



Board Agenda Item 51

DATE: June 30, 2026
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

- 1. Approve Amendment to the Salary Resolution, reclassifying one (1) Senior Business Systems Analyst upwards to Senior Information Technology Analyst and reclassifying one (1) Business Systems Analyst III upwards to Information Technology Analyst IV within the Department of Behavioral Health effective July 6, 2026, as reflected in Appendix "F"; and**
- 2. Approve Amendment to the Salary Resolution, adding one (1) Information Technology Analyst I/II/III/IV position, deleting one (1) vacant Business Systems Analyst I/II/III and one (1) vacant Peer Support Specialist position, and adding one (1) Senior Business Systems Analyst allocation within the Department of Behavioral Health effective July 6, 2026, as reflected in Appendix "F".**

There is no additional Net County Cost (NCC) associated with the recommended actions. Approval of the recommended actions will reclassify two (2) Business Systems Analysts upwards to Information Technology Analysts to provide technical support of the Department of Behavioral Health's (DBH) information technology systems and applications. Additional recommended actions include adding one (1) Information Technology Analyst I/II/III/IV position, deleting one (1) vacant Business Systems Analyst I/II/III and one (1) vacant Peer Support Specialist position, and adding one (1) Senior Business Systems Analyst allocation. There is no net addition of positions associated with the recommended actions.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the incumbents would not be reclassified to the more appropriate Information Technology Analyst classifications, and no positions or allocations will be added or deleted.

FISCAL IMPACT:

There is no NCC associated with the recommended actions. The recommended actions result in a cost savings of \$12,833 annually due to the included deletion of two (2) vacant positions.

DISCUSSION:

DBH requested a classification and compensation study to evaluate the assigned duties of the Business Systems Analysts within the department's Health Information Technology Division. The study found that two (2) Business Systems Analysts were performing high-level information technology support for enterprise applications and databases and surpassed the samples of duties listed in the job specifications for the Business Systems Analyst classification series.

Approval of the first recommended action will reclassify one (1) incumbent Senior Business Systems Analyst upwards to Senior Information Technology Analyst and one (1) incumbent Business Systems Analyst III upwards to Information Technology Analyst IV to align their assigned duties with the more appropriate Information Technology Analyst classifications.

Approval of the second recommended action will delete one (1) vacant Business Systems Analyst I/II/III position and add one (1) Information Technology Analyst I/II/III/IV position to perform information technology duties and support current operational needs. The second recommended action will also add one (1) Senior Business Systems Analyst allocation to restore the department's supervisory structure within the Health Information Technology Division, which will be impacted by the reclassification of the incumbent Senior Business Systems Analyst, and delete one (1) vacant Peer Support Specialist position to offset the total cost of the recommended actions.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "F"

CAO ANALYST:

Sevag Tateosian