

KITTITAS COUNTY
BOARD OF COMMISSIONERS
COMMISSIONERS CONFERENCE ROOM
SPECIAL MEETING

FRIDAY

9:00 A.M.

NOVEMBER 15, 2013

Board members present: Chairman Obie O'Brien; Vice-Chairman Paul Jewell and Commissioner Gary Berndt.

Others: Julie Kjorsvik, Clerk of the Board; Lisa Young, Human Resource Director; Jim Goeben, Information Technology Director and Andrew Drain, Application Developer.

SPECIAL MEETING PERFORMANCE DEVELOPMENT PLAN COMMISSIONERS

At 9:00 a.m. Chairman O'Brien opened a Special Meeting to receive an update on the Performance Development Plan project.

The Board of County Commissioners reviewed the latest version of the Performance Development Plan project. They indicated the plan would document in person conversations between a supervisor and their employee, noting it could be done via email, but they highly discouraged it.

The Board would like to be able to see what their Department Heads are doing on their employees PDP and the way it is currently set up, only Human Resources could view it. Commissioner Jewell questioned if the PDP would be an issue with the Unions. Lisa Young said there should not be a problem with the Unions as it's a management right, and the contracts state there would be evaluations conducted, but does not describe the way they are done.

There was discussion on ways of training employees for the new PDP and that it would be beneficial to schedule small groups and have it hands on so everyone could be walked through the process. The goal was to have the PDP ready to go during the first quarter of 2014. Andrew Drain was instructed to make the changes suggested by the Board and then schedule another meeting in the near future.

2013-11-15 MINUTES

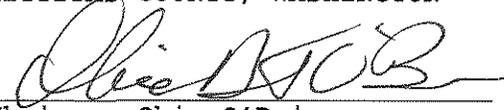
The meeting was adjourned at 10:07 a.m.

CLERK OF THE BOARD



Julie Kjorsvik

KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON



Chairman Obie O'Brien