

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

FRIDAY

2:30 P.M.

MARCH 23, 2012

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

Others: Julie Kjorsvik, Clerk of the Board; Andrew Drain, Application Developer and Lisa Young, Human Resources Director.

SPECIAL MEETING

PROFESSIONAL DEVELOPMENT PLAN

COMMISSIONERS

At 2:30 p.m. Chairman Crankovich opened a Special Meeting to discuss the County's internal Professional Development Plan system.

Commissioner O'Brien said supervisors have been working on testing the latest version of the Professional Development Plan portal/evaluation process. The feedback they have received so far has been limited from those who have actually tried it out. He said they have been getting a fairly good buy in from them overall, and people are in favor of getting away from the current evaluation process. It seems as though the people who are most hesitant about a new process is because they do not want it to turn into another "DART" system.

Lisa Young, Human Resource Director suggested the Commissioners get to a point with the plan where they feel comfortable and then they could review the process again with supervisors.

Andrew Drain, Lisa Young and Commissioner O'Brien reviewed the draft portal and evaluation process and answered questions from the Board.

Chairman Crankovich thought the Union contracts may state that each employee will have an "annual" review, and not every 3 months as proposed. Ms. Young noted that the other County Elected Officials don't have to have buy-in into the proposed plan, as they do not have to comply with the current process.

Commissioner Jewell expressed many concerns of the proposed plan, stating it seemed to be all about goal setting and not actual evaluating. He said it was not position specific either and said it needed to be directly tied to the job descriptions. He described the evaluations from Adams County and said he would be more in favor of something like that. Commissioner O'Brien said the goals should be related to the job descriptions. Chairman Crankovich said whatever the process is the steps need to be very clear in order for it to be functional.

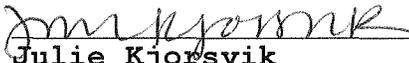
APPROVED
4/3/2012

Ms. Young was directed to put this topic on the next Human Resource study session for further discussion.

The meeting adjourned at 3:45 p.m.

CLERK OF THE BOARD

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON



Julie Kjosvik



Alan Crankovich, Chairman