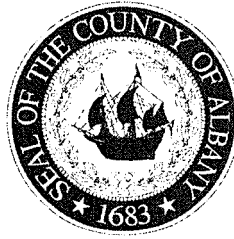


DANIEL P. MCCOY  
COUNTY EXECUTIVE



M. DAVID REILLY, JR  
COMMISSIONER

COUNTY OF ALBANY  
DEPARTMENT OF MANAGEMENT AND BUDGET  
112 STATE STREET, SUITE 1200  
ALBANY, NEW YORK 12207  
OFFICE: (518) 447-5525  
FAX: (518) 447-5589  
www.albanycounty.com

PATRICK ALDERSON  
DEPUTY COMMISSIONER

September 27, 2022

Honorable Andrew Joyce, Chairman  
Albany County Legislature  
112 State Street, Room 710  
Albany, New York 12207

Dear Chairman Joyce:

The Department of Management and Budget (DMB) is requesting an amendment to the Division of Information Service's 2022 budget to increase the salary of the County's Chief Information Officer (CIO) to a base of \$140,000 annually. For 2022, the impact to the County budget is prorated.

During the COVID-19 pandemic, the County relied heavily upon its Division of Information Services to transition its workforce to remote operations, and assist County Departments as they implemented new technology and processes to deliver services and programs to residents. The pandemic underscored how vital the Division of Information Services is to County government operations, and the outsized role of a CIO. One of the most important operational aspects to any large governmental enterprise is their ability to construct, maintain, and upgrade their information technology (IT) framework. This accounts for a large amount of expense, and it requires teams of skilled professionals to work together. Albany County's information systems operations, including its security, is all managed by the CIO. The CIO makes decisions regarding the purchasing of IT equipment, how to install it, when to upgrade and improve the system, and how to integrate all of this into the rest of the County's IT operations and strategy. Additionally, the County's CIO needs to possess management experience to ensure that IT teams work in tandem, in a customer service oriented manner, to maintain the entire system.

This past summer the County's CIO abruptly announced their retirement. As the parent agency of the Division of Information Services, the Department of Management and Budget, in conjunction with the Department of Human Resources and Division of Civil Service, quickly launched an extensive recruitment effort. We cast a wide net – posting on online hiring platforms and received nearly 75 qualified, pre-screened applications from candidates around the Capital Region and across New York State and the Northeast. The DMB, joined by the Department of Human Resources, organized a CIO Interview Committee. This Committee reviewed all applications and narrowed down the candidate pool for first round interviews focused on management. For the second round, the Committee invited technical experts, including representatives from the University at Albany's Center for Technology in Government and the CIO from Onondaga County to participate and assess candidates' competencies. Follow-up, third round interviews and reference checks were also conducted. In the end, the County's internal Interview Committee and the subject matter experts we invited to participate in our CIO search all coalesced around a single candidate. However, throughout our search DMB noticed one common theme: Albany County's salary was not competitive enough for the local market.

Our request amends the 2022 County budget to align the Chief Information Officer's salary with what market research shows other employers pay their CIOs, and positions Albany County with an eye towards a future where the CIO's responsibilities are ever increasing.

Sincerely,

M. David Reilly, Jr  
Commissioner, Management & Budget

cc: Hon. Dennis A. Feeney, Majority Leader  
Hon. Frank A. Mauriello, Minority Leader  
Rebekah Kennedy, Majority Counsel  
Arnis Zilgme, Minority Counsel



# County of Albany

Harold L. Joyce  
Albany County Office  
Building  
112 State Street - Albany,  
NY 12207

## Legislation Text

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**File #:** TMP-3661, **Version:** 1

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### REQUEST FOR LEGISLATIVE ACTION

**Description (e.g., Contract Authorization for Information Services):**  
Request to Amend the 2022 Division of Information Services Budget

Date: 9/27/2022  
Submitted By: David Reilly  
Department: Management & Budget  
Title: Commissioner  
Phone: 518-447-5525  
Department Rep.  
Attending Meeting: David Reilly

#### Purpose of Request:

- ☐ Adopting of Local Law
- ☐ Amendment of Prior Legislation
- ☐ Approval/Adoption of Plan/Procedure
- ☐ Bond Approval
- ☒ Budget Amendment
- ☐ Contract Authorization
- ☐ Countywide Services
- ☐ Environmental Impact/SEQR
- ☐ Home Rule Request
- ☐ Property Conveyance
- ☐ Other: (state if not listed) Click or tap here to enter text.

