



**Beaumont-Cherry Valley Water District
Human Resources Department
Vision, Mission, and Values Statement**

The **vision** of the Human Resources Department is to serve as a collaborative partner in the organization, and is dedicated to:

- Valuing, encouraging, and supporting a diverse workforce;
- Continually improving individual and organizational effectiveness;
- Anticipating and meeting the changing needs of the workforce;
- Championing career and professional growth;
- Guiding and maintaining a healthy, safe, and positive work environment;
- Enhancing services through innovation, technology, and creativity.

The **mission** of the Human Resources Department is to provide effective programs and services in which to enable all employees to contribute at optimum levels toward the success of the District in meeting its goals.

The Human Resources Department leads and fosters the following organizational **values**:

- ✓ **Develop** an attitude of teamwork and employee engagement. We encourage and respect the diversity of thoughts, experiences, and backgrounds and celebrate participation and partnership in all of our endeavors.
- ✓ **Commit** to producing quality results by acting openly, equitably, and consistently in our pursuit of uncompromising quality and in pursuing continuous improvement activities. We believe that those we serve deserve excellent service.
- ✓ **Create** a work environment that fosters safety, professionalism, employee development, and camaraderie. We are committed to maximizing the potential of every individual and to support and promote the District as a learning organization.
- ✓ **Demonstrate** excellent execution, a caring attitude, and a sense of urgency. We have a passion for service and are committed to knowing our customers, anticipating their needs, and exceeding expectations.
- ✓ **Model** leadership in seeking knowledge, enthusiasm, and an improved quality of life for ourselves, our colleagues, and the community. We lead by example and advocate equitable treatment in our behaviors, policies, and practices.
- ✓ **Promote** honesty, integrity, and trust. We honor our commitments and conduct business in a manner that promotes fairness, respect, honesty, and trust.
- ✓ **Communicate** in a candid and fair manner with the diverse workforce from whom our District derives its strength. We solicit the input of others and strive for transparency and inclusiveness.
- ✓ **Embrace** change and innovation. We are open to the opportunity it brings and foster creativity and risk-taking to support continuous improvement.