

Marin County Council of Mayors and Councilmembers

April 22, 2026

**Office of the County Executive
Derek Johnson, County Executive**



County Reorganizing and Prioritizing

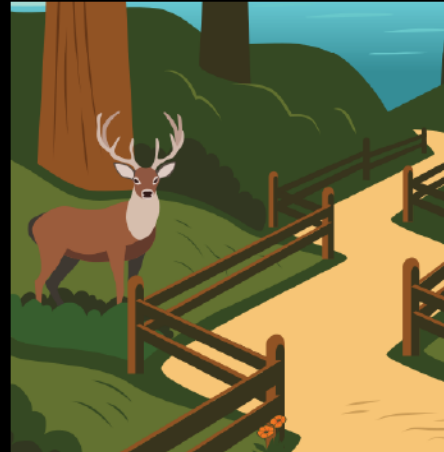


Uniting the
County, cities,
towns, and
unincorporated
communities



INTEGRITY | RESPECT | COLLABORATION | EQUITY | EXCELLENCE | INNOVATION

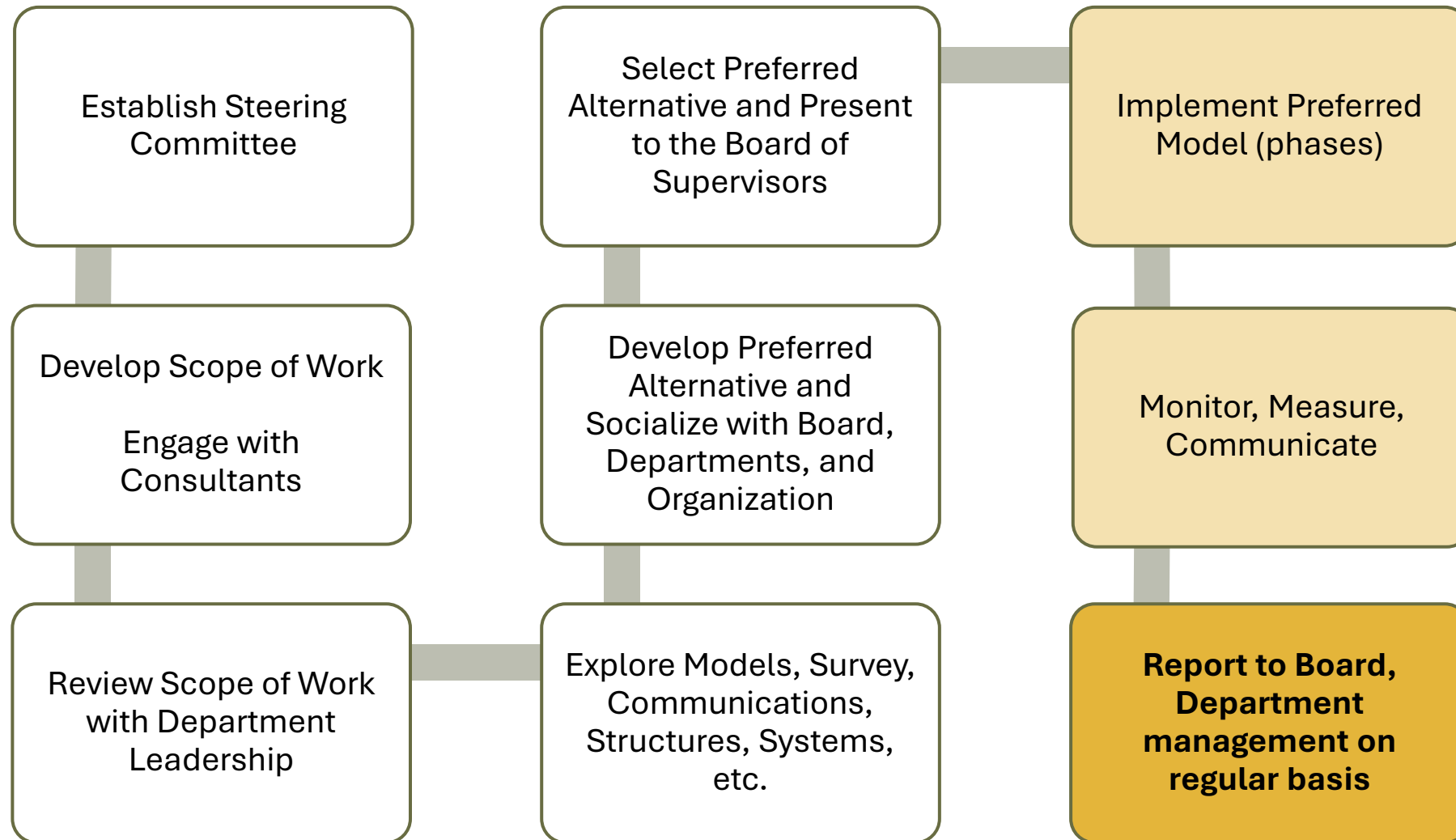
Making it easier
for our
community to
navigate
government and
get results



