



We Exist...

To protect and enhance our community's water resources so that every local citizen can fish and swim in every City waterway.

Our Purpose

We are innovative professionals who lead public health protection through effective water resource recovery efforts in our community by producing clean and safe water, exceptional quality biosolids, and renewable energy.

Our Guiding Principles & Behaviors

Great Place to Work: We are recognized as a top employer in the Metro area. We are well-trained, highly professional and make every day and every person count.

What Success Looks Like: I take responsibility for my actions, results and mistakes; I consistently model high standards of performance, honesty and integrity; I demonstrate effective team membership, collaborating on plans and decisions, and delivering on my commitments; I relentlessly create and sustain a clean, orderly work environment and work processes, and reinforce positive safety behaviors. My actions return positive results that support our business goals and objectives.

Integrity: We are accountable for our actions. We do what we say we will do, thereby instilling trust. We do not compromise our organization's or our own values, no matter what.

What Success Looks Like: I hold myself accountable for my commitments and actions; I keep my promises; I attack problems and processes, not people; I accept responsibility; I align all of my plans, decisions, and actions with the organization's purpose and guiding principles; I do not lie, betray a confidence, stretch the truth, or withhold information from a peer, customer, or stakeholder.

Dedication and Contribution: AlexRenew and our water environment deserve the best. Each of us demonstrates dedication by applying our skills in service to company goals and to our customers, refining our skills to improve efficiency, boosting our own contributions, and valuing the contributions of others, daily.

What Success Looks Like: I contribute my time, talent, and skills to the long term viability of AlexRenew; I complete my tasks on time and under budget, and am fully responsible for the commitments I make; I embrace opportunities to build needed skills and increase my contributions as the business evolves; I passionately exceed customers' expectations by offering solutions to their needs.

Working Collaboratively: As a member of the AlexRenew team, I will learn about each of my colleagues' responsibilities, share my knowledge freely with my colleagues, individually and in meetings, learn from my colleagues, shift workloads flexibly to ensure work gets done, help my colleagues complete jobs and meet deadlines, and share resources with my colleagues.

What Success Looks Like: I contribute to the success of myself, my organization, and every member of AlexRenew. I ensure my goals are compatible with those of my colleagues, my supervisor and our Board. I am a model of collaborative behavior for AlexRenew and the community.

Our Board 2040 Strategic Outcomes

Continually Practicing Operational Excellence

Community Benefit through an Active Citizenry

Creating Watershed Partnerships that Enhance Collective Management

Enhancing our Organizational Competency and Culture

Supporting Investment Stewardship by Diversifying our Revenue

Acknowledged Incubator of New Ideas and Innovations

Our AlexRenew Goals

Development Outcome Goals (DOG)

DOG1: Create an informed local citizenry around the importance of water through integrated Communications programs.

AlexRenew Objectives

1. Develop new and enhance existing relationships within our City, its organizations and local water related organizations.
2. Define and assist key audiences in understanding AlexRenew's role in cleaning water and protecting our waterways.
3. Develop processes to integrate Communications across community and internally across organization

DOG2: Deliver world -class customer service.

AlexRenew Objectives

1. Create a culture of customer service at AlexRenew
2. Ensure that our organizational efficiencies best serve our customers

Sustaining Outcome Goals

SOG1: Become widely and continuously recognized as THE leading sustainable and resilient utility.

AlexRenew Objectives

1. Complete an AlexRenew Sustainable and Resilient Utility Program that meets and exceeds the City of Alexandria Eco City Charter tenets

SOG2: Optimize business practices and operational processes using people and technology solutions.

AlexRenew Objectives

1. Create and foster an environment that encourages and enables problem identification and idea development, sharing, evaluation and implementation

SOG3: Continue exceeding compliance requirements for all regulated and monitored activities.

AlexRenew Objectives

1. Through a unified approach, everyone at AlexRenew knows and understands our requirements and is held accountable for their part in exceeding them.

SOG4: AlexRenew is in the top 100 employers in the Washington Metro Region.

AlexRenew Objectives

1. Strengthen Employee Well Being.

SOG5: Continue to strengthen AlexRenew's financial stability.

AlexRenew Objectives

1. Identify water, solids and energy opportunities that return economic value to the city