

The Strategic Plan Summary of XYZ Water District	12/1/2004
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Item #	Description of Item	Type of Item
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The PRINCIPLES and CORE VALUES of XYZ Water District

1	Control - Through an Open Community and Public Process.	GOVERNANCE
2	Conservation - of our Water, People, Public Funds, and Fiduciary.	PUBLIC
3	Communication - with Ourselves, our Public, and our Stakeholders.	MANAGERIAL
4	Commitment - to the Public Health, Safety, and to Ourselves.	MANAGERIAL
5	Capacity Development - of our Managerial, Technical, Information, and Financial Resources.	GOVERNANCE
6	Core Values - of the District Team should be Paramount.	GOVERNANCE
7	Customer - Focused and Driven Continually.	MANAGERIAL
8	Completion – of all Projects Responsibly and Economically.	CAPITAL FACILITIES
9	Character – through Integrity and Honesty.	MANAGERIAL
10	Community – Giving Back through Public Service and Education.	PUBLIC
11	Compliance – with All Relevant Rules and Regulations.	TECHNICAL
12	Consensus – when all Parties can “Win”.	MANAGERIAL
13	Cooperation - with Key Partnerships and Ourselves.	GOVERNANCE

The ISSUES of XYZ Water District

1	Board members should not micro-manage.	GOVERNANCE
2	Low pay.	MANAGERIAL
3	Training and certification.	STAFF
4	Staff safety.	STAFF
5	Improve Company Communication.	MANAGERIAL
6	Customer service.	PUBLIC
7	Educate public on conservation.	PUBLIC
8	Empower employees better.	STAFF
9	Employee vehicles and benefits.	STAFF
10	Improve State and EPA Compliance.	TECHNICAL
11	Office environment.	MANAGERIAL

The Goals and Objectives of XYZ Water District

1	Employee Benefit Goals:	IMMEDIATE
2	Water Resource Development Goals:	SHORT TERM
3	Company Management Goals:	IMMEDIATE
4	Public Relation Goals:	CONTINUING
5	Water Protection Goals:	MEDIUM TERM

The Strategies of XYZ Water District

1	Customer Service Strategy.	MEDIUM TERM
2	The Human Resource Strategy and Employee Empowerment Strategy.	LONG TERM
3	Water Quality Protection Strategy.	CONTINUING
4	Infrastructure Development Strategy.	IMMEDIATE
5	The Financial Capacity Strategy.	SHORT TERM
6	Information and Technology Strategy.	MEDIUM TERM
7	Water Conservation Strategy.	IMMEDIATE
8	System Security Strategy.	SHORT TERM
9	Cooperation Strategy.	MEDIUM TERM