

In Relation to PDC Employees, I ...

- ✓ Regard our employees as PDC's most valuable resource.
- ✓ Value and encourage employee optimism, innovation, stewardship, collaboration and teamwork
- ✓ Desire that decisions be delegated to the appropriate and lowest possible level to take advantage of talent at all levels of the organization.
- ✓ Require that all levels of staff and departments work and communicate in a cooperative manner.
- ✓ Expect, recognize, and reward professional excellence.
- ✓ Require employee reliability, integrity, and loyalty—to act ethically and to conduct themselves to the highest degree of professionalism.
- ✓ Require that all employees be accountable for their performance and decisions.
- ✓ Support diversity goals and will work toward a diverse workforce.
- ✓ Strive to provide opportunities for advancement through an open and competitive recruitment process.
- ✓ Will not tolerate harassment, intimidation, or discrimination of any type.
- ✓ Attempt to provide job-related training and classes to all employees.
- ✓ Will not tolerate pettiness, whining, "turf protection," or denial.
- ✓ Expect every employee to be responsible for their safety, the safety of the workplace, the safety of each other and the safety of our customers.
- ✓ Desire well-rounded, life-balanced employees, with activities and interests outside the work environment.

In Relation to PDC, I ...

- ✓ Consider our “customers” as the public, those interests who pay for our services or those with whom we develop public/private partnerships.
- ✓ Require that we communicate openly and honestly to both internal and external customers—with transparency and accountability.
- ✓ Expect that our customers be treated in a friendly and respectful manner.
- ✓ Require that we are responsive and responsible to our customers.
- ✓ Expect quality and customer satisfaction in performance of PDC programs, projects and services.
- ✓ Require cooperation internally and with other departments of the City of Portland, public agencies, community organizations, interest groups and private industry.
- ✓ Expect PDC services to be provided in the most efficient, effective, and economical manner.
- ✓ Expect PDC to be on the “cutting edge” in all service areas through creation and implementation of innovative public policy and professional excellence.
- ✓ Require that the directives, mandates, and policies of the City Council, the Mayor and the Commission be upheld.
- ✓ Require that PDC projects, programs and services deliver on PDC’s mission to achieve Portland’s vision of a sustainable community with healthy neighborhoods, a vibrant urban core, a strong regional economy and quality jobs for all citizens.
- ✓ Desire that all services, programs, and projects be implemented with the least environmental impact or improve natural or built environment.