Clarity and
Accountability.
Ease of Access.
Unified
Service.



Organizational Structure Review: Office of the County Executive



Organizational Structure Review: Staffing and Recruitments

Assistant County Executives (ACEs) interim appointments and current recruitment

Some cross-departmental initiatives, coordinated by Interim ACEs:

- Customer service tools for residents (e.g. Fixit Marin)
- Implement CalAIM across all applicable County divisions
- Major Civic Center campus facility upgrades
- Adopt comprehensive Capital Improvement Plan
- Climate Adaptation and Resilience

Other nearly complete, ongoing recruitments:

- Inspector General
- Economic Vitality Manager
- Chief Climate Officer



Linking Mission to Priorities

The Mission of the County of Marin is to provide excellent services that support **safe, sustainable, healthy, and equitable** communities.



HEALTHY
COMMUNITIES



SUSTAINABLE
COMMUNITIES



SAFE
COMMUNITIES



EQUITABLE
COMMUNITIES

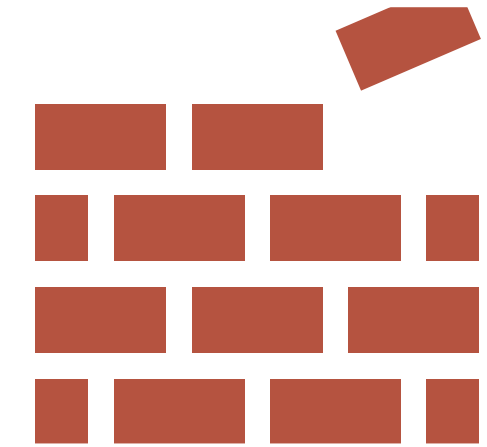
Community Priorities



Prioritizing Vital Infrastructure



County Infrastructure: **Vision**



**County
Infrastructure**

Connect residents to essential services, support local economies, and sustain quality of life and community well-being through the long-term stewardship of assets that form the backbone of public service delivery—roads, bridges, drainage facilities, parks, libraries, office buildings and community centers.

County Infrastructure: **Goals**

Protect and Preserve	Goal 1: Protect and Preserve Existing Assets
Invest	Goal 2: Invest in Safety and Resilience
Enhance	Goal 3: Enhance Community-Facing Assets for Equity and Access

County Infrastructure: **Workplan Highlights**

- Reopen Veterans' Memorial Auditorium
- Finalize design and begin construction of the Fire Headquarters Project in San Geronimo Valley
- Dredge Novato Creek for flood risk reduction
- Continue capital improvement projects at Library branches
- Develop Fairgrounds Improvement and Capital Plan

THIS STAGE GAVE MARIN COUNTLESS ENCORES.
NOW IT'S TIME TO RETURN THE FAVOR.



