Council will conduct its activities in ways which emphasize community vision, diversity in viewpoints, strategic leadership, accountability and transparency, collective decisions, planning, an active and responsive approach, and a clear distinction of Council and City Manager roles.

1   Council is the link between the community and the organization and acts as an advocate for the organization and the citizens it represents.

2   Council will direct, lead and inspire the organization.

3   Council will establish policies which address the broadest levels of all organizational decisions and situations.
   (1) Purpose Statements: Describe why The City of Red Deer exists- what it's for by stating the benefits the organization is to create for its citizens and at what cost.
   (2) Executive Limitation policies: State the constraints, and ethics boundaries on the City Manager's actions and decisions.
   (3) Governance Process policies: State the behaviors, practices, discipline and conduct of Council itself.
   (4) Council – Management Delegation policies: State the extent of authority delegated to the City Manager and/or Designated Officers and the process for monitoring; the City Manager role, authority and accountability.

4   Council may adjust its Purpose Statements and Executive Limitation policies, thereby changing the latitude of choice given to the City Manager; however, as long as any particular delegation is in place, Council will respect and support the City Manager's reasonable interpretation.

5   Council will govern in accordance with the Red Deer Governance Framework.

6   Council will monitor and evaluate the Red Deer Governance Framework.

7   Council will uphold and promote The City's RISE principles: Respect, Integrity, Service, and Excellence:

Document History:

Policy Adopted	October 15, 2012
Policy Revised	March 18, 2013

Administrative Revisions:

Date:	Description:
October 6, 2017	Updated to current format.

Appendix A: RISE Principles

RESPECT

Because we <u>respect</u>...

- We treat others as we want to be treated
- We value ideas and contributions
- We are good stewards of our environmental, financial, human, and community resources
- We meet present needs without compromising the ability of future generations to meet their needs
- We work together to ensure our safety and well-being

INTEGRITY

Because <u>integrity</u> is fundamental...

- We earn trust
- We behave ethically
- We are honest in all of our dealings
- We take responsibility for our own actions
- We follow through on our promises

SERVICE

Because we take pride in our <u>service</u>...

- We strive to serve all in the community equitably
- We have a positive outlook and work enthusiastically
- We commit to deliver quality service
- We communicate timely, relevant information with clarity and accuracy
- We strive to overcome citizens' barriers to service and participation
- We volunteer and support volunteerism to enhance our community

EXCELLENCE

Because we strive for <u>excellence</u>...

- We plan effectively for the future
- We build on our strengths
- We are prepared to lead
- We explore the potential of partnerships and collaboration
- We carefully manage risk
- We learn continuously from our experiences and development, training and educational opportunities