

	<p align="center">Elected Official Pay and Retirement</p>
<p align="center">Adopted: 12/14/2022</p>	<p align="center">Policy No. 4.2005</p>
<p align="center">Enabling Resolution: 197-2022</p>	<p align="center">Developer/Reviewer: Human Resources</p>

1. Purpose

The purpose of this policy is to address elected official pay separate from the general pay plan of County staff members.

2. Scope

This policy only applies to the following elected offices: Board of County Commissioners (BOCC), Register of Deeds, County Clerk and County Treasurer, Sheriff and District Attorney.

3. Policy Statement

All elected officials within the Sedgwick County government structure are considered full-time employees with roles and responsibilities consistent with this classification.

4. Definitions

- A. Elected Official – Those listed under the Scope above that are duly elected by the people of Sedgwick County.

- B. Annual compensation adjustment – An annual pay increase for employees on the general pay plan approved through the County budget process and a majority vote of the BOCC.

5. Procedures

- A. Budget – Compensation levels are discussed during the budget cycle and approved by a majority vote of the BOCC every August. If the compensation level for general employees is 3% or less, all elected officials will be included in that compensation. If the compensation is more than 3%, elected officials will only receive the cap rate of 3% unless the majority of the BOCC votes otherwise as part of the budget discussion in a public meeting. The Sheriff and District Attorney are exempted from this portion of the policy as they have separate pay plans.

- B. Retirement Contributions – All newly elected officials will be placed under the state pension plan if eligible, Kansas Public Employees Retirement System (KPERS), except the Sheriff who will be placed under the Kansas Police and Firemen’s Retirement System (KP&F).

If an elected official does not elect the KPERS (Elected Official) option, or is otherwise ineligible to contribute to KPERS, they will not receive additional retirement funds. Elected officials in office prior to January 1, 2023 will be grandfathered into their current plans.

- C. Vehicle and cell phone allowances for elected officials are determined by Sedgwick County policies 2.107 and 2.300 respectively. The County Sheriff is assigned a fleet vehicle for work and drive home purposes.
- D. Deviation of pay – Elected officials who choose not to receive a budgeted pay raise may submit notice to the Budget Director and Chief Human Resources Officer. Once the pay notice has been sent to the Budget Director and Chief Human Resources Officer, it cannot be rescinded nor may such compensation be added back as future compensation for said elected official. Salaries must maintain the minimum threshold for benefits.