

**RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS**

Director of IT
INITIATED BY



Amy Spoden
DRAFTED BY

Finance Committee
SUBMITTED BY

January 20, 2020
DATE DRAFTED

**CREATING A 1.0 FTE ENTERPRISE DESKTOP ADMINISTRATOR POSITION
AND DELETING A 1.0 FTE INSTRUCTOR/SUPPORT SPECIALIST POSITION**

- 1 **WHEREAS**, the Information Technology Department requests that a 1.0 FTE Instructor/Support
- 2 Specialist position be deleted and a 1.0 FTE Enterprise Desktop Administrator position be created;
- 3 and,
- 4
- 5 **WHEREAS**, the 1.0 FTE Instructor/Support Specialist is currently vacant; and,
- 6
- 7 **WHEREAS**, as a result of the Baker Tilly assessment the first project recommended for I.T. to complete
- 8 was to reorganize the department; and,
- 9
- 10 **WHEREAS**, this change will help the Information Technology Department improve the level of
- 11 efficiency with system deployment, upgrades, and patching for PCs and servers.
- 12
- 13 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly
- 14 assembled this 13th day of February, 2020 does hereby approve the creation of a 1.0 FTE
- 15 Enterprise Desktop Administrator position and the deletion of a 1.0 FTE Instructor/Support Specialist
- 16 position in the Information Technology Department budget.

Respectfully submitted,

FINANCE COMMITTEE

Absent
Mary Mawhinney., Chair

Mary Beaver
Mary Beaver, Vice Chair

Absent
Brent Fox

J. Russell Podzilni
J. Russell Podzilni

Bob Yeomans
Bob Yeomans

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni
J. Russell Podzilni, Chair

Mary Mawhinney
Mary Mawhinney, Vice Chair

Richard Bostwick
Richard Bostwick

Absent
Henry Brill

Absent
Betty Jo Bussie

Lou Peer
Louis Peer

Alan Sweeney
Alan Sweeney

Terry Thomas
Terry Thomas

Bob Yeomans
Bob Yeomans

20-2A-419

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FISCAL NOTE:

This action is budget neutral.



Sherry Oja
Finance Director

LEGAL NOTE:

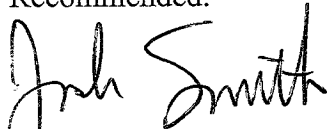
The County Board is authorized to take this action pursuant to sec. 59.22 (2), Wis. Stats.



Bridget Laurent
Deputy Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith
County Administrator

APPENDIX A
UNILATERAL PAY PLAN
Salaries Effective January 1, 2020

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Range 1					
Range 2					
Range 3					
Range 4					
Range 5					
Range 6	\$16.91	\$17.82	\$18.61	\$19.61	\$20.60
	\$35,308.08	\$37,208.16	\$38,857.68	\$40,945.68	\$43,012.80
	Environmental Health Technician (A)		Vehicle Maintenance Technician (A)		
Range 7	\$17.50	\$18.39	\$19.38	\$20.28	\$21.32
	\$36,540.00	\$38,398.32	\$40,465.44	\$42,344.64	\$44,516.16
	Secretary I (A)		Fleet Specialist (A)		
Range 8	\$18.23	\$19.03	\$20.04	\$20.99	\$22.06
	\$38,064.24	\$39,734.64	\$41,843.52	\$43,827.12	\$46,061.28
Range 9	\$18.85	\$19.68	\$20.73	\$21.76	\$22.82
	\$39,358.80	\$41,091.84	\$43,284.24	\$45,434.88	\$47,648.16
	Nursing Staff Coordinator (A)				
Range 10	\$19.46	\$20.37	\$21.42	\$22.50	\$23.63
	\$40,632.48	\$42,532.56	\$44,724.96	\$46,980.00	\$49,339.44
	Court Attendant (A)		Judicial Assistant (A)		
	Human Resources Secretary (A)		Legal Assistant (A)		
	Secretary II (A)		Administrative Secretary (A)		
				Payroll Specialist (A)	

Range 11

\$20.13	\$21.10	\$22.17	\$23.27	\$24.43
\$42,031.44	\$44,056.80	\$46,290.96	\$48,587.76	\$51,009.84

Community Coordinator (A) Purchasing Specialist (A)
 Conservationist I (A) Victim Witness Specialist (B)
 Health Promotion Coordinator (A) Vehicle Maintenance Supervisor (A)

Range 12

\$20.84	\$21.88	\$22.97	\$24.13	\$25.32
\$43,513.92	\$45,685.44	\$47,961.36	\$50,383.44	\$52,868.16

Range 13

\$21.55	\$22.64	\$23.72	\$24.94	\$26.21
\$44,996.40	\$47,272.32	\$49,527.36	\$52,074.72	\$54,726.48

Administrative Services Supervisor (C) RECAP Site Supervisor (A)
 Division Leader Deputy Clerk (A) Environmental Health Specialist I (B)
 Mobility Manager (C) Storekeeper (A)
 Office Coordinator (A) Nutrition Program Supervisor (C)
 Transportation Program Supervisor (C)

