

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

Call to order

Approval of minutes from June 17, 2021

Westmoreland Manor-- **Amend the Sign-On Bonus**

Increases the Manor Sign On Bonus to be equivalent with local LTC facilities.

Accelerates the payment schedule to provide an earlier eligibility.

Provide higher payments at start to increase recruitment and intermittent higher amounts for retention.

Create a Pick Up Shift Bonus

Rewards and provides monetary incentives for staff to pick up overtime shifts as needed by Nursing and Dietary.

Assistant DON Overtime Rule

Include ADONs in the existing Supervisor OT benefit of double time if they cover at least 4 hours of a shift.

		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>BH/DS</u>				
CREATE 1	Fiscal Officer I X9-14; \$41,270.20/yr Effective: 7/19/21	+\$19,047.78	+\$41,270.20	90% State funded X9-14 as new base
ABOLISH 1	MR Waiver Coord. XB-23; \$54,708.62 Effective: 7/19/21	-\$25,250.13	-\$54,708.62	
CREATE 1	MR Director XB-32; \$59,834.02/yr Effective: 7/19/21	+\$27,509.89	+\$59,834.02	90% State funded
ABOLISH 1	Admin Assist II X8-17; \$38,670.56/yr Effective: 7/19/21	-\$17,847.95	-\$38,670.56	
CREATE 1	Admin Assist II X8-22; \$40,643.15/yr Effective: 7/19/21	+\$18,686.51	+\$40,643.15/yr	90% State funded
ABOLISH 1	Fiscal Oper Ofc III XC-19; \$57,878.68/yr Effective: 7/19/21	-\$26,713.24	-\$57,878.68	

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

		BALANCE OF YEAR	ANNUALIZED	COMMENTS
<u>BHDS CONT.</u>				
CREATE 1	Fiscal Oper Ofc III XC-27; \$62,674.32/yr Effective: 7/19/21	+\$28,815.78	+\$62,674.32	90% State funded
ABOLISH 1	MH Program Spec II XB-25; \$55,808.27/yr Effective: 7/19/21	-\$25,757.66	-\$55,808.27	
CREATE 1	MH Director XB-33; \$60,432.36/yr Effective: 7/19/21	+\$27,784.99	+\$60,432.36	90% State funded
ABOLISH 1	MH Program Spec II XB-22; \$54,166.95/yr Effective: 7/19/21	-\$25,000.13	-\$54,166.95	
CREATE 1	MH Director XB-31; \$59,241.60/yr Effective: 7/19/21	+\$27,237.52	\$59,241.60	90% State funded XB-31 as new base
ABOLISH 2	Complex Case Prog Spec XA-16; \$46,315.59/yr Effective: 7/19/21	-\$42,752.85	-\$92,631.18	
CREATE 2	Complex Case Prog Spec XA-24; \$50,153.15/yr Effective: 7/19/21	+\$46,117.84	+\$100,306.30 \$50,153.15/yr per position	90% State funded XA-24 as new base

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

<u>COUNTY INFO SYS.</u>		BALANCE OF YEAR	ANNUALIZED	COMMENTS
ABOLISH 1	SR. Project Leader II XC-45; \$74,967.73/yr Effective: 7/19/21	-\$34,600.49	-\$74,967.73	
CREATE 1	Mgr. Social Communications XC-48; \$77,239.33/yr Effective: 7/19/21	+\$35,512.34	+\$77,239.33	
ABOLISH 1	Manager System Admin XC-16; \$56,176.48/yr Effective: 7/19/21	-\$25,927.61	-\$56,176.48	
CREATE 1	Mgr IBM Power System XC-19; \$57,878.68/yr Effective: 7/19/21	+\$26,610.89	+\$57,878.68	
ABOLISH 1	Network Administrator XC-33; \$66,530.05/yr Effective: 7/19/21	-\$30,706.18	-\$66,530.05	
CREATE 1	Sr. Network Administrator XC-39; \$70,622.99/yr Effective: 7/19/21	+\$32,470.34	+\$70,622.99	
ABOLISH 1	Tech Support Manager XC-8; \$51,878.04/yr Effective: 7/19/21	-\$23,943.71	-\$51,878.04	
CREATE 1	Manager Tech Support XC-13; \$54,524.34/yr Effective: 7/19/21	+\$25,068.66	+\$54,524.34	

