



**Board of Supervisors**

Dwight Ceresola, 1st District  
Kevin Goss, Chair, 2nd District  
Thomas McGowan, 3rd District  
Mimi Hall, Vice-Chair, 4th District  
Jeff Engel, 5th District  
Allen Hiskey, Clerk of the Board

**AGENDA FOR SPECIAL MEETING  
JULY 16, 2025 TO BE HELD AT 10:00 AM  
270 COUNTY HOSPITAL ROAD, SUITE 206 QUINCY, CALIFORNIA 95971**

[www.countyofplumas.com](http://www.countyofplumas.com)

**AGENDA**

**The Board of Supervisors welcomes you to its meetings which are regularly held on the first three Tuesdays of each month, and your interest is encouraged and appreciated.**

**Any item without a specified time on the agenda may be taken up at any time and in any order. Any member of the public may contact the Clerk of the Board before the meeting to request that any item be addressed as early in the day as possible, and the Board will attempt to accommodate such requests.**

**Any public comments made during a regular Board meeting will be recorded. The Clerk will not interpret any public comments for inclusion in the written public record. Members of the public may submit their comments in writing to be included in the public record.**

**CONSENT AGENDA:** These matters include routine financial and administrative actions. All items on the consent calendar will be voted on at some time during the meeting under "Consent Agenda." If you wish to have an item removed from the Consent Agenda, you may do so by addressing the Chairperson.



**REASONABLE ACCOMMODATIONS:** In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting please contact the Clerk of the Board at (530) 283-6170. Notification 72 hours prior to the meeting will enable the County to make reasonable arrangements to ensure accessibility. Auxiliary aids and services are available for people with disabilities.

**Live Stream of Meeting**

Members of the public who wish to watch the meeting, are encouraged to view it [LIVE ONLINE](#)

**ZOOM Participation**

Although the County strives to offer remote participation, be advised that remote Zoom participation is provided for convenience only. In the event of a technological malfunction, the only assurance of live comments being received by the Board is to attend in person or submit written comments as outlined below. Except for a noticed, teleconference meeting, the Board of Supervisors reserves the right to conduct the meeting without remote access if we are experiencing technical difficulties.

The Plumas County Board of Supervisors meeting is accessible for public comment via live streaming at: <https://zoom.us/j/94875867850?pwd=SGISeGpLVG9wQWtRSnNUM25mczlvZz09> or by phone at: Phone Number 1-669-900-9128; Meeting ID: 948 7586 7850. Passcode: 261352

### **Public Comment Opportunity/Written Comment**

Members of the public may submit written comments on any matter within the Board's subject matter jurisdiction, regardless of whether the matter is on the agenda for Board consideration or action. Comments will be entered into the administrative record of the meeting. Members of the public are strongly encouraged to submit their comments on agenda and non-agenda items using e-mail address [Public@countyofplumas.com](mailto:Public@countyofplumas.com)

### **CALL TO ORDER**

### **PLEDGE OF ALLEGIANCE**

### **PUBLIC COMMENT OPPORTUNITY**

Matters under the jurisdiction of the Board, and not on the posted agenda, may be addressed by the general public at the beginning of the regular agenda and any off-agenda matters before the Board for consideration. However, California law prohibits the Board from taking action on any matter which is not on the posted agenda unless it is determined to be an urgency item by the Board of Supervisors. Any member of the public wishing to address the Board during the "Public Comment" period will be limited to a maximum of 3 minutes.

### **ACTION AGENDA**

#### **1. BOARD OF SUPERVISORS**

- A. Strategic Planning Workshop, moderated by Galen Ellis, with Ellis Planning Associates; discussion and possible direction to staff.
- B. Break for Lunch (12:00pm-12:30pm)
- C. Return to workshop

#### **2. ADJOURNMENT**

Adjourn meeting to Tuesday, August 5, 2025, Board of Supervisors Room 308, Courthouse, Quincy, California



**PLUMAS COUNTY  
CLERK OF THE BOARD OF SUPERVISORS  
MEMORANDUM**

---

**TO:** Honorable Chair and Board of Supervisors

**FROM:** Zachary Gately, Grant Manager  
Mimi Hall, Supervisor - District 4, Vice-Chair  
Kevin Goss, Supervisor - District 2, Chair

**MEETING DATE:** July 16, 2025

**SUBJECT:** Strategic Planning Workshop, moderated by Galen Ellis, with Ellis Planning Associates; discussion and possible direction to staff.

---

**Recommendation:**

Strategic Planning Workshop, moderated by Galen Ellis, with Ellis Planning Associates; discussion and possible direction to staff.

**Background and Discussion:**

On June 30, 2025, the Plumas County Board of Supervisors received a presentation from County Administrative Office staff on a County Organizational Strategic Planning process. In a unanimous vote, the Board of Supervisors directed staff to begin work on a high-level organizational strategic plan to align with the current budget cycle, with a plan presented at the adoption of the Fiscal Year 2025-2026 budget.

The July 16, 2025, Special Meeting of the Board of Supervisors serves as a workshop with the Board of Supervisors and County Departments to kick off the strategic planning process by engaging leadership in the development of Plumas County's Vision, Mission and Values. This workshop is intended for Plumas County elected and appointed leaders to begin a collaborative process that will result in Plumas County's first ever Strategic Plan for the County as a local government organization.

A county strategic plan is a long-term roadmap that guides a county's operations and resource allocation over several years. It outlines the county's vision, mission, values, and strategic outcomes, translating them into concrete goals and measurable objectives. The resulting strategic plan will set county priorities, focus energy for optimal impact, strengthen operations, and ensure accountability for achieving results. It will be a living document to track progress, measure success, and course correct if needed.

Galen Ellis of Ellis Planning Associates will serve as a professional facilitator and moderator, allowing all Plumas County Officials and staff to fully engage as participants.

**Action:**

Strategic Planning Workshop, moderated by Galen Ellis, with Ellis Planning Associates; discussion and possible direction to staff.

**Fiscal Impact:**

No General Fund Impact.

**Attachments:**

1. Plumas County Special Strategic Planning Meeting PowerPoint 7.14.25



# SPECIAL MEETING

## STRATEGIC PLANNING WORKSHOP

### FOR COUNTY LEADERSHIP

July 16, 2025

10 AM – 3 PM

*Plumas County Board Of Supervisors*

Dwight Ceresola, 1st District

Kevin Goss, Chair, 2nd District

Thomas McGowan, 3rd District

Mimi Hall, Vice-Chair, 4th District

Jeff Engel, 5th District

Allen Hiskey, Clerk of the Board





# CALL TO >> ORDER





# PLEDGE OF ALLEGIENCE





# PUBLIC COMMENT

---





# STRATEGIC PLANNING WORKSHOP



# WELCOME AND WORKSHOP OVERVIEW



# WORKSHOP AIMS



## 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.

# TODAY'S AGENDA



- Welcome & Workshop Overview
- Visioning Activity
- Lunch
- Vision Statement Activity
- Mission Statement Activity
- Values Activity
- Next Steps & Closure



## Strategic Framework

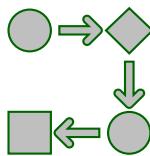
(3-5 years)



Vision,  
Mission, &  
Values



Environmental  
Scan



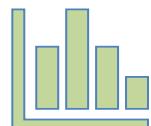
Strategic  
Priorities

## Action/ Operational Plan

(1-2 years)



Objectives,  
Activities, &  
Timeline



Evaluation  
Measures

# MISSION, VISION, & VALUES DEFINITIONS



## Mission

The organization's core purpose; what the organization does and why.



## Vision

Futuristic view regarding the ideal state or conditions that the organization aspires to change or create.



## Values

Guiding principles, beliefs, and underlying assumptions that guide the organization.





# ENVIRONMENTAL SCAN



# CHANGING DEMOGRAPHICS

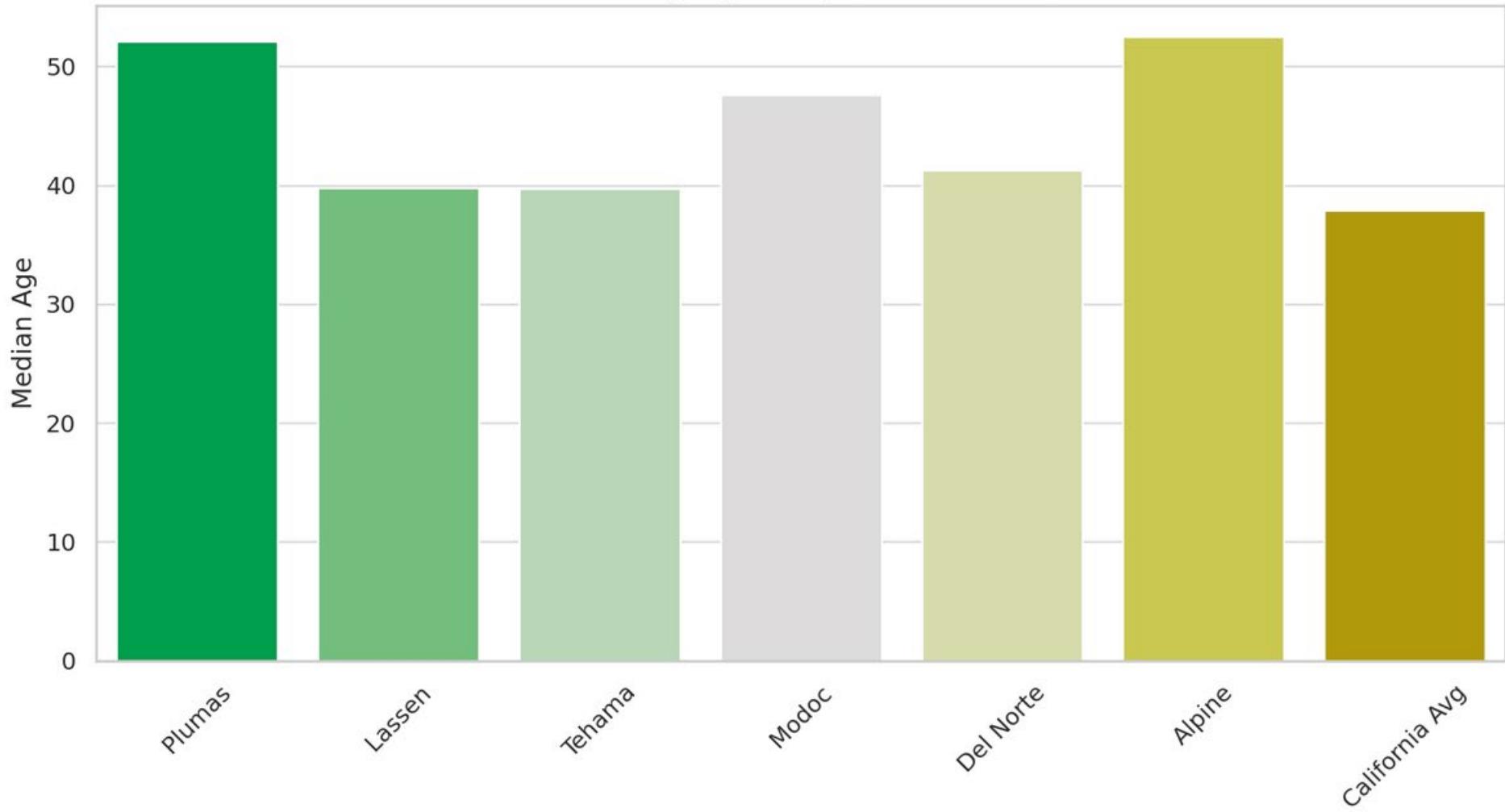


- **Declining population:** 6% in the decade prior to the Dixie Fire.
- **Aging Population:** Median age is over 50 years whereas California approximately 37 years.
- **Migration Trends:** Out-migration of young adults seeking education or employment opportunities is not offset by in-migration
- **Racial and Ethnic Composition:** The county remains predominantly white (about 82%), with Hispanic or Latino residents making up around 10%, and Native American communities—particularly the Mountain Maidu—playing an important cultural and historical role. While diversity is slowly increasing, it remains limited compared to statewide averages.



