



Request for City Council Committee Action

Date: December 6, 2005

To: Ways and Means Committee

Submitted by: Karl Kaiser, _____ (612-673-3180)
Pam French, _____

Approved by: John Moir, _____

Subject: Request that the Chief Information Officer be authorized to offer a step 4 starting salary.

Presenters in Committee: Lynn Willenbring,
BIS Director, Information Services and Customer Relations

Recommendation

Approve the CIO's request for authorization to offer a step 4 starting salary to Ed Kepler, Senior Applications Analyst for Public Safety – Attorney's Systems Application Support.

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

Ed Kepler is the leading candidate to be hired as the City's Senior Applications Analyst (System Integrator VI) for Public Safety – Attorney's Systems Applications Support. This position will support the Attorney department's new Practice Manager system and other Public Safety systems. Mr. Kepler is the leading applicant of all the internal and external candidates interviewed.

The position requires a combination of several hard to find technical skills and experience and Mr. Kepler meets or exceeds the requirements for this position in several critical areas. In January and February of this year, we conducted an unsuccessful search to fill this position supporting the Attorney's department new

application. We were unable to find a candidate that met their needs and had to abandon the search.

Mr. Kepler's key skill, for which we would like to hire him, is his experience in integrating computer applications using modern effective methods. His past experience in application integration is essential for the efforts to better integrate the City's Police and Attorneys departments, and the Hennepin County and State court systems that Attorneys department depends upon.

Mr. Kepler is currently working for the City as a contracted consultant to integrate the Police, Attorneys, Hennepin, and State systems, as part of the Attorney Case Management System project. He comes highly recommended by all City associates he has worked with and converting Mr. Kepler from a contractor to an FTE benefits the City both financially and professionally. This request is to offer him the position starting at Step 4 (\$65,052).

Mr. Kepler, is a seasoned, senior-level professional in this field and is the best candidate for this position, especially at this point in the Attorney's department's efforts to use computer systems to be more effective and efficient in delivering their criminal and civil legal services.