



My name is Kevin Clement and I am a candidate for the Mayor of the City of Thibodaux. I have developed a comprehensive leadership plan that involves some key tenants that we will use to build a team between the City and all of our businesses, organizations and residents. They consist of a personal vision, mission and core values for each element of my administration. The vision is at the core of each team, as it defines how we will govern. The mission defines the purpose of each team and what is expected from the individual departments. The core values are how we will perform as leaders in each department. My vision for Office of the Mayor, myself personally is:

City of Thibodaux- Position of the Mayor

Vision: To provide the best quality of life while keeping our small-town sense of community.

Mission: To provide affordable, high quality municipal services to the citizens of Thibodaux, while ensuring their safety.

Core Values: SAFETY-COMMUNITY-INFRASTRUCTURE-GROWTH-RECREATION-CULTURE

Before I move to the individual City of Thibodaux Departments, I have a personal message regarding two key foundations in the City of Thibodaux, Nicholls State University and organizations with a mission of protecting and enhancing Bayou Lafourche.

To Nicholls, I would like to say that the City of Thibodaux and Nicholls partnership goes much deeper than simply a university located within in a Municipality. Nicholls is the heartbeat of the City of Thibodaux. One cannot thrive without the other. As the City of Thibodaux goes, so does Nicholls and vice versa. The success that each generates improves the quality of life for all who pass through this area. I look forward to maximizing this relationship, as I owe much in my life to Nicholls. The future is bright for us. We will be successful, together!

To all the Bayou Lafourche Organizations that nourish our hometown fresh water source, thank you for giving us life! If Nicholls is the heartbeat of the City of Thibodaux, then Bayou Lafourche is the pulse in our city. It is our Bayou that powers all the organizations, businesses, and residents in our community. A vibrant, diverse, free flowing fresh water source is essential for both the heartbeat and body to grow. Simply put, these three core elements are the foundation of home!



It is imperative for me to make some leader pledges before I dive into the individual City of Thibodaux departments. There are several City agencies that have joint relationships with the Office of the Mayor.

Personal Pledge to the Civil Service Board and Director: I would like to thank the City of Thibodaux Civil Service Director and the volunteer Civil Service Board Members. Your commitment to service is truly admirable. I look forward to furthering the relationship that I have built with each of you over the past 11 years. I pledge my commitment to ensuring the City of Thibodaux employees get the best leadership in applying the civil service rules and regulations. I look forward to our future partnership. Together, we will provide high quality municipal services to the citizens of Thibodaux, while also putting employee welfare at the forefront.

Personal Pledge to the City Council and Council Administrator: I truly cherish the relationship that I have built with the City Council and Council Administrator. I think about all the many projects over the past 11 years that we completed in Parks and Recreation. As an equal to the Executive Branch- Office of the Mayor, I pledge to you the same level of enthusiasm, dedication, and cooperation that you have seen in the past. Our relationship will only grow stronger as we are committed to providing the best quality of life while keeping our small-town sense of community.

Personal Pledge to the City Court: As the third branch of the City of Thibodaux Government, I recognize the importance of the City Court. One of the key values of my administration is safety. The relationship between the Executive and Judicial Branches is at the core of that key value. Our businesses, organizations and residents are the reason we serve in our respective branches. I pledge all of my efforts to treating the City Court as an equal branch, for we cannot be successful in the public safety arena without each other. I look forward to the process as we develop and enhance joint programs that benefit all who use City services.

Personal Pledge to the Thibodaux Volunteer Fire Department: It is important to note that the City of Thibodaux Charter creates a resource that most municipalities do not have, a robust volunteer fire department that is organized as an element of local government. I can only try to put into words the value of our TVFD and all of the residents who volunteer to put your lives on the line for our community. THANK YOU, THANK YOU, THANK YOU! I pledge to continue the great relationship with our beloved TVFD and look forward to all of the joint projects we will complete together as a team.





I would like to address our plan to continue to build the team with the individual departments. Each of our departmental visions and missions will form building blocks within our team. We will lead based on the respective core values in each team.

Police Department

Vision: The Thibodaux Police Department will be recognized as an organization that is a model of excellence by those we serve and protect, our members and other safety professionals.

Mission: Our purpose is to work with the community to build trust and provide quality service that actively prevents crime, reduces the fear of crime and promotes safety.

Core Values: TRUST-QUALITY SERVICE-PARTNERSHIP-PERSONAL DIVERSITY-COMMUNIT-SAFETY
Our citizens will be given opportunities to be educated in crime prevention, life saving techniques, and police services available to them. This is accomplished through neighborhood watch programs, school programs, and effective use of the news and social media along with citizen contact. Personal interaction between our citizens and members of our Police department is essential. The community must trust the Police Department, as well as each individual member of law enforcement.

