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Sedgwick County

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Legislation Details (With Text)

File #: 16-331 **Version:** 1 **Name:**

Type: Consent **Status:** Consent Agenda

File created: 5/17/2016 **In control:** Board of Sedgwick County Commissioners

On agenda: 6/1/2016 **Final action:**

Title: Waiver of policy to hire an Enterprise Resource Planning (ERP) Business Analyst with 40 hours vacation accrued and a vacation accrual rate of 15 days per year.

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Date	Ver.	Action By	Action	Result
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Waiver of policy to hire an Enterprise Resource Planning (ERP) Business Analyst with 40 hours vacation accrued and a vacation accrual rate of 15 days per year.

The Division of Information and Operations Enterprise Resource Planning (DIO-ERP) has pursued the filling of Enterprise Resource Planning (ERP) vacancies with individuals with strong SAP skills (instead of hiring business experts and training them in the SAP field, as has been done in the past). To bring in experienced SAP professionals who can be immediately effective often requires exceptions to the minimum salary and/or benefits. This applicant brings over 29 years of programming experience with a large organization, the last 12 have been spent programming in SAP. She brings project management skills and a demonstrated ability to work with cross functional teams, additionally she has experience with creating go live project plans and meeting deadlines. The applicant has agreed to the minimum salary but would like to begin with 40 hours of vacation accrued, then accrue at a rate of 15 days per year (generally reserved for 6-10 year employees).

Recommended Action: Approve the request and allow DIO to hire an ERP Business Analyst with 40 hours of vacation accrued and accrue vacation at the rate of approximately 15 days per year.

Alternatives: Do not offer additional vacation benefits and continue the search for a qualified ERP Business Analyst.

Financial Considerations: This request has no financial impact. No additional budget authority is necessary or requested.

Legal Considerations: None

Policy Considerations: 4.700, Vacation