

**RESOLUTION TO AMEND FISCAL YEAR 2019-2020 JOB CLASSIFICATION PLAN
FOR INFORMATION TECHNOLOGIES DEPARTMENT #20220**

WHEREAS, Plumas County Personnel Rule 5.01 provides amendments to be made by resolution of the Fiscal Year 2019/20 Job Classification Plan covering all positions in the County service; and

WHEREAS, this position is necessary in the daily operational needs Information Technologies Department Fund #20220; and

WHEREAS, this request was brought to the attention of the Human Resources Director who is now requesting approval of this resolution to amend the 2019-2020 Position Allocation adding Director of Information Technologies “at-will” job description, wage – 3464 for Fund #20220; and

WHEREAS, Plumas County has met the meet and confer obligations for this position with Operating Engineers Local #3; and

NOW, THEREFORE BE IT RESOLVED by the Plumas County Board of Supervisors as follows:

Approve the attached updated job classification for the position of Plumas County Director of Information Technologies with a base hourly rate \$34.64 and reassigning the same to an At-Will contract department head position

The foregoing Resolution was duly passed and adopted by the Board of Supervisors of the County of Plumas, State of California, at a regular meeting of said Board on the 16th day of June, 2020 by the following vote:

AYES: Supervisors: SIMPSON, THRALL, ENGEL, GOSS

NOES: Supervisors: NONE

ABSENT: Supervisors: NONE


Clerk, Board of Supervisors


Chair, Board of Supervisors

Exhibit A

PLUMAS COUNTY

NEW: 5/2020

DIRECTOR OF INFORMATION TECHNOLOGIES

DEFINITION

Under administrative direction, plans, organizes, manages, and provides direction and oversight for all functions and activities of the County's Information Technologies Department. Formulates departmental policies, goals, and directives; coordinates assigned activities with other County departments, officials, outside agencies, and the public. Fosters cooperative working relationships among County departments and with intergovernmental regulatory agencies and various public and private groups. Provides highly responsible and complex professional assistance to the County Administrator, County departments, and Board of Supervisors in areas of expertise; and performs related duties as assigned. Responsible for budgetary controls for this department.

DISTINGUISHING CHARACTERISTICS

This is an at-will department head position appointed by the Board of Supervisors. Under a delegation of authority from the Board of Supervisors, this class has the overall responsibility for coordination, direction, and administration of the County's Information Technologies Department. The incumbent is responsible for the delivery of effective information technology systems, solutions, and services to County departments. Successful performance of work requires knowledge of public policy and the ability to develop, oversee, implement projects, programs in a variety of areas, and support staff in the daily operations as needed. The incumbent is responsible for overall policy development, fiscal management, administration, and operation of the department. This position is accountable for accomplishing departmental planning and operational goals and objectives, and for furthering County goals and objectives within general policy guidelines.

REPORTS TO

Board of Supervisors, through the County Administrator

CLASSIFICATIONS DIRECTLY SUPERVISED

Systems Analyst I/II, Programmer Analyst, Office Automation Analyst, Office Automation Specialist, and Telecommunications Technician

DIRECTOR OF INFORMATION TECHNOLOGIES -2

EXAMPLES OF DUTIES

- Develops, directs, and coordinates the implementation of goals, objectives, policies, procedures, and work standards for the Information Technologies Department; establishes, within County policy, appropriate budget, service, and staffing levels.
- Manages and participates in the development and administration of the department's annual budget; directs the forecast of additional funds needed for staffing, equipment, materials, and supplies; directs the monitoring of and approves expenditures; directs and implements adjustments as necessary.
- Selects, trains, motivates, and directs assigned staff; evaluates and reviews work for acceptability and conformance with department standards, including program and project priorities and performance evaluations; works with employees on performance issues; implements discipline and termination procedures; responds to staff questions and concerns; works with staff to build and maintain a high performing team.
- Works closely with the Board of Supervisors, Administrative Officer, and other County management staff regarding short- and long-term strategies for the delivery of effective technology services to all County departments.
- Develops and implements short- and long-term strategies to plan for and execute County wide technology systems consistent with County technology goals and objectives; ensures the development and implementation of security and general technology protocols and standards supporting these goals and objectives.
- Directs the management of information technology research, development, conversion, installation, and maintenance projects.
- Represents the County and the department in meetings with representatives of governmental agencies, professional and business organizations, employee organizations, and the public.
- Contributes to the overall quality of the department's service by developing, reviewing, and implementing policies and procedures to meet legal requirements and County needs; continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; assesses and monitors the distribution of work, support systems, and internal reporting relationships; identifies opportunities for improvement; directs the implementation of changes.
- Oversees the development of consultant requests for proposals for professional services and the advertising and bid processes; evaluates proposals and recommends project award; coordinates with legal counsel to determine County contractual obligations and requirements; negotiates contracts and agreements and manages same after award.
- Monitors developments in legislation related to information technology matters, and evaluates their impact upon County operations; recommends and implements policy and procedural improvements to meet legislative obligations.

