



Purpose

To establish authority for the Pool to recognize Board members, employees, or **Significant Partners** for outstanding accomplishments, achievements, public service, or other such service-oriented recognition specific to service on the Board, Staff, or by **Significant Partners** to the Pool.

Definitions

Significant partners – The Pool recognizes partnerships with the broker, actuary, contracted CPA firm, general counsel, defense counsel, coverage counsel, general managers of transit agencies members (not serving on the Board) as **Significant Partners** in the overall success of the Pool.

Policy Statement

1. It is important for the Pool to recognize Board members, Staff, and **Significant Partners** for their enduring commitment to public entity pooling through their service to WSTIP. Recognition is intended to promote goodwill, dedication, foster a sense of pride in affiliation with the Pool, and to champion and celebrate success in all forms. Further, WSTIP receives a benefit from the outstanding and enduring performance of its **Significant Partners** in the form of audit compliance, regulatory and legal risk control, retention of institutional knowledge, and increased organizational performance which increases confidence in WSTIP from Members and key stakeholders.
2. This policy may be applied at the time of their retirement, after a long-standing service on the Board, or after an outstanding achievement.
3. This policy may be applied to recognize outstanding public service, notable accomplishments, length of service, safety performance, and performance above and beyond the call of duty, and other service achievements in support of the Pool's mission.
4. It shall be the Executive Director's responsibility to establish the conditions, eligibility and timing for such awards and recognition.
5. Recognition awards may be up to, but not exceed \$400 annually per recipient in value. Such recognition may be the presentation of any assortment of personal gift items such as, but not limited to, pen and desk sets, plaques, pins, pictures, framed certificates, and clocks. However, gift cards may also be utilized. The finance department will determine whether an award is taxable and should be included in IRS form W-2 or 1099.

Amendment

The Executive Committee may amend this policy.

Policy History

This was a new policy adopted on July 28, 2022, by the Executive Committee. Policy was further revised in May 2024 to include statement number 3.

DocuSigned by:

Shonda Shipman

184DD4B0640E419...

Shonda Shipman, President

Attest:

DocuSigned by:

Monique Liard

6728184EF6214E1...

Monique Liard, Secretary

Approved as to form:
DocuSigned by:

Richard L. Hughes

8708AFD752304CC...

Richard L. Hughes, General Counsel