



Mayor Robert E. Simison

**City Council Members:**

Treg Bernt  
Joe Borton  
Luke Cavener

Brad Hoaglund  
Jessica Perreault  
Liz Strader

**MAYOR'S WELCOME**

Congratulations on your decision to be part of the City of Meridian family. We are excited to welcome you to Team Meridian, where we are one team with one mission!

As a City, we are committed to be the West's premier community in which to live, work and raise a family – and to meet that vision it all starts with you and those around you. It is how we, as public servants, provide our outstanding services to the public. It is about being innovative in our jobs so we can meet the needs of our customers in an ever-changing environment. It is about how we **CARE** about our community, customers and one another.

Our **CARE** values show that our employees want to be the **Customer Service** leaders; we are **Accountable** for our work, choices and actions; we show **Respect** to one another; and, we are **Excellent** at what we do by going above and beyond the parameters of our jobs. In addition, we provide **CARE** to our community in a timely, friendly, professional, and solution-oriented manner. Why do we do this? Because, that is the Meridian Way.

The policies that follow will help you address the issues, policies and practices that will guide you as an employee for the City of Meridian. Not every situation is addressed herein and laws, cultural values and organizational needs may change. As changes occur, updates will be made to our Policy manual. With that in mind, I encourage you to consult with your supervisor, director or the Human Resources Department with questions or situations that arise during the course of your employment to ensure adherence to the City Policies.

Once again, congratulations on your decision. I am confident that you will be successful in your job, and will uphold our **CARE** values and help us achieve our vision. Welcome to Team Meridian!

With appreciation,

A blue ink signature of Robert E. Simison, written in a cursive style.

Robert E. Simison  
Mayor