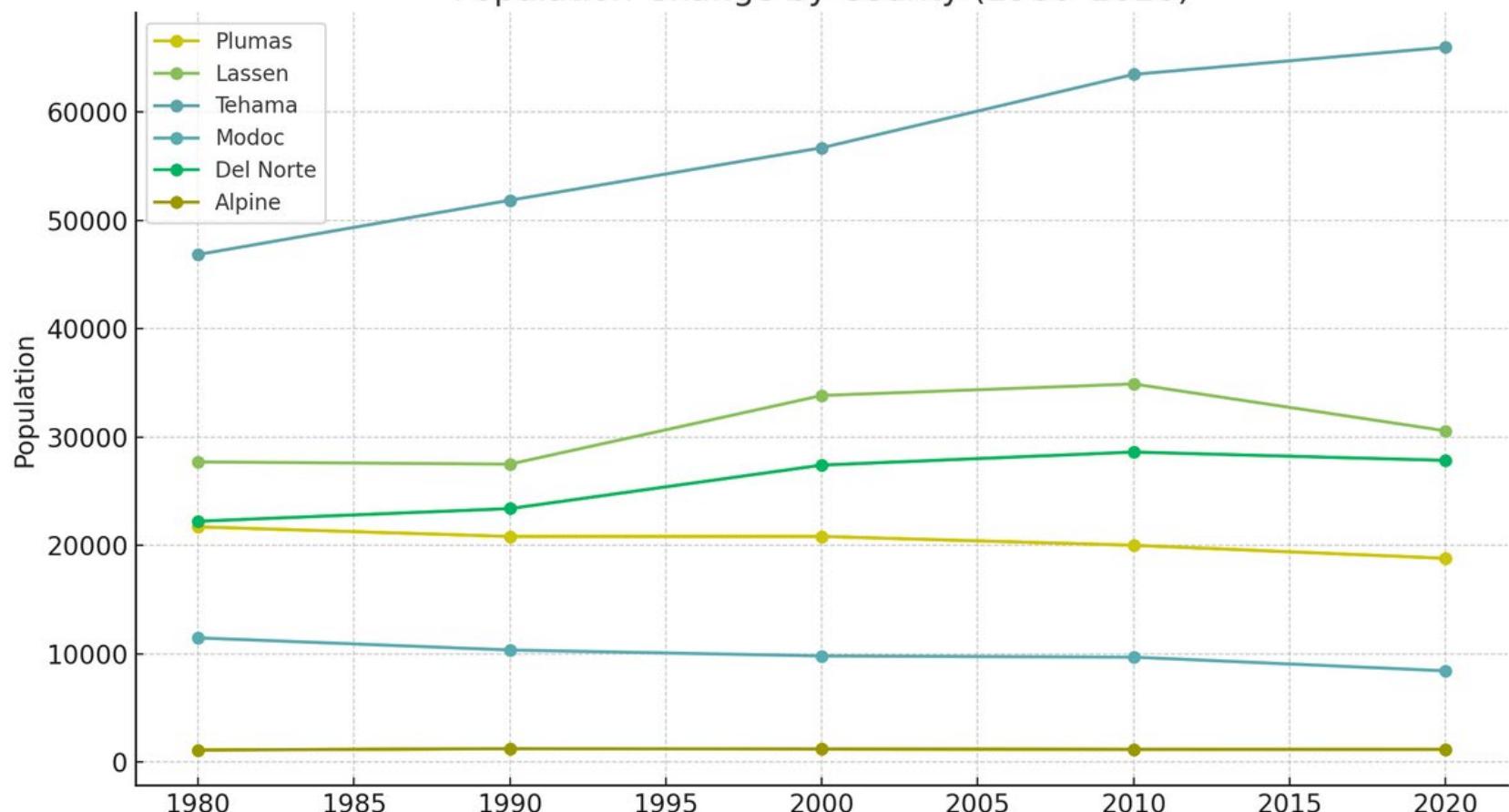


Median Age by County (2023 Estimate)



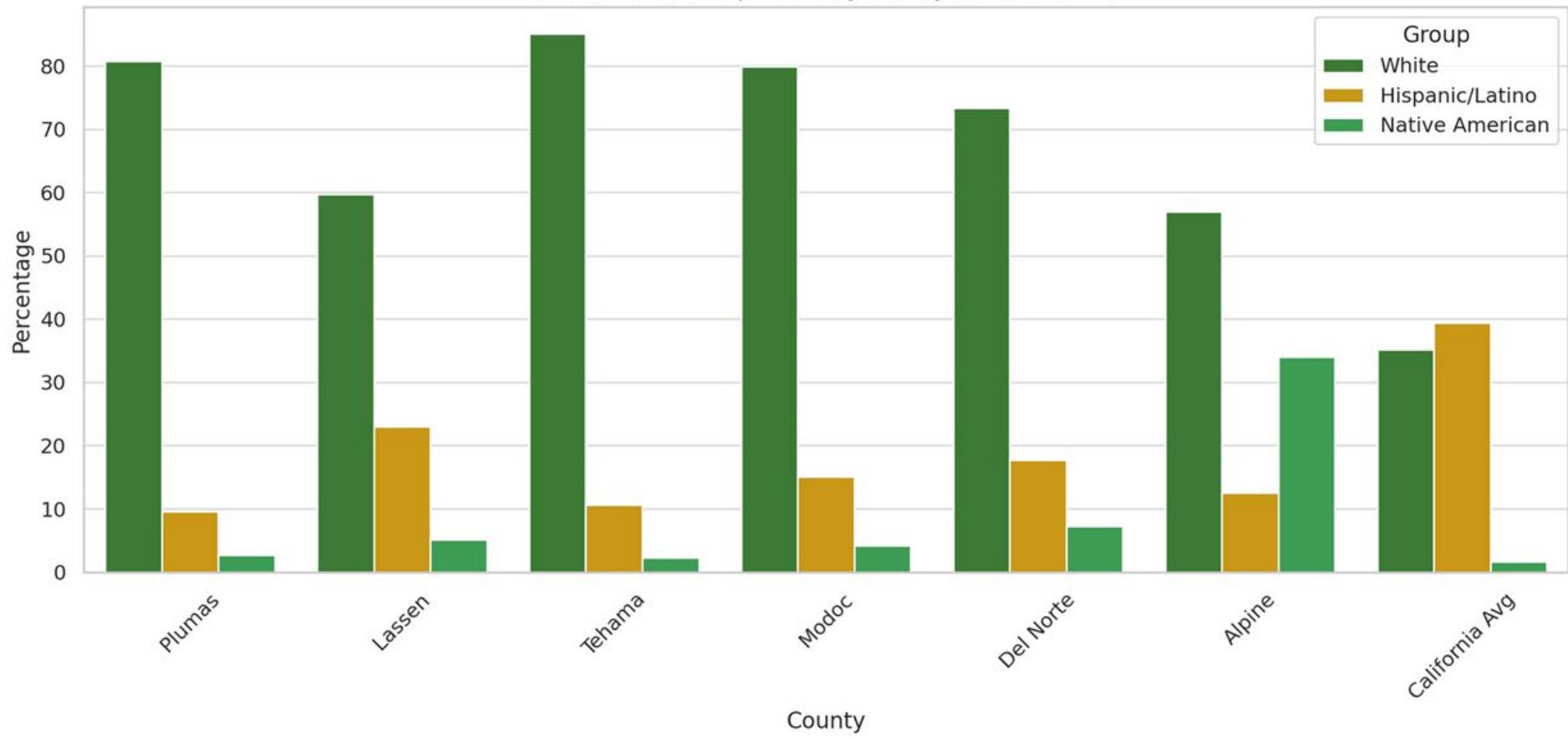


## Population Change by County (1980-2020)





Racial/Ethnic Composition by County (2020 Census)



# ECONOMIC OUTLOOK

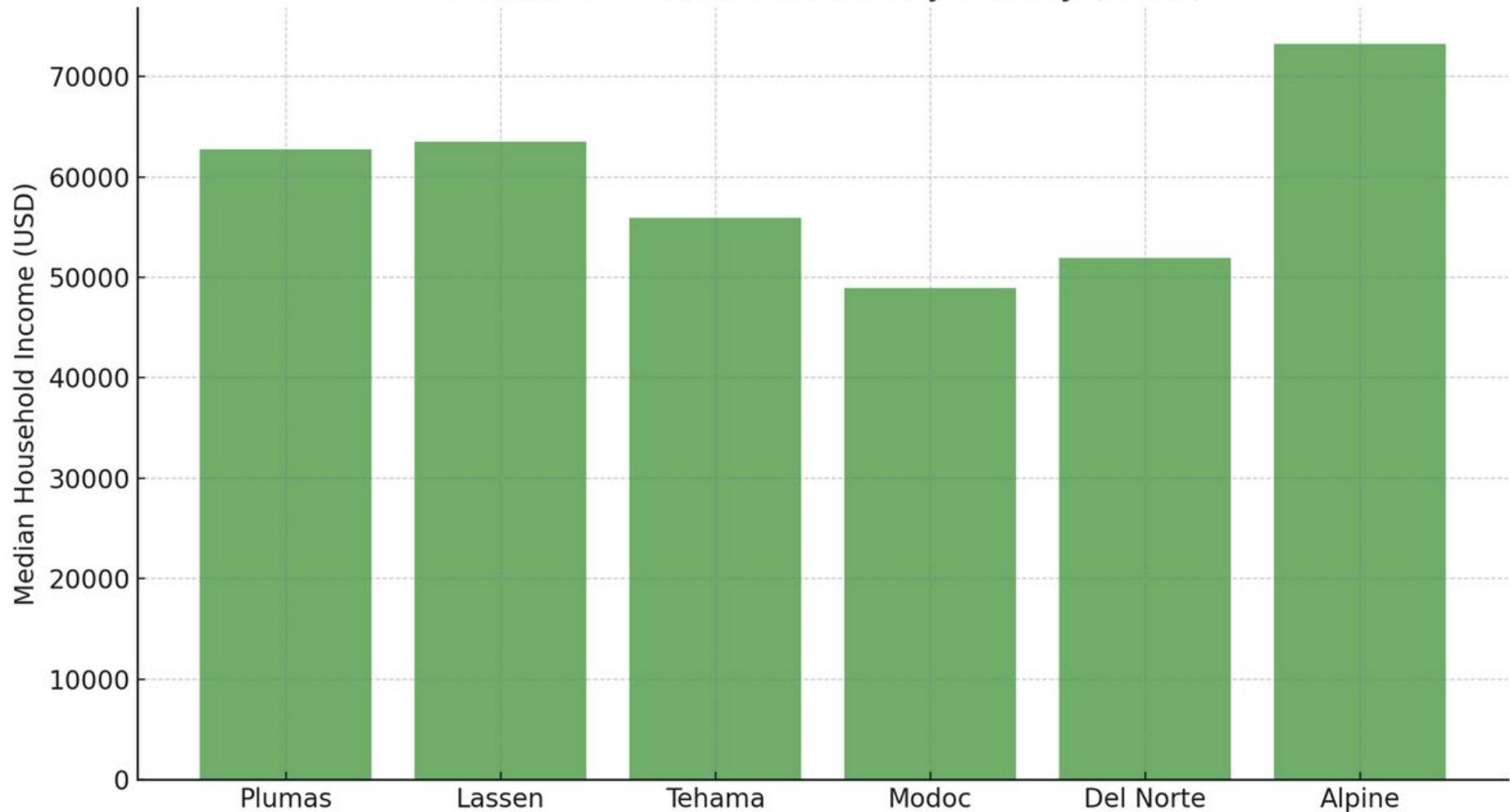


- **Transitioning economy:** From natural resource extraction to public sector employment, small businesses, and recreation and conservation.
- **Median income** \$62,740 vs. \$91,000 CA; **Home value** ~\$327,000
- **Small Businesses:** Over 85% of local businesses in Plumas County have fewer than 20 employees.
- **Challenges** such as workforce shortages, infrastructure limitations, and housing affordability continue to constrain growth



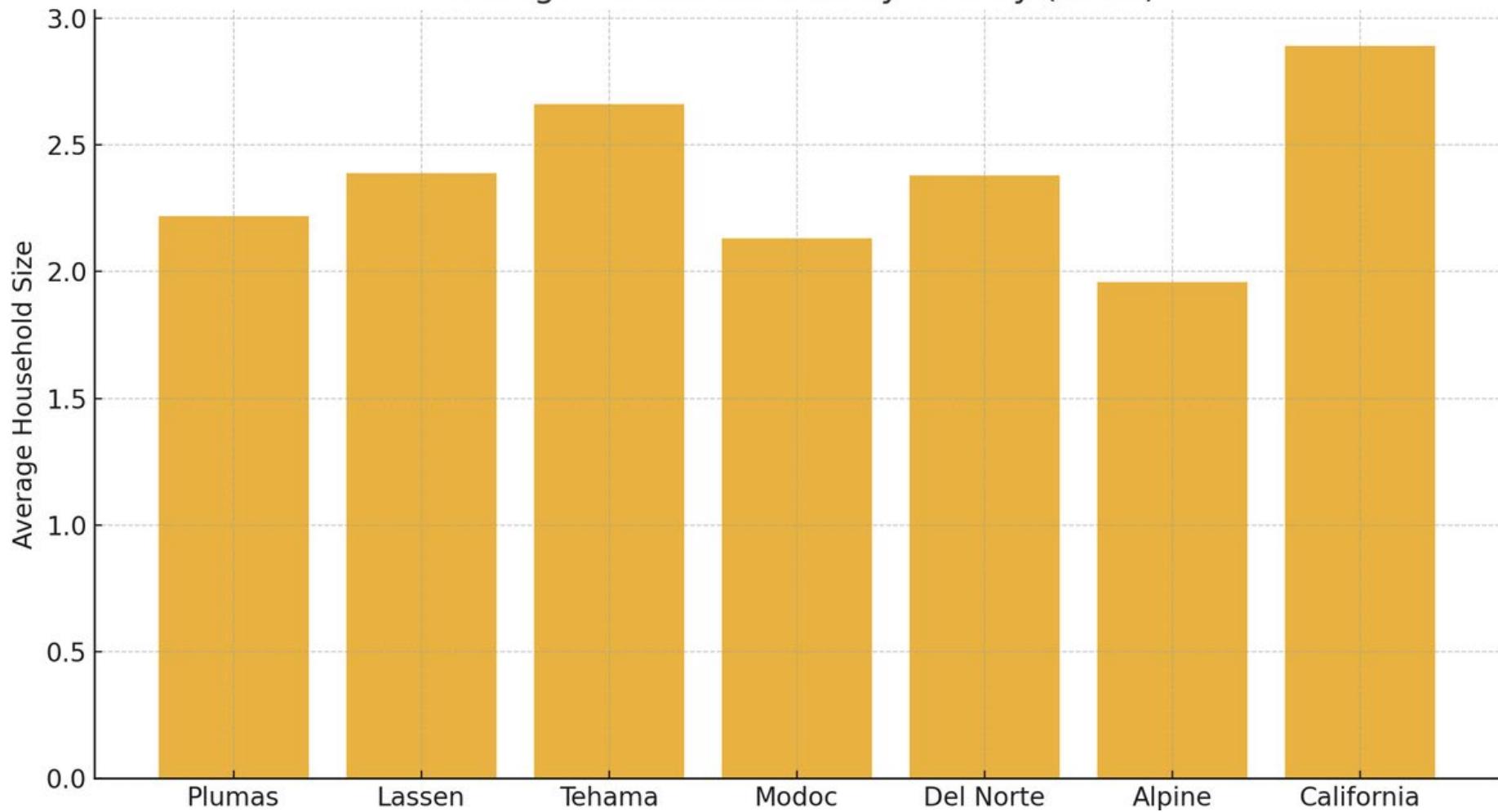


## Median Household Income by County (2023)



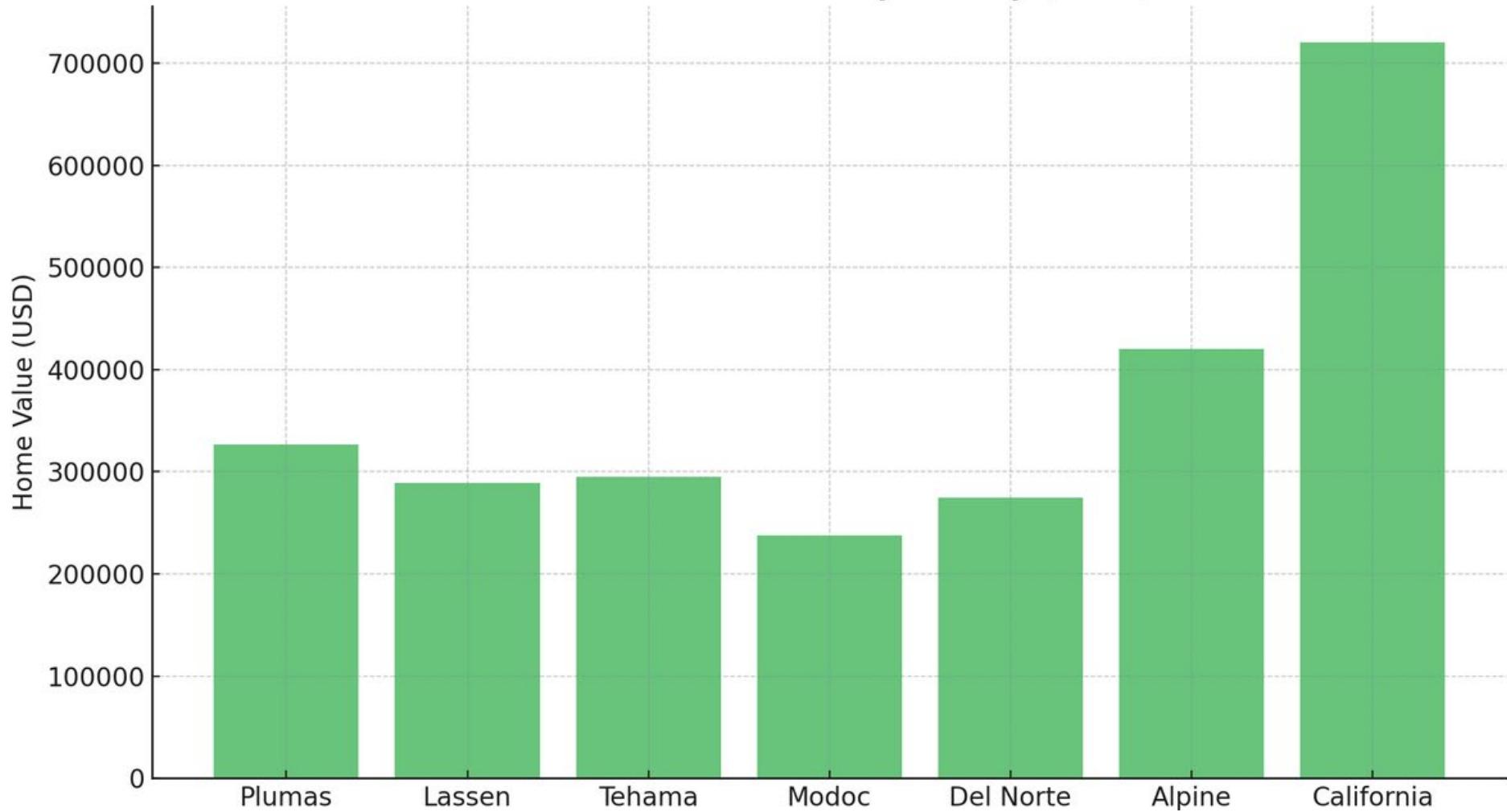


Average Household Size by County (2023)



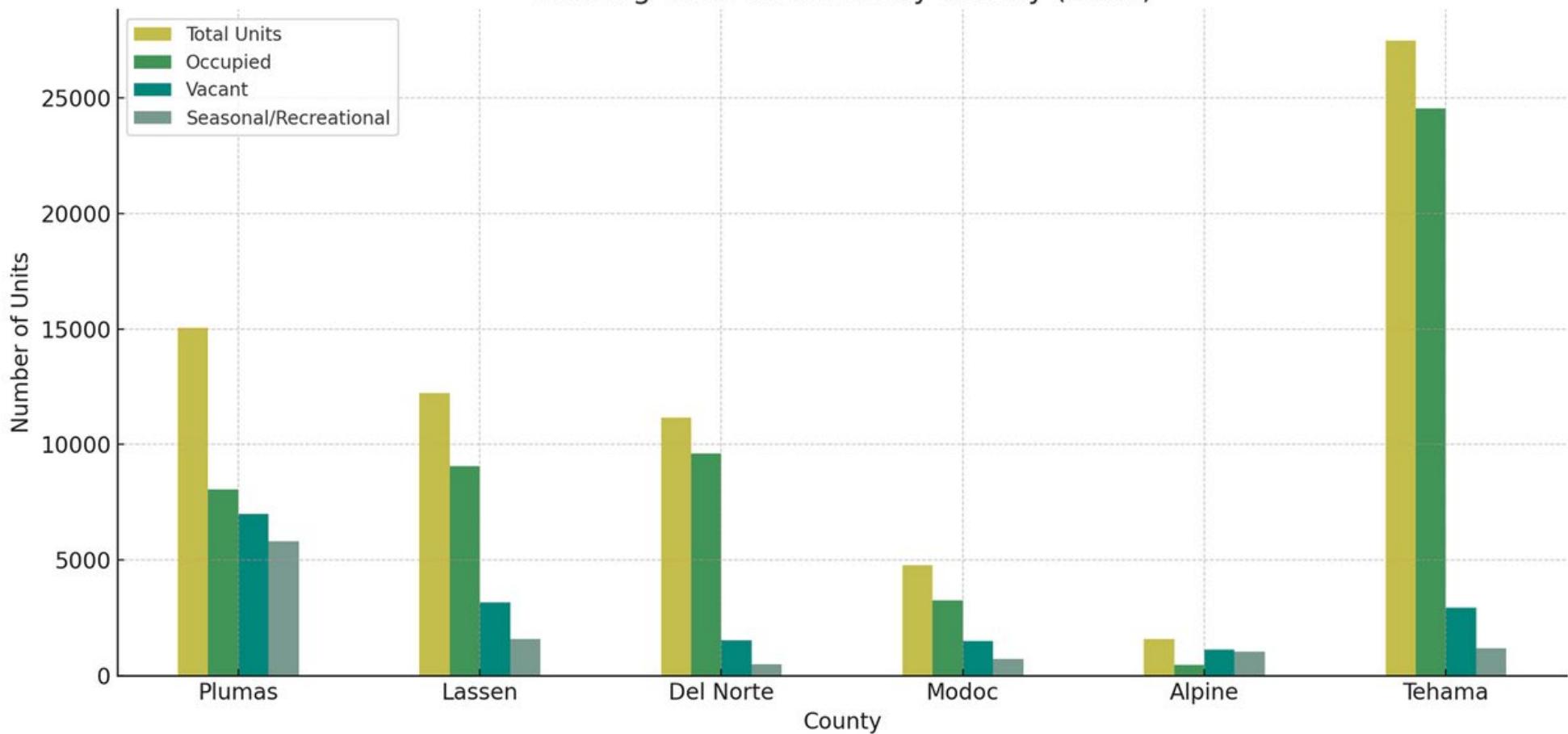


### Median Home Value by County (2023)



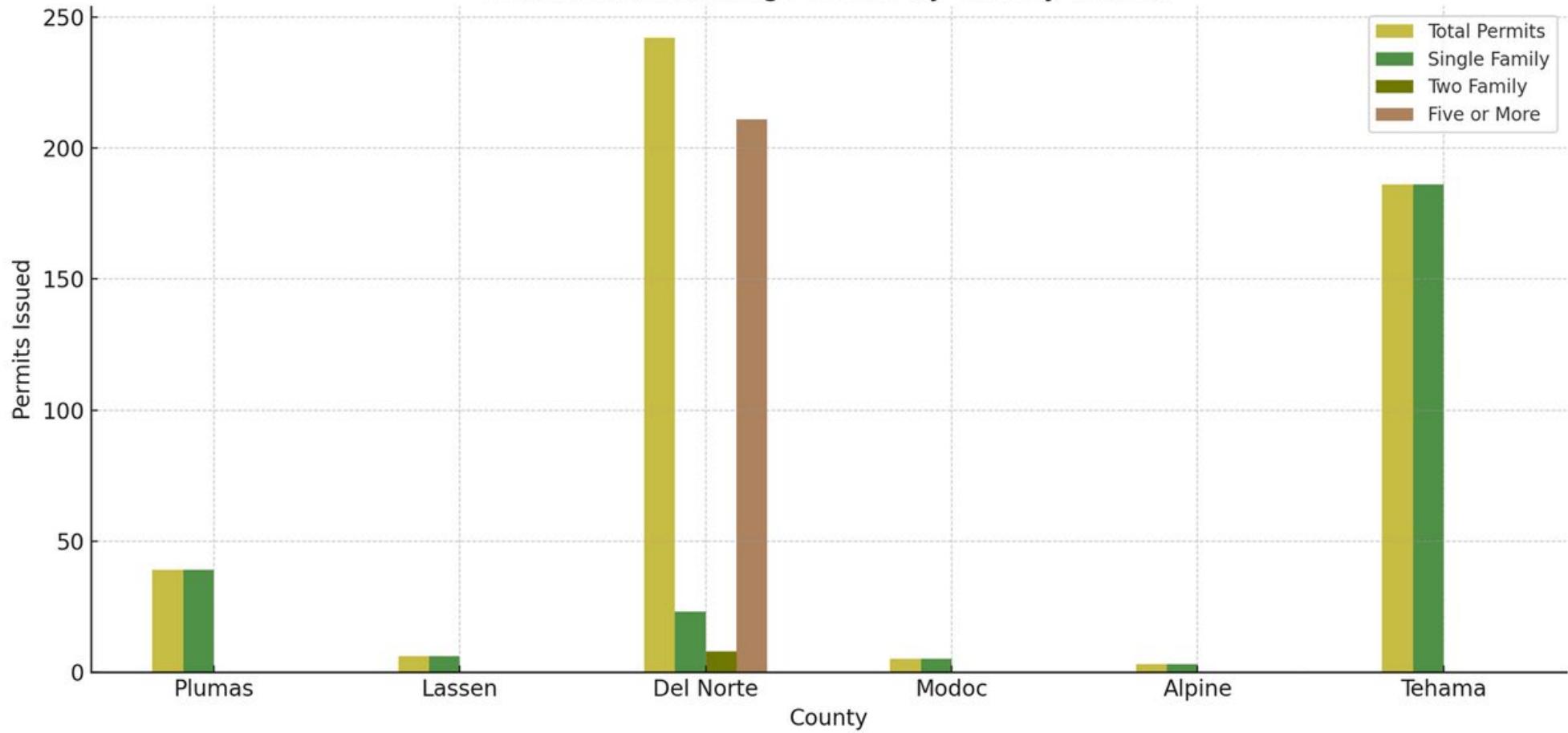


## Housing Units Overview