



DUPONT'S VISION, MISSION, GOALS AND OBJECTIVES, CORE VALUES

Mayor Mike Courts
City of DuPont, Washington

February 25, 2016

City Council and Staff



Purpose and Action

- This is an informational briefing on DuPont's Vision, Mission, Goals and Objectives and Core Values.
- Council input and concurrence is requested.



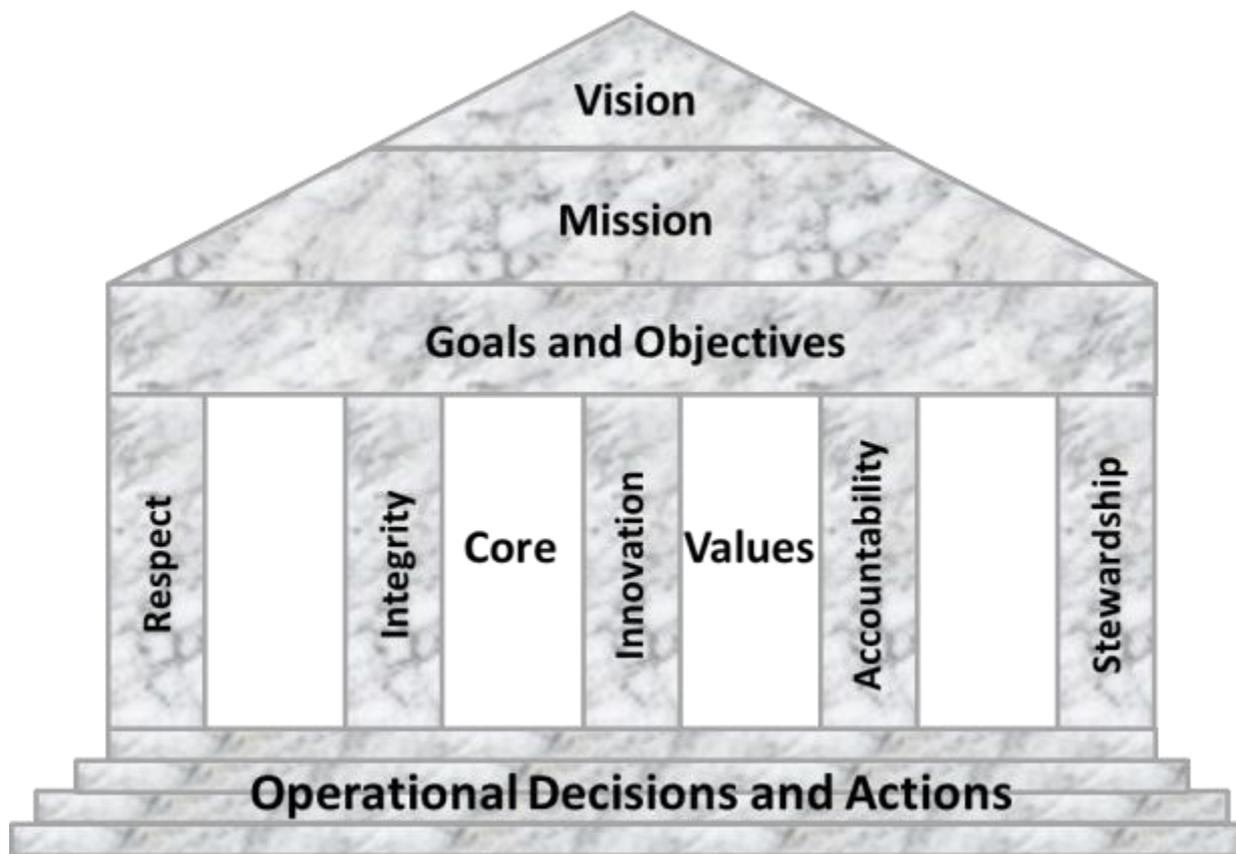
DuPont

The City's government, philosophically built on a solid, ethical foundation from top to bottom:

- *Vision:*
- *Mission:*
- *Goals and Objectives:*
- *Core Values:*
- *Operational Decisions and Actions:*



A City Built on a Strong Foundation





DuPont's Vision

From the collective input of citizens, business owners and other key stakeholders interested in the long term future of the community, DuPont's Vision:

“To be the best city in Washington with a proper balance of public safety, quality of life, economic vitality, and environmental and historic preservation.”



DuPont's Mission Statement

The City of DuPont's mission statement reflects the purpose and ongoing efforts of our municipal operations:

“To provide affordable, high quality municipal services with responsive and accessible local governance, ensuring everyone has the opportunity to contribute to the community of DuPont.”



DuPont's Goals and Objectives

- What are goals and objectives?
 - Goals are general guidelines that explain what you want to achieve in your community. They are usually long-term and represent global visions such as “protect public health and safety.”
 - Objectives define strategies or implementation steps to attain the identified goals. Unlike goals, objectives are specific, measurable, and have a defined completion date. They are more specific and outline the “who, what, when, where, and how” of reaching the goals.



