



# CITY OF CONCORD

## Report to Mayor and City Council

**DATE:** December 13, 2021

**TO:** Mayor and City Council

**FROM:** Jennifer Johnston, Director of Human Resources

**SUBJECT:** FY 2022 Addition of Information Technology Network Security Engineer

### **Recommendations:**

Accept this report and approve the attached ordinance establishing the position of Network Security Engineer in Information Technology (IT) Department as part of our classification index.

### **Background:**

In the FY 2022 City budget, a Network Security Engineer was proposed by the IT Department and not included as part of the City Manager's proposed budget to the City Council. In December, City Council accepted a resolution to appropriate funding for this position starting in March, 2022.

### **Discussion:**

This request follows the vote of City Council to fund the new position of a Network Security Engineer position in IT. There is currently a position in Schedule D for a Network Engineer at labor grade 21. The position of a Network Security Engineer would be placed in the same labor grade, but needs to be added to Schedule D as a new job classification because the difference in the job description can be significant. It is also important for recruitment to have the position classified as a Network Security Engineer. The proposed ordinance therefore seeks create a new position for a Network Security Engineer to be added to Schedule D at labor grade 21 as a non contractual exempt position. This position will move the City forward to a more secure data environment, will improve network security upgrades and penetration testing, and help to meet current industry standards.

The anticipated full year cost of this position, including wages and benefits, is \$120,950, as outlined in the FY 2022 Program Change Request. The request for the remainder of FY 2022 is

\$33,000 and the position will start on or about March 1, 2022. Please accept the recommendation and set a public hearing in February for this position classification.