

RESOLUTION NO. _____

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF SEDGWICK COUNTY, KANSAS, AMENDING CERTAIN PERSONNEL POLICIES AND PROCEDURES

WHEREAS, the Board of County Commissioners of Sedgwick County, Kansas (“County”), has prepared and published personnel policies and procedures entitled “Sedgwick County Personnel Policies and Procedures Manual” (“Manual”) which govern County employment; and

WHEREAS, the County has discovered the need for revisions to said Manual; and

WHEREAS, the County has the authority to establish personnel policies and procedures pursuant to K.S.A. 19-212.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF SEDGWICK COUNTY, KANSAS, that:

SECTION 1. The following policy, attached to this resolution, is hereby adopted and becomes effective immediately:

Policy No. 4.2002 – *Sign-On Bonus Policy: Pilot Program for Emergency Communications, Facilities Maintenance and COMCARE*

SECTION 2. This resolution takes effect upon adoption.

[Remainder of page intentionally left blank]

Commissioners present and voting were:

PETER F. MEITZNER	_____
SARAH LOPEZ	_____
DAVID T. DENNIS	_____
LACEY D. CRUSE	_____
JAMES M. HOWELL	_____

Dated this _____ day of _____, 2021.

BOARD OF COUNTY COMMISSIONERS
OF SEDGWICK COUNTY, KANSAS

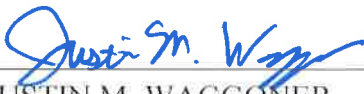
ATTEST:

 KELLY B. ARNOLD
 County Clerk

 PETER F. MEITZNER, Chairman
 Commissioner, First District

 LACEY D. CRUSE, Chair Pro Tem
 Commissioner, Fourth District

APPROVED AS TO FORM:




 JUSTIN M. WAGGONER
 Assistant County Counselor

 SARAH LOPEZ
 Commissioner, Second District

 DAVID T. DENNIS
 Commissioner, Third District

 JAMES M. HOWELL
 Commissioner, Fifth District

	<p align="center">Sign-On Bonus Policy:</p> <p align="center">Pilot Program for Emergency Communications, Facilities Maintenance and COMCARE</p> <p align="center"><i>Adopted:</i></p>
<p align="center">Adopted:</p>	<p align="center">Policy No. 4.2002</p>
<p align="center">Enabling Resolution:</p>	<p align="center">Developer/Reviewer:</p> <p align="center">County Manager/ Division of Human Resources</p>

1. Purpose

The purpose of the sign-on bonus is to incentivize a candidate to accept employment at Sedgwick County. This policy does not result in Sedgwick County entering into an employment contract with employees. This policy is in effect until rescinded by the Board of County Commissioners.

2. Scope

This policy applies to all benefited (part-time and full-time) positions specifically identified within this policy. The sign-on bonus will be subject to applicable taxes.

Positions that will receive sign-on bonuses and the amounts of such sign-on bonuses are as follows:

- A. All Facilities Maintenance Positions: \$1,500
- B. Call Taker and Dispatch Positions: \$1,500
- C. COMCARE Case Managers: \$2,500
- D. COMCARE Senior Social Workers, Clinical Social Worker, Team Supervisor, Program Manager, Compliance and Performance Specialist: \$5,000

3. Policy Statement

This policy serves to aid Sedgwick County in the hiring of individuals for positions that have labor market shortages which affect the county's ability to deliver services to the public.

4. Definitions

- A. Sign-on Bonus – A non-recurring and non-compounding payment.

5. Procedures

- A. Newly hired or re-hired employees are eligible for a one time sign-on bonus per calendar year.
- B. Re-instated or transferred employees are not eligible for the sign-on bonus.
- C. The sign-on bonus will be paid on first paycheck following the completion of 60 days of employment.