### CONCERNING BUDGET AMENDMENTS

**Increase/decrease category (choose all that apply):**

- ☐ Contractual
- ☐ Equipment
- ☒ Fringe
- ☒ Personnel
- ☐ Personnel Non-Individual

☐ Revenue

Increase Account/Line No.: A1680.11350.350001

Source of Funds: County

Title Change: N/A

### **CONCERNING CONTRACT AUTHORIZATIONS**

#### **Type of Contract:**

☐ Change Order/Contract Amendment

☐ Purchase (Equipment/Supplies)

☐ Lease (Equipment/Supplies)

☐ Requirements

☐ Professional Services

☐ Education/Training

☐ Grant

Choose an item.

Submission Date Deadline Click or tap to enter a date.

☐ Settlement of a Claim

☐ Release of Liability

☐ Other: (state if not listed) Click or tap here to enter text.

#### **Contract Terms/Conditions:**

Party (Name/address):

Click or tap here to enter text.

Additional Parties (Names/addresses):

Click or tap here to enter text.

Amount/Raise Schedule/Fee:

Click or tap here to enter text.

Scope of Services:

Click or tap here to enter text.

Bond Res. No.:

Click or tap here to enter text.

Date of Adoption:

Click or tap here to enter text.

### **CONCERNING ALL REQUESTS**

Mandated Program/Service:

Yes ☒ No ☐

If Mandated Cite Authority:

Albany County Charter Section 502

Is there a Fiscal Impact:

Yes ☒ No ☐

Anticipated in Current Budget:

Yes ☐ No ☒

County Budget Accounts:

Revenue Account and Line: N/A  
Revenue Amount: N/A

Appropriation Account and Line: A1680.11350.350001  
Appropriation Amount: \$1871.00

Source of Funding - (Percentages)

Federal: Click or tap here to enter text.  
State: Click or tap here to enter text.  
County: 100%  
Local: Click or tap here to enter text.

Term

Term: (Start and end date) Click or tap here to enter text.  
Length of Contract: Click or tap here to enter text.

Impact on Pending Litigation

Yes ☐ No ☒  
If yes, explain: Click or tap here to enter text.

Previous requests for Identical or Similar Action:

Resolution/Law Number: Click or tap here to enter text.  
Date of Adoption: Click or tap here to enter text.

**Justification:** (state briefly why legislative action is requested)

The Department of Management and Budget (DMB) is requesting an amendment to the Division of Information Service's 2022 budget to increase the salary of the County's Chief Information Officer (CIO) to a base of \$140,000 annually (from \$130,275). For 2022, the impact to the County budget is prorated, and amounts to \$1,871.

During the COVID-19 pandemic, the County relied heavily upon its Division of Information Services to transition its workforce to remote operations, and assist County Departments as they implemented new technology and processes to deliver services and programs to residents. The pandemic underscored how vital the Division of Information Services is to County government operations, and the outsized role of a CIO. One of the most important operational aspects to any large governmental enterprise is their ability to construct, maintain, and upgrade their information technology (IT) framework. This accounts for a large amount of expense, and it requires teams of skilled professionals to work together. Albany County's information systems operations, including its security, is all managed by the CIO. The CIO makes decisions regarding the purchasing of IT equipment, how to install it, when to upgrade and improve the system, and how to integrate all of this into the rest of the County's IT operations and strategy. Additionally, the County's CIO needs to possess management experience to ensure that IT teams work in tandem, in a customer service oriented manner, to maintain the entire system.

