



City of **SANTA CLARITA** *Philosophy*

As City employees, we are proud to say that **WE ARE THE CITY OF SANTA CLARITA.**
We take pride in our organization, our community and ourselves. Our mission is to deliver the best and most cost-efficient municipal service to the citizens and City Council of Santa Clarita.

We value excellence

- We provide high quality and timely services.
- We encourage education and continual professional development.
- We have a strong commitment to the community, the organization, and individual professions.
- We conduct ourselves professionally.
- We believe that prudent management of our resources demonstrates our respect for the citizen's whose monies support this organization.
- We believe that diversity among staff and in the community creates strength.

We value a humanistic approach

- Our actions recognize humans, human feelings and the importance of the individual.
- We believe in participative management.
- We encourage employees to enjoy their time at the work site.
- We encourage ideas that improve the mental and physical health of the employees.
- We are united in our efforts to support, respect and encourage individual talents and contributions.

We value creativity

- We have a bias for action.
- We believe in taking reasonable risks.
- We accept innovative people.

We value a futuristic approach

- We want decisions that will endure the test of time.
- We want a City that future generations will love.

We value our enthused workforce

- We encourage actions which keep employees motivated and competent.
- We respect loyalty to the City.

We value ethics

- We believe the soundest basis for judging the rightness of an action is a test of its morality, legality, and its effect on human rights.
- We treat our fellow employees and community members fairly and equally, without prejudice or bias.

We value an open and non-bureaucratic government

- We keep the public informed of what we do.
- We share ideas, information, and feelings with employees.
- We are helpful, courteous, and cooperative with the public and one another.
- We encourage decision making on the front lines.
- We are an integrated organization, we are a team.

We value our City Council and public service

- We recognize the importance of the process which elected the Council.
- We recognize the importance and difficulty of the Council's job.
- We are fully prepared for Council meetings.
- We understand the importance of public service.
- We are committed to advancing the well being of the community.