



Sedgwick County...
working for you

Sedgwick County

525 North Main Street 3rd
Floor
Wichita, KS 67203

Legislation Text

File #: 16-0114, **Version:** 1

Request to Hire an Engineer at a Starting Salary Above the Minimum Pay Rate.

Recommended Action: Approve the starting pay as requested.

An Engineer position (Position Number 20002238) was vacated in January. Public Works has conducted a search for a replacement and has now identified a qualified candidate. Based on the amount and type of experience that this candidate would bring to Sedgwick County, Public Works is recommending a starting salary that is 31.5% above the minimum pay level. The pay range for an Engineer is from \$55,120 to \$82,680 per year. Public Works recommends starting pay for this candidate at \$72,500 per year. The midpoint of the range is \$68,900.

Alternatives: Approve a different starting pay rate or deny the request.

Financial Considerations: The position has been vacant since January and there will be sufficient salary savings in 2016 to cover the additional cost of a starting pay rate above minimum. The new employee would not start before March 14, 2016.

Legal Considerations:

Policy Considerations: Section IV.E.5 of Sedgwick County Policy 4.300 requires the Board of County Commissioners for starting pay that exceed the minimum by more than 10%.