



Sedgwick County...
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Sedgwick County

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Legislation Details (With Text)

File #: 17-997 **Version:** 1 **Name:**
Type: Consent **Status:** Consent Agenda
File created: 11/15/2017 **In control:** Board of Sedgwick County Commissioners
On agenda: 12/13/2017 **Final action:**
Title: 2.5% General Pay Adjustment; Pay Structure Adjustment.
Sponsors:
Indexes:
Code sections:
Attachments: 1. Resolution 2018 SG CO 2.5 increase 12-13-2017

| Date | Ver. | Action By | Action | Result |
|------------|------|--|--------------------------------|--------|
| 12/13/2017 | 1 | Board of Sedgwick County Commissioners | Approved on the Consent Agenda | Pass |

2.5% General Pay Adjustment; Pay Structure Adjustment.

Recommended Action: Adopt the Resolution and Authorize the Chairman to sign.

The former process of Pay for Performance (PFP) was discontinued effective November 1, 2016. For the Evaluation Period 11/1/16-10/31/17 the new Performance Management Evaluation (PME) Process was being piloted and employees trained in preparation for the 11/1/17 - 10/31/18 Evaluation Period. To provide for employee compensation during this transition, a 2.5% general pay adjustment, and a 0.5% pay structure increase will be provided to all Sedgwick County employees effective January 1, 2018.

As there is not a current process in place to evaluate employees performance, for the performance evaluation year 11/1/16-10/31/17, employees will be provided a one-time general pay adjustment of 2.5% effective January 1, 2018.

Alternatives:

Financial Considerations: Budget authority for the 2.5% pay adjustment, and a 0.5% pay structure increase is built into the 2018 budget for all departments and divisions.

Legal Considerations: This action is authorized by K.S.A. 19-212. A simple majority vote is required.

Policy Considerations: