

DISCUSSION/ADOPTION

REQUESTED BY
Hackett/McConnell

Note: A revised "Vision" statement was crafted in 2010 and was never officially adopted by the Assembly. The existing statement (from the early 1990's) is in the form of "Mission" – "Overall Goals" – "Values and Definitions." Both are attached.

POSSIBLE MOTION

I moved to officially adopt the Vision Statement on behalf of the CBS that was crafted in 2010 and follows:

"The City and Borough of Sitka will be prosperous, fiscally sound, and family-oriented community with a full range of housing, business, cultural and recreational opportunities in a safe, historically rich environment for residents and visitors."

Participants

Larry Crews	Assembly
Jim Dinley	City and Borough Administrator
Phyllis Hackett	Assembly
Theresa Hillhouse	City and Borough Attorney
Scott McAdams	Mayor
Mim McConnell	Assembly
Jack Ozment	Assembly
Reber Stein	Assembly

Executive Summary

The Assembly met in a retreat format to review/revise its current vision statement and to create draft goals for the upcoming year. The following outcomes resulted from the retreat. The assembly will take up the following items for action during an upcoming meeting.

Revised Vision

The City and Borough of Sitka will be a prosperous, fiscally sound, and family-oriented community with a full range of housing, business, cultural and recreational opportunities in a safe, historically rich environment for residents and visitors.

Proposed Goals

Goal 1

Revisit/realign Boards and Commissions by 10/01/2010 to strengthen their relationship with the assembly and define their roles to better serve the needs of the community.

Goal 2

Develop a process to establish a predictable non-profit line item in the budget by 01/01/2011.

Goal 3

Develop a predictable process to allocate resources to non-profits in the city and borough by 05/30/2010.

Goal 4

Develop an equitable tax policy by 01/01/2011 that maximizes benefits to local citizens while minimizing their burden.

Mission of the City & Borough of Sitka

To assure quality services that provide for the well-being of the citizens of the City & Borough of Sitka. To provide the best service, budget management, and planning for the future of the community.

Overall Goals

Priorities

To establish with other units or levels of government, agencies, and the private sector to build communication and understanding, and therefore, assure the effective and efficient delivery of service.

To provide a work environment that encourages, rewards, and recognizes employees for hard work, creativity, and innovation in their jobs of delivering quality public service.

To foster two-way communication between citizens and employees to ensure informed decisions.

To allocate resources for basic and essential services that are responsive to the needs of the community.

Objectives

To create partnerships internally, with other governments, and with the private sector.

To review, evaluate, and modify as appropriate and feasible.

To improve citizen-to-municipality and municipality-to-citizen communication

To match limited resources with citizen expectations and priorities.

Values, Definitions, Indicators

Values & Definitions

Indicators

Accountability - Accepting responsibility, job performance, actions, and behavior.	<ol style="list-style-type: none"> 1. Following policies and procedures. 2. Responsive to those who use our services.
Commitment - Individual and collective dedication of employees in providing quality services to meet customer needs.	<ol style="list-style-type: none"> 1. Improved quality of services. 2. Quality job performance.
Equal Opportunity - Providing a work environment that is fair to all employees through equal treatment and equal access.	<ol style="list-style-type: none"> 1. Strict compliance with equal employment opportunity guidelines. 2. City & Borough will reflect community diversity in the work force.
Honesty - Truthful interaction among employees, assembly, and public - which fosters trust and a lasting working relationship.	<ol style="list-style-type: none"> 1. Challenge gossip. 2. Enhanced long-term working relationships.
Open Communication - The honest exchange of ideas and information with: coworkers, the public, other departments, and assembly.	<ol style="list-style-type: none"> 1. Feedback from: public, departments, assembly, and staff. 2. Eliminate misinformation.
Professionalism - A individual promoting honesty, respect, and team effort, and adhering to a high standard of ethical conduct.	<ol style="list-style-type: none"> 1. High morale. 2. Creative atmosphere
Respect - Consistently demonstrating a deep regard for the needs and feelings of all people.	<ol style="list-style-type: none"> 1. Improved trust among coworkers. 2. Better working relationships and public image.