



Sedgwick County...
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Sedgwick County

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Legislation Details (With Text)

File #: 14-1180 **Version:** 1 **Name:**
Type: Consent **Status:** Consent Agenda
File created: 3/17/2014 **In control:** Board of Sedgwick County Commissioners
On agenda: 4/2/2014 **Final action:**
Title: Salary (Employment) Agreement between Sedgwick County and Jan Luth, President/CEO, Exploration Place, Inc.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Employment Agreement, Jan Luth

Date	Ver.	Action By	Action	Result
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Salary (Employment) Agreement between Sedgwick County and Jan Luth, President/CEO, Exploration Place, Inc.

Recommended Action: Approve and agreement and authorize the Chairman to sign
During the third and fourth quarter of 2013, the Sedgwick County completed a Compensation and Classification Study for all Sedgwick County employees. In concert with that study, Exploration Place completed a benchmarking salary survey of leaders of similarly situated organizations. The results of that survey indicates that the salary range for the President/CEO position, Exploration Place is less than the survey median:

<u>Position</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
President/CEO, Sedgwick County Salary Range	\$ 84,280	\$103,694	\$123,108
President/CEO, Average Pay, Benchmark Survey	\$103,496	\$134,411	\$165,326

Based on these results, effective as noted below, the President/CEO's annual salary will be increased from \$113,071

Contract \$117,800 - effective 1/1/14

Contract \$123,690 - effective 1/1/15

Contract \$129,875 - effective 1/1/16

County agrees, in consultation with the Exploration Place Inc Executive Committee, to review Employee's compensation on a yearly basis and may grant a minimal annual increase equal to the average annual percentage increase, if any, to which County employees are entitled.

The benchmark survey salary range amounts exceed the County's salary range structure. As such, a standard salary (employment) agreement that is used for certain other County employees to manage and administer the adjustment to the President/CEO's salary for 2014 and going forward into the future.

Sedgwick County and Exploration Place entered into a funding agreement on October 23, 2013 for

the purpose of defining the financial relationship between the parties in carrying out the long-term operating agreement, updated October 19, 2005. The county approved funding in 2013 for the following years and amounts:

2014	\$2,233,642
2015	\$2,255,140
2016	\$2,255,140
2017	\$2,334,628
2018	\$2,334,628

Financial Considerations: The financial impact of the salary increase for each of the following years is: 2014 - \$4,729; 2015 - \$5,890; and, 2016 - \$6,185. These increases will be administered within the current Sedgwick County and Exploration Place funding agreement.

Legal Considerations: The Board of Sedgwick County Commissioners has the authority to enter into this agreement pursuant to K.S.A. 19-101.

Policy Considerations: N/A