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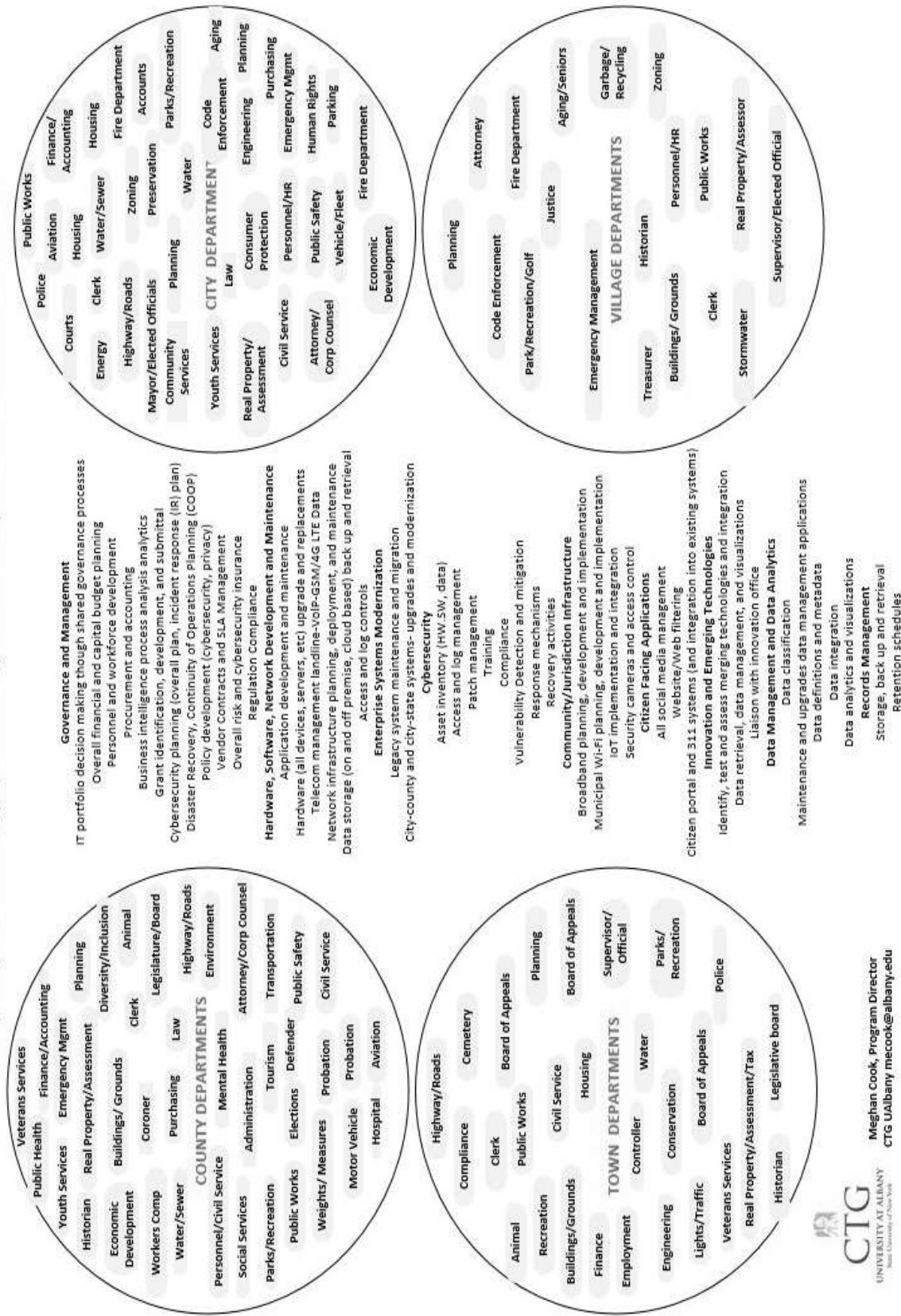
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2022 BUDGET AMENDMENT

