

**COMMISSIONERS' MINUTES  
KITITITAS COUNTY, WASHINGTON  
COMMISSIONERS CONFERENCE ROOM  
SPECIAL MEETING**

**FRIDAY**

**9:00 A.M**

**OCTOBER 3, 2008**

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

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Catherine Dunn

KITTITAS COUNTY COMMISSIONERS  
KITTITAS COUNTY, WASHINGTON

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Mark McClain, Chairman