by County (2023)





## Residential Building Permits by County (2024)

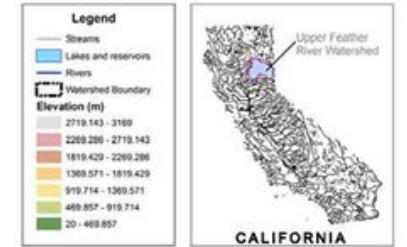
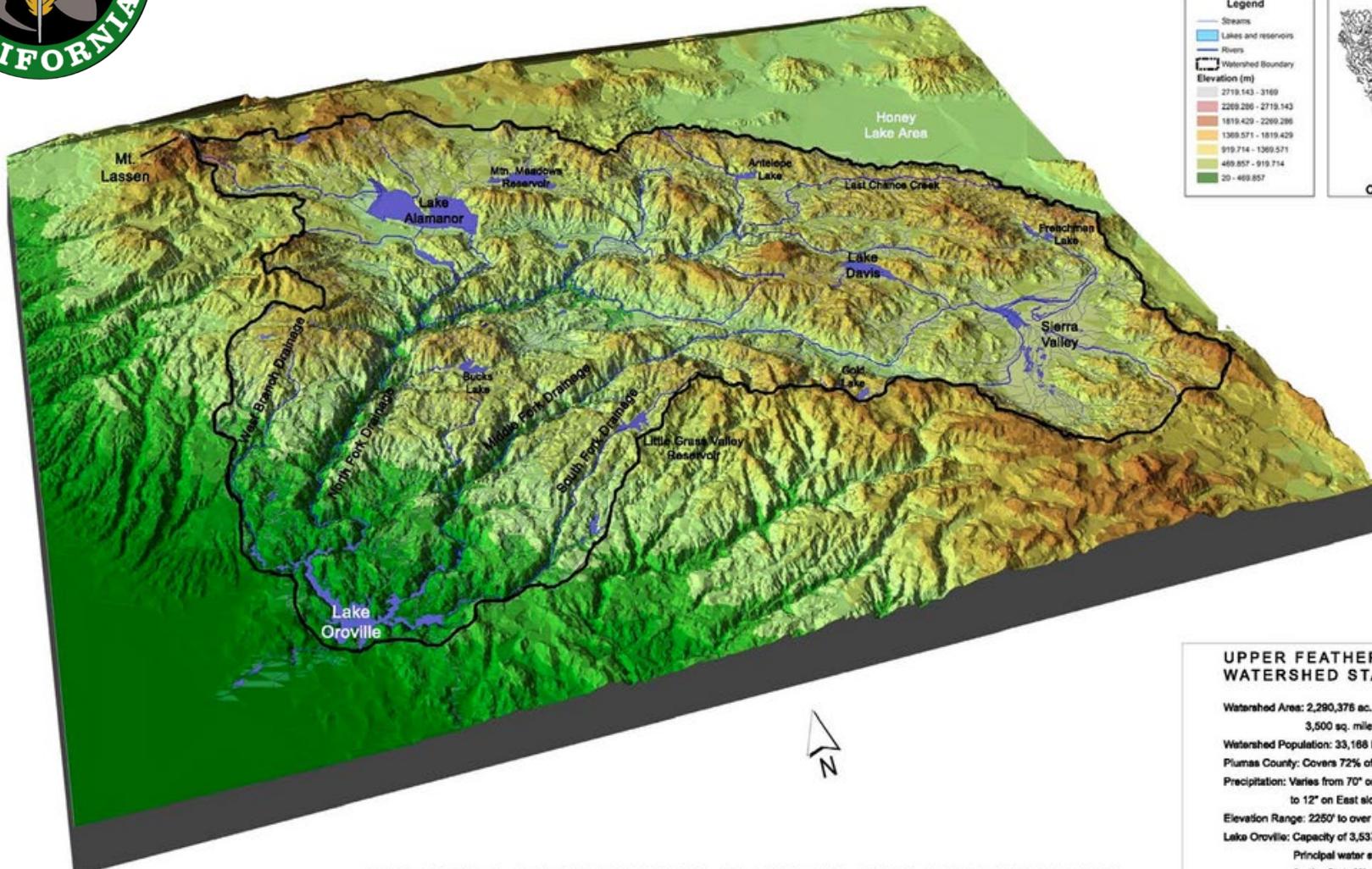


