



# WSTIP Policy Manual

<b>Document Name:</b>	Core Values	<b>Date Adopted:</b>	
<b>Category:</b>	Governance	<b>Revision Date:</b>	02/17/09
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## Core Values

### Purpose

To establish overarching principles for the governance, operation, and management of the Pool.

### Authority

Interlocal Agreement, Section 3a ("all things necessary and proper").

### Policy Statement

1. **Commitment.** The Pool shall seek to fulfill its mission and vision through the commitment to and practice of these core values by its Board of Directors, Executive Committee, and employees.
2. **Promises.** We promise only what we expect to deliver and make only those commitments we intend to keep.
3. **Honesty.** We strive for the full, fair, accurate, and timely disclosure of information to Pool members. We never intentionally say things that are false. We will be as candid as possible and openly and freely share information, as appropriate.
4. **Innovation.** We will encourage and be receptive to new ideas, freely and without reservation reevaluate the "old way" of doing things, and, if appropriate, implement these new ideas. We will honor and value the contributions of all. We welcome innovation, creativity, and resourcefulness.
5. **Fairness.** We will follow policies and procedures that are fair and that a reasonable person would call just and even-handed.
6. **Teamwork and collaboration.** We recognize that our success depends upon collaboration by the Pool's members, its Board and Executive Committee, employees and service providers.
7. **Enthusiasm.** The commitment to the Pool's mission and vision through the practice of these core values will produce purpose, energy, and excitement that will better our members, the transit industry, and the communities in which we serve.
8. **Integrity.** We are dedicated to the highest ideals of honor, integrity, and due diligence so that we may merit respect and public confidence.
9. **Focus.** We are dedicated to democratic, effective, and efficient governance by officials and employees who understand that decisions made and actions taken are always made in the best interests of the Pool as a whole.
10. **Continual improvement.** We are dedicated to the continual improvement of the professional abilities of the Pool's Board, Executive Committee, and employees.
11. **Procurement.** All matters of procurement, personnel administration, and outside contracting shall be handled on the basis of merit so that fairness and impartiality are an integral part of all governance and management decisions.
12. **Conflicts of interest.** We are dedicated to the principle that conflicts of interest are to be avoided and where present shall be fully disclosed.

**Amendment**

The Pool's Board may amend this policy.

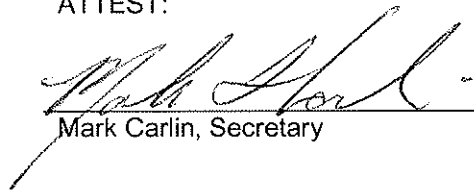
**Policy History**

None.

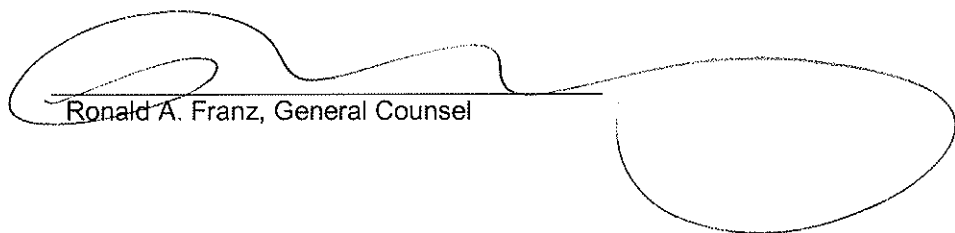
Passed this 27 day of March, 2009  
Board of Directors  
Washington State Transit Insurance Pool

  
\_\_\_\_\_  
Jim Plaster, President

ATTEST:

  
\_\_\_\_\_  
Mark Carlin, Secretary

APPROVED AS TO FORM:

  
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Ronald A. Franz, General Counsel