



COMMISSIONERS COURT
COMMUNICATION

REFERENCE NUMBER _____

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DATE: 03/19/2024

SUBJECT: **APPROVAL OF OUT-OF-CLASS PAY EXTENSION –
INFORMATION TECHNOLOGY**

***** CONSENT AGENDA *****

COMMISSIONERS COURT ACTION REQUESTED

It is requested that the Commissioners Court approve an out-of-class pay extension effective on March 29, 2024.

BACKGROUND

Information Technology has been paying out-of-class pay to the incumbent of position 20005766 – Senior IT Resource Manager, Grade 92, for performing the duties of position 20007813 – SAP Director, Grade 93, since October 1, 2023. The SAP Director provides senior technology vision and leadership in the development, implementation, and support of enterprise SAP solutions that are delivered on-premise or cloud-based. This position assists the Chief Information Officer and the Deputy Chief Information Officer in prioritizing and developing consistent standards in software and data services development within the organization, utilizing defense-in-depth around information security through secure coding and data modeling. The incumbent is responsible for the strategic direction and tactical execution of the SAP application portfolio. Both positions are funded by the General Fund. The policy allows out-of-class pay for ninety (90) days unless the Commissioners Court approves an extension to continue beyond that period. The department has requested that the out-of-class pay be extended through June 26, 2024 or an earlier date if the position is filled.

FISCAL IMPACT

The cost of the extension to the General Fund will be approximately \$2,444.62 including fringe benefits. However, the cost will be entirely offset by salary savings due to the vacancy of the SAP Director position.

SUBMITTED BY:	Human Resources	PREPARED BY: APPROVED BY:	Amber Duckworth Anjanie Ramnarine
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