DIRECTOR OF INFORMATION TECHNOLOGIES –3

EXAMPLES OF DUTIES - continued:

- Provides highly complex staff assistance to the Board of Supervisors and County Administrator; conducts a variety of organizational and operational studies, special projects, and investigations; prepares and presents staff reports and other necessary correspondence related to assigned activities and services to various commissions, committees, and boards.
- Responds to difficult and sensitive County department and/or public inquiries and complaints and assists with resolutions and alternative recommendations.
- Attends and participates in professional group meetings; stays abreast of new trends and innovations in information technology; researches emerging products and enhancements and their applicability to County needs.
- Performs related duties as assigned.

TYPICAL PHYSICAL REQUIREMENTS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to operate a motor vehicle and to visit various County and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Reasonable accommodations will be made for individuals on a case-by-case basis.

TYPICAL WORKING CONDITIONS

Employees work in an office environment with moderate noise levels, controlled temperature conditions, and no direct exposure to hazardous physical substances. Employees may interact with members of the public or with staff under emotionally stressful conditions while interpreting and enforcing departmental policies and procedures.

Knowledge of:

- Operations, services, and activities of comprehensive enterprise-wide technology systems and supportive services.
- Advanced information technology management theory, principles, and practices and their application to a wide variety of services and programs.
- Industry best practices for information technology management and control.
- Principles and practices for developing and implementing technology policies, procedures, protocols, and standards.
- Principles and practices of leadership.

DIRECTOR OF INFORMATION TECHNOLOGIES –4

Knowledge of - continued:

- Principles and practices of project management.
- Administrative principles and practices, including goal setting; program development, implementation, and evaluation; and supervision of staff.
- Public agency budget development, contract administration, and administrative practices.
- Principles and practices of managing the exposure to risk and security issues intrinsic in technology systems.
- Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures relevant to information technology management.
- Principles and techniques for working with groups and fostering effective team interaction to ensure teamwork is conducted smoothly.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and County staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination.
- Computers and software programs (e.g., Microsoft software packages) to conduct, compile, and/or generate documentation.

Ability to:

- Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the Information Technologies Department.
- Provide administrative and professional leadership and direction for the department and the County.
- Prepare and administer large and complex budgets; allocate limited resources in a cost effective manner.
- Understand, interpret, apply, explain, and ensure compliance with federal, state, and local policies, procedures, laws, and regulations.
- Plan, organize, direct, and coordinate the work of staff and delegate authority and responsibility.
- Select, train, motivate, and evaluate the work of staff.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Establish, implement, and promote a service environment to ensure the technology needs of County departments are met.
- Work collaboratively with County departments to identify, plan, design, and implement technology solutions that enhance their service delivery and optimize staff efficiencies.
- Develop short- and long-term strategies to meet County wide technology needs.
- Ensure the provision of safe and secure technology systems, which meet the County's mandated and legal obligations.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written material.

DIRECTOR OF INFORMATION TECHNOLOGIES –5

Ability to - continued:

- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- Direct the establishment and maintenance of filing, recordkeeping, and tracking systems.
- Effectively represent the department and the County in meetings with governmental agencies; community groups; various business, professional, and regulatory organizations; and in meetings with individuals.
- Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments.
- Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

EDUCATION AND EXPERIENCE

Qualifications needed for this position include:

Equivalent to a bachelor's degree from an accredited four-year college or university with major coursework in information technology management, computer science, public or business administration, or a related field, and one (1) year of supervisory and administrative responsibility,

OR

Three (3) years of responsible experience in the performance of computer systems analysis and development work equivalent to that of a Systems Analyst with Plumas County, including one (1) year of supervisory and administrative responsibility.

SPECIAL REQUIREMENTS

Possession of a valid driver's license at time of application and possession of a valid California Driver's License by time of appointment. The valid California Driver's License must be maintained throughout employment.

All County of Plumas employees are designated Disaster Service Workers through state law (California Government Code Section 3100-3109). Employment with Plumas County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Work related training as assigned, and to return to work as ordered in the event of an emergency.

INFORMATION SYSTEMS MANAGER

DEFINITION

Under general direction, to develop and maintain automated computer systems for use by County Departments; to supervise and provide direction for data processing staff; to serve as liaison with user Departments; to provide administrative support for the development of the *Information Technology*'s budget and operations; and to do related work as required.

DISTINGUISHING CHARACTERISTICS

This is a supervisory and advanced working level classification for the performance of system analysis work in the County *Information Technology*'s Division. The incumbents provide day-to-day supervision for County *Information Technology*'s operations, as well as performs a variety of the more complex systems development work.

REPORTS TO

Board of Supervisors

CLASSIFICATIONS DIRECTLY SUPERVISED

Systems Analyst, Programmer Analyst, Office Automation Analyst, and Office Automation Specialist.

