



High Performing Government

Focus on Results the Community Wants

Provide Exceptional Support Technology, Information and Services

Create Active Community Connections

Promote Progressive and Effective Leadership

Invest in and Engage Employees

- ★ Planning for long term financial stability
- ★ Accessible, quality services provided with fairness and equity
 - Tax dollars are spent wisely
 - Personable, professional attention
 - High expectations set; we are a model for other communities

- ★ Feedback from citizens proactively sought and responded to
- ★ Collaboration with other organizations seen as vital to our success
 - People have many ways and opportunities to become involved
 - Citizens feel informed about what services we offer and why

- ★ City Council and supervisors throughout the organization formulate and communicate clear vision, direction, and priorities
- ★ Leaders and all employees accountable to, rewarded for, and actively demonstrate our values
 - Continuous improvement and learning are expected
 - Decisions are timely and competent
 - Employee contributions valued and recognized

- ★ Sustainable balance between work and personal life expected and encouraged
 - Competitive and fair compensation
 - Investment in skills, training, safety and wellness
 - Access to needed materials, resources and work space
 - Employees empowered to make decisions in the best interest of customers and the organization

- ★ High quality systems exist to meet customer needs; services are timely, efficient, responsive and flexible
- ★ Continually striving to reduce redundancies and integrate related business processes
 - Innovation valued and rewarded
 - Systems and services allow one input to produce multiple outputs