

Human Resources Office

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MEMORANDUM

Date: April 5, 2021

To: Finance & Administrative Services Committee

Through: Gary Gibson, County Administrator

From: John Light, Director of Human Resources

Subject: Information Technology – Restructuring/Reclassification(s) request

Issue

The Information Technology Department needs to align vacant positions tasked with the security of our network to the right grade level in order to recruit the right talent to Lake County and fulfill mission requirements.

<u>Analysis</u>

In conjunction with IT, we examined our needs. Our assessment was that we needed to align more positions in IT to the function of security. Next, we reviewed vacant positions within the IT Department that could be reassigned to this function, comparing the existing grades of specific vacant positions against internal positions and external positions which are comparable. Our analysis showed a need to change the salary grades/realign the positions in order to enable us to recruit the talent we need to protect the investment we have in the network and ensure we meet our day to day operating needs.

The cost of the proposed reclassifications will be paid for (offset) by the use of unexpended funds within the existing FY 2021 IT Budget. These funds were budgeted, but the funds were unspent because these positions have been vacant (Dec – present day).

In conclusion, our analysis found:

- One position should be graded higher.
- The new grade align better with internal and external comparable positions.
- The title of two positions should be reclassified.
- This action does not increase FTE.
- This action is expense neutral.

Recommendation

We recommend the Committee approve the reclassification of the following positions within the Information Technology Department:

- Position 33005 Information Security Officer from MIT9 to MIT10
- Position 10322 Lead Software Systems Engineer KIT9 to Network Security Administrator KIT9
- Position 33054 Telephone Engineer KIT9 to System Security Administrator KIT9



Lake County Enterprise Information Technology (PL) 2151.52021

Service Delivery Manager Nathan Scott

Asst. Service Delivery Manager Erik Frederiksen

Lead Support Analyst Lead IT Service Tech | Gary Barton IT Service Tech Radio Tech Arthur Kaminski Cristylee Weber Sam Rondeau Kevin Cashmore Tim Murray Tom Lynch Keeyon Riley

Lead DC Operator Assoc Net/Sys Eng Assoc Net/Sys Eng Lead Net/Sys Eng Lead Net/Sys Eng Lead Net/Sys Eng System Engineer Sr. Net/Sys Eng Sr. Net/Sys Eng Sr. Net/Sys Eng DC Operator Andrew Morrison Vacant - Post Miles Rowland Jon Dohrmann Adam Gustin Rob Johnson Vacant Mike Rice Russ Gray Frank Becker Tom Urban

Lead Sftw Engineer Data Center Op Telephony Eng | Staff Aug Staff Aug Staff Aug

Chief Information Officer Chris Blanding

Executive Assistant Heidie Hern Management Analyst Ryan Pinter Heidie Hernandez

Deputy IT Director Terri Kath

Chief Technical Officer

Erik Karlson

Information Security Officer Vacant - Posted

Technology Solutions Manager Patrice Evans

Doc/Training Analyst **Business/Sys Analyst Business Consultant Business Analyst** Change Manager **Business Analyst Business Analyst** Project Manager IS Coordinator Paulette Ringor Omar Khan Vacant Trish Nikolich Snigdha Chaudhuri Kimberly Mannette Mike Maslana Jen Spaulding Sheilja Lorenz

Current

Vacant 635K

 ∞ Staff Aug 253K 4

Applications Manager

Brian Yee

Asst. Applications Manager Ramakanth Gaijela

Sr. Oracle Sys Analyst Vacant App DBA Vacant	Sr. App Sys Anlst Prog Vacant Sr. Oracle Prog Analyst Vacant	App Prog Analyst Jim Dobosiewicz App Prog Analyst Nathan Brinker	SharePoint Admin Larry Obermeyer Sr. App Sys Anlst Prog Carol Kapachinski	Sr. Oracle Prog Anist Olga Levit Oracle DBA Cholan Ru	Data Engineer
Vacant Vacant	Vacant Vacant	Jim Dobosiewicz Nathan Brinker	Larry Obermeyer Carol Kapachinski	e Prog Anlst Olga Levit Oracle DBA Cholan Rudhramoorthy	Pat Adams

Security Analyst	
Charle	

Sr App Sys Analyst | Staff Aug

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Lake County Enterprise Information Technology (PA) 2021

Service Delivery Manager Nathan Scott

Asst. Service Delivery Manager

Erik Frederiksen

Lead Support Analyst Lead IT Service Tech Radio Tech Gary Barton Cristylee Weber Arthur Kaminski Sam Rondeau Kevin Cashmore Tom Lynch Keeyon Riley Tim Murray

Assoc Net/Sys Eng Lead Net/Sys Eng Lead Net/Sys Eng DC Operator Rob Johnson Frank Becker Jon Dohrmanr Adam Gustin

Assoc Net/Sys Eng Lead Net/Sys Eng Sr. Net/Sys Eng Vacant - Post Russ Gray Tom Urban

Lead DC Operator

Miles Rowland

System Engineer Sr. Net/Sys Eng Sr. Net/Sys Eng Andrew Morrison Mike Rice

Vacant

Data Center Op

Staff Aug

Chief Information Officer Chris Blanding

Executive Assistant Heidie Herr Management Analyst Ryan Pinter

Heidie Hernandez

Deputy IT Director Terri Kath

Chief Technical Officer

Erik Karlson

Information Security Officer Vacant - Postec

Technology Solutions Manager

Patrice Evans

Doc/Training Analyst **Business/Sys Analyst Business Consultant** Change Manager **Business Analyst Business Analyst Business Analyst** Project Manager IS Coordinator

Staff Aug Paulette Ringor Omar Khan Trish Nikolich Snigdha Chaudhuri Kimberly Mannette Mike Maslana Jen Spaulding Sheilja Lorenz

Proposed

275K

Vacant 635K Staff Aug

4

Applications Manager Brian Yee

Asst. Applications Manager

Ramakanth Gaijela

Sr. Oracle Prog Analyst Sr. App Sys AnIst Prog Sr. Oracle Sys Analyst Sr. App Sys AnIst Prog Sr. Oracle Prog AnIst SharePoint Admin App Prog Analyst App Prog Analyst **Data Engineer** Oracle DBA App DBA Staff Aug Olga Levit Nathan Brinker Jim Dobosiewicz Larry Obermeyer Cholan Rudhramoorthy Pat Adams Vacant Vacant Vacant Carol Kapachinski

Sr App Sys Analyst | Staff Aug

Network Sec Admin Systems Sec Admin Security Analyst

Vacant - Post Vacant - Post Charles Lester

ake County Enterprise Information Technology (READERS)

