To: Board of Supervisors

From: David Twa, County Administrator

Date: January 22, 2019

Subject: Cancel One Sr. Business Systems Analyst and Add One Info Systems Programmer Analyst in CAO-LJIS

Contra
Costa
County

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22402 to cancel one vacant Senior Business Systems Analyst (LTVJ) position #17072 at salary plan and grade level ZB5 1787 $7,205.43-$9,655.97 and add one Information Systems Analyst Programmer IV (LPNB) position at salary plan and grade level ZA5 1787 $7,205.43-$9,655.97 in the Law and Justice Systems division of the County Administrator's Office.

FISCAL IMPACT:

No additional fiscal impact. The salary of the position to be canceled is budgeted and identical to the position to be added.

BACKGROUND:

The Law and Justice Systems Division of the County Administrator's Office is responsible for directing, planning and managing the functional development of the County's law and justice information systems (LJIS), and conducting business analysis, change management and system re-engineering activities on behalf of the County's justice departments (District Attorney, Probation, and Public Defender). This Division coordinates, on behalf of the

☑ APPROVE	☐ OTHER
☑ RECOMMENDATION OF CNTY ADMINISTRATOR	☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **01/22/2019**   ☑ APPROVED AS RECOMMENDED   ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

Contact: Julie DiMaggio Enea
(925) 335-1077

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: January 22, 2019

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Jami Napier, Deputy

cc: CAO-Muni Svcs,   LJIS Bus Systems Manager

County Administrator, with all local law enforcement agencies and the California Department of Justice to ensure that the LJIS and the County's automated warrant system are meeting the information needs and requirements of the agencies.

<u>BACKGROUND: (CONT'D)</u>

>

The County's LJIS is an integrated legacy 'green screen' mainframe system developed in the 1980s that allows for the sharing of data between the County's justice departments and the Superior Court. The Sheriff's Department and other local agencies also query this system and the related countywide warrant system for information. The County has been working for the last ten years to migrate these complex systems to modern web-based platforms, but there is no one proprietary system that will serve all needs. Consequently, several systems must be planned and implemented to replace the mainframe system, which is rapidly reaching obsolescence. Individually, these systems are complex but must also be designed to exchange information across departments and agencies and in a secure manner that comports with the strict legal requirements governing the storage and exchange of criminal justice information.

The adopted strategy is to migrate these systems in a manageable sequence, beginning with the District Attorney's Prosecutor by Karpel system, of which the first phase was implemented in 2015, and followed by the Probation Department, and finally, the Public Defender's Office. Additionally, replacement of the County's automated warrant system management system has taken immediate precedence as the mainframe warrant system has shown signs of instability and is no longer supported by IBM. The Superior Court is, likewise, beginning to migrate its systems to modern platforms beginning with the traffic system.

The implementation of modern, vendor-developed systems has required the Business Systems Manager to assume the additional duties of contract negotiation and management, managing multiple systems on different technology platforms, managing multiple large data conversion and system roll-out projects, developing and managing multiple system interfaces, and coordinating system modifications across separate but integrated systems. The Division he manages needs more help, particularly with maintaining multiple large, complex County systems, preparing requests for proposals, testing and validating programming, and performing systems analysis and programming duties. We have determined that the Information Systems Programmer IV job class will better meet the current needs of the LJIS Division than the Senior Business Systems Analyst job class.

<u>CONSEQUENCE OF NEGATIVE ACTION:</u>

Should this action not be approved, the County will not be in a position to secure the human resources needed to implement the critical law and justice systems on which all local justice and law enforcement agencies rely.

<u>ATTACHMENTS</u>

air36455