

NED COE
1st District

SHANE STARR
2nd District

KATHIE RHOADS
3rd District

ELIZABETH CAVASSO
4th District

GERI BYRNE
5th District



TIFFANY A. MARTINEZ
CLERK OF THE BOARD
OF SUPERVISORS

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BOARD OF SUPERVISORS MEETING WORKSHOP

May 29, 2024

10:00 AM Call to Order

Attendee Name	Title	Status	Arrived
Ned Coe	Supervisor District I	Present	10:00 AM
Shane Starr	Supervisor District II	Present	10:00 AM
Kathie Rhoads	Supervisor District III	Present	10:00 AM
Elizabeth Cavasso	Supervisor District IV	Present	10:00 AM
Geri Byrne	Supervisor District V	Present	10:00 AM
Chester Robertson	County Administration Officer	Present	10:00 AM
Tiffany Martinez	Clerk of the Board/ACAO	Present	10:00 AM

I. Board of Supervisors Items:

1.a. DISCUSSION/INFORMATION: Review of the history of the County of Modoc Strategic Plan. (Board of Supervisors)

Assistant County Administrative Officer, Tiffany Martinez, provided a historical background on the County of Modoc Strategic plan.

1.b. DISCUSSION/INFORMATION: Review employee suggestions on communication, leadership, culture, and recognition for the County of Modoc Strategic Plan. (Board of Supervisors)

Assistant County Administrative Officer, Tiffany Martinez, provided an overview of the 2024 survey sent to all county employees which asked questions related to communication, leadership, culture, and recognition.

A discussion was held on how the survey results would influence the update of the County of Modoc Strategic Plan.

1.c. DISCUSSION/INFORMATION: Review department head survey responses on the goals and objectives for the County of Modoc Strategic Plan. (Board of Supervisors)

Assistant County Administrative Officer, Tiffany Martinez, provided an overview of the 2024 survey sent to all department heads which asked questions related to goals and objectives of their department and the County of Modoc Strategic Plan.

A discussion was held on how the survey results would influence the updated County of Modoc Strategic Plan.

1.d. DISCUSSION/INFORMATION: Development of updated County of Modoc mission, vision, core values, goals, and objectives for the Strategic Plan. (Board of Supervisors)

Assistant County Administrative Officer, Tiffany Martinez, provided facilitation services to guide the Board of Supervisors through the process of reviewing and updating the following areas of the County of Modoc Strategic Plan:

Vision Statement:

2017 Vision Statement:

Modoc County is a collaborative community where people, families, government, and businesses live, work, and thrive.

Recommended 2024 Vision Statement:

Modoc County is a collaborative community where people, families, and businesses live, work, and thrive.

A discussion was held on the recommended County of Modoc vision statement. There were no proposed changes to the recommended 2024 County of Modoc vision statement.

2017 Mission Statement:

Partnering with our communities, to deliver financially sustainable services which promote healthy and safe communities, to enhance economic vitality while adhering to the laws and supporting Modoc's unique qualities.

Recommended 2024 Vision Statement:

Partnering with our community to deliver financially sustainable services while adhering to the laws that promote healthy and safe communities, enhance economic vitality, and support Modoc's unique qualities.

A discussion was held on the recommended County of Modoc mission statement. There were no proposed changes to the recommended 2024 County of Modoc mission statement.

A discussion was held on the County Values.

Scott Ward stated accessibility of staff to the public is important and should be included under "Citizen Focus".

A discussion was held on the goals of the County and proposed changes were made to the following areas:

Chief Probation Officer, Stephen Svetich, stated services and youth development for future job opportunities in Modoc County are an important component that should be included in the strategic plan. Chief Probation Officer Svetich reported he felt strongly about expanding career and educational opportunities for youth in the County of Modoc.

Chief Probation Officer Svetich stated the County needs to review how they can better serve constituents. Chief Probation Officer Svetich stated there are no housing option for individuals after receiving treatment, so the individuals are left in the same environment that contributed to their demise. Chief Probation Officer Svetich reported the County needs to stop drugs from coming into the county and target drug sales to the County of Modoc communities.

Terri Arberry Holloway reported many who are returning to Modoc County are having a hard time finding a home and stated several areas where recognition could assist in the recruitment of employees to come to Modoc County and stay in the community.

A lengthy discussion was held on fee-schedule changes and the utilization of software to assist the county in becoming more efficient.

The following was proposed to update as follows:

Goal: Achieve and Maintain Financial Stability

OBJECTIVE: Continue to address County financial issues

ACTION A: Operate in a fiscally responsible manner in the context of workforce development and state realignment needs.

ACTION B: Seek options regarding the remaining hospital debt.

