

FY 2015 Budget - Personnel and Compensation

Compensation

Johnson County Government Compensation Philosophy Statement

The purpose of Johnson County Government's compensation philosophy is to attract, retain, and reward talented employees with competitive total compensation based on relevant labor markets. The foundation of the philosophy is to balance the principles of performance-based compensation, fairness and internal equity, and market competitiveness administered with sound fiscal discipline. The compensation philosophy will reinforce a positive work climate, a citizen-service orientation, accountability and performance, and create the desire in employees to remain with Johnson County and enhance service to our citizens.

The County's total remuneration philosophy is to be competitive within the relevant, comparable labor markets for total cash compensation by:

- Basing the midpoint of the pay table on the 50th percentile;
- Recognizing outstanding performance and organizational contributions through the use of merit pay, bonuses, and/or incentives to compensate exceptional employees; and
- Establishing differential pay practices consistent with the market.

The County's relevant labor markets are defined as follows:

Table #1: Johnson County Comparable Labor Markets

Grades	Relevant Labor Market	Comparable Industries
11—15	Local Employers	All Industries
16—20	Midwest Region	Public and Private Sector/Peer Organizations/ Local Employers
21—28	National Employers	Public Sector/Peer Organizations

Historical Comparison of Budgeted Compensation Pools

Table #2 below includes a historical comparison of the budgeted compensation increases of local cities to the County:

Table #2: FY 2010 – FY 2014 Johnson County Compensation Pool Comparison

City	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	5 Year Average
Overland Park	0.00%	0.00%	0.00%	2.00%	2.00%	0.80%
Lenexa	2.10%	1.00%	2.25%	2.50%	3.00%	2.17%
Olathe	2.00%	0.00%	1.50%	2.50%	3.00%(1)	1.80%
Shawnee	0.00%	0.00%	0.00%	0.00%	2.00%	0.40%
Leawood	4.00%	4.00%	3.90%	3.90%	3.75%	3.91%
Cities Average	1.53%	1.00%	1.80%	2.18%	2.75%	1.85%
Johnson County	1.50%	1.50%	1.50%	2.50%	3.00%	2.0%
Variance	-0.03%	0.50%	-0.30%	0.32%	0.25%	0.15%

(1) Olathe FY 2009: 4% for Public Safety.

The County's compensation (merit) pool increases were lower than the average for local city governments in FY 2010 and 2012. In 2010, the County gave a 1.5% increase while some cities did not give any