

WESTMORELAND COUNTY SALARY BOARD AGENDA
March 17, 2022

Call to order

Approval of minutes from January 3, 2022 meeting.

Department of Public Safety/911—Consider approval of a Department of Public Safety policy for a Telecommunication Officer to receive a \$1,500 bonus per year, for up to three years, based upon merit, attendance, and years of service. Bonus effective December 16, 2021 through December 31, 2023.

Consider approval of \$1,500 sign-on bonus to eligible Telecommunication Officer Trainees. Sign-on bonus program effective December 16, 2021 for any eligible Telecommunication Officer hired on or after September 20, 2021, and is payable in installments over their first 2 years.

Juvenile Detention—Consider approval of a M.O.U. with S.E.I.U for increase in Juvenile Service Worker, Youth Worker and Juvenile Services Supervisor hourly wage pending Solicitor review.

		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>PROTHONOTARY</u>				
ABOLISH 1	Second Deputy/Fiscal Mgr X9-1; \$37,568.03/yr Effective: 1/3/22	-\$37,568.03	-\$37,568.03	
CREATE 1	Second Deputy/Fiscal Mgr X9-11; \$41,498.48/yr Effective: 1/3/22	+\$41,498.48	+\$41,498.28	X9-11 as new base
<u>PUBLIC DEFENDER</u>				
ABOLISH 1	Chief Public Defender XG-34; \$102,430.90/yr Effective: 3/21/22	-\$80,781.42	-\$102,430.90	
CREATE 1	Chief Public Defender XG-37; \$105,558.95 Effective: 3/21/22	+\$83,229.13	+\$105,558.95	
ABOLISH 1	First Asst. Public Defender XF-40; \$98,606.93/yr Effective: 3/21/22	-\$77,747.77	-\$98,606.93	

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		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>PUBLIC DEFENDER</u>				
CREATE 1	First Asst. Public Defender XF-42; \$100,558.93 Effective: 3/21/22	+\$79,310.50	+\$100,558.93	
ABOLISH 1	Investigator-PD XA-22; \$50,934.87/yr Effective: 3/21/22	-\$40,160.19	-\$50,934.87	
CREATE 1	Investigator-PD XA-26; \$53,003.03 Effective: 3/21/22	+\$41,790.85	+\$53,003.03	
<u>911/ PUBLIC SAFETY</u>				
CREATE 1	GIS/CAD Temp TEMP; \$28.11/hr Effective: 3/21/22	+\$22,162.77	+\$28,108.88	1000 hrs/year max
<u>BHDS</u>				
ABOLISH 1	IT Tech Administrator I X7-36; \$42,703.42/yr Effective: 3/21/22			
CREATE 1	Network Administrator I X7-36; \$42,703.42/yr Effective: 3/21/22			TITLE CHANGE ONLY per Civil Service request
CREATE 1	Complex Case Director XB-31; \$61,374.30/yr Effective: 3/21/22	+\$48,391.27	+\$61,374.30	XB-31 as base 100% funded by Health Choices

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		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>BHDS</u>				
CREATE 1	Complex Case Prog Specialist 1 XA-24; \$51,958.66/yr Effective: 3/21/22	+\$40,967.41	+\$51,958.66	XA-24 as base 100% funded by Health Choice
CREATE 1	IDD Deputy Administrator II XE-18; \$72,012.05/yr Effective: 3/21/22	+\$56,778.74	+\$72,012.05	XE-18 as base 100% State & Federal funded
CREATE 1	IDD Program Specialist II XA-29; \$54,609.08/yr Effective: 3/21/22	+\$43,057.16	+\$54,609.08	XA-29 as base 100% State and Federal funded
<u>MANOR</u>				
ABOLISH 1	Chief Fiscal Officer XC-51; \$82,444.62/yr Effective: 3/21/22	-\$65,004.42	-\$82,444.62	
CREATE 1	Chief Fiscal Officer XC-52, \$83,269.07/yr Effective: 3/21/22	+\$65,654.46	+\$83,269.07	
CREATE 5	Self-Scheduling LPN \$40/hr Effective: 3/21/22	+\$157,686.00 +\$31,537.20/ position	+\$200,000.00 +\$40,000.00/ position	Self-Scheduling Program Max 1000 hrs/year
<u>JUVENILE DETENTION</u>				
ABOLISH 1	Operations Manager XA-8; \$44,311.45/yr Effective: 3/21/22	-\$28,387.02	-\$44,311.45	

