

Fayette County Salary Board
Commissioner's Conference Room
September 2, 2015
12:30 PM

Call to Order:

A meeting of the Salary Board was called to order on Wednesday, September 2, 2015, at 12:37 pm in the Commissioner's Conference Room, Fayette County Courthouse Uniontown, Pennsylvania 15401.

1. Roll Call:

The following members were present at the time of roll call:

Commissioner Vincent Zapotosky
Commissioner Alfred Ambrosini
Sidney Bush designated for Acting Controller Jeanine Wrona

Also in attendance were the following:

HR Director – Denise Stepanik, Gina D’Auria –CYS, Margie Sumey – SEIU Rep., Gary Brownfield, Sr., Gary Brownfield Jr., & James Custer – Sheriff, Nancy Wilson & Debbie Apecilla – Treasurer, Bob Carson – Building & Grounds, Brian Miller – Prison, Bob Calisti –FCBHA, Larry Blosser – Elections, Tony A. – IT, Dave Malosky – Recorder of Deeds, Christy Chuey – Controllers

2. Public Comment on Agenda Item

Denise Stepanik – Revision to Agenda to show page 2 has been revised

Vincent Zapotosky – Let record show the Revision to Agenda page 2

Margie Sumey- comment on Item # 4. If county opts to eliminate Non-Union starting rate, the Union will be seeking MOU to eliminate union starting rate due to fact that county proposed a starting rate to save the county money. Union accepted based on that fact and if eliminated Union would like MOU to eliminate ours. Denise Stepanik – (elaborates on options) non-union proposal of starting rates are not as clear as need to be for operating and applying as the unions has specific provisions which talk about Starting rates and when they are applied to current & new employees.

Margie Sumey – Union will seek MOU if approved.

Vincent Zapotosky – Union has every right to do that.

3. Approval of March 17, 2015 & May 27, 2015 Salary Board Meeting Minutes:

- **Moved by: Comm. Ambrosini, Seconded by: Comm. Zapotosky .**

Commissioner Zapotosky Aye

Commissioner Ambrosini Aye

Sidney Bush Aye

Motion carries (Unanimous)

4. All Departments Non-Union Pay Chart Starting Rate Pay

- **Moved by:** Comm. Zapotosky , **Seconded by:** Comm. Ambrosini

To table and revisit at next salary board meeting

- Option 1: Consider eliminating the non-union Starting Rate (SR) pay set by the Salary Board on March 12, 2014. In doing so, this will result in a move of all non-union employees currently on a SR to Step A retroactively to Jan 1, 2014. This rate has resulted in at least 2 grievances and has caused administrative errors. It has not saved us very much money, but has taken hours of Controller and HR time to administer. The documented decision made in March 12, 2014 leaves too many questions as to the application of the SR, longevity and general pay increases going forward. By this simplification, the general pay increases (GPI) will apply to all steps in the non-union pay charts at the time the increases are decided, including GPI's applied retroactively to the beginning of the year. Employees who were hired as early as Jan 2013 will be reviewed and made whole should this item receive majority vote.

Or

- Option 2: Consider GPI increases for Starting Rates as outlined in attachment A.

Commissioner Zapotosky Aye

Commissioner Ambrosini Aye

Sidney Bush Aye

Motion carries (Unanimous)

5. All Departments Promotion & Demotion Pay Setting Practice in the Non-Union Pay Charts:

- **Moved by:** Comm. Zapotosky , **Seconded by:** Comm. Ambrosini

To table and revisit at next salary board meeting.

- Consider simplifying the promotion into or within the non-union pay chart to current step level to preserve employees' longevity. This practice had been in place prior to 2013 and this recommendation, if approved, will revert back to that practice. This will result in setting the pay rate of employees for any promotion or demotion (increase or decrease of grade level) at their same step in the new chart in their new grade as the step they currently have.
 - This aligns all steps and longevity as follows:
 - Step A 1 - 4 yrs
 - Step B 5 - 9 yrs
 - Step C 10-14 yrs
 - Step D 15-19 yrs
 - Step E 20-24 yrs
 - Step F 25-29 yrs
 - Step G 30-34 yrs
 - Step H 35-29 yrs
 - Step I 40 + yrs

Commissioner Zapotosky **Aye**
Commissioner Ambrosini **Aye**
Sidney Bush **Aye**

Motion carries (Unanimous)

6. Behavioral Health

- **Moved by: Comm. Zapotosky Seconded by: Comm. Ambrosini .**
 - Consider creating the following two positions at the Grade 39 Step AA salary rate of \$21.32/\$41,574 (FCBHA Compensation Plan)
 - County Mental Health Program Specialist 1 (Class Code L0751)
 - County Mental Retardation Program Specialist 1 (Class Code L0755)

Commissioner Zapotosky **Aye**
Commissioner Ambrosini **Aye**
Sidney Bush **Aye**

Motion carries (Unanimous)

7. Bridge Department

- **Moved by: Comm. Zapotosky Seconded by: Comm. Ambrosini .**
 - Consider the following for one encumbered Bridge Worker II position:
UNION PRESENTATION: Create Bridge Worker III SEIU position, Grade 10, \$12.72 hour \$24,804.

Commissioner Zapotosky **Aye**
Commissioner Ambrosini **Aye**
Sidney Bush **Aye**

Motion carries (Unanimous)

8. Building & Grounds

- **Moved by:** Comm. Zapotosky **Seconded by:** Comm. Ambrosini

- Consider reclassifying one Custodial Worker II position, SEIU Grade 3 to a Custodial Worker III position, SIEU Grade 4. Total estimated budget increase for remainder of 2015 is \$207.

Commissioner Zapotosky **Aye**

Commissioner Ambrosini **Aye**

Sidney Bush **Aye**

Motion carries (Unanimous)

9. Commissioners' Unit

- **Moved by:** Comm. Zapotosky **Seconded by:** Comm. Ambrosini

- Consider upgrading an encumbered Administrative Assistant position Grade 9 SR \$12.61/\$24,589 to a Staff Specialist (Commissioner's Office) position Grade 13 SR \$14.61/\$28,489.50 for a 4-month salary increase of \$1300 and a total estimated budget increase of \$1400.

Commissioner Zapotosky **Aye**

Commissioner Ambrosini **Aye**

Sidney Bush **Aye**

Motion carries (Unanimous)

10. Jail

- **Moved by:** Comm. Ambrosini **Seconded by:** Sidney Bush

- Consider adding 8 positions to the full-time complement of correctional officers from 42 to 50 and reducing part-time positions from 25 to 10. Would need \$500,000 in budget/yr. For the remainder of 2015, need \$126,000 for last quarter.

Commissioner Zapotosky **Aye**

Commissioner Ambrosini **Aye**

Acting Controller Wrona **Aye**

Motion carries (Unanimous)

11. Human Resources

- **Moved by:** Comm. Zapotosky , **Seconded by:** Comm. Ambrosini .
 - Consider upgrading the Human Resources Coordinator from Grade 10, non-union \$13.09/\$25,528 to HR Technician Grade 12, non-union \$14.09/\$27,475 with a 4 month— salary plus FICA increase for 2015 of \$699).

Commissioner Zapotosky **Aye**

Commissioner Ambrosini **Aye**

Sidney Bush **Aye**

Motion carries (Unanimous)

12. Adjournment

- **Moved by:** Comm. Zapotosky , **Seconded by:** Comm. Ambrosini .

Commissioner Zapotosky **Aye**

Commissioner Ambrosini **Aye**

Sidney Bush **Aye**