

Salary Board Agenda

Commissioners Conference Room

May 30, 2012

1:30 p.m.

Roll Call

Commissioner Al Ambrosini

Commissioner Vince Zapotosky

Commissioner Angela Zimmerlink

Controller Sean Lally

District Attorney Jack Heneks

Prothonotary Lance Winterhalter

Treasurer Robert Danko

Recorder Dave Malosky

Register of Wills Donald Redman

Public Comment

Treasurer Robert Danko questioned Item 7 on the agenda regarding a pay adjustment for the Recorder of Deeds Chief Deputy. He would like to see the adjustment made across the board for all the Chief Deputies.

Recorder Dave Malosky explained that his employee would be going from Union to a Non Union position and would pay higher health care employee contributions. He is proposing the hourly rate be increased for the employee to \$18.46. At this hourly rate the employee would still be the lowest paid Chief Deputy in the County. This is why Recorder is asking for an increase.

Prothonotary Winterhalter agrees with the Recorder and verified that the Chief Deputies salary's are all over the board. Even with the pay increase she would still be the lowest paid Chief Deputy.

The Chief Deputies are all different even taking into consideration the longevity increases.

Controller Lally commented that he can see that there isn't equity his Chief Deputy and is at a completely different pay grade from all the other Chief Deputies, however the different Chief Deputies perform at a different level of their duties and should be compensated as such.

Register Redman feels that the salary board needs to take a look at the differences and make all the Chief Deputy positions fair.

Recorder Malosky agrees that all the Chief Deputy's should be looked at.

Commissioner Zimmerlink pointed out that years of service as Chief Deputy and years of service as an employee with Fayette County is two totally different things.

Recorder Malosky made the statement that for the 27 years he has been here the Recorder of Deeds department has not been treated fairly and he just wants to make sure his department employees are treated right.

Commissioner Ambrosini stated that these positions need to be looked at however all the non union position need to be looked at and fixed.

Commissioner Zimmerlink mentioned that the increases that are being requested on this agenda are not in the budget with the exception of the Recorder of Deeds position.

Commissioner Zapotosky is in support of a non union pay study but there has to be funding in place in order to fund the pay increases.

Controller Lally pointed out with 550 employees we need to be conscience about give out pay increases. The County has to be prepared for that.

Commissioner Zimmerlink said that there is “cherry pickin” going on with both Union and Non Union. There is about a 100 employees that would be affected by a pay study and you have to have the funds to implement a pay study.

Commissioner Ambrosini stated that he would be in support of a salary study for the Chief Deputy positions and perhaps use that study as a model for the rest of the Non Union employee positions.

Commissioner Zapotosky made the motion and Commissioner Ambrosini seconded to approve the March 28, 2012 and April 25, 2012 salary board minutes

Motion approved unanimously.

Commissioners Unit

Discussion on the motion:

Commissioner Ambrosini stated that due to the Court Non Union employees receiving the 1% pay increase that had been withheld originally in order to save the County money; he feels that all the Non Union employees should be given the 1% as to be equal across the board.

Commissioner Zimmerlink stated that there wasn't a promise to the Non Union employees that they would get 3%. The commissioners agreed on a 2% increase and that was what has been budgeted for 2012.

Commissioner Zapotosky pointed out that by virtue of the agreement that the County entered into with the courts the Non Union Court employees would get the same increase as bargaining units. He agrees that the County will need to find the additional funds but feels the equity is important so he will support the additional 1% increase. The general fund impact will be \$28,000.00 and non general fund will \$6,000.00. The judge is willing to take the funds from a fee driven fund. The County was mandated to give the Court Non Union employees 3% for fear we would lose our State and Federal grant monies.

Commissioner Zimmerlink stated that a motion for the eight Court employees salary increase was passed last month and we did budget that money as we thought there was a good possibility that we would have to give a 3% increase.

Commissioner Zapotosky realizes that however feels the salary board needs to be fair and equal.

Motion made by Commissioner Zapotosky and seconded by Commissioner Ambrosini to approve a 1% general pay increase for non-union employees retroactive to January 1, 2012 for the offices under the Commissioners Unit (with the exception of FCBHA due to separate compensation plan).

Ambrosini	Yes
Zapotosky	Yes
Lally	Yes
Zimmerlink	Nay

Motion passed 3 yes and 1 no

Motion was made by Commissioner Ambrosini and seconded by Commissioner Zapotosky to approve the creation of summer clerks/laborers at minimum wage (currently \$7.25/hr) for a period not to exceed 16 weeks or 600 hours.

Discussion on the motion:

Commissioner Zimmerlink questioned where the funding will come from for these positions.

Dominick Carnicella explained due to the lateness in hiring a Chief Clerk and Public Works Director in the year there is approximately \$12,000.00 available to fund these positions.

Commissioner Zapotosky questioned how many people would be hired and Commissioner Ambrosini explained that there would be 4 people hired.

Commissioner Ambrosini	Yes
Commissioner Zapotosky	Yes
Commissioner Zimmerlink	Nay
Controller Lally	Yes

Motion carries unanimously

Motion made by Commissioner Zapotosky and seconded by Commissioner Ambrosini to approve a 1% general pay increase for non-union employees retroactive to January 1, 2012 for the following Row Offices.

Clerk of Courts	Prothonotary
Controller	Recorder of Deeds
Coroner	Register of Wills
District Attorney	Sheriff
Treasurer	

Ambrosini	Yes
Zapotosky	Yes
Lally	Yes
Zimmerlink	Absent

Motion passed 3 yes and 1 naY

Commissioner Zapotosky made the motion and Commissioner Ambrosini seconded to increase the annual pay adjustment of \$1,800.00 for the Chief Community Development Specialist for the duration of the Energy Efficient Block grant with an expiration date of August 3, 2013. There is an extension on this grant for December 31, 2013 however the funding will only be available through then if the extension is approved.

Commissioner Ambrosini	Yes
Commissioner Zapotosky	Yes
Commissioner Zimmerlink	Absent
Controller Lally	Yes

Motion carries unanimously

Motion was made by Recorder of Deeds Dave Malosky and seconded by Commissioner Zapotosky to adjust the salary for the Chief Deputy position in the Recorder of Deeds to \$18.46/hr effective July 9, 2012.

Commissioner Zapotosky	Yes
Commissioner Ambrosini	Yes
Commissioner Zimmerlink	Absent
Controller Lally	Yes
Recorder of Deeds Malosky	Yes

Motion carries unanimously

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Commssioner Angelea Zimmerlink

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Prothonotary Lance Winterhalter

Treasurer Robert Danko

Recorder Dave Malosky

Register of Wills Donald Redman

Clerk of Courts

Moved by Commissioner Zaptosky and seconded by Commissioner Ambrosini to approve a 1% general pay increase for non-union employees retroactive to January 1, 2012 for the office of the Controller.

Ambrosini	Yes
Zaptosky	Yes
Lally	Yes
Zimmerlink	Nay

Motion passed 3 yes and 1 nay