



PIMA COUNTY

STRATEGIC PLANNING

Outreach Sessions

July 2025

Strategic Planning – *Today's Agenda*

- Purpose of Strategic Planning
- Planning Timeline
- Elements of Strategic Framework
- Purpose / Strategy / Execution
- Vision, Mission and Values
- Strategic Pillars and Framework



Strategic Planning – What is the Purpose?

Strategic planning is the ongoing organizational process of using available knowledge to document an organization's intended direction.

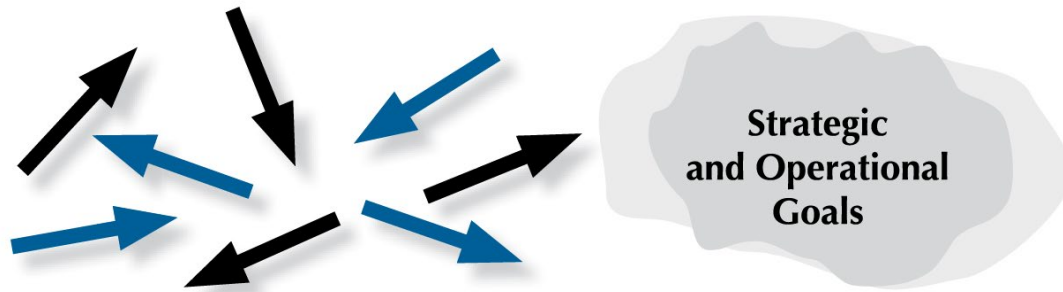
This process is used to:

- prioritize efforts,
- effectively allocate resources,
- align leadership and employees on the organization's goals,
- ensure those goals are backed by data and sound reasoning.

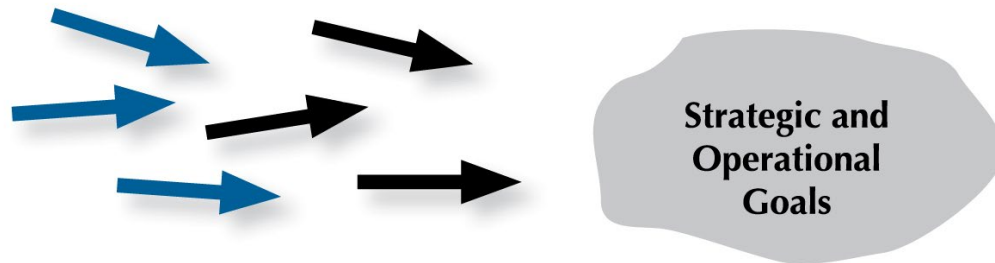


Strategic Planning – What is the Purpose?

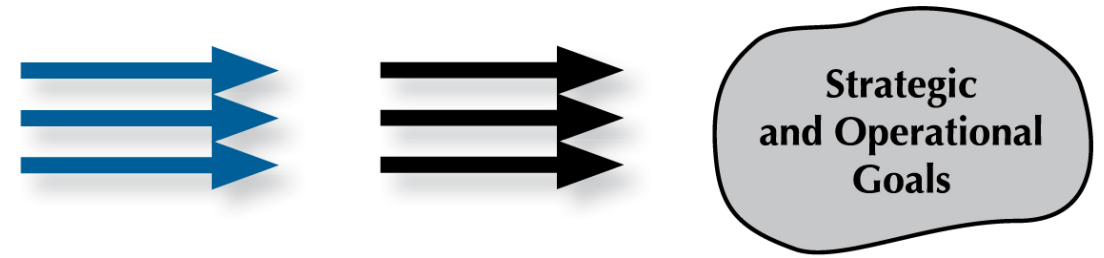
1: Reacting to Problems (0-25%)



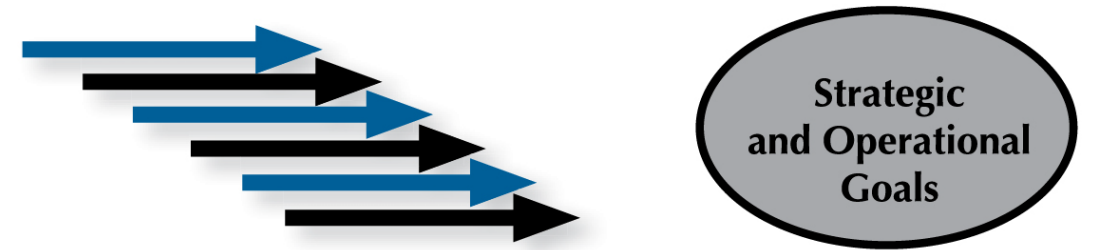
2: Early Systematic Approaches (30-45%)



