

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

**WEDNESDAY**

**3:00 P.M.**

**JANUARY 4, 2012**

Board members present: Chairman Alan Crankovich, Vice-Chairman Obie O'Brien and Commissioner Paul Jewell.

Others: Mandy Robinson, Deputy Clerk of the Board; Lisa Young, HR Director; Jim Goeben, Applications Development Manager.

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**SPECIAL MEETING                      EMPLOYEE EVAL TRAINING PROCESS                      COMMISSIONERS**

At 3:00 p.m. Chairman Crankovich opened a Special Meeting to discuss with County staff the proposed internal employee evaluation program training.

Jim Goeben, Lisa Young and Commissioner O'Brien presented an internal software program being developed at the request of the Board of County Commissioners. The software is a new evaluation process that they are going to begin training the Management Team on for future use.

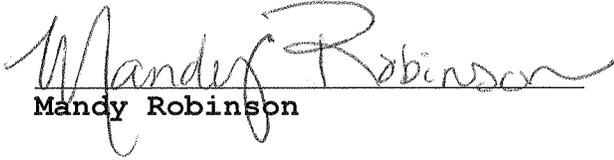
Commissioner O'Brien reviewed what the committee's goal was when tasked with this request. He explained that the proposed new process will be looking to the future for the employee instead of evaluating the past. He explained that it is strongly based on goals for the next year for the employee, as well as it will allow for the employee to evaluate themselves, their supervisor and then the supervisor will evaluate. He indicated that there will be quarterly reviews to allow the employee and employer to touch base or evaluate if additional goals should be added.

There was discussion on the language used in the program and whether or not it is the best choice for what is being asked. There was further discussion on circumstantial instances and how to work through those.

Commissioner Jewell felt the software in its current form is not specific enough. He cautioned the committee on the timeline for unveiling the program. He indicated that he would like to see some departments demo the software that were not a part of creating the software, and then receive there feedback and re-group to discuss whether or not there experiences have brought forward any changes that should be implemented.

Meeting adjourned at 4:30 p.m.

DEPUTY CLERK OF THE BOARD

  
Mandy Robinson

KITTITAS COUNTY COMMISSIONERS  
KITTITAS COUNTY, WASHINGTON

  
Alan Crankovich, Chairman