						APPROPRIATIONS									
		ACCOUNT NO.				RESOLUTION DESCRIPTION	INCREASE	DECREASE	UNIT COST	DEPARTMENT NAME					
A9	1680	11350	001	350001		Chief Information Officer	1,924.00		140,000.00	Division of Information Services					
A9	1680	13732	001	350059		Assistant Graphic Artist		1,924.00	42,425.00	Division of Information Services					
						TOTAL Appropriations	1,924.00	1,924.00							
						ESTIMATED REVENUES									
		ACCOUNT NO.				RESOLUTION DESCRIPTION	DECREASE	INCREASE	UNIT COST	DEPARTMENT NAME					
						TOTAL INCREASE	0.00	0.00							
						GRAND TOTALS	1,924.00	1,924.00							

# Complexity of Technology, Cybersecurity, and Data Responsibilities in Local Governments



<b>Competencies of Successful Chief Information Officers</b>	
<b>Strategic Thinking and Evaluation</b>	<ul style="list-style-type: none"> <li>• Business and Policy Reasoning</li> <li>• IT investment for Value Creation</li> <li>• Performance Assessment</li> <li>• Evaluation and Adjustment</li> </ul>
<b>Systems Orientation</b>	<ul style="list-style-type: none"> <li>• Environmental Awareness</li> <li>• System and Social Dynamics</li> <li>• Stakeholders and Users</li> <li>• Business Processes</li> <li>• Information Flow and Work Flow</li> </ul>
<b>Appreciation for Complexity</b>	<ul style="list-style-type: none"> <li>• Communication</li> <li>• Negotiation</li> <li>• Cross-Boundary Relationships</li> <li>• Risk assessment and Management</li> <li>• Problem Solving</li> </ul>
<b>Information Stewardship</b>	<ul style="list-style-type: none"> <li>• Information Policies</li> <li>• Data Management</li> <li>• Data Quality</li> <li>• Information Sharing and Integration</li> <li>• Records Management</li> <li>• Information Preservation</li> </ul>
<b>Technical Leadership</b>	<ul style="list-style-type: none"> <li>• Communication and Education</li> <li>• Architecture</li> <li>• Infrastructure</li> <li>• Information and Systems Security</li> <li>• Support and Services</li> <li>• IT Workforce Investments</li> </ul>





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<b>Governance and Management</b>
IT portfolio decision making through shared governance processes
Overall financial and capital budget planning
Personnel and workforce development
Procurement and accounting
Business intelligence process analysis analytics
Grant identification, development, and submittal
Cybersecurity planning (overall plan, incident response (IR) plan)
Disaster Recovery, Continuity of Operations Planning (COOP)
Policy development (cybersecurity, privacy)
Vendor Contracts and SLA Management
Overall risk and cybersecurity insurance
Regulation Compliance
<b>Hardware, Software, Network Development and Maintenance</b>
Application development and maintenance
Hardware (all devices, servers, etc) upgrade and replacements
Telecom management landline-VoIP-GSM/4G LTE Data
Network infrastructure planning, deployment, and maintenance
Data storage (on and off premise, cloud based) back up and retrieval
Access and log controls
<b>Enterprise Systems Modernization</b>
Legacy system maintenance and migration
City-county and city-state systems- upgrades and modernization
<b>Cybersecurity</b>
Asset inventory (HW, SW, data)
Access and log management
Patch management
Training
Compliance
Vulnerability Detection and mitigation
Response mechanisms
Recovery activities
<b>Community/Jurisdiction Infrastructure</b>
Broadband planning, development and implementation
Municipal Wi-Fi planning, development and implementation
IoT implementation and integration
Security cameras and access control
<b>Citizen Facing Applications</b>
All social media management
Website/Web filtering
Citizen portal and 311 systems (and integration into existing systems)
<b>Innovation and Emerging Technologies</b>
Identify, test and assess emerging technologies and integration
Data retrieval, data management, and visualizations
Liaison with innovation office
<b>Data Management and Data Analytics</b>
Data classification
Maintenance and upgrades data management applications
Data definitions and metadata
Data integration
Data analytics and visualizations
<b>Records Management</b>
Storage, back up and retrieval
Retention schedules

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