Digital, Innovation, and Transformation

Established in July 2025, “DIT” has advanced key County priorities in 9 short months

Launched FixItMarin

85% ahead of schedule, saving \$250K+ and serving 260K residents

Unlocked staff capacity

Reclaimed 1,800–3,000 hours/year by automating CDA workflows

Cost savings & efficiencies

Identified \$4.5M+ in savings opportunities through software audit

Accelerated project delivery

HHS website migrated in 90 days (95% faster) vs. 2+ years

Culture of Innovation

Training 60+ staff through innovation boot camps, generating \$450K+ in potential efficiencies

Established Transformation Office (“Elevate Marin”)

Driving implementation, transparency, and accountability

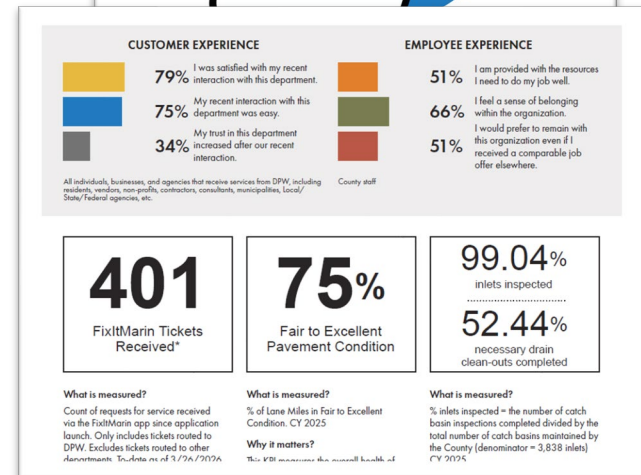
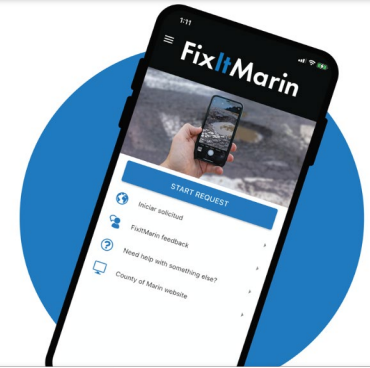
Enabled data-driven government

Identified and measured 100+ KPIs across 18 governments



Elevate Marin

April 21, 2026
Biweekly transformation meeting



FixItMarin

“What an incredible service. You are tackling all the small things that we have grown to tolerate. Thanks so much for doing such a great job!” – April 14, 2026

LAUNCHED

February 9, 2026

1,884

App Downloads

4,450

Website Page Views

FixItMarin.com

552

Tickets Resolved

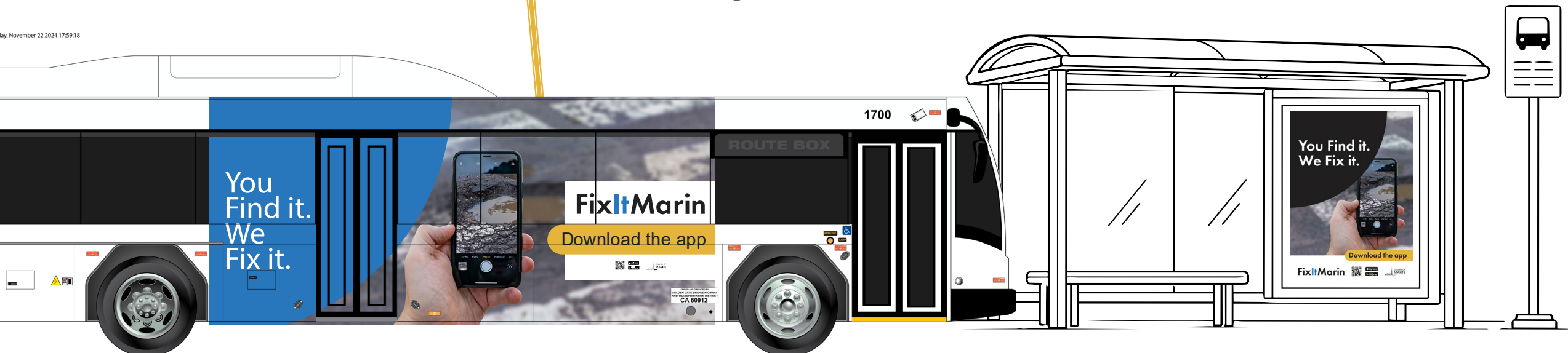
937

Registered Users

60%

Meets/Exceeds Expectations

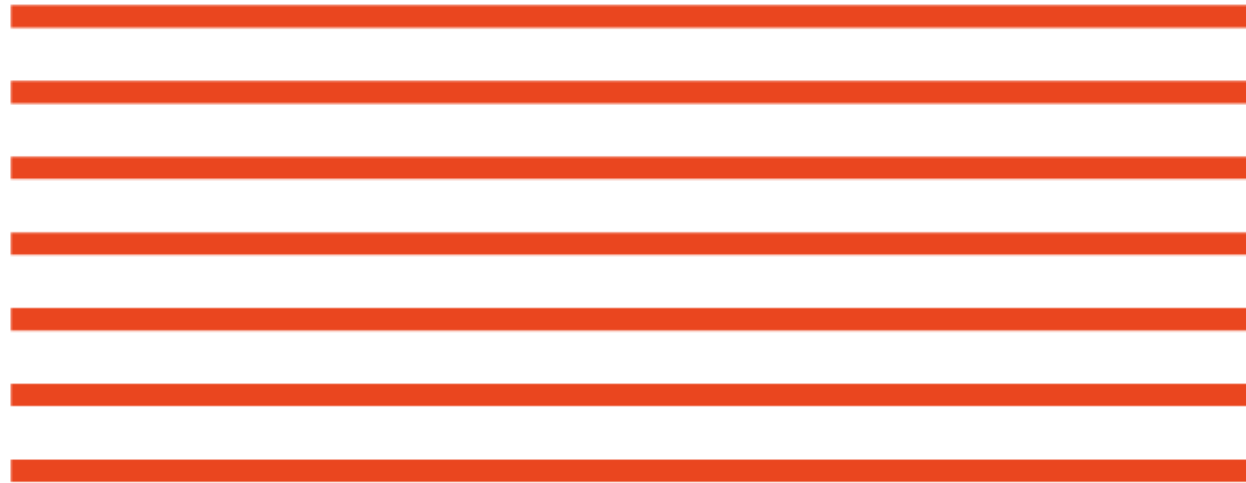
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Our Ongoing Equity Commitment



**KNOW
YOUR
RIGHTS / CONOCE
TUS
DERECHOS**



Race Equity: **Vision**



Race Equity

Marin County is advancing systems-level change to build an anti-racist government that works for everyone who calls Marin home.

We foster a countywide culture of belonging, where every individual is cared for, respected, and invited to participate.

This commitment is more than a goal - it is a foundational value that drives how we partner with community, invest public resources, and design services to achieve equitable outcomes.

Race Equity: Goals and Workplan Highlights

Goal 1:

Expand Equitable
Access to County
Services & Information

Goal 2:

Enhance Community
Participation and
Representation in
Government Decision-
Making

Goal 3:

Advance Equitable
Systems Change

Highlight:

Food
Microbusiness
Equity Program

Highlight:

Participatory
Budgeting Cycles

Highlight:

Civilian Oversight
Commission

Building Climate-Resilient Communities



Climate Resiliency: **Vision**

Engage with **partners** and **communities** to **identify, innovate, implement,** and share science-based solutions to climate challenges that prioritize the most vulnerable and **equitably** provide **multiple benefits** for a safe and resilient Marin today and in the future.



Climate Resiliency: **Goals**



- Goal 1:** Develop and implement policies, tools, studies, and messaging that **advance equitable climate resiliency** planning and implementation.
- Goal 2:** Provide climate resiliency and health support to **Marin communities**.
- Goal 3:** Continue to advance **major climate adaptation projects** that provide multiple benefits to the communities and the environment.
- Goal 4:** Implement climate related **infrastructure** projects.

