



REQUEST FOR BOARD ACTION

ITEM NO. 13

DATE OF REQUEST: March 9, 2009

REQUESTED BY: Paul Parker, Assistant County Manager

SHORT TITLE: Resolution to Adopt A Performance Management and Evaluation System Manual and Policy

BACKGROUND: In November the Board of Commissioners approved developing a performance management and evaluation system to compliment the new pay and classification study that was adopted in October. Springsted, Inc. was employed to develop the manual and policy, and completed the draft in December. As well, evaluation forms have been completed for each County job description covered by the plan. Training for supervisors and employees was completed February 10 and 11, 2009. The Performance Management and Evaluation System Manual and Policy is ready for adoption, and implementation with the FY 09/10 fiscal year. The policy provides for annual evaluation of employees covered under the plan, and encourages and provides for feedback and input between employees and their supervisors. The policy provides for salary adjustments depending on levels of performance, providing funding availability.

SPECIFIC ACTION REQUESTED: To adopt the attached resolution approving the Performance Management and Evaluation System and Manual prepared by Springsted, Inc.

COUNTY MANAGER'S RECOMMENDATION

Respectfully recommend approval.



Initial

RESOLUTION

NOW, THEREFORE BE IT RESOLVED by the Pender County Board of Commissioners
the Performance Management and Evaluation System Manual and Policy dated
December, 2008 is hereby approved and shall be implemented with the FY 09/10 fiscal year.

AMENDMENTS:

MOVED _____ SECONDED _____

APPROVED _____ DENIED _____ UNANIMOUS

YEA VOTES: Tate ___ Brown ___ Blanchard ___ Rivenbark ___ Williams ___

Jimmy T. Tate, Chairman Date

ATTEST Date