



Agenda Report

Fullerton City Council

MEETING DATE: OCTOBER 20, 2020

TO: CITY COUNCIL / SUCCESSION AGENCY

SUBMITTED BY: KENNETH A. DOMER, CITY MANAGER

PREPARED BY: ELLIS CHANG, DIRECTOR OF ADMINISTRATIVE SERVICES
LAURA GIANNETTI-MERCER, HUMAN RESOURCES MANAGER II

SUBJECT: CHIEF INFORMATION OFFICER POSITION SALARY RANGE

SUMMARY

Proposed revision to Resolution Relating to Compensation for Executive Employees to assign Chief Information Officer to a salary range and minor language clean up.

RECOMMENDATION

1. Adopt Resolution No. 2020-XX.

RESOLUTION NO. 2020-XX – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, RELATING TO COMPENSATION FOR EXECUTIVE EMPLOYEES AND SUPERSEDING RESOLUTION 2020-84

2. Authorize amendments to City Manager's Office personnel summary to add Chief Information Officer and to remove the Information Technology position from the Police Department personnel summary.
3. Authorize funding appropriation to cover prorated cost of Chief Information Officer position for Fiscal Year 2020-21.

PRIORITY POLICY STATEMENT

This item matches the following Priority Policy Statement:

- Fiscal and Organizational Stability.

FISCAL IMPACT

The annualized fully burdened cost for the proposed changes to the Information Technology fund is estimated at \$234,300 (based on the control point) with an offset of approximately \$183,300 for the budgeted Information Technology Manager to be replaced by the Chief Information Officer. The projected impact for the remainder of Fiscal Year 2020-21 is approximately \$25,500 based on an anticipated appointment date of January 2021.

DISCUSSION

On September 15, 2020, City Council adopted the new executive classification of Chief Information Officer (CIO). The incumbent will be tasked with leading citywide information technology operations.

At the time of the approval of the classification specification, Staff had not yet completed its compensation study and therefore did not recommend a salary control point. The study has since been completed and based on an analysis of similar positions within our market area, Staff proposes placing CIO on Salary Range 912 of the Executive Compensation Resolution, which has a salary control point of \$161,461 annually (\$129,169 - \$193,753). Approval of this recommendation will allow Human Resources to begin an external recruitment for this classification. The annualized cost of this position is approximately \$243,300 (based on control point). However, this will be offset by the funds budgeted for the Information Technology Manager which will be replaced by the CIO, for an annualized difference of approximately \$94,200.

Included in the resolution are minor revisions to remove outdated provisions, clarify language, and formatting corrections.

Attachments:

- Attachment 1 – Draft Resolution No. 2020-XX
- Attachment 2 – Draft Resolution No. 2020-XX (redline)
- Attachment 3 – Personnel Summaries (redline)