



DEPUTY INFORMATION TECHNOLOGY DIRECTOR



THE COMMUNITY

Founded as a “Model Colony” and incorporated in 1891, the City of Ontario has grown into the Premier Community of the Inland Empire. Spanning nearly 50 square miles and located just 35 miles east of downtown Los Angeles, Ontario is one of the 150 largest cities in the nation, home to more than 185,000 residents, 13,321 active businesses, and 94,394 jobs.

With over 130 years of success, Ontario continues to invest in its future. The City is revitalizing its historic downtown, building the expansive Grand Park at Ontario Ranch, launching the new Sports Empire, and creating year-round community events that strengthen civic pride. Significant infrastructure upgrades and strong public-private partnerships reflect Ontario’s commitment to sustainable growth and excellent service. In 2022, residents approved Measure Q, a local sales tax expected to supplement the \$2.6 billion funding for improvements. These funds are already fueling projects that enhance water and sewer systems, expand parks and recreational facilities, strengthen public safety, deliver citywide high-speed fiber internet, and provide critical services for residents experiencing homelessness or mental health challenges.

Strategically located at the crossroads of Southern California, Ontario offers direct access to I-10, I-210, I-15, State Routes 60 and 83, and two major rail lines. Ontario International Airport (ONT), ranked the fastest-growing airport in the U.S. and the largest outbound cargo gateway, provides nonstop commercial service to 30 major destinations, including Mexico and Taiwan, making it the only Southern California airport beyond LAX with direct transpacific flights. Ontario’s dynamic location, coupled with forward-thinking leadership, ensures the City’s continued prosperity for residents, businesses, and visitors alike.

CITY GOVERNMENT

Ontario operates under a council-manager form of government, where a five-member City Council serves as the community’s legislative and policy-making body. The Council appoints a City Manager to oversee daily operations and implement policy.

Beginning in 2024, Ontario transitioned to district-based elections. In even-numbered years, either the Mayor and two Council Members, or two Council Members, the City Clerk, and the City Treasurer, stand for election. Council Members also serve as Commissioners of the Ontario Housing Authority.

The City delivers a full spectrum of services, including Community Development, Economic Development, Public Works, Fire, Police, Community Life & Culture, and the Ontario Municipal Utilities Company. More than 1,500 full-time and 400 part-time employees form a talented and diverse workforce dedicated to providing high-quality service to the community, supported by a \$1.22 billion annual operating budget in Fiscal Year 2026-27.

Guided by a commitment to excellence, the City Council continues to advance Ontario’s leadership role in the Inland Empire. Priorities include sustaining economic growth, expanding housing opportunities, enhancing recreation and education, investing in public safety, and maintaining the high quality of life that defines Ontario as a premier place to live, work, and thrive.

See Ontario’s vision come to life in the [2026 State of the City Video](#) and explore how innovation and community pride drive progress through:

- [The Ontario Plan](#)
- [Smart Ontario](#)
- [Downtown Ontario](#)

The City is also proud to be recognized as a Top Workplace for three consecutive years (2024, 2025, and 2026). This prestigious recognition affirms Ontario’s continued commitment to fostering a positive, high-performing, and people-centered work environment.

INFORMATION TECHNOLOGY AGENCY

The City of Ontario’s Information Technology Agency (IT) provides the technology infrastructure, systems, applications, cybersecurity, and technical support that enable City departments to deliver high-quality services to the community. Led by the Executive Director of Information Technology, the Agency is supported by 52 full-time employees and a FY 2026-27 budget of \$32.3 million.

The Agency is organized into five functional areas: Administration, Applications, Information Security, Operations, and Systems.



\$32.3 M

FY26-27 Budget



326

Applications Supported



52

Full-time Employees



453

Projects & System Enhancements



363

Servers Managed



20,439

IT Incidents, Tasks, Demands & Projects

Together, these teams support a complex and growing municipal organization with services ranging from enterprise applications and network infrastructure to telecommunications, identity and access management, cybersecurity, audiovisual systems, and 24/7 technical support. The IT Agency supports a modern enterprise technology environment built on industry-leading platforms, including Workday for Finance and Human Capital Management, Microsoft 365, Service Now for Project Management and Service Desk, and numerous specialized systems supporting public safety, utilities, community development, and other municipal operations. IT also partners with City agencies to implement and optimize business solutions that enhance operations and customer service.

Looking ahead, the Agency is helping position Ontario for the next generation of municipal technology. One of its key FY 2026-27 strategic priorities is establishing citywide artificial intelligence governance and a workforce-readiness framework to support responsible AI adoption, compliance, analytics, and operational modernization. The Agency is also strengthening technology governance through an audit of shadow IT and software subscriptions to reduce costs, eliminate duplication, and enhance cybersecurity oversight.

THE POSITION

Reporting to the Executive Director of Information Technology, the Deputy Information Technology Director is a key member of the Agency's leadership team, responsible for overseeing day-to-day operations and service delivery across Operations, Systems, Applications, and Information Security. The Deputy translates strategic priorities into operational results while ensuring the reliable, secure, and effective delivery of technology services throughout the City. This highly visible leadership role works across the organization to understand customer needs, strengthen service delivery, lead and develop IT staff, and ensure technology solutions effectively support City operations. The Deputy also oversees projects and system performance, manages resources and budget, supports vendor and contract management, and works closely with the Executive Director to advance Agency and Citywide priorities.



THE IDEAL CANDIDATE

The City of Ontario seeks an accomplished, people-focused technology leader to serve as its next Deputy Information Technology Director. The ideal candidate will bring a valuable balance to the Agency's executive leadership team, combining strong technical and operational knowledge with exceptional communication, relationship-building, and people leadership skills. They will be comfortable engaging with everyone from highly technical IT professionals to executive leaders, public safety personnel, and employees who simply need technology to work.

