



TETON COUNTY BOARD OF COUNTY COMMISSIONERS  
2021-2022 STRATEGIC PLAN



# 2021-2022 Strategic Plan

## VISION

We are partners and stewards to ensure a healthy community, environment and economy for this and future generations

## MISSION

The mission of Teton County, Wyoming is to serve the public by supporting and enhancing a healthy, safe, and thriving community.

## CORE VALUES

Service, Collaboration,  
Accountability, Excellence,  
Positivity, Innovation

## AREAS OF FOCUS

Teton County's Areas of Focus are specific areas or programs that may fall outside of the County's normal daily work but align with its mission to serve and strengthen the community. In the 2021-2022 Strategic Plan, the four Areas of Focus ensure that the County's resources are focused to support these significant priorities.

Diversity, Equity, and Inclusion (DEI)

Transportation

Water Quality

Culture of Leadership

STRATEGIC AREAS

GOALS AND TASKS



# DIVERSITY, EQUITY, AND INCLUSION (DEI)

## **Goal One: Complete Equity Assessment**

- Create Equity Core Team – Responsible for designing, coordinating, and organizing all DEI related plans and activities across the organization. Team shall include a diverse group from various roles and departments within the organization
- Equity Core Team writes Request for Proposals for Equity Assessment work
- Equity Core Team reviews responses to RFP and provides a recommendation to the Board
- Board places funding for Equity Assessment in Administration budget
- Findings from the Equity Assessment will be used by the Equity Core Team to inform an action plan

## **Goal Two: Evaluate Existing Internal Policies to:**

- 1. Create greater diversity in the workforce, and**
- 2. Improve engagement with the entire community**

- Equity Core Team will lead this work and provide recommendations to the Board
- Initial recommendations will be provided in October 2021; recommendations provided annually in October thereafter.



# TRANSPORTATION

## **Goal One: Establish and Fill Transportation Director Position**

- Transportation Director responsibilities will include:
  - Lead the transportation Technical Advisory Committee
  - Coordinate Town Public Works, County Public Works, Southern Teton Area Rapid Transit (START) and Wyoming Department of Transportation (WYDOT) work on Capital Group 1 network and project planning and design, with a focus on WY-22 and planning for Bus Rapid Transit (BRT) service between Town and Teton Village (see Integrated Transportation Plan (ITP) Chapters 2 and 5)
  - Provide coordination and support to the START and Pathways programs
  - Develop and implement ITP performance monitoring and reporting
- Tasks needed to accomplish filling the position:
  - Complete Position Analysis Questionnaire (PAQ) for the Transportation Director position and work with County Human Resources and consultant to develop job description and salary determination
  - Conduct hiring process

## **Goal Two - Transportation Director to begin implementation of 2021-2022 ITP Actions (See page 48-49 of ITP)**

- Prioritize and create a work plan for completing ITP Actions, including pursuit of an RTPO/RTA governance structure
- Identify relevant partners and stakeholders for each ITP Action, and the responsibilities/contributions needed from each entity
- Identify and strategize how to secure any additional resources needed to complete prioritized ITP Actions
- Plan and implement ITP Actions in accordance with the timelines established in the work plan and in coordination with relevant partners/stakeholders

### **Goal Three – Accomplish 2021-2022 Transportation Projects for START and County Public Works**

- Implement 2021-2022 projects of the Wildlife Crossings Master Plan (Public Works)
- Conduct BUILD grant project development and begin implementation (Public Works and START)
- Complete Teton Mobility Project and develop Pathways Capital Prioritization List – See ITP Chapter 3 (Public Works)
- Implement priority elements of 2020-2025 START Routing Plan as determined by START board, working with Town and County - See ITP Chapter 2 (START)
- Continue planning, design, and environmental review for the Tribal Trail Connector - See ITP Chapter 5 (Public Works)
- Begin process to develop Teton Pass Corridor Plan with FHWA, USFS, and WYDOT - funded by 2021 FLAP grant - See ITP Chapter 7 (Public Works)



# WATER QUALITY

## **Goal One: Begin Comprehensive Water Quality Planning (as identified in Comp Plan Policy 1.2.d, and Strategy 1.2.S.3)**

The Plan will guide programs and capital projects that improve management of water quality throughout Teton County. This effort will be predominantly performed by a contracted consultant. Teton County shall serve as the lead/contracting entity, with other partners contributing funding and/or staff resources as they are able. Following are the immediate steps:

- Prepare a Request for Qualifications (RFQ), conduct selection process and bring consultant recommendation to the BCC
- Agree to roles and responsibilities within the partnering entities
- Work with contractor to prepare a project scope of work, deliverables, work plan and estimated cost. Incorporate scope of work items that focus on goals 2, 3 and 4 below.

## **Goal Two - Begin Water Quality Data Collection, Assessment and Monitoring Plan (as identified in Comp Plan Policy 1.2.c, and Strategy 1.2.S.3)**

Through the Comprehensive Water Quality Planning effort, coordinate with partner agencies and organizations to incorporate the following items in the final Plan:

- Identify water quality monitoring data that are applicable to planning and future County decision-making
- Identify water quality data gaps and develop a comprehensive water sampling plan to gather needed additional data
- Use data to establish a baseline understanding of human impact to water quality for priority parameters for Teton County
- Develop a system for comparison of data with benchmarks and standards, compile regular environmental stewardship indicator reports, and use data to inform decisions about corrective or protective measures

### **Goal Three – Begin Source Water Protection Zone Program in conjunction with the Water Quality Planning effort (as identified in Comp Plan Strategies 1.2.S.6~8)**

Three Types: 1) Public Drinking Water Systems (concern is human health); 2) Private Drinking Water Systems (concern is human health); and 3) Ecologically Sensitive settings (concern is preserving ecological function).

- Establish a spatial database of Source Water Assessments and Protection Plans within Teton County, including their associated protection zones
- Define/assign the water quality criteria, indicators, and thresholds (for both beneficial contents and harmful contaminants) desired for each protection zone or system/area
- Through public and stakeholder input, prioritize water systems and environmentally vulnerable areas where improved protections are desired
- Determine what projects (programmatic and physical infrastructure) will help achieve the desired criteria for each system/area
- Investigate potential funding sources for Source Water Protection planning efforts
- Formulate public outreach and education to implement non-regulatory components of protection plans

### **Goal Four – Update LDRs associated with water quality (as identified in Comp Plan Policies 1.2.a, and 1.2.b, and Strategies 1.2.S.1, 1.2.S.2, 1.2.S.5)**

Establish a staff working group from Town and County Planning and Public Works to review LDRs for possible updates in both process and content that would improve water quality protections. For example:

- Summarize water quality protections already included throughout the LDRs and populate these into the Water Quality section of LDRs, and analyze for opportunities for improvement
- Consider possible updates to LDRs pertaining to grading, erosion control, stormwater, wastewater, potable water, irrigation, impermeable surfaces, etc.
- Identify steps in the subdivision process related to WDEQ Chapter 23 review
- Clarify, add or revise requirements for connection to community sewers, and/or water systems, when available



# CULTURE OF LEADERSHIP

## Goal One: Use available data to improve employee engagement within Teton County

- Staff Track:
  - Continue meaningful progress on the Employee Engagement Roadmap to reach green or yellow on all six stages
- BCC Track:
  - With support from the BCC Administrator, by May 15<sup>th</sup>, 2021, secure consultant or facilitator services to assist the Board with additional goals in this focus area.