INFORMATION SYSTEMS MANAGER - 2

EXAMPLES OF DUTIES

- Provides day-to-day supervision and coordination for the County's *Information Technology*'s Division.
- Assists with the selection of Division staff.
- Provides training and evaluation for assigned staff.
- Provides staff assistance for the County Administrative Officer in the development and administration of the Division's budget and services.
- Assists with preparation and implementation of the Division's policies, procedures, goals, and objectives.
- Develops work plans and assigns activities.
- Prepares and presents staff reports and correspondence.
- Coordinates the *Information Technology*'s Division's functions with other County Departments and services.
- Responds to and resolves difficult and sensitive citizen inquiries and complaints.
- Develops and recommends a comprehensive *information* management program including systems development, testing, documentation, systems analysis, computer operations, and technical support.
- Develops and maintains the existing computer network.
- Performs the more complex work in the writing, debugging, and enhancement of computer programs.
- Diagnoses and corrects hardware/software problems.
- Prepares needs assessments and project definitions for new applications.
- Works with other County management to develop information needs and design systems to meet those needs.
- Installs and tests new hardware and software.
- Provides support and assistance for County hardware and software acquisitions.
- Develops and coordinates County staff training in information system and computer use.
- Assists users with resolving problems.
- Compiles and maintains records and reports on County *information technology* operations.

TYPICAL PHYSICAL REQUIREMENTS

Sit for extended periods; frequently stand and walk; normal manual dexterity and eye-hand coordination; some kneeling and stooping; physical ability to lift and carry objects weighing up to 50 lbs.; corrected hearing and vision to normal range; verbal communication; use of office equipment including computers, telephones, calculators, copiers, and FAX.

TYPICAL WORKING CONDITIONS

Work is performed in an office environment; some exposure to dust and electrical energy; continuous contact with staff and the public.

INFORMATION SYSTEMS MANAGER - 3

DESIRABLE QUALIFICATIONS

Knowledge of:

- Computerized information systems including hardware and software capabilities.
- Principles, methods, and procedures of computer systems development, analysis, and administration.
- Programming languages and available software packages.
- Recent developments, current literature, and sources of information regarding *information Technology* and computer systems.
- Project development, management, and coordination.
- Development and conversion of applications and services to automated *information technology*.
- Budget preparation and administration.
- Employee supervision, training, and work evaluation.

Ability to:

- Provide supervision and coordination for County *Information Technology*'s functions.
- Supervise, train, and evaluate assigned staff.
- Develop and implement computer system user training programs.
- Analyze County *information technology* needs and develop systems to meet those needs.
- Evaluate and prioritize hardware and software requests.
- Develop, implement, and modify automated information processing and maintenance systems.
- Perform complex systems analysis and programming assignments.
- Prepare work plans, time estimates, and cost projections for computer system development and utilization.
- Develop documentation and user manuals for systems and programs.
- Prepare reports and correspondence.
- Effectively present ideas and recommendations orally and in writing.
- Effectively represent the programs, operations, and functions of the County *Information technology* Division, with the public, other County staff, and other government agencies.
- Establish and maintain cooperative working relationships.

INFORMATION SYSTEMS MANAGER - 4

Training and Experience: Any combination of training and experience which would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

Three (3) years of responsible experience in the performance of computer systems analysis and development work equivalent to that of a Systems Analyst with Plumas County, including one (1) year of supervisory and administrative responsibility.

Special Requirements: Possession of a valid California Driver's License issued by the State Department of Motor Vehicles.

IT Director

Ten (10) County Comparable Wage Survey

		Plumas County Department Head / Elected
Amador	\$ 58.08	Ag \$ 35.77
Calaveras	\$ 51.57	BH \$ 50.96
Colusa	\$ 38.69	Bldg \$ 39.42
Del Norte	\$ 36.47	Child \$ 34.48
Glenn		EH \$ 32.69
Inyo	\$ 66.69	ES \$ 39.42
Lassen	\$ 28.50	Fair \$ 31.40
San Benito	\$ 41.64	HR \$ 39.49
Tehama	\$ 39.20	IT \$ 29.23
Tuolumne	\$ 57.45	Library \$ 31.21
sum	\$ 418.29	Museum \$ 21.59
Average	\$ 46.48	Planning \$ 43.27
Plumas	\$ 29.23	Prob \$ 42.42
Proposed	\$ 34.64	PH \$ 51.37
		PW \$ 52.16
		SS \$ 34.48
		Assessor \$ 35.95
		Auditor \$ 35.95
		Clerk \$ 35.95
		DA \$ 48.43
		Treasurer \$ 35.95
		Sheriff \$ 45.77
		CC \$ 57.69
		CA \$ 43.27
		\$ 948.32

Plumas County Department Head / Elected

Ag \$ 35.77

BH \$ 50.96

Bldg \$ 39.42

Child \$ 34.48

EH \$ 32.69

ES \$ 39.42

Fair \$ 31.40

HR \$ 39.49

IT \$ 29.23

Library \$ 31.21

Museum \$ 21.59

Planning \$ 43.27

Prob \$ 42.42

PH \$ 51.37

PW \$ 52.16

SS \$ 34.48

Assessor \$ 35.95

Auditor \$ 35.95

Clerk \$ 35.95

DA \$ 48.43

Treasurer \$ 35.95

Sheriff \$ 45.77

CC \$ 57.69

CA \$ 43.27

\$ 948.32

Average

39.51

Exhibit B

As of June 2, 2020