



Purpose

To establish a set of overarching core values for the governance, operation, and management of the Pool.

Authority

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

Policy Statement

The Pool seeks to adhere to the following Core Values in its governance, operation and management:

- **Integrity: Doing the right thing.** Member representatives and staff strive to always be honest and straightforward with each other, operating within the letter and spirit of the law, and utilizing all available tools to recognize, assess, and manage risk.
- **Leadership: Vision, Focus, and Results.** Member representatives and staff have a clear vision of where the Pool is going, focusing resources on Board defined objectives and strategies, developing collaboration skills, and taking on assigned areas of responsibility with a deep commitment to delivering results.
- **Ownership: We’re all in this together.** Member representatives place the interests of the Pool above the interests of their member systems, understanding that all members benefit most when the Pool is successful. This includes accepting responsibility for the entire Pool’s needs and seeking not only to improve their own systems but others’ as well.
- **Enthusiasm for Success: Determined to be great.** Member representatives and staff are determined to be the best at what matters most. They have a healthy dissatisfaction with the status quo, a compelling desire to improve and excel, and are committed to excellent customer service.
- **Trust: Good people doing great work.** Member representatives and staff respect Pool colleagues, members, and stakeholders, treating them as they would want to be treated. They have confidence in each other’s capabilities and intentions, and believe people work best when there is a foundation of trust.

Amendment

The Pool’s Board may amend this policy.

Policy History

This policy underwent a major revision in 2012 after a work session on Core Values at the September Board meeting. Originally passed by the Board of Directors March 25, 2016.

Passed by the Board of Directors on September 27, 2019.

Attest:

DocuSigned by:
Staci Jordan

Staci Jordan, President

DocuSigned by:
Danette Brannin

Danette Brannin, Secretary

Approved to as form:

DocuSigned by:
Richard L. Hughes

Richard Hughes, Legal Counsel