Employee Resources Department
Core Values and Behaviors

We know we are living the core value of **Service** when we:

- Go the distance for employees and external customers by striving to meet their needs.
- Respond to requests of employees and external customers promptly and with a positive attitude.
- Meet deadlines and follow through on commitments in a timely manner.
- Develop department programs and services that provide value to our customers and align with the County's mission and vision.

We know we are living the core value of **Integrity** when we:

- Encourage trust by safeguarding applicant and employee (confidential) data.
- Interact with internal and external customers with compassion and sensitivity.
- Implement policies and procedures that promote consistent and fair decisions affecting County employees.
- Conduct ourselves in a manner that is consistent with the County's core values.

We know we are living the core value of **Quality** when we:

Actively seek and support continuous learning.

- Develop, administer, and periodically review Employee Resources policies/procedures that promote accountability, efficiency, and a positive and safe work environment.
- Develop measurable outcomes to improve programs and services.
- Improve department services by encouraging and responding positively to others' input and feedback.

We know we are living the core value of **Diversity** when we:

- Promote a diverse County workforce by affirmatively seeking diverse applicants who represent varied experiences, ethnic background and physical abilities.
- Promote a respectful workplace by appreciating the values and beliefs of others.
- Provide a department atmosphere that contributes to people of all backgrounds feeling welcome.
- Put aside personal bias when communicating with others who have a different perspective.

We know we are living the core value of **Shared Purpose** when we:

- Commit to work jointly with labor and management by focusing on what is best for the County.
- Orient new employees on how to conduct themselves as representatives of Marathon County by contributing to the County's mission and living the core values.
- Help County departments solve problems and achieve goals by sharing our expertise and resources.
- Work collaboratively with other County departments to help employees positively impact public services.

We know we are living the core value of **Stewardship of Resources** when we:

- Brainstorm solutions to everyday work issues that are cost-effective and contribute to the County mission.
- Improve department programs and services by implementing the results of outcome measurements.
- Promote labor negotiation activities that strive to achieve realistic and cost effective results.
- Contribute to a County strategic plan to effectively provide services that meet the future needs of County residents.