



Sedgwick County...
working for you

Sedgwick County

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Legislation Details (With Text)

File #: 17-995 **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: New Performance Management Evaluation Process and Pay Plan.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Performance Management Evaluation Policy 4.pdf, 2. Resolution 2018 SG CO Performance Policy Changes 12-13-2017, 3. Exhibit A - 4.2001 Wage and Salary Admin revision

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

New Performance Management Evaluation Process and Pay Plan.

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

The former process of Pay for Performance is being updated with a new pay plan and new Performance Management Evaluation (PME) process.

The new PME process provides for clear alignment of our employees' efforts with divisional, departmental, and County strategic goals. This helps build employee engagement and aid in the achievement of our various strategic goals. This process will make employee evaluation and management easier and more effective by providing clear standards on employee performance expectations and specific time frames for regular meetings and evaluations. Through quarterly evaluations and evaluation rating scores, employees will receive regular, on-going feedback on their job performance and this regular coaching and guidance will help in their success.

The new pay plan is a combination of a set general pay adjustment for all employees along with a non-recurring Pay for Performance increase based upon an employees PME performance tier.

Alternatives:

Financial Considerations: Pay adjustments will continue to be determined through the annual budget process.

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

Policy Considerations: Recension of policy 4.903A Performance Evaluation; adoption of policy 4.904, Performance Management Evaluation Process and adoption of revised policy 4.2001 Wage and Salary Administration

