We, as an organization, embrace opportunities to improve our services and the quality and effectiveness of our relationships with the community and our teams. The following values guide and inspire our efforts.

**Shared Vision, Mission and Goals**
We have a sense of common purpose and direction pursued with passion and translated into concrete actions.

**Service**
We are dedicated to the best use of resources to fulfill identified community goals and needs.

**Leadership and Support**
We recognize that the ability to lead can be found at all levels and that to create an environment to succeed requires leading by example.

**Communication**
We foster open and clear discussion that encourages the willingness to speak up and to listen, within a framework of respect and understanding.

**Team Players**
We encourage effective working relationships within and between departments and the public to address issues and achieve valuable results.

**Honesty, Respect and Trust**
We honor commitments, acknowledge legitimate differences of opinion and accept decisions reached with integrity.

**Initiative and Accountability**
We take personal responsibility to do what needs to be done and report the results in a straightforward manner.

**Innovation and Flexibility**
We are open to change and willing to try new ways to fulfill the organization’s vision, mission, and goals more effectively.

**Employee Development and Recognition**
We encourage and support each employee to improve relevant job skills and celebrate personal and team accomplishments.

**Stewardship and Ethics**
We promote public trust by using City resources wisely, and through consistent fulfillment of these values.