



Legislation Details (With Board Report)

File #: 17-0269 **Name:** Approve an advanced placement
Type: General Agenda Item **Status:** Passed
File created: 3/10/2017 **In control:** Board of Supervisors
On agenda: 3/28/2017 **Final action:** 3/28/2017
Title: Approve an advanced placement at Step 5 for Eric A. Chatham, selected for the position of Director of Information Technology, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon his appointment to the position.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Completed Board Order

Date	Ver.	Action By	Action	Result
3/28/2017	1	Board of Supervisors	approved	Pass

Approve an advanced placement at Step 5 for Eric A. Chatham, selected for the position of Director of Information Technology, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective upon his appointment to the position.

RECOMMENDATION:

It is recommended that the Board of Supervisors authorize advanced step placement to Eric A. Chatham at Step 5 of the Director of Information Technology salary range, effective upon his appointment on April 1, 2017, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5.

SUMMARY/DISCUSSION:

The Information Technology Department conducted a nationally advertised open, competitive recruitment for Director of Information Technology. After conducting the selection process, it was recommended that Mr. Chatham be hired for this position. He has accepted an offer of employment contingent on approval of appointment to Step 5 of the salary range.

Placement at advanced step may be requested to compensate employee commensurate with their specialized knowledge, skill, years of relevant experience, and recognition of their current compensation. Pursuant to the provision of the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Board of Supervisors' approval is required to authorize placement above Step 3 in Unit Y.

Mr. Chatham earned a Bachelor of Science Degree from Humboldt State University in Business Administration with a concentration in Computer Science. In addition, he has 30 years of experience in the Information Technology (IT) industry and 17 years in executive leadership positions delivering transformational organization and technology change. He has demonstrated leadership to successfully deploy technology solutions in fast-paced environments, in both smaller start-up environments and large global enterprises, effectuate corporate cost savings and process improvements, and significantly improve customer experience and first time resolution. Most recently, Mr. Chatham has served as the Interim Director of Information Technology, demonstrating his ability to quickly adapt to local government culture, policy, and procedures, while making changes to improve IT business operations and services. Previous positions held include Vice

President - Operations, Engineering & Infrastructure for Intuit Corporation and Vice President - Global IT Support for Oracle Corporation. Mr. Chatham has also worked in a consulting environment helping clients design and implement solutions in IT applications, infrastructure, organizational structure and development, and program/project management. Mr. Chatham's demonstrated abilities and history as an established IT leader are expected to continue to lead to significant contributions for the benefit of the Information Technology Department, and Monterey County's departments and citizens.

In determining the appropriate step for appointment, prior compensation levels and the effect of differences in compensation and benefits for each position were considered. Salary recommendations have been made in accordance with the County's PPPR, Sections A.1.11.1 and A1.11.5. These sections provide for appointment at a higher salary step for reasons including credit for experience, difficulty of recruitment, avoiding injustice, and employee negotiation.

Therefore, approval is requested to place Mr. Chatham at Step 5 of the County's current salary schedule for the classification of Director of Information Technology.

OTHER AGENCY INVOLVEMENT:

Representatives both internal and external to Monterey County, including the County Administrative Office, Department Heads, and representatives from other Counties assisted in the recruitment and selection process leading to the selection of Mr. Chatham, and this request.

FINANCING:

This Director of Information Technology position is included in the Information Technology Department's FY 2016-17 Budget and rate structure.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Mr. Chatham's demonstrated abilities and history as an established IT leader are expected to continue to lead to significant contributions for the benefit of the Information Technology Department, and Monterey County's departments and citizens.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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