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

<u>COUNTY INFO SYS</u> <u>CONT.</u>		BALANCE OF YEAR	ANNUALIZED	COMMENTS
ABOLISH 1	Deputy Director XD-38; \$77,020.67/yr Effective: 7/19/21	-\$35,548.00	-\$77,020.67	
CREATE 1	Deputy Director XD-42; \$80,148.02/yr Effective: 7/19/21	+\$36,849.66	+\$80,148.02	
ABOLISH 1	Mgr. Sysm. Admin Temp TEMP; \$25.00/hr Effective: 7/19/21	-\$11,538.46	-\$25,000.00	
CREATE 1	Mgr. Sysm. Admin Temp TEMP; \$30.00/hr Effective: 7/19/21	+\$13,793.10	+\$30,000.00	Max of 1000 hours
ABOLISH 1	Sys Support Netw Admin PG14; \$19.88/hr Effective: 7/19/21			
CREATE 1	Telecomm. Specialist PG14; \$19.88/hr Effective: 7/19/21			Title change only
ABOLISH 1	System Administrator XC-41; \$72,042.51/yr Effective: 7/19/21			
CREATE 1	SR. System Admin XC-41; \$72,042.51 Effective: 7/19/21			Title change

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

		BALANCE OF YEAR	ANNUALIZED	COMMENTS
<u>COUNTY INFO SYS</u>				
<u>CONT.</u>				
ABOLISH 1	System Mgmt Supervisor XC-1; \$48,387.58/yr Effective 4/19/21	-\$22,332.73	-\$48,387.58	
CREATE 1	System Administrator XC-10; \$52,920.78/yr Effective: 7/19/21	+\$24,331.39	+\$52,920.78	XC-10 as new base
CREATE 1	Network Administrator XC-10; \$52,920.78/yr Effective: 7/19/21	+\$24,331.39	+\$52,920.78	XC-10 as new base
CREATE 1	Programmer-Temp TEMP; \$35.00/hr Effective: 7/19/21	+\$16,153.85	+\$35,000.00	1000 max hours/year
<hr/>				
<u>PARK POLICE</u>				
ABOLISH 1	Chief Park Police XD-12; \$59,463.65/yr Effective: 7/19/21	-\$27,444.76	-\$59,463.65	
CREATE 1	Chief Park Police XD-20; \$64,390.61 Effective: 7/19/21	+\$29,604.88	+\$64,390.61	Increased duties for Emergency services
ABOLISH 1	Captain XA-36, \$56,513.82/yr Effective: 7/19/21	-\$26,083.30	-\$56,513.82	

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

<u>PARK POLICE CONT.</u>		BALANCE OF YEAR	ANNUALIZED	COMMENTS
CREATE 1	Captain XA-41; \$59,396.60/yr Effective: 7/19/21	+\$27,308.78	+\$59,396.60	Increased duties for Emergency services
ABOLISH 1	Captain XA-31; \$53,770.96/yr Effective: 7/19/21	-\$24,817.37	-\$53,770.96	
CREATE 1	Captain XA-36; \$56,513.82/yr Effective: 7/19/21	+\$25,983.37	+\$56,513.82	Increased duties for Emergency services
ABOLISH 1	Lieutenant X9-31; \$48,876.48/yr Effective: 7/19/21	-\$22,558.38	-\$48,876.48	
CREATE 1	Lieutenant X9-37; \$51,883.37/yr Effective: 7/19/21	+\$23,854.42	+\$51,883.37	Increased duties for Emergency services
ABOLISH 1	Office Manager X7-2; \$29,388.41/yr Effective: 7/19/21	-\$13,563.88	-\$29,388.41	
CREATE 1	Office Manager X7-6; \$30,581.70/yr Effective: 7/19/21	+\$14,060.55	+\$30,581.70	Increased duties for Emergency services

