

Coeur d'Alene City Council Standards and Norms

1. I will maintain confidentiality on personnel and other matters that are discussed in Executive Session.
2. I will show respect to Department Heads.
3. We acknowledge the Department Heads are a team and we respect open communication between them.
4. If I have an issue with a Department Head, I will bring it to them first and then to the City Administrator.
5. The citizens are our customers and their problem is our opportunity.
6. I will make my decisions based upon what I believe to be in the best interest of the citizens of Coeur d'Alene.
7. I will search for the truth.
8. I will be a sounding board for guidance to my assigned Department Head consistent with the Council's vision as a whole.
9. I will be accountable.
10. I will learn from the past and will move forward.
11. I will look for solutions.
12. I will understand the basic job responsibilities of each Council member.
13. I will tell the truth.
14. I will listen with an open mind and make every effort to understand an issue before I come to a conclusion.
15. I will keep the other Council members and City Administrator informed.
16. I will respond to inquiries and requests in a timely manner.
17. I will take responsibility for my mistakes and apologize.

18. I will participate in and contribute to the council's goals, decisions, and progress while working toward consensus.
19. I will refer personnel concerns to the City Administrator and / or Mayor.
20. I will look first for errors in the process and content when problems arise.
21. I will make every reasonable effort to produce and evoke the respect and trust of each Council member.
22. I will acknowledge and support the City Administrator's authority to make decisions.
23. We will celebrate our successes by acknowledging those who made us successful.
24. I will value and contribute to the Council.

Mayor Sandi Bloem

Council President Dixie Reid

Councilman Ron Edinger

Councilman Deanna Goodlander

Councilman Ben Wolfinger

Councilman Woody McEvers

Councilman A.J. "Al" Hassell

Date Signed