



## O U R M I S S I O N

is to provide responsive, caring, cost-effective service  
in partnership with our community

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### **These values guide our work:**

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#### **Personal integrity**

We act in the best interests of the City  
We behave in an ethical and legal manner  
We are open and honest  
We follow through on commitments  
We are loyal to the City

#### **Responsibility**

We anticipate issues, problems, and opportunities  
We take initiative  
We act to prevent and solve problems  
We take responsibility for the outcome of our actions and decisions  
We hold ourselves and others accountable

#### **Respect**

We treat others in a fair, courteous, and equitable manner  
We actively listen and seek understanding  
We provide a direct response  
We embrace ethnic and cultural diversity in the community and our workplace  
We are positive and cooperative  
We are willing to apologize

#### **Teamwork**

We know and respect our roles and responsibilities  
We ask who needs to be involved and we involve others appropriately  
We define and agree upon the goals  
We collaborate to achieve organizational goals  
We help others accomplish their goals  
We share authority, responsibility, and credit

#### **Results**

We take pride in our work  
We complete assignments and projects on time and within budget  
We evaluate outcomes and seek feedback on our performance  
We learn from our mistakes  
We innovate