



# MONO COUNTY STRATEGIC PLAN 2026-2028



CALIFORNIA'S GREAT BEYOND



## STRATEGIC PLAN 2026-2028

---

About Mono County	3
Governance	5
Mono County Supervisors	6
• Our Mission	
• Our Vision	
• Our Values	
Core Services	7
Strategic Plan Update – Input	8
Strategic Focus Areas	9
• Safe and Healthy Communities	
• A Thriving Economy	
• Workforce & Operational Excellence	
• Sustainable Public Lands	
• Housing Stability & Affordability	

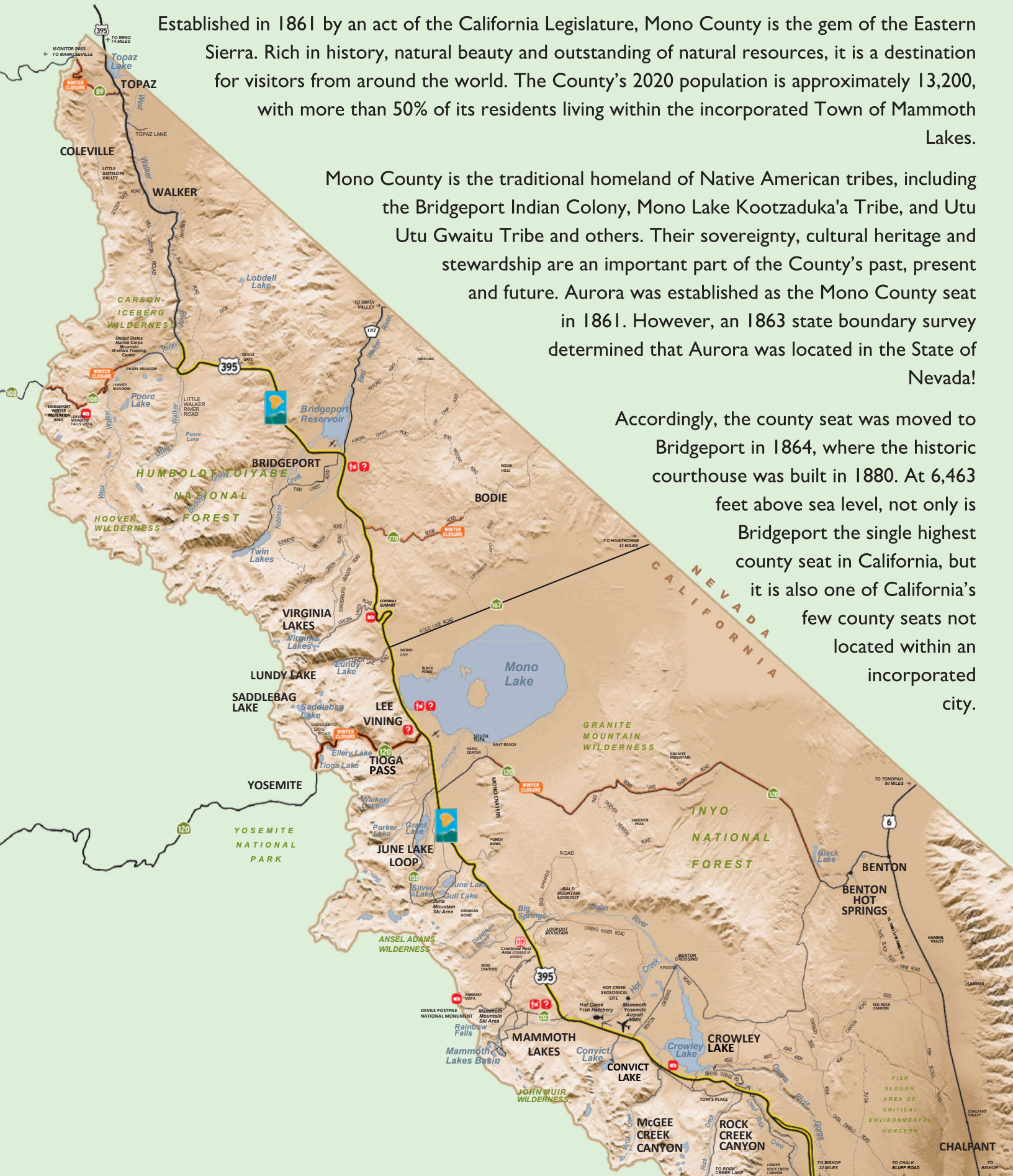


# ABOUT MONO COUNTY

Established in 1861 by an act of the California Legislature, Mono County is the gem of the Eastern Sierra. Rich in history, natural beauty and outstanding of natural resources, it is a destination for visitors from around the world. The County's 2020 population is approximately 13,200, with more than 50% of its residents living within the incorporated Town of Mammoth Lakes.

Mono County is the traditional homeland of Native American tribes, including the Bridgeport Indian Colony, Mono Lake Kootzaduka'a Tribe, and Utu Utu Gwaitu Tribe and others. Their sovereignty, cultural heritage and stewardship are an important part of the County's past, present and future. Aurora was established as the Mono County seat in 1861. However, an 1863 state boundary survey determined that Aurora was located in the State of Nevada!

Accordingly, the county seat was moved to Bridgeport in 1864, where the historic courthouse was built in 1880. At 6,463 feet above sea level, not only is Bridgeport the single highest county seat in California, but it is also one of California's few county seats not located within an incorporated city.





