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Sedgwick County

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Legislation Details (With Text)

File #: 18-874 **Version:** 1 **Name:**
Type: Consent **Status:** Consent Agenda
File created: 10/2/2018 **In control:** Board of Sedgwick County Commissioners
On agenda: 10/10/2018 **Final action:**
Title: Position changes and hiring actions for Human Resources.
Sponsors:
Indexes:
Code sections:
Attachments: 1. Budget Impact - HR Director 10.3.18

Date	Ver.	Action By	Action	Result
10/10/2018	1	Board of Sedgwick County Commissioners	Approved on the Consent Agenda	Pass

Position changes and hiring actions for Human Resources.

Recommended Action: Approve the recommended compensation packages outlined below and position reclassification.

A. Reclassify position 20001157.

The duties assigned to this position have changed, warranting a range reallocation from a grade 144 to grade 142. The position was previously known as the Chief Human Resources Officer and the title will change to Human Resources Director.

Analysis: This is not an uncommon practice.

Alternatives: Do not approve the range reallocation.

Financial Considerations: The grade minimum for 142 is \$88,085.92.

Legal Considerations: N/A.

Policy Considerations: Policy 4.2001, Wage and Salary.

B. Hire a Human Resources Director above the grade minimum, with vacation and sick leave.

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 \$110,000 (25 percent above minimum). Additionally, the candidate will start with a vacation balance of 40 hours and 80 hours of sick leave available for use on the first day of employment. This salary and vacation package is commensurate with the position in the organization as well as the knowledge, skills and experience the candidate 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 leave balance.

Financial Considerations: The attached budget impact form outlines increased costs of \$25,888 on an annual basis, including salary and associated labor taxes. The position is a grade 142; the grade minimum is \$88,085.92. Due to turnover in 2018, adequate budget authority exists to support the requested salary; no additional budget authority is being requested for 2018.

Legal Considerations: N/A

Policy Considerations: Policy 4.2001, Wage and Salary; Policy 4.700 Vacation Leave