



Wastewater
Treatment



TRANSFORMING
WASTEWATER
TO RESOURCES



Recycled
Water



Energy
Production



Biosolids
Reuse

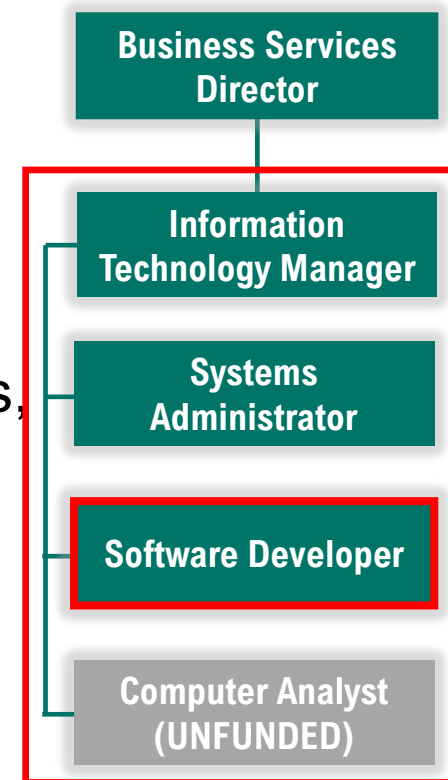
Proposed Software Developer Classification

Personnel Committee Meeting
July 10, 2024

Information Technology Division Overview



- Manages and maintains computer technology devices, applications, and networks
- Ensures effectiveness of business continuity, disaster recovery, and cybersecurity programs
 - In concert with compliance requirements and industry standards
- Provides key organizational role in enhancing effectiveness and efficiency of business processes, driving improvement, and supporting strategic initiatives
- Two full-time equivalent (FTE) funded positions with additional temporary staffing
 - Staff has also included funding for proposed new position (0.5 FTE) in FY24/25



Proposed IT Division Organizational Structure

New Software Developer Position Organizational Needs, Duties



- District has developed IT Roadmap (presented to Board in March 2024) to establish key priorities, staffing needs
- New position would expand IT capabilities and provide a highly-skilled IT professional to support Organizational Change goal in Strategic Plan and IT Roadmap implementation
 - Expand ERP, CMMS, GIS, and SCADA platform utilization
 - Focus on business process technology solutions; systems integration; software development, deployment, and support; database management; and report generation

FY24/25 Strategic Initiative

“Implement IT Roadmap activities to strengthen the District’s cybersecurity measures and protocols, modernize networking and datacenter infrastructure, and expand utilization of enterprise resource planning (ERP) software to streamline human resources and financial management activities.”

New Software Developer Position Proposed Salary Range



- Staff reviewed similar positions at peer agencies and existing salary ranges for IT Manager and Systems Administrator position
- Proposed Salary Range (equal to Systems Administrator)
 - \$11,400.47 to \$13,857.34 monthly
(\$136,805.64 to \$166,288.08 annually)
- Sufficient funding for this position is included in approved FY24/25 Budget
 - Included in approved FY24/25 Classification Control Plan (funded at 0.5 FTE to account for recruitment and selection process duration)

Engagement with Professional & Technical (P&T) Bargaining Unit



- District reviewed proposed job description and salary range with P&T
 - P&T requested clarification regarding methodology to determine monthly salary and provided overall agreement

Recommendations



- Review and comment on draft job description and salary range
- Recommend consideration by Board of Directors on July 17, 2024