

Ramsey County and its residents face increased physical, social, health, and financial risks due to climate change. Ramsey County's 2040 Comprehensive Plan states that its resiliency strategies will focus on both mitigation and adaptation, but the county currently lacks a strategic approach to build resilience to adapt effectively to climate change. These risks are greatest for vulnerable populations, a group that includes people of color and people experiencing poverty or homelessness.

Project Scope: Determine how Ramsey County can improve its internal capabilities to assess and proactively address climate-related risks and its associated impact on residents' health and well-being.

Best Practices from Other Local Governments:

 Federal and state policies provide direction and support	 Forming teams to drive resilience practices	 Leadership that emphasizes climate adaptation	 Buy-in is important for county success
 Plan must be specific and use timelines	 Reporting and follow-up are necessary	 Guidelines reduce paralysis in decision-making	
 Asset management planning incorporates ongoing maintenance	 Risk assessment is critical for prioritization and financial planning	 Recognize climate effects will complicate service provision	 Recognize climate effects will increase demand for services

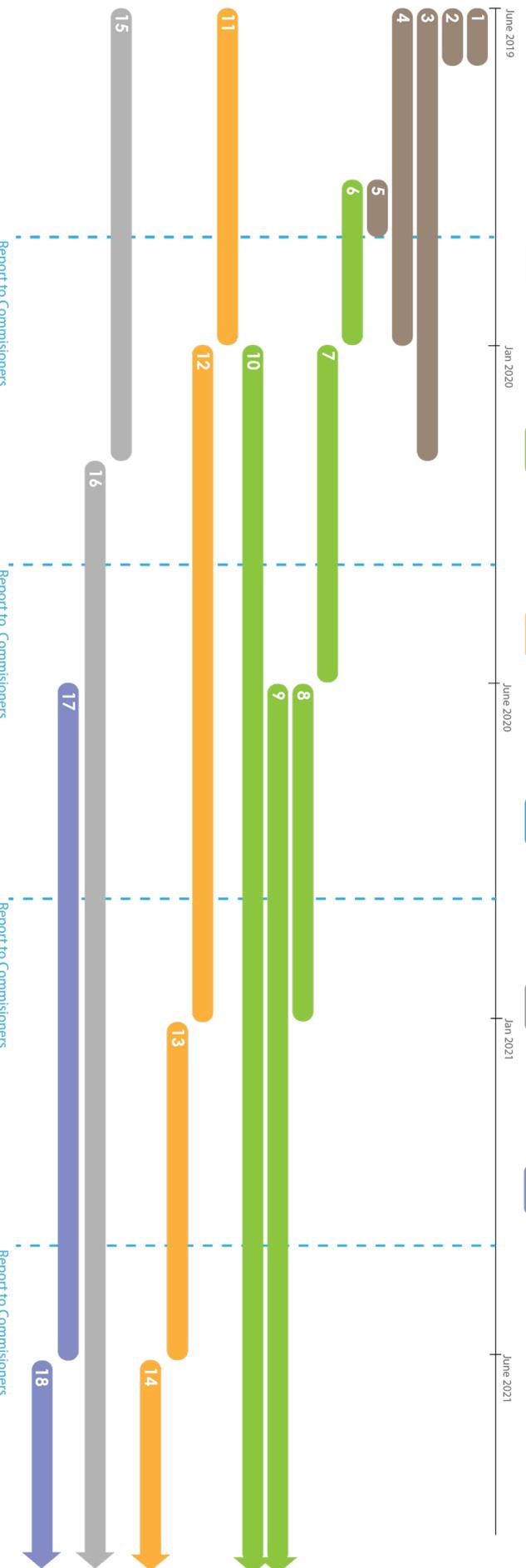
Key Learnings from Interviews with Ramsey County Staff:

 Ramsey County prioritizes actions and programs based on its overarching goals	 Short-term goal-setting inhibits long-term planning
 Ramsey County's culture is siloed, but the service team model has helped	 There are opportunities to think more broadly about spending environmental funding
 County departments internalize a culture that focuses on defined responsibilities	 Commissioners care about resilience but have not coalesced around a unified approach

Recommendations:

<div data-bbox="105 1312 560 1396"> <p>1 Reconstitute the Energy Governance Team as the Resilience Governance Team</p> </div> <ul data-bbox="97 1407 787 1543" style="list-style-type: none"> • Expand scope of the EGT to cover broader climate adaptation issues • Add the Director of Emergency Management & Homeland Security and the Enterprise Risk Manager • Meet monthly to accommodate the larger scope of work 	<div data-bbox="836 1312 1299 1396"> <p>2 Hire a Resilience Manager</p> </div> <ul data-bbox="828 1407 1510 1564" style="list-style-type: none"> • Resilience Manager to develop subject matter expertise, evaluate opportunities, partner with department staff, and engage community stakeholders • Based in Policy & Planning to facilitate cross-service team collaboration
<div data-bbox="105 1575 560 1669"> <p>3 Build a Digitized Asset Management System that Incorporates Risk Component</p> </div> <ul data-bbox="97 1680 803 1795" style="list-style-type: none"> • Asset management system under development should be able to assess likelihood of asset failure and potential impact • Departments should incorporate risk assessments to prioritize investments 	<div data-bbox="836 1575 1299 1669"> <p>4 Increase Reporting to Commissioners</p> </div> <ul data-bbox="828 1680 1502 1774" style="list-style-type: none"> • Bi-annual reporting to Board (workshops, physical reports, and/or presentations) • Creates alignment for County vision and accountability among staff
<div data-bbox="105 1806 560 1900"> <p>5 Create Awareness of Climate Resilience to Attract Talent and Facilitate Culture Change</p> </div> <ul data-bbox="97 1911 795 2005" style="list-style-type: none"> • External communications and visibility can help attract new staff • Training among leadership and/or during on-boarding can foster cross-departmental mindset to build resilience 	<div data-bbox="836 1806 1299 1900"> <p>6 Create a Plan for Participatory Community Engagement on Climate Adaptation Work</p> </div> <ul data-bbox="828 1911 1534 2026" style="list-style-type: none"> • Include diverse perspectives, especially those most vulnerable to risks associated with climate change • Allow for an exchange of views, not just a mechanism to inform the community

Timeline:



Recommendation 1: Reconstitute the Energy Governance Team (EGT) as the Resilience Governance Team (RGT)

1. Rename EGT to the Climate Resilience Team (RGT)
2. Appoint leaders from EMHS and ERM to RGT
3. Make meetings monthly rather than bi-monthly
4. Update internal communications plan to reflect changes
5. Develop County Resilience Work Plan

Recommendation 2: Hire a Resilience Manager

6. Develop job description
7. Hire by June 2020
8. Resilience Manager implements County Resilience Work Plan
9. Resilience Manager develops Climate Action Plan
10. County identifies resources to devote to new positions

Recommendation 3: Build a Digitized Asset Management System that Incorporates Risk Assessment

11. Finalize contract for asset management system
12. Build an asset management system
13. Create an asset management plan
14. Integrate the asset management plan with Enterprise Risk Management Plan

Recommendation 4: Increase Reporting to Commissioners

Biannual reporting to Commissioners (first in Oct. 2019)

Recommendation 5: Create Awareness of Climate Resilience to Attract Talent and Facilitate Culture Change

15. Update awareness campaign developed by Communications to reflect the RGT
16. Integrate adaptation planning experience, and demonstrated cross-departmental collaboration into job descriptions of new positions

Recommendation 6: Create a Plan for Participatory Community Engagement on Climate Adaptation Work

17. Design participation process
18. Implement participation process with development Climate Action Plan