

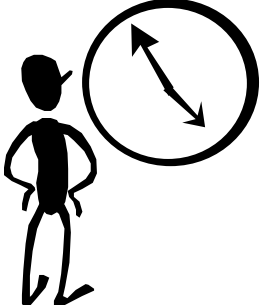



Marathon County Highway Department Value: INTEGRITY

We show honesty, openness, and demonstrate mutual respect and trust in others by:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
<p>Contributing to Department Efforts in a Positive Manner.</p> 	<ul style="list-style-type: none"> When I identify an error or problem with a process, I discuss it with my coworkers and point out the errors others made. 	<ul style="list-style-type: none"> When I identify an error or problem with a process, I work to improve it. 	<ul style="list-style-type: none"> When I identify an error or problem with a process, I work to improve it and make suggestions to coworkers & supervisors.
<p>Contributing to Department Culture in a Positive Manner.</p> 	<ul style="list-style-type: none"> I lead, participate or listen to negative conversations. I spread rumors or tell stories about others that contribute focus on negative results. 	<ul style="list-style-type: none"> I excuse myself and leave when people are engaged in negative conversations. I give people the benefit of the doubt. 	<ul style="list-style-type: none"> I question people involved in negative conversations and point out positive ideas and concepts. I do not spread rumors or negative stories about others


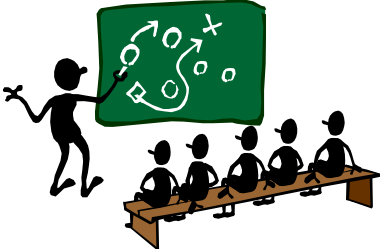
- **SERVICE** is responsively delivering on our commitments to all of our internal and external customers.
- **INTEGRITY** is honesty, openness, and demonstrating mutual respect and trust in others.
- **QUALITY** is providing public services that are reflective of "best practices" in the field.
- **DIVERSITY** is actively welcoming and valuing people with different perspectives and experiences.
- **SHARED PURPOSE** is functioning as a team to attain our organizational goals and working collaboratively with our policy makers, departments, employees, and customers.
- **STEWARDSHIP OF OUR RESOURCES** is conserving the human, natural, cultural, and financial resources for current and future generations.

Marathon County Highway Department Value: SERVICE

We responsibly deliver on our commitments to all of our internal and external customers by:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
<p>Display Good Work Practices</p> 	<ul style="list-style-type: none"> If I complete a task early, I sit and wait for someone to tell me to do something. 	<ul style="list-style-type: none"> If I complete a task early, I contact a lead person or a supervisor and ask what to do. 	<ul style="list-style-type: none"> If I complete a task early, I begin other productive work and I contact a supervisor.
<p>Maintaining Equipment</p> 	<ul style="list-style-type: none"> I leave equipment dirty, with material left in the box and/or with undocumented required repairs. 	<ul style="list-style-type: none"> I usually clean and grease equipment, report any concerns, and fill out inspection sheets. 	<ul style="list-style-type: none"> I complete pre-trip inspections and fill out daily reports, clean and fuel trucks at the end of the day and promptly report any required repairs.



- **SERVICE** is responsibly delivering on our commitments to all of our internal and external customers.
- **INTEGRITY** is honesty, openness, and demonstrating mutual respect and trust in others.
- **QUALITY** is providing public services that are reflective of "best practices" in the field.
- **DIVERSITY** is actively welcoming and valuing people with different perspectives and experiences.
- **SHARED PURPOSE** is functioning as a team to attain our organizational goals and working collaboratively with our policy makers, departments, employees, and customers.
- **STEWARDSHIP OF OUR RESOURCES** is conserving the human, natural, cultural, and financial resources for current and future generations.

Marathon County Department Value: SHARED PURPOSE

We function as a team to attain our organizational goals and work collaboratively with our policy makers, departments, employees, and customers by:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
<p>Using Teamwork to get a Job Done.</p> 	<ul style="list-style-type: none"> When the team does not use my approach I become upset and no longer talk with them; later I tell others how bad of a decision <i>they</i> made. 	<ul style="list-style-type: none"> When the team does not use my approach I accept the team decision and work hard to make the project succeed. 	<ul style="list-style-type: none"> When the team does not use my approach I accept the team decision, work hard to make the project succeed and after-ward I follow up with the team to discuss the process.
<p>Using Teamwork to complete the Department's Mission.</p> 	<ul style="list-style-type: none"> Rarely available outside of regular office hours. Unwilling to accept non-typical assignments. Only willing to come in for select assignments. Frequently signs unavailable list. 	<ul style="list-style-type: none"> Available for duties when the need arises. Willing to serve a variety of roles as needed for projects. 	<ul style="list-style-type: none"> Frequently signs OT list to communicate availability. Answers phone calls from supervisors, even if you are unavailable to come in. Voluntarily recognizes when there is likely a need for additional work and communicates availability with supervisor on call.



