

ADD ON

Meeting Date  
September 3, 2015



AGENDA	
Section	
Item No.	V.F.

AGENDA REPORT  
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

SUBJECT:	Re: Permission to hire Wallace Phillips at 67% above the minimum of the position. Fiscal Impact: Savings of \$68,800 per year
DEPT/OFFICE:	Information Technology

Requested Action:  
It is requested that the Board of County Commissioners approve the Information Technology Director to offer Wallace Phillips the currently vacant position of Senior Systems Administrator at a salary of \$85,000/year. This is 67% above the minimum of the position and requires the Board's approval.

Summary Explanation & Background:

The Information Technology Department has two open Senior Systems Administrator positions. The Department has been unable to fill these positions due to the exceptionally competitive local market for I.T. professionals. In the interim, the Department has filled this critical need with contracted personnel through a local vendor: Datalink. The County is paying \$88.00 per hour or approximately \$176,000 per year for each individual contractor.

One of the contractors, Wallace Phillips, has performed exceptionally, taking a leadership role in improving the overall long-term performance of the County's I.T. Department. The Department Director has informally approached Mr. Phillips to determine his interest in becoming a County employee, and if so, what his salary requirements would be. Mr. Phillips response was that he would be interested, and the minimum acceptable salary would be \$85,000 per year. If the Board approves this action, it will bring much needed stability to this critical position within the County.

\$85,000 is comparable to local market rates for this higher skilled position. With benefits, the total cost would be approximately \$107,200, which leads to a savings of \$68,800 per year compared to his cost as a contracted employee. Because this salary is 67% above the position's minimum salary of \$50,960, the Board must approve this action.

Contractually, Datalink will not charge the County for hiring Mr. Phillips, nor will there be any costs to Mr. Phillips.

Fiscal Impact: Annual savings of \$68,800.

Contact: Jon Sellers, Information Technology Director  
Telephone: (321) 617-7395  
jon.sellers@brevardcounty.us

Clerk to the Board Instructions:

Exhibits Attached:

Contract /Agreement (If attached): Reviewed by County Attorney    Yes     No     PR

County Manager 	Assistant County Manager	Department Director / Extension Jon Sellers x57395 
Stockton Whitten	Assistant County Manager	



Tammy Etheridge, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001  
Fax: (321) 264-6972

September 4, 2015

MEMORANDUM

TO: Jon Sellers, Information Technology Director

RE: Item V.F., Permission to Hire Wallace Phillips at 67 Percent Above the Minimum of the Position

The Board of County Commissioners, in regular session on September 3, 2015, approved you offering Wallace Phillips the currently vacant position of Senior Systems Administrator at a salary of \$85,000 a year, which is 67 percent above the minimum of the position.

Your continued cooperation is greatly appreciated.

Sincerely yours,

BOARD OF COUNTY COMMISSIONERS  
SCOTT ELLIS, CLERK

Tammy Etheridge, Deputy Clerk

cc: Human Resources Director  
Finance  
Budget