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# Sedgwick County

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## Legislation Details (With Text)

**File #:** 18-885      **Version:** 2      **Name:**  
**Type:** Consent      **Status:** Consent Agenda  
**File created:** 10/10/2018      **In control:** Board of Sedgwick County Commissioners  
**On agenda:** 10/24/2018      **Final action:**  
**Title:** Waiver of policy to hire an Enterprise Resource Planning (ERP) Business Analyst with a starting salary of \$78,500, 80 hours vacation accrued and a vacation accrual rate of ~15 days per year.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Budget Impact - ERP Business Analyst 10.10.18.pdf

Date	Ver.	Action By	Action	Result
10/24/2018	2	Board of Sedgwick County Commissioners	Adopt the Consent Agenda	Pass

**Waiver of policy to hire an Enterprise Resource Planning (ERP) Business Analyst with a starting salary of \$78,500, 80 hours vacation accrued and a vacation accrual rate of ~15 days per year.**

**Recommended Action:** Approve the request and allow ITSS to hire an ERP Business Analyst with a starting salary of \$78,500, 80 hours of vacation accrued and vacation accrual rate of approximately 15 days per year. This position (20004026) is classified as a grade 136; County policy requires any hires above the grade minimum of 10% or more to be approved by the Commission. The requested salary is 19.5% above the minimum of a grade 136 position.

The Division of Information Technology and Support Services Enterprise Resource Planning (ITSS-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). To bring in experienced SAP professionals who can be immediately effective often requires exceptions to the minimum salary and/or benefits. This applicant brings more than 22 years of technical support experience with a large organization, with six of those years supporting SAP systems and end users. He brings project management skills and a demonstrated ability to work with cross functional teams. Additionally, he has experience with creating go live project plans and meeting deadlines.

**Alternatives:** Deny the request and continue the search for a qualified ERP Business Analyst.

**Financial Considerations:** No additional budget authority is necessary or requested; adequate salary savings are in place to cover the increase. See the attached budget form for details.

**Legal Considerations:** None.

**Policy Considerations:** 4.2001, Wage and Salary; Policy 4.700 Vacation Leave

