

OFFICE OF THE  
COUNTY ADMINISTRATOR

Matthew H. Hymel  
COUNTY ADMINISTRATOR

October 13, 2015

Daniel Eilerman  
ASSISTANT COUNTY  
ADMINISTRATOR

Board of Supervisors  
County of Marin  
3501 Civic Center Drive  
San Rafael, CA 94903

Angela Nicholson  
ASSISTANT COUNTY  
ADMINISTRATOR

**SUBJECT:** County of Marin 5 Year Business Plan 2015-2020

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Dear Board Members:

**RECOMMENDATION:** Adopt the proposed County of Marin 5 Year Business Plan

**SUMMARY:** Over twelve months ago, grounded in a strong foundation of previous strategic work, the County began working on a 5 Year Business Plan for the organization. We convened a Steering Committee, two-thirds of whom were external County partners. We developed six working groups who gathered data on Civic Engagement/Public Information; Technology Tools and Resident Self Service; Resource Management; Organizational Culture and Inclusion Practices; Career Development; and Talent Attraction and Retention. These groups, committed to the excellence of the County of Marin, made recommendations and developed strategies to develop and grow our organization.


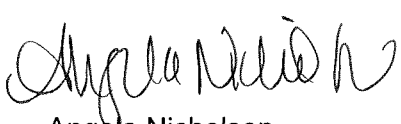
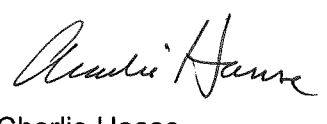
After gathering data and reviewing the recommendations we received, we began working on a meaningful action plan and metrics which would help the County to determine its success on this five year journey. We were encouraged, along the way, to be creative, specific and courageous as we set priorities for the organization. In the end, we landed on four primary focus areas. Over the next five years, as we strive to become a more adaptive organization where we encourage engagement, learning and leadership at all levels of the organization, we will focus on: **Diversity and Inclusion; Innovation and Change; Growth and Development; and Communication and Engagement.**

Implementation of this 5 Year Business Plan will be an organization-wide effort and will require participation from staff at all levels. Over the next few months, we will convene an Implementation Steering Group to ensure that we achieve the important actions laid out in the Plan. We look forward to your continued support as this organization works together to a more responsive government.

**FISCAL IMPACT:** Approximately \$440,000 has already been set aside for one-time implementation costs of the 5 Year Business Plan. In addition, if your Board subsequently approves additional staffing for public communication efforts, there will be additional ongoing costs of approximately \$175,000. These costs can be absorbed this fiscal year, but would result in ongoing increased costs starting fiscal year 2016-17.

Please let us know if you have any questions or concerns.

Respectfully submitted,

		
Matthew H. Hymel County Administrator	Angela Nicholson Interim Director of Human Resources/ Assistant County Administrator	Charlie Haase Chief Information Officer

cc: Employee Working Group Members  
Department Heads  
Assistant Department Heads

Attachment- Final County of Marin 5 Year Business Plan 2015-2020