2022 RES-169

RECLASSIFICATION OF DCIM PROGRAMMING UNIT INTO THREE TIERED CLASSIFICATION

Dane County Information Management (DCIM) requested that employee relations conduct a reclassification and reallocation audit of the programming unit within DCIM. There are 12 positions included in this reallocation request of which two are currently vacant. Three positions are currently assigned to the P9 range – DCIM is requesting these positions move into the P11 range. Eight positions are currently assigned to the P11 range – DCIM is requesting these positions move into the P12 range. One position is assigned to the P12/P13 range – DCIM is requesting this position move into the straight P13 range.

Employee Relations completed the reclassification and reallocation review and is recommending the changes listed above. Reallocating these positions to these higher classifications will allow DCIM to recruit and retain highly talented individuals. Additionally this change will match how other positions within DCIM staff are classified – matching the three tier classification system used by System Administrator and Enterprise IT Specialist staff.

Reclassification on vacant positions require County Board approval.

If approved, the following position numbers would be placed in the Information Management Programming Specialist 1 - P11 range: #1820 (vacant), #3156, #3233 (vacant).

The following position numbers would be placed in the Information Management Programming Specialist 2 - P12 range: #162, #187, #986, #1596, #2992, #3035, #3155, #3157.

The following position number would be placed in the Information Management Programming Specialist 3 - P13 range: #2549.

NOW, THEREFORE, BE IT RESOLVED that the Information Management Programming Specialist positions are reallocated to the P11, P12 and P13 pay range and the positions identified above are moved into the appropriate pay range identified above.