

Sonoma County Regional Parks
DRAFT Strategic Priorities 2023-2025

GOAL: CLIMATE ADAPTATION, RESILIENCE and PREPAREDNESS	Metrics
<p>1) Decarbonize and electrify facilities, equipment and fleet</p> <ul style="list-style-type: none"> ● Install EV chargers for public and staff ● Electrify tools and equipment ● Assess employee commute and reporting locations to reduce GHG ● Convert to electric vehicles /alternate transportation ● Assess infrastructure and operation for carbon reduction ● Amplify visitor information on how to reduce climate impacts when visiting our parks 	<p>Implement Climate adaptation plan – year 1</p> <p>12- EV chargers deployed 4-1 year, 8 -2nd year</p> <p>12- EV’s purchased, Year 3</p> <p>25% new tools acquired each year</p> <p>15% - 20% as vehicle miles reduced year 2</p> <p># gallons /therms of propane/natural gas reduce each year</p>
<p>2) Create and redevelop resilient infrastructure in parks and facilities</p> <ul style="list-style-type: none"> ● Develop and install rainwater catchment system ● Assess and implement water use reduction (campgrounds, marinas, irrigated turf) ● Assess Doran trailheads, camping and park infrastructure for sea level rise ● Install Climate resilient infrastructure (wildfire, rx fire and emergencies) 	<p>Metrics</p> <p>3 rainwater systems installed 1 by year 1, 2 by year 3</p> <p>#gallons water reduced per year each year</p> <p>Doran Adaptation & Resiliency assessment complete year 3</p> <p># climate resilient features installed each year</p>

<p>3) Manage ecologically for landscape-scale resilience</p> <ul style="list-style-type: none"> Riparian and wetland restoration across multiple properties Update / Draft Grazing management plans Update / Draft Forest management plans (Hood, mark West, MRR) Use prescribed fire as part of regular operations Implement fuels reduction in strategic locations Assess and manage permeability for wildlife Protect and restore habitat for sensitive species Improve grazing management 	<p>Metrics</p> <p>3 projects implemented by year 3</p> <p>2 grazing plans updated 1 each year</p> <p>3 forest management plans 1 each year</p> <p>1-3 per year burn days 1 year 1, 2 in year 2, 3 in year 3</p> <p># miles of fence removed</p>
<p>4) Prepare for and respond to future emergencies and manage risk to parks land and staff</p> <ul style="list-style-type: none"> Develop and exercise preparedness plans Train staff as resource advisors as part of emergency response team Fire fighter 2 training and tracking Staff emergencies as needed 	<p>Metrics</p> <p>plans and exercises created for Fire, Flood, earthquake, pandemic, tsunami 2- year 1, 2 -year 2, 1- year 3</p>
<p>5) Minimize and manage waste</p> <ul style="list-style-type: none"> Implement compost programs Install wildlife friendly trash infrastructure Reduce single use plastics at park programs and events waste assessment for garbage/recycling containers in parks 	<p>4 staffed trained (2 Planning, 2 NR) by year 3</p> <p># of staff trained on DSW protocols by year 1</p> <hr/> <p># Tons of methane prevented by compost actions each year</p> <p># installed wildlife proof receptacles each year</p> <p># single use plastics avoided</p> <p>reduction in GHG's and miles driven for trash pick up each year</p>

GOAL: EQUITY AND ACCESSIBILITY	
6) Improve equitable access to parks	3 Infrastructure projects completed- by year 3
<ul style="list-style-type: none"> • ADA accessibility – improve the physical infrastructure 	# web pages created/updated with accessibility information each year Language access plan developed end of year 1 Accessibility training for front line staff completed by year 2 all staff training on accessibility -by year 3 Tracking system for accessibility and equity feedback expanded by year 2 # VEPs/Vets passes, Access, senior memberships sold each year
<ul style="list-style-type: none"> • Detailed info for park/trail to inform visitors of experience and level of accessible features 	
<ul style="list-style-type: none"> • Language access plan created 	
<ul style="list-style-type: none"> • Training and resources for staff on accessibility 	
<ul style="list-style-type: none"> • Improve the tracking system for accessibility feedback 	
<ul style="list-style-type: none"> • Improve access to park memberships and passes 	
<ul style="list-style-type: none"> • Improve accessibility for park programs 	
7) Increase tribal inclusivity	
<ul style="list-style-type: none"> • Complete co-management agreement at Tolay 	Complete and begin implementing Tolay co-management agreement year 1 # Tribal partnership projects Launch tribal parks pass by year 3
<ul style="list-style-type: none"> • Develop collaborations with tribes in more parks 	
<ul style="list-style-type: none"> • Increase cultural burning with tribes 	
<ul style="list-style-type: none"> • Create a tribal park pass 	
<ul style="list-style-type: none"> • Research potential of cultural resource staff/archeologist 	

