

Nevada Irrigation District
STRATEGIC PLAN 2010-2011
Resource Planning

STRATEGIC GOAL: Asset Management		
13.0	OBJECTIVE: Resource Planning Design, develop and implement a strategy for resource planning	
EVALUATION CRITERIA FOR 2010/2011:		√ = MET
13.1	RESOURCE EVALUATION: Create a plan or method to evaluate District resources such as the SWOT method (define Strengths, Weaknesses, Opportunities and Threats). Complete by October 2010.	
13.1.1	List all internal and external District resources, by April 2011.	
13.2	INTERNAL AND EXTERNAL HUMAN RESOURCES:	
13.2.1	Internal Human Resources - Develop & implement a strategy to efficiently utilize current & future Human Resources, by including the following items, before August 2011: <ul style="list-style-type: none"> • Identify current skill sets and District needs • Develop a questionnaire to determine skills/knowledge/interests of current & future employees • Determine and create appropriate training needs for District employees, including cross training different skill sets. • Establish a mentoring program to enable the transfer of knowledge and experience between District employees. • Develop and implement an Inter-departmental Team Building program to better the communication & understanding between District Departments 	
13.2.2	External Human Resources – Develop a list of external resources to use for development of SWOT analysis of current or future resources, including physical resources, resource expansion, resource utilization, and resource management. Complete by July 2011.	
13.3	PHYSICAL RESOURCES: Perform a SWOT evaluation on physical resources such as buildings, equipment, tools and property. Evaluate cost benefits of retention, maintenance, and replacement of each. Complete by December 2011.	
13.3.1	Identify and prioritize concerns and/or issues of each resource and provide recommendations on appropriate periodic timeline for maintenance and replacement for each resource. (Use manufacturers’ recommendation or industry standards if applicable.) Complete by December 2011.	
13.3.2	Assess environmental considerations in the above evaluation, by March 2012.	
13.4	RESOURCE MANAGEMENT: Design, Develop & Implement a system to manage the current and future internal & external resources to the District, by including the following items.	

	<p>Complete by September 2012, utilizing the priority schedule in 13.3.1</p> <ul style="list-style-type: none"> • Identify needed Human Resources to implement the management of District resources (reference 13.2) • Review existing methods to maintain District Records & Data • Investigate and develop policies and procedures to share resources with other agencies • Identify and classify life expectancy and/or life limiting factors • Utilize or modify current systems to track resources for better utilization. • Research other potential systems or methods to optimize management practices • Update the Management Model to accommodate changes in Regulatory Mandates • Review and update District policies and procedures as related to public and environmental issues and concerns 	
13.5	<p>RESOURCE UTILIZATION: Design a process to evaluate/re-evaluate the utilization of District resources, by December 2011. The evaluation should include the following considerations:</p> <ul style="list-style-type: none"> • Education of District employees and the general public • Conservation measure to District resources • Protection of District resources • Expansion of District resources • Public and Employee input concerning District resources • Upgrade and replacement of life limited resources • Intra-agency relations and sharing of resources 	

Adopted: May 26, 2010