

Update on Standalone IT Department

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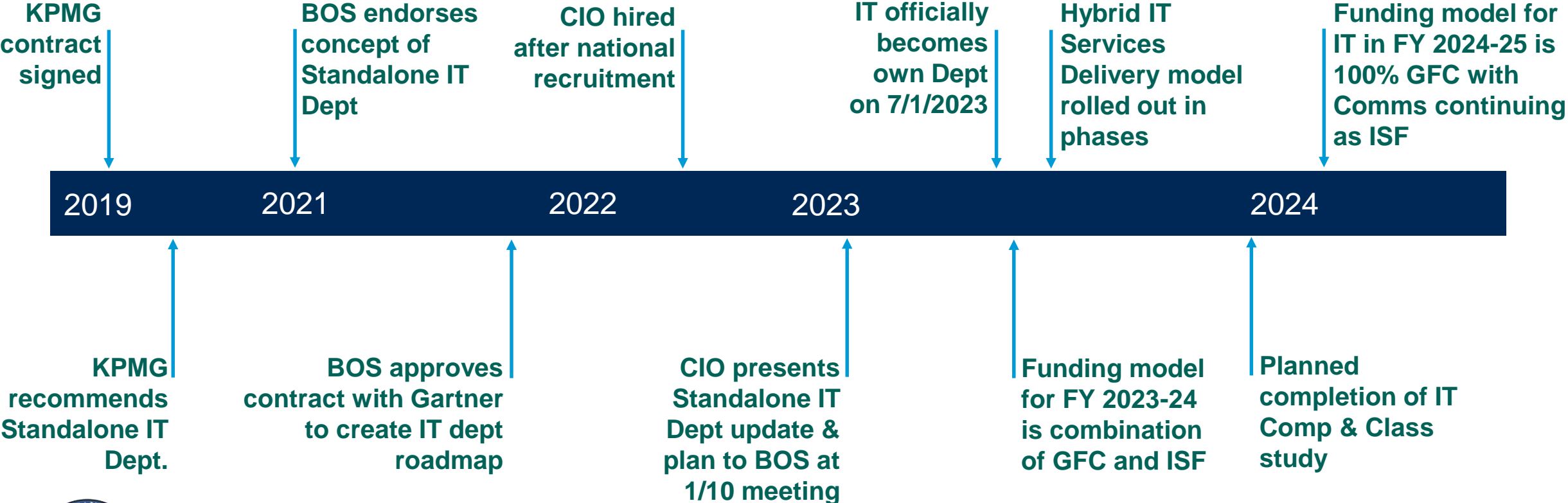


Importance of a Standalone IT Department

- Reinforces “One County, One Future” and our Renew goals
- Reduces silos by prioritizing Countywide IT Strategies
- Mitigates risk and delivers higher levels of security and compliance
- Enables County to implement innovative, enterprise focused solutions



Standalone IT Department timeline



Standalone IT Department updates for 2023

- Assess the current IT environment across the County by meeting with Department heads, IT leadership and Central IT staff
- Prioritize strategic IT initiatives to improve security, increase efficiency, remove silos, bolster resiliency and foster collaboration
- Update the County's 5-year IT strategic plan to reflect the roles and responsibilities of a Central IT Department and the opportunities to consolidate core enterprise-wide functionality where appropriate.
- Begin comp & class study to modernize all IT positions
- Strengthen relationships with all departments to improve organizational outcomes by better understanding their needs
- July 1, 2023 – Central IT becomes standalone department
- The funding model for the new department in FY 2023-24 is a combination of General Fund contribution and ISF billing from Fund 1915 and Fund 1919.



Standalone IT Department – Before/After Scenarios

Initiative	Before Scenario (Situation that led to the Initiative)	Resolution (What the Initiative will do)	After Scenario (Situation after the Initiative is implemented)
Standalone IT Dept	<i>Limited ability to impact countywide IT strategies. Inconsistent prioritization of IT across departments</i>	<i>Create standalone IT Dept and national recruitment of CIO</i>	<i>Elevation of IT countywide; strategic direction and leadership with CIO onboard</i>
Improved Governance	<i>Disparate policies and standards as a result of decentralized and siloed IT</i>	<i>Review EITC and subcommittees. Clarify roles and responsibilities</i>	<i>Provides clarity, direction and improved collaboration through enhanced policies and standards</i>
Elevate Cybersecurity	<i>Decentralized approach to IT creates more cybersecurity vulnerabilities</i>	<i>Centralize cybersecurity initiatives, increase training, pursue best practices</i>	<i>Reduces countywide risk of cybersecurity breaches and potentially reduces cyber-insurance premiums</i>
Hybrid IT Model	<i>Siloed and decentralized IT has led to inefficiencies, duplication of efforts and increased risk</i>	<i>Phased implementation of a strategic and modern approach to IT that centralizes multi-departmental solutions</i>	<i>Enables departments to focus on their specialized needs while allowing Central IT to deliver solutions common to all departments</i>
Comp & Class Study	<i>Existing IT position titles and descriptions are significantly outdated (over 20 years old)</i>	<i>Initiate a comprehensive Comp & Class study to modernize positions</i>	<i>Will improve ability to recruit by offering modern positions and increase retention by providing a clear career path</i>

Recommendations

It is recommended that the Board of Supervisors:

1. Receive and file Gartner Hybrid IT Model Executive Summary;
2. Receive and file Implementation Plan to create a standalone IT Department;
3. Authorize the formation of a stand-alone IT department for incorporation in the FY 2023-24 County budget;
4. Approve changes to the salary resolution which add three new (3) full-time (3.0 FTE) Program Business Leader positions to the General Services Department, effective January 9, 2023; and
5. Determine that the above actions are not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Sections 15378(b)(4) and 15378(b)(5) because they consist of government administrative or fiscal activities that will not result in direct or indirect physical changes in the environment.



Questions?

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