CITY OF PASCO
INFORMATION TECHNOLOGY DIRECTOR
RECRUITMENT

The City of Pasco seeks a visionary leader to guide and oversee the comprehensive operations of the Information Technology Department as IT Director. Join the City of Pasco's fun, professional IT team to help improve internal communications within the City and build new systems to create a more accessible Pasco.

About Pasco, Washington

The City of Pasco is located at the confluence of the Columbia, Yakima, and Snake Rivers. As the gateway to the agriculturally rich Columbia Basin, Pasco continues to attract residents from all over. From 32,066 people in 2000 to approximately 81,280 people in 2023, Pasco is one of the fastest-growing communities in Washington State. Its setting within the Tri-Cities metropolitan area establishes easy access to education and transportation systems. While Pasco's local economy thrives off agriculture and distribution, the metro region attracts engineers and science professionals who contribute to remediation efforts at the historical Hanford Nuclear Reservation.

Pasco is a geographical treasure that enjoys nearly 300 days of sunshine yearly. The area's waterways and the Sacajawea State Park create the perfect getaway and lifestyle for nature enthusiasts. Pasco's environment offers abundant outdoor activities, including water sports, golf, outdoor theater, and hiking. Located in the heart of Washington's wine country, Pasco also offers access to world-class wineries and vineyards.

The City is home to amenities like the Pasco Farmers Market, where residents can purchase fresh, locally-grown produce, GESA Stadium and the Tri-City Dust Devils minor league baseball team, and the Hapo Center, which hosts concerts, trade shows, and sporting events throughout the year. With a thriving business community and a strong job market, Pasco offers residents a high quality of life and an excellent place to pursue their career goals or start a new business. Whether you're looking for a welcoming community to call home or a dynamic place to grow your career, Pasco is the perfect destination.

Tri-Cities Airport supports commercial air services with direct flights offered to Seattle, San Francisco, Burbank, Minneapolis/St. Paul, Denver, Salt Lake City, Los Angeles, Las Vegas and Phoenix-Mesa, Arizona.

About the IT Department

"Supporting Innovative Technology to Improve City Operations and Citizens Services"

The City of Pasco Information Technology Department aims to provide outstanding customer service to City staff and the greater Pasco community. As the demand for technology evolves, the IT Department extends beyond the traditional operational model with its focus on innovation, transparency, and collaboration. The IT department is a centralized full service department; the department houses the Supervisory Control and Data Acquisition (SCADA) technology used in our water plants, as well as Geographic Information Systems (GIS) technology.

Information Technology services provide comprehensive support in using technology, optimizing business processes, and ensuring the security and reliability of IT systems. The IT Department:

❯ Develops and innovates the City's business systems.

❯ Provides technical assistance to users who encounter issues with their computer system, software applications, or other technology-related problems.

❯ Designs, implements, and secures computer networks.

❯ Develops, customizes, maintains, and trains on software applications to meet specific business requirements.

❯ Provides Geographic Information System (GIS) services, such as Parcel, Utility, and Zoning Maps.

The IT Department team is a group of fun and professional individuals working together to keep the City's technology as strong as possible. The team takes a modern approach in using technology to solve problems to help the City thrive, such as implementing tools like AI to stay up-to-date on modern trends in local government. The IT Department continues to innovate and adapt as user needs, external challenges and opportunities evolve.

About the Position:
Information Technology Director

The Role

The City seeks a forward-thinking, determined, and resourceful IT Director to lead long-term technology planning and innovation. As the IT Director, they will be responsible for implementing new software that aligns with the City's desire for growth and accessibility. They will also be accountable for creating straightforward procedures and policies for internal use of new and existing technology systems.

In this role, you will oversee a team of skilled individuals, helping to delegate tasks and work together. You will have the opportunity to own this role and be free to create and implement new and exciting technologies in the City of Pasco.

The new IT Director will:

> Participate as a key member of the leadership team.

> Oversee the IT department's operations, including overseeing networks, servers, telecommunications, and security systems.

> Lead long-term technology planning and innovation in alignment with the city's growth.

> Develop and oversee the department budget.

> Build and lead a high-performing team.

> Assess and mitigate risks related to IT projects and operations.

