

Compensation and Benefits

The County offers a comprehensive and competitive compensation and benefit package. The base salary range for these positions are \$115,495 - \$140,385 annually, DOQ. The excellent benefits package includes:

- ◆ **Retirement** – CalPERS with a 2% @ 60 formula for Classic PERS members. Employee pays own contribution of 7% (paid as a pre-tax deduction). For new PERS members, 2% @ 62 with the employee contribution of 6.25%. The County participates in Social Security.
- ◆ **Longevity Pay** – Employees are eligible to receive an additional 2.5% longevity pay, per level, after the completion of continuous service at 10, 15, 20, 25, 30, and 35 years. Employees may receive credit for prior years of service employed with California cities, counties, joint power authorities, and other special districts as approved by the Director of Human Resources and the County Administrator.
- ◆ **Medical Insurance** – CalPERS medical insurance. Family coverage is \$1430.11 per month
- ◆ **Dental and Vision Insurance** – County pays 100% of cost.
- ◆ **Holidays** – 12 Fixed Paid Holidays per year.
- ◆ **Vacation** – Accrual at the rate of three weeks per year; accrual at the rate of four weeks beginning year 10.
- ◆ **Administrative Leave** – 80 hours annually granted on July 1.
- ◆ **Deferred Compensation** – 457 plan, with the choice of three providers. County contributes a dollar-for-dollar match to a maximum of \$5 per pay period.
- ◆ **Life Insurance** – 1.5 times employee's base yearly earnings to a maximum of \$350,000. Employees may purchase supplemental life.
- ◆ **Education Allowance** – Tuition reimbursement is available to a maximum of \$1,100 per fiscal year.
- ◆ **Sick Leave Accrual** – Full-time employees earn 12 days per year. There is no limit on maximum accrual.
- ◆ **Flexible Spending Accounts** – The County offers three different Flexible Spending Accounts for Health Care Reimbursement, Dependent Care Reimbursement, and Transportation Expenses.
- ◆ **Long Term Disability** – Long Term Disability insurance coverage is paid for by the County
- ◆ **Employee Assistance Program (EAP)** – The County provides an Employee Assistance Program through MHN for employees and their eligible dependents.
- ◆ **Retiree Health** – The County offers a Retirement Health Savings (RHS) account. Upon retirement from the County, 100% of accumulated unused sick leave accruals will be paid tax-free into the RHS account.



The Process

To apply for these exceptional career opportunities, please submit by email, a cover letter of interest, resume, salary history, and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established). In your submittal please indicate for what position(s) you are applying and forward to:

Paul Kimura and/or Cris Piasecki
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA 95030
E-mail: solanocountyit@averyassoc.net



Resumes will be reviewed upon receipt and applicants that appear to possess the desired background will be contacted and interviewed by Avery Associates. Following the preliminary evaluation by the firm, candidates may be presented to the County for additional consideration.

Prior to the hiring interview with the County, finalists will be required to submit a background packet and will be subject to a background investigation. If you have any questions regarding this position, please feel free to contact Paul Kimura at solanocountyit@averyassoc.net or 408.399.4424 or Cris Piasecki at 408.234.2025.



The County of Solano

*invites your interest
for the position of*

**Information
Technology
Infrastructure
Operations
Managers**



Solano County

Solano County is a special place, with its inviting mix of rural and suburban lifestyles and easy access to all of the urban amenities associated with two of the nation's most dynamic metropolitan regions. Situated midway between San Francisco and Sacramento - the State Capitol, Solano County is home to rolling hillsides, waterfronts and fertile farmland. County residents can enjoy day trips to the San Francisco Bay Area, Lake Tahoe region and the Napa and Sonoma Valleys. Thanks to a mild climate, plenty of open space, proximity to lakes, rivers and mountains, residents can enjoy year round outdoor recreational activities like fishing, boating, skiing, hiking and biking.

Solano County is a growing community that reaps the benefits of its ideal location for those who live and work here. The blend of agriculture, corporate business and pleasant lifestyle enhance the attraction of Solano County. The County limits residential and commercial development outside of cities, thus preserving approximately 80 percent of the land for open space or agricultural uses. Blessed with a thriving agricultural economy, the County is also home to biotechnology and other growth industries.

With its strategic location, affordable housing, natural and human resources, history of responsible land use planning and attractive quality of life, Solano County has entered the 21st Century with a promising future as a place to live, learn, work and play.

County Government and the Information Technology Department

The County encompasses over 900 square miles and has a population of over 427,000 residents, which are concentrated in the seven incorporated cities of: Benicia, Dixon, Fairfield, Rio Vista, Suisun, Vacaville and Vallejo. A five-member County Board of Supervisors governs Solano County. The Supervisors appoint a County Administrative Officer to oversee the day-to-day operations. County operations have an operating budget of approximately \$900M with a staffing allocation of over 2,900 employees.

The Department of Information Technology (DoIT) provides centralized support to all County departments in automating and improving delivery of programs and services to the public. The Department has an operating budget of over \$20M and an approved staffing level of 53 full-time County staff and 44 contractor staff. DoIT is now at the outset of organizational transition focused on expanding its technical capacity to provide greater levels of service and value to its customers. This shift creates an Assistant Director and four new infrastructure management positions. All are designed to create a more seamless "bridge" in connecting IT infrastructure services with applications development and support, with the customers that IT serves, and to plan and implement secure, flexible, and resilient technology delivery platforms that will meet the County's needs for the future.