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		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>JUVENILE DETENTION</u>				
CREATE 1	Operations Manager XA-21; \$50,430.57/yr Effective: 3/21/22	+\$32,307.08	+\$50,430.57	XA-21 as new base
ABOLISH 1	Operations Manager XA-10; \$45,202.11/yr Effective: 3/21/22	-\$28,957.60	-\$45,202.11	
CREATE 1	Operations Manager XA-21; \$50,430.57/yr Effective: 3/21/22	+\$32,307.08	+\$50,430.57	XA-21 as new base
ABOLISH 1	Operations Manager XA-10; \$45,202.11/yr Effective: 3/21/22	-\$28,957.60	-\$45,202.11	
CREATE 1	Operations Manager XA-21; \$50,430.57/yr Effective: 3/21/22	+\$32,307.08	+\$50,430.57	XA-21 as new base
ABOLISH 2	Youth Shelter Worker PT PG10, \$17.47/hr Effective: 3/21/22	-\$27,547.74	-\$34,938.60	
ABOLISH 7	Juvenile Service Worker- Temp T16, \$16.44/hr Effective: 3/21/22	-\$90,732.52	-\$115,075.40	
CREATE 9	Juvenile Service Worker- Temp T19, \$20.87/hr Effective: 3/21/22	+\$148,090.81	+\$187,822.49	1000 hrs/year max

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		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>PARK POLICE</u>				
CREATE 2	Park Police PP, \$22.71/hr Effective: 3/21/22	+\$74,488.80	+\$94,473.60	
		\$37,244.40/ position	\$47,236.80/ position	
<u>SOLICITOR</u>				
ABOLISH 1	Asst CO Sol 90% PX3-75; \$46,122.86/yr Effective: 3/21/22	-\$36,366.10	-\$46,122.86	
CREATE 1	Asst CO Sol 90% PX3-85; \$50,948.33/yr Effective: 3/21/22	+\$40,170.80	+\$50,948.33	
ABOLISH 1	Asst CO Sol/Litigation 80% PX5-2; \$76,817.41/yr Effective: 3/21/22	-\$60,567.57	-\$76,817.41	
CREATE 1	Asst CO Sol/Litigation 80% PX5-5, \$79,145.05/yr Effective: 3/21/22	+\$62,402.83	+\$79,145.05	
ABOLISH 1	Asst CO Sol 90% PX3-93; \$55,169.74/yr Effective: 3/21/22	-\$43,499.22	-\$55,169.74	
CREATE 1	Asst Co Sol 90% PX3-98; \$57,983.95/yr Effective: 3/21/22	+\$45,718.11	+\$57,983.95	
ABOLISH 1	Chief Solicitor/CHB 90% PX4-32; \$69,896.28/yr Effective: 3/21/22	-\$55,110.53	-\$69,896.28	

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<u>SOLICITOR CONT.</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
CREATE 1	Chief Solicitor/CHB 90% PX4-36; \$72,734.35/yr Effective: 3/21/22	+\$57,348.24	+\$72,734.35	
ABOLISH 1	Asst CO Sol 60% PX3-37; \$31,601.23/yr Effective: 3/21/22	-\$24,916.35	-\$31,601.23	
CREATE 1	Asst CO Sol 60% PX3-45; \$34,219.60/yr Effective: 3/21/22	+\$26,980.84	+\$34,219.60	
ABOLISH 1	Asst CO Sol. 60% PX3-82; \$49,449.94/yr Effective: 3/21/22	-\$38,989.38	-\$49,449.94	
CREATE 1	Asst CO Sol 60% PX3-86; \$51,457.81/yr Effective: 3/21/22	+\$40,572.50	+\$51,457.81	
ABOLISH 1	Admin Asst/Asst Chief Clerk X8-6; \$35,909.15/yr Effective: 3/21/22	-\$28,312.99	-\$35,909.15	
CREATE 1	Admin Asst/Asst Chief Clerk X8-13; \$38,499.47/yr Effective: 3/21/22	+\$30,355.35	+\$38,499.47	
ABOLISH 1	Assistant CO Solicitor TEMP; \$44.54/hr Effective: 3/21/22	-\$35,116.67	-\$44,540.00	1000 hour/year max

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<u>SOLICITOR CONT.</u>				
ABOLISH 1	Solicitor (Tax Claim Office) PX; \$38,515.10/yr Effective: 3/21/22	-\$30,367.68	-\$38,515.10	
CREATE 1	Asst Co Solicitor PX4-30; \$68, 519.05/yr Effective: 3/21/22	+\$54,024.64	+\$68,519.05	
ABOLISH 1	Chief County Solicitor PX5-29; \$100,493.22/yr Effective: 3/21/22	-\$79,235.04	-\$100,493.22	
CREATE 1	Chief County Solicitor PX5-31; \$102,513.13/yr Effective: 3/21/22	+\$80,827.66	+\$102,513.13	
<u>CORONER</u>				
CREATE 4	Extra Coroner Temp TEMP; \$20.40/hr Effective: 3/21/22	+\$64,335.89	+\$81,596.74	1000 hrs/year max

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COUNTY INFORMATION SYSTEMS

Effective July 1, 2022, the work day for the following positions will be modified by adding an additional 0.5 hour and decreasing 2 steps on the non-union scale. The result will be a 7-hour work day.

