



Request for City Council Committee Action from the Department of BIS

Date June 16, 2006

To **Paul Ostrow, Chair, Ways and Means Committee**

Subject Request that the Chief Information Officer be authorized to offer a Step 4 starting salary.

Recommendation: Approve the CIO's request for authorization to offer step 4 to Telecom Analyst II position

Prepared by Mark Paulsen, Manager - Administration, 673-3596

Submitted by Karl Kaiser _____, 673-3910
Chief Information Officer

Approved by Steven Bosacker _____
City Coordinator

Permanent Review Committee (PRC) Approval Pending

Policy Review Group (PRG) Not Applicable

Committee Presenter Karl Kaiser

Financial Impact – Supported by Departmental Projects

Financial Impact (Check those that apply)

No financial impact (If checked, go directly to Background/Supporting Information).

Action requires an appropriation increase to the ___ Capital Budget or ___ Operating Budget.

Action provides increased revenue for appropriation increase.

Action requires use of contingency or reserves.

Business Plan: Action is within the plan.

Other financial impact (Explain):

X Request provided to department's finance contact prior to the Committee Coordinator.

Community Impact (use any categories that apply) – Not Applicable

Background/Supporting Information Attached

Christopher Souvignier is the leading candidate to be hired as BIS Telecom Analyst II. The Telecom Analyst II will be a valuable contributor on the Telecommunications and Network Services team. His extensive knowledge in telecom systems as switch translations engineer and circuit design engineer will lend insight into our systems applications maintenance as well as voice and data network design.

The position requires a unique combination of hard-to-find technical skills and experience. This is the City's second opening of this position based on the difficulty in finding a qualified individual willing to work within the current salary schedule. BIS Telecom and Network Services can pay for step 4 as this position replaces a FTC at a rate 30% higher. The telecommunications and network services industry, like the City division, is rapidly changing and expanding responsibility and candidates are in high demand. Very few academic institutions offer degree programs in this area therefore attaining talent that is new to the industry is also rare in this field.

Mr. Souvignier has a Bachelor of Science degree in Business Administration with emphasis in Telecommunications along with over 6 years in the industry. His qualifications exceed the minimum of the position and HR has ranked the majority of competencies at expert level. His customer focus and technical knowledge, as well as, his professional demeanor and attention to detail are well exhibited through his excellent communication skills.

Through the interview process, Mr. Souvignier demonstrated he is a well-rounded candidate with the technical and non-technical expertise to succeed in a fast paced team environment with a great deal of customer interface. He has communicated his ability to work quickly and accurately to analyze and interpret business needs and meet them with both practical and emerging cost-effective technology design solutions.