

BOARD OF COUNTY COMMISSIONERS  
**OF**  
**FRANKLIN COUNTY, KANSAS**

RESOLUTION NO. 05-85

A RESOLUTION ESTABLISHING A PAY PLAN FOR FRANKLIN COUNTY

WHEREAS, Franklin County, Kansas, is a county municipal government with the power of home rule pursuant to K.S.A. 19-101 et seq. and the statutory authority, and;

WHEREAS, the Board of Commissioners believes that the County's employees are its most important asset, and;

WHEREAS, the Board of Commissioners is committed to becoming an employer of excellence, and;

WHEREAS, the Board of Commissioners believes that all County employees should be paid a fair and competitive wage while still maintaining the overall financial health of the County, and;

WHEREAS, the Board of Commissioners has invested in a wage and compensation study to objectively determine competitive wages and create a pay plan to move the County toward wage parity,

**THEREFORE, BE IT RESOLVED**

**BY**

**THE BOARD OF COUNTY COMMISSIONERS OF FRANKLIN COUNTY THAT:**

The pay steps and grades attached as Exhibit "A" are hereby adopted as the official pay plan for Franklin County.

Franklin County will attempt to bring all employees to 70% of market rate for their position as defined by the wage and compensation study conducted by FBD Consultants, Inc., by July of 2007.

All employees who are making 15-19.9% less than 70% of market rate for their position shall receive an immediate raise equal to 5% of their present salary effective July 21, 2005.

All employees who are making 20% or more less than 70% of the market rate for their position shall receive an immediate raise equal to 7% of their present salary effective July 21, 2005.

This resolution shall take effect and be in full force upon its adoption by the Board of County Commissioners and publication in the official county newspaper.

Passed and approved this 22nd day of August, 2005.

Franklin County Board of Commissioners

/s/ Donald R. Stottlemire

Donald R. Stottlemire, Chairman

ATTEST:

/s/ Shari Perry

Shari Perry, County Clerk