

IT Department Restructuring

Proposal Highlights | Yellowstone County, Montana

FOUR CORE OBJECTIVES

- Deliver higher-quality, specialized technical services to County departments and constituents.
- Strengthen the County's cybersecurity posture through dedicated, proactive security management.
- Invest in employees through a structured technical training program that builds skills and longevity.
- Align roles with individual strengths and create defined career pathways to support retention and growth.

WHAT IS CHANGING

- The vacant Assistant IT Director position (Class J) is eliminated — a generalist leadership role replaced by specialized capability at the team level.
- A Support & Training Coordinator (Class H) is introduced to lead the support team, manage service metrics, coordinate workloads, and own incident response.
- Senior Support roles are redefined with four specializations: Domain & Systems, Cyber Security, Applications, and Communications.
- A Senior Support Generalist role is established as a stepping-stone for high-performing Support Specialists working toward a specialty.
- A new Support Specialist (Class E) is hired to fill the open slot — maintaining 13 total positions with no net increase in headcount.

CAREER DEVELOPMENT PATHWAY

Support Specialist → Senior Support Generalist → Senior Support Specialist

A transparent advancement track that rewards talent, develops expertise, and keeps skilled employees within the County.

BUDGET REAPPORTIONING AT A GLANCE

Position Change	Class	Est. Impact
Eliminate Assistant IT Director (vacant)	J	-\$98,384
Support & Training Coordinator promotion +5%	H	+\$5,670
3× Senior Support Specialist +5% for added duties	G	+\$11,942
New Support Specialist hired at Class E	E	+\$56,178
Net Annual Savings		-\$24,594

All figures are midpoint salary estimates with FY26 rates. They do not include benefits and other compensation. Final compensation is subject to role classification.

The restructuring adds specialized capability, promotes from within, compensates employees for expanded duties, and returns an estimated \$24,594 in annual savings — all within the existing 13-position structure.