

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

Finance Committee
INITIATED BY



2/27/2023
DATE DRAFTED

Authorizing the Creation of Enterprise Systems Supervisor

WHEREAS, the Information Technology Department requests that a 1.0 FTE Cloud Services Coordinator (PR# 26/C) position be deleted and a 1.0 FTE IT Enterprise Systems Supervisor (PR# 30/C) be created; and,

WHEREAS, the 1.0 FTE Cloud Services Coordinator position is currently vacant; and,

WHEREAS, this change will better align Rock-IT organizationally to address enterprise systems oversight as well as provide a more sustainable succession plan for the IT Department; and,

WHEREAS, the Information Technology Department has existing funds to cover the difference in costs in its 2023 personnel budget.

NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this 9th day of March, 2023, does hereby approve the creation of a 1.0 FTE IT Enterprise Systems Supervisor position and the deletion of a 1.0 FTE Cloud Services Coordinator position in the Information Technology Department.

FISCAL NOTE:

The IT department has enough funds in the current year's budget to cover the increased cost of the Enterprise Systems Supervisor due to the vacancy of the Cloud Services Coordinator.

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:

The vacancy in the Cloud Coordinator position occurred after the 2023 budget was in process, and therefore the Enterprise Systems Supervisor was not able to be included in the 2023 budget. However, this new position is included in the McGrath wage study. The current position no longer meets the County's needs. It is important that we continue to be responsive to the evolving needs to manage the increasingly complex IT environment with appropriate positions.

Josh Smith
County Administrator

Committee Action

Finance Committee

Finance Committee recommended this resolution for approval by a unanimous voice vote. Supervisor Fox was absent.

County Board Staff Committee

County Board Staff Committee recommended this resolution for approval by a unanimous voice vote. Supervisor Towns was absent.

Executive Summary

The creation of one (1) Enterprise Systems Supervisor to replace the Cloud Coordinator position is needed to ensure correct organizational alignment as suggested in the 2018 Baker Tilly audit.

First, this supervisory position will ensure IT-related processes are overseen effectively and transparently, ensuring the requirements of various internal and external customers can be met. Second the supervisory position will ensure the management of IT resources is efficient, and future IT needs of the County are aligned with the IT department's capabilities.

The current organizational structure does not fully support the proper oversight of enterprise system management as the Cloud Coordinator position does not have positional authority to ensure correct oversight of all enterprise systems.

Furthermore, as Rock-IT moves into 2023, and beyond, Rock-IT has begun to move critical applications and systems off-premise into various vendor hosted and Cloud-based solutions. The movement to Cloud-based solutions needs to be purposefully done, and well planned, with direct oversight that is not possible under the current organizational configuration.

Moreover, starting in 2023, and continuing beyond, Rock-IT will begin focusing on remediation, completion, and closure of all assessment findings from the 2018 Baker Tilly audit, 2019 Baker Tilly Cyber Security audit and 2022 HIPAA assessment. The goal is for Rock-IT to address all high and moderate risk findings by the end of CY 2024. There are numerous enterprise level systems the enterprise supervisor will need authority over to implement effective solutions.

Finally, the salary for this position is in alignment with other Rock-IT management positions and is in alignment with salary recommendations that were suggested in the 2022 McGrath salary study.