



County Board Strategic Plan and 2025 Priority Initiatives

Dakota County Strategic Plan Goals



A Great Place to Live
(for a lifetime)

Thriving People

Care for vulnerable populations

Create Access to Opportunities

Community safety, health and well-being

Healthy Environment with Quality Natural Resources

Protect and maintain Natural Resources

Energy efficiency / sustainability

Successful Place for Business and Jobs

Prepared, connected workforce

Dependable and Modern infrastructure and systems.

Responsible taxes and Sound stewardship of resources

Hire and retain excellent staff.

Excellence in Public Service

Innovate and Collaborate

Community Engagement

Welcoming and Responsive Service for all People

2025 Initiatives:
Create Access to Opportunities



1. Implement the Library Strategic Plan.
2. Complete initial phase of Dan Patch Rail Corridor Study for potential greenway.
3. Advance the Disability Advisory Board.
4. Develop an 'Arts Blueprint'.

2025 Initiatives:
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 (with metro collaboration).
4. Refine the housing business plan.
 - Evaluate outcomes of homeless prevention programs collaboratively with CDA.
 - Develop a long-term plan for Housing funds between County and CDA.
5. Pursue 3-5 year lease/contract for homeless shelter.

2025 Initiatives: Innovate and Collaborate



1. Improve partnerships with Cities.

- Analyze current relationship between County and Cities. Identify and implement improvements.
- Determine County funding in Dakota911.

2. Collaborate with partners on development.

- Define County role and practices in economic development.
- Review and present policies and practices within the purview of the County that are a hinderance or asset to economic development.
- Develop method for coordinating strategic infrastructure and land development.

2025 Initiatives: Community Engagement



1. Design and implement new website.

2. Develop strategies that will improve and leverage Commissioner communication and liaison with communities.

2025 Initiatives:
Community safety, health and well-being



1. Open Jail Integrative Health Unit.
2. Open Mental Health Crisis Center.
3. Facilitate development of Family Resource Center(s).
4. Invest Opioid Settlement funds in the community.
5. Investigate and pursue Federally Qualified Health Center (FQHC) access for uninsured or under-insured residents.

2025 Initiatives:
Dependable and modern infrastructure and systems



1. Deliver 2025 CIP projects.
2. Replace voting equipment under cost sharing JPA.
3. Complete Cannabis Ordinance adoption and retail registration process.
4. Implement new tax forfeit rules and system.

2025 Initiatives:
Energy efficiency / sustainability



1. Complete Byllesby Dam turbine replacement.
2. Develop energy reduction and greenhouse gas plan for the County.

2025 Initiatives:
Protect and Maintain Natural Resources



1. Complete Natural Resources Management System Plan update.
2. Secure funding for Recycling Zone +.
3. Complete 2050 Parks System plan.
4. Complete and implement new Solid Waste Management Plan.
5. Study new waste technologies.

2025 Initiatives:
Hire and Retain Excellent Staff



1. Confirm current compensation strategy and desired outcomes.
2. Continue to assess and implement IDEA strategies.
3. Implement consistent hybrid and remote work policy.

2025 Initiatives:
Welcoming and responsive services for all people.



1. Design and implement ADA Compliance Program.
 - Implement physical accessibility improvements to County facilities.
 - Ensure accessibility of digital platforms and assets.
 - Improve accessibility of events (e.g., open houses) for all.

2025 Initiatives: Responsible Taxes *and* Sound Stewardship of Resources



1. Develop 5-year financial plan (operations and capital).
 - Eliminate financial 'potholes'; ensure permanent programs/ FTEs are not funded with one-time money.
 - Assess workloads and FTE levels; create 5-year staffing plans.
 - Review and maximize charge back collections in Community Services.
 - Clean up Transportation Collections.
 - Increase reserves to be within the OSA range of 35-50%.
 - Reduce reliance on CPA for operations.
 - Obtain GO bonds for select CIP projects.
 - Review and align ELF purpose, policy, and practice.
 - Develop a consistent purpose, policy and practice for Byllesby Dam revenues.
 - Prepare for state and federal funding cuts

2. Centralize Finance Department.

2025 Initiatives: Responsible Taxes *and* Sound Stewardship of



1. Improve efficient use of Office Buildings.
 - Consider leases in long term empty spaces (e.g., NSC, Extension Bldg)
2. Maintain overall facilities rating at “good”.
3. Collaborate with like counties (e.g., suburban) to ensure interests are adequately represented.