

HUMAN RESOURCES DEPARTMENT

600 West Fourth Street
Davenport, Iowa 52801-1030

Ph: (563) 326-8767 Fax: (563) 328-3285
www.scottcountyiowa.com



Date: August 12, 2014
To: Dee F. Bruemmer, County Administrator
From: Mary J. Thee, Human Resources Director/Asst. County Administrator
Subject: Auditor Office Reorganization

The Auditor is requesting that the reorganization done in March, 2014 be amended by the Board of Supervisors. We have advertised on two occasions for a Tax Parcel Specialist and the Auditor's office has interviewed 4 candidates. The Auditor does not believe any of the individuals interviewed possess the necessary skills to perform all of the job skills. The management staff believes a 1-2 year training period to have the individual obtain the entire skill set needed to perform the job is unacceptable. They are convinced that the way to proceed is to hire the current individual temporarily filling position. As the position has the same Hay points as that individual's current position he is not interested in taking on the new responsibilities without a pay increase. Thus the Auditor would like to return the position to a Deputy rather than a Hay pointed position. The percentage of the Auditor's pay would be established for the Deputy at 75% or \$61,350. The Deputy position is not eligible for vacation or sick leave accruals. The individual's vacation pay would be paid out upon effectiveness of the resolution and the sick leave bank would be frozen pursuant to Policy O.

The cost of this proposal is approximately \$8,180 less than the previous Deputy, but will result in a \$5,336 increase for the current incumbent, for a total savings of \$2,844. The original plan was to achieve \$27,483 in savings.

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

August 14, 2014

APPROVING ORGANIZATIONAL CHANGES IN THE AUDITOR'S OFFICE BY A ADDING DEPUTY AUDITOR – TAX AND ELIMINATING A TAX PARCEL SPECIALIST

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That the table of organization for the Auditor's Office be decreased by 1.0 FTE to reflect the elimination of the Tax Parcel Specialist.

Section 2. The annual salary of the Deputy Auditor - Tax in the Auditor's office is \$61,350 (75%) of the Auditor's salary.

Section 3. That the table of organization for the Auditor's Office shall be increased by 1.0 FTE to reflect the addition of a Deputy Auditor – Tax.

Section 4. This resolution shall take effect immediately.