



OPERATIONS COMMITTEE

Agenda Report

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File #: 2025-4269

Agenda Date: 5/7/2025

Agenda Item No: 9.

FROM: Robert Thompson, General Manager
Originator: Laura Maravilla, Director of Human Resources

SUBJECT:

STRATEGIC PLANNING - CORE VALUES

GENERAL MANAGER'S RECOMMENDATION

RECOMMENDATION:

Information Item.

BACKGROUND

The Orange County Sanitation District's (OC San) Strategic Plan consists of various elements including the Core Values. OC San's Core Values support our Mission and Vision statements by expressing the values, beliefs, and philosophy that guides our daily actions. They help form the framework of our organization and reinforce our professional work ethic.

The Core Values were last updated as part of the 2021 Strategic Plan update and are reflected as follows:

Integrity, Inclusion, Honesty, and Respect

We aspire to the highest degree of integrity, inclusion, honesty, and respect in our interaction with each other, our suppliers, our customers, and our community. We strive to demonstrate these values in our actions, commitments, and service.

Leadership, Teamwork, and Problem Solving

We lead by example, acknowledging the value of our resources and using them wisely to achieve our mission. We strive to reach OC San goals through cooperative efforts and collaboration with each other and our constituencies. We work to solve problems in a creative, cost-effective, and safe manner, and we acknowledge team and individual efforts.

Customer Service, Transparency, and Accountability

We are committed to acting in a timely, accurate, accessible, and transparent manner through excellent customer service. We are committed to act in the best interest of our internal and external stakeholders.

Resiliency, Innovation, and Learning

We continuously develop ourselves, enhancing our talents, skills, and abilities. We recognize that only through personal growth and development will we progress as an agency and as individuals.

Safety

We are committed to providing a safe work environment. We will demonstrate leadership, promote individual accountability, and participate actively in the advancement of our health and safety practices.

RELEVANT STANDARDS

- Build brand, trust, and support with policy makers and community leaders
- Make it easy for people to understand OC San's roles and value to the community

PROBLEM

The Strategic Plan needs to be updated to ensure its relevancy.

PROPOSED SOLUTION

Solicit and incorporate the Board of Directors' input in the update of the proposed Strategic Plan documents.

PRIOR COMMITTEE/BOARD ACTIONS

November 2023 - Adopted the Orange County Sanitation District 2023 Strategic Plan.

ADDITIONAL INFORMATION

The adopted Strategic Plan will be the basis of Fiscal Year 2026-27 and 2027-28 budget development and for the General Manager's Fiscal Year 2026-27 Work Plan.

CEQA

N/A

ATTACHMENT

The following attachment(s) may be viewed on-line at the OC San website (www.ocsan.gov) with the complete agenda package:

- OC San's 2023 Strategic Plan
- General Manager's FY 2024-25 Work Plan
- Presentation