



STAFF REPORT

DATE: May 7, 2019
TO: Ronald L. Olson, City Manager
FROM: Eva Bark, Executive Director of Human Resources
SUBJECT: Appointment of an Executive Director of Information Technology

BACKGROUND AND FINDINGS:

On January 4, 2019, The Executive Director of Information Technology position became vacant.

Human Resources sought candidates through the following websites and sources: City of Killeen, the Texas Municipal League (TML) the Texas Association of Government Information Technology Managers (TAGITM), LinkedIn, Indeed, Dice, National Society for Black Engineers, Glassdoor, ZipRecruiter, GovHrUSA and Handshake, a website for posting at colleges and universities nationwide.

HR received eighty-nine (90) applications of interest and identified ten (10) candidates to interview. From February - April, City Management, Human Resources, and the Information Technology Consultant interviewed several candidates. After considering the feedback from the panel, and conducting an extensive background check, Mr. Olson extended a conditional offer of employment to Mr. Wilfred Resto.

Mr. Resto has been in the Information Technology field for over twenty-two (22) years, with thirteen (13) years of senior leadership experience. He earned a Bachelor's degree in Computer Information Systems from DeVry Institute of Technology. After serving sixteen (16) years in the U. S. Army, he worked as an Applications Programmer, Network Administrator, Project Manager, and a Consultant for the private sector. He then served twenty years with the City of Cleburne as an Engineering Associate, a System Analyst, and an IT Manager. Most recently, he served as the Chief Information Officer for the City of Midland.

Mr. Resto's offer of employment is conditioned upon the following:

- Selection confirmation by the Killeen City Council
- Commencing employment on June 3, 2019

THE ALTERNATIVES CONSIDERED:

Alternatives are: (1) to repost the vacancy and restart the recruitment process. (2) to approve the appointment of Wilfred Resto as the City of Killeen's Executive Director of Information Technology.

Which alternative is recommended? Why?

Staff recommends the second alternative, to approve the appointment of Wilfred Resto. Mr. Resto brings over twenty-two (22) years of technology experience, with thirteen (13) years in senior leadership.

CONFORMITY TO CITY POLICY:

This action conforms to city policy. Executive director appointments are subject to approval by the City Council pursuant to Section 29 of the City Charter.

FINANCIAL IMPACT:

What is the amount of the expenditure in the current fiscal year? For future years?

The annual base salary of the position is \$122,964, plus benefits and a \$3,000 annual car allowance. The prorated amount through the end of the fiscal year is estimated at \$87,129.18, which includes a one-time moving allowance of \$3,500.

Is this a one-time or recurring expenditure?

This is a recurring expenditure.

Is this expenditure budgeted?

Yes, in the salary and benefit accounts of the Information Technology Internal Service Fund.

If not, where will the money come from?

N/A

Is there a sufficient amount in the budgeted line-item for this expenditure?

Yes.

RECOMMENDATION:

Staff recommends that the City Council approve the City Manager's appointment of Wilfred Resto as the City of Killeen's Executive Director of Information Technology.

DEPARTMENTAL CLEARANCES:

- City Manager
- City Attorney offices
- Finance

ATTACHED SUPPORTING DOCUMENTS:

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