



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Human Resources
Department No.: 064
For Agenda Of: January 25, 2022
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Director Maria Elena De Guevara, Human Resources Director
Contact Info: Erin Jeffery, Employment & Workforce Planning Division Chief,
805-568-2808
SUBJECT: Countywide IT Job Architecture, Compensation, and Mapping Study

County Counsel Concurrence

As to form: Yes

Other Concurrence: Risk Management

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

It is recommended that the Board of Supervisors:

- a) Approve and authorize the Chair to execute the Professional Services Agreement (PSA) in Attachment A with Gartner for the Information Technology Job Architecture, Compensation, and Mapping Study, in the amount not to exceed \$155,000.00; and
- b) Determine that the above action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Sections 15378(b)(4) and 15378(b)(5) because it consists of government administrative or fiscal activities that will not result in direct or indirect physical changes in the environment.

Summary Text:

Approval of the recommended actions moves the County forward in reviewing and updating the County's Information Technology (IT) job classifications and compensation. The need for these updates were identified in October 2016 and has not been completed as of yet due to lack of resources. As the County moves towards a standalone IT department and the implementation of a new Enterprise Resource Planning (ERP) solution, establishing relevant positions to meet the County's current and future IT needs is imperative.

Background:

Based on the KPMG recommendation report previously received by the Board of Supervisors, the County needs to update IT job classifications, compensation, and move and/or map existing positions into a more modern and relevant IT architecture with a competitive market compensation structure. To address this recommendation, the County recommends engaging with Gartner to complete this work. Some key objectives and deliverables of this project include:

- Defining and communicating compensation as a key element of the employee value proposition for attracting and retaining talent.
- Attracting new talent and retaining existing talent to meet emerging needs.
- Aligning salary with market ranges for specific job families and associated responsibilities to attract talent with the right skills, experience and knowledge.
- Using career paths to align advancement and mastery of competencies with career progression.
- Assisting the County in being nimble to IT talent challenges and widening gaps as the move to digital accelerates and being competitive for talent with scarce digital skills, competencies, and experience as more organizations accelerate business transformation.

On December 14, 2021, the Board approved a contract with Gartner for the standalone IT department implementation plan. That Board Letter referenced the separate, but complementary scope of work for the classification, compensation, and organization mapping: approval of the recommended actions will engage Gartner to revise the County’s IT job architecture, conduct the corresponding compensation studies, and develop a transition roadmap to the future state of IT job families and classifications.

Fiscal and Facilities Impacts:

Budgeted: Yes. Funding was set aside within the General Fund as part of the FY 2021-22 adopted budget to address the costs associated with the proposed professional agreement.

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund	\$ 155,000.00		\$ 155,000.00
State			
Federal			
Fees			
Other:			
Total	\$ 155,000.00	\$ -	\$ 155,000.00

Special Instructions:

Please send one (1) copy of the minute order to Wesley Welch, Business Manager, County Executive Office at wwelch@countyofsb.org and one (1) copy of the minute order and signed contract to Erin Jeffery, Employment & Workforce Planning Division Chief, Human Resources, emjeffery@countyofsb.org

Attachments:

Attachment A - Gartner Professional Services Agreement

Authored by:

Erin Jeffery, Employment & Workforce Planning Division Chief