

SALARY BOARD MINUTES
REGULAR MEETING
JANUARY 23, 2019 AT 2:12 P.M.

1. Call to Order

A meeting of the Salary Board was called to order on Wednesday, January 23 at 2:12 pm in the Commissioner's Conference Room, Fayette County Courthouse Uniontown, Pennsylvania 15401.

2. Silent Prayer

3. Pledge of Allegiance

4. Roll Call

Commissioner Vince Vicites
Commissioner Dave Lohr
Commissioner Angela Zimmerlink
Controller Scott Abraham

Also in attendance were the following:
Jack Purcell – Solicitor
Cristi Spiker – Director of Human Resources

5. Public Comment on Agenda Items

None

6. Consider approving the Salary Board Minutes of October 3, 2018

Moved by: Commissioner Lohr

Seconded by: Controller Abraham

Commissioner Vicites AYE
Commissioner Lohr AYE
Commissioner Zimmerlink AYE
Controller Abraham AYE

Motion Carries 4/0

7. Consider approving the Salary Board Minutes of October 31, 2018

Moved by: Commissioner Lohr

Seconded by: Controller Abraham

Commissioner Vicites AYE
Commissioner Lohr AYE
Commissioner Zimmerlink AYE
Controller Abraham AYE

Motion Carries 4/0

8. Veterans Affairs

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Commissioner Zimmerlink

Seconded by: Commissioner Lohr

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 4/0

9. Treasurer

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Controller Abraham

Seconded by: Commissioner Lohr

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>Treasurer Nancy Wilson</i>	<i>AYE</i>

Motion Carries 5/0

- Consider **creating** Hotel Tax Specialist / Clerical Assistant position, nonunion, non-supervisor, Pay Grade 10, SR, \$13.09/hr (\$25,525.50 annually), effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>Treasurer Nancy Wilson</i>	<i>AYE</i>

Motion Carries 5/0

- *AZ: Funded by Grant?*
- *SA: Wages & Benefits?*
- *NW: Yes and a part time.*
- *AZ: \$36,760 in budget to cover salary and healthcare*

10. Tax Assessment

- Consider **reclassifying** the current position of Full-Time, Mapping Supervisor, non-union, supervisor, **Pay Grade 6**, Step SR, \$14.46/hr (\$28,197.00 annually) to Full-Time Mapping Supervisor, non-union, supervisor, **Pay Grade 9**, Step SR, \$16.19/hr (\$31,570.50 annually).

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites	AYE
Commissioner Lohr	AYE
Commissioner Zimmerlink	AYE
Controller Abraham	AYE

Motion Carries 4/0

- AZ: Is this budgeted? Are you sure both reclasses are in budget?
- CS: Yes, asked for during budget meetings.
- VV: Yes

- Consider **reclassifying** the current position of Full-Time, Mapping Technician, SEIU Union, **Pay Grade 8**, Step SR, \$12.77/hr (\$24,901.50 annually) to Full-Time Mapping Technician, SEIU Union, **Pay Grade 10**, Step SR, \$13.70/hr (\$26,715.00 annually).

Moved by: Commissioner Lohr

Seconded by: Controller Abraham

Commissioner Vicites	AYE
Commissioner Lohr	AYE
Commissioner Zimmerlink	AYE
Controller Abraham	AYE

Motion Carries 4/0

- Discussion between AZ, VV, CS and Jim Hercik concerning the newly available funds due to \$10 million in newly assessed values that could cover the cost of a Dept Clerk 1 for Tax Assessment with a new revenue stream of about 50k that is and was not available at budget time.

