



excellence in all we do

CORE *Values*

Teamwork • Integrity • Innovation • Professionalism

City of San Antonio, Texas



— City of San Antonio —
MISSION STATEMENT

“We deliver quality City services and commit to achieve San Antonio’s vision of prosperity for our diverse, vibrant, and historic community.”



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TEAMWORK

We work together to make San Antonio better.

INTEGRITY

We model ethical behavior.

INNOVATION

We are driven by continuous improvement.

PROFESSIONALISM

We are qualified, skilled and committed.



Dear City Employee,

The City of San Antonio's Core Values of Teamwork, Integrity, Innovation and Professionalism, are principles employees understand, follow and live. Our Core Values inspire us daily to make good work decisions and provide outstanding City services.

Our organization consists of more than 11,000 individuals, proud to be City of San Antonio employees, working hard to serve 1.3 million residents. Every day we aspire to emulate our Core Values, as individual employees and members of our dynamic City Team.

Our Core Values represent who we are as a City organization, professional, productive, creative, and ethical. They are the driving force behind our success as a public service team. As you reflect on these Core Values, consider your role and how you model these values each work day.

By each one of us striving for excellence through our commitment to Teamwork, Integrity, Innovation and Professionalism, we are a confident work team producing high quality results for our San Antonio community.

Sincerely,

A handwritten signature in blue ink, which appears to read "Sheryl Sculley". The signature is fluid and cursive.

Sheryl Sculley,
City Manager

TEAMWORK

We work together to make San Antonio better.



We share goals and hold ourselves and each other accountable.

We take ownership of the team's work and personally commit to finding solutions.

We communicate effectively by sharing information, skills, and knowledge to achieve success.

We reach across teams for better outcomes.

We support the growth and development of all members of the team.

We share and celebrate success by valuing and recognizing each contribution.

INTEGRITY

We model ethical behavior.



We do the right thing, always.

We appropriately question actions inconsistent with our core values.

We make honesty and transparency the foundation for all actions.

We are accountable at all levels.

We avoid the appearance of impropriety.

INNOVATION

We are driven by continuous improvement.



We find new ways to make things better.

We optimize results by working smarter.

We are empowered to take risks, learn and grow.

We learn from our failures and our successes.

PROFESSIONALISM

We are qualified, skilled and committed.

We personally commit to continuous improvement and professional growth.

We take pride in producing high-quality work and delivering exceptional service to internal and external customers.

We exhibit pride in professional appearance, language and behavior.

We assume responsibility for a clean and safe work area.

We maintain composure in challenging situations.

We respect others, express sincere appreciation, and positively influence those around us.

We are dedicated ambassadors for the City of San Antonio and the community.



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CITY OF SAN ANTONIO
DEPARTMENT OF COMMUNICATIONS
AND PUBLIC AFFAIRS

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