



Legislation Details (With Text)

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Title: Staff Report for a City of San Leandro City Council Resolution to Amend the San Leandro Management Organization Salary Schedule to Add the Chief Technology Officer Classification and to Amend the San Leandro City Employees' Association Salary Schedule to Add the Innovation Technology Analyst Classification and the Plans Examiner Classification

Sponsors: Liz Warmerdam

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Staff Report for a City of San Leandro City Council Resolution to Amend the San Leandro Management Organization Salary Schedule to Add the Chief Technology Officer Classification and to Amend the San Leandro City Employees' Association Salary Schedule to Add the Innovation Technology Analyst Classification and the Plans Examiner Classification

SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council adopt a resolution to amend the salary schedules for the San Leandro Management Organization to add the Chief Technology Officer classification; and to amend the San Leandro City Employees' Association salary schedule to add the Innovation Technology Analyst classification and the Plans Examiner classification.

BACKGROUND

San Leandro Management Organization (SLMO) Salary Schedule

The newly created Chief Technology Officer classification is intended to integrate the City's innovation functions into the Information Technology (IT) Division within the City Manager's Office. Between 2013 and 2018, innovation functions were performed by the Chief Innovation Officer and primarily focused on marketing Lit San Leandro and technology-based business development opportunities. While the Chief Innovation Officer successfully raised San Leandro's profile as a center for innovation, the innovation functions in the City have evolved where they would now be more effective if integrated within the IT Division.

The Chief Technology Officer would serve as the City's senior technical advisor in the adoption and development of innovative technologies and practices. The position would evaluate potential technology programs and services that would benefit the City; and provide strategic planning and

direction of technology projects that would be implemented by IT Division staff.

The City has met and conferred to agreement with SLMO on the new classification.

San Leandro City Employees' Association (SLCEA) Salary Schedule

The new Innovation Technology Analyst classification would further support innovation efforts to enhance the City's technology programs. The position would perform a variety of complex professional and technical functions related to innovation, digital services, and projects/programs; and serve as project lead in the implementation and enhancement of innovative technology systems and processes. The position would report to the Chief Technology Officer in the IT Division.

The new Plans Examiner classification would perform mechanical, electrical and plumbing plan check review in the Community Development Department's Building Division. The position would increase the diversity of technical knowledge and expertise at the City's one stop permit center, as well as increase efficiency by providing over-the-counter plan check review and assistance on technical issues.

The City has met and conferred with SLCEA to agreement on both classifications.

Board/Commission Review and Actions

The Personnel Relations Board approved the Chief Technology Officer, Innovation Technology Analyst, and Plans Examiner classification specifications at its meeting on January 17, 2019.

FINANCIAL IMPACTS

The proposed changes will result in a cost savings to the City's budget.

- The Chief Technology Officer salary range is set at range 4 (\$155,568-\$189,084 annually) on the SLMO salary schedule. The new position would upgrade the budgeted Information Technology Manager position, which would be an increased cost of \$25,693 annually.
- The Innovation Technology Analyst salary range is set at range 75 (\$90,336-\$109,788 annually) on the SLCEA salary schedule. The new position would upgrade the budgeted Information System Application Specialist position, which would be an increased cost of \$7,637 annually.
- The Chief Innovation Officer position would be eliminated to cover position upgrades in Information Technology, an annual savings of \$256,383.
- The Plans Examiner salary range is also set at range 75 (\$90,336-\$109,788 annually) on the SLCEA salary schedule. This new position would replace the vacant Associate Engineer position for an annual savings of \$16,428.

The Information Technology Division cost savings of \$223,054 plus the Community Development Department cost savings of \$16,428 provides an overall savings of \$239,482 resulting from these actions.

PREPARED BY: Emily Hung, Human Resources Manager, City Manager's Office