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Murray City Mission, Vision, and Values

The City of Murray recently updated our city mission, vision, and values statements that had last been published in 2012. Every department director had the opportunity to weigh in on the updated documents. While each department has a role and mission defined by city code, this mission statement is applicable citywide to all departments and employees.

What's the difference between mission, vision, and values statements? According to the Society for Human Resource Management (SHRM), "a mission statement is a concise explanation of the organization's reason for existence, describing the organization's purpose and overall intention; a vision statement looks forward and creates a mental image of the ideal state that the organization wishes to achieve; and the values statement lists the core principles that guide and direct the organization and its culture."

Our mission statement is that "Murray City promotes a high quality of life by providing superior governmental services in a professional, friendly, inclusive, innovative and proactive manner."

It has always been the goal of Murray City to provide superior services and during my time as mayor I have emphasized the concept of continual improvement.

The vision statement of the city states that "Murray City is an innovative, vibrant, independent and self-sustaining community that balances the needs of its businesses and protects an ever-changing resident population. We capitalize on our strengths, including our central location and infrastructure, to attract quality businesses and jobs. Our quality of life is enriched through the availability of thriving and diverse neighborhoods, healthcare services, community recreation and educational opportunities. We encourage public participation and welcome equity, diversity and inclusion for our citizens in moving the city forward."

Murray's independent and self-sustaining spirit remains evident in our city provided police and fire departments, power department, public works, library, parks, recreation and senior recreation centers, and our recreation programs. The 75 volunteers who serve on our 11 boards and commissions or as hearing officers is evidence of our public participation in city processes.



Finally, the values statement asserts that *“Murray City employees and elected officials serve our community in an environment grounded in core values that guide our daily actions. We aspire to work in an environment that is defined by a sense of **camaraderie** with our colleagues. We know that we are **accountable** for our resources, decisions, actions, and deeds, and we recognize that good governance requires that we act with the utmost **integrity**. We **collaborate** to provide services and are **responsive** to those we serve. We are committed to create an **inclusive** workplace that promotes and values **diversity**. We support the Utah Compact on Racial Equity, Diversity, and Inclusion.”*

The most significant change of this update is the addition of equity, diversity, and inclusion. While Murray has always endeavored to be inclusive and complies with the requirements of the Equal Employment Opportunity Commission (EEOC), we believe the added emphasis is appropriate and timely in our support of equity, diversity, and inclusion.

Each of our city employees has been given a 5x7 card with the mission, vision, and values statements printed on it for frequent reference. Our goal is to instill these statements in each of our employees as they serve in the many and varied jobs that are required to keep our city running smoothly. I learned a long time ago that changing culture in an organization is a long and arduous task. Luckily, the culture of Murray needs only a tweak as opposed to wholesale change, and this “tweaking” is achievable! I continue to be very proud of the services that are provided by the fine women and men employed by Murray City. I know we aren’t perfect and occasionally may fall a little short, but all things considered we do a great job. We will continue to strive to live up to our mission, vision, and values.