



Sedgwick County...  
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# Sedgwick County

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## Legislation Details (With Text)

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