

**CLACKAMAS COUNTY BOARD OF COUNTY COMMISSIONERS**  
**Sitting/Acting as (if applicable)**  
**Policy Session Worksheet**

**Presentation Date:** January 13, 2015 **Approx Start Time:** 10:30AM **Approx Length:** 30 Min

**Presentation Title:** Clackamas County Core Values

**Department:** County Administration

**Presenters:** Emmett Wheatfall, Director Diversity, Equity and Inclusion

**Other Invitees:** None

**WHAT ACTION ARE YOU REQUESTING FROM THE BOARD?**

Staff recommends the Board of County Commissioners (BCC) support implementation of the proposed County Core Values.

**EXECUTIVE SUMMARY:**

“On August 6, 2014, County Administrator Don Krupp announced the implementation of a process to establish County “Core Values” as a way to illustrate the principles that will guide County employees in their work with each other and the people Clackamas County services.

Utilizing a collaborative process between Public and Government Affairs, County Administration, the Clackamas County Leadership Academy, Department Directors, and County employees, approximately three dozen words were selected and ranked by importance as derived from an all-County survey. They were then arranged into their current acronym—SPIRIT (Service, Professionalism, Integrity, Respect, Individual Accountability and Trust), which will be used in conjunction with implementation and administration of Performance Clackamas, the County’s Strategic Planning process that will define, guide, and support the work the County will do every day.”

**FINANCIAL IMPLICATIONS (current year and ongoing):**

None

**LEGAL/POLICY REQUIREMENTS:**

A legal requirement is not applicable.

The proposed Core Values as County policy means all County employees, elected and appointed officials; contractors and subcontractors will adhere too and model the County’s Core Values when conducting County business.

**PUBLIC/GOVERNMENTAL PARTICIPATION:**

None

OPTIONS:

1. Support the proposed Core Values.
2. Instruct staff to amend the Core Values.
3. Decline to support proposed Core Values.

**RECOMMENDATION:**

The Board of County Commissioners offer their support for the principles and values as outlined and defined in the proposed Core Values; thereby signifying its [BCC] support for behaviors employees, elected and appointed officials, contractors and subcontractors will model as representatives of Clackamas County.

ATTACHMENTS:

- Core Values

SUBMITTED BY: Emmett Wheatfall  
Division Director/Head Approval \_\_\_\_\_  
Department Director/Head Approval \_\_\_\_\_  
County Administrator Approval \_\_\_\_\_

For information on this issue or copies of attachments, please contact Emmett Wheatfall @ 503-655-8291.

# CLACKAMAS COUNTY - OUR CORE VALUES

*Clackamas County employees work to serve the public and enrich our community. In that spirit, we pledge to hold ourselves to these standards at all times in our interactions with customers and with one another.*

## SERVICE

*In all our actions we...*

- advance the needs of the community and the individuals we serve
- are committed to finding positive solutions for our customers
- respond to customers promptly in all matters, especially when it is hard to do so
- are mindful of our duty to provide our best efforts every day

## PROFESSIONALISM

*In all our actions we...*

- are the face of Clackamas County
- develop and apply our knowledge and skills to continually improve our performance
- conduct the public's business with consistency and excellence

## INTEGRITY

*In all our actions we...*

- are sincere and trustworthy
- acknowledge and learn from our mistakes
- demonstrate fairness in interactions with others

## RESPECT

*In all our actions we...*

- accept personal differences and value others' perspectives
- communicate in a positive and courteous manner
- first listen to understand, then seek to be understood

## INDIVIDUAL ACCOUNTABILITY

*In all our actions we...*

- accept and demonstrate personal responsibility at all times
- do what we say we are going to do
- are prudent with the use of public funds and resources

## TRUST

*In all our actions we...*

- remain approachable and objective
- declare our intentions
- address issues honestly and directly
- right our wrongs

*By incorporating all of these values – Service, Professionalism, Integrity, Respect, Individual Accountability and Trust – into our daily routines, we can better serve our customers, ourselves and our projects. We're always looking to improve. That's the Clackamas County **SPiRiT**.*