Mono County encompasses 3,030 square miles, of which 94% (2,845 square miles) is public land. Its diverse landscape with picturesque seasons, recreational opportunities, and a rural quality of life makes Mono County not only a destination for millions to visit, but a comfortable and welcoming place for individuals and families to call home.





## GOVERNANCE

Mono County is governed by five elected County Supervisors who serve as the County's legislative and executive body, providing policy direction for all branches of Mono County government. The Board of Supervisors hires a County Administrative Officer and County Counsel who, in turn, assemble an executive team of Department Directors to manage day-to-day County activities and discharge federal, state and local mandates.



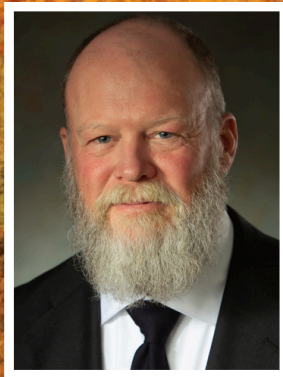
# MONO COUNTY SUPERVISORS



**SUPERVISOR,  
DISTRICT 1**  
Jennifer Kreitz



**SUPERVISOR,  
DISTRICT 2**  
Rhonda Duggan



**SUPERVISOR,  
DISTRICT 3**  
Paul McFarland



**SUPERVISOR,  
DISTRICT 4**  
John Peters



**SUPERVISOR,  
DISTRICT 5**  
Lynda Salcido

## OUR MISSION

To support all our communities by delivering superior services while protecting our unique rural environment

## OUR VISION

Outstanding Community Services  
Quality of Life Beyond Compare

## OUR VALUES

Collaboration  
Integrity  
Innovation  
Outstanding Customer Service



# CORE SERVICES

In county government there is a common saying: “if you’ve seen one county, you’ve seen one county.” While California’s 58 counties share many of the same fundamental responsibilities, each county’s geography, population, economy, and community priorities create a distinct service environment. From large urban centers to expansive rural regions like Mono County, local public service challenges differ significantly. Counties must continually balance statewide responsibilities with local priorities to deliver the greatest benefit to their communities.

While this Strategic Plan focuses on targeted Strategic Focus Areas, the County’s Core Services remain the foundation of our daily work. Mono County departments collectively provide essential public services that include public safety and emergency response, road and facility maintenance, land use planning and environmental stewardship, public health and behavioral health services, social and human services for vulnerable populations, economic and community development, and the administrative, financial, and regulatory functions that keep local government operating effectively.

Many of these responsibilities are driven by state and federal mandates, which account for a substantial portion of the County’s day-to-day workload. These mandates often come with dedicated funding and play a vital role in supporting individuals and families throughout our communities. At the same time, the County works to preserve flexibility to address local needs that may not be explicitly mandated but are equally important to residents and visitors.

As a public service organization, Mono County continually strives to balance mandated responsibilities with locally identified priorities while managing limited resources and staffing capacity. Regardless of the task at hand, our commitment remains consistent: to serve Mono County residents and visitors with Collaboration, Integrity, Innovation, and Outstanding Customer Service.

# STRATEGIC PLAN UPDATE – INPUT

Over the course of several months, numerous sources of input were sought for development of the Strategic Plan Update. Internal sources of input from Mono County’s governmental organization were achieved through workshops and interviews from members of the Leadership Team and the Board of Supervisors.

Importantly, public input was sought by collecting survey data from both residents and employees. Respondents were asked to select up to five priority areas for Mono County over the next 3–5 years. Percentages reflect the share of respondents who selected each area.

## TOP 10 PRIORITIES AS DETERMINED BY RECEIVING THE MOST TOP 7 RANKINGS:

- Housing (workforce, seasonal, homeownership, rental)...67%
- Emergency preparedness and wildfire mitigation.....67%
- Public health and mental health services.....33%
- Economic development.....27%
- Parks, recreation, and open space.....27%
- Transportation and infrastructure.....20%
- Senior and youth services.....20%
- Water and sewer infrastructure.....20%
- Environmental protection.....13%
- Workforce development.....13%
- Broadband and digital access.....6%

To support development of the Strategic Plan, Mono County conducted a staff survey to better understand internal and external priorities, strengths, and challenges. Survey responses highlighted several recurring themes related to organizational effectiveness, workforce stability, and service delivery. These themes helped inform the focus areas outlined below.

### **Internal focus areas**

- Organizational structure and communication
- Employee performance, development, and leadership
- Human resources practices, staffing, and workforce stability
- Interdepartmental collaboration and operational effectiveness

### **External focus areas**

- Housing affordability and availability
- Economic development and workforce attraction
- Community engagement, transparency, and communication
- Infrastructure and service accessibility





# STRATEGIC FOCUS AREAS

**A THRIVING  
ECONOMY**



**WORKFORCE & OPERATIONAL  
EXCELLENCE**



**HOUSING STABILITY  
& AFFORDABILITY**



**SAFE & HEALTHY  
COMMUNITIES**



**SUSTAINABLE  
PUBLIC LANDS**





**FOR MORE INFORMATION ABOUT  
MONO COUNTY'S 2026-2028 STRATEGIC PLAN:**

**760-932-5410**

**[MonoCounty.ca.gov/strategic-planning](https://monocounty.ca.gov/strategic-planning)**