



CITY OF EASTPOINTE

CITY MANAGER'S ORGANIZATIONAL EXPECTATIONS

TRUST

- We will maintain honesty and integrity in everything we do.
- We will be reliable, dependable, and consistent in our actions.
- We will strive to be honest, fair, and approachable.

QUALITY

- We will strive for excellence, professionalism, and pride in our work.
- We will provide the best quality public services and programs.
- We will expect quality from employees, vendors, and contractors.

INNOVATION

- We will support innovative ideas and reasonable risk-taking.
- We will strive to recognize and take advantage of all opportunities that benefit the city.
- We will encourage creative thinking in fiscal management to achieve cost savings and identify new revenue sources.
- We will accept that innovators have their share of failures.

INDIVIDUALISM

- We will respect individuals, value their uniqueness, and be sensitive to their needs.
- We will embrace diversity in all of its forms and will seek to create an organization that reflects the diversity of our community, state, and country.
- We will fairly treat all people.
- We will seek ideas and participation from individuals from all levels of the organization and from the community at large.
- We will encourage individual initiative and acceptance of responsibility.

TEAMWORK

- We will recognize that no one person can accomplish the city's mission alone.
- We will value teamwork and understand that the actions of one team member reflects on the rest of the team.
- We will work cooperatively to accomplish our mission and goals.

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- We will promote open, honest, and unfettered communication whenever possible so that we all have an understanding of each others' roles, as well as our own role, and impact on the organization.

EFFECTIVE SERVICE

- We will strive for timely, efficient, and effective public service.
- We will be trendsetters and leaders in municipal government and services.
- We will conduct sound and prudent financial management.
- We will take pride in conserving public resources.
- We will cooperate with other public and private entities in the conduct of our work without sacrificing the best interests of our community.

FUTURE ORIENTATION

- We will make decisions that endure the test of time.
- We will control our own destiny.
- We will promote the city's financial security and independence for the long-term.
- We will provide a place that ALL people and businesses are proud to call HOME.