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Sedgwick County

525 North Main Street 3rd
Floor
Wichita, KS 67203

Legislation Details (With Text)

File #: 16-303 **Version:** 1 **Name:** Hire HR Manager-Work Environment outside policy
Type: Consent **Status:** Consent Agenda
File created: 5/9/2016 **In control:** Board of Sedgwick County Commissioners
On agenda: 5/18/2016 **Final action:**
Title: Hire above the minimum for a HR Manager-Work Environment (Human Resources).
Sponsors:
Indexes:
Code sections:
Attachments: 1. HR Manager 051616

Date	Ver.	Action By	Action	Result
5/18/2016	1	Board of Sedgwick County Commissioners	Approved on the Consent Agenda	

Hire above the minimum for a HR Manager-Work Environment (Human Resources).

Recommended Action: Approve the recommendation to offer salary above policy.

Per policy 4.2001 new hires starting salaries 14% above minimum require BoCC approval. Ms. Daily has strong conflict management and employee relations experience, in addition she has experience creating and interpreting policies, and partnering with Management in a nonprofit setting. This request is to start Ms. Daily at a salary of \$60,000 which is commiserate with the knowledge and experience she will bring to the position.

Analysis: This is not an uncommon practice in high level or difficult to fill positions.

Alternatives: Do not approve the hire above minimum.

Financial Considerations: Adequate budget authority exists in the HR personnel budget to support the requested salary.

Legal Considerations:

Policy Considerations: 4.2001- Wage and Salary