

Employee Values

1.2.4

PURPOSE

The City values integrity, innovation, excellence, collaboration, respect, and celebration amongst all City officials, City officers, including Board and Commission members, and employees. These values were developed by employees throughout the organization to serve as a foundation for how the City operates.

VALUES

Integrity

- Uphold the highest work ethic
- Be open honest, and accountable
- Demonstrate fiscal responsibility

Respect

- Treat everyone fairly
- Honor diverse views and backgrounds
- Empower people to do their best
- Protect the Environment

Innovation

- Challenge boundaries
- Make tough decisions
- Build on successes and failures
- Encourage creativity

Excellence

- Focus on all customers
- Provide outstanding service
- Support professional development
- Promote continuous improvement

Collaboration

- Foster teamwork
- Support partnerships
- Promote cooperation and win-win solutions
- Communicate openly and positively
- Listen

Celebration

- Recognize accomplishments
- Create an enjoyable workplace

Employee Values

1.2.4

- Reward excellence
- Balance family and work

Approved:

/s/ Christine Shippey
Assistant City Manager

5/13/2008
Date