



SOUTH SAN JOAQUIN
IRRIGATION DISTRICT

Our Mission, Vision, and Values

Mission

SSJID provides the utmost value for its agricultural, urban and business community by protecting and delivering vital resources with exceptional service.

Vision

As a premier organization, South San Joaquin Irrigation District is passionately focused on delivering high quality water and power that are integral to the communities we serve, while leading in innovation and sustaining a deep respect for our history, our employees, and our environment.

Values

Accountability

Excellence

Health and Safety

Innovation

Integrity

Positivity

Respect

Service

Teamwork

Transparency





SOUTH SAN JOAQUIN
IRRIGATION DISTRICT

Our Core Values

Accountability

When it comes to **accountability**, we own it.

- We will demonstrate the highest ethical standards, ensuring that we honor our words and commitments by taking responsibility for our actions, performance, decisions, and financial resources.
 - Do what you say, say what you do
 - Treat the district and its resources as if they were our own
 - Take responsibility for one's actions, performance, and decisions
 - Use financial resources responsibly

Excellence

Constantly in the pursuit of **excellence**

- We will surpass expectations by being the best in all we do in order to achieve an enthusiastic level of satisfaction.

Health and Safety

We insist on a healthy and safe environment

- We proactively identify hazards and incorporate safe practices in order to minimize risk and promote a safer environment.
 - We are uncompromising in our commitment to have a culture of health and safety in every aspect of our job and our services
 - Safety is the responsibility of everyone at SSJID
 - If everyone proactively identifies and minimizes hazards, we can achieve a safe day, year and career
 - Ensure that each employee understands that they have the obligation to stop a job or task to prevent any unsafe incident from happening
 - Do not choose to look the other way when it comes to safety

Innovation

Include innovation in everything we deliver

- By harnessing collective genius, we will embrace strategy, vision, and creativity in our relentless pursuit of improvement.
 - Relentlessly find better ways to do things and consistently improve
 - Harness collective genius in pursuit of creativity
 - Be strategic and visionary

Integrity

Exemplify the highest integrity in structure, ethics, and action

- We will exemplify and implement our core values and guide the reformation of our organizational culture. We will build and maintain trust and confidence by doing what is right and being honest in all that we do.
 - Maintain a strong organization built on the highest ethical standards
 - Be true to our values
 - Ensure that our actions follow our words, and that we honor our commitments
 - Do the right thing

Positivity

Foster positive and supportive environments

- We create a welcoming atmosphere through optimism, passion, encouragement, and support. This positivity will cultivate success and encourage growth.
 - Be united, optimistic, and encouraging
 - Be passionate about the work that we do
 - Provide positive influence amongst our organization and community
 - Provide an atmosphere that cultivates success, encourages growth, and maintains consistency
 - Celebrate and recognize success

Respect

We give respect, earn respect, and value respect.

- We will treat every individual with dignity by being professional, fair, considerate, and aware.
 - Be fair and appreciate every individual
 - Disagreements are okay, treat each other with dignity
 - Be professional, considerate, aware, and caring
 - The golden rule always applies

Service

We are servant-minded

- In our effort to put you first, we will listen, understand, and be appropriately flexible to promote individual success and a better community.
 - Everything we do is ultimately for the betterment of our community
 - Our job is to selflessly help each other succeed
 - Listen, understand, and be appropriately flexible

Teamwork

Teamwork will set us apart

- We will embrace each other's strengths and abilities to generate a unified organization that helps drive us toward our vision.
 - The whole is greater than the sum of its parts
 - Work together to accomplish common goals
 - Encourage and enhance the personal development of each other
 - Value the diverse set of backgrounds, strengths, and abilities we bring to the table
 - Promote and support a culture of togetherness

Transparency

Earn trust and promote equity through **transparency**

- We will honestly, openly, and appropriately communicate our processes and information.
 - Be honest and open
 - Processes and information are appropriately visible and communicated
 - Create an atmosphere where people do not think you are unreasonably hiding organizational issues