Also Present: Penney Gentile, Bill Berthel via webinar

The committee reviewed and discussed the salary study.

Bill Berthel of Emergent conducted a webinar and reviewed the following information, including but not limited to the following:

- **Key Philosophical Elements**
  - Setting the stage
  - Performance = success
  - Improve what we measure
  - Goals are inspirations with a plan
  - Leaders perform through influence
  - Translucency and timing

- **Performance Leadership Culture**
  - Feedforward v. feedback
  - Individual development plan

- **Developing a Performance Review Process**
  - Build off current tools
  - Work with tools Emergent has created focusing on the areas of quantity, quality and character

- **Goal Setting and Achievement**
  - SMART v. VITAL goals
  - Accomplishment deserves recognition and celebration

- **Communication and Launch**
  - Value statement
  - Creating a realistic time line

The committee discussed setting up a 4 hour workshop in mid to late October.

There being no further business to discuss, the committee adjourned until Wednesday, October 3rd at 1:00 p.m. at the County Office Building.