

CORPORATE PHILOSOPHY POLICY
Council Policy No. 70/00

MISSION STATEMENT:

"To maximize the economic and quality of life opportunities at reasonable cost for the present future residents of our community".

GOALS:

The City of Fort St John's primary goal is to deliver programs and services desired by the residents of Fort St John efficiently and effectively. The City further recognizes the goal of municipal government is to enable individuals to meet their needs and desires while recognizing that all needs are not of equal importance and the existence of limitations imposed by provincial statutes and available resources.

Elected and appointed officials of the City shall strive to create and maintain an environment that stimulates and supports economic and community development activities which makes the City of Fort St John a distinctively desirable community in which to live and work.

The City shall act responsibly in co-operation with other levels of government, private industry and the community in achieving its goals and objectives.

POLICY DIRECTIVES:

As the elected representatives of the City, Council is responsible for developing policy directives for the orderly, physical, socio-cultural and economic development of the City based on the communicated needs and wishes of the residents of the City. Consideration shall be given to long range forecasts, financial resources and the recommendations of the administration before policy directives are communicated to the administration for the purpose of implementation.

The administration shall provide for Council's and the communities consideration, feasible alternatives, recommendations and advice directed at improving and maximizing services desired by the residents. The goal of the City's administration is to ensure effective interpretation and implementation of Council's decisions through a variety of professional, managerial and administrative support activities. Issues of an internal administrative nature shall be resolved by staff with proper communication afforded to Council.

RELATIONSHIP TO EMPLOYEES:

Co-operation between Council and staff is crucial to the efficient operation of the City. The Municipal Manager shall act as liaison between the administrative structure and elected officials and ensure that Council is provided with all information necessary to enable Council to effectively deal with issues. Any initiative on the part of the employees of the City to formulate guidelines and recommendations on any policy is welcomed and encouraged.

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QUALITY OF SERVICE:

Council and the employees of the City shall provide the highest level of services to the community, limited only by the resources at hand.

It is a goal of the City to constantly be as efficient, effective, productive and responsible as possible. To this end, it is essential that all employees co-operate in making the City of Fort St John a model municipal government in which we can all take pride. Each department and every individual contributes towards the achievement of our goals and objectives.

CONDUCT OF EMPLOYEES:

Employees are expected to conduct themselves at all times in a responsible and respectful manner in their dealings with Council, other employees and the public at large.

TECHNOLOGY:

As an innovative and progressive municipality, the City of Fort St John accepts the challenge of a rapidly changing technological environment. New methods, techniques and equipment shall be implemented as required to improve the delivery of our services, but only after careful consideration has been given to the social, physical and economic consequences.

MANAGEMENT PHILOSOPHY:

Our most important assets are our human resources. The most significant role of a manager is that of a facilitator. Open lines of communication shall be encouraged at all levels of the organization.

Our managers are leaders who shall help our employees grow in their position by assisting in developing their potential, encouraging them to accept responsibility and to use initiative whenever possible. Our managers and supervisors are encouraged to develop employee participation in decision making. To provide staff input at all levels of the organization, teamwork is essential. This may be done through the development of task forces, quality control circles, employee involvement groups, department meetings and other forms of team management.

The City of Fort St John is committed to improving the skills, knowledge and performance of our management, because our managers are accountable for the efficiency of operations.

The City of Fort St John is committed to improving the skills, knowledge and performance of our staff in order to promote employee development, prepare personnel for promotion and increase efficiency and effectiveness.

Employees at all levels of the organization are expected to perform their duties to the best of their ability. A positive and enthusiastic attitude towards our City, our work, and our fellow employees is essential to ensure continued employment for our permanent staff.