



Our core values:

PROFESSIONALISM

We demonstrate professionalism through proficiency, reliability, and our drive to make opportunities happen.

- We strive to promote trust and confidence by being respectful, truthful, open and compassionate in everything we do.
- We are dedicated to continuous improvement and professional growth.
- We embrace our professional and social responsibility to our community.

SERVICE

We inspire confidence in our organization and our team members by consistently providing exceptional service.

- We meet the needs of a diverse community through dynamic, creative, and thoughtful service.
- We achieve tangible results through eagerness to find solutions and provide service.
- We are accountable for our actions and take ownership of our deeds.

TEAMWORK

We believe in creating an environment that fosters teamwork and processes that support equal opportunity, collaboration, and commitment to common goals.

- We inspire everyone to make a difference and celebrate success by valuing and recognizing each contribution.
- We believe that open, honest communication builds trust, which is the foundation of any relationship—whether it's with our employees or our community.
- We maintain a positive and engaging atmosphere where balance and fun are valued.

INNOVATION

We work to discover practical solutions, challenge prevailing assumptions, and create new ideas that prove useful.

- We are actively engaged in seeking strategic solutions and partnerships that will more effectively serve our community and our team members.
- We foster a culture of innovation that balances creativity with responsibility and sustainability.
- We are open to change and support and encourage suggestions from employees and the community.

SAFETY

We strive to keep our community and our workplace safe and healthy.

- We ensure the vital needs of our community are met through the protection of each other, the environment, and our assets.
- We foster a healthy community by ensuring accessibility and high quality programs and services for our citizens.
- We ensure the safety of our team-members and are well-prepared for emergencies through effective and ongoing training and education.



Climate – We recognize the significance of the global climate emergency and are taking concrete steps to do our part. In June 2022, the Ukiah City Council unanimously voted to approve a resolution endorsing the declaration of a climate emergency and issuing a call to action to restore a safe climate – joining the County of Mendocino and 2,104 jurisdictions that have passed similar declarations. The City is striving to not only meet but to exceed the State’s sustainability goals. We are doing this by building conservation strategies into the structure of how we operate our city. To learn more about the steps we are taking, visit www.cityofukiah.com/climate-resilience.

Diversity & Equity - At the City of Ukiah, we understand that we have a unique responsibility to all residents as local government and public servants. We know that it is not enough to prioritize diversity. We must also prioritize equity and inclusion to create a culture where every individual and group is welcomed, respected, and provided the opportunity to participate fully. To ensure ongoing progress in these areas, the Ukiah City Council established an eleven (11) member Diversity and Equity Standing Committee in 2020 and adopted a strategic Equity Action Plan in 2022. The Committee and City staff have been diligently working to implement the goals of this plan. To learn more about this work, visit www.cityofukiah.com/equity-and-diversity.

Equity Action Plan

- 1 Create and sustain an equitable, diverse, and inclusive workplace and workforce that reflects, values, and celebrates the diverse community we serve.**
- 2 Eliminate internal and external barriers to Diversity, Equity, and Inclusion within the systems of the organization.**
- 3 Recruit, retain, and advance a community of staff that reflects, values, and celebrates the diversity of the community we serve.**
- 4 Identify and actively engage underrepresented communities in which to retain, expand, develop, and implement programs.**
- 5 Instill diversity, equity, and inclusion as essential core elements of policy-making, accountability, and delivery of City services.**
- 6 Ensure accountability in the implementation of goals and assessment of progress toward outcomes.**

Continually working to promote diversity, equity, transparency, and justice through the adoption and implementation of City practices, policies, and procedures.