

9/27/79

Introduced by:

PATRICIA THORPE
ROBERT B. DUNN
TRACY J. OWEN

Proposed No.

79-1289

4591

MOTION NO. _____

A MOTION relating to merit pay and training, setting forth policy and authorizing changes.

WHEREAS, the principle of compensation based on merit represents a sound personnel practice and is a commitment to giving the taxpayer good performance in government; and

WHEREAS, during the year 1979 the legislative and executive branches have reviewed the County's merit pay system and sought to strengthen and improve it.

NOW THEREFORE, BE IT MOVED by the Council of King County: The Council authorizes and directs the following changes in the merit compensation system to be undertaken in calendar year 1980:

1. The Executive shall emphasize increased awareness and understanding of the merit compensation system by conducting workshops for supervisors and publishing an informational booklet clearly describing the operation of the system and making it available to all employees.

2. The personnel services supervisor in the Division of Personnel is designated County Training Officer. He shall assess the training needs of county employees, and develop and provide training programs for county employees designed to enhance the merit approach to personnel administration and upgrade the skills of county workers.

3. Evaluation anchors used in evaluations will be rewritten prior to the 1980 round of employee evaluations, and be made more specifically job related by class of employee. The step system shall also be altered to allow more opportunity for merit awards

1 to employees at step five or above as extra compensation in a
2 single year only for meritorious performance.

3 PASSED this 13th day of November, 1979.

4 KING COUNTY COUNCIL
5 KING COUNTY, WASHINGTON

6 *Ruby Chow*
7 Chairman

8 ATTEST:

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10 *Dorothy M. Owens*
11 Deputy Clerk of the Council
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