

Key Peninsula Metropolitan Park District
Dba Key Pen Parks



Resolution No R 2010-10

A RESOLUTION OF THE KEY PEN PARKS TO AMEND THE HUMAN RESOURCE POLICY.

Whereas Key Pen Parks adopted a Human Resources policy in 2005 and whereas the current policy:

- Does not allow for Key Pen Park Vehicles to be taken home by employees for security and efficiency reasons
- Implies mandatory Step Increase- There are 10 (ten) steps within each range. Each step is a 4.14% increase over the previous step. Step increases are given annually at the employee's anniversary date contingent upon satisfactory performance on the annual evaluation report

And whereas the district desires to amend the Human Resource Policy to the following:

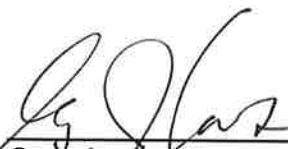
- When deemed necessary by the Executive Director for reasons of security and efficiency, park district employees may take district vehicles home.
- Salary Increase- Salary increases are given annually at the employee's anniversary date contingent upon performance as indicated by the annual evaluation report. The total amount of increase available for employee all salary increases will be determined annually at budget time. Employees receiving a "meets expectations" rating will receive an increase of up to 50%, but not more than of the allocated increase. Those receiving an "exceed expectations" rating will receive an increase of at least 50% and no more than 100% of the allocated increase. Those receiving an "outstanding" rating will receive 100% of the allocated increase. In the case of an employee receiving less than a "meets expectations" rating, a new performance review will be scheduled for six (6) months later. If the employee's rating is improved then a pay raise may be approved following the scale noted above to take effect at the time of the second review.

NOW THEREFORE, BE IT RESOLVED, by Key Pen Parks Board of Park Commissioners to amend the Human Resource Policy

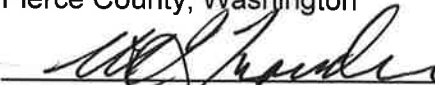
PASSED AND ADOPTED by the Board of Park Commissioners for Key Pen Parks at a regular meeting this 12th day of April, 2010.

Attest:

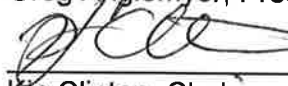
Key Pen Parks
Board of Commissioners
Pierce County, Washington



Greg Anglemyer, President



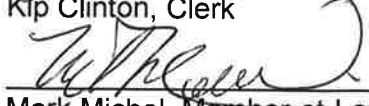
Bill Trandum, Vice President



Kip Clinton, Clerk



Edward Robison Member-at-Large



Mark Michel, Member-at-Large