



Legislation Details (With Text)

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Title: Chief Administrative Officer recommending the Board:
 1) Adopt and authorize the Chair to sign Resolution 063-2017 to rescind Resolutions 127-2011 and 034-2013, which assigned and delegated all authority and responsibility for the operation of the Information Technology Department and the development of the County-wide technology strategy and long-term plan to Vern Pierson, effective April 14, 2017. Approval of this recommendation will also result in the discontinuation of the additional compensation provided to Mr. Pierson for serving as the Chief Technology Officer; and
 2) Adopt and authorize the Chair to sign Resolution 066-2017 for a stipend, effective April 15, 2017, equal to 6.6% of base salary to Mr. Pierson for his continued role as the contract administrator of the Tyler Contract (e.g., FENIX) and as an Executive Sponsor of the FENIX project, the review of which shall occur following the full implementation of the FENIX system and after no more than one year. (Est. Time: 15 Min.)

FUNDING: General Fund.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2A - FENIX Project Charter 9-17-13 BOS 4-11-17, 2. 2B - Resolution Rescind 127-2011 and 034-2013 4-11-17, 3. 2C - Resolution 063-2017 4-11-17, 4. Public Comment Rcvd 4-10-17 BOS 4-11-17, 5. Executed Resolution 063-2017, 6. Executed Resolution 066-2017, 7. A - IT plan 7.13.11, 8. B - Resolution, 9. Executed Resolution 127-2011

Date	Ver.	Action By	Action	Result
4/11/2017	2	Board of Supervisors	Approved	Pass
4/11/2017	2	Board of Supervisors	Approved	Pass
7/19/2011	1	Board of Supervisors	Adopted	Pass

Chief Administrative Officer recommending the Board:
 1) Adopt and authorize the Chair to sign Resolution **063-2017** to rescind Resolutions 127-2011 and 034-2013, which assigned and delegated all authority and responsibility for the operation of the Information Technology Department and the development of the County-wide technology strategy and long-term plan to Vern Pierson, effective April 14, 2017. Approval of this recommendation will also result in the discontinuation of the additional compensation provided to Mr. Pierson for serving as the Chief Technology Officer; and
 2) Adopt and authorize the Chair to sign Resolution **066-2017** for a stipend, effective April 15, 2017, equal to 6.6% of base salary to Mr. Pierson for his continued role as the contract administrator of the Tyler Contract (e.g., FENIX) and as an Executive Sponsor of the FENIX project, the review of which shall occur following the full implementation of the FENIX system and after no more than one year. (Est. Time: 15 Min.)

FUNDING: General Fund.

DEPARTMENT RECOMMENDATION:

Chief Administrative Officer recommending the Board rescind Resolution 127-2011 and 034-2013, which assigned and delegated all authority and responsibility for the operation of the Information Technology Department and the development of the County-wide technology strategy and long-term plan to Vern Pierson. Approval of this recommendation will also result in the discontinuation of the additional compensation provided to Mr. Pierson for serving as the Chief Technology Officer. It is also recommended that the Board approve Resolution 066-2017 authorizing a stipend equal to 6.6% of base salary to Mr. Pierson for his continued role as the contract administrator of the Tyler Contract (e.g., FENIX) and as an Executive Sponsor of the FENIX project.

DISCUSSION/BACKGROUND:

Based on a recommendation from the Chief Administrative Officer, on July 19, 2011, the Board adopted Resolution 127-2011 assigning all authority and responsibility for the operation of the Information Technology Department and the development of the County-wide technology strategy and long-term plan to Vern Pierson. In recognition of the additional responsibility, Mr. Pierson received additional compensation to bring his base hourly rate to \$94.69, a 23% increase above his base salary. Currently, this additional compensation results in a 6.6% salary increase above the base salary, excluding longevity, which Mr. Pierson receives as the District Attorney.

At that time, the Chief Administrative Officer concluded that due to the high turnover of Information Technology Directors, and the resulting lack of a long term information technology strategy for the County, which resulted in increased costs totaling approximately \$10 million annually due to outdated technology, appointing Mr. Pierson as the Chief Technology Officer would allow the County to save money and resolve problems in the Information Technology Department.

The resolution stated, "The additional compensation being paid to Mr. Pierson is being paid in recognition of the additional duties he is assuming. It shall not be deemed part of his salary as District Attorney and shall terminate effective with the revocation of this assignment, delegation and transfer of duties, whether or not it occurs during the term of the District Attorney." Resolution 034-2013 was passed and adopted on April 2, 2013 in order to correct an error in the original Resolution 127-2011, but without any changes to the Chief Technology Officer assignment or additional compensation.

As a result of the Board's appointment of a permanent Director of Information Technology effective ~~March 28~~ April 1, 2017, Mr. Pierson no longer has responsibility of overseeing the Information Technology Department and the additional compensation as the Chief Technology Officer is no longer warranted. It should be noted that as a result of this recommendation and Mr. Pierson's willingness to serve in this capacity, significant improvements have been made in regard to the County's IT infrastructure as well as the level of service provided by the IT Department. In addition, Mr. Pierson continues to serve as the contract administrator for the Tyler (e.g., FENIX) contract as well as serve as an Executive Sponsor of the FENIX project. Considering the project is on schedule to 'go-live' in the Fall 2017, for continuity purposes and the success of the project, it is essential that Mr. Pierson continue his involvement in the implementation.

According to Section 2.4 of the FENIX project Charter, Project Investment, additional resources including stipends were included in the total project budget. On March 26, 2013, as part of the Board item approving the purchase and implementation of the FENIX project, the Board delegated approval authority to a 2/3 vote of the Executive Steering Committee over the course of the ERP for certain actions, including salary stipends in an amount not to exceed 15% of current salary to staff who are determined to be essential to implementation and will be expected to devote a significant amount of time to the implementation in addition to their assigned responsibilities. The Executive Steering Committee is made up of the CAO, the Auditor-Controller, and the District Attorney. Since the stipend in question is for a member of the Executive Steering Committee, the decision to approve the stipend is being deferred to the Board. It is recommended the Board approve Resolution XX-2017 for a FENIX stipend amount totaling 6.6% of base salary to Mr. Pierson, resulting in no impact to his current salary, for his continued role as the contract administrator of the Tyler Contract (e.g., FENIX) and as an Executive Sponsor of the FENIX project. A review of the suitability of this stipend shall occur following the full implementation of the FENIX system and after no more than one year following Board approval.

ALTERNATIVES:

Due to the appointment of a permanent Director of Information Technology on ~~March 28~~ April 1, 2017, the Board is required to rescind resolution 127-2011 and 034-2013 as identified in recommendation #1. In regards to recommendation #2, the Board may choose not to approve a FENIX stipend, or choose to adjust the stipend amount.

OTHER DEPARTMENT/AGENCY INVOLVEMENT:

Not applicable.

FINANCIAL IMPACT:

Approval of both recommendations will result in no fiscal impact. If the Board chooses not to approve the recommendation for a FENIX stipend, it will result in an annual savings totaling approximately \$12,200, due to the discontinuation of the additional compensation paid to Mr. Pierson.

CLERK OF THE BOARD FOLLOW UP ACTIONS:

If this matter is approved, the Clerk shall file a Minute Order with Resolution 127-2011 and 034-2013.

STRATEGIC PLAN COMPONENT:

Good Governance

CONTACT:

Don Ashton, Chief Administrative Officer