

**Subject:**

Yao "Vickie" Shin - GIS Coordinator Offer Justification - \$59,625

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**From:** Tim Nolan**Sent:** Friday, June 3, 2016 12:04 PM**To:** Caren Skipworth <[cskipworth@co.collin.tx.us](mailto:cskipworth@co.collin.tx.us)>**Cc:** Steve Ganey <[sganey@co.collin.tx.us](mailto:sganey@co.collin.tx.us)>**Subject:** Yao "Vickie" Shin - GIS Coordinator Offer Justification - \$59,625

Caren,

Here are a few bullets to support the GIS Coordinator offer for Yao Shin.

- Primary Areas of Effort
  - WebGIS (40%) – requires application development
  - Application Development (30%)
  - GIS Services (20%)
  - Administration (10%)
- \$59,625 is a 5% increase over her current City of Dallas position (\$56,786).
- Recommending a reclass to System Analyst/Programmer (515 - \$60,734 – FY2016 Comp Plan)
  - Following new Budget/HR procedure for FY2017
- City of McKinney – GIS Programmer (\$59K)
- City of Garland – Senior GIS Analyst (\$59K)
- No other qualified candidates (Only 18 applied – Interviewed 3 candidates)

This position has been a System Analyst/Programmer since 2004. I have submitted reclass requests annually since FY2009 to get this position elevated to match the duties performed. GIS & IT are ever evolving based on new technology. In the GIS, WebGIS as a platform is the primary focus. Duties to support this need are as follows:

- Support our Mobile Voter Line Wait Application for the Presidential Election
- Ability to customize and extend the functionality of Web Builder for ArcGIS
- Develop web applications using HTML 5, JavaScript, Python & DOJO
- Advanced technical proficiency in ArcGIS (client, server & database), SQL Server, Python, HTML 5, JavaScript & CSS
- Perform enterprise GIS solution implementations, system upgrades & Python scripting processes

Bullets from Steve Ganey:

- We lost Gabi who took a \$20K increase for the same job. We have in budget a request to reclass the position to bring it up to be relevant/competitive with the industry.
- The only reason we are able to attract this new employee is that she has worked with us before, likes the environment and lives nearby but we do also risk losing her in the future with higher paying offers that what we are offering her.

Note: This position was almost reclassified in FY2009. I spoke with Cynthia in detail about the qualifications. Her concerns were that this position (GIS Developer) would at a higher pay grade than the GIS Analyst. I told her that I

support the move and that she needed to clear with our then IT Asst Director (Lanette). The reclass did not occur. No explanation was given.

Please let me know if you need additional information.

**Tim Nolan**

*Applications Manager*

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