RESOLUTION NO. __19-7A-282__   AGENDA NO.__12.D.(1)_____

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Finance Committee
INITIATED BY

Finance Committee
SUBMITTED BY

Diana Arneson, Asst. to IT Dir
DRAFTED BY

July 1, 2019
DATE DRAFTED

ELIMINATING ONE PROGRAMMER ANALYST II POSITION AND ADDING A PROJECT MANAGER POSITION IN THE INFORMATION TECHNOLOGY DEPARTMENT

1 **WHEREAS**, the Rock County Board of Supervisors did pass a resolution in August of 2018 to contract
2 with Baker Tilly to perform an Information Technology Department assessment; and,
3
4 **WHEREAS**, as a result of the Baker Tilly assessment the first project recommended for I.T. to complete
5 was to reorganize the department; and,
6
7 **WHEREAS**, the Programmer Analyst II duties within the I.T. department have been reduced and/or
8 reassigned due to the reorganization; and,
9
10 **WHEREAS**, the I.T. Director has determined a need exists within the new I.T. department structure for
11 a full-time Project Manager; and,
12
13 **WHEREAS**, the Rock County Information Technology Department recently had one Programmer
14 Analyst II staff member retire; and,
15
16 **WHEREAS**, the elimination of one Programmer Analyst II position allows for funding a much needed
17 Project Manager position; and,
18
19 **WHEREAS**, the Human Resources department recommends the Project Manager position be
20 compensated at pay range 26 the same pay range as the retired Programmer Analyst II; and,
21
22 **WHEREAS**, the addition of the Project Manager position will have no impact on the 2019 I.T. department
23 budget.
24
25 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled
26 this 11th day of July , 2019 does hereby approve the elimination of one Programmer Analyst
27 II position at pay range 26 and the creation of one Project Manager position at pay range 26.

Respectfully submitted,

FINANCE COMMITTEE

Mary Mawhinney, Chair
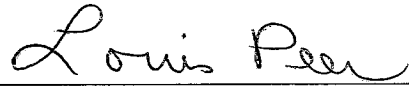
Mary Beaver, Vice Chair
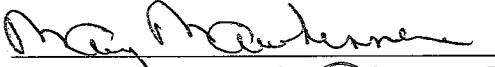
Brent Fox

J. Russell Podzilni

Bob Yeomans

AUTHORIZING ELIMINATING PROGRAMMER ANALYST II POSITION AND ADDING
PROJECT MANAGER POSITION
Page 2

COUNTY BOARD STAFF COMMITTEE

_____   _____
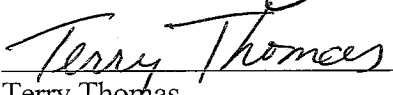J. Russell Podzilni, Chair   Louis Peer

_____   _____
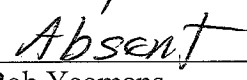Mary Mawhinney, Vice Chair   Alan Sweeney

_____   _____
Richard Bostwick   Terry Thomas
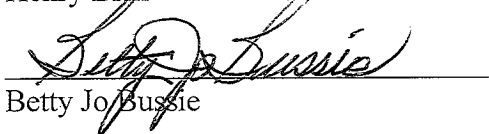
_____   _____
Henry Brill   Bob Yeomans
                                          Absent

FISCAL NOTE:

These changes are budget neutral since the position being deleting and the position being created are in
the same pay range.

_____
Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats.

_____
Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:
Recommended.

_____
Josh Smith
County Administrator

Executive Summary

This resolution authorizes the elimination of a Programmer Analyst II position and the addition of a Project Manager position in Rock County's Information Technology Department.

Information Technology has changed much over the years and no longer requires the same level of programming skillsets or volume of in-house applications and systems as in the past. Currently available "off-the-shelf" systems and applications have become more sophisticated, customizable, and adaptable in scope than they were in the early stages of third party software development. As the process of procuring and implementing these systems becomes more commonplace, the need to manage these third party applications and the projects they serve has increased as well. If not kept in check, applications that can serve more than one department are not necessarily visible to the County as a whole. This leads to multiple application services all attempting to solve the same problem, running at the same time, and consuming resources that could and should be consolidated into one countywide solution. Additionally, without monitoring current requests for new applications on a countywide scope, projects and the departments they serve turn into silos of information in direct opposition to recommended industry standard practices. This is where the services of a Project Manager are most visible. This position serves not only to monitor, manage, and mediate application and resolution processes, it also helps introduce new technology to all county departments as part of a cohesive and unified systems application portfolio.

The recent retirement of a Programmer Analyst II position creates an opportunity to add the Project Manager position with no impact to Information Technology's budget. Since both positions are compensated at pay range 26, there will even be a period of time where there will be less funds required. Since the new position will begin at pay range 26 step one and the old PA/II position was at pay range 26 step 5, there is a potential savings of $13,947.84 in the first year alone.