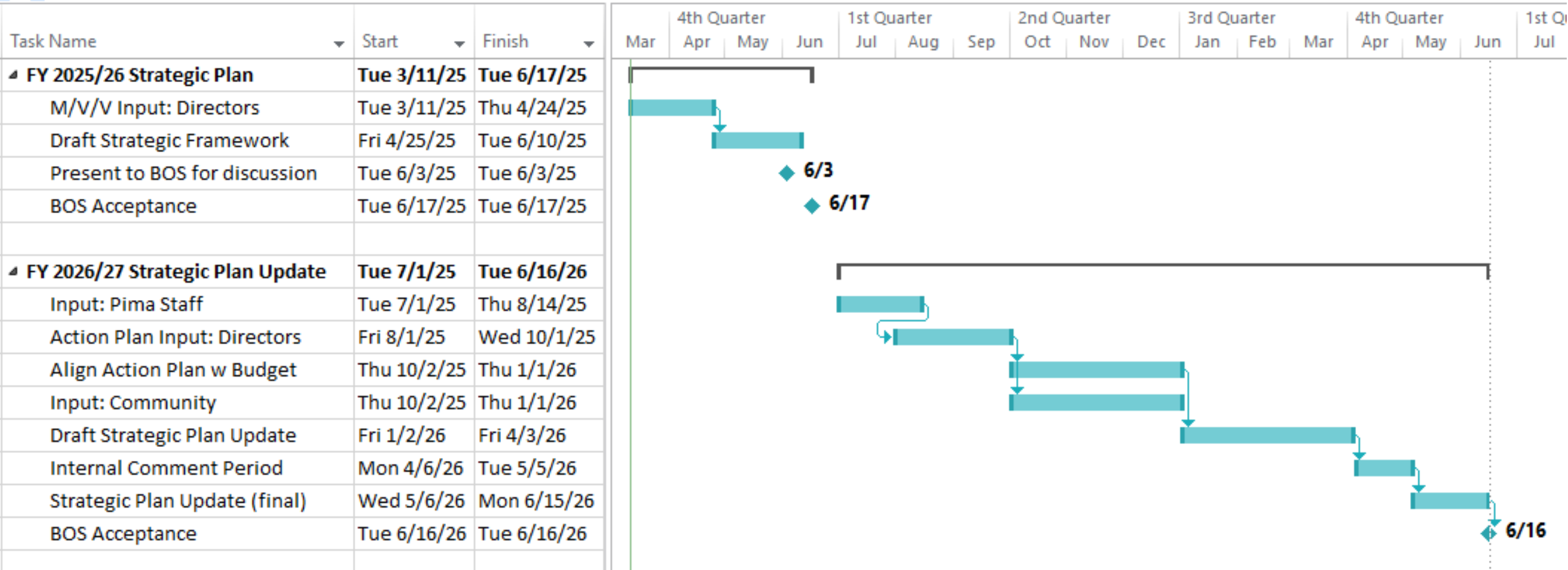
3: Aligned Approaches (50-65%)



4: Integrated Approaches (70-100%)



Strategic Planning – Timeline



Purpose:

Our Why, Provides clarity and accountability, guardrails along the roadmap for staff, and sets the stage for building a cultural norm

Strategy:

Our What, Translates our purpose into specific tactics to drive staff efforts forward, this determines actions that are aligned.

Execution:

Our How, Provides a yearly framework for funding, metrics and reporting.

Vision

Mission

Values

Strategic Planning

Strategic Pillars

Strategic Goals

Tactics & Focus Areas

Priorities & Objectives

Performance Indicators

Strategy Map & Feedback



VISION:

Committed to serving residents and fostering a thriving community.

MISSION:

Creating a prosperous community through sound stewardship and innovative practices, making-a-difference in quality of life for all.

Public Service

Effectively manage core
functions and provide
excellent service

Quality of Life

Improve the quality of
life for Pima County
residents

Infrastructure & Growth

Prioritize critical
infrastructure and
economic growth

Sustainability & Conservation

Promote conservation,
sustainability and
climate resiliency

VISION:

Committed to serving residents and fostering a thriving community.