Public Works

Vision: To be recognized as a leader in the delivery of public services, known for our responsiveness, reliability, and caring attention given to every single person we encounter.

Mission: To provide superior public services: by maintaining and improving the conditions of our streets, by keeping our drainage ways open and free of debris, by maintaining and operating the City controlled traffic signs, and pavement markings in a safe and effective manner, by providing safe and reliable public water and sewer systems, by assuring our municipal airport stays in compliance, by providing an efficient, responsive building and planning department and by providing excellent delivery of capital projects.

Core Values: RESPONSIVNESS-DEPENDABILITY-INTEGRITY-IMPROVEMENT

I intend to procure the services of a City Planner. As a government, we must have the proper vision and planning for long range objectives. We cannot continue to piece together projects for short term success. The City of Thibodaux faces many challenges due to decreasing resources and increasing demand for services. We must be committed to making infrastructure investments today for the citizens to reap the benefits for years to come. The City Planners first objectives will be to help develop a strategic plan to be used as a cornerstone of the Public Works Department. It will drive our planning efforts, shape our annual budget, and set employee performance goals. This plan will provide the roadmap for our future success. And we must improve to physical appearance of the Water Plant.





Parks and Recreation:

Vision: To permanently preserve, protect, maintain, improve, and enhance the natural resources and recreational opportunities for current and future generations.

Mission: To provide high-quality park and recreation facilities, programs and services that meet the needs of the diverse communities it serves.

Core Values: QUALITY-RESPECT-COMMUNITY SERVICE-SUSTAINABILITY

Harang Auditorium

Vision: To serve as the premier regional civic event center, governmental point of distribution facility and municipal large-scale building in the Bayou Region.

Mission: To provide a large-scale multi-purpose use complex with indoor/outdoor facilities with a key focus on diverse, community based events.

Core Values: FLEXIBILITY-CUSTOMER SERVICE-VERSATILITY-RESPONSIVENESS-QUALITY

Since December 2010, when I was appointed Director of Recreation the Parks and Recreation Department has grown from having limited options and functions to an overwhelming and successful department consisting of over 30 programs available to all citizens. These programs cater to every spectrum of our societies needs by including young children, special needs members, Senior Citizens and community members of every age, sex and nationality. We have consistently addressed and improved our facilities by demonstrating leadership in providing innovative and uncommon experiences that go beyond traditional park and recreation offerings.

I plan on combining the Harang Auditorium to fall under the Parks and Recreation Directors spectrum of responsibilities. My goal is to bring more activities to the Auditorium in the forms of concerts and family functions so that the patrons of these events can experience what this facility was truly meant to be, a gathering point for social events to enhance the fellowship and sense of community.

Youth sports have become an increasing popular avenue in which to bring people and economic stability into our area. We have invested substantial resources into providing better facilities with the addition of four newly turfed baseball fields and six newly constructed restroom/concession buildings, but the work is not complete. We must continue to explore the possibilities of building a multipurpose recreation facility, developing a Bayou Side entertainment, and gathering area from Jackson Street to Canal Blvd, and increase the green space for outdoor events such as athletic programs, family events and company functions.



Office of the Mayor, Executive Secretary and Executive Assistant/Marketing Director

Vision: To extend City of Thibodaux initiatives in all facets by serving as the core leadership team supporting the Mayor.

Mission: To provide administrative, logistical, operational and strategic expertise to situational events by exercising Mayoral intent.

Core Values: LOYALTY-PERSONABLE-NATURE-INNOVATION-COMMUNITY ENGAGEMENT

Economic Development

Vision: To actively promote the City of Thibodaux as the Parish Seat of Lafourche Parish, the center of the Tri-Parish Area and pearl of the Bayou Region in the State of Louisiana

Mission: To provide a mechanism to achieve the maximum funding available to enhance City services and convey key information to the businesses, organizations and residents of the City of Thibodaux

Core Values: RESEARCH-TASK MANAGEMENT-STRATEGIC MESSAGING

Housing and Community Development

Vision: To maximize the federal and state programs benefiting the at-risk population of Thibodaux.

Mission: To use the City of Thibodaux status as an entitlement city with opportunity zones as a means to create state and federal programs while also sustaining current ones.

