



VALUES

CAL FIRE's values represent beliefs that are shared among the stakeholders of the Department. Values drive the culture and priorities and provide a framework in which decisions are made. CAL FIRE's organizational culture is built upon a total force concept, in which every employee in the Department, regardless of assigned role, plays an integral part in emergency response, public safety, resource management, watershed protection, and meeting the Department's mission and goals. To this end, the following values are highlighted as expected roles of every employee within the Department.

Service

- *We are committed to the safety and well-being of the public and our employees.*
- *We strive for excellence and professionalism.*
- *We maintain a can-do attitude and humility in the execution of our duties.*

Cooperation

- *We care about each other and our service to others, including cooperators, governing bodies, and the public.*
- *We build and maintain cooperative relationships across the State to benefit the public we serve.*
- *We allow every member of the Department a voice within a chain-of-command structure.*

Protection

- *We integrate resource management, fire protection, and fire prevention missions on behalf of the State and local communities.*
- *We strive to ensure a high level of environmental protection in all our programs and operations.*

Organizational Excellence

- *We value the diversity among our employees and the vital functions they perform to enhance our mission.*
- *We exhibit calm resilience and performance in the face of emergencies and disasters of any scale.*
- *We recognize the importance of clear and consistent communication.*
- *We embrace and support innovation.*