

ATTACHMENT A



2026 COUNTY AND CHIEF EXECUTIVE OFFICER'S GOALS AND OBJECTIVES

1. Promote and Fulfill the Countywide Vision

- a. Continue to embrace and harness the diversity of the people, geography, and economy in San Bernardino County to create a broad range of choices for residents in how they live, work, and play.
- b. Strategically and consistently tell the whole story of our region, highlighting the successes of our communities and businesses.
- c. Foster trust of government operations throughout the County.
- d. Champion a thriving and resilient community through stewardship of the County's natural, cultural, and educational resources, preserving what makes San Bernardino County unique while expanding access to enriching experiences for all residents.

2. Create, Maintain, and Grow Employment Opportunities and Economic Value in the County

- a. Focus on training, education, employment and support services for the unemployed and underemployed, as well as our youth, fostering a highly educated and trained workforce.
- b. Continue business retention and expansion programs while implementing office and industrial attraction strategies for companies providing high-paying jobs.
- c. Compete globally, regionally, and locally for businesses and investments.
- d. Utilize County programs and resources to support the local economy, maximize job creation and promote tourism and entertainment opportunities.
- e. Support collaborative efforts between the County and its educational partners to encourage student exposure to County career pathways, including support for foster youth and those experiencing homelessness.
- f. Expand internship and volunteer opportunities to support workforce development and community engagement, while encouraging residents with lifelong experience to contribute their knowledge and skills in ways that strengthen public services and foster civic participation.

3. Improve County Government Operations

- a. Ensure transparent authority structures and clearly defined accountability for roles, responsibilities, and governance across all County departments and programs.
- b. Champion a culture where employees feel recognized and valued, and their contributions are seen and appreciated.

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- c. Attract, develop and retain a skilled and diverse County workforce.
- d. Regularly assess department performance and implement data-informed strategies to enhance efficiency, service delivery, and interdepartmental collaboration.
- e. Implement responsible Artificial Intelligence tools to support our workforce.

4. Operate in a Fiscally Responsible and Business-Like Manner

- a. Continue to ensure County operations are fiscally and programmatically balanced, including full funding of reserves for infrastructure and operating system maintenance and replacement.
- b. Invest County resources in ways which create more ongoing revenue to reinvest in maintaining and improving services.
- c. Make strategic investments in technology, data sharing, and analytics to improve efficiency, effectiveness, transparency, and collaboration.

5. Foster Sustainable Development Through Strategic Partnerships

- a. Support thoughtful, balanced development that reflects the diverse character of San Bernardino County's unincorporated communities and promotes long-term sustainability.
- b. Work in close partnership with cities to coordinate land use, zoning, and development standards to ensure growth is aligned and beneficial for all communities.
- c. Invest in essential infrastructure and community amenities and resources that improve quality of life and make unincorporated areas more livable, connected, and fiscally sustainable.
- d. Collaborate with tribal governments, regional organizations, and local partners to support inclusive planning efforts and ensure every community has a voice in shaping its future.
- e. Engage with state and federal agencies to advocate for policies, legislation, and funding that address the unique needs of San Bernardino County and support responsible development.

6. Provide for the Safety, Health, and Social Service Needs of County Residents

- a. Promote long-term self-sufficiency for County residents by partnering within the County, as well as with public agencies and community-based organizations to maximize the use of Federal and State programs and funding to address public health, safety, and social service needs.
- b. Invest in community revitalization efforts that improve infrastructure, public safety, and coordinated service delivery to address the needs of residents.
- c. Work to responsibly share data between County departments that work directly with individuals experiencing or at risk of homelessness to support a comprehensive approach to population health management for County residents to achieve well-being.
- d. Develop and implement a new Homeless Strategic Plan to ensure we are addressing impactful changes and outcomes to residents.

7. Enhance Readiness for Major Emergency Responses

- a. Continuously work to ensure the County and its residents are well positioned to withstand a major weather event or natural disaster.

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- b. Utilize the Disaster Council to advise and recommend potential mutual aid agreements, and such ordinances, resolutions, rules and regulations as are necessary to implement such plans and agreements.
- c. Perform countywide after-action sessions with all stakeholders involved in major emergency responses.