



City of Smyrna

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Issue Sheet

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In Control: City Council

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WARD / COUNCILMEMBER: City Wide

\$ IMPACT:

Agenda Title:

Approval to reclassify the current Information Systems Manager position with a current Pay Grade of 21 to an Information Systems Assistant Director position with a Pay Grade to-be-determined.

ISSUE AND BACKGROUND:

The Information Systems Manager salary range is significantly below that of other, similar IT positions in the Metro Atlanta area. This has resulted in increased turn over in the position and the inability to retain trained, qualified staff. The Information Systems Manager is currently classified in Pay Grade 21 with a salary range of \$50,932 to \$76,398.

Information Systems positions are overall in high demand with very few qualified workers. The proposed reclassification will allow the city to recruit and retain employees with a greater skill set and be more competitive in Metro Atlanta area for similar positions. Additionally it allows for the Information Systems Director to have a succession plan with qualified staff that will remain long term in the City of Smyrna.

RECOMMENDATION / REQUESTED ACTION: Human Resources and the Interim City Administrator recommend approval to reclassify the current Information Systems Manager position with a current Pay Grade of 21 to an Information Systems Assistant Director position with a Pay Grade to-be-determined, and the Mayor to sign and execute any related documents.