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Sedgwick County

525 North Main Street 3rd
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Wichita, KS 67203

Legislation Text

File #: 15-0109, **Version:** 1

Waiver of policy to hire an IT Architect above pay range minimum and offer vacation leave and sick leave above the new hire policy.

Recommended Action: Hire the IT Architect above pay range minimum and offer vacation leave and sick leave above the new hire policy.

The Sheriff's Office has previously unsuccessfully pursued the filling of a high level IT Programmer/Developer position with strong programming and development skills. In reviewing the inability to draw multiple applicants that met minimum requirements, the single applicant meeting those requirements requested a start salary of no less than \$85,000.00 annually + benefits, which was not consistent with the position's range.

In discussion with DIO-IT, it was brought to our attention that the skill level actually required was more in line with that of an IT Architect which falls in Range 136. This change of position and compensation was based on similar circumstances previously faced by DIO-IT in their quest to hire an individual expertise and qualifications.

This requested position will be utilized over the next two - three years to write specifications, develop and deploy a new Records Management System (RMS) within the Sheriff's Office that will also interface with the current Jail Management System which was developed internally by DIO-IT staff over a two year period from early 2011 through late 2012.

This position will be a Sheriff's Office employee operating within the Sheriff's Administration cost center (17001-110) but assigned to DIO-IT to ensure complete compliance with county network structure and policy guidelines while also developing an application that operates seamlessly with many other existing Sedgwick County and Sheriff's Office programs and applications.

Alternatives:

Financial Considerations: The position will be reclassified to Range 136. It is requested that this IT Architect position have a starting salary of \$85,000.00 which is \$21,186.00 above minimum and to include immediate vacation leave of 10 days and sick leave of 10 days.

Legal Considerations: Sedgwick County personnel policy 4.2001, subsection II.G, allows hiring wage rates which are more than ten percent of the range minimum upon approval from the Sedgwick County Board of Commissioners.

Policy Considerations: