

Division: DCM Director's Office

**Program Characteristics:****Program Description**

This program is the core leadership and strategy center for the County's operations. It ensures a large, complex local government has all departments working together effectively, focused on strategic goals, while delivering critical services.

The Office of the COO (Chief Operating Officer) provides top-level leadership for all County departments, with the COO also serving as the Department of County Management Director. The COO's Office improves the County's performance by connecting elected officials and the departments that deliver day-to-day services, promoting a positive workplace culture and facilitating collaboration among departments, managing urgent and time-sensitive projects (including capital planning, severe weather response, and official inquiries from outside organizations), convening cross-departmental initiatives, and driving the realization of the county's mission, vision, values, and Countywide strategic plan to keep the entire organization aligned.

The DCM Equity Team focuses on people and culture, ensuring a fair and consistent workplace where all employees can thrive. It achieves this by implementing the Workforce Equity Strategic Plan (WESP) and providing department-wide consultation, support, and training on professional growth and the County's core competencies. The SPARK Team (Strategic Planning, Performance, Agility, Reinvention, and Knowledge) is a dedicated unit focused on strategic planning and continuous improvement across the County. It supports county-wide transformation by driving long-term focus, adaptability, and innovative solutions to meet the community's evolving needs.

**Equity Statement**

Staff maintain compliance and apply the County's core values of equity and inclusion. The COO's Office works to fix inconsistent practices that lead to varied outcomes for staff and the community by ensuring internal operations are consistent and fair. To accomplish this, the COO oversees countywide initiatives that shape department practices, such as the Countywide Strategic Plan, Shared Services, and the Workforce Equity Strategic Plan.

**Revenue/Expense Detail**

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	\$3,495,776	\$0	\$3,727,588	\$0
Contractual Services	\$205,676	\$0	\$177,634	\$0
Materials & Supplies	\$29,851	\$0	\$50,120	\$0
Internal Services	\$221,251	\$0	\$285,217	\$0
<b>Total GF/non-GF</b>	<b>\$3,952,554</b>	<b>\$0</b>	<b>\$4,240,559</b>	<b>\$0</b>
<b>Total Expenses:</b>	<b>\$3,952,554</b>		<b>\$4,240,559</b>	
<b>Program FTE</b>	12.00	0.00	12.00	0.00
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Performance Measures**

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Strategic Plan Quarterly Reviews	0	1	4
Capital Plan Summary Report	1	1	1