Range 14

\$22.29	\$23.39	\$24.59	\$25.82	\$27.13
\$46,541.52	\$48,838.32	\$51,343.92	\$53,912.16	\$56,647.44

Assistant Food Services Manager (A)* Employee Benefits Specialist (A)
 GIS Specialist (A) Investigator (A)

Range 15

\$23.12	\$24.23	\$25.45	\$26.72	\$28.03
\$48,274.56	\$50,592.24	\$53,139.60	\$55,791.36	\$58,526.64

Application Support Specialist (A) Support Services Supervisor (C)

Range 16

\$23.85	\$25.10	\$26.33	\$27.68	\$29.09
\$49,798.80	\$52,408.80	\$54,977.04	\$57,795.84	\$60,739.92

Youth Services Center Supervisor (A)*

Range 17

\$24.75	\$25.95	\$27.23	\$28.59	\$30.01
\$51,678.00	\$54,183.60	\$56,856.24	\$59,695.92	\$62,660.88

Accountant (C) GEO Application Specialist (B)
 Environmental Health Specialist II (B) Human Resources Analyst (C)
 Conservation Specialist II (C) Materials & Environmental Services
 Manager (C)

Range 18

\$25.59	\$26.92	\$28.22	\$29.62	\$31.12
\$53,431.92	\$56,208.96	\$58,923.36	\$61,846.56	\$64,978.56

Activity Director (C) Economic Support Supervisor (C)
 DA Office Manager (C) Financial Supervisor (C)
 Child Support Supervisor (C) Planner III (B)
 Conservation Specialist III (C) User Support Specialist (A)

Range 19

\$26.49	\$27.82	\$29.21	\$30.66	\$32.16
\$55,311.12	\$58,088.16	\$60,990.48	\$64,018.08	\$67,150.08

Chief Deputy Clerk of Circuit Court (C)
 Circuit Court Office Manager (C)
 Communication Center Shift Supervisor (B)
 Court Reporter (A)
 Food Service Manager (C)
 Enterprise Desktop Administrator (A)

Health Educator (A)
 Instructor/Support Specialist (A)
 Lead Economic Support Supervisor (C)
 Medicolegal Investigator (A)
 Payroll Manager (C)
 Senior Conservation Specialist (C)

Range 20

\$27.42	\$28.80	\$30.24	\$31.73	\$33.31
\$57,252.96	\$60,134.40	\$63,141.12	\$66,252.24	\$69,551.28

AODA Coordinator (C)
 Analyst (C)

Financial Office Manager (C)
 Medical Records Manager (C)

Range 21

\$28.40	\$29.79	\$31.32	\$32.82	\$34.52
\$59,299.20	\$62,201.52	\$65,396.16	\$68,528.16	\$72,077.76

Deferred Prosecution Director (C)
 Mediation & Fam Court Services Manager (C)
 Master Electrician (A)
 Public Works Accounting Supervisor (C)
 Public Works Superintendent (B)

Real Property Lister (C)
 Shop Superintendent (B)
 Surveyor (C)
 Veterans Service Officer (C)
 Victim Witness Coordinator (C)

Range 22

\$29.34	\$30.89	\$32.39	\$34.03	\$35.70
\$61,261.92	\$64,498.32	\$67,630.32	\$71,054.64	\$74,541.60

Admissions Registered Nurse (C)
 Community Health Education Coordinator (C)
 Epidemiologist (C)
 Human Resources Manager (C)
 Lead Floor Supervisor (C)

MDS Nurse (A*)
 Environmental Health Specialist III (C)
 Purchasing Manager (C)
 Senior Planner/GIS Manager (C)
 Senior Planner (C)

Range 23

\$30.40	\$31.95	\$33.54	\$35.21	\$36.94
\$63,475.20	\$66,711.60	\$70,031.52	\$73,518.48	\$77,130.72

Computer Programmer/Analyst I (B)
 Coordinator of Prevention and Community Engagement (C)

Network Technician (B)
 Parks Manager (C)
 Systems Analyst (B)

Range 24

\$31.48	\$33.05	\$34.67	\$36.39	\$38.25
\$65,730.24	\$69,008.40	\$72,390.96	\$75,982.32	\$79,866.00

Human Services Supervisor I (C)
 Director of Council on Aging (C)

Facilities Superintendent (C)

Range 25

\$32.61	\$34.20	\$35.89	\$37.71	\$39.58
\$68,089.68	\$71,409.60	\$74,938.32	\$78,738.48	\$82,643.04

Environmental Health Supervisor (C)
 Human Services Supervisor II (C)
 Coordinator of Quality Improvement (C)

Nursing Supervisor (A)*
 Public Health Supervisor (C)
 Medicolegal Investigations Manager (C)
 Operations Manager (C)

Range 26

\$34.09	\$35.35	\$37.19	\$39.00	\$40.97
\$71,179.92	\$73,810.80	\$77,652.72	\$81,432.00	\$85,545.36

