

**SALARY BOARD AGENDA**

**REGULAR MEETING**

**April 24, 2019 AT 11:09 A.M.**

**1. Call to Order**

A meeting of the Salary Board was called to order Wednesday, April 24 at 11:09 am 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 – Absent  
Controller Scott Abraham

Also in attendance were the following:  
Jack Purcell – Solicitor  
Judge Wagner – President Judge  
Cristi Spiker – Human Resources  
Jeff Redman – Register of Wills

**5. Public Comment on AgendaItems**

**6. Consider approving the Salary Board Minutes of January 23, 2019**

**Moved by: Commissioner Lohr**

**Seconded by: Commissioner Vicites**

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

**Motion Carries 3/0**

**7. Consider approval of the Salary Board Reorganization Minutes of January 23, 2019.**

**Moved by: Commissioner Lohr**

**Seconded by: Commissioner Vicites**

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

**Motion Carries 3/0**

**8. Children & Youth**

- Consider **creating (2) additional** full-time *Caseworker I* positions for pilot program at Laurel Highlands School District, SEIU-CYS, agreement rate \$16.12/hr., \$31,434.00 annually, effective August 1,2019.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
 Commissioner Lohr        AYE  
 Controller Abraham       AYE

Motion Carries 3/0

- Consider **creating** a Full-Time, Facility Coordinator-CYS position, SEIU Union, Pay **Grade 5**, SR, \$11.59/hr (\$22,600.50 annually), effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
 Commissioner Lohr        AYE  
 Controller Abraham       AYE

Motion Carries 3/0

- 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.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
 Commissioner Lohr        AYE  
 Controller Abraham       AYE

Motion Carries 3/0

- Consider **abolishing** the Full-Time Custodial Worker-CYS position, SEIU Union, **Pay Grade 3**, starting rate of \$10.86/hr, (\$21,177.00 annually), effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
 Commissioner Lohr        AYE  
 Controller Abraham       AYE

Motion Carries 3/0

**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.

Moved by: Judge Wagner

Seconded by: Commissioner Vicites

Commissioner Vicites    **AYE**  
Commissioner Lohr        **AYE**  
Controller Abraham      **AYE**  
Judge Wagner              **AYE**

**Motion Carries 4/0**

- 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.

Moved by: Judge Wagner

Seconded by: Commissioner Vicites

Commissioner Vicites    **AYE**  
Commissioner Lohr        **AYE**  
Controller Abraham      **AYE**  
Judge Wagner              **AYE**

**Motion Carries 4/0**

Cristi Spiker: due to union reclass grievance.

**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.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
Commissioner Lohr        AYE  
Controller Abraham      AYE

Motion Carries 3/0

Conversataion b/n DL & LF concerning position being budgeted. LF, yes it was budgeted.

Consider **abolishing** the Information Technology Administrator 1 position, full-time, non-union/supervisory, effective as soon as the Network Administrator position is filled.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
Commissioner Lohr        AYE  
Controller Abraham      AYE

Motion Carries 3/0

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).

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
Commissioner Lohr        AYE  
Controller Abraham      AYE

Motion Carries 3/0

Consider **abolishing** Mental Health Program Specialist 2 position, full-time, non-union/supervisory, Pay Grade 41, step II, \$27.97/hr. (\$54,541.50)

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
Commissioner Lohr        AYE  
Controller Abraham      AYE

Motion Carries 3/0

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).

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
Commissioner Lohr        AYE  
Controller Abraham      AYE

Motion Carries 3/0

LF: Union pushed back that one union employee should not be supervising another thus needing to make the supervisor non-union. Trade off with union, will fill vacant Clerk Typist II which was funded but not currently filled.

10. Prison

Consider **creating** (1) Sergeant (female-sex specific) position, **Pay Grade 16**, Non-Union, Supervisor, \$21.10/hr (\$43,888.00 annually), effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
Commissioner Lohr        AYE  
Controller Abraham      AYE

Motion Carries 3/0

CS: Met with JP and legal counsel to ensure that it is acceptable to create a BFOQ occupation.

Consider **abolishing** the Full-Time Director of Inmate Welfare position, Non- Union/Supervisor, effective immediately.

Moved by: Commissioner Lohr

Seconded by: Commissioner Vicites

Commissioner Vicites    AYE  
Commissioner Lohr        AYE  
Controller Abraham      AYE

Motion Carries 3/0

11. 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.

Moved by: Commissioner Lohr

Seconded by: Controller Abraham

Commissioner Vicites    AYE  
Commissioner Lohr        AYE  
Controller Abraham      AYE

Motion Carries 3/0

VV: Jim Hercik found additional tax revenues to fund position.

## **12. SEIU Union**

➤ **UNION APPEAL: Records Archivist (Denied re-class)**

Conversation ensued concerning appeal: HR states a desk audit was done. Employee stated doing work out of class. Union rep states she believes incorrect job description was used to perform desk audit. Union objects to job description and states she never agreed to any change in job description. HR will need to take another look at the information now at hand. HR recommends tabling appeal to revisit.

- Motion made to table union appeal for Records Archivist for further consideration.

**Moved by: Commissioner Lohr    Seconded by: Controller Abraham**

**Commissioner Vicites    AYE**

**Commissioner Lohr    AYE**

**Controller Abraham    AYE**

**Motion Carries 3/0**

➤ **UNION APPEAL: Accounts Payable Clerk (Denied re-class)**

Employee provided a list showing items she performs that is above her job description. HR reiterates the process of aligning items on that list with the current job description. Discussion between VV and SA concerning the budget and what was allocated for existing positions. Discussion concerning what employee is doing that should be done by other parties. Job description missing vital job duty. HR recommends tabling appeal and revisiting.

Motion made by Controller Abraham to grant reclass for Accounts Payable Clerk.

**Moved by: Controller Abraham**

**Motion died due to lack of a second.**

Motion made to table union appeal for Accounts Payable Clerk for further consideration.

**Moved by: Commissioner Lohr**

**Seconded by: Commissioner Vicites**

**Commissioner Vicites    AYE**

**Commissioner Lohr    AYE**

**Controller Abraham    AYE**

**Motion Carries 3/0**

## **13. Public Comment on Salary Board matters**

Controller Abraham states his office has had no Auditing Manager since 2018 and as such he would like to create Non-union PG12 position, about a 5k increase, current auditor promoted from within. Wants to leave auditor in place for future for future budget years.

Commissioner Vicites states should be done during budget talks and we should be diligent financially by not creating positions mid-year. Commissioner Lohr suggests waiting until next budget talks to consider at that time.

Jeff Redman states court system is requiring a new Guardian System (online tracking system) requiring more work for office and would like to create a Legal Secretary III.

Commissioner Vicites reiterates concerning over budget. Commissioner Lohr states possibility of looking at later

after a look at the whole financial picture for the county is reviewed.

Motion to add item to agenda.

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

Public comments on motion

No public comments

Motion made by ROW to create an additional Legal Secretary III to handle Guardianships, SEIU, PG9 Step SR, \$13.23/hr (\$25,798.50 annual) effective July 1, 2019.

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

Commissioner Vicites	NAY
Commissioner Lohr	NAY
Controller Abraham	AYE
ROW Redman	AYE

Motion Fails 2/2

#### **14. Adjourn**

Moved by: **Commissioner Vicites**      Seconded by: **Commissioner Lohr**

Commissioner Vicites	AYE
Commissioner Lohr	AYE
Controller Abraham	AYE

Motion Carries 3/0