



WHATCOM COUNTY
EXECUTIVE ORDER 2006-02

MERIT STEP

WHEREAS, Whatcom County is desirous of recognizing the value of exemplary performance, and

WHEREAS, an employee may demonstrate performance well in excess of the normal expected work effort which is not adequately rewarded by step increases in the pay system, and

WHEREAS, employees not at the top step of their assigned range may be nominated in writing by the department head to the Executive's Office in recognition of documented exemplary performance, and

WHEREAS, a one-step adjustment for merit will not impact the employee's step date so they can see real value from the award, and

WHEREAS, Whatcom County has identified the criteria it wants to consider in awarding a merit step to be:

1. Achievement of an element of the strategic plan.
2. Completion of a project with significant departmental or countywide impact.
3. Performance evaluation with a rating of at least "4.00" overall with no elements or sub-elements at or below the "needs improvement" level.
4. One award per employee per position held.

NOW, THEREFORE, By virtue of the power vested in me by the Home Rule Charter for Whatcom County, I hereby order the option of merit step awards as an on-going County policy.

DATED this 27th day of February 2006.

Pete Kremen, Whatcom County Executive