



Printed on 12/1/2025

**City Clerk - Application for Appointment to City Board, Committee or Commission [ Request Id: 276059]**

**◆ Subject Location**

Street Info:  
City / Zip

**◆ Citizen Contact Information**

Citizen Name: Joseph Halford  
Email: Person I Personnel, or  
Phone1 / Phone2:  
Address:  
City, Zip: Visalia, CA 93291

**◆ Request Details [Information provided by Citizen]**

Please review the following handbook:

How many years of being a Visalia Resident?: **41**  
Are you a Visalia Registered Voter?: **Yes**

List any training and/or experience: **Approx. 14 years of experience in leadership roles for Non-profit, Education, and Government. Approx. 20 years of experience in Information Technology and technology infrastructure planning. My experience has given me the opportunity to interact with the community (identifying needs, promoting solutions), participate in bringing items to Boards for approval, and collaborating on large efforts that require input from multiple stakeholders. 2021 - Present - Tulare County Director of Information and Communications Technology 2016 - 2021 - Madera Unified Director of Information Technology 2013 - 2016 - Assistant Director of Communication and Information Systems CSET**

Education-school, major, graduation date & degree: **Masters Degree - Cyber and Information Security - 2016 Bachelors Degree - Information Technology - 2014**

Additional skills and/or interests: **Woodworking, DIY Home Improvement and interior design, Antique Furniture and Architecture, Landscaping and Gardening, Electronics Repair, Vintage Cars, Metal working and Fabrication, Electronics Repair, beer making, cooking, and hiking/camping.**

Community activities in which you are involved: **My partner is actively involved in Animal Rescue, primarily with the Central Valley Railroad Rescue, and I support her efforts as needed with various events.**

Service on a City Board, Committee or Commission:  
Present Occupation: **Director of Information Technology**

Name of Employer: [Redacted]

Work Address: [Redacted]

Work Phone Number: [Redacted]

Potential Conflicts: **No**

If Yes, explain in detail any potential conflicts:

First Choice for City Board/Committee/Commission: **Historic Preservation Committee**

Applicable qualifications and experience: **I have been a resident within the Historical Committee area for over 10 years and I enjoy reading up on historical architecture. As a member of the community,**

Goals for this appointment:	<b>it's given me a lot of insight into how to approach the care of these old homes and the difficulty in finding contractors that know how to work on them. I would like to build relationships with the other committee members and find ways to improve outreach and resources for homeowners. I would also like to compare existing historical committee ordinance to other California communities and make recommendations to the City that could improve the community experience of ownership and investment in these types of properties. Additionally, identifying changes that would relax the concerns of other neighborhoods that should be historically protected such as Beverly Glen or Green Acres, so that we could continue to expand protection to these historical homes. These neighborhoods are the Cities historical "core" and we need to find ways to continue improving these neighborhoods.</b>
Second Choice for City Board/Committee/Commission:	<b>Parks &amp; Recreation Commission</b>
Applicable qualifications and experience:	<b>I'm an avid gardener and studied horticulture briefly prior to pivoting to Information Technology. Visiting parks or botanical gardens when traveling is a hobby of mine.</b>
Goals for this appointment:	<b>Support the city in expanding the available park space for the community.</b>
Third Choice for Board/Committee/Commission:	<b>Planning Commission</b>
Applicable qualifications and experience:	<b>Approx. 14 years of experience in leadership roles and a community member all my life.</b>
Goals for this appointment:	<b>Support efforts to make good long term planning decisions. I would likely push or make recommendations that improve road safety and investment or parks in the city core as opposed to increased suburban sprawl.</b>
Agree or Not Agree:	<b>Agree</b>
Resume:	<a href="#">View Attachment</a>
Male or Female:	<b>Male</b>
Ethnic Category:	<b>White - includes White, Anglo-Saxons, Europeans, and person of Indo-European, North Africa or Middle Eastern origin.</b>

**◆ Staff Request Admin**

Request ID:	<b>276059</b>	Priority:	<b>Normal</b>
Received/Entered:	11/9/2025 1:33:47 PM	Status:	<b>Received</b>
Target Complete Date:	11/12/2025 1:33:47 PM	Color:	
Actual Complete Date:		Flag:	
Request Source:	Internet (N)		
Original Assigned Staff:	Dangerfield, Rachel Davila Lopez, Pamela Rivera, Reyna		

**◆ Staff / Citizen Action Log**

No Staff/Citizen Actions have been added

# Joe Halford

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With 20 years of experience in Information Technology (IT), I seek a critical leadership position in an organization committed to using IT to support the organization's mission and vision. My IT expertise in capacity assessment, risk management, cybersecurity, strategic planning, and effective resource allocation is essential to such an organization's short- and long-term success.

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## Areas of IT Expertise

Strategic planning and management	Policy development & implementation
Risk analysis/data integrity/disaster recovery	Network security architecture
Data management	Data Analysis
Public acquisition process / Request for Proposals	Inventory control - Audit Response
Identify/Manage critical IT needs during pervasive crisis	
Manage/Relocate scarce resources during times of drastically changing community needs	

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## Relevant Work Experience

**December 2021 – Present (4 Years)**

**Director –** [REDACTED]

*Primary Responsibilities:* Oversee and direct the Information and Communications Technology Department of [REDACTED] for day-to-day operations and establishing strategic direction. [REDACTED] is comprised of approximately 150 employees spread through eight distinct units that comprise infrastructure support, project management and analysis, data management, information security, and custom application development. The annual budget is approximately \$45,000,000 and supports the technology infrastructure of twenty-six distinct departments with unique lines of business.

