

Clackamas County Board of Commissioners Commitment to Operate with Compassion and Efficiency

We will govern with an emphasis on

- outward vision,
- strategic leadership,
- clear distinction of board and county administrator roles,
- collective rather than individual decisions,
- and proactivity rather than reactivity.

GOAL: Increase our ability to positively impact our community by leveraging strong, effective and respectful communication. By honoring each member's perspective, time and value, we create a strong team able to tackle any challenge presented to us.

VALUES. We tend relationships by caring about the impact of words and deeds, choosing in-person conversation as a problem-solving strategy to accomplish a goal, and not to fulfil the need of ego.

S – Service
P – Professionalism
I – Integrity
R – Respect
I – Individual Accountability
T – Trust

GROUND RULES FOR MEETING CONDUCT

- Listen to hear and understand
- Stay curious and open to others' perspectives
- **Allow all to share their perspectives**
- Share reasons behind questions and statements
- Ask clarifying questions
- Recognize that we all have great passion for our role and the County
- Value one another's communication/DiSC styles
- Assume positive intent

Actions we will take to ensure the cohesiveness, productivity and efficiency of the Board.

1. Uphold the decision of the group, even if as an individual we disagree.
2. Honor our role to serve the public and honor the role of the county administrator to manage operations.
 - a. Policies created in this group shall be implemented by the county administrator.
3. Assume individual accountability for
 - a. attendance,
 - b. preparation for meetings,
 - c. respecting all roles,
 - d. and ensuring the continuity of governance capability.
4. Communicate with respect and efficiency. This will be demonstrated by
 - a. waiting to be recognized to speak (no interrupting),
 - b. keeping thoughts succinct without repetition,
 - c. allowing others to express their perspective, and
 - d. summarizing and underscoring decision points.
5. Review process and performance semi-annually, including wins and opportunities for improvement.
6. Allow staff presentations (presentations mean **limited** interruptions).
7. Request any extensive research by staff through the county administrator.
8. **Praise in public and critique in private, both to staff and to each other.**
9. **Honor our prior governing policies and commitments and this agreement.**
10. **Hold each other accountable for these commitments.**