# NATURAL RESOURCES



- Plumas County's natural resources are among its **greatest assets**, supporting the local economy, biodiversity, recreation, and California's broader environmental health.
- Forests are a source of **economic activity** — including forestry, wildfire restoration, outdoor tourism, recreation, and traditional tribal uses.
- Feather River Watershed - **supplies drinking water** to over 27 million Californians.
- **Public land** across the county **totals more than 70%**, with Forest Service accounting for most, and BLM being the secondary steward.





#### UPPER FEATHER RIVER WATERSHED STATISTICS

Watershed Area: 2,290,376 ac. or  
3,500 sq. miles

Watershed Population: 33,168 People

Plumas County: Covers 72% of Watershed area  
Precipitation: Varies from 70" on west slope  
to 12" on East slope of Sierras

Elevation Range: 2,250' to over 10,000'

Lake Oroville: Capacity of 3,537,577 ac.ft.

Principal water storage facility  
for the State Water Project.

Supplies water to over two-thirds  
of California's population.

# NATURAL DISASTERS



- Plumas County faces **significant risks** from wildfires, flooding, drought, and post-fire landslides. These hazards have shaped the economy, housing, infrastructure, and public health.
- The **2021 Dixie Fire** burned over 963,000 acres, destroying communities, and displaced hundreds.
- **Post-fire flooding** and debris flows threaten areas like Indian Valley and Feather River Canyon.
- Like much of the Sierra Nevada, Plumas County experiences cycles of **severe drought**, impacting forests, agriculture, and water security.



# TIMELINE OF MAJOR NATURAL DISASTERS IN PLUMAS COUNTY



Year	Event	Description & Impacts
1986	Feather River Flooding	Localized evacuations, bridge damage, agricultural losses.
1993	Severe Winter Storm	Snow load damage, power outages, road closures.
1995	Winter Floods	Feather River flooding, culvert damage, agricultural loss.
1997	New Year's Flood	Warm rain on snowpack caused widespread flooding, road washouts; federal disaster declared.
2002	Quincy Microburst	Unusual July windstorm uprooted trees and damaged roofs and powerlines in Quincy.
2007	Antelope Complex Fire	Burned 23,000 acres; smoke impacts, timber loss, fire suppression costs.
2012	Chips Fire	75,000+ acres burned near Caribou/Bucks Lake; evacuations, sediment runoff into watershed.
2017	Severe Winter Storms	Record snow and rain caused structural collapses, power outages, and road closures.
2018	Camp Fire (Butte Co.)	Though outside the county, smoke impacts were severe; increased fire preparedness locally.
2019	Walker Fire	54,000 acres burned; evacuations in Genesee Valley, habitat and watershed impacts.
2020	North Complex Fire	Affected eastern Plumas; smoke impacts, evacuation warnings, trail closures.
2020–2022	COVID-19 Pandemic	Health system stress, business closures, school disruptions, digital divide issues.
2021	Dixie Fire	Burned 963,000 acres; Greenville destroyed, long-term housing and economic recovery began.
2023	Record Snow Year	Roof collapses, energy outages, structural damage in Chester and Canyon Dam.



# VISIONING ACTIVITY



# MISSION, VISION, & VALUES DEFINITIONS



## Mission

The organization's core purpose; what the organization does and why.



## Vision

Futuristic view regarding the ideal state or conditions that the organization aspires to change or create.



## Values

Guiding principles, beliefs, and underlying assumptions that guide the organization.



# EXAMPLE VISION STATEMENTS



*“We are dedicated to outstanding public service.”*

*“To be a County government known for providing exceptional local and regional leadership, that works in partnership with the community to develop creative solutions to the diverse issues facing our region, and bestows to current and future generations even better communities in which to live, raise families, work, vacation, and conduct business.”*

*“XX County is a place where all citizens enjoy opportunities to thrive in a safe, healthy, and productive community.”*

*“Exceptional quality of life with a strong sense of community, historical heritage, rural character, managed growth, and opportunity for all.”*



# MISSION STATEMENT ACTIVITY



# MISSION STATEMENT INCLUDES...

- Who we are (Plumas County)
- What needs we exist to fill
- Our unique role
- How we do it



# EXAMPLE MISSION STATEMENTS

*“To work with the community to develop sound and innovative public policy, provide strong leadership and deliver excellent services in a fiscally responsible manner.”*

*“To provide responsive, efficient and effective public services that promote the health, safety, and well-being and prosperity of our citizens while protecting our environmental resources and preserving the rich heritage of our region.”*

*“We provide exceptional services that:*

- Create a healthy and safe community*
- Exercise natural, cultural, and financial resource stewardship*
- Promote economic prosperity*
- Enhance quality of life.”*

*“Together, we enhance the well-being of all residents, businesses, and visitors by delivering effective public service.”*





# VALUES ACTIVITY





# IDENTIFYING VALUES

**Values** are the guiding principles, beliefs, and underlying assumptions that guide the organization.

The **Appreciative Inquiry** method helps to identify shared values through storytelling:

- Explore and share past successes and positive moments.
- Examine how these moments reveal what is important; what is valued.

# NEXT STEPS AND CLOSURE



- Follow up evaluation
- Survey to be sent out
- Workshop
- Framework finalization
- Application to department





# ADJOURNMENT

*Adjourned meeting to Tuesday, August 05, 2025,  
Board of Supervisors Room 308, Courthouse,  
Quincy, California*

