

Adult Probation
April 16, 2008
11:00 AM
Commissioner's Conference Room

Roll Call:

Commissioner Vincent Zapotosky
Commissioner Angela M. Zimmerlink
Commissioner Vincent A. Vicites
Deputy Controller Jeanine Wrona
Dominick Carnicella, Director of Human Resource Department
Tammy Boