

Salary Board Minutes
Commissioners Conference Room
8 Jan 2016
11:00 a.m.

Call to Order:

A meeting of the Salary Board was called to order on Friday, January 08, 2016, at 11:03 am in the Commissioner's Conference Room, Fayette County Courthouse Uniontown, Pennsylvania 15401.

Pledge of Allegiance

1. Roll Call

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

Commissioner Vincent Vicites
Commissioner Dave Lohr
Controller Scott Abraham
Commissioner Angela Zimmerlink

Also in attendance:

District Attorney - Rich Bower
Director of Human Resources – Denise Stepanik

2. Public Comment on Agenda Items

Jared Billy – SEIU – Better clarification on Agenda item # 4 regarding Rescinding approval of October 2015 minutes before we start.

Comm. Zimmerlink – Placed on agenda because minutes are inaccurate, has Comm. Zimmerlink at the meeting & voted and she was not at the meeting. There has been 2 meetings since the approval, asking Board to do what is proper and legally right and approve the correction of the minutes and to correct any items that need clarification. Intent is to make sure the minutes are accurate.

Jared Billy- There is a lot of detailed information in these minutes, by rescinding the minutes will that be doing away with entire minutes?

Comm. Zimmerlink – No, that is not the intent.

Jared Billy- Essentially what you want changed is that you were not at this meeting?

Comm. Zimmerlink – Yes, to correct the wording of the minutes and Resolutions. If a Salary Board member wants to change a Resolution that were passed, then we would vote on rescinding that particular Resolution.

3. Approval of 16 Dec 2015 meeting minutes.

Motion to Table the approval of 16 Dec 2015 meeting minutes and place on agenda of next Salary Board meeting.

Moved by: Comm. Zimmerlink Seconded by: Comm. Lohr

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE

Motion: Carries (unanimously) 4-0

Comm. Zimmerlink – So that all of those who were not present have copy, asks that Minutes and Resolutions be given to all Board members to review, so that what they are approving reflects the Resolutions.

4. **Consider rescinding the approval of minutes of the October 7, 2015 Salary Board Minutes and correction of minutes to reflect the attendants accurately place on Agenda and adopted.**

Motion to rescind the approval of minutes of the October 7, 2015 Salary Board Minutes and corrective minutes to reflect properly the votes of all the Board Members and the attendants and to go to the next step and make certain that all the resolutions accurately reflect the dates and salary ranges and place on Agenda at next salary board and adopted votes of each of members

Moved by: Comm. Zimmerlink Seconded by: Comm. Lohr

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE

Motion: Carries (unanimously) 4-0

5. **District Attorney**

Comm. Zimmerlink - Make record reflect that DA Rich Bower is present, vote will now be five.

DA Bower – Assistant Co. Detective is funded by Stop Grant not establishing it is already in existence to set the salary at pay grade 9.

Comm. Vicites – what is time frame of grant?

DA Bower – this is the 2nd or 3rd year of grant. Lasts for entire year.

Comm Zimmerlink – there is a set dollar amount for 2016. Will this grant cover both positions below?

DA Bower- the District Attorney below was a Full Time position was divided up between 2 attorneys who would be doing 50% grant work and 50% other type of work for DA office, in essence we save one whole salary out of it. We are setting pay for 2 District Attorneys, 50% of each of their salaries would be funded by the Stop Grant which covers Sexual Assault and Domestic Violence.

Comm. Zimmerlink – Have you reviewed the Stop Grant and Scope of work when the Grant was awarded to the county, so having these changes would not change the grant?

DA Bower- No it does not, it was verified with Jackie Fretz, who does the grant and is doing an amendment to grant to divide up between 2 attorneys, we end up saving that salary of \$25,447.50 to the county.

Comm. Zimmerlink – Make sure the Scope of work reflects that in the amendment.

Comm. Vicites – It is a 3-year grant and are there opportunities to extend?

DA Bower- Yes, the grant for next 3 years is in processes of being done and submitted again in hopes State will fund.

Consider passing motion for Assistant County Detective – DA, Non-Union, Non-Supervisor Pay Grade 9 Starting Rate (SR), \$12.61 hr/\$24,589.50 annual. (Stop Grant Funded) effective January 4, 2016

Moved by: DA Rich Bower Secoded by: Comm. Zimmerlink

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>District Attorney Bower</i>	<i>AYE</i>

Motion: Carries (unanimously) 5-0

Consider reclassifying the position of Chief County Detective from Non-union Supervisory Grade 10 at \$17.40/hr/\$33,930/annual to Non-union Supervisory Grade 14 Starting Rate (SR) at \$19.58/\$38,181.00. Scope increases due to increased involvement and consultation with local and state municipalities for investigations effective January 4, 2016

Moved by: DA Rich Bower Secoded by: Comm. Zimmerlink

Discussion:

Comm. Vicites – Is this budgeted in current budget?

DA Bower- Yes, In essence this will be saving the County over \$90,000 with all of these changes to the good.

