

## **Compensation and Benefits**

The annual salary range for the Director of Information Technology is \$128,964 to \$164,568. Appointment in the range will be made depending upon qualifications. The City also offers an attractive benefits package, which includes:

- ◆ Retirement: CalPERS 2% at 62 formula for new members; 2% at 60 formula for classic members.
- ◆ Health Insurance: City pays up to \$1,857.62 for employee plus family. (Cash in lieu of health insurance coverage is \$200 per month).
- ◆ Dental and Vision Insurance Plans: City paid for employee and family.
- ◆ Life Insurance: \$25,000 group term life insurance.
- ◆ Vacation: Up to 20 days after 15 years of service (negotiable based on candidate's current accrual rate and total years of service).
- ◆ Sick Leave: 12 days per year.
- ◆ Administrative Leave: 80 hours per year.
- ◆ Holidays: 13 days per year.
- ◆ Vehicle Allowance: \$120 per month.
- ◆ Longevity Pay: 2.5% of salary after 10 years of service.
- ◆ Long Term Disability: maximum monthly benefit of \$10,000.
- ◆ Retiree Health Incentive: \$89 plus \$119 PERS city monthly contribution (50 years of age/5 years of service).
- ◆ Additional Benefits: City offers additional benefits such as additional life and other insurances, Deferred Compensation program, tuition reimbursement, etc.



## **The Process**

If you are interested in pursuing this highly desired career opportunity, please forward a letter of interest, your resume, current salary and the names and phone numbers of five professional references to:

Bill Avery or Ann Slate  
Avery Associates  
3½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

The final filing date is March 21, 2014.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or Ann Slate at 805.459.5132.



# *The City of Santa Cruz*



*invites your interest  
for the position of*

# **Director of Information Technology**

*photos courtesy of redbat*

## **The City of Santa Cruz**

Santa Cruz is located in one of the most beautiful areas in California, on the sunny, northern side of the Monterey Bay, 70 miles south of San Francisco and 30 miles southwest of San Jose. Situated between magnificent redwood forested mountains and the Pacific Ocean, Santa Cruz is one of California's most popular seaside resorts, with twenty-nine miles of beaches and the historic Beach Boardwalk seaside amusement park. The mild, Mediterranean climate invites all to enjoy the numerous forest and mountain trails, spectacular ocean vistas, and rich and varied marine life. Recreational facilities in the Santa Cruz area include seventeen state parks and beaches, five golf courses, and a small craft harbor. Santa Cruz offers a full range of activities for water sports enthusiasts, including kayaking, sailing, ocean fishing, and surfing.



The City's population is 62,000. However, the City of Santa Cruz serves a much larger population as the regional center and county seat of Santa Cruz County. Downtown neighborhoods are a historical treasure, with a significant number of Victorian homes and turn of the century buildings. The downtown business district is a vibrant commercial and entertainment hub.

Santa Cruz is known for its excellent public education system, as well as many exceptional private schools. Higher education is provided by the University of California, Santa Cruz and Cabrillo Community College.

Visit the City's website at [www.cityofsantacruz.com](http://www.cityofsantacruz.com) to learn more about this interesting and exciting community.

## **The Organization**

The City of Santa Cruz is a charter city with a seven-member City Council that is elected at large. Santa Cruz maintains a work force of approximately 776 regular employees and several hundred temporary employees. City Departments include: City Manager, Human Resources, Information Technology, Finance, Parks & Recreation, Planning and Community Development, Public Works, Economic Development and Redevelopment, Water, Police, and Fire. In addition to a full range of General Fund services, the City of Santa Cruz provides regional water and sewer services, in-city refuse and recycling collection, and operates a sanitary landfill.



The City also operates regional services, including the City/County Public Library System, along with unique services

such as a municipal wharf, beach and lifeguard services, open space management, a civic auditorium, and a municipal golf course. Santa Cruz is a politically active community with numerous boards and commissions that contribute to the governmental process.

The City Manager is responsible for carrying out the policies and ordinances of the City Council, for overseeing the day-to-day operations of the City, and for appointing Department Directors. The Director of Information Technology will report directly to the City Manager and play a key leadership role in the organization.



The Information Technology Department has an allocation of 16 FTEs with responsibility for the entire breadth of centralized citywide information technology. Operational standards include Microsoft, VMWare, VoIP and Cisco. Business applications include Eden, CRW, Wonderware, ESRI GIS, SIRE, Firehouse, Kronos, AIMS and Maintenance Connection.

## **The Position and Ideal Candidate**

The Director of Information Technology is a key member of the City Manager's Executive Team, collaborating closely with the department directors and other management staff. He or she is expected to provide the technology vision, leadership and guidance to the entire organization. An important priority for the City is beginning implementation of the City's recent IT Strategic Master Plan. The Director of Information Technology will lead efforts to bring technology solutions to increased community engagement initiatives.

Progressive and strategic leadership, strong management skills, and exceptional communication ability are essential for this position. A collaborative, participative approach with strong customer service orientation and the ability to effectively convey technical issues in basic terms will be critical skills for the successful candidate. Changing needs of the City may require an evaluation of the support roles and reorganization within the IT Department.



This position requires a background of education and experience equivalent to graduation from a four-year college with major course work in information systems, computer science, information technology, business or public administration or a related field and five years of increasingly responsible management level experience in information technology analysis, planning, development and implementation. At least two years of this must have been in a position including responsibility for departmental management, administrative control and supervision.