Effective January 1, 2023, the work day for the following positions will be modified by adding an additional 0.5 hour and decreasing 2 steps on the non-union scale. The result will be a 7.5-hour work day.

<u>COUNTY INFO</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>SYSTEMS</u>				
ABOLISH 1	Mgr Social Communications XC-50; \$48.28/hr Effective: 7/1/22	-\$41,128.13	-\$81,628.34	
CREATE 1	Mgr Social Communications XC-48; \$47.34/hr Effective: 7/1/22	+\$43,419.10	+\$86,175.32	2% hourly decrease 0.5 hour increase
ABOLISH 1	SR Project Leader I XB-69; \$52.99/hr Effective: 7/1/22	-\$45,133.26	-\$89,577.46	
CREATE 1	SR Project Leader I XB-67; \$51.96/hr Effective: 7/1/22	+\$47,647.34	+\$94,567.23	2% hourly decrease 0.5 hour increase
ABOLISH 1	Mgr IBM Power System XC-21; \$36.19/hr Effective: 7/1/22	-\$30,819.04	-\$61,167.56	

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<u>COUNTY INFO</u> <u>SYSTEMS</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
CREATE 1	Mgr IBM Power System XC-19; \$35.48/hr Effective: 7/1/22	+\$32,535.71	+\$64,574.80	2% hourly decrease 0.5 hour increase
ABOLISH 1	SR. System Admin XC-43; \$45.04/hr Effective: 7/1/22	-\$38,360.95	-\$76,136.23	
CREATE 1	SR System Admin XC-41; \$44.16/hr Effective: 7/1/22	+\$40,497.78	+\$80,377.28	2% hourly decrease 0.5 hour increase
ABOLISH 1	SR Network Admin XC-41; \$44.16/hr Effective: 7/1/22	-\$37,605.08	-\$74,636.04	
CREATE 1	SR Network Admin XC-39; \$43.29/hr Effective: 7/1/22	+\$39,699.82	+\$78,793.53	2% hourly decrease 0.5 hour increase
ABOLISH 1	Manager Tech Support XC-15; \$34.10/hr Effective: 7/1/22	-\$29,032.93	-\$57,622.61	
CREATE 1	Manager Tech Support XC-13; \$33.42/hr Effective: 7/1/22	+\$30,650.16	+\$60,832.38	2% hourly decrease 0.5 hour increase
ABOLISH 1	SR Project Leader II XC-34; \$41.18/hr Effective: 7/1/22	-\$35,074.94	-\$69,614.39	

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<u>COUNTY INFO</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>SYSTEMS</u>				
CREATE 1	SR Project Leader II XC-32; \$40.38/hr Effective: 7/1/22	+\$37,028.74	+\$73,492.15	2% hourly decrease 0.5 hour increase
ABOLISH 1	Deputy Director XD-44; \$50.10/hr Effective: 7/1/22	-\$42,676.94	-\$84,702.32	
CREATE 1	Deputy Director XD-42; \$49.13/hr Effective: 7/1/22	+\$45,054.19	+\$89,420.53	2% hourly decrease 0.5 hour increase
ABOLISH 1	Manager Telecommunications XA-41; \$36.40/hr Effective: 7/1/22	-\$31,004.11	-\$61,534.87	
CREATE 1	Manager Telecommunications XC-39; \$35.69 Effective: 7/1/22	+\$32,731.14	+\$64,962.58	2% hourly decrease 0.5 hour increase
ABOLISH 1	SR. Project Leader I XB-32; \$36.66/hr Effective: 7/1/22	-\$31,232.44	-\$61,988.04	
CREATE 1	SR Project Leader I XB-30; \$35.96/hr Effective: 7/1/22	+\$32,972.19	+\$65,440.99	2% hourly decrease 0.5 hour increase

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<u>COUNTY INFO</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>SYSTEMS</u>				
ABOLISH 1	Director XG-38; \$63.08/hr Effective: 7/1/22	-\$53,717.33	-\$106,614.54	
CREATE 1	Director XG-36 ;\$61.84/hr Effective: 7/1/22	+\$56,707.28	+\$112,548.80	2% hourly decrease 0.5 hour increase
ABOLISH 1	Network Administrator XC-10; \$32.44/hr Effective: 7/1/22	-\$27,623.83	-\$54,825.93	
CREATE 1	Network Administrator XC-8; \$31.80/hr Effective: 7/1/22	+\$29,162.58	+\$57,879.92	2% hourly decrease 0.5 hour increase
ABOLISH 1	System Administrator XC-10; \$32.44/hr Effective: 7/1/22	-\$27,623.83	-\$54,825.93	
CREATE 1	System Administrator XC-8; \$31.80/hr Effective: 7/1/22	+\$29,162.58	+\$57,879.92	2% hourly decrease 0.5 hour increase
ABOLISH 1	IS Specialist I IS, \$20.86/hr Effective 7/1/22	-\$21,861.28	-\$43,388.80	

Adjourn