> Ensure compliance with data protection, privacy, and cybersecurity regulations.

> Cultivate a culture of exceptional customer service within the IT department.

> Help shape organizational effectiveness.

Special Projects

> Cost Allocation System

> SCADA Control System Upgrade

> New Infrastructure for two new fire stations

> New infrastucture for 6-10 new facilities in the next few years (a Water Park facility and the Public Works Administration Building, for example.)

The Ideal Candidate

The Ideal candidate will be a leader who enjoys problem-solving and working with others. Someone patient and communicative will thrive in the IT Director position. Being able to provide direction and feedback while maintaining professionalism is a necessary skill. An individual who is charismatic and kind and who wants to grow themselves and the department will succeed as the new IT Director.

The Candidate will be able to work in a fast-paced environment, performing routine checks on the safety of the systems while always looking for ways to improve technological safety to protect City and community information.

The new IT Director will be willing to go above and beyond to help others and provide their team with a friendly and fair work environment. They will be able to create a space where others feel comfortable asking questions and coming in for help troubleshooting any technical issues they may have.

Qualification Requirements

Experience: Seven years of progressively responsible experience in information systems experience, including significant management experience. Experience in a government setting is preferred.

Advanced knowledge of IT infrastructure, cybersecurity, cloud computing, data management, and project management methodologies.

Education: Bachelor's degree in information technology, computer science, public administration, business administration or related field; masters preferred.

Certification:

> Possession of a valid Washington driver's license upon appointment.
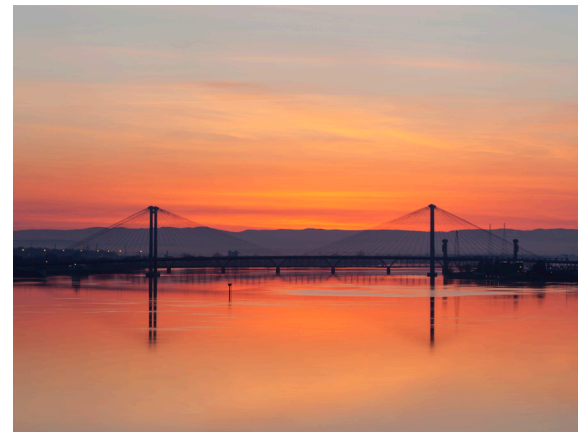
> PMP certification preferred.

See the full job description on the City's website.

Compensation & Benefits

The annual salary range is $150,000 - $191,688.00

Salary survey is planned in approximately 6 months.

➤ **Medical Insurance**: Employee and all eligible dependents covered for $153.70/month. Low deductible, $200 for individual, $600 for family.

➤ **Dental Insurance**: Employee and all eligible dependents covered for $11.59/month.

➤ **Vision Insurance**: Employee and all eligible dependents covered for $6.54/month.

➤ **Life Insurance:** $100,000 basic life insurance provided by the City.

➤ **PERS Retirement Plan:** The City of Pasco participates in the Department of Retirement Systems that provides two plan options for employees:

  ➤ **PERS II:** Employee contribution rate: 6.36%.
    Employer contribution rate: 10.39%

  ➤ **PERS III:** Employee contribution rate: employee choice.
    Employer contribution rate: 10.39%

  You can learn more about the PERS retirement plan options at: drs.wa.gov/choice/.

➤ **Mission Square Deferred Compensation Plan:** Automatic employer pre-tax contribution of 3%. Employee contribution options include pre-tax and Roth.

➤ **Holidays:** The City observes 11 per year (10 scheduled, 1 "floating").

➤ **Vacation Leave:** 24 days per year. Vacation leave is available for use as it is accrued.

➤ **Sick Leave:** 12 days per year. Sick leave is available for use as it is accrued.

➤ **Other benefits include:** Auto allowance, gym membership, comprehensive employee assistance program, short-term and long-term disability insurance, and 2% HRA VEBA salary deferral.

How To Apply

To be considered for this position, please submit your resume and cover letter immediately to Cathy Thompson at talent@tripepismith.com by **Friday, March 15, 2024**.

After the submission deadline, candidates will be screened for qualifications. If you require additional information or have any questions, please contact Cathy Thompson at (562) 826-3044.

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