### *Specific Accomplishments:*

- **ERP Modernization:** Established project management teams to facilitate and oversee the implementation of modern software to replace legacy financial, payroll, and HRIS software. This project was extensive, multi-year, and required significant resources to properly scope and support.
- **Web Site Modernization:** Tulare County recently launched a new modernized website with emphasis on ADA, usability, and scalability. This is a signature accomplishment, as the legacy website had extensive dependencies and cultural acceptance throughout the organization. It required coordination of nearly a hundred content creators and copious change management practices to overcome change resistance.

- Strategic Plan: Collaborated with twenty-six departments to write and deliver a three-year strategic plan for County technology. This strategic plan is available on the County Website for review.

## **August 2016 - Present (5 Years)**

### **Director - Information Technology**

*Primary Responsibilities:* Oversee and direct Information Technology Department of 40 staff to support and implement technology throughout the school district, serving over 20,000 students and approximately 2,500 staff members. Direct and manage annual technology budget of \$3,500,000 to maintain end-user equipment, network equipment, and software for all 30 schools and five District office locations.

#### *Specific Accomplishments:*

- Implementation of a multilevel professional development program for district staff that includes a robust district knowledge base, internally developed online courses and badging, face to face, and hybrid learning options.
- Completed extensive department reorganization resulting in detailed career ladders, clarity for IT staff regarding job responsibilities, and increased capacity to address support deficiency.
- Designed and implemented five-year refresh plan to proactively maintain 1:1 Chromebook program with annual replacement of aging devices and upgrades to classroom A/V equipment throughout the district.
- Managed and directed the design and implementation of \$10,000,000 of extensive network improvements throughout the district via the Federal E-Rate Program.
- Managed implementation and migration of accounting and HR systems from multiple disparate software systems to a single consolidated system.
- Worked with multiple internal and external groups to design multi-gig technology systems for recently constructed Elementary, Concurrent Enrollment Middle School, and High School campuses.
- Recruited and managed over 150 volunteers for the emergency distribution of 12,500 Chromebooks and 1,000 mobile hotspots in response to school closure during the COVID-19 pandemic.
- Data Center redesign and refresh with implementation of Virtual Desktop Infrastructure for Career Technical Education Courses. Design includes in-row cooling, hot and cold aisle, and back-up generator. New equipment will support:
  - Increased custom application needs of the district
  - Over 900 concurrent students in the VDI environment accessing 3D modeling software
  - Network backbone of 40gbps with capability to expand to 100gbps.
- Kicked off efforts to provide a Municipal Broadband Network to provide internet access for students outside of wireline service areas or qualified low-income students.

**October 2013 – August 2016 (2 years, 10 months)**  
**Assistant Director - Information & Technology Support**

*Primary Responsibilities:* Oversaw and directed seven staff to implement the first formal assessment of technical need for [REDACTED], which annually serves nearly 25,000 residents. Provided oversight into the \$600,000 annual technology budget which supports some 400 workstations spread throughout fourteen offices across two large counties. Conducted priority risk analysis and worked with leadership to define additional needed resource support and capability development. Led educational efforts related to IT development and management in this transitional organization.

*IT Specific Accomplishments:*

- Facilitated implementation of new cloud-based help desk system and processes to increase communication between the technology department and the rest of the organization - resulting in faster response times, accurate metrics, and easy dissemination of updated technology policies.
- Development of a three-year technology and lifecycle plan that complements [REDACTED] strategic plan and helps [REDACTED] meet National Performance Indicators (NPI's) such as community engagement, employment growth, and agency capacity.
- Designed and implemented bid-project to standardize the printer fleet throughout the organization resulting in annual savings of approximately \$100,000.
- Persuaded multiple competing programs to invest in sweeping information security and network updates including updated firewalls, implementation of terminal services for public resource rooms, CIPA compliant web proxies for charter school classrooms, and identity management across physical locations.
- Standardized job roles within the department and implemented comprehensive training programs to improve technical staff skills.
- Developed and oversaw the implementation of a comprehensive disaster recovery plan.

**October 2006 – October 2013 (7 years)**  
**IT Systems Administrator - Information Technology**

*Primary Responsibilities:* Trained and managed two IT staff to support organizational IT requirements. Led assessment of technology needs and planning to meet identified high priority IT support goals. Provided oversight to Health Insurance Portability and Accountability Act (HIPPA) compliance effort. Managed IT network integrity/security. Contributed to organization-wide strategic leadership meetings to ensure technological needs aligned with the company's strategic plan and the needs of six divisions.

## **Education**

**Capitol Technology University, Laurel, MD  
MS in Cyber & Information Security - August 2016**

**Western Governors University, Salt Lake City, UT  
BS in Information Technology - October 2014**

**CompTIA Project+ Project Management Certification**

# Redaction Log

Reason	Page (# of occurrences)	Description
	1 (1)	---
no reason	1 (7) 3 (4) 4 (1) 5 (5)	---
Personnel, medical, or similar records Gov't Code §§ 7927.700	1 (3)	Portions of the records relating to personnel, medical, or similar files would constitute an unwarranted invasion of personal privacy are exempt from disclosure and are redacted pursuant to California Government Code § 7927.700.