11. Sheriff's Office

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Sheriff Custer

Seconded by: Controller Abraham

Commissioner Vicites	AYE
Commissioner Lohr	AYE

Commissioner Zimmerlink *AYE*
Controller Abraham *AYE*
Sheriff Custer *AYE*

Motion Carries 5/0

12. **Register of Wills**

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: ROW Redman *Seconded by: Controller Abraham*

Commissioner Vicites *AYE*
Commissioner Lohr *AYE*
Commissioner Zimmerlink *AYE*
Controller Abraham *AYE*
ROW Jeff Redman *AYE*

Motion Carries 5/0

13. **Recorder of Deeds**

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: ROD Vargo *Seconded by: Controller Abraham*

Commissioner Vicites *AYE*
Commissioner Lohr *AYE*
Commissioner Zimmerlink *AYE*
Controller Abraham *AYE*
ROD Tracie Vargo *AYE*

Motion Carries 5/0

14. **Prothonotary**

Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019

Moved by: Prothonotary Frankhouser *Seconded by: Commissioner Lohr*

Commissioner Vicites *AYE*
Commissioner Lohr *AYE*
Commissioner Zimmerlink *AYE*
Controller Abraham *AYE*

Prothonotary Nina Frankhouser AYE

Motion Carries 5/0

15. Prison

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 4/0

- Consider motion to amend the previously passed motions regarding the Supervisor of Records and the Lieutenant of Records to clarify that they were and are at Pay Grade 16, not Pay Grade 18 retroactively effective to 10/3/2018:

Moved by: Commissioner Vicites

Seconded by: Commissioner Zimmerlink

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 4/0

- Consider abolishing the full-time Lieutenant of Records position, Non-Union Supervisor, Pay Grade 16, starting rate of \$21.10/hr, \$43,888.00 annually, effective October 3, 2018.

Moved by: Commissioner Zimmerlink

Seconded by: Controller Abraham

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 4/0

16. Human Resources Department

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Commissioner Zimmerlink

Seconded by: Controller Lohr

*Commissioner Vicites AYE
Commissioner Lohr AYE
Commissioner Zimmerlink AYE
Controller Abraham AYE*

Motion Carries 4/0

17. Jury Commissioners

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Commissioner Zimmerlink

Seconded by: Controller Abraham

*Commissioner Vicites AYE
Commissioner Lohr AYE
Commissioner Zimmerlink AYE
Controller Abraham AYE*

Motion Carries 4/0

18. District Attorney's Office

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: DA Rich Bowers

Seconded by: Controller Abraham

*Commissioner Vicites AYE
Commissioner Lohr AYE
Commissioner Zimmerlink AYE
Controller Abraham AYE
District Attorney Bowers AYE*

Motion Carries 5/0

- Consider **creating** a Full-Time, Administrative Assistant District Attorney position, non-union, supervisor, Pay Grade 12, SR, \$18.15/hr (\$35,392.50 annually), effective immediately.

Moved by: DA Rich Bowers

Seconded by: Commissioner Zimmerlink

*Commissioner Vicites AYE
Commissioner Lohr AYE
Commissioner Zimmerlink AYE*

Controller Abraham *AYE*
District Attorney Bowers *AYE*

Motion Carries 5/0

- Consider **reclassifying** the current position of Full-Time, Trial / IP Coordinator, SEIU Union, **Pay Grade 16**, Step SR, \$16.76/hr (\$32,682.00 annually) to Administrative Assistant District Attorney position, non-union, supervisor, **Pay Grade 12**, SR, \$18.15/hr (\$35,392.50 annually), effective immediately.

Moved by: DA Rich Bowers

Seconded by: Commissioner Lohr

Commissioner Vicites *AYE*
Commissioner Lohr *AYE*
Commissioner Zimmerlink *AYE*
Controller Abraham *AYE*
District Attorney Bowers *AYE*

Motion Carries 5/0

- Consider **creating** a Full-Time, Accountant Clerk / Drone Operator / Investigator / Certified Cellbrite Operator position, Pay Grade 12, Step SR, non-union, supervisor, \$18.15/hr (\$35,392.50 annually), effective immediately.

Moved by: DA Rich Bowers

Seconded by: Commissioner Lohr

Commissioner Vicites *AYE*
Commissioner Lohr *AYE*
Commissioner Zimmerlink *AYE*
Controller Abraham *AYE*
District Attorney Bowers *AYE*

Motion Carries 5/0

- Consider **reclassifying** the current position of Accountant Clerk / Drone Operator / Investigator /, non-union, supervisory, **Pay Grade 6**, Step SR, \$14.46/hr (\$28,197.00 annually) to Full-Time, Accountant Clerk / Drone Operator / Investigator / Certified Cellbrite Operator position, non-union, supervisory, **Pay Grade 12**, Step SR, \$18.15/hr (\$35,392.50 annually), effective immediately.

