



Sedgwick County...
working for you

Sedgwick County

525 North Main Street 3rd
Floor
Wichita, KS 67203

Legislation Text

File #: 17-998, **Version:** 1

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.

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

Legal Considerations: K.S.A. 19-212 authorizes this action. A simple majority vote is required.

Policy Considerations: