

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

County Board Staff Committee
INITIATED BY



Randolph Terronez
DRAFTED BY

County Board Staff Committee
SUBMITTED BY

September 6, 2017
DATE DRAFTED

Amending Rock County's Mission/Vision/Core Values Statement

1 **WHEREAS**, Rock County adopted the County's Mission/Vision/Core Values Statement in 2009
2 which is Section 1.03 of the County Administrative Policy & Procedure Manual; and

3
4 **WHEREAS**, the Diversity & Inclusion Workgroup has developed a Diversity & Inclusion Vision
5 Statement which states:

6
7 Rock County commits to a diverse workforce that increases creativity and provides a safe,
8 inclusive, and motivating environment for all employees, citizens, and those we serve. Rock
9 County promotes a workplace that provides respect, fairness, and work-life balance; maintains
10 opportunities for all to excel in their careers; and is void of discrimination and prejudice.

11
12 **WHEREAS**, it is necessary to amend the Rock County Mission/Vision/Core Values Statement to
13 include the Diversity & Inclusion Vision Statement, thereby amending Section 1.03 of the
14 Administrative Policy & Procedure Manual.

15
16 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors duly
17 assembled this 14th day of September, 2017 does hereby amend the Rock County
18 Mission/Vision/Core Values Statement to include the above Diversity & Inclusion Vision Statement
19 and amend Section 1.03 of the Administrative Policy & Procedure Manual.

Respectfully submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Sandra Kraft
Sandra Kraft, Vice Chair

Eva Arnold
Eva Arnold

Henry Brill
Henry Brill

Betty Jo Bussie
Betty Jo Bussie

Mary Mawhinney
Mary Mawhinney

Louis Peer
Louis Peer

Alan Sweeney
Alan Sweeney

Terry Thomas
Terry Thomas

17-9A-350

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FISCAL NOTE:

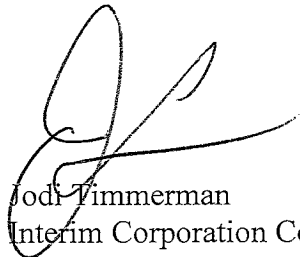
No fiscal impact.



Sherry Oja
Finance Director

LEGAL NOTE:

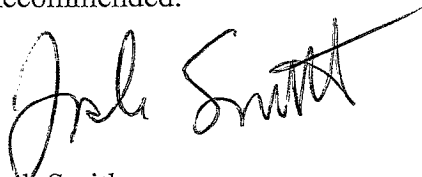
The County Board is authorized to take such action pursuant to secs. 59.03,
Wis. Stats.



Jodi Timmerman
Interim Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith
County Administrator

Executive Summary

Amending the Rock County Mission/Vision/Core Values Statement

The County's Diversity & Inclusion Workgroup was established earlier this year by the County Administrator to address the need to make the organization more diverse and inclusive in service delivery and staff profile. The broad-based county staff driven workgroup drafted the following Vision Statement:

Rock County commits to a diverse workforce that increases creativity and provides a safe, inclusive, and motivating environment for all employees, citizens, and those we serve. Rock County promotes a workplace that provides respect, fairness, and work-life balance; maintains opportunities for all to excel in their careers; and is void of discrimination and prejudice.

In order to formally include in the County's Mission/Vision/Core Values Statement, it is necessary to approve a resolution amending the Statement to add the above language.

ADMINISTRATIVE POLICY & PROCEDURE MANUAL

Section: Introduction
 Policy: Mission Statement

Policy No: 1.03

Effective: 7/1/09
 Revised: 9/14/17 (003)

Rock County Mission Statement

To enhance the quality of life, health, safety, and trust of all citizens by providing top quality public services through a creative and responsive team committed to excellence, integrity, accountability, and respect.

Core Values

Honesty - Integrity - Respect

Vision

- **SERVICE** to the public is our fundamental reason for being. We strive to treat citizens with courtesy and as valued customers.
- **COOPERATION** among our staff and departments creates a smooth running organization. These collaborative attitudes and efforts are reflected in our working relationships with other public entities, the business community, nonprofit organizations, and citizens.
- **DILIGENCE** is the foundation of our work ethic. We challenge and inspire all staff to be efficient and effective in carrying out day-to-day tasks and activities.
- **ACCOUNTABILITY** is vital to maintaining public trust. We ensure accountability for our actions by adopting and enforcing policies, procedures, and processes that withstand the test of public review and scrutiny.
- **FISCAL RESPONSIBILITY** is fundamental to the way we conduct business. We maximize our human, physical, and financial resources in order to provide effective stewardship of public funds.
- **COMMUNICATION** and an informed citizenry are essential to the democratic process. We are committed to providing citizens with relevant, accurate, and timely information about our goals, services, and the decisions that will affect the public.
- **INNOVATION** and creativity shape our future. We encourage staff to challenge the status quo and discover new ideas or better methods. We foster staff development in order to respond to changing needs in our community.
- **SAFETY** is critical to a high standard of living. We protect the citizenry through prevention, early intervention, treatment services, and enforcement of the law.
- **ENVIRONMENT** is central to our community. Preservation of our natural environment ensures that generations to come will enjoy the resources we value and preserve. Caring for our social environment ensures that community remains a vital part of our culture.
- **DIVERSITY & INCLUSION** - Rock County commits to a diverse workforce that increases creativity and provides a safe, inclusive, and motivating environment for all employees, citizens, and those we serve. Rock County promotes a workplace that provides respect, fairness, and work-life balance; maintains opportunities for all to excel in their careers; and is void of discrimination and prejudice.