

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

Finance Committee  
INITIATED BY



Diana Arneson, Asst. to IT Dir  
DRAFTED BY

Finance Committee  
SUBMITTED BY

June 28, 2019  
DATE DRAFTED

**RECLASSIFICATION OF THE TELECOM/NETWORK POSITION TO  
NETWORK TECHNICIAN 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 duties performed by the Network/Telecom Technician have evolved and increased over
- 8 time to include more technical assignments and responsibilities; and,
- 9
- 10 **WHEREAS**, the Human Resources department has researched the history of the Telecommunications
- 11 positions in the I.T. department over the last several years; and,
- 12
- 13 **WHEREAS**, based on that research Human Resources has recommended the Network/Telecom
- 14 Technician position be reclassified as a Network Technician; and,
- 15
- 16 **WHEREAS**, the Network Technician position in the Rock County unilateral pay plan is compensated
- 17 at pay range 23; and,
- 18
- 19 **WHEREAS**, the I.T. department can absorb the cost difference in the 2019 budget.
- 20
- 21 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled
- 22 this 11th day of July, 2019 does hereby approve the reclassification of the
- 23 Network/Telecom Technician position to Network Technician and compensation reallocation from pay
- 24 range 19 step 5 to pay range 23 step 3.

19-7A-283

Respectfully submitted,

FINANCE COMMITTEE

Mary Mawhinney  
Mary Mawhinney, Chair

Mary Beaver  
Mary Beaver, Vice Chair

Brent Fox  
Brent Fox

J Russell Podzilni  
J Russell Podzilni

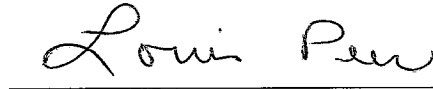
Bob Yeomans  
Bob Yeomans

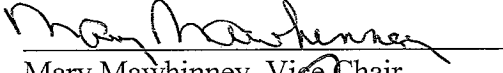
RECLASSIFICATION OF THE TELECOM/NETWORK POSITION TO NETWORK TECHNICIAN  
IN THE INFORMATION TECHNOLOGY DEPARTMENT

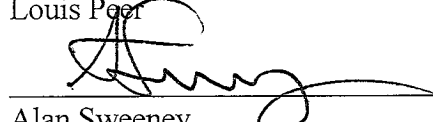
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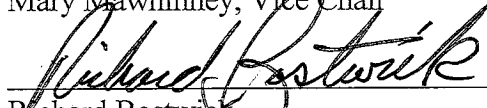
COUNTY BOARD STAFF COMMITTEE

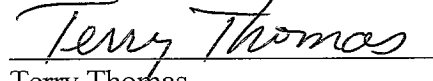
  
J. Russell Podzilni, Chair

  
Louis Peer

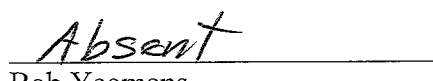
  
Mary Mawhinney, Vice Chair

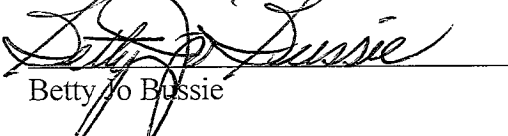
  
Alan Sweeney

  
Richard Bostwick

  
Terry Thomas

  
Henry Brill

  
Absent

  
Betty Jo Bussie

Bob Yeomans

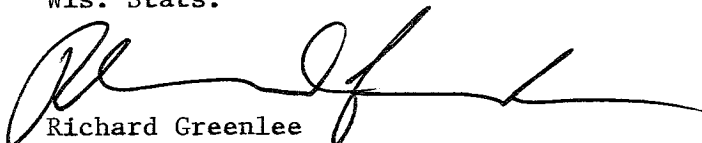
FISCAL NOTE:

The reclassification of the Telecom/Network position will be funded by staff vacancies.

  
Sherry Qja  
Finance Director

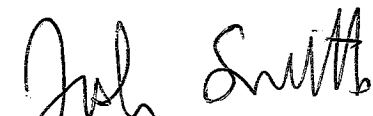
LEGAL NOTE:

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 reclassification of the Network/Telecom Technician position to a Network Technician and the reallocation from pay range 19 step 5 to pay range 23 step 3 in an effort to align the duties this position performs to the compensation this position should receive as a Network Technician.

Telecommunication networks have evolved over the years subsequently requiring technicians to learn increasingly specialized networking skills. Rock County has recently upgraded from an outdated legacy phone system to a new standards-based Voice-Over-IP (VOIP) technology for phones and voice mail. In order to support these new systems, the technician is required to know much more about networking and protocols than in the past.

Since 2010 the Network/Telecom Technician (NTT) has performed telecom tasks such as landline office phone installations and telephone switch configurations and programming. In June of this year, the Programming and Technical Services Manager (PTSM), who supported all of the County's Telecommunications systems, retired. There has been no one trained as a backup for the advanced, system level telecommunications duties the PTSM provided. Human Resources has assisted I.T. with its evaluation of the NTT position and how duties have evolved and increased over time. According to HR's recommendation the position should be reclassified from a NTT pay range 19 step 5 (\$31.22/hour) to a Network Technician pay range 23 step 3 (\$32.56/hour).