Climate Resiliency: **Workplan Highlights**

- Launch the updated Climate and Adaptation Team
- Advance Bothin Multi-use Pathway and McInnis Marsh resilience projects
- Finalize County vehicle fleet electrification plan and expand charging infrastructure at County facilities
- Strengthen Community Resilience Teams for climate preparedness and emergency response

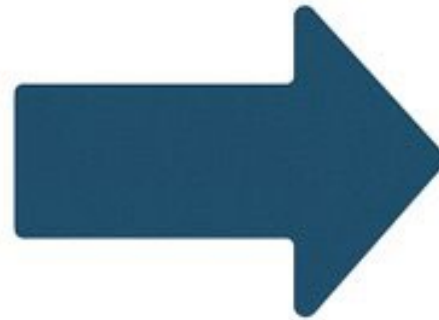


Establishing a County Wide Strategic Plan

INPUTS



FACILITATION



OUTPUTS



County Wide Strategic Plan: Multifaceted approach





Three foundational workstreams working in concert to help Marin County thrive

Summer 2026

Fall 2026

Winter 2027

Spring 2027

★ *West Marin Resident Commission*



West Marin Vision

Background reports, white papers, and research (e.g., water, transportation, agriculture, tourism, climate change)

★ *Business and county-led effort across Marin*



Economic Vitality Strategic Plan

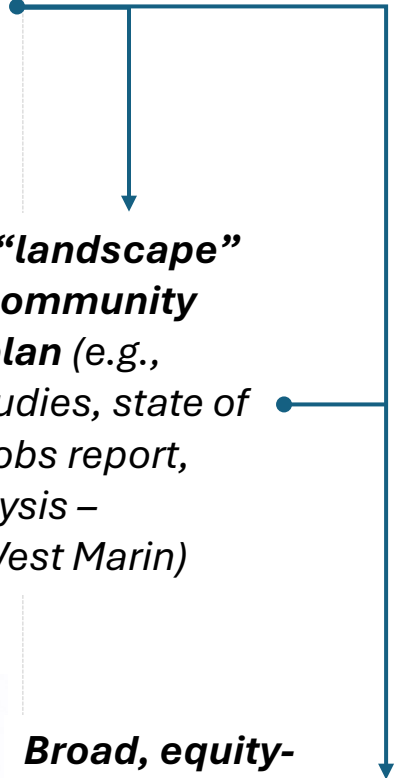
Economic “landscape” scan and community informed plan (e.g., baseline studies, state of economy, jobs report, sector analysis – including West Marin)

★ *County-led with CBO and partners*



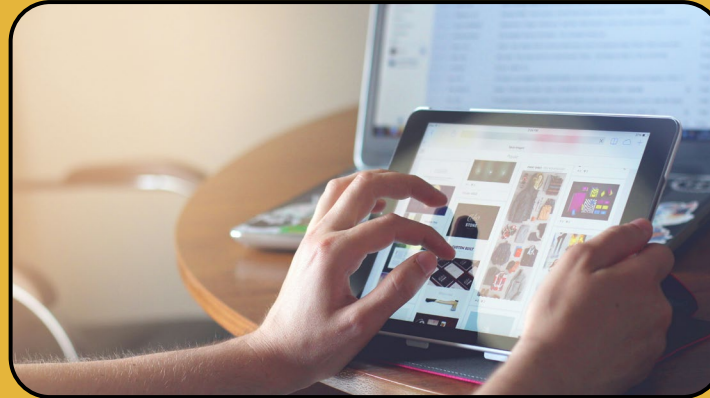
Countywide Strategic Plan

Broad, equity-focused, community-based input on Marin County’s future (e.g., values, goals, objectives, engagement)



Engage and Stay Informed

ALERT
MARIN



Sign-up for Emergency Alerts

Sign up or verify your current registration is up to date.



Emergency.MarinCounty.gov

Subscribe for News Updates:



MarinCounty.gov/subscribe

Follow Us on Social Media:

Facebook
Instagram
YouTube
Nextdoor
X (Twitter)



Thank you

Questions?

Contact: **Veronica Hurd**

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