VALUES

ACCOUNTABLE

**Being Trustworthy
Being a Dependable Team Member
Honoring Commitments
Taking Ownership
Successfully Resolving Problems**

RESPECTFUL

**Treating others Fairly and Equitably
Active Listening
Embracing Differences
Being Kind and Considerate
Being Genuine**

ETHICAL

**Treating Everyone with Importance
Always be Truthful
Pride in Performing Public Service
Good Stewards of Resources
Abiding by the Rules**

STRATEGIC PILLARS:

Current Board Policies, Board Approved Planning Documents, and Procedures

Public Service

- Pima Strategic Plan
- Department Strategic Plans
 - HR [Class & Comp Memo](#)
 - Budget Policies:
- *State Cost Shifts [Policy Memo](#)*
- *General Fund – Fund Balance*
 - *Merit System*

Quality of Life

- [Prosperity Initiative](#) (PI)
- [PEEPS](#) (Early Education)
- [Housing Opportunities](#) (regional taskforce/plan pending)
- Local Workforce 5-year Plan
 - [HUD Consolidated Plan](#)
- [EELS](#) (Eviction Legal Services)
 - [Emergency Plan](#) (PCEOP)
- [Healthy Pima](#) Initiatives: ([CHNA](#) 2024/ [CHIP](#) 2024/ [Indicators](#))
- [INVEST](#) (Inmate Navigation)
 - [Public Art](#) Program

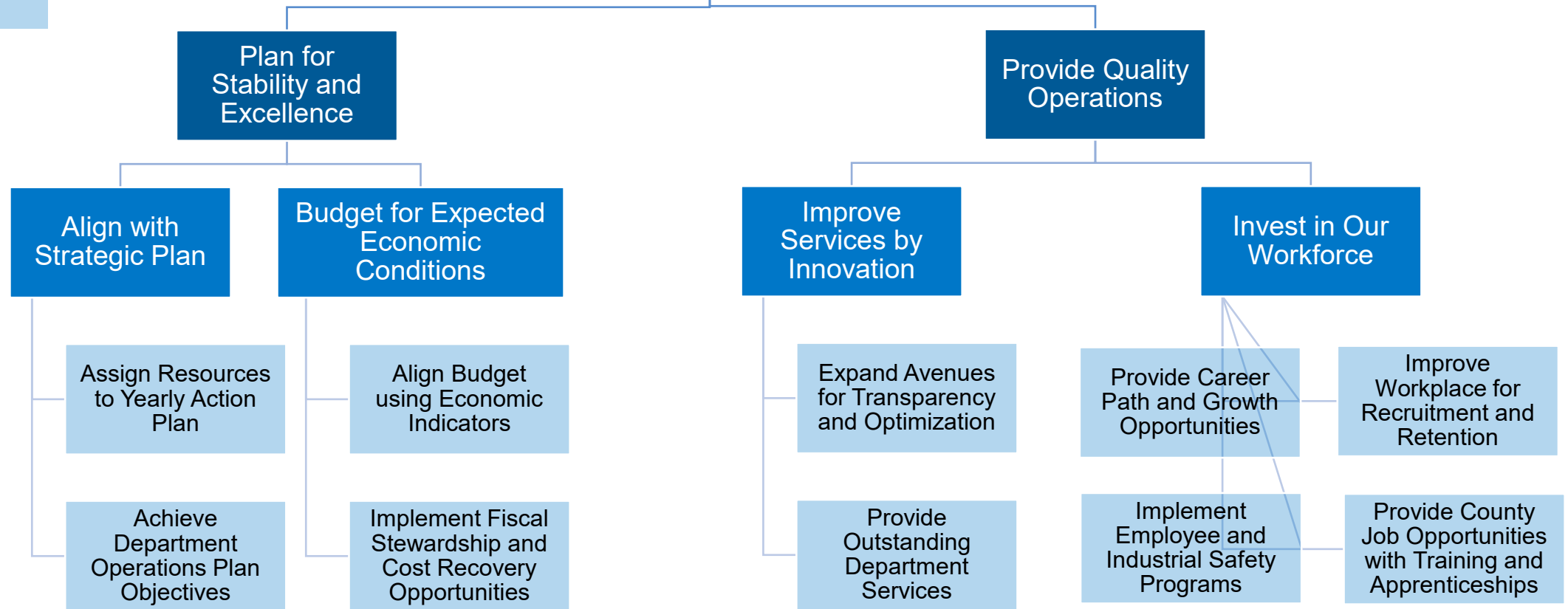
Infrastructure & Growth

- [Pima Prospers](#) (2025 draft)
- Economic Dev. Plan [23-26](#)
- [Integrated Infrastructure / CIP](#)
- [Road Repair & Preservation](#)
- [Floodplain Management Plan](#)
 - Connect Pima
- [PAYGO](#) Policy, [2025 Memo](#)
 - [IT Lifecycle](#) Policy

