



Sedgwick County...
working for you

Sedgwick County

525 North Main Street 3rd
Floor
Wichita, KS 67203

Legislation Text

File #: 18-982, **Version:** 1

Hire an Interim County Counselor above grade minimum with vacation and sick leave.

Recommended Action: Approve the recommended compensation package outlined below.

Per policy 4.2001 new hires starting salaries 10% above minimum require BoCC approval. This request is to start the candidate at a salary of \$125,000 (28.72 percent above minimum). Additionally, the candidate will start with a vacation balance of 40 hours and 40 hours of sick leave available for use on the first day of employment. This salary and vacation package is commensurate with the position in the organization as well as the knowledge, skills and experience the candidate brings.

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

Alternatives: Do not approve the hire above minimum and offer no additional vacation leave balance.

Financial Considerations: The attached budget impact form outlines increased costs of \$38,768 on an annual basis, including salary and associated labor taxes. The position is grade 144; the grade minimum is \$97,107.

Legal Considerations: N/A

Policy Considerations: Policy 4.2001, Wage and Salary; Policy 4.700 Vacation Leave.