

Hernando County
Board of County Commissioners

Strategic Plan



DRAFT

www.EngageHernando.com/StrategicPlan

2025



Vision Rich in character, inspired by our natural resources, Hernando County is a safe environment for opportunities.



Mission To provide efficient, essential services, ensuring public safety and civic engagement for the well-being of all.

Values

- **Honor**

Conduct ourselves in an honest, honorable, and ethical manner

- **Excellence**

Continuously strive to improve services and work together for organizational excellence

- **Recognizing Community Needs**

Focus on listening, recognizing, and supporting the needs of our citizens

- **Natural Resource Stewardship**

Serve as trusted stewards of the public's environmental and natural resources

- **Accountability**

Achieve measurable success and continuous improvement through investment of resources, efficiency, and accountability

- **Nurturing Innovation**

Embrace new ideas and develop innovative solutions to increase adaptability, effectiveness and impact

- **Dedication to Safety**

Provide a safe environment for all to live, work, and play

- **Opportunity**

Cultivate an environment abundant with opportunities for growth, innovation, and positive change

A photograph of an air traffic control tower at sunset. The tower is illuminated with warm lights, and the sky is a mix of orange, yellow, and blue. A small airplane is visible in the distance to the left. The image is framed with rounded corners and a thin blue border.

Strategic Theme: A – Economic & Workforce Opportunity

Hernando County is committed to growing a strong, resilient economy that serves residents across all generations. By investing in job creation and expanding career opportunities in high-demand, emerging sectors—such as advanced manufacturing, aerospace technologies, and other innovation-driven industries—the County is laying the foundation for multi-generational, long-term economic success. Through strategic partnerships with educational institutions, industry leaders, and workforce development organizations, we are working to align local talent with future-focused careers. These efforts include expanding access to relevant careers, education, vocational training, and skills development programs that prepare residents for the jobs of tomorrow. Together, we are building a future-ready workforce and creating pathways to economic opportunity for all Hernando County residents.



Strategic Theme: A – Economic & Workforce Opportunity

- GOAL A.1 Site-ready locations for companies to grow and expand
- GOAL A.2 Recruiting funding sources for economic development infrastructure
- GOAL A.3 "Learn here, work here" training and professional development Incubator
- GOAL A.4 Strategic partnerships and responsive workforce development initiatives for emerging and targeted industries
- GOAL A.5 Attract and grow targeted industries



Strategic Theme: B – Commitment to Public Safety

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Hernando County is dedicated to protecting the health, safety, and well-being of its residents through responsible strategic investments in first-responder training, emergency operations, and public safety resources. This includes ongoing education and preparedness initiatives focused on hurricanes and other natural disasters, ensuring that both County personnel and the public are equipped to respond effectively when emergencies arise. By strengthening local emergency management systems and supporting community-defined levels of service, the County aims to build resilience, reduce risks, and enhance our ability to recover quickly from unexpected events. These efforts reflect our commitment to a safer, stronger Hernando County—today and for future generations.

Strategic Theme: B – Commitment to Public Safety

- GOAL B.1 Public Safety operational readiness
- GOAL B.2 Excellent responsive Emergency Management





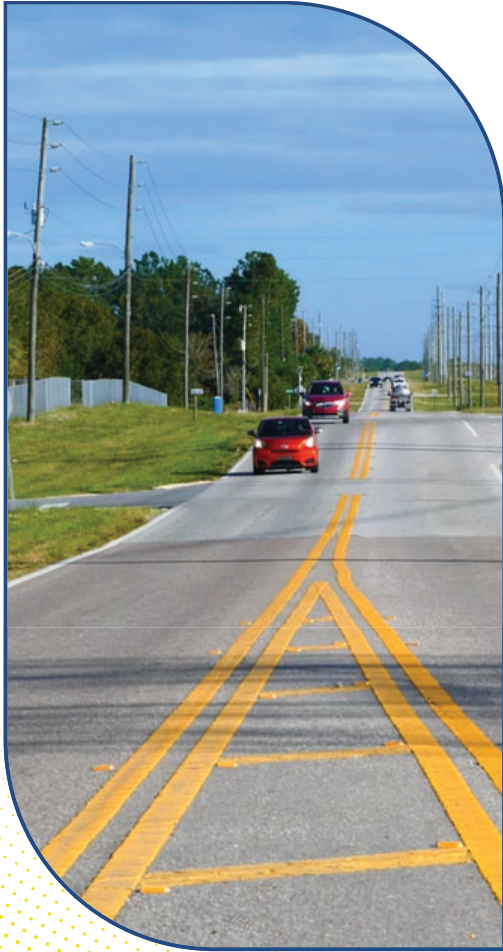
Strategic Theme: C – Stewardship of Natural Resources

Hernando County is committed to the protection, responsible planning, and conservation of our valuable water resources—including coastal fisheries, rivers, lakes, and springs. These natural assets are not only vital to our environment and economy, but they also play a central role in the lives of residents who have called this area home for generations. By promoting sustainable practices and thoughtful management, the County seeks to preserve the health and accessibility of these resources for both current and future residents. Through collaboration, education, and stewardship, we will ensure that our waterways continue to support recreation, livelihoods, wildlife habitats, and the overall well-being of our community for years to come.

Strategic Theme: C – Stewardship of Natural Resources

- GOAL C.1 Protect water quality
- GOAL C.2 Utilize areas of conservation land, forestry and waterways for passive recreational opportunities





Strategic Theme: D – Quality of Life

Hernando County recognizes that the quality of life of its residents—shaped by its people, services, and physical infrastructure—is vital to the well-being and development of the region. The County is committed to actively engaging and informing residents by providing timely, relevant information about County plans, projects and initiatives. This ensures that residents have access to the infrastructure and services they need to maintain and enhance their quality of life. By building on existing strengths, addressing local needs, and fostering inclusive participation, Hernando County aims to support sustainable multi-generational growth.

Strategic Theme: D – Quality of Life

- GOAL D.1 Well-maintained existing community assets
- Goal D.2 Planning for park operations & development
- GOAL D.3 Clear, timely, and informative public communication
- Goal D.4 Operational continuity and innovation through employee engagement

KEY PERFORMANCE METRICS



ECONOMIC & WORKFORCE OPPORTUNITY

- Site Ready Locations (count, sqft, acreage)
- Dollars available for Investment (Recurring Funding Source)
- Economic Impact of Targeted Industries

STEWARDSHIP OF NATURAL RESOURCES

- Percent of Nitrogen Reduction
- Increase in acreage available for passive recreational public use.

COMMITMENT TO PUBLIC SAFETY

- Response Times by Geographic Region
- Retention Rates & Number of Vacancies

QUALITY OF LIFE

- Pavement Condition Rating
- Citizen survey satisfaction ratings on Communication and Engagement.

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