



**A RESOLUTION AMENDING THE MANUAL OF PERSONNEL RULES AND REGULATIONS  
OF FRANKLIN COUNTY, KANSAS AND REPLACING RESOLUTION 21-05**

WHEREAS, K.S.A. 19-101 provides that a County may exercise the powers of Home Rule to determine its local affairs and government authorization under the provisions of K.S.A. 19-101a; and

WHEREAS, the supervision of county employees with regards to personnel rules, regulations and related administrative procedures and policies is a permissible exercise of Home Rule powers, pursuant to K.S.A. 19-101a; and

WHEREAS, the Board of County Commissioners desires to amend the Personnel Rules and Pay Plan; and

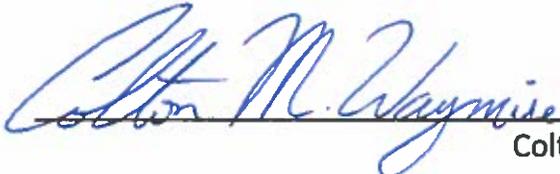
WHEREAS, the Board of County Commissioners believes that amending the Franklin County Personnel Rules and Pay Plan is in the best interests of County Employees, and allows for better personnel management on the part of Franklin County as an employer;

**THEREFORE, BE IT RESOLVED BY  
THE BOARD OF FRANKLIN COUNTY COMMISSIONERS,**

That the Franklin County Rules and Pay Plan adopted by Resolution 21-05 are hereby amended to reflect modifications as contained in the attachments to this resolution.

The amendments to the Franklin County Personnel Rules and Pay Plan shall become effective December 21, 2021.

Passed and adopted in regular session this 15<sup>th</sup> day of December, 2021.

  
\_\_\_\_\_  
Colton M Waymire  
Chairman

Attested and Recorded this 15<sup>th</sup> day of December 2021.

  
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Janet Paddock  
County Clerk



## Proposed Changes to Franklin County Personnel Rules Effective 12/21/2021

### ➤ 3.2 Performance Evaluation General

Merit Increases: All ~~full-time~~ County Employees will be eligible for annual merit or performance pay increase of 2.5% based on the results of each employee's performance evaluation.

Remove: In the event that an employee receives his or her annual performance evaluation after their anniversary date, any pay increase will be based on the date the annual performance evaluation is reviewed with the employee and supervisor.

### ➤ 3.8 Shift Differential – Remove policy as we no longer offer Shift Differential

### ➤ 3.9 Longevity Pay

Franklin County Employees who were receiving Longevity Pay on November 25, 2015 will continue to receive Longevity Pay in the amount they received on November 25, 2015 for as long as the employee is continuously employed by Franklin County **in a regular full-time status**.

### ➤ 5.4 Sick Leave

Remove: Accrued sick leave will be credited to the employee at the beginning of the pay period in which the Initial Employment Period is successfully completed, as calculated from the employee's anniversary date."

### ➤ 5.16 Wellness Leave

Franklin County **benefit eligible** employees have the opportunity to earn up to 8 hours of wellness leave a year.

### ➤ Pay Plan Adjustments:

- Increase range Minimums and Maximums by 1.6%
- Apply additional 25% increase to range Maximums
- Remove 40 Hour EMT
- Remove Grade "0"
- Remove positions no longer used – Detention Center Cook, Receptionist, EMS Battalion Chief, Tourism Coordinator, Jail Administrator
- Reclass Health Educator from grade 23 to 20
- Remove Community Corrections Positions
- Reclass Medical Accounts Manager from Grade 17 to 20
- Change "Sheriff's Corporal", "Sheriff's Sergeant" and "Sheriff's Lieutenant" to Corporal, Sergeant and Lieutenant
- Rename HR Technician to Payroll/Benefits Coordinator
- Add Public Health Nurse Supervisor back to pay plan, Grade 25
- Add Director of Emergency Communications to pay plan, Grade 30
- Reclass Director of Human Resources from Grade 25 to 30
- Reclass Director of Facility Operations from Grade 25 to 30