



DUPONT'S VISION, MISSION, GOALS AND OBJECTIVES, CORE VALUES: (2019 UPDATE)

Mayor Mike Courts
City of DuPont, Washington

January 1, 2019

City Council and Staff



Purpose and Action

- This is an informational briefing on DuPont's Vision, Mission, Goals and Objectives and Core Values.
- No action is required.



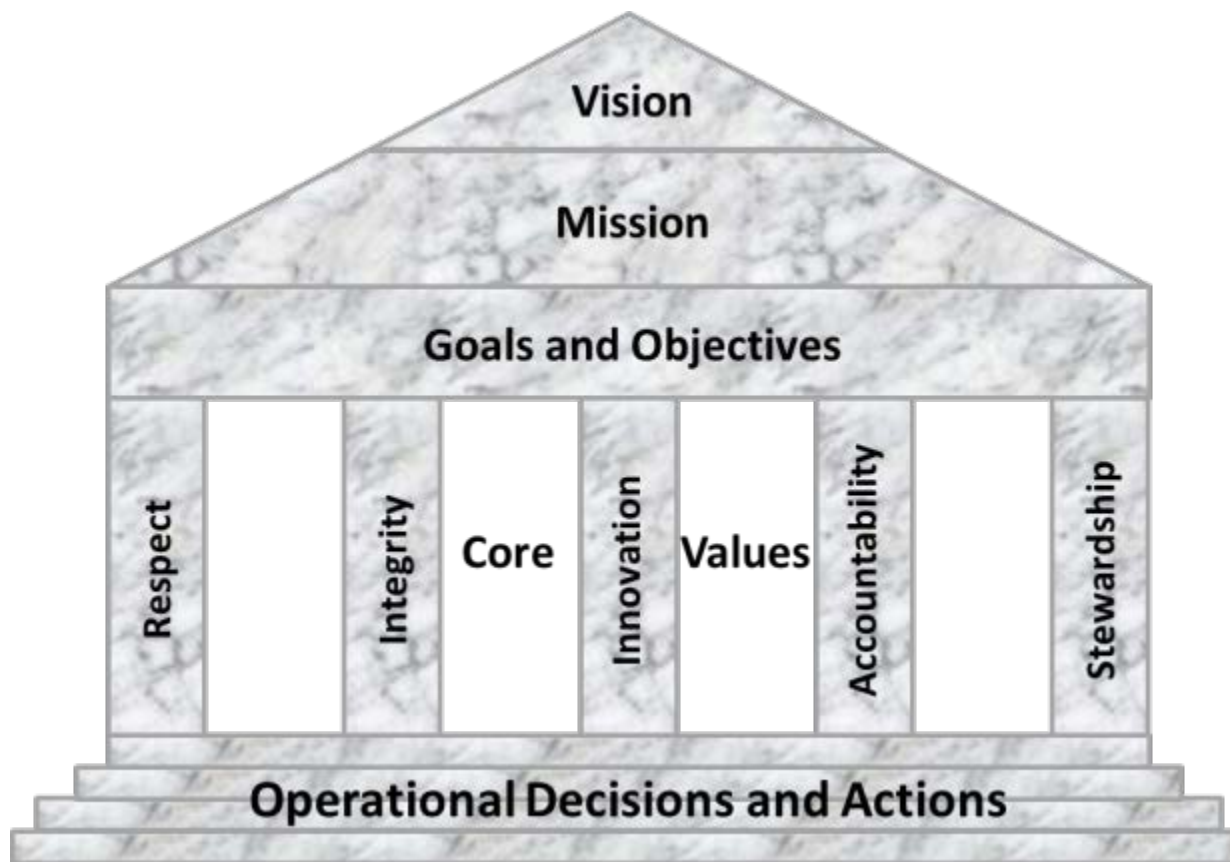
DuPont

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 and participate in 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.



