

BERNARDSVILLE BOROUGH CORE VALUES

RESPECT FOR THE DEMOCRATIC PROCESS & REPRESENTATIVE GOVERNMENT:

We recognize and honor that elected representatives of the people are entrusted with the establishment of local government policies and priorities, while execution of said policies rests with the professional staff.

PUBLIC HEALTH & SAFETY: We recognize that the overriding responsibility of local government is the safety and general welfare of the community and is essential to an effective work environment. We consider the physical and emotional well-being of our citizens and colleagues to be a paramount priority.

ETHICS IN GOVERNMENT: We are committed to the highest levels of honor and integrity in public service characterized by truthfulness in communications, and observance of ethical guidelines contained in State law, the municipal code and professional standards.

PROCESS CENTERED APPROACH TO CHALLENGES: We encourage a process centered approach to addressing challenges, focused on continuous process improvements, and driven by facts and collaboration. We view personal attacks or assignment of blame as contrary to this value.

CONSTRUCTIVE COMMUNICATION: We embrace and value active listening, open communication, transparency and completeness in our communications.

CLARITY OF PRIORITIES & EXPECTATIONS: We consider it the responsibility of leaders, managers and supervisors to provide clear expectations, goals, and standards within a coaching framework. We consider it a duty of all employees to seek clarification on priorities, expectations and standards when not clear.

EFFICIENCY: We consider it a duty to seek out ways to responsibly maximize the value, and minimize the cost, associated with the use of public resources.

COURTESY & DIGNIFIED CONDUCT: We recognize the personal conduct of those associated with the Borough, both on and off the job, has a direct impact on the image of local government within the Borough and the image of public service in general.

PROFESSIONALISM: We embrace excellence in public service and within our specific fields, we strive to develop and enhance our own skills and effectiveness, that of our team members, and others associated with the Borough government.

SENSE OF FAIRNESS: We recognize the chief function of local government is to serve the best interest of all the people. As a professional organization, the Borough maintains a commitment to equal and non-partisan delivery of public services.

HONOR FOR CHAIN OF COMMAND: We honor the responsibilities, roles and priorities identified by our team leaders and members. Team members honor the chain of command by respecting each other's professional responsibilities.