Legislation Details (With Text)

File #:	15-0763	**Version:** 1	**Name:**	
Type:	Consent		**Status:**	Consent Agenda
File created:	11/6/2015		**In control:**	Board of Sedgwick County Commissioners
On agenda:	11/18/2015		**Final action:**	
Title:	Waiver of policy to hire an IT Architect above the pay range minimum and offer starting vacation and sick leave above new hire policy.			
Sponsors:				
Indexes:				
Code sections:				
Attachments:				

Date	Ver.	Action By	Action	Result

Waiver of policy to hire an IT Architect above the pay range minimum and offer starting vacation and sick leave above new hire policy.

Recommended Action: Approve the recommendation to hire an IT Architect above the pay range minimum.

The starting annual salary for an IT Architect is $63,814. The Division of Information and Operations requests a hire above minimum policy waiver to offer $85,000 annually to a candidate with 15 years of experience, as well as starting vacation leave of 10 days and sick leave of 10 days. The candidate brings direct experience which will allow the candidate to be immediately effective in this position as the County's IT Architect - Webmaster. The candidate possesses a master's degree from the University of Kansas, a master's certificate in project management from George Washington University, and has 15 years of IT experience, with the last six serving as a Web Architect for a fortune 500 company. The recommended salary is commensurate with the candidate's level of experience and knowledge.

Alternatives: Do not offer a salary above minimum and continue the search for a qualified IT Architect.

Financial Considerations: The requested starting salary to fill this vacancy is $85,000, along with an immediately available vacation leave of 10 days and sick leave of 10 days. No additional budget authority is necessary or requested to cover the cost of the waiver for the remainder of 2015 or 2016 fiscal years. Position # 20003502 assigned to cost center 92003-110.

Legal Considerations: None.

Policy Considerations: Waiver of compensation policy to allow for the hiring above the pay range minimum, as well as available starting vacation and sick leave above new hire policy.