Public Safety: Police Objectives

- **Fully staff DPD to budgeted positions and explore staff expansion possibilities:**
 - Currently four (4) sworn FTE vacancies.
 - Initiate an aggressive recruiting and retention program, (seeking experience and diversity).
 - Seek alternative funding sources for additional FTEs, (e.g: federal DOJ grants).
- **Institute all-staff leadership and ethics training / Modernize current management procedures.**
 - Conduct an organizational-wide SWOT Analysis (*Strengths, Weaknesses Opportunities, and Threats*).
 - Re-evaluate current Mission, Vision and Core Values, and create a formal values-based socialization program for new employees.
 - Institute a employee development and wellness program.
 - Incorporate a formal succession plan for key positions.
- **Re-institute / re-invest in community policing and public outreach programs.**
- **Continue efforts to focus on mental health and dealing with subjects in crisis training.**
- **Work with internal partners and external stakeholders on a multi-use, multi-event traffic plan.**
 - Expand traffic enforcement, traffic mitigation and driver education during peak hours, in targeted locations.
- **Increase capability to deal with catastrophic events and extraordinary acts of violence.**
 - Incident Command / Unified Command training for all supervisors.
 - Purchase external ballistic plates and carriers for each officer, (providing protection against rifles).
 - Active shooter training protocol / program (in conjunction with DuPont Fire Department).
 - Training and education with/for schools and employers.
 - New Mexico Tech (FEMA) response to terrorist events training for all officers.
 - Increase regional law enforcement partnerships, (e.g: local, state and federal taskforces).
- **Initialize a 3 year strategic plan**
- **Continue the 2019 audit in order to maintain state certification, (reaccreditation in 2020)**





Public Safety: Fire Department Objectives

- Continue modernization of all aspects of the Department to improve safety and service to our citizens in accordance with the Fire Department's strategic plan and professional standards for emergency response.
- Prepare for an Advanced Life Support (ALS) levy in 2020 to provide DuPont with Paramedic Firefighters.
- Develop a plan for the recruiting, managing, training, equipping and operation of the Paramedic (ALS) program, if approved by the voters.
- Focus on training in 2019 to meet national training standards and gain proficiency in operations of two new fire engines to be delivered in May 2019.
- Strengthen staffing, that will be required to meet the training and response objectives that we have identified for 2019-2020.



Economic Development: Objectives

- Work with owners to recruit and retain desirable businesses
- Facilitate better routes for trucks (implement results of traffic study)
- Implement Economic Development Plan section of the Comprehensive Plan
- Define scope of Freight Mobility Plan



Historic Preservation: Objectives

- Explore, decide on Certified Local Government status for Historic Village
- Add more corporate and academic partners
- Develop marketing campaign for historical sites
- Continue upgrading DuPont Historical Museum
- Discuss funding for new Historic Preservation budget
- Update polices in Comp Plan regarding historic sites specifically targeted to:
 - Identifying, stabilizing and improving historic sites.
- Prepare amendments and updates to DMC to address historical preservation



Environmental Restoration: Objectives

- Repair and Continue Maintenance to City storm water facilities
- Increase maintenance and care of Legacy Orchard – ongoing
- Increase function of wetlands and Sequatchew Creek, including:
 - Design replacement of culvert with trestle on Sequatchew Creek Trail
 - Monitor and permit Sequatchew Creek restoration



Quality of Life: Objectives

- Balance new development with community needs (safety, trucks, schools, views of Sound, light, noise, etc.)
- Work collaboratively with the community and interested parties on the development of Teen/Senior Center and Community Center
- Develop Strategy and Funding plan for improvements to all city parks
- Recruit desired businesses and services – ongoing
- Expand Teen Council programs, events, fund raising
- Expand senior recreation programming
- Annually review all special events and identify premier events for improvements/focus
- Expand Independence Day fireworks, events
- Create and execute revenue generating opportunities at special events.



Infrastructure/Public Transportation: Objectives

- Pursue additional funding for Phases II and III of the sidewalk and street tree program
- Advocate Sounder service in DuPont
- Develop strategy for Public Works shop siting, funding, design and execution
- Work with County, JBLM, WSDOT, others to widen DuPont-Steilacoom Rd from Integrity Gate to new Exit 119
- Community discussion around long term status of Community Center
- Pursue funding for street improvements
- Deliver safe and reliable water service to the city



Governance: Objectives

- Council-Mayor-Staff combined Strategic Planning
- All decisions and actions taken by the City reflect our Core Values, are consistent with all laws and regulations and do not place public trust or funds at risk
- Use creative tools to recruit and retain high quality professionals at every level of the City Government
- Grow civic capacity in response to economic and population growth – ongoing
- Continue a holistic review and update of the DuPont Municipal Code insuring alignment with the Revised Code of Washington and federal law
- Continue to support municipal agencies through education and training



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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