

ATTACHMENT B

Our Ten Commitments

Handwritten signatures at top left: "Tom", "Linda Hill", "Marta".

Handwritten signatures at top right: "Dee Lejig", "Janette D. Bell", "R. Linn".

Renew
A Five Year Transformation Plan



Handwritten signatures on the right side: "Deirdre Bjell", "Mull C. G.W.", "Daniel Nelson", "Lan Davidson", "Eric H.", "Michelle", "Cathy Fisher", "Ashli", "Jim Nival".

OUR TEN COMMITMENTS

As leaders within the County of Santa Barbara, we are committed to working as a cohesive team to address the challenges on the horizon and create "One County. One Future."

As leaders, fully engaged in this transformational process, we commit to the following values and behaviors:

- 1 We value excellence and exemplary public service, and will consistently act in the best interest of the County and those we serve, in both good and challenging times.
- 2 We will problem solve and make strategic decisions with SMART goals (Specific, Measurable, Actionable, Realistic and Time-based) that endure the test of time and focus on the facts and data.
- 3 We will practice inclusion, have a global perspective, resisting siloed thinking, work in collaboration, interdepartmentally.
- 4 We will at all times demonstrate a commitment to ethics and transparency.
- 5 We value an environment of open and ongoing communications with this team, the organization and our department staff.
- 6 We will practice behaviors demonstrating mutual respect and support, trust and resiliency, and assuming others' good intentions.
- 7 While consistently adhering to the ethics of our professions, we will support each other, and the rebalancing process, while making tough decisions for the good of the organization.
- 8 We value creativity and have a bias for action and innovation; in other words, we believe in taking responsible risks and imagining all possibilities for the County of Santa Barbara's future.
- 9 We will be open to all options, we will look at all "sacred cows," and make informed and coordinated decisions before moving items to other departments.
- 10 We will evaluate what we have to do (mandated), core services, and the "big rocks" we must move, and look for opportunities to support each other while striving to create a County that meets the needs of those we serve now and into the future.

One County. One Future.

Handwritten signatures on the left side: "Jan", "Alvin", "C. M. P. L. K.", "Beverly".

Handwritten signatures at the bottom: "Mona Mizarat", "Dora Fleitman", "John E. ...".