



Board Agenda Item 48

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 establishing the Certified Behavioral Health Peer Support Specialist I/II classifications and reclassifying one (1) Peer Support Specialist upwards to Certified Behavioral Health Peer Support Specialist II, effective July 6, 2026, as reflected on Appendix "C"; and**
- 2. Approve Amendment to the Salary Resolution retitling Peer Support Specialist to Behavioral Health Peer Support Specialist and adjusting the salary range, effective July 6, 2026, as reflected on Appendix "C"; and**
- 3. Approve Addendum to the Memorandum of Understanding (MOU) for Representation Unit 12 - Clerical, Paramedical, Building and Service Employees, represented by Service Employees International Union (SEIU) Local 521, effective July 6, 2026.**

There is no Net County Cost (NCC) associated with the approval of these actions. Approval of these recommended actions will establish a classification series in the Department of Behavioral Health and add certified levels to create a promotional pathway. There is no net addition of positions. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommendation actions, the Certified Behavioral Health Peer Support Specialist I/II classifications would not be established, the incumbent would not be reclassified, and the existing classification and structure would remain unchanged.

FISCAL IMPACT:

There is no increase in NCC associated with the recommended actions. The estimated cost for FY 2026-27 is approximately \$378,840 (\$0 NCC), which will be absorbed within the FY 2026-27 Department of Behavioral Health Org 5630 Adopted Budget. Sufficient appropriations will be included in the budget requests for FY 2027-28.

DISCUSSION:

The Department of Behavioral Health requested a classification and compensation study of the Peer Support Specialist classification. Human Resources conducted a labor market analysis, evaluated salary alignment, and assessed internal impacts. Based on the findings, the Department is requesting approval of the recommended actions to maintain market competitiveness, support workforce stability, and comply with California's healthcare minimum wage requirements under Senate Bill 525 (SB 525), which establishes

minimum wage standards for covered healthcare workers, including those employed in County-operated healthcare facilities.

Approval of the first recommended action will create the Certified Behavioral Health Peer Support Specialist I/II classifications and reclassify upward one (1) current Peer Support Specialist incumbent to Certified Behavioral Health Peer Support Specialist II.

Approval of the second recommended action will retitle the Peer Support Specialist classification to Behavioral Health Peer Support Specialist and adjust the salary range to remain competitive and comply with SB 525.

On March 17, 2026, your Board approved a successor MOU for Representation Unit 12 - Clerical, Paramedical, Building & Service Employees, represented by Service Employees International Union (SEIU) Local 521. Approval of the third recommended action would effectuate an Addendum to the existing Unit 12 MOU, incorporating the recommended salary range adjustment above and adding the Certified Behavioral Health Peer Support Specialist I/II classifications to Unit 12.

REFERENCE MATERIAL:

BAI #27, March 17, 2026

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "C"
Addendum to Memorandum of Understanding for Unit 12

CAO ANALYST:

Sevag Tateosian