8) Advance justice, equity, diversity and inclusivity (JEDI) initiatives	
<ul style="list-style-type: none"> ● Hire an inclusivity/accessibility manager 	Inclusivity manager hired year 1
<ul style="list-style-type: none"> ● Make progress toward the workforce reflecting the racial composition of Sonoma County 	
<ul style="list-style-type: none"> ● Increase professional development opportunities on JEDI topics 	% change in having workforce demographics mirror county demographics
<ul style="list-style-type: none"> ● Solidify mentorship program 	
	# professional development opportunities offered
	90% of mentors and mentees satisfied
GOAL: DESTINATION STEWARDSHIP	
9) Expand visitor communications to address increased use of parks	# point-based interp days addressing resource issues by year 2
<ul style="list-style-type: none"> ● Provide real time info for visitors to avoid overcrowding at key destinations 	
<ul style="list-style-type: none"> ● Inform visitors on how to hike and recreate responsibly around cattle, sheep and goats 	Metrics from LNT
<ul style="list-style-type: none"> ● Educate visitors to address impacts on surrounding neighborhoods 	
<ul style="list-style-type: none"> ● Implement Leave No Trace program 	
10) Maintain/expand/improve infrastructure to support increased use	
<ul style="list-style-type: none"> ● Expand parking capacity and management approaches 	# of increased opportunities to access parks
<ul style="list-style-type: none"> ● Trail renovations 	
<ul style="list-style-type: none"> ● More high quality restrooms 	2 parks/District weekend through the summer of shuttle trips
<ul style="list-style-type: none"> ● Identify opportunities for more campgrounds 	
<ul style="list-style-type: none"> ● Invest in accurate visitor use data 	
<ul style="list-style-type: none"> ● Expand shuttle services/transportation partnerships 	# of increased restrooms
<ul style="list-style-type: none"> ● Update/upgrade field reporting locations 	# of increased camp sites
	# of plans to improve destination stewardship

11) Manage natural resource impacts from increased use	
	<p>Create a data tracking system for staff to track contacts (including dogs off leash)</p>
<ul style="list-style-type: none"> • Improve dog enforcement, education, tracking 	
<ul style="list-style-type: none"> • Better manage where people visit within the parks including social trails 	<p>New partnerships established</p>
	<p># of trails re-aligned</p>
<p>GOAL: ORGANIZATIONAL STABILITY</p>	
	<p>New onboarding system finalized – year 2</p>
<p>Formalize onboarding process</p>	
<ul style="list-style-type: none"> • Standardized training/BMPs for staff across teams 	<p>Department-wide training plan developed -year 1</p>
<ul style="list-style-type: none"> • Expanding workforce housing opportunities 	
<ul style="list-style-type: none"> • Develop a staff retention strategy 	<p>Develop new housing possibilities – by year 3</p>
<ul style="list-style-type: none"> • Develop staffing assessment and community needs assessment to determine appropriate staffing needs 	<p>Assess and measure retention Year 1 reporting annually</p>
	<p>Metrics</p>
<p>Solve staff office/storage/yard needs</p>	
<p>12) Retain a facilities and space planning consultant</p>	<p>contract with consultant - year 1</p>
<ul style="list-style-type: none"> • Create multi-year plan for workspaces and equipment needs correlated to current needs and expected growth with possible hire for needed outside experts 	<p>100% of staff with adequate workspace – year 1</p>
<ul style="list-style-type: none"> • 	<p>1 satellite work location – pilot by year 3</p>
<ul style="list-style-type: none"> • Create new reporting location structures 	
<ul style="list-style-type: none"> • Assess internet, equipment and other infrastructure needs in the field 	<p>Facilities assessment - year 1</p>
<ul style="list-style-type: none"> • 	
	<p>Stand up a facilities committee – year 1</p>
	<p>Five-year facilities plan developed By year 3</p>