<i>Commissioner Vicites</i>	<i>AYE</i>
<i>Commissioner Lohr</i>	<i>AYE</i>
<i>Controller Abraham</i>	<i>AYE</i>
<i>Commissioner Zimmerlink</i>	<i>AYE</i>
<i>District Attorney Bower</i>	<i>AYE</i>

Motion: Carries (unanimously) 5-0

Consider effecting County Code sec. 1420 as the salary board shall fix salaries of assistant District Attorneys: Proposing to change titles and/or set starting salaries effective 4 Jan 2016 for the following positions:

- **Consider creating First Administrative District Attorney Non-Union / Supervisor Grade 13 Step I \$25.93 hr/ \$50,563.50 annual effective January 4, 2016**

Moved by: DA Rich Bower Secoded by: Comm. Zimmerlink

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE
District Attorney Bower AYE

Motion: Carries (unanimously) 5-0

- **Consider creating First Trial Assistant District Attorney Non-Union / Supervisor Grade 14 Step H \$26.19 hr/ \$51,070.50 annual effective January 4, 2016**

Moved by: DA Rich Bower Secoded by: Controller Abraham

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE
District Attorney Bower AYE

Motion: Carries (unanimously) 5-0

- **Consider creating Juvenile/Mental Health/Veteran's Court Assistant District Attorney Non-Union / Non-Supervisor Grade 17 Step H \$22.75 hr/\$44,362.50 annual effective January 4, 2016**

Moved by: DA Rich Bower Secoded by: Comm. Zimmerlink

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE
District Attorney Bower AYE

Motion: Carries (unanimously) 5-0

- **Reclassify Domestic Violence/Sexual Assault (DV/SA) Assistant District Attorney Non-Union / Non-Supervisor from Grade 14 SR \$15.20 hr/\$29,640 annual to Grade 9 SR \$12.61 hr/\$24,589.50 annual effective January 4, 2016 (50% Stop Grant Funded.)**

Moved by: DA Rich Bower Seconded by: Comm. Lohr

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE
District Attorney Bower AYE

Motion: Carries (unanimously) 5-0

Motion to amend Agenda to abolish District Attorney Positions of Senior Assistant DA, First Assistant DA, and Stop Violence Assistant DA

Moved by: Comm. Zimmerlink Seconded by: DA Rich Bower

Public Comment to abolish:

None

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE
District Attorney Bower AYE

Motion: Carries (unanimously) 5-0

- **Motion to abolish Senior Assistant District Attorney position effective January 4, 2016**

Moved by: DA Rich Bower Seconded by: Comm. Zimmerlink

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE
District Attorney Bower AYE

Motion: Carries (unanimously) 5-0

- **Motion to abolish First Assistant District Attorney position effective January 4, 2016**

Moved by: DA Rich Bower Seconded by: Comm. Lohr

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE
District Attorney Bower AYE

Motion: Carries (unanimously) 5-0

• Motion to abolish Stop Violence Assistant District Attorney position effective January 4, 2016

Moved by: DA Rich Bower Seconded by: Comm. Lohr

Commissioner Vicites AYE
Commissioner Lohr AYE
Controller Abraham AYE
Commissioner Zimmerlink AYE
District Attorney Bower AYE

Motion: Carries (unanimously) 5-0

Public Comment

Jared Billy- Thank you for the cooperation and Comm. Zimmerlink for the clarification. I like the way meeting was handled very professional and anticipate more meetings like this.

Lisa Ferris Kuzner – Confused on pay scale, how Grade 17, Step H is less than a 13 or 14.

Denise Stepanik – Grade 13 & 14 are Supervisory and 17 is Non-Supervisory. Separate pay scales.

Comm. Vicites – DA said he has saved \$90k, were there other funds taken from other funding sources to fund these salaries?

DA Bower- The way certain things are going to be unfolded concerning issues for those positions, there is money that is saved as a result of the people coming in and ongoing matters because of their positions with a savings of \$88k or \$89k from what is budgeted for 2016 which is same as 2015.

Comm. Zimmerlink – The 2016 line items for Full Time salaries will change due to salaries being saved?

DA Bower – Yes, lowered due to dividing the Stop Grant.

Comm. Vicites – Salary line item and benefits would be changed?

DA Bower – Yes

Comm. Zimmerlink – We will be holding Budget meetings for any amendments, the line items would be reflected.

Comm. Vicites – We will be re-opening the Budget.

Mr. Cavanaugh – Commend the new DA for saving tax payers' money and good example for other offices to do the same. And commend Board for a more professional meeting.

Comm. Zimmerlink – Add Agenda’s and Meeting Minutes on County Website. Need at least 48 hours’ notice to hold meetings.

Nancy Wilson – Treasurer – Doesn’t have ability to apply for a grant. Try to save moneys other ways.

Motion to Recess

Moved by: Comm. Vicities Secoded by: Comm. Lohr

Commissioner Vicites *AYE*

Commissioner Lohr *AYE*

Controller Abraham *AYE*

Commissioner Zimmerlink *AYE*

District Attorney Bower *AYE*

Motion: Carries (unanimously) 5-0

Adjournment

Meeting adjourned at 11:50 am