

GUIDING PRINCIPLES

The Sanitation Districts' Boards of Directors approved the following Guiding Principles, which are intended to guide the agency by providing:

- Clear communication of our Boards' expectations to all of our employees;
- Clear communication to the Board members that agenda items are consistent with the approved Guiding Principles; and
- Clear communication of the Guiding Principles to the public.

The Guiding Principles build on the Sanitation Districts' mission statement and core values of Integrity, Service, and Leadership.

Integrity

1. Commitment to ethical, respectful, and honest behavior in all interactions.
2. Commitment to operational excellence (protection of public health and the environment, regulatory compliance, and cost effectiveness).
3. Commitment to continual improvement.
4. Commitment to fiscal responsibility and prudent financial stewardship.
5. Commitment to the agency's interests over personal interests.

Service

1. Provide reliable and responsible services with safety first.
2. Provide transparent communication to our Boards and the public.
3. Protect financial and facility assets through prudent investment and maintenance programs.
4. Plan for both short and long term needs to minimize the need for significant rate increases.
5. Maximize use of our assets and resources (recycled water, recyclables, and energy).

Leadership

1. Provide leadership in our industry through innovation, compliance, and cost effectiveness.
2. Undertake research to improve the Districts' operations and services, and advance practices of our industry.
3. Collaborate with others in legislative and regulatory matters to promote science-based, efficient and sustainable environmental regulations.
4. Maintain salaries and benefits, based on metrics, to attract and retain a dedicated and talented staff.



Converting Waste Into Resources