PERFORMANCE REVIEW & GOAL SETTING COMMITTEE
KOUTNIK, MARIETTA, CLARK, MARTINI, SHANNON
April 5, 2018

Absent: Representatives Marietta and Clark
Also Present: Board Chair Bliss and Penney Gentile

Penney Gentile explained the purpose and criteria of the Employee Performance Recognition Program. Representative Martini moved to enter into an executive session to discuss matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person. Seconded, Shannon. Total: 1,987; Ayes: 1,043; Absent: 944- Marietta, Clark. Motion carried.

Board Chair Bliss left the meeting during executive session.

The committee reconvened.

The committee along with Penney Gentile discussed the following, including but not limited to:
- Goal setting
- The need for a 5 year plan for the County
- Results of the M/C salary survey and presentation in May
- Contribution rates
- How to structure the salary scale—pros and cons of different systems
  - Cost of living raises
  - Tied to CSEA
  - Steps
  - Merit adjustments—how Genesee County calculates the merit component
- Terms of appointments
- Disciplinary and discharge procedures
- Competitive v. Non-competitive
- The need for performance evaluations to be completed thoroughly
- Research cost of living adjustments of the last 5 years

Board Chair Bliss reentered the meeting during the above discussion.

Representative Koutnik stated his goal is to make a recommendation regarding salaries in time for budget discussions.

There being no further business to discuss, the committee adjourned until Thursday, May 3rd at 9:00 a.m. at the County Office Building.