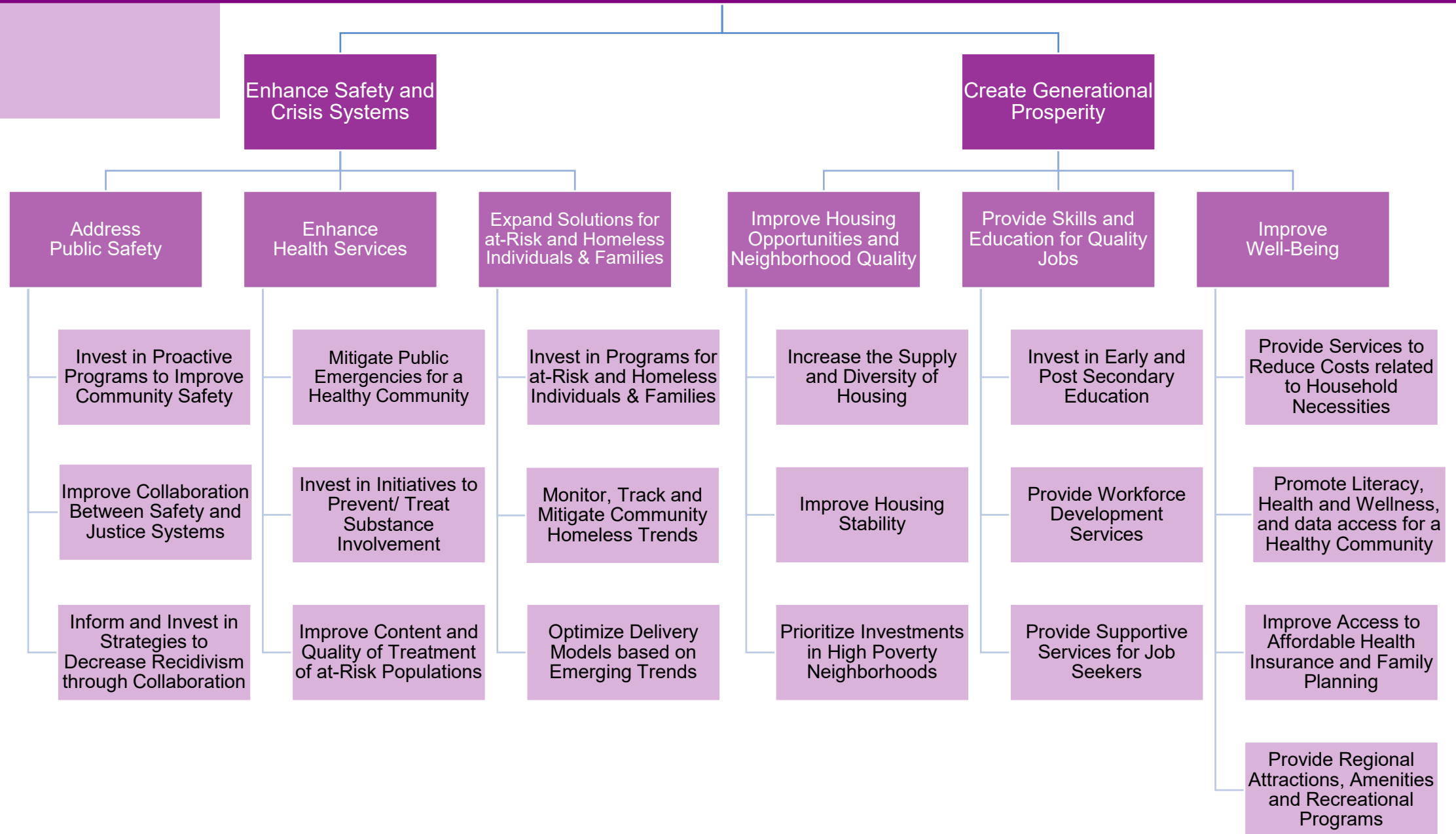
Sustainability & Conservation

- [SDCP/ MSCP](#) ([Section 10](#))
- CAPCO / [Pima CAN](#) (Climate Resolution [2017 – 39](#))
- [CWPP](#) 2025 Wildfire Plan
- Multi-jurisdictional [Hazard Mitigation](#) Plan 2022
- [Conservation Land System](#)
- [Riparian Habitat Mitigation](#) [Onsite](#) or [Mitigation](#)
 - [FLAP](#) (Floodprone Land)
- Cultural Resources [3.17 Policy](#)
- DEQ Air Monitoring [Title 17 Code](#)