The Ideal Candidate Profile

These newly created positions will report to the Assistant Director of Information Technology and will fill critical leadership roles in the migration to a new service delivery model and serve as domain experts in each of their respective areas of support. The Managers' roles are designed to allow DoIT to proactively set its strategic direction, foster innovation in infrastructure activities, better monitor the performance of its vendors, and improve the security and resiliency of the County's technology environment.

In addition to providing domain expertise, the managers will be responsible for directing projects and must have exceptional facilitation and relationship skills with a proven ability to influence others and positively interact at all levels of the organization. Progressive leadership is a critical component of this role as is the need to provide creative solutions and identify innovative approaches to the department and customers of DoIT. The ability to think, act and operate at both a strategic and operational level, provide pragmatic and effective business solutions, and adapt to an evolving work environment are all essential attributes.

The selected candidates for these positions will have a well-rounded and professional IT background that includes at least three years of relevant experience with infrastructure technologies and with managing highly complex projects.

Network and Mobility Manager

- ◆ Lead the development and maintenance of a Network and Mobility Strategy and Roadmap.
- ◆ Propose and manage the appropriate level of funding to design, develop, and deliver network and mobility services that meet the strategy and roadmap.
- ◆ Manage network and mobility requests, incidents, problems, changes, security, service continuity, suppliers and knowledge management processes using industry best practices (e.g., ITIL, MOF, COBIT, ISO, CMMI).
- ◆ Direct and lead project teams to deliver network and mobility solutions using project management best practices (e.g., PMI).
- ◆ Provide organizational change management guidance through communication plans that ensure impacted individuals receive awareness, knowledge and coaching they need in order to change successfully.
- ◆ Monitor and report on network and mobility services capacity and availability, performance measurements, and actively participate in risk assessments.
- ◆ Serve as the expert in the design of local and wide-area, wired and wireless networks, telephony, and video systems.

- ◆ Be responsible for LAN/WAN architecture, overall network planning, Wi-Fi infrastructure, VoIP telecommunication services, and the facilitation of end-user mobility.
- ◆ Manage a team of County or vendor resources to deliver Network and Mobility services.
- ◆ Must possess relevant certifications such as: Cisco Certified Network Professional (CCNP) Routing and Switching; Cisco Certified Network Associate (CCNA) Security; Cisco CCNA Voice; Cisco CCNA wireless.

Data Center and Operations Manager

- ◆ Lead the development and maintenance of a Data Center and Operations Strategy and Roadmap.
- ◆ Propose and manage the appropriate level of funding to design, develop, and deliver data center and operations services that meet the strategy and roadmap.
- ◆ Manage data center and operations requests, incidents, problems, changes, security, service continuity, suppliers and knowledge management processes using industry best practices (e.g., ITIL, MOF, COBIT, ISO, CMMI).
- ◆ Direct and lead project teams to deliver data center and operations solutions using project management best practices (e.g., PMI).
- ◆ Provide organizational change management guidance through communication plans that ensure impacted individuals receive awareness, knowledge and coaching they need in order to change successfully.
- ◆ Monitor and report on data center and operations services capacity and availability, performance measurements, and actively participate in risk assessments.
- ◆ Serve as expert in server, storage, database and end-user computing architecture and platforms.
- ◆ Assist project teams in planning and managing the support of new technologies.
- ◆ Be responsible for server and database administration, data storage architecture, computer operations, change control, provisioning and patching.
- ◆ Manage a team of County or vendor resources to deliver Data Center and Operations services.

Education Training and/or Experience

Bachelor's degree and Experience

- ◆ Education: Bachelor's degree or higher from an accredited college or university with a major in Information Technology, Engineering, Computer Science, Management Information Systems, Business Administration, Public Administration, Project Management, Mathematics or a closely related field;

AND

- ◆ Experience: Two (2) years of full-time experience in the class of Systems Analyst (Senior) with Solano County. OR
- ◆ The equivalent of three (3) years of full-time experience coordinating the acquisition, implementation and maintenance of information technology systems, infrastructure programs and/or networking projects including at least two (2) years leading and/or supervising information technology professionals, technical staff, and/or technology contractors.

OR

Associate's degree and Experience

- ◆ Education: Associate's degree or higher from an accredited college or university with a major in Information Technology, Engineering, Computer Science, Management Information Systems, Business Administration, Public Administration, Project Management, Mathematics or a closely related field;

AND

- ◆ Experience: The equivalent of four (4) years of full-time experience responsible for and/or project lead on complex infrastructure or systems and programming projects as a Systems Analyst (Senior) with Solano County. OR
- ◆ The equivalent of five (5) years of full-time experience coordinating the acquisition, implementation and maintenance of information technology systems, infrastructure programs and/or networking projects including at least two (2) years leading and/or supervising information technology professionals, technical staff and/or technology contractors.

OR

Training and Experience

- ◆ Education: Relevant coursework and/or technical certification in Computer Science, Information Technology or Management Information Systems, Networks and Communications, Information Security, Information Technology Service Manager, or closely related field:

AND

- ◆ Experience: The equivalent of six (6) years of full-time experience responsible for and/or project lead on complex infrastructure or systems and programming projects as a Systems Analyst (Senior) with Solano County. OR
- ◆ The equivalent of ten (10) years of full-time experience coordinating the acquisition, implementation and maintenance of information technology systems, infrastructure programs and/or networking projects including at least two (2) years leading and/or supervising information technology professionals, technical staff, and/or technology contractors.