



2025 Board Priorities 4th Quarter Update

Dakota County Strategic Plan Goals



A Great Place to Live
(For a lifetime)

Thriving People

Healthy
Environment
with Quality
Natural
Resources

Successful Place
for Business and
Jobs

Excellence in
Public Service

Care for
vulnerable
populations

Create Access
to
Opportunities

Protect and
maintain
quality
Natural
Resources

Energy
efficiency /
sustainability

Prepared,
connected
workforce

Innovate and
collaborate

Dependable
and Modern
Infrastructure
and systems

Community
safety, health
and well-being

Welcoming
and
responsive
service for all
People

Dependable
and Modern
Infrastructure
and systems

Hire and
retain
excellent staff

Community
Engagement

Responsible
taxes and
sound
stewardship of
resources

Board Priorities Status



Excellence in Public Service (25 Priorities)	Priorities	On Track	At Risk	Stopped
Innovate and collaborate	1	100% (1)		
Community engagement	2	50% (1)	50% (1)	
Dependable and modern infrastructure and systems	1	100% (1)		
Hire and retain excellent staff	3	100% (3)		
Responsible taxes and sound stewardship of resources	18	67% (12)	33% (6)	
Healthy Environment with Quality Natural Resources (7 Priorities)	Priorities	On Track	At Risk	Stopped
Energy efficiency and sustainability	2	100% (2)		
Protect and maintain quality natural resources	5	100% (5)		
Successful Place for Business and Jobs (4 Priorities)	Priorities	On Track	At Risk	Stopped
Innovate and collaborate	1		100% (1)	
Dependable and modern infrastructure and systems	3	100% (3)		
Thriving People (16 Priorities)	Priorities	On Track	At Risk	Stopped
Care for vulnerable populations	5	60% (3)	40% (2)	
Community safety health and well-being	5	100% (5)		
Create access to opportunities	5	100% (5)		
Welcoming and responsive service for all people	1	100% (1)		

3

County Administration



- Implement consistent hybrid and remote work strategy
- Collaborate with like counties to ensure interests are adequately represented
- Prepare for state and federal funding cuts
- Collaborate with partners on development

4

Communications



- Design and implement website
- Develop strategies that will improve and leverage Commissioner communication and liaison with communities

5

Human Resources



- Confirm current compensation strategy and desired outcome
- Continue to assess and implement Inclusion, Diversity, Equity, and Access (IDEA) Strategies

6

Public Services and Revenue



- Complete and implement Library strategic plan
- Replace voting equipment under cost sharing joint powers agreement (JPA)
- Complete cannabis ordinance adoption and retail registration process
- Implement new tax forfeit rules and system
- Develop arts blueprint

7

Central Operations Division



- Improve partnerships with cities
- Develop five-year financial plan
- Assess workloads and FTE levels/create staffing plans
- Eliminate financial potholes; ensure permanent programs/FTE are not funded with one-time money
- Review and maximize chargeback collections in Community Services
- Clean up Transportation collections
- Increase revenues to be within the Office of State Auditor range (35% - 50%)

8

Central Operations Division



- Reduce reliance on County Program Aid (CPA) for operations
- Obtain bonds for select CIP projects
- Centralize Finance (Phase 1, 2, 3)
- Stand up Disability Advisory Council
- Design and implement Americans with Disabilities Act (ADA) compliance program

9

Physical Development Division



- Maintain overall facilities rating at good
- Improve efficient use of office buildings
- Review and align Environmental Legacy Fund (ELF) purpose, policy, practice
- Develop a consistent purpose, policy, and practice for Byllesby Dam revenues
- Complete Byllesby Dam turbine replacement
- Develop energy reduction and greenhouse gas plan for County
- Complete Natural Resources Management Systems Plan update
- Secure funding for Recycling Zone+

10

Physical Development Division



- Complete 2025 Parks System Plan
- Complete and implement new solid waste Management Plan
- Study new waste technologies
- Deliver Capital Improvement Program (CIP) projects on time and in budget
- Complete initial phase of Dan Patch Rail Corridor Study for potential greenway/trail
- Complete Parks Visitor Services Plan update

11

Community Services Division



- Deliver public assistance benefits within state required timelines
- Complete MNChoices assessments within state required timelines
- Develop more youth placement options (with metro collaboration)
- Refine Housing Business plan
- 3-5 year lease/contract/contract for homeless shelter
- Open Mental Health Crisis Center
- Investigate and plan Family Resource Center(s)

12

Community Services Division



- Investigate and pursue federally qualified health center access for uninsured or underinsured residents
- Develop plans and invest opioid settlement funds in the community
- Sunset Corrections fees

13

Sheriff's Office



- Open Jail Intergrative Health Unit

14

Next Steps



- 2026 Board Priority Reporting at General Government and Policy Committee meetings:
 - April 7, 2026 (Written Update)
 - July 7, 2026 (Presentation)
 - October 6, 2026 GGP (Written Update)
 - January/February 2027 (Presentation)

15

2026 Board Priorities:



Responsible Taxes and Sound Stewardship of Resources

1. Develop 5-year financial plan that achieves the following goals:
 - Eliminate the Structural Deficit.
 - Increase reserves to be within the Office of the State Auditor (OSA) range (35% - 50%).
 - Provide reliable funding for service and program priorities of the Board.
 - Prepare for and implement state and federal funding cuts.