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

		BALANCE OF YEAR	ANNUALIZED	COMMENTS
<u>CHILDREN'S BUREAU</u>				
ABOLISH 1	Fiscal Officer X9-23; \$45,139.90/yr Effective: 7/19/21	-\$20,833.80	-\$45,139.90	
CREATE 1	Prog Spec/Fiscal Oper XA-25; \$50,654.68/yr Effective: 7/19/21	+\$23,285.37	+\$50,654.68	Reclassify position To fit job duties
CREATE 2	Caseworker Supvr I XA-20, \$48,198.80/yr Effective: 7/19/21	+\$44,491.20	+\$96,397.60 \$48,196.19/yr per position	XA-20 as base Creating due to change In state regulations
CREATE 5	Caseworker I CHB, \$19.78/hr Effective: 7/19/21	+\$89,010.00	+\$192,855.00	\$38,571/yr per position Creating due to change In state regulations
CREATE 5	Caseworker II CHB, \$20.37/hr Effective: 7/19/21	+\$91,665.00	+\$198,607.50	\$39,721.50/yr per position Creating due to change In state regulations
<u>JUVENILE DETENTION</u>				
CREATE 3	Operations Manager XA-8, \$42,771.67/yr Effective: 7/19/21	+\$59,222.31	+\$128,315.01 \$42,771.67/yr per position	Establish XA-8 as base 3 positions needed For various shifts
<u>MANOR</u>				
CREATE 6	Nurse's Aide Trainee X580-10; \$15.74/hr Effective: 6/1/21	+\$116,350.08	+\$196,435.20 \$32,739.20/yr per position	Establish X580-10 as base

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

		BALANCE OF YEAR	ANNUALIZED	COMMENTS
<u>JUVENILE PROBATION</u>				
CREATE 1	Custodian PT PG3; \$15.00/hr Effective: 7/19/21	+\$6,924.60	+\$15,003.30	
<u>PUBLIC DEFENDER</u>				
CREATE 1	Legal Secretary Trainee PG7; \$16.48/hr Effective: 7/19/21	+\$12,854.40	+\$27,851.20	
<u>CORONER</u>				
CREATE 1	Extra Coroner Temp TEMP; \$20.40/hr Effective: 7/19/21	+\$9,414.38	+\$20,400.00	Establish \$20.40/hr As new base
<u>CONTROLLER</u>				
ABOLISH 1	Dir. Acct/Finance Report XD-3; \$54,369.98/yr Effective: 7/19/21	-\$23,002.68	-\$54,369.98	
CREATE 1	Dir. Acct/Finance Report XD-17; \$62,496.89yr Effective: 7/19/21	+\$26,339.69	+\$62,496.89	Increase to XD-25 \$67,675.18 On April 5, 2022
ABOLISH 1	General Ledger Supervisor XA-3; \$40,695.78/yr Effective: 7/19/21	-\$17,217.45	-\$40,695.78	

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

		BALANCE OF YEAR	ANNUALIZED	COMMENTS
<u>CONTROLLER CONT.</u>				
CREATE 1	General Ledger Supervisor XA-15; \$45,857.02/yr Effective: 7/19/21	+\$19,326.71	+\$45,857.02	Increase to XA-25 \$50,654.68 On April 5, 2022
ABOLISH 1	Accounts Payable Spvr. XA-3; \$40,695.78/yr Effective: 7/19/21	-\$17,217.45	-\$40,695.78	
CREATE 1	Accounts Payable Spvr. XA-15; \$45,857.02/yr Effective: 7/19/21	+\$19,326.71	+\$45,857.02	Increase to XA-25 \$50,654.68 On April 5, 2022
ABOLISH 1	Director of Mgmt Support XA-1; \$39,893.91/yr Effective: 7/19/21	-\$16,878.19	-\$39,893.91	
ABOLISH 1	General Ledger Accountant X8-3; \$33,641.96/yr Effective: 7/19/21	-\$14,233.14	-\$33,641.96	
CREATE 1	General Ledger Accountant X8-23; \$41,049.58/yr Effective: 7/19/21	+\$17,300.59	+\$41,049.58	Increase due to FLSA Changes
ABOLISH 1	Compliance Coordinator X8-5; \$34,318.16/yr Effective: 7/19/21	-\$14,519.22	-\$34,318.16	
CREATE 1	Compliance Coordinator X8-23; \$41,049.58/yr Effective: 7/19/21	+\$17,300.59	+\$41,049.58	Increase due to FLSA Changes