



Sedgwick County...
working for you

Sedgwick County

525 North Main Street 3rd
Floor
Wichita, KS 67203

Legislation Text

File #: 14-1200, **Version:** 1

Hire a Commercial Real Estate (COTA) Specialist above the pay range minimum.

Recommended Action: Approve the recommendation to hire a Commercial Real Estate COTA Specialist above the pay range minimum. Salary - \$60,000/year.

Background: The starting wage for Commercial Real Estate COTA Specialist is \$43,958/year. The department has extended an offer of \$60,000/year to a candidate who has over 25 years of appraisal experience in Kansas. The candidate brings direct experience to the position, including experience as the Harper and Reno County Appraiser. She also brings over 18 years of direct experience from the Sedgwick County Appraiser's Office commercial real estate division. She holds a Registered Mass Appraiser designation in the State of Kansas as well as an Assessment Administration Specialist designation from the International Association of Assessing Officers. The recommended salary is commensurate with the candidate's level of experience and knowledge of the Commercial Real Estate COTA Specialist job requirements.

Alternatives: Continue search for qualified candidates.

Financial Considerations: Wage and benefits for the minimum of the range annualize to \$68,783. The requested salary falls above the midpoint of the pay range and increases the annualized wage and benefits to \$87,803. The difference between the requested salary/benefits and the salary/benefits at the range minimum is \$19,020. No additional budget authority is being requested.

Legal Considerations: N/A .

Policy Considerations: Policy 4.2001 states: The hiring wage rate is normally at the minimum of the position's salary range. A hiring wage rate up to ten (10) percent of the minimum may be paid with the County Manager's approval. Hiring wage rates more than ten (10) percent of the range minimum will require approval from the Sedgwick County Board of Commissioners.