



Sedgwick County...
working for you

Sedgwick County

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Legislation Details (With Text)

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File created:	7/14/2016	In control:		Board of Sedgwick County Commissioners	
On agenda:	7/20/2016	Final action:			
Title:	Personnel matters necessary for organizational redesign.				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	1. Restructure 0171116				

Date	Ver.	Action By	Action	Result
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Personnel matters necessary for organizational redesign.

Recommended Action: Approve the recommended reclassifications and compensation package outlined below.

A. Reclassify position 20001166 and 20001084 due to additional responsibilities.

The duties are significantly changing, due to the County restructure warranting a range reallocation of one grade each. Additionally, the incumbent in position 20001084 would receive an increase 1.4% above the 4% allowed per policy 4.2001.

Analysis: This is not an uncommon practice.

Alternatives: Do not approve the range reallocation.

Financial Considerations: See attachment.

Legal Considerations: N/A.

Policy Considerations: Policy 4.2001, Wage and Salary.

B. Hire a Deputy County Manager above the grade minimum, with vacation.

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 \$138,450, as well as a car allowance of \$4,800 annually. Additionally, the candidate will start with a vacation balance of 40 hours available for use on the first day of employment, and will accrue vacation at a rate of approximately 168 hours annually, equal to a 16 year employee, as outlined in policy 4.700. This salary and vacation package are

commensurate with his position in the organization as well as the knowledge, skills and experience he 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 balance.

Financial Considerations:

Legal Considerations: N/A.

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