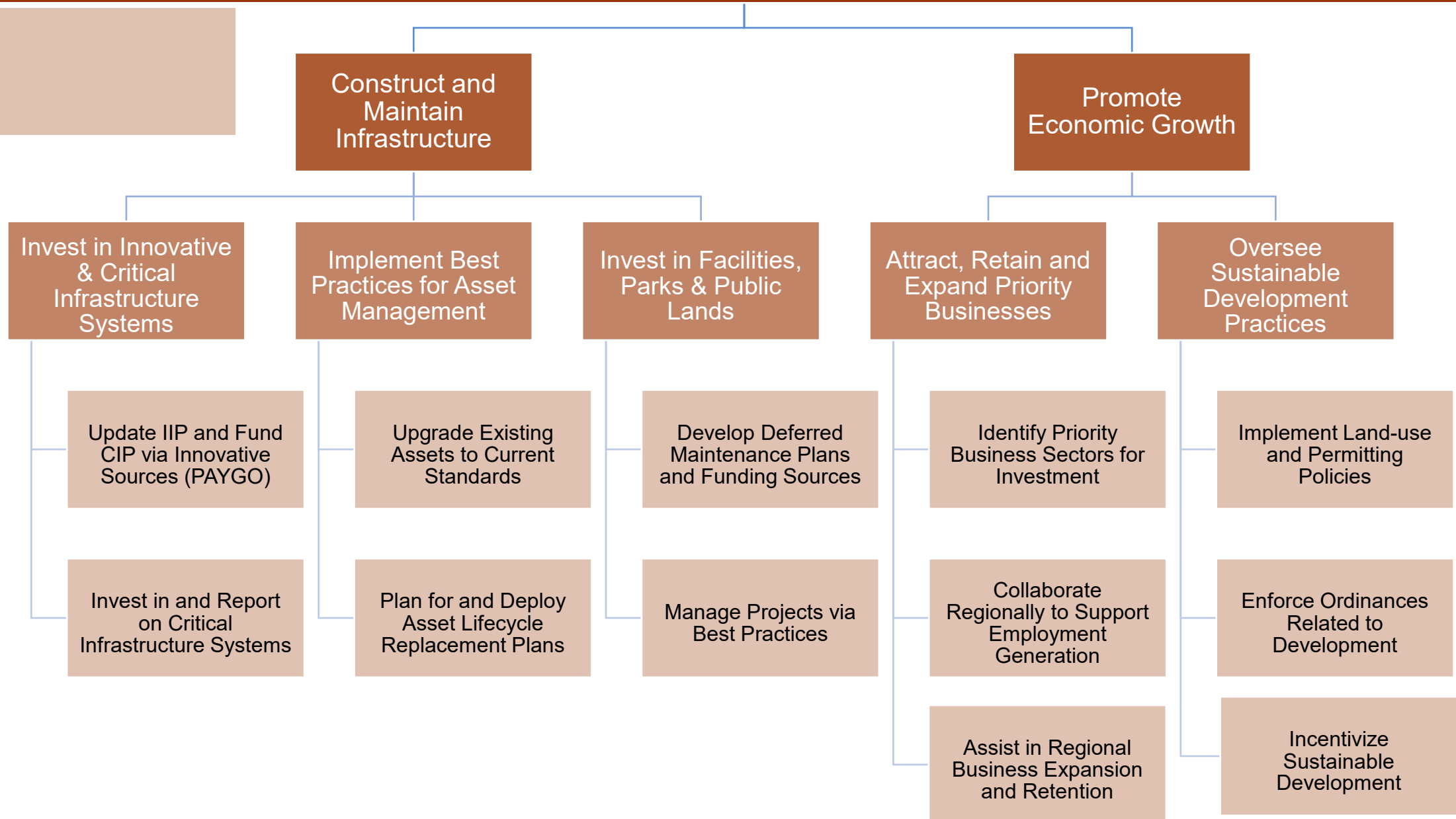
Public Service



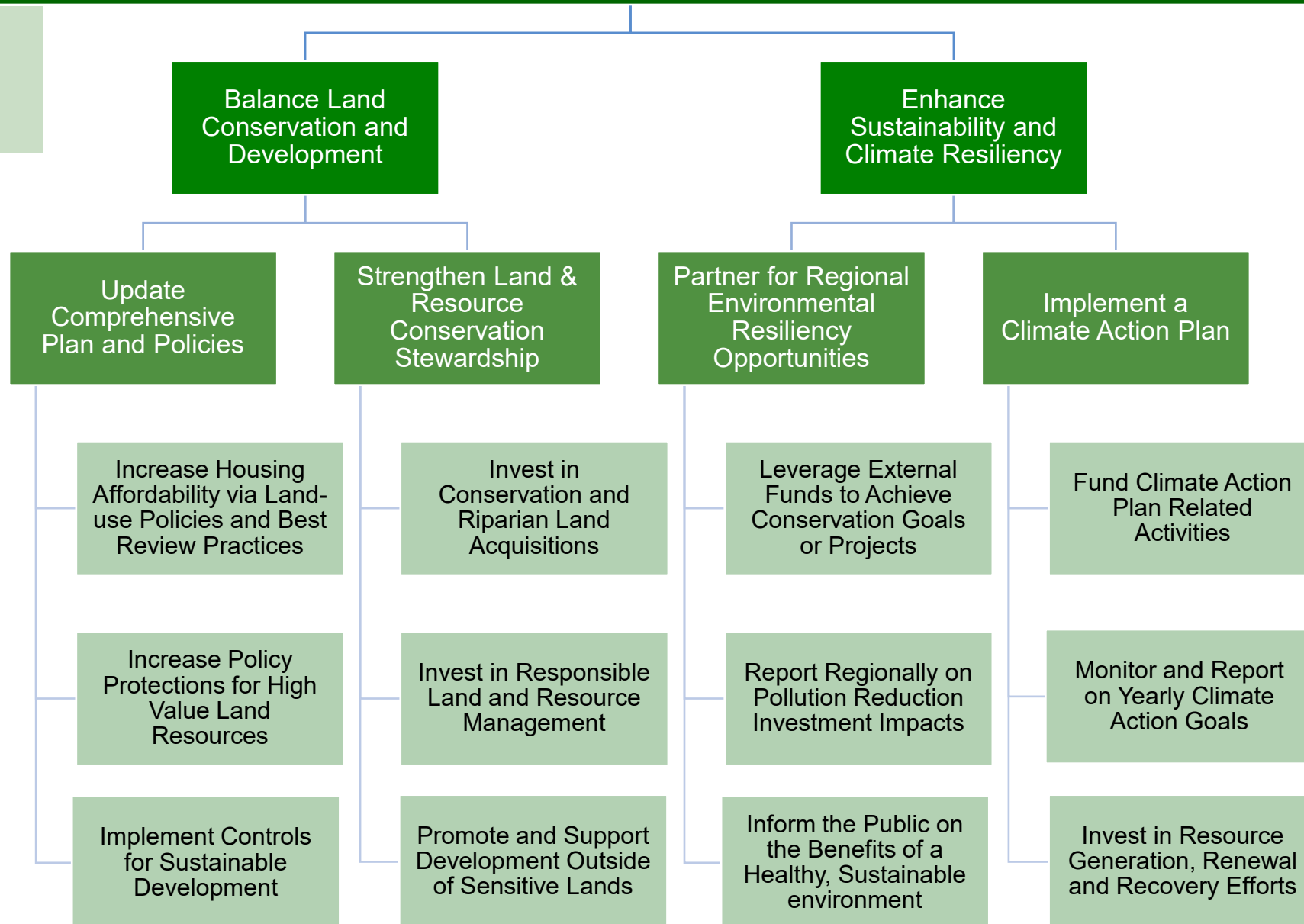
Quality of Life



Infrastructure & Growth



Conservation & Sustainability





PIMA COUNTY

Board of Supervisors

Rex Scott, *Chair*, District 1

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Dr. Matt Heinz, District 2

Steve Christy, District 4

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Pima County Administrator

Jan Leshner