

## STATEMENT OF WORKPLACE VALUES

**Employees are our asset:** This organization is its people. We, as the administration, promote a professional work environment, with open lines of communication, professional development, and a team approach to problem solving. We, the associates, are expected to improve ourselves professionally and participate in the decision making process.

**Maintaining a customer focus:** We are pro-active in anticipating problems and identifying solutions to meet our customer's needs. This is a service profession that cannot ignore the frustrations, expectations in the marketplace. We value relationship building, encourage customer ideas and are courteous and responsive in addressing the customer's needs.

**Promoting professional integrity:** As professional public servants, we conduct ourselves in an honest and ethical manner, striving for the highest possible standards in all endeavors. We abide by those professional codes of ethics that govern our particular profession.

**Our approach is to facilitate:** The public's interest is always paramount in our decision making process; however, enforcement is not our dominant problem solving method. Our approach is to collaborate with our customers and facilitate site plan reviews, rezonings, and special use applications.

**Working through partnerships:** We follow the community's lead in making professional recommendations and seek public input through consensus building and bottom up planning. We partner with nonprofits, business interests, and community groups to achieve mutual, beneficial results for our citizens.

**Embracing change is to improve:** We operate in a changing environment and remaining knowledgeable of current events whether they be market, government, or technology driven, is of the utmost importance. The organization strives to be on the cutting edge of our ever evolving work environment.

**Responsible stewardship is our standard:** The public is the primary arbiter of the public interest. As public employees, we are entrusted with promoting the public interest now and in the future. As a result, many of the decisions we make today will have ramifications for the future of the county landscape and its natural resources. Therefore, we are cognizant that the community is a timeless resource and is of primary concern.