

WESTMORELAND COUNTY SALARY BOARD AGENDA
JULY 15, 2021

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

Commissioner Chew made a motion to approve the minutes from the June 17, 2021 Salary Board meeting. Seconded by Controller Balzer. Unanimous.

Commissioner Chew made a motion to amend the Sign On Bonus, create a Pick Up Shift Bonus, and provide revise the AND overtime rule at Westmoreland Manor. The Sign On Bonus will accelerate the payment schedule and increase the payments in order to be equivalent with local LTC facilities, increase recruitment, and promote retention. The Pick Up Shift Bonus will provide a monetary incentive for staff to pick up shifts in Nursing and Dietary. The ADON overtime rule be revised to allow double time for coverage of at least 4 hours of a shift. Seconded by Commissioner Cerilli Thrasher. Unanimous.

		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
<u>BH/DS</u> – Motion was made by Commissioner Chew, seconded by Commissioner Cerilli Thrasher. Unanimous.				
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	

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

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<u>COUNTY INFO SYS.</u> – Motion was made by Commissioner Chew, seconded by Controller Balzer. Unanimous.				
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	

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<u>COUNTY INFO SYS CONT.</u>				
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

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<u>COUNTY INFO SYS 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
<u>PARK POLICE</u> – Motion was made by Commissioner Chew, seconded by Controller Balzer. Unanimous.				
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	

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<u>PARK POLICE CONT.</u>		<u>BALANCE OF YEAR</u>	<u>ANNUALIZED</u>	<u>COMMENTS</u>
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

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<u>CHILDREN'S BUREAU</u> – Motion was made by Commissioner Chew, seconded by Controller Balzer. Unanimous.				
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> – Motion was made by Commissioner Chew, seconded by Controller Balzer. Unanimous.				
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> – Motion was made by Commissioner Chew, seconded by Controller Balzer. Unanimous.				
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

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<u>JUVENILE PROBATION</u> – Motion was made by Controller Balzer, seconded by Commissioner Kertes. Commissioner Chew voting NAY, Commissioner Cerilli Thrasher, Commissioner Kertes, and Controller Balzer voting AYE; Motion passes.				
CREATE 1	Custodian PT PG3; \$15.00/hr Effective: 7/19/21	+\$6,924.60	+\$15,003.30	
<u>PUBLIC DEFENDER</u> – Motion made by Controller Balzer, seconded by Commissioner Chew. Unanimous.				
CREATE 1	Legal Secretary Trainee PG7; \$16.48/hr Effective: 7/19/21	+\$12,854.40	+\$27,851.20	
<u>CORONER</u> – Motion made by Commissioner Chew, seconded by Controller Balzer. Unanimous.				
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> – Motion made by Controller Balzer, seconded by Commissioner Kertes. Commissioner Chew and Commissioner Cerilli Thrasher voting NAY, Controller Balzer and Commissioner Kertes voting AYE; Motion fails.				
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; \$62,496.89/yr 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	

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<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

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Motion to adjourn was made by Commissioner Chew. Seconded by Commissioner Cerilli Thrasher. Unanimous.