



Request for City Council Committee Action

Date: September 19, 2005

To: Ways and Means Committee

Prepared by: DuWayne Joarnt (612-673-3584)

Submitted by: Karl Kaiser, *[Signature]*
Pam French, *[Signature]*

Approved by: John Moir, *[Signature]*

Subject: Request that the Chief Information Officer be authorized to offer a step 6 starting salary for the Property Systems, System Integrator V.

Presenters in Committee: Bill Beck, Deputy CIO and Lynn Willenbring, BIS Director Information Services & Customer Relations

Recommendation

Approve the CIO's request for authorization to offer a step 6 starting salary to Mohammad Khan, System Integrator V, Property System Application Support Analyst

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
- Action requires an appropriation increase to the Operating Budget
- Action provides increased revenue for appropriation increase
- Action requires use of contingency or reserves
- Other financial impact (Explain):
- Request provided to the Budget Office when provided to the Committee Coordinator

Background/Supporting Information

Mohammad Khan is the leading candidate to be hired as a System Integrator V Property System Application Analyst. This position will support the Kiva Land Management System product, Regulatory Services' enterprise licensing, permitting, and inspection management system.

The position requires a unique combination of hard to find technical skills and experience and Mr. Khan meets all and exceeds the critical requirements for this position. Mr. Khan was one of only two applicants who met the minimum qualifications for the position and is the only candidate with any experience with Cold Fusion, the web application server utilized in the Kiva System. In relevant professional experience, for example, his 7 years experience with Oracle Forms & Reports, PL/SQL, and TOAD (Tool for Oracle Application Developers) exceeds the experience that was *preferred* in a qualified candidate.

There is a backlog of BIS work requests from Regulatory Services representing over 6,500 hours. Mr. Khan is expected to immediately reduce the backlog thereby improving software users efficiency. Mr. Khan is a seasoned professional in this field and is the ideal candidate to help us reduce this backlog.