

WESTMORELAND COUNTY SALARY BOARD AGENDA
March 17, 2022

Call to order – The meeting was called to order by Commissioner Kertes. Members present: Commissioner Kertes, Commissioner Cerilli Thrasher, and Controller Balzer. Commissioner Chew participated via teleconference.

Controller Balzer made a motion to approve the minutes from January 3, 2022 meeting. Commissioner Cerilli Thrasher seconded. Unanimous.

Commissioner Chew made a motion to accept the Department of Public Safety policy for Telecommunication Officers 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. Commissioner Cerilli Thrasher seconded. Unanimous.

Commissioner Chew made a motion to accept the \$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. Commissioner Cerilli Thrasher seconded. Unanimous.

Commissioner Chew made a motion to accept 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. Commissioner Cerilli Thrasher seconded. Unanimous.

		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>PROTHONOTARY</u> – Motion was made by Prothonotary O’Barto. Seconded by Controller Balzer. Unanimous.				
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> – Motion was made by Commissioner Chew. Seconded by Controller Balzer. Unanimous.				
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	

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<u>PUBLIC DEFENDER CONT.</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
ABOLISH 1	First Asst. Public Defender XF-40; \$98,606.93/yr Effective: 3/21/22	-\$77,747.77	-\$98,606.93	
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> – Motion was made by Commissioner Chew. Seconded by Controller Balzer. Unanimous.				
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> – Motion was made by Commissioner Chew. Seconded by Controller Balzer. Unanimous.				
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

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		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>BHDS CONT.</u>				
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
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> – Motion was made by Commissioner Chew. Seconded by Controller Balzer. Unanimous.				
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	+\$200,000.00	Self-Scheduling Program Max 1000 hrs/year
		+\$31,537.20/ position	+\$40,000.00/ position	

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		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>JUVENILE DETENTION</u> – Motion was made by Commissioner Chew. Seconded by Controller Balzer. Unanimous.				
ABOLISH 1	Operations Manager XA-8; \$44,311.45/yr Effective: 3/21/22	-\$28,387.02	-\$44,311.45	
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	

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<u>JUVENILE DETENTION CONT.</u>				
CREATE 9	Juvenile Service Worker-Temp T19, \$20.87/hr Effective: 3/21/22	+\$148,090.81	+\$187,822.49	1000 hrs/year max
<u>PARK POLICE</u> – Motion was made by Commissioner Chew. Seconded by Controller Balzer. Unanimous.				
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> – Motion was made by Commissioner Chew. Seconded by Controller Balzer. Unanimous.				
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	

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<u>SOLICITOR CONT.</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
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	
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	

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<u>SOLICITOR CONT.</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
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
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> – Motion was made by Coroner Carson. Seconded by Controller Balzer. Unanimous.				
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 – Motion was made by Controller Balzer. Seconded by Commissioner Chew. Unanimous.

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>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>COUNTY INFO SYSTEMS</u> Motion was made by Controller Balzer. Seconded by Commissioner Cerilli Thrasher. Unanimous.				
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 SYSTEMS CONT.</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 SYSTEMS CONT.</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</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-\$31,004.11 XA-41; \$36.40/hr Effective: 7/1/22		-\$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 SYSTEMS CONT.</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</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	

A Motion to adjourn was made by Commissioner Cerilli Thrasher. Seconded by Controller Balzer. Unanimous.