Airport Director (C)
 Assistant Human Resources Director (C)
 Assistant to Information Technology Director (B)
 Computer Programmer/Analyst II (B)
 Child Support Director (C)
 Information Technology Project Manager (B)
 Business Manager (C)
 County Conservationist (C)
 Environmental Protection Director (C)
 Network Support Administrator (B)
 Justice System Manager (C)

Range 27

\$34.86	\$36.65	\$38.44	\$40.38	\$42.38
\$72,787.68	\$76,525.20	\$80,262.72	\$84,313.44	\$88,489.44

Assistant Public Works Director (C)
 Assistant Director of Nursing (C)
 Assistant Director (C)
 Program Manager (C)
 Public Safety Systems Manager (B)
 Communications Center Operations Manager (C)
 Risk Manager (C)
 IT Service Operations Manager (C)

Range 28

\$36.13	\$37.91	\$39.82	\$41.79	\$43.88
\$75,439.44	\$79,156.08	\$83,144.16	\$87,257.52	\$91,621.44

Assistant to County Administrator (C)
 Assistant Finance Director (C)

Range 29

\$37.36	\$39.22	\$41.21	\$43.27	\$45.41
\$78,007.68	\$81,891.36	\$86,046.48	\$90,347.76	\$94,816.08

Economic Support Division Manager (C)
 ADRC/Adult Protective Services Division Manager (C)

Range 30

\$38.64	\$40.57	\$42.66	\$44.81	\$46.95
\$80,680.32	\$84,710.16	\$89,074.08	\$93,563.28	\$98,031.60

Computer Network Engineer (C)
 Data Services Manager (C)
 IT Security Officer (C)
 IT Infrastructure Services Manager

Range 31

\$39.90	\$41.90	\$44.01	\$46.17	\$48.43
\$83,311.20	\$87,487.20	\$91,892.88	\$96,402.96	\$101,121.84

Economic Development Manager (C)
 Director of Nursing (C)

Range 32

\$41.21	\$43.27	\$45.44	\$47.66	\$50.10
\$86,046.48	\$90,347.76	\$94,878.72	\$99,514.08	\$104,608.80

Administrative Services Division Manager (C)
 Court Commissioner (C)
 Communication Center Director (C)

Range 33

\$42.56	\$44.67	\$46.91	\$49.28	\$51.76
\$88,865.28	\$93,270.96	\$97,948.08	\$102,896.64	\$108,074.88

Deputy Corporation Counsel (C)
 Health Officer (C)
 HSD Deputy Director (C)
 Information Technology Deputy Director (C)

Range 34

\$43.96	\$46.14	\$48.42	\$50.86	\$53.41
\$91,788.48	\$96,340.32	\$101,100.96	\$106,195.68	\$111,520.08

Director of Planning and Development (C)
 Facilities Management Director (C)
 Public Works Director (C)

Range 35

\$45.37	\$47.61	\$50.00	\$52.50	\$55.17
\$94,732.56	\$99,409.68	\$104,400.00	\$109,620.00	\$115,194.96

Range 36

\$46.82	\$49.19	\$51.62	\$54.22	\$56.94
\$97,760.16	\$102,708.72	\$107,782.56	\$113,211.36	\$118,890.72

Human Resources Director (C)

Range 37

\$48.36	\$50.76	\$53.28	\$55.97	\$58.79
\$100,975.68	\$105,986.88	\$111,248.64	\$116,865.36	\$122,753.52

Director of Information Technology (C)

Range 38

\$49.93	\$52.44	\$55.08	\$57.76	\$60.65
\$104,253.84	\$109,494.72	\$115,007.04	\$120,602.88	\$126,637.20

Finance Director (C)

Range 39

\$51.54	\$54.18	\$56.89	\$59.68	\$62.65
\$107,615.52	\$113,127.84	\$118,786.32	\$124,611.84	\$130,813.20

Nursing Home Administrator (C)

Range 40

\$53.20	\$55.85	\$58.70	\$61.57	\$64.67
\$111,081.60	\$116,614.80	\$122,565.60	\$128,558.16	\$135,030.96

Range 41

\$54.95	\$57.69	\$60.55	\$63.60	\$66.83
\$114,735.60	\$120,456.72	\$126,428.40	\$132,796.80	\$139,541.04

Corporation Counsel (C)

Director of Human Services (C)

Unilateral (A) employees are non-exempt FLSA covered employees, which means they are eligible for overtime compensation on a time and one-half basis over 40 hours per week.

Unilateral (B) employees are exempt employees for purposes of the FLSA, but we have decided that they are eligible for overtime compensation on a straight time basis over 40 hours per week.

Unilateral (C) employees are exempt employees for purposes of FLSA and we have decided that they are not eligible for overtime, but may utilize "flex" hours.

An * indicates that the position is exempt for the purposes of FLSA, but we have decided to pay them overtime on a time and one half basis over 40 hours per week.