Board members present: Chairman Mark McClain; Vice-Chairman Alan Crankovich and Commissioner Linda Huber.

Others: Catherine Dunn, Deputy Clerk of the Board, Gene Dana, Sheriff; Greg Zempel, Prosecutor; Marsha Weyand, Assessor; Patti Johnson, Solid Waste Director and Lisa Young, Interim Human Resources Director.

SPECIAL MEETING COMPENSATION COMMITTEE COMMISSIONERS

CHAIRMAN MARK McCLAIN opened the special meeting. The Compensation Committee submitted the 2008 Values, Priorities and Projects. They had separated the COLA from Merit pay with a cap of 3% on the CPI. CHAIRMAN McCLAIN said that there is value in merit based pay and he had tried to develop a greater incentive package with a reserve account built up from savings elsewhere in the County Budget. GREG ZEMPEL agreed that it should be more of an incentive program as the non-union employees get left out of step raises. CHAIRMAN McCLAIN said that every year the Board evaluates all of the wages for the entire county. The County cannot afford a 7% increase for all employees. COMMISSIONER CRANKOVICH said that the flaw in merit based pay system was that evaluations were not consistent. MS. WEYAND said that if a manager wishes to look out for their employees then some juggling is done during evaluations. CHAIRMAN McCLAIN said that training and a new form is needed for evaluations. He suggested a rubric for filling out the evaluations.

CHAIRMAN McCLAIN directed LISA YOUNG, INTERIM HUMAN RESOURCES DIRECTOR to bring real numbers to the next meeting including wage information, the 4/3% budget numbers and the average evaluations. COMMISSIONER CRANKOVICH suggested that all non-union positions will get a 3% increase in January, 2009 with merit pay under consideration by the Board.

The meeting was adjourned at 10:05 a.m.
DEPUTY CLERK OF THE BOARD

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON

Catherine Dunn

Mark McClain, Chairman

10-03-2008 MINUTES