

SALARY BOARD AGENDA
REGULAR MEETING
April 24, 2019 AT 11:00 A.M.

1. Call to Order
2. Silent Prayer
3. Pledge of Allegiance
4. Roll Call
5. Public Comment on Agenda Items
6. Consider approving the Salary Board Minutes of January 23, 2019
7. Consider approval of the Salary Board Reorganization Minutes of January 23, 2019.

8. Children & Youth

- Consider **creating (2) additional** full-time Caseworker I position for pilot program at Laurel Highlands School District, SEIU-CYS, agreement rate \$16.12/hr., \$31,434.00 annually, effective August 1, 2019.
 - These positions are 90% state funded with only 10% county match. With starting salary and estimated benefits included, the approximate cost per worker for the county would be \$4,611.68. Positions would be abolished if or when the program would become discontinued.
- Consider **creating** a Full-Time, Facility Coordinator-CYS position, SEIU Union, Pay **Grade 5**, SR, \$11.59/hr (\$22,600.50 annually), effective immediately.
- Consider **reclassifying** the current position of Custodial Worker-CYS, SEIU-CYS Union, Pay **Grade 3**, Step SR, \$10.86/hr (\$21,177.00 annually) to Facility Coordinator position, SEIU-CYS Union, Pay **Grade 5**, SR, \$11.59/hr (\$22,600.50 annually), effective immediately.
 - Employee in approved *re-classed* position would be at Step A, \$12.88/hr (\$25,116.00 annually).

- Consider **abolishing** the Full-Time Custodial Worker-CYS position, SEIU Union, Pay Grade 3, starting rate of \$10.86/hr, \$27,177.00 annually), effective immediately.

9. Court of Common Pleas

(JUVENILE PROBATION)

- Consider **creating** a Full-Time, Administrative Assistant II position (Juvenile Probation), SEIU Union, Pay Grade 13, Step SR, \$15.16/hr (\$29,562.00 annually), effective immediately.
- Consider **reclassifying** current position of Full-Time, Administrative Assistant position (Juvenile Probation), SEIU Union, Pay Grade 9, Step SR, \$13.23/hr (\$25,798.50 annually) to Full-Time Administrative Assistant II, SEIU Union, Pay Grade 13, Step SR, \$15.16/hr (\$29,562.00 annually) effective immediately.
 - *Employee in approved re-classed position would be off scale. The hourly rate would be \$22.17/hr (\$43,231.50 annually).*

10. FCBHA

- Consider **creating** a full-time, Network Administrator 1 position, non-union/supervisory, pay grade 45, step OO, \$37.39/hr. (\$72,910.50 annually), effective immediately.
- Consider **abolishing** the Information Technology Administrator 1 position, full-time, non-union/supervisory, effective as soon as the Network Administrator position is filled.
 - *FCBHA would like to create a Network Administrator 1 position due to the new virtual desktop product and the network backbone configuration at FCBHA. Being a HIPPA covered entity, security and privacy are a main concern. The new virtual solution will ensure our compliance in this area.*
- Consider **creating** the Mental Retardation Program Specialist 2 position, full-time, non-union/supervisory, Pay Grade 41, step II, \$27.97/hr. (\$54,541.50).
- Consider **abolishing** Mental Health Program Specialist 2 position, full-time, non-union/supervisory, Pay Grade 41, step II, \$27.97/hr. (\$54,541.50)
 - *FCBHA has two vacant Mental Health Program Specialist 2 positions on our complement. We would like to reclassify one of the positions to a Mental Retardation Program Specialist 2. These two positions are the same classification through Civil Service, so nothing will change. We thought we would be able to rename the position; however, we were informed that New World will not allow it. Once the new position is created and filled, we will abolish the mental Health Program Specialist 2.*

- Consider **reclassifying** the Medical Records Assistant position, full-time, SEIU/supervisory, Pay Grade 30, step D \$15.45/hr. (\$30,127.50) to a full-time, non-union/supervisory, Pay Grade 29, step FF \$18.17/hr. (\$35,431.50).
 - FCBHA would like to reclassify this union position to a non-union position. Currently, this union, supervisory position supervises three union members. The SEIU takes issue with a union member supervising *other union members*. To alleviate this issue, we would like to reclassify this position to non-union to supervise the union positions. The SEIU and the employee in the position, Glenda Moore, support this reclassification. In order to move this position into the 2019 FCBHA Compensation Plan salary grid, the salary for this position will increase.

11. Prison

- Consider **creating** (1) Sergeant (female-sex specific) position, Pay Grade 16, Non-Union, Supervisor, \$21.10/hr (\$43,888.00 annually), effective immediately.
- Consider **abolishing** the Full-Time Director of Inmate Welfare position, Non-Union/Supervisor, effective immediately.

12. Tax Assessment

- Consider **creating** a Full-Time, Department Clerk I position, SEIU Union, Pay Grade 3, SR, \$10.86/hr (\$21,177.00 annually), effective immediately.

13. SEIU Union

- UNION APPEAL: Records Archivist (Denied re-class)
- UNION APPEAL: Accounts Payable Clerk (Denied re-class)

14. Public Comment on Salary Board matters

15. Adjourn