	Metrics
14) Improve interdivisional communication and collaboration	
<ul style="list-style-type: none"> ● Add GIS resources 	<p>100% of staff who need GIS data have adequate access to timely support – year 2</p> <p>100% of staff who need visitor use data have adequate access to timely support – year 2</p>
<ul style="list-style-type: none"> ● Review and update reporting structures and overall org chart 	
<ul style="list-style-type: none"> ● Research and develop maintenance management software 	
<ul style="list-style-type: none"> ● Implement electronic document management system 	
15) Share the impact of measure M	Metrics
<ul style="list-style-type: none"> ● Create an interactive summary of expenses by park and supervisorial district ● Incorporate M annual report info into annual department-wide report out to community (● Implement branding early to identify what has been accomplished. Plan the seed early and often 	<p># M branded social posts, signs</p> <p># new stories that reference M funded projects – 10 annually</p> <p>New annual report format 2024 by year 2</p> <p>More places on the website with M references – year 1</p>

GOAL: ENHANCED VISITOR EXPERIENCE	Metrics
16) Improved and standardized signage and branding	Complete Spring Lake signage pilot – year 1 Refresh bulletin boards in parks – year 3 Sign guidelines complete – year 1 Membership survey completed – year 1
<ul style="list-style-type: none"> ● Implement sign guidelines 	
<ul style="list-style-type: none"> ● Conduct membership survey – purchasing preferences and visitation interests/ habits 	
<ul style="list-style-type: none"> ● Create multi-language interpretive plan 	
17) Improve existing facilities and infrastructure	
<ul style="list-style-type: none"> ● SLP 50th Anniversary projects – year 2 	
<ul style="list-style-type: none"> ● JRT Bridges – year 2 	
<ul style="list-style-type: none"> ● Maxwell Redevelopment phase 1 – year 1 	
<ul style="list-style-type: none"> ● Tolay Gathering Area built – year 3 	
<ul style="list-style-type: none"> ● Monte Rio Redwoods - Initial Access provided – year 1 	
<ul style="list-style-type: none"> ● Taylor Trails - phase 2 built – year 2 	
<ul style="list-style-type: none"> ● HVMB CEQA/Phase 1 – year 2 	
<ul style="list-style-type: none"> ● ADA improvements at SLP Campground, Gualala, Maxwell 	
<ul style="list-style-type: none"> ● Russian River Parkway phase 1 (2 parking areas, restrooms, ADA river access) – year 2 	
<ul style="list-style-type: none"> ● Hudeman Slough redevelopment complete 	
<ul style="list-style-type: none"> ● Larson redevelopment year 3 	

<p>18) Create and diversified parks, trails and facilities</p> <ul style="list-style-type: none"> ● Complete new park acquisitions/facilities <ul style="list-style-type: none"> ○ 1-3 new facilities that.... ● North Bodega Bay Trail built ● Kelley Creek addition to Putnam phase 1? ● Kashia-Stewart trail built ● Gleason beach access developed ● Master plans completed for Carrington, Preston, Calabazas, Wright Hill, HVMB, Wohler, NSM, Mark West ● Copeland Creek Trail 	<p>1-3 new parks – year 3</p> <p># miles of trail</p> <p># overnight opportunities created</p>
<p>19) Diversify and enhance recreational programs</p>	<p>Enhanced recreational programs and staffing – year 1</p>
<ul style="list-style-type: none"> ● Assess hiring a stand-alone recreation supervisor 	<p>feasibility studies completed</p>
<ul style="list-style-type: none"> ● Contract with recreational experts in community 	
<ul style="list-style-type: none"> ● Conduct a feasibility study to expand river patrol 	
<ul style="list-style-type: none"> ● Conduct a feasibility study to expand boat rentals to additional sites 	
<p>20) Update and improve technology</p>	
<ul style="list-style-type: none"> ● Expand online functionality (Itinio, special use permits online, educational permits online, picnic res online) 	<p>All purchases are available online – year 3</p>
<ul style="list-style-type: none"> ● Internet infrastructure updates 	<p>All duty stations have reliable internet – year 1</p>
<ul style="list-style-type: none"> ● Updated web content on perennial questions/FAQ'S 	
	<p>FAQ's on common rules regulations completed – year 1 and ongoing</p>