Moved by: DA Rich Bowers

Seconded by: Commissioner Lohr

Commissioner Vicites *AYE*
Commissioner Lohr *AYE*
Commissioner Zimmerlink *AYE*

Controller Abraham *AYE*
District Attorney Bowers *AYE*

Motion Carries 5/0

- Consider **abolishing** the full-time Accountant Clerk / Drone Operator / Investigator position, non-union/supervisory, Pay Grade 6, starting rate of \$14.46/hr, \$28,197.00 annually, effective immediately.

Moved by: DA Rich Bowers

Seconded by: Commissioner Lohr

Commissioner Vicites *AYE*
Commissioner Lohr *AYE*
Commissioner Zimmerlink *AYE*
Controller Abraham *AYE*
District Attorney Bowers *AYE*

Motion Carries 5/0

- Consider **creating** a Full-Time, Lead Assistant District Attorney position, non-union, supervisor, Pay Grade 12, Step SR, \$18.15/hr (\$35,392.50 annually), effective immediately.

Moved by: DA Rich Bowers

Seconded by: Commissioner Lohr

Commissioner Vicites *AYE*
Commissioner Lohr *AYE*
Commissioner Zimmerlink *AYE*
Controller Abraham *AYE*
District Attorney Bowers *AYE*

Motion Carries 5/0

- Consider **reclassifying** the current position of (1) Assistant District Attorney, non-union, non-supervisory position, **Pay Grade 9**, Step SR, \$12.61/hr (\$24,589.50 annually) to Full-Time, Lead Assistant District Attorney position, non-union, supervisor, Pay Grade 12, Step SR, \$18.15/hr (\$35,392.50 annually), effective immediately.

Moved by: DA Rich Bowers

Seconded by: Commissioner Lohr

Commissioner Vicites *AYE*
Commissioner Lohr *AYE*
Commissioner Zimmerlink *AYE*
Controller Abraham *AYE*
District Attorney Bowers *AYE*

Motion Carries 5/0

- Consider **abolishing** (1) position, Assistant District Attorney, non-union/non-supervisor, Pay Grade 9, starting rate of \$12.61/hr, \$24,589.50 annually, effective immediately.

Moved by: DA Rich Bowers

Seconded by: Commissioner Lohr

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>District Attorney Bowers</i>	<i>AYE</i>

Motion Carries 5/0

19. Court of Common Pleas

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: President Judge Wagner

Seconded by: Commissioner Lohr

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>President Judge Wagner</i>	<i>AYE</i>

Motion Carries 5/0

(ADULT PROBATION)

- Consider **reclassifying** the current position of Full-Time, Intake Clerk, SEIU Union, **Pay Grade 4**, Step SR, \$11.21/hr (\$21,859.50 annually) to Full-Time Intake Clerk, SEIU Union, **Pay Grade 6**, Step SR, \$11.99/hr (\$23,380.50 annually) effective immediately.

Moved by: President Judge Wagner

Seconded by: Commissioner Lohr

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>President Judge Wagner</i>	<i>AYE</i>

Motion Carries 5/0

(DOMESTIC RELATIONS)

- Consider **reclassifying** the current position of Full-Time, Intake Clerk, SEIU Union, **Pay Grade 4**, Step SR, \$11.21/hr (\$21,859.50 annually) to Full-Time Intake Clerk, SEIU Union, **Pay Grade 6**, Step SR, \$11.99/hr (\$23,380.50 annually) effective immediately.

Moved by: President Judge Wagner

Seconded by: Commissioner Lohr

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>President Judge Wagner</i>	<i>AYE</i>

Motion Carries 5/0

- Consider **creating** a Full-Time Institutional Probation Officer position, UMWA union, at \$17.66/hr (\$34,437.00 annually) with benefits effective immediately to be funded by the IP fund contingent upon IP fund to sustain position for year 2019.

