RESOLUTION NO. 2015-12-14

A resolution adopting the mission, vision and values for Clark County.

1 WHEREAS, the Clark County cultural assessment survey documented the employment
2 related concerns of Clark County employees; and
3 WHEREAS, the survey revealed that employees do not understand the overall mission
4 and objectives of the County; and
5 WHEREAS, most elected officers in the county departments echoed the sentiment that a
6 county-wide mission would help clarify common directives; and
7 WHEREAS, the elected officials and department heads under the Board of County
8 Councilors agreed to work together to draft a county-wide mission, vision, values and strategic
9 actions to move forward; and
10 WHEREAS, this mission, vision and values document is relevant to all county
11 employees. Individual offices and departments may continue to have their business focused
12 mission; and
13 WHEREAS, this process commenced in February, 2015, with participation from virtually
14 all offices and departments participating and offering suggestions and editorial comments; and
15 WHEREAS, this document was completed in the summer of 2015 and is approved by the
16 elected officials of all non-judicial branches and the Board of County Councilors; and
17 WHEREAS, this document represents, for the first time, the county-wide effort to come
18 together and articulate county-wide principles. This global vision may be further implemented
19 by offices and departments adopting strategic plans for their mandated and other adopted duties;
20 and

WHEREAS, the mission statement indicates who we are, what we do and why we do it; and

WHEREAS, our vision is forward looking for the kind of community Clark County seeks to create and can be implemented in a variety of ways using many different tools; and

WHEREAS, the values show how we intend to conduct ourselves and our aspirations for achievement. These values will remain consistent over time; and

WHEREAS, Clark County seeks to implement the mission, vision and values through strategic actions to make a difference in the success of the County. This document is not intended to be a comprehensive list. The document is intended to include actions that will make a large difference county-wide in improving services to the community; and

WHEREAS, the Board is considering this resolution in a duly-advertised public meeting and finds that adoption of this Resolution will further the public health, safety and welfare; now, therefore,

IT IS HEREBY ORDERED AND RESOLVED by the Board of County Councilors of Clark County, State of Washington, as follows:

**Section 1. Findings.** The Board hereby adopts its findings and conclusions and the statements contained in the recitals above.

**Section 2. Adoption.** The Board of County Councilors hereby adopts the attached mission, vision and values on behalf of the Clark County employees in the service of its community.

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ADOPTED this 15th day of December, 2015.

Attest:

Rebecca Tilton
Clerk to the Board

Approved as to form only:
ANTHONY F. GOLIK
Prosecuting Attorney

By: Christopher Horne
Christopher Horne, Chief Civil Deputy

BOARD OF CONTY COUNCILORS
CLARK COUNTY, WASHINGTON

By: _____
David Madore, Chair

By: _____
Jeanne E. Stewart, Councilor

By: _____
Tom Mielke, Councilor

# Clark County Vision, Mission and Strategic Actions

**Our vision for Clark County is a community with:**

- safe streets, neighborhoods, and structures
- healthy natural and built environments
- prosperity and well-being for a diverse population
- engaged, civil, and informed citizens
- inclusion and acceptance of all people
- first rate infrastructure
- a population and environment prepared for current and future job opportunities

Collaboration throughout the community is necessary to achieve this vision.

**The mission of Clark County government is:**

- We enhance the quality of life in our diverse community by providing services with integrity, openness and accountability.

Mission statements of county departments and offices of elected officials support the county's mission.

**When providing services under our mission, we act with:**

- Collaboration
- Innovation
- Accountability
- Honest and civil communication
- Knowledge
- Respect for one another
- Professionalism
- Integrity

**And we aspire to achieve:**

- Fiscal prudence
- Community safety
- Data-driven, science-based services
- Customer service and accountability
- Constructive partnerships and teamwork
- Skilled, innovative, diverse workforce

## Strategic actions increase success:

The county takes many actions to achieve the mission. Strategic actions, when taken countywide, make our government more efficient and effective for the long term. These strategic actions build upon and amplify actions already in place.

Our focus on strategic actions includes:

### Community Relationships

- Increase community understanding of the services available to them.
- Produce a continuous supply of timely, credible information, which may be positive or negative.
- Foster public participation that will build future community leaders and support current leaders.
- Understand the purpose of each partnership and its relationship to the work assignments given to staff.
- Support the public, as individuals and groups, in its effort to engage in improving our community.
- Support county leadership's participation in community groups, activities, and events.
- Leverage partnerships to expand the capacity of the county to accomplish goals.

### Customer Service

- Develop consistent, accountable, courteous, timely and predictable customer service.
- Develop clearly stated policies for customer service and accountability for implementing the policies.
- Understand our customers and their needs.
- Provide services in a culturally competent manner.
- Deliver products and services that work for internal and external consumers.

### Decision Making Process

- Base decisions on evidence, data, research, statutes, and the counsel of experts.
- Consider the long-term impact, precedents set, and possible unintended consequences of decisions.
- Align decisions with a strategic plan.
- Use best practices and multidisciplinary teams to objectively evaluate big projects.
- Key stakeholders will be involved at the appropriate steps in the process.
- Build decision-making, analysis, project management and process improvement skills throughout the organization

### Employee Relations

- Develop and retain the skills and competencies necessary for future growth and service needs.
- Promote the concept everyone can be a role model for professionalism and integrity.
- Promote diversity in the workforce through culturally competent hiring and workplace practices.
- Create a workplace that values employees and their contributions.
- Promote fair and safe workplace practices.
- Create partnerships between HR and departments to ensure knowledge and use of fair and accountable workplace practices.

**Finance**

- Create a balanced budget and provide for appropriate reserves.
- Adopt and use policies that ensure long-term financial stability.
- Use strategic plans to focus the funding required to meet service and capital needs.
- Develop six-year programs for budget, capital, technology, and other key areas and understand the resources needed to fund these programs.
- Fund preservation and maintenance of existing assets before investing in new or expanded assets.
- Ensure that capital and project funding has operating support funding.
- Allow departments to create fund balances for future capital replacements.

**Technology**

- Thoroughly analyze the financial, service, and staffing implications of technology decisions.
- Use technology to increase efficiency and effectiveness, reduce duplication, and reduce errors in county business.
- Develop priorities for investment and maintenance of technology based on explicitly agreed upon criteria.
- Increase online services.
- Use enterprise systems to reduce duplication in resource use and to leverage support skills.

# Clark County Mission Statement

July 10, 2015

**We enhance the quality of life of our diverse community by providing services with integrity,openness and accountability.**

WE= employees, managers and elected officials

ENHANCE= a building word, making something better

QUALITY OF LIFE= health, safety, welfare, security

DIVERSE COMMUNITY = ages, abilities, interests, races, economic groups

PROVIDING= a doing word, make available, supply, can be done through direct services or contracts or partnerships

SERVICES= action of providing something for someone, someone is our customers both internal and external

INTEGRITY= honest, truthful, whole, undivided, cohesive

OPEN =easy to see, decision making that is visible, predictable and understandable

ACCOUNTABLE=r esponsible, answerable, avenues for action when commitments are not met exist, upholding public trust