

ORGANIZATIONAL MISSION, VISION, AND VALUES

Policy # **1010**
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Type of Policy: ☒ BOARD ☐ DISTRICT ☐ FIRE ☐ PARKS

POLICY

1010.1 The Cosumnes Community Services District (“District”) Board of Directors (“Board”) shall provide a clear, meaningful vision, mission, and values for the organization to motivate employees and give them a common sense of purpose.

PURPOSE AND SCOPE

1010.2 To guide District employees, as well as partners, contractors, and subcontractors in their daily activities and provide them with a sense of direction, purpose, and achievement for the long term; to plainly state District values and motivate employees to reach higher and farther. Vision, mission, and values are key components of leadership: leadership is the ability to articulate a vision, embrace the values of that vision, and nurture an environment where everyone can reach the District’s goals and satisfy their personal need for growth.

1010.3 This policy applies to all District elected officials, executives, employees, interns, volunteers, contractors, vendors, suppliers, members of the public, and other persons who participate in District programs and services.

APPLICATION / PROCEDURE

1010.4 Definitions:

a. None

1010.5 The Board is responsible for developing and adopting the District vision, mission, and values statements.

1010.6 The Department Head is responsible for developing the individual Department vision and mission statements to be adopted by the Board of Directors.

REFERENCES

1010.7 Cosumnes Community Services District Vision:

Be an innovative, inclusive, and intentional, regional leader committed to providing exceptional services that exceed expectations and enhance the quality of life of those we serve.

1010.8 Cosumnes Community Services District Mission:

The Cosumnes CSD is dedicated to enhancing the quality of life of the residents, businesses, visitors, and employees within our diverse community by protecting lives, property, and the environment through superior fire suppression, emergency medical services, fire prevention, and special operations response; and by providing parks and recreation services through well maintained parks and recreational opportunities for health, wellness, and social interactions.

1010.9 Cosumnes Community Services District Values:

- Safety & Mitigating Risk – We protect District employees, as well as mitigate risk and exposure of the District and public.
- Financial Responsibility – We are an accountable, transparent, and stable Agency as we provide quality services through progressive innovations.
- High-Quality Workforce – We develop and train a high-quality workforce with emphasis on professionalism, diversity, equity and inclusion, succession planning, competency, and organizational growth.
- Service to the Community – We deliver the highest levels of service to the residents, visitors, and businesses within the District.
- Diversity, Equity & Access – We ensure diversity, equity, and inclusion in all aspects of District work.