

Date: July 22, 2010
To: Board of Directors
 Puget Sound Clean Air Agency
Subject: Update – FY10 Management Compensation Results

Honorable Members:

In light of ongoing financial pressures and as agreed with the Board in several budget-related meetings, the Board supported the distribution of budgeted merit awards to managers on the following basis: the manager’s current salary is between the bottom and top of the range and no award could exceed 5%; a manager at the top of a salary range would not be eligible for a merit increase for FY10 performance but her/his base salary would reflect a COLA increase.

As is agency practice, we agreed to report the distribution of performance ratings and merit awards. To that end, please find below the distribution matrices for the FY 10 performance year ratings and merit awards.

Interim Executive Director and Managers’ Performance Ratings Distribution

Position	Number in Group	Exceeds	Meets	Does Not Meet
Interim Executive Director	One*	N/A	N/A	N/A
Directors	Two	One	One	N/A
Managers	Five**	One	Two	N/A
Supervisors	Three	One	Two	N/A

* As directed by the Board, the Interim Executive Director did not participate in the FY10 annual review and merit award cycle.

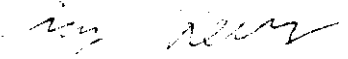
** Given their recent promotion to a management position, two managers did not receive a year-end review but will receive a 6-month review in the second quarter of FY11.

Managers’ Merit Awards Distribution

Position	Total Merit Awards by Position for FY10
Interim Executive Director	N/A
Directors	\$ 6,141
Managers	\$ 10,565
Supervisors	\$ 4,154
Total Awards	\$ 20,860
Average Award	5%

If you have questions about the information included on this topic, please feel free to contact me at (206) 689-4041.

Respectfully submitted,



Craig T. Kenworthy
Executive Director

cvp