ACTION C: Ongoing implementation to upgrade financial software systems for improved accuracy and availability of information.

ACTION D: Review costs reasonably borne by the County of Modoc, update fees, and seek alternative sources of revenue to enhance existing revenue streams. **Departmental and Governing Board.**

OBJECTIVE: Manage the CalPERS Unfunded Accrued Liability (UAL)

ACTION A: Create a Pension Funding Management Plan.

ACTION B: Creation of an Internal Revenue Services (IRS) Pension 115 Trust and establish a custodian and consultant to manage the fund.

ACTION C: Review conducted by the Ad Hoc Committee to recommend the process for the separation of the Superior Courts from the County of Modoc CalPERS Unfunded Accrued Liability (UAL).

A discussion was held on the goal of county government.

The following was proposed to update as follows:

Goal: County Government

OBJECTIVE: Comply with State-Federal laws and regulations

ACTION A: Systematic update to the Modoc County code book to ensure compliance.

ACTION B: Continue to maintain the Modoc County website for improved services to the public and compliance with ADA requirements and develop an employee intranet.

ACTION C: Centralize the online data management system to improve and meet the requirements for records and retention management.

ACTION D: Develop standardized county forms to provide consistency across departments.

***ACTION E:** Develop a monthly intake training schedule for Human Resources. (Work with Human Resources to refine action)

***ACTION F:** Develop a list of department-specific training to allow for immediate employment. (Work with Human Resources to refine action)

OBJECTIVE: Increase efficiencies through technological upgrades

ACTION A: Implement software upgrades to accomplish uniformity of county financial programs.

ACTION B: Redesign the County website, focusing on providing standardized information while granting access to forms and services for the public.

ACTION C: Update the website to improve the public's access to services provided by the county.

ACTION D: Improve customer interaction through the use of software.

***Moved to Workforce Training Goal**

OBJECTIVE: Improved employee orientation and training for recruitment and retention

ACTION A: Implement “Target Solutions” for tracking and accountability of employee training.

ACTION B: Develop a countywide orientation training video to educate new employees on county services and departments.

ACTION C: Develop a marketing strategy to attract qualified employees to the County of Modoc.

ACTION D: Communicate with employees on agency opportunities provided by agency partners.

A discussion was held on the marketing strategies for the County of Modoc.

Goal: Reduce Drug Use and Crime

A discussion was held on the prevention of drug use and crime.

The following was proposed to update as follows:

Goal: Prevent Drug Use and Crime

Objective: Develop a collaborative and cohesive approach for the prevention and reduction of drug use and crime in Modoc County

Action A: Appoint an Ad Hoc Committee of the Board of Supervisors to facilitate solutions.

Action B: Secure a trained facilitator who will bring justice system agency partners together.

Action C: Identify, develop, and foster relationships with all partner agencies to form a Coalition for Crime and Drug Prevention in Modoc County.

Action D: Invite partner agencies to participate in the decision-making process through a series of strategic planning sessions where critical issues are identified.

1. Identify and develop strategies to address critical issues facing Modoc County and

develop individual committees from the partner agencies that will focus on each issue.

2. Develop goals, objectives, implementation strategies, and a method to collect data for the creation of a strategic plan.
3. Develop a performance metric for each critical issue to measure the results.
4. Develop a comprehensive collaborative code enforcement program.

Action E: Conduct an annual evaluation session to review the progress of each committee for the creation of an annual report.

Goal: Improve County Government Culture

A lengthy discussion was held on the goal of improvement of county government culture.

A lengthy discussion was held on the goal of improvement of county government culture, the addition of the new workforce development goal, and recognition. A discussion was held on combining government culture and recognition with the inclusion of the following:

New Goal - Workforce Development and Recognition

Educational opportunities for higher education within the County of Modoc

Vocational training opportunities

Youth activities and training opportunities to enhance the opportunities within the County of Modoc such as:

4-H, FFA, TAY Center, and Advancing Modoc Youth

Updated forms with current technology for job applications.

The goal of improvement of county government culture and the addition of workforce development and recognition was referred to the Strategic Plan Ad Hoc Committee for discussion and requested the committee make a recommendation to the Board of Supervisors.

ADJOURNMENT

Motion to adjourn.

Motion to adjourn the May 29, 2024 meeting.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Geri Byrne, Supervisor District V
SECONDER:	Kathie Rhoads, Supervisor District III
AYES:	Coe, Starr, Rhoads, Cavasso, Byrne

The meeting was adjourned at 12:55 PM

There being no further business to come before the Board at this time, the meeting was adjourned to meet in regular session Tuesday, June 11, 2024 at 10:00 a.m.

Tiffany A. Martinez
Clerk of the Board

Shane Starr
Chair, Modoc County Board of Supervisors