



MEMORANDUM

To: Mayor and City Council

From: T.C. Broadnax, City Manager 

Date: May 6, 2026

Subject: **Follow-up to May 5th City Council Work Session Discussion of One-ATS**

The purpose of this memorandum is to follow up on the direction provided by the City Council during the May 5 Work Session regarding the consolidation of information technology services. This memorandum outlines how staff will proceed with the One-ATS initiative in a manner that ensures the process remains thoughtful, transparent, and responsive to departmental needs, employees, and the community. Some of the key themes from the City Council’s discussion included:

- Ensuring the consolidation is done in a careful and collaborative manner,
- Exploring options to deploy a federated approach to delivering technology services,
- Reporting on challenges, successes, and outcomes of consolidation,
- Commitment to preserving employee pay, leave, benefits, and seniority, and
- Provide a path to resolve issues related to job titles and classifications.

Ensure the consolidation is done in a careful and collaborative manner

Staff is committed to ensuring that all consolidation activities are executed carefully and deliberately. Stakeholder engagement—including employees, departmental leadership, and the City Council—will continue to be integrated throughout the process. Engagement activities in this area include employee meetings; work sessions with departments to delineate roles, responsibilities and service requirements; and continued City Council briefings and memorandums providing updates. Staff will also establish mechanisms to identify and report issues during change readiness and risk mitigation planning sessions and course-correct as necessary.

Explore options for a federated approach to delivering technology services

Gartner Consulting has provided the City with extensive research on various IT organization models, including centralized, decentralized, and federated approaches. The City currently operates under a primarily decentralized model, with some federated components. This hybrid model, while generally effective at meeting individual departments’ IT needs, has led to a proliferation of duplicative applications and operational inefficiencies as identified in Parsolvo’s application rationalization initial analysis. With these factors as a backdrop, Gartner Consulting and City IT leadership recommend transitioning to a primarily centralized model and maintaining some federated components in operational technology environments of certain enterprise departments. In response to the request to further explore a more federated approach to IT consolidation, staff

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will work with Gartner Consulting to evaluate organizational models that will ensure responsiveness to constituents and alignment with departmental needs. Staff will provide the City Council with additional research findings and more detailed case studies for each approach.

Reporting on challenges, successes, and outcomes of consolidation

Staff is committed to transparency and will provide regular updates on challenges, successes, and measurable outcomes throughout Phase 1 implementation. Reporting categories will include financial, operational, performance, human resources, and confidential security updates. These same reporting categories will be applied to Phases 2 and 3 of the consolidation.

Commitment to preserving employee pay, leave, benefits, and seniority

In alignment with City Council direction, staff confirms that employees affected by the consolidation will not experience changes to their pay rates, leave balances, benefits, or seniority because of this transition. Specific to seniority, employee records will not show any breaks in service from this transition. Employee tenure will remain the same, and leave accruals and service incentive pay calculations will not change.

Provide a path to resolve issues related to job titles and classifications

ATS leadership will continue working with Human Resources and department leaders to review IT job titles and classifications. Staff job titles and classifications will be vetted by ATS, Austin Human Resources, Department Directors, and the City Manager's Office. The City's current compensation and classification review process will be utilized to resolve job title and classification issues.

City staff remain committed to a transparent and well-coordinated consolidation process and will continue to keep the City Council, departments, and employees informed as work progresses.

If you have any questions, please contact Ed Van Eeno, Chief Financial Officer, by email at ed.vaneeno@austintexas.gov.

cc: CMO Executive Team
Erika Brady, City Clerk
Jason Hadavi, City Auditor
Mary Jane Grubb, Municipal Court Clerk
Judge Sherry Statman, Municipal Court
Department Directors