Core Values: KNOWLEDGE-SERVICE CENTER MINDSET-RESEARCH

The term development carries an assumption of growth and expansion. However, many people realize that more is not always better. So while the term development may not always mean growth, it always implies change. Community Development is a process that takes charge of the conditions and factors that influence a community and changes the quality of life. Community Development is a tool for managing change more focused on long term solutions. My goal will be to recruit an individual or company who will act as an Economic / Community Development Coordinator. This position will be responsible for issues such a developing a comprehensive plan for sidewalks, monitoring the ever changing landscape of traffic congestion and working with our various Planning and Zoning groups to ensure prosperity for individuals as well of our City of Thibodaux.



Human Resources

Vision: To function as the employee support arm of the Office of the Mayor by providing expertise in human services technical fields while also functioning as an employee resource center.

Mission: To manage the personnel resources requirements for the City of Thibodaux by providing expertise as concepts evolve into programs that require employee action and events.

Core Values: COMPASSION-COMMUNICATION SKILLS-FLEXIBILITY-EMPLOYEE FIRST MENTALITY

“Employees are our single most important resource.”

When we draw on the wisdom of a workforce that reflects the population we serve, we are better able to understand and meet the needs of our customers – the people of Thibodaux. City-wide, we must make important progress toward hiring a workforce that truly reflects our cities diversity, and we will continue to pursue that goal. Merely hiring a diverse workforce is not enough. We must make our workplace more inclusive as well. America was founded on the ideal that from many, we are one, a whole that is greater than the sum of its parts. That is the rationale for inclusion. To gain the maximum benefit from our diverse workforce, we must make every employee feel welcome and motivated to work their hardest and rise through the ranks. We must affirm that we work better together because of our differences, not despite them. When we tap this knowledge, when employees are trained in team building, decision making, problem solving, and conflict resolution, we will not only uphold the principles of our community, but we will also get better results.



Finance

Vision: To serve as the hub in creating a conduit for City of Thibodaux programs and initiatives by providing the mechanisms for departments to carry out departmental decisions through disbursements.

Mission: To act as a service center for all City Departments by providing expertise in funding methods, account management and purchasing

Core Values: TEAM ATTITUDE-RESOURCEFULNESS-TASK MANAGEMENT-FLEXIBILITY-SERVICE CULTURE

Risk Management

Vision: To serve as the legal remedy by which the City of Thibodaux resolves liability situations.

Mission: To provide a mechanism to the Office of Mayor to respond to and resolve adverse situations involving facilities, programs and employees.

Core Values: RESEARCH-STRATEGIC INTENT-INTEGRITY

Information Technology

Vision: To support and present the quality of life of City of Thibodaux programs while also keep the City up to date with the most current information management mechanisms and resources.

Mission: To provide enterprise resource services in the information technology arena and provide expertise in all IT systems by serving as systems administrators supporting all departments

Core Values: EXPERTISE-STRATEGIC PLANNING-INITIATIVE-SUPPORT SERVICE

Emergency Preparedness/Special Projects

Vision: To serve as an extension of the Office of the Mayor and provide sound leadership during crisis events while also enhancing the day-to-day programs in all departments.

Mission: **EP-** The purpose is to plan, maintain and execute the City of Thibodaux's Emergency Operations Plan by facilitating the Unified Command Group (UCG) decision cycle during times of activation. **SP-** The purpose is to consistently turn strategic concepts from City leadership in all departments into operational programs that benefit the businesses, organizations, and residents of the City of Thibodaux.

Core Values: VERSATILITY-TEAM BUILDING-DEPENDABILITY-STRATEGY DEVELOPMENT



The vision of CLEMENT for Mayor is a family vision, with the help of many key stakeholders. It was an idea that my family and I have prayed over and contemplated for over five years. We have been working towards this goal for the past two years. We love our City and want what is best for its citizens and the community. I have always been goal oriented, with my wife Becky and our four children supporting me in all of my endeavors. I have always invested in our youth and that started before we had children of our own. Together, Becky and I have instilled old school values and involved our children in anything and everything that would help build community and character.

The children of our community are our future and we must invest greatly in them in a continuous and consistent manner. My position as a City Department Director has nurtured and developed my love for the planning and the dynamics of the direction I want for the City of Thibodaux. My exposure as a city Administrator and public servant has prepared me to continue to put our community first and always strive to move forward.

I would like to close by reemphasizing my personal vision, mission, and core values as they apply to the City of Thibodaux, Nicholls State University and Bayou Lafourche as three mutual supporting entities. Our vision is to provide the best quality of life while keeping our small town sense of community in order to provide affordable, high quality municipal services to the citizens of Thibodaux, while ensuring their safety and we will do so by using these core values:

SAFETY – COMMUNITY – INFRASTRUCTURE – GROWTH – RECREATION – CULTURE

Please contact me via email kevinclementoffice@gmail.com with any questions, concerns or comments. I look forward to hearing from you with ideas and suggestions.

- **Kevin**