Board of Retirement Regular Meeting

Sacramento County Employees' Retirement System

Agenda Item 9

MEETING DATE: December 11, 2024

SUBJECT: Salary Resolution Amendment

		Deliberation	Receive
SUBMITTED FOR:	**_x_ Consent**	**__ and Action**	**___ and File**

RECOMMENDATION

Approve the following positional change for 2025-26: Reallocate 1.0 FTE Information Technology Systems Support Specialist to 1.0 FTE Information Technology (IT) Infrastructure Analyst II.

PURPOSE

This item supports the Strategic Management Plan to maintain a high-performance organizational structure and workforce, with the capacity and skills needed to fulfill SCERS' mission.

DISCUSSION

This position change is being requested in advance of the 2025-26 budget to accommodate County budget planning and position approval processes.

The 2022-23 budget cycle authorized the addition of an Information Technology System Support Specialist (ITSSS). At the time, this classification was appropriate to support operational changes necessary to transition away from a struggling IT project. However, with SCERS completing essential workload restructuring and implementing successful technology enhancements, the ITSSS classification has become too restrictive for the organization's evolving needs. A reclassification is now required to broaden and enhance operational effectiveness.

SCERS continues to face growing demands on its information technology infrastructure due to the increasing complexity of its systems, applications, and workflows. As SCERS' technology landscape evolves, the responsibilities of the ITSSS have expanded beyond its support-oriented nature, encompassing strategic and highly technical tasks better suited to an Information Technology Infrastructure Analyst (ITIA). Reclassifying the position to an ITIA will enable SCERS to address advanced infrastructure management needs critical for maintaining stability during

current and future projects, and aligns with the specialized skills, knowledge, and abilities required to effectively support SCERS' business operations in this dynamic environment.

An ITIA is particularly well-suited to developing and managing SCERS' virtual server environments, managing storage solutions, and ensuring system stability. These tasks demand expertise in server configuration and performance optimization—core competencies of the ITIA role. Additionally, the ITIA is needed to lead infrastructure projects, such as system upgrades and the implementation of new technologies, which require ITIA-level project management skills.

In summary, SCERS' IT support functions have evolved from a reactive support model to a proactive monitoring approach that supports complex infrastructure and ensures compliance with standards. To better manage risk and maintain compliance, SCERS requires an ITIA to focus on identifying vulnerabilities, anticipating requirements, and maintaining stable, secure IT environments.

Fiscal impact

The total cost of the IT System Support Specialist at top step is $130,665 ($98,533 salary and $32,132 benefits). The total cost of the IT Infrastructure Analyst at top step is $156,609 ($118,097 salary and $37,512 benefits).

Approval of the recommendation will result in an annual personnel cost increase of approximately $25,944.

<u>**ATTACHMENT**</u>

- Board Order

/s/   /s/

_____   _____
Margo Allen   Eric Stern
Chief Operations Officer   Chief Executive Officer   ,

Retirement Board Order
Sacramento County Employees' Retirement System

Before the Board of Retirement
December 11, 2024

AGENDA ITEM:

Salary Resolution Amendment

THE BOARD OF RETIREMENT hereby accepts the recommendation of staff to approve the following positional change: Reallocate 1.0 FTE Information Technology Systems Support Specialist to 1.0 FTE Information Technology (IT) Infrastructure Analyst II.

I HEREBY CERTIFY that the above order was passed and adopted on December 11, 2024 by the following vote of the Board of Retirement, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

ALTERNATES:
(Present but not voting)

_____
James Diepenbrock
Board President

_____
Eric Stern
Chief Executive Officer and
Board Secretary