



# City of Palo Alto

## City Council Staff Report

(ID # 13472)

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**Report Type: Action Items**

**Meeting Date: 8/9/2021**

**Summary Title: Department Director Appointments**

**Title: Approval of the Appointment of Gayathri Kanth as Director of Libraries and Darren Numoto Director of Information Technology/Chief Information Officer**

**From: City Manager**

**Lead Department: Human Resources**

### **Recommendation**

The City Manager recommends that Council approve the appointments of (1) Gayathri Kanth as Director, Libraries; and (2) Darren Numoto as Director, Information Technology/Chief Information Officer. This motion at this open meeting in which this action will be taken is in accordance with Government Code section 54953.

### **Background**

The Palo Alto Charter and Municipal Code establish the City Manager as the appointing authority for all officers, department directors, and employees under the City Manager's control. The Charter and Municipal Code additionally specify that appointments of department heads are subject to the approval of the Council. As such, the City Manager is requesting that Council approve his selections to the positions of Director, Libraries and Director, Information Technology/Chief Information Officer. These positions became vacant as a result of an internal promotion and a retirement.

### **Discussion**

The City Manager requests approval of appointments to the following director positions<sup>1</sup>:

- Gayathri Kanth to Director, Libraries; and
- Darren Numoto to Director, Information Technology/Chief Information Officer

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<sup>1</sup> Department Director responsibilities are specified in Palo Alto Municipal Code as follows: 2.08.230 Libraries and 2.08.240 Information Technology.

Gayathri Kanth and Darren Numoto have each been serving as Interim Directors during the last three years when these Director positions became vacant. The recruitment process for these vacancies was initiated and in progress however due to the pandemic and County Order to minimize in-person meetings, the recruitment processes were placed on hold. In the meantime, Gayathri and Darren have proven their ability to successfully fulfill higher level duties. The City Manager’s selections are based upon each employee’s efficacy, excellent managerial abilities, quality work product, and alignment to City values and principles.

Regarding these promotional appointments:

- **Gayathri Kanth** joined the City of Palo Alto in April 2016 and has served as the Assistant Director of Libraries since her start date. Gayathri was asked to serve as Interim Director of Libraries in October 2019. She has more than 20 years of experience in library administration and services, previously serving as a Community Librarian, leading the Cupertino and Saratoga libraries. Gayathri earned a Master of Library & Information Science degree from San Jose State University.
- **Darren Numoto** joined the City of Palo Alto in July 2014 and was hired as an IT Operations Manager. In December 2018, Darren started serving as Interim Information Technology Director when the Director position became vacant. Darren has 25+ years of experience in building and supporting IT infrastructure and technology, including at 3Com Corporation and a variety of startups.

These promotions are a testament to the strong culture of professional development and succession planning in the Palo Alto workforce and provide stability and continuity in leadership and strategic direction for their departments at a critical point in recovery from the safety, health and fiscal challenges caused by the Pandemic.

The appointee salaries are as follows:

	Salary Upon Appointment	Maximum Salary for the Position
Libraries Director – Gayathri Kanth	\$214,000	\$239,200
Director, Information Technology/Chief Information Officer - Darren Numoto	\$210,000	\$264,118

### Resource Impact

Each of these positions is included in the current FY 2022 Budget. Therefore, no budget modifications or additional funding are necessary.