

## VISION

**Team RC** exceeds expectations of those we serve with pride in the delivery of quality services and programs in an environment of employee excellence and innovation, empowered by inspired leadership, opportunity and a collaborative spirit.

## MISSION

**Team RC** delivers superior service to all who live, work and play in our community.

## VALUES – (S.P.I.R.I.T.)

**SERVICE:** We are committed to providing a superior level of services and going above and beyond individual duties to better serve both fellow team members and the community.

**PEOPLE:** Our respect for each other is demonstrated by empowering and valuing one another while also encouraging personal growth and enhanced health and wellbeing. We embrace a healthy life/work balance and are continuously striving to ensure the highest quality of life for our employees.

**INDIVIDUAL EXCELLENCE:** Individual excellence is achieved through recognizing workforce strengths. It is fostered through individuals who possess a strong work ethic, sense of pride and commitment, and who value honesty, integrity and personal growth.

**RANCHO WAY:** The Rancho Way is fostered through maintaining a high level of professionalism, producing quality work products and striving to retain the public's trust through fiscal discipline and accountability.

**INNOVATION:** Embrace and appreciate technology; use technology to bring innovation and a creative spirit to our current work and to help anticipate the challenges of tomorrow.

**TEAMWORK:** Teamwork is encouraged and reinforced through collaboration, communication and leadership at all levels. Unwavering unity, common goals and a positive attitude are embodied by all.