



ITEM NO. (ID # 4648)

DATE: 09/05/2017

AGENDA REQUEST

*CONSENT
AGENDA\INFORMATION
TECHNOLOGY

TO: Board of County Commissioners

PRESENTED BY: Gee Chow, CIO

SUBMITTED BY: Information Technology

SUBJECT: Assistant Information Technology Director

BACKGROUND:

Our Selection Committee interviewed five (5) candidates for the vacant Assistant IT Director position. This was a vacant IT Analyst position that was reclassified earlier this Fiscal Year. The top two (2) candidates were interviewed a second time, with the County Administrator participating in the final selection process. Based on the ranking results from the selection committee, Mr. Ronald H. McKenzie is the most qualified applicant for the Information Technology (IT) Department and is a veteran of the United States Army.

Mr. McKenzie has over 30 years of telecommunications and information technology experience. This includes seven (7) years serving in the military (January 1985 - September 1992) and eight (8) years as a Chief Information Officer at the City of Miami Gardens (March 2008 - February 2016) with an IT budget of \$2.5M and capital projects of up to \$65M. He has also worked in the private sector on various technical projects. Mr. McKenzie has excellent communications skills, and has managed a work force of up to 17 supervisors and technicians in his previous position. Additionally, Mr. McKenzie has served in employee volunteer programs raising \$40,000 for charities in Washington, DC and was the former Southeast District Director for the Florida Local Government Information Systems Association (FLGISA). Mr. McKenzie has a Bachelor's degree in Communications from State University of New York at New Paltz, and he is a certified Government Chief Information Officer from the Florida Institute of Government at Florida State University. Furthermore, Mr. McKenzie is a certified Project Management Professional (PMP) from Project Management Institute (PMI) and has a certification from the Office of Government Commerce (OGC - UK) in IT Infrastructure Library (ITIL V3) Service Management.

The average salary as noted in the attached Public Employers Personnel Information Exchange (PEPIE) report for an IT Assistant Director is \$99,196 per year. The industry average for a hire with Mr. McKenzie's education and experience would be approximately \$105,000 per year. Currently, the County's pay range for this position is from \$63,923 to \$102,239 (Pay Grade 28). Therefore, based on the

applicant's experience, qualifications and as related to the applicable salary research, a starting salary of \$98,500 per year is recommended for Mr. McKenzie.

PREVIOUS ACTION:

N/A

FINANCIAL IMPACT:

The funding for this position has been established in our department's annual operation's costs, and it will not impact our budget negatively.

RECOMMENDATION:

Staff recommends Board approval for Assistant Information Technology Director position starting salary of \$98,500.00 per year. The recommendation is based upon the applicant's level of experience and the Public Employers Personnel Information Exchange (PEPIE) report.

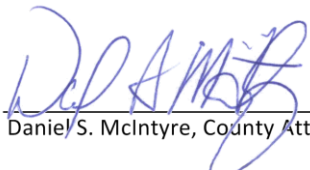
COMMISSION ACTION:

Coordination/Signatures



Gee Chow, CIO

8/24/2017



Daniel S. McIntyre, County Attorney

8/25/2017



Howard Tipton, County Administrator

8/31/2017