

STAFF REPORT: ENGINEERING & PUBLIC WORKS DEPARTMENT

REPORT TO: Infrastructure & Recreation Committee
MEETING DATE: September 13, 2011
REPORT NO.: EPW.11.084
SUBJECT: Engineering and Public Works Vision and Mission Statement
PREPARED BY: Reg Russwurm, Director of Engineering and Public Works

A. Recommendations

THAT Council endorse the Vision and Mission Statement for the Engineering and Public Works Department as outlined in Staff Report EPW.11.084, "Engineering and Public Works Vision and Mission Statement".

B. Background

Following the LEAD (Leading, Educating and Developing) training that Town Staff received in the spring of 2010, the Engineering and Public Works (EPW) Department initiated a discussion internally of the themes and lessons learned. An outcome of that discussion was that a Vision and Mission Statement be produced for the Department to frame departmental activities.

A group of Staff from all levels of the Department met several times to develop the Statements and refine the wording to say the most in the least number of words to inspirationally communicate the goals and intentions of the Department. The Town's Strategic Plan was reviewed to ensure the departmental statements were congruent with the Town's goals. Vision and Mission Statements of other public works organisations were reviewed to find best practices however the words are those of EPW Staff.

The EPW Vision and Mission Statements are provided on the following page. Following endorsement of Statements, Staff will have the Statements mounted in the EPW workplaces as a reminder to Staff and visitors of the core activities of the Department. The Statements will focus Staff in their decision making when faced with a dilemma.

The development of EPW Vision and Mission Statements was the beginning of the discussion of leadership and personal development within the department. More recently, Staff have explored the concepts of:

- How does the Department continue to improve communication.
- What does high performance mean to the Department.
- How to initiate a departmental parallel organisation to consider strategic planning and other leadership issues.

ENGINEERING AND PUBLIC WORKS DEPARTMENT
VISION & MISSION STATEMENTS - **FINAL DRAFT**

The Blue Mountains Works because Engineering and Public Works Does

Vision Statement

We will be a respected leader in the delivery of public works and environmental programs essential to supporting a sustainable community built to last.

Mission Statement

We deliver the services and infrastructure valued by our community in a professional, courteous and timely manner. We ensure a safe, sustainable and desirable community where all can live, work and play. We responsibly plan, construct, operate and maintain The Blue Mountains' transportation, drainage, water, wastewater, and solid waste infrastructure. By engaging the public, we achieve the trust and understanding necessary to ensure the services we provide are right for The Blue Mountains.

Staff recommend that Council endorse the Vision and Mission Statement for the Engineering and Public Works Department to provide encouragement to Staff that Council agrees with the goals and sentiments voiced in the Statements.

C. The Blue Mountains' Strategic Plan

This report supports Strategic Plan Goal #6 "Providing a strong, well managed municipal government.

D. Environmental Impacts

None

E. Financial Impact

The preparation of the signage and promotion of the Vision and Mission Statement will be done internally. The cost for frames or mounting will be less than \$200 and will be funded from the current Engineering Operating Budget.

F. Attached

None

Respectfully submitted,

Reg Russwurm

Reg Russwurm

Director of Engineering and Public Works

For more information, please contact:

Reg Russwurm

russwurm@thebluemountains.ca

(519) 599-3131 x260