Moved by: Commissioner Lohr

Seconded by: Controller Scott Abraham

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>President Judge Wagner</i>	<i>AYE</i>

Motion Carries 5/0

- *Judge Wagner: Recall from budget meetings, the need for additional person at the prison for population control. Chief APO identifies IP funds to cover funds for budget year 2019. Can't sustain ongoing but can be covered for 2019. Must be revisited in 2020 budget.*
- Consider motion for County to conduct management pay study in 2019.

Moved by: President Judge Wagner

Seconded by: Controller Abraham

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>President Judge Wagner</i>	<i>AYE</i>

Motion Carries 5/0

20. Coroner's Office

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Commissioner Lohr

Seconded by: Controller Abraham

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 4/0

21. Controller's Office

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Controller Abraham

Seconded by: Commissioner Lohr

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 4/0

22. Clerk of Courts

- Consider adjusting all Full-Time non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 4/0

23. Commissioners

- Consider adjusting all Full-Time, non-union employees' 2019 pay rates including employees at Steps SR and SR1 with a three percent (3%) increase, effective January 1, 2019.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 4/0

- Consider **creating** (3) Chief of Staff positions (Commissioners Office), nonunion, non-supervisor, Pay Grade 15, SR, \$15.77/hr (\$30,751.50 annually), effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>NAY</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 3/1

- *Discussion between Commissioners Zimmerlink, Lohr, Vicites and Cristi Spiker concerning the discussions surrounding the creation of (3) Chief of Staffs and the reclassification of the existing employees.*
- Consider **reclassifying** the current position of Full-Time, Administrative Specialist, non-union, non-supervisor, Pay Grade 13, Step SR, \$14.61/hr (\$28,489.50 annually) to Full-Time Chief of Staff, non-union, nonsupervisor, Pay Grade 15, Step SR, \$15.77/hr (\$30,751.50 annually) effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>NAY</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 3/1

- Consider **reclassifying** the current position of Full-Time, Staff Specialist, non-union, non-supervisor, Pay Grade 13, Step SR, \$14.61/hr (\$28,489.50 annually) to Full-Time, Chief of Staff, non-union, nonsupervisor, Pay

Grade 15, Step SR, \$15.77/hr (\$30,751.50 annually) effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>NAY</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 3/1

- *Discussion between Commissioner Zimmerlink and Cristi Spiker concerning the creation of the (3) positions and reclassifying the (2) positions at different rates. Side discussion concerning that positions are created and reclassified at starting rates but the actual employees are always at the actual steps.*
- Consider **abolishing** the full-time Administrative Specialist position, non-union/non-supervisor, Pay Grade 13, starting rate of \$14.61/hr, \$28,489.50 annually, effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>NAY</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 3/1

- Consider **abolishing** the full-time Staff Specialist position, non-union/nonsupervisor, Pay Grade 13, starting rate of \$14.61/hr, \$28,489.50 annually, effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>NAY</i>
<i>Controller Abraham</i>	<i>AYE</i>

Motion Carries 3/1

- Consider **creating** a Full-Time, West Nile Virus Coordinator position, nonunion, non-supervisor, Pay Grade 18, SR, \$17.69/hr (\$34,495.50 annually), effective immediately. (This position is 100% Grant Funded)

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

<i>Commissioner Vicites</i>	<i>AYE</i>
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Commissioner Lohr AYE
Commissioner Zimmerlink AYE
Controller Abraham AYE

Motion Carries 4/0

- Consider **creating** a Part-Time, without benefits, West Nile Virus Technician, \$10.50/hr (\$11,340.00 annually), effective immediately. (This position is 100% Grant Funded)

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites AYE
Commissioner Lohr AYE
Commissioner Zimmerlink AYE
Controller Abraham AYE

Motion Carries 4/0

24. Building & Grounds

- Consider **creating** a Full-Time, Maintenance Worker I position, SEIU, Pay Grade 6, SR, \$11.99/hr (\$23,380.50 annually), effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites AYE
Commissioner Lohr AYE
Commissioner Zimmerlink AYE
Controller Abraham AYE

Motion Carries 4/0

25. Public Comment on Salary Board matters

26. Adjourn

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites AYE
Commissioner Lohr AYE
Commissioner Zimmerlink AYE
Controller Abraham AYE

Motion Carries 4/0