

TO: Howard N. Tipton, County Administrator

THROUGH: Ceretha Leon, Human Resources Director 

FROM: Gee Chow, Chief Information Officer 

DATE: August 23, 2017

SUBJECT: Assistant IT Director – New Hire

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.

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

Concurrence: 
Howard N. Tipton, County Administrator

Date: 8/24/17

Attachment: PEPIE Report

P.E.P.I.E.

Assistant IT Director / IT Manager

Employer Name	Your Title	Minimum	Midpoint	Maximum	Actual Salary
Palm Beach County BCC	Deputy Director ISS	\$106,121	\$148,597	\$191,073	\$169,576
City of Fort Lauderdale	DEPUTY DIRECTOR	\$95,888	\$127,733	\$159,578	\$134,784
Hillsborough County	Div Director Administrative Systems & Processes	\$91,353	\$123,323	\$155,292	\$126,297
City of Coconut Creek	IT Operations Manager	\$79,394	\$101,223	\$123,053	\$115,128
City of Hollywood	Assistant Director IT	\$79,563	\$103,432	\$127,301	\$114,400
Broward County Sheriff's Office	Information Technology Manager	\$68,748	\$90,367	\$111,985	\$110,652
City of Boynton Beach	Manager, ITS	\$73,439	\$91,799	\$110,159	\$110,159
City of Pembroke Pines	ASST TECH SERVICES DIRECTOR	\$83,990	\$104,998	\$126,006	\$109,990
City of Tamarac	Assistant Director of I.T.	\$67,511	\$90,644	\$113,776	\$108,358
City of Pompano Beach	INFORMATION TECH SUPERVISOR	\$76,541	\$92,120	\$107,700	\$107,700
CITY OF CORAL SPRINGS	Infrastructure Manager/Applications Manager	\$72,000	\$93,500	\$115,000	\$106,559
Collier County BCC	Manager-Information System Development	\$74,772	\$95,148	\$115,523	\$106,352
City of Palm Beach Gardens	IT Operations Manager	\$68,661	\$87,410	\$106,159	\$106,159
City of Pinellas Park	IT Programming Director	\$69,586	\$87,735	\$105,884	\$105,884
Town of Palm Beach	Information Technology Manager	\$83,766	\$109,314	\$134,863	\$105,096
City of Boca Raton	Assistant I.T. Director	\$61,922	\$84,314	\$106,705	\$103,262
Manatee County BCC	IT Senior Manager	\$80,288	\$107,983	\$135,678	\$102,835
Village of Royal Palm Beach	Information Systems Manager	\$68,887	\$85,218	\$101,549	\$101,549
City of Lake Worth	Assistant IT Director	\$74,235	\$95,607	\$116,979	\$100,422
St. Lucie County BOCC	Assistant IT Director (Proposed)	\$63,923	\$83,103	\$102,239	\$98,500
City of Greenacres	IT Manager	\$69,154	\$86,961	\$104,768	\$97,118
Sarasota County BCC	Sr. Manager	\$78,541	\$106,257	\$133,973	\$95,576
Village of Tequesta	IT Manager	\$73,009	\$88,654	\$104,300	\$93,861
Health Care District PBC	Manager, IT Service Support	\$73,174	\$96,959	\$120,744	\$93,371
Palm Beach County School District	IT Solutions Manager	\$78,006	\$99,976	\$121,946	\$92,396
City of Oldsmar	I.T. Administrator	\$73,217	\$87,861	\$102,504	\$92,087
City of Plantation	IT Systems Manager	\$64,640	\$85,648	\$106,656	\$91,173
Pasco County BCC	Assistant Chief Information Officer	\$73,957	\$96,144	\$118,331	\$83,554
City of Lakeland	IT Support Manager	\$65,918	\$84,090	\$102,261	\$80,122
City of Sarasota	Manager IT	\$64,926	\$86,027	\$107,128	\$80,013
City of Dunedin	Div Dir of IT Services	\$60,411	\$78,534	\$96,658	\$80,000
City of Largo	IT Assistant Director	\$66,394	\$82,972	\$99,549	\$77,002
City of Parkland	Manager, Information Technology	\$65,360	\$85,785	\$106,210	\$75,439
City of Clearwater	Information Technology Manager	\$70,021	\$89,297	\$108,573	\$75,335
Town of Lantana	Information Technology Manager	\$54,835	\$72,873	\$90,911	\$63,396
Marion County BCC	Information Technology Systems Manager	\$54,870	\$72,581	\$90,293	\$56,950
Average Actual Salary					\$99,196