Five Year Financial Plan
***Draft** Guiding Principles for Board of Supervisors and School Board Consideration*

October 8, 2014

- Shared understanding: *We will have a shared understanding of basic facts, assumptions, processes, and the needs of both the Local Government and the School Division.*

- Staff Capacity: *We will build an organization that has adequate staff capacity across all functional areas with a focus on both performance competencies and the number of employees required to meet service demands.*

- Mandates and Obligations*: We recognize the continuing challenge of meeting evolving mandates and obligations.*

- Compensation and Benefits: *We will continue our commitment to maintain our salaries and compensation in accordance with our identified market and to the principles of commonality.*

- Physical Infrastructure: *We will invest in physical infrastructure that addresses community needs and priorities.*

- Implementation of Strategic Plans: We will make progress towards achieving the goals in our Strategic Plans.

- Prevention: *We will focus on proactive approaches and prevention strategies*

- Changing Demographics*: We will anticipate and position ourselves to address current and projected demographics.*

- Public engagement/Involvement: *We will strive to actively involve the public in our long-range financial planning processes.*