

## **PRINCIPLES TO GUIDE THE SUSTAINABLE BUDGET STRATEGY**

The City Council has adopted the following principles to guide the Sustainable Budget Strategy:

- A. Critical services should be maintained to the greatest extent possible.
- B. Resources should be allocated to the highest priority services.
- C. No city services or functions should be exempt from evaluation.
- D. "Across the Board" approaches shall be avoided because they are not aligned with the Council's and community's priorities.
- E. Reductions in service should position the City to take advantage of economic recovery.
- F. Budget reductions should be ongoing and not simply "one time only."
- G. Council should commit to support employees during the transition and assist those who may be adversely impacted.
- H. Employees and their recognized bargaining units should be actively involved in developing options and implementing the transition.
- I. The City should continue to invest in building organizational capacity by supporting training and employee development.
- J. Community wide tax resources should be allocated first to support community wide services.
- K. Special services designed for only a few should be paid for by user charges and fees.
- L. Administrative and operational efficiencies should be maximized before pursuing new tax revenue.
- M. Reserves and one-time revenues should be used first to invest in capital outlay items that could reduce long range operating costs and, thereafter, fund transition expenses.
- N. New services should not be added, nor existing services expanded unless they are highly valued by the community and there is a willingness to pay for them.
- O. There should be regular monitoring of financial performance and opportunities to make mid-course corrections as warranted.
- P. City policies that may inhibit economic development, especially new retail development, should be reviewed regularly and modified.