DuPont's Goals

- **Public Safety:** Provide responsive, comprehensive, effective Public Safety Services.
- **Economic Development:** Thoughtfully grow DuPont's economic vitality.
- **Historic Preservation:** Develop DuPont's historic resources.
- **Environmental Restoration:** Preserve and restore DuPont's environmental resources.
- **Quality of Life:** Develop and enhance quality of life by improving recreation, programs, facilities and opportunities.
- **Infrastructure/Public Transportation:** Develop and maintain high quality public infrastructure and provide for Public Transportation.
- **Governance:** Provide professional, responsive public leadership and services.



Public Safety: Objectives

- Certification of the Police Department (PD) in 2016
- Conduct Fire Department (FD) structure evaluations in 2016
- Incorporate Community Resource Officer (CRO) PD in 2016
- Test new shift structure in FD to lower overtime costs 2016
- Ambulance transport test in FD to gain more revenue 2016
- Begin community discussion around Advanced Life Support in 2016/2017
- Decrease recruitment and hire time in FD and PD in 2016/2017
- Increase community and seniors education in FD in 2016
- Implement Community Policing Village model in PD in 2016



Economic Development: Objectives

- Adopt legislation that encourages business development and retention by End of Year (EOY) 2016.
- Sub-area plan for Fort Lake/Bluffs area complete in 2016.
- Work with developer to recruit businesses to fill vacant retail space in business district by EOY 2017.
- Facilitate better routes for trucks by EOY 2016.
- Implement new Economic Development plan in 2017.
- Develop and implement marketing plan by EOY 2016.



Historic Preservation: Objectives

- Coordinate with Archeological Conservancy to determine restoration options for 1843 HBC site by EOY 2016.
- Establish corporate and academic partners for historic site development by EOY 2017.
- Facilitate process for preserving historic homes in 2017.
- Finish access to Old Fort Lake, 1833 Fort site and switch back trail with land owners in 2016.
- Develop marketing campaign for historical sites in 2016.
- Continue repairing museum - ongoing.



Environmental Restoration: Objectives

- Seek completion of Sequelitchew Creek Restoration Plan by Settlement Agreement stakeholders by EOY 2017.
- Address beaver ponds in Edmonds Marsh in 2016.
- Repair storm water facilities in 2016-2018.
- Increase maintenance and care of Legacy Orchard - ongoing.
- Boy Scout birdhouse project expansion on trails in 2016.
- Critical Areas Ordinance update by EOY 2016.



Quality of Life: Objectives

- Community designs Community Center in 2016, vote 2017.
- Begin trail mileage marker program in 2016.
- Address washout on Sequalitchew Creek Trail in 2016-17.
- Add bathrooms, information kiosks to parks 2016-20.
- Off-leash area in PowderWorks Park by mid-2016.
- Recruit desired businesses and services - ongoing.
- Complete comprehensive Recreation Review by mid-2016.
- Implement new recreation programming in 2017.



Infrastructure/Public Transportation: Objectives

- Assess the scope of the challenge and develop a comprehensive plan to address the sidewalk and street tree issue by EOY 2016.
- Propose and advocate amended State legislation to allow Municipalities to generate sales tax revenue for Public Transportation by EOY 2016.
- Study local public transport options in 2016-2017.
- Advocate Sounder service in DuPont - ongoing
- Prepare to expand Dupont-Steilacoom Rd to four lanes from Wharf Rd (Integrity Gate) to new interchange at Exit 119 in conjunction with State I-5 JBLM Congestion Relief 2020-22.



Governance: Objectives

- Ensure ALL decisions and actions taken by the Government of DuPont reflect our Core Values, are consistent with State and Federal Laws and Regulations and DO NOT place public trust or funds at risk – ongoing.
- Use creative tools to recruit and retain high quality professionals at every level of the City Government - ongoing.
- Grow civic capacity in response to economic and population growth – ongoing
- Complete a holistic review and update of the DuPont Municipal Code insuring alignment with the revised Code of Washington – EOY 2017
- Complete fee schedule review - ongoing



DuPont's Core Values (Definition)

- Core values are traits or qualities that you consider not just worthwhile, but represent an individual's or organization's highest priorities, deeply held beliefs, and core, fundamental driving forces.
- Core values define what your organization believes and how you want your organization resonating with, and appealing to employees and the external world.
- Core values are also called guiding principles because they form a solid core of who you are, what you believe, and who you want to be going forward.



DuPont's Core Values

Respect

Respect is given and expected. We respectfully engage our customers by listening and supporting their needs, anticipating and delivering high quality services, and ensuring their satisfaction.

Integrity

We conduct ourselves at all times in a manner that is ethical, legal and professional, with the highest degree of honesty, respect and fairness.

Innovation

Open to change and inventive solutions, we develop creative solutions and share leading practices that enhance the value of services provided to our customers.

Accountability

We promote openness and transparency in our operations ensuring that we are accountable for our actions at all times.

Stewardship

We serve as trusted stewards of the public's financial, environmental, historical, social and physical resources seeking to responsibly utilize, conserve and sustain for current and future generations.



Conclusions

- Synchronizing Vision and Mission with Goals and Objectives provides unified purpose and direction to DuPont's Government and Public Services.
- Internalizing Core Values establishes an ethos and provides standards of conduct for all elected, appointed and employed personnel of the Government of DuPont.
- Vision, Mission, Goals and Objectives will guide what our Operational Decisions and Actions are. Core Values guide how we will fulfill them.



QUESTIONS?

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City Staff