Partial list of operational steps / tasks to achieve these goals:

- Reduce reliance on CPA for operations.
- Create 5-year staffing plans using assessment of workload levels.
- Review and align purpose, policy, and practice for each Fund.
 - Include policy discussion of use of interest within each fund.
- Consider new revenue sources (e.g., wheelage tax, County environmental charge).
- Identify and secure reliable funding for parks, natural resources, environmental resources.
- Review and update Transportation Policy on cost share and advance funding.
- Consider further cuts and potential of 'giving back' services to the state.
- Consider process improvements and efficiencies such as AI for transactional work.
- Study potential efficiencies through partnering with neighboring counties.

16

2026 Board Priorities:
Create Access to Opportunities



1. Implement the Library Strategic Plan.
2. Advance the 'Arts Blueprint'.
3. Update Parks Operational Plans.
 - o Natural Resources Systems Plan
 - o Greenway Plan
 - o Parks Visitor Services Plan
4. Review Comprehensive Plan requirements and provide direction on scope and extent of Plan update.

2026 Board Priorities:
Care for Vulnerable People



1. Deliver Public Assistance Benefits within State Required Timelines.
2. Complete MNChoices Assessment within State Required Timelines.
3. Develop More Youth Placement Options and alternatives to placement options (with metro collaboration).
4. Review and refine the housing business plan (HBP).
 - o Measure and report on progress of the HBP.
 - o Determine role of permanent supportive housing in the Housing Business Plan.
5. Pilot existing .5 Full-Time Employee (FTE) social worker stationed at Wentworth Library.

2026 Board Priorities:

Community Safety, Health and Well-Being



1. Facilitate development of Community Resource Center(s).
2. Investigate and pursue health care access for uninsured or under-insured residents.
3. Complete an assessment of a healthcare model in the jail.
4. Improve safety at high crash rate locations based on the Minnesota Department of Transportation (MnDOT) Crash Rate Index.
5. Improve safety for pedestrian and bicyclists based on high and medium priority County Highway Pedestrian and Bicycle Gaps.

2026 Board Priorities:

Innovate and Collaborate



1. Partner well with Cities and Counties.
 - o Consider intersections among Dakota911, Emergency Management, and Radio Services.
2. Collaborate with Community Development Agency (CDA) and partners on development.
 - o Review and present policies and practices within the purview of the County that are a hinderance or asset to economic development (as part of the Comprehensive Plan).
 - o Support coordinating strategic infrastructure and land development with CDA and the cities.

2026 Board Priorities:
Community Engagement



1. Design and implement new website.
2. Provide more online/self service options in our services using Artificial Intelligence.
3. Create more financial and budget engagement (ex. Interactive Budget Books, additional Budget Open House events).

2026 Board Priorities:
Dependable and Modern Infrastructure and Systems



1. Fair, efficient, and accurate 2026 elections.
2. Deliver 2026 Capital Improvement Program (CIP) projects on time and in budget.
 - o Renovation of Wentworth Library.
 - o Recycling Zone Plus facility.
 - o Renovation of Burnhaven Library.
 - o Spring Lake Park Reserve improvements.
 - o MN River Greenway completion.
 - o CR 32 (117th Street) completion.

2026 Board Priorities:
Energy Efficiency / Sustainability



1. Complete Byllesby Dam Turbines.
2. Audit current energy and emission processes to determine opportunities.

2026 Board Priorities:
Protect and Maintain Natural Resources



1. Implement new Solid Waste Management Plan.
 - o Study new processing requirements at landfills.
 - o Increase food waste prevention.
 - o Increase reuse opportunities.
2. Implement 2050 Parks System Plan.

2026 Board Priorities:
Hire and Retain Excellent Staff



1. Confirm current compensation strategy and desired outcomes.
2. Continue to assess and implement inclusion, diversity, equity and access (IDEA) strategies.

2026 Board Priorities:
Welcoming and Responsive Services for All People



1. Identify program and services areas with highest disparities for study and potential future action.
 - Continue and maintain Americans with Disabilities Act (ADA) compliance program.
 - Prepare for implementation of the African American Family Preservation and Child Welfare Act.

2026 Board Priorities:

Responsible Taxes and Sound Stewardship of Resources



1. Maintain overall facilities rating at “fair” and plan to return to “good” based on the Facility Condition Index (FCI).
2. Collaborate with other counties to ensure interests are adequately represented.

Emerging 2026 Priorities



- Federal Law Enforcement and Impact on County Operations – Incident Command Structure