- **SERVICE** is responsively delivering on our commitments to all of our internal and external customers.
- **INTEGRITY** is honesty, openness, and demonstrating mutual respect and trust in others.
- **QUALITY** is providing public services that are reflective of "best practices" in the field.
- **DIVERSITY** is actively welcoming and valuing people with different perspectives and experiences.
- **SHARED PURPOSE** is functioning as a team to attain our organizational goals and working collaboratively with our policy makers, departments, employees, and customers.
- **STEWARDSHIP OF OUR RESOURCES** is conserving the human, natural, cultural, and financial resources for current and future generations.

Marathon County Department Value: Quality

We function as a team to provide public services that are reflective of "best practices" in the field. by:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
<p>Project Completion</p> 	<ul style="list-style-type: none"> • Completion of a task ensuring it is completed when requested, with disregard of quality specifications or requirements. 	<ul style="list-style-type: none"> • Completion of a task ensuring all specifications are met. • Communicate project status and completion with supervisor and team. 	<ul style="list-style-type: none"> • Completion of a task ensuring all specifications are met. • Communicate project status and completion with supervisor and team. • Suggest possible improvements with supervisor and team.
<p>Kick off meeting to plan project through Final Outcome.</p> 	<ul style="list-style-type: none"> • Everyone fails, in the morning, to discuss the project plan. 	<ul style="list-style-type: none"> • Meet and plan the project. 	<ul style="list-style-type: none"> • Discuss and resolve concerns and issues before starting work. • Ensure all needed equipment and materials are ready for project.



- **SERVICE** is responsively delivering on our commitments to all of our internal and external customers.
- **INTEGRITY** is honesty, openness, and demonstrating mutual respect and trust in others.
- **QUALITY** is providing public services that are reflective of "best practices" in the field.
- **DIVERSITY** is actively welcoming and valuing people with different perspectives and experiences.
- **SHARED PURPOSE** is functioning as a team to attain our organizational goals and working collaboratively with our policy makers, departments, employees, and customers.
- **STEWARDSHIP OF OUR RESOURCES** is conserving the human, natural, cultural, and financial resources for current and future generations.

Marathon County Department Value: Diversity

We function as a team to attain by actively welcoming and valuing people with different perspectives and experiences:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
<p>Engagement of all Team Members</p> 	<ul style="list-style-type: none"> • Exclude team members. • Not willing to listen to or discuss other people's ideas. 	<ul style="list-style-type: none"> • Works on projects cooperatively with a variety of people regardless of background or diversity. 	<ul style="list-style-type: none"> • Actively engaging all members of the team. • Soliciting and discussing work with team members who are not typically involved with the project or who are quiet and reserved.
<p>Willingness to accept different perspectives</p> 	<ul style="list-style-type: none"> • I've been responsible for this task; this is the way I want to do it and we will do it my way. 	<ul style="list-style-type: none"> • Meet with the coworkers to get ideas and input on the processes of a task. • If applicable, implement some of those ideas and thought into the process. 	<ul style="list-style-type: none"> • Develop new and improved processes. • Gives proper credit and thanks to all involved with the process. • Document the new process.

- **SERVICE** is responsively delivering on our commitments to all of our internal and external customers.
- **INTEGRITY** is honesty, openness, and demonstrating mutual respect and trust in others.
- **QUALITY** is providing public services that are reflective of "best practices" in the field.
- **DIVERSITY** is actively welcoming and valuing people with different perspectives and experiences.
- **SHARED PURPOSE** is functioning as a team to attain our organizational goals and working collaboratively with our policy makers, departments, employees, and customers.
- **STEWARDSHIP OF OUR RESOURCES** is conserving the human, natural, cultural, and financial resources for current and future generations.

Marathon County Department Value: Stewardship of Resources

We function as a team to conserve the human, natural, cultural, and financial resources for current and future generations by:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
<p>Using best management practices for utilization of salt in winter maintenance</p> 	<ul style="list-style-type: none"> • Use Salt without regards to temperatures or existing weather conditions. 	<ul style="list-style-type: none"> • Uses Salt with brine and follows MCHD best use management practices. 	<ul style="list-style-type: none"> • Informs supervisors of changing weather condition. • Fully understands the appropriate material usage for specific weather conditions.
<p>Caring About Our Resources</p> 	<ul style="list-style-type: none"> • Just purchase or pickup materials from the first place I think of. • Leaves the lights on, engine running or door open with no regard to the amount of energy/fuel consumption. 	<ul style="list-style-type: none"> • Consider best pricing, quality and cost of picking up materials. • Turn off lights, shut off engines and close doors to conserve energy and take pride in ownership; same as I do at home. 	<ul style="list-style-type: none"> • Teach others lessons when finding cost effective ways to have quality materials delivered to our work. • Works to implement additional methods to conserve our resources, be willing to talk to others to correct behaviors.

- **SERVICE** is responsively delivering on our commitments to all of our internal and external customers.
- **INTEGRITY** is honesty, openness, and demonstrating mutual respect and trust in others.
- **QUALITY** is providing public services that are reflective of "best practices" in the field.
- **DIVERSITY** is actively welcoming and valuing people with different perspectives and experiences.
- **SHARED PURPOSE** is functioning as a team to attain our organizational goals and working collaboratively with our policy makers, departments, employees, and customers.
- **STEWARDSHIP OF OUR RESOURCES** is conserving the human, natural, cultural, and financial resources for current and future generations.