Request

Adopt RESOLUTION approving Mission, Vision, and Value Statements for Plumas County's inaugural organizational Strategic Plan, establishing a foundation for future goals, priorities, and resource planning.



In Closing...

Together, we shape the future
of Plumas County.

