



## Compensation and Benefits

**Compensation:** \$109,132 — \$165,180 annually. Starting salary will be dependent on qualifications, salary history, and career accomplishments. This unclassified position is subject to the provisions of the County's Management Appraisal and Performance Plan (MAPP), and is compensated at MAPP Range 13.

**Benefits:** The County of Los Angeles provides an excellent benefits package that allows employees to choose benefits that meet their specific needs. The package includes:

**Retirement Plan** – The successful candidate will participate in a contributory defined benefit plan. The Los Angeles County Employees Retirement Association (LACERA) has reciprocal agreements with several public retirement systems in California.

Upon retirement, the successful candidate may participate in a retiree healthcare benefits program. A new County employee hired after June 30, 2014, will be eligible to participate in the Los Angeles County Retiree Healthcare Benefits Program: Tier 2. Details on the Tier 2 program will be provided upon request.

**Cafeteria Benefit Plan** – Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan using a tax-free County contribution of an additional 14.5% to 17% of the employee's monthly salary.

**Non-Elective Days** – 10 paid days per year with the option to buy an additional one to 20 elective annual leave days.

**Flexible Spending Accounts** – Employees may contribute up to \$400 per month tax-free, to Health Care and Dependent Care Spending Accounts. The County contributes \$75 per month to the Dependent Care Spending Account.

**Savings Plan (401k)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

**Deferred Compensation Plan (457)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

**Holidays** – 11 paid days per year.

**SOCIAL SECURITY ACT OF 2004** Section 419(c) of Public Law 108-203, the Social Security Protection Act of 2004, requires State and local government employers to disclose the effect of the Windfall Elimination Provision and the Government Pension Offset Provision to employees hired on or after January 1, 2005, in jobs not covered by Social Security. The County of Los Angeles does not participate in the Social Security System. All newly hired County of Los Angeles employees must sign a statement (Form SSA-1945) prior to the start of employment indicating that they are aware of a possible reduction in their future Social Security benefit entitlement. For more information on Social Security and about each provision, you may visit the website at [www.socialsecurity.gov](http://www.socialsecurity.gov), or call toll free (800) 772-1213.

Persons who are deaf or hard of hearing may call the TTY number (800) 325-0778 or contact a local Social Security office.

**VOLUNTARY STATE AND FEDERAL INFORMATION** Pursuant to State and federal requirements, we are requesting that you voluntarily provide the following information: (1) your race/ethnicity and (2) your gender. This information should be on a separate piece of paper (without your name) attached to your resume. This page will be removed from your resume when it is received, kept confidential, and utilized solely for required statistical purposes.

This announcement may be downloaded from the COUNTY OF LOS ANGELES website at: <http://hr.lacounty.gov>



# The County of Los Angeles invites applications for DEPARTMENT OF HUMAN RESOURCES CHIEF INFORMATION OFFICER

Payroll Title: Departmental Chief Information Officer I (Unclassified)

Open from September 29, 2014 until filled



## The County of Los Angeles

With a population of over 10 million people, the County of Los Angeles (County) has more residents than any county in the nation, and within its boundaries are 88 cities. It is rich in cultural diversity and home to world-renowned museums, theaters, the nation's motion picture industry, major universities, and numerous five-star restaurants.

The County is governed by a five-member Board of Supervisors (Board) who are elected on a nonpartisan basis and serve four-year terms. As the governing body, the Board of Supervisors serves as both the executive and legislative authority of the largest and most complex county government in the United States. The other elected officials within the County structure are: the Assessor, District Attorney, and Sheriff. In addition, seven appointed positions report directly to the Board (Auditor Controller, Chief Executive Officer, Chief Probation Officer, County Counsel, Director of Children and Family Services, Executive Officer of the Board of Supervisors, and Fire Chief). The remaining 25 department heads report to the Chief Executive Officer, comprising a total of 35 major administrative units or departments that currently serve the needs of the County's residents.

The County's annual budget for fiscal year 2013-14 is over \$26 billion, with funding for approximately 100,000 positions to serve its diverse population.



## The Opportunity

The County of Los Angeles Department of Human Resources (DHR) is actively seeking a Departmental Chief Information Officer (DCIO) to support the of DHR by providing stewardship for information technology technical support, strategic planning, fiscal oversight, policy formulation, and technical support.

The DCIO will lead a team of Information Technology professionals committed to the DHR mission of providing strategic technology solutions that promote efficient HR business practices, and enhances accessibility of government services to the public, County departments, and departmental divisions. Much of DHR's customer contact begins and ends with technology. DHR's systems often serve as the face of the County, be they websites for seeking work, or sophisticated human resources business solutions that manage critical business data.

This unclassified position will report to the Chief Deputy Director, the DCIO will implement an integrated talent management system and support a number of enterprise applications from absence management to performance management tracking systems.

## The Ideal Candidate

The ideal candidate for this unclassified position will have strengths in a combination of driving innovation and maintaining operational integrity, in order to serve a large and diverse client population. This individual will show a pattern of accomplishments in collaborating with both technical and business leaders to achieve organizational needs and improve large and complex system enhancements for demanding customers.

The DCIO will have demonstrated success in engaging and appreciating a staff involved in maintaining both legacy and new systems, while preparing them and the entire IT division to integrate new systems under development. As a change agent, the successful candidate will be able to achieve advances and results in a structured and collaborative, civil-service environment.

## Qualifying Education and Experience

Minimum qualifications for consideration are:

- Graduation from an accredited college or university with a Bachelor's degree — AND — Four years' progressively responsible experience managing the design, development, implementation, operation, and maintenance of large and complex information systems program in a large, multi-service public-or private-sector organization. Such experience must include the management of both technical information systems functions and related administrative functions such as budgeting, finance, and human resources.

OR

- Six years' progressively responsible experience managing the design, development, implementation, operation, and maintenance of large and complex information systems program in a large, multi-service public- or private-sector organization. Such experience must include the management of both technical information systems functions and related administrative functions such as budgeting, finance, and human resources.

OR

- Two years' experience, within the last three years, at the level of Los Angeles County Information Systems Manager I.

Desirable qualifications include:

- A Bachelor's degree in Business Administration, Computer Science, or a closely related field.
- An MBA or similar graduate degree related to the field of Human Resources.
- Knowledge of and demonstrated experience with application systems and software, appropriate networking systems and server administration, as well as operating systems/platforms and related tools and utilities necessary to support large Human Resources Management Systems or Human Resources Information Systems.
- Knowledge of mobile technology, including information security of confidential financial and personal data.
- Experience managing major information technology projects for a large public government agency.

## For Consideration

Highly qualified candidates are invited to submit a statement of interest, a comprehensive resume detailing their knowledge, skills, and abilities relevant to this unclassified position and current salary information. Submission should include **ALL** of the following:

1. Candidate's ability to meet the requirements as stated in the Qualifying Education and Experience section of this announcement.
2. For organizations and programs managed, the name of each employer, job title, size of organization's budget, number and composition of personnel supervised, scope of management responsibilities, functions managed, dates of employment, and current salary.
3. Names of schools, colleges and universities attended, dates attended, degrees earned, and field(s) of study. Please enclose verification of degree(s), licenses and certificates together with the resume.

**Materials received by October 10, 2014, will be given first consideration.**

Electronic submittals only should be submitted to [ExecutiveRecruitment@hr.lacounty.gov](mailto:ExecutiveRecruitment@hr.lacounty.gov).

Please indicate the position title of Human Resources DCIO in the subject line of your e-mail.

Confidential inquiries welcomed to:

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