

PUD NO 1 OF KITTITAS COUNTY

RESOLUTION No. 772

**A RESOLUTION OF THE BOARD OF COMMISSIONERS
PERFORMANCE MANAGEMENT FOR NON-BARGAINING EMPLOYEES**

BACKGROUND: Performance management is a process by which managers and employees work together to plan, monitor and review an employee's work objectives and overall contribution to the organization. Performance management is the continuous process of setting objectives, assessing progress and providing on-going coaching and feedback to ensure that employees and management are meeting objectives and goals. Through periodic evaluations, employees are eligible for step increases in pay within the pay range set for the specific job title. The Board of Commissioners may reevaluate the pay range for each position based on a salary comparison or cost of living adjustment.

The Kittitas PUD No. 1 has a Collective Bargaining Agreement with the Local Union No. 77 of the International Brotherhood of Electrical Workers (IBEW Local 77) which outlines annual wage adjustments. In previous years, the District management matched the annual wage adjustment for non-bargaining unit employees with the IBEW 77 annual adjustment. The District would like to move to a performance management system which would incentivize employees to receive training, improve performance and value to the organization while ensuring employee compensation for each job title is competitive and appropriate for each position. The last non-bargaining employee wage adjustment increase to match bargaining increase was for 1.7 percent in 2012.

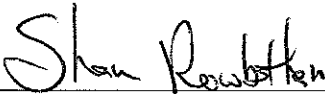
WHEREAS the District management will perform periodic reviews of salary ranges and job description reviews to ensure appropriate wage for each position, and;

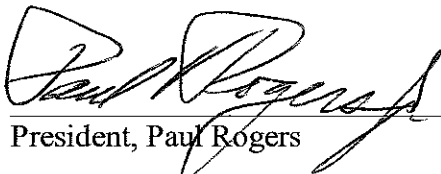
WHEREAS the non-bargaining employees should receive fair and consistent evaluations, annual evaluations are preferred although not required and should not disrupt the daily operation of the District, and;

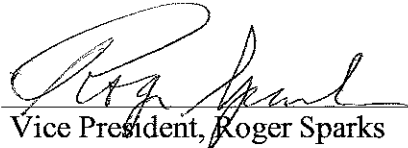
NOW, THEREFORE, BE IT HEREBY RESOLVED, the General Manager is directed to develop the aforementioned performance management system and wage ranges as presented with this resolution.

IN WITNESS WHEREOF, the undersigned, being all the members of the Board of Commissioners of Kittitas County PUD No.1, have executed this Resolution of the Board of Commissioners on this 25th day of June, 2013.

Attest:


Secretary, Shan Rowbotham


President, Paul Rogers


Vice President, Roger Sparks

