



# City of Maricopa

## Legislation Details (With Text)

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**Title:** The Mayor and City Council shall discuss and possibly take action on adopting Organizational Values for the City of Maricopa. Discussion and Action.  
**Sponsors:** Jennifer Brown, Kathleen Haggerty  
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The Mayor and City Council shall discuss and possibly take action on adopting Organizational Values for the City of Maricopa. Discussion and Action.

In 2015, the City of Maricopa involved the community and put together the 2040 Vision plan to clearly outline where we are going as a city. These organizational values are meant to guide the way employees will work to get to the 2040 Vision and will be used in the evaluation process of current employees as well as in the recruitment of new employees.

To define the City of Maricopa Organizational Values extensive input from city employees was gathered. A committee of six employees put together the plan to collect input, six brainstorming sessions were held with 148 employees attending, an online survey was completed with 120 responses, the results of the survey were analyzed by Raymond Turco and Associates, the Executive Team and City Council reviewed the selected values.

The five values we arrived at are:

- **Integrity:** We are honest, transparent and demonstrate ethical leadership.
- **Service:** We approach our jobs with a focus on quality, a positive attitude and are responsive, efficient, and flexible.
- **Teamwork:** We are loyal, hard-working, effective communicators who maintain a positive work environment.

- **Accountability:** We are committed, knowledgeable, and innovative.
- **Respect:** We appreciate diversity, are open-minded and compassionate.

The values create the acronym iSTAR. We developed a logo based on iSTAR to help market the organizational values to our employees. If approved by City Council, we will work with all departments to define what these values look like in our daily work and how we can ensure this is the way we are all conducting ourselves. We will develop internal processes to support our values to guarantee that we are demonstrating them every day so this is not just a poster on a wall.

Adopt Integrity, Service, Teamwork, Accountability and Respect as the Organizational Values for the City of Maricopa.