An ability to listen, understand the user's perspective, and approach service delivery with empathy will be essential.

Ontario embraces a private-sector mindset in a public-sector environment, with an emphasis on innovation, responsiveness, accountability, and results. The successful candidate will be intellectually curious and confident contributing their own ideas, challenging conventional approaches when appropriate, and identifying opportunities to improve service and operations. Local government experience is desired, along with an appreciation for the complexity and responsibility that comes with supporting a full-service city.

The Deputy will also play an important role in developing the Agency's people and its future leadership. Succession planning is a priority, and this position is an important part of that effort. The ideal candidate will enjoy mentoring and developing staff, creating opportunities for professional growth, recognizing individual and team contributions, and making sure accomplishments are celebrated.

This is an opportunity for a technology leader energized by an unusually diverse, sophisticated, and expanding technology environment. IT plays an integral role in planning and deploying technology for major City facilities and infrastructure, including Ontario's Sports Empire, a new professional baseball stadium, public safety facilities, and other significant capital investments. The Agency also provides extensive technology support for the City's public safety operations, including technology in police and fire vehicles, more than 1,000 cameras citywide, and the Police Department's Real-Time Information Center (RTIC). The RTIC integrates Drone as First Responder capabilities, an extensive citywide network of license plate readers, and advanced data analytics to enhance real-time situational awareness and policing.

The ideal candidate will also be:

- An engaging and accessible leader who builds trust and strong relationships at all levels.
- A skilled communicator who can translate complex technical matters for a wide range of audiences.
- Customer-focused and empathetic, with a genuine desire to understand the needs and experiences of technology users.

- A strong people leader who coaches, mentors, develops, and recognizes staff.
- Collaborative while also willing to offer independent perspectives and new ideas.
- Strategic and forward-thinking, yet comfortable staying close to operations and the delivery of reliable, mission-critical technology services.
- Innovative and solutions-oriented, with an interest in emerging technologies and their practical application.
- Adaptable and comfortable working in a fast-paced organization with significant growth, investment, and change.

The successful candidate will possess any combination of education and/or experience that provides the knowledge, skills, and abilities necessary to be successful in the position. It is strongly preferred that candidates possess a bachelor's degree (preferably in information technology or a related field) and six years of progressively responsible experience in the design, programming, and installation of information systems and/or hardware, including two years in a managerial capacity. Additionally, the successful candidate will be a model for the City's Approach to Public Service - Commitment to the Community, Achieving Excellence Through Teamwork, and Doing the Right Thing the Right Way - and emulate the qualities of a 5 Tool Player - Leader, Thinker, Operator, Communicator, and Public Servant.



COMPENSATION & BENEFITS

The annual salary range is \$162,698 – \$216,486; placement within the range will be DOQE. Salary is supplemented by competitive benefits that include, but are not limited to:

CalPERS Retirement:

Classic Member – Employees enrolled in CalPERS before January 1, 2013, and meet the definition of a “classic” member. 2.5% @ 55 formula, including integration with Social Security. The required employee contribution is 8%.

New Member – Employees enrolled in CalPERS on or after January 1, 2013, and meet the definition of a “new” member. 2% @ 62 formula, including integration with Social Security. The required employee contribution is the rate prescribed by CalPERS in accordance with Government Code 7522.30, currently 7.25%.

Social Security – Employee pays into Medicare and participates in Social Security. Employee pays a required 1.45% for Medicare and Social Security contribution of 6.2% of their applicable compensation.

401(a) Deferred Compensation Plan – The City will contribute an amount equal to 3% of base monthly salary to an offered defined contribution plan.

457(b) Deferred Compensation Plan – Employees are eligible to voluntarily participate in a deferred compensation plan.

Medical Plan – HMO and PPO plans. The City will contribute up to \$2,629.33 per month for family medical coverage in 2027.

Dental DHMO & DPO and Vision – The City will contribute up to \$117.12 for Dental and up to \$17.24 for Vision per month.

Life Insurance – The City will pay the premiums for life insurance coverage of \$75,000 for basic life and AD&D.

Health & Wellness Reimbursement – \$1,000 per fiscal year for eligible health and wellness-related expenses that are not otherwise covered by the City’s group plans.

Flexible Spending Account – The City offers Flexible Spending Accounts (FSA), allowing employees to make pre-tax deductions for qualifying medical, dental, vision, and dependent care expenses.

Holidays – 13 observed holidays.

Annual Leave – 192 hours of annual leave is accrued in the first year, with subsequent increases based on years of City service.

Management Leave – 60 hours of Management Leave is accrued annually, with the first pay period ending in January.

Cellular Phone Stipend – \$70 per month for employees required to use a cell phone for City business. Employees issued a City-owned cellular phone for City business are ineligible for the cellular phone stipend.

Auto Allowance – The City may provide a monthly allowance of up to \$350 for eligible employees.

Work Schedule – Optional 9/80 work schedule with every other Friday off.

Tuition Reimbursement – Up to \$5,000 annually for approved job-related academic and continuing education courses.

For a complete description of benefits, visit www.OntarioCA.gov/Benefits

APPLICATION & SELECTION PROCESS

The closing date for this recruitment is **midnight, Sunday, October 18, 2026**. To be considered for this opportunity, upload cover letter, resume, and a list of six (6) professional references using the “Apply Now” feature at www.tbcrecruiting.com



TB&CO.

Tina White • 619.948.1786

TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the consultants. Candidates deemed to be the best qualified will be invited to additional interviews shortly thereafter. The City anticipates making a timely selection, following the completion of thorough background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done in close coordination with the candidate.