

**Travis County W.C. & I.D. #17  
Employees Code of Ethics and Values**

We are employees charged with the operation and maintenance of public water and sewage treatment facilities. As such, we recognize that we are in a profession of great responsibility for the health and welfare of our customers. Accordingly, we subscribe to the following ethics and values:

- Service to our customers is our top priority. We will do everything we can within the scope of our responsibilities to ensure their safety and satisfaction.
- We value integrity (honesty, honor and responsibility), professionalism (competence, teamwork, loyalty) and concern for people.
- We will not accept any money or benefits from any interested parties other than WCID #17. We will not accept any collateral employment which might adversely affect the performance of our duties.
- We will to the best of our ability conduct all operations under our control in such a manner that will ensure adequate services, preserve public health, and furnish protection to property.
- We encourage construction, management, maintenance and operating procedures that are economically sound and in the public interest.
- We will constantly strive for improvement in our level of knowledge, qualifications, and training.
- We take our health and welfare seriously. We are responsible for each other's safety. Each of us is involved in finding, reporting and correcting safety hazards. We take all safety precautions, and wear hearing, respiratory, eye protection and safety shoes when necessary. We practice personal and facility cleanliness. We don't abuse drugs, and believe employees who do are a hazard to themselves and others.
- We believe simple and honest communication up and down promotes good working relationships and good morale. We'll approach challenges positively and work for solutions.
- We want WCID #17 to be the best. We recognize good work, personal initiative and teamwork. We believe discipline should be firm, fair, and consistent.
- We try to do things right the first time. By working intelligently and making changes where necessary, we improve our district. We can't afford the time and difficulty of doing our work over. We take our responsibility and duties seriously.
- We recognize individual human worth. We want to be known for our professional performance and personal reputation. We work hard and follow rules, regulations, and laws.
- We believe everyone has the right to be treated with dignity, courtesy, and respect. We respect the races, genders, religious cultures and traditions of all.

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Date

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Signature

**BOARD OF DIRECTORS  
TRAVIS COUNTY WATER CONTROL & IMPROVEMENT DISTRICT NO. 17  
CODE OF ETHICS AND VALUES**

We, the members of Travis County Water Control and Improvement District No. 17 Board of Directors are charged with the operation and maintenance of public water and wastewater treatment facilities. As such, we recognize that we have a serious responsibility for the health and welfare of our customers. Accordingly, we subscribe to the following ethics and values, and we will:

- Make service to our customers our top priority, and do everything we can within the scope of our responsibilities to ensure their safety and satisfaction.
- Value integrity (honesty, honor, and responsibility), professionalism (competence, teamwork, and loyalty) and concern for people.
- Conduct ourselves in a manner consistent with sound business and ethical practices, consider the public interest, avoid the appearance of impropriety to ensure and maintain public confidence, manage the affairs of the District fairly, impartially, and without discrimination.
- Conduct all operations under our control in such a manner that will ensure adequate services, preserve public health, and furnish protection to property.
- Encourage construction, management, maintenance, and operating procedures that are economically sound, environmentally responsible and in the public interest.
- Recognize that decisions must be made by the Board as a whole and make no personal promise or take private action that may compromise the Board.
- Focus Board action on policy making, goal setting, planning, and evaluation, and insist on regular and impartial evaluation of all staff.
- Support and protect District personnel in the proper performance of their duties.
- Respect the confidentiality of information that is privileged under applicable laws. Hold confidential all matters pertaining to the District that, if disclosed, may needlessly injure individuals.
- Attend all regularly scheduled Board meetings insofar as possible and become informed concerning the issues to be considered at those meetings.
- Endeavor to make policy decisions only after full discussion at publicly held Board meetings, render all decisions based on the available facts, and refuse to surrender that judgment to individuals or special groups.
- Encourage the free expression of opinion by all Board members and seek systematic communications between the Board staff and District residents.
- Become informed about current public water District issues by individual study and through participation in programs providing needed information.
- Refrain from using our Board positions for personal or partisan gain.
- Adhere strictly to the specific ethics policies approved by the Board.