

Statement of Organizational Values

We, the employees of the City of Hayward, believe that providing superior service to the citizens of Hayward is our primary responsibility and that all of our work should be structured with that goal in mind. We further believe that in meeting this goal we should be responsive to decisions made by the City Council and the citizens of the community. In order to achieve and maintain superior standards in both our work product and our work performance, we are committed to the following values:

- S**trong planning and decision making involving employee participation to the greatest extent possible.
- E**xcellence in delivery of service to the public.
- R**espect for the dignity of the employee and recognition of individual contributions and initiative.
- V**igorous pursuit of competency and responsibility in the performance of our work.
- I**ntegrity and honesty in all aspects of service.
- C**ommunication achieved and information shared in a constructive open and supportive manner.
- E**quitable treatment and opportunity for all employees.