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Sedgwick County

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Legislation Details (With Text)

File #: 15-0579 **Version:** 1 **Name:**

Type: Consent **Status:** Consent Agenda

File created: 8/24/2015 **In control:** Board of Sedgwick County Commissioners

On agenda: 9/2/2015 **Final action:**

Title: Position reorganization for Human Resources.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
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Position reorganization for Human Resources.

Recommended Action: Approve the recommendation to reorganize Human Resource positions.

Changes in the way Human Resources (HR) does business have created a need for eliminating a vacant position, changing the funding of two general fund positions, and increasing a benefited part-time position (0.6 FTE) to a benefited full-time position (1.0 FTE).

Eliminating position 20001912 (HR Specialist - Benefits), which has been vacant since 2011, would make available approximately \$73,600 of personnel savings in the Health Benefit Fund, 74009-611. Currently, two employees who are fully funded from the General Fund spend portions of their time on benefits-related work. This proposal would shift portions of their pay into the Health Benefit Fund, 74009-611. Based on an analysis of their duties, twenty-five percent (25%) of position 20003512 and seventy-five percent (75%) of position 20007454 would be shifted from the General Fund to the Health Benefit Fund. The cost shift to the Health Benefit Fund would result in savings to the General Fund of \$69,600.

The final request is to adjust position 20007425, HR Manager, from a part-time position (0.6 FTE) to a full-time position (1.0 FTE). With the elimination of the 1.0 HR Specialist - Benefits and the FTE increase to HR Manager, the HR staffing table will be reduced by 0.6 FTE. The HR Manager pay-range minimum is \$52,499. The current incumbent is at \$44,467. It is anticipated that savings from the shift of positions to the Health Benefit Fund would cover the increased costs of the HR Manager position adjustment.

Alternatives: Do not approve the request and leave the staffing table as is.

Financial Considerations: No additional funds are being requested. The funding for the shifts of the 0.75 FTE and 0.25 FTE portions to the Health Benefit Fund will come from the funding allocated for the eliminated 1.0 FTE HR Specialist - Benefits position. Costs associated with adjusting the HR Manager position from part-time to full-time will be funded with the savings from the shifts of the 0.75

FTE and 0.25 FTE portions to the Health Benefit Fund. HR will not fill the 1.0 FTE HR Manager position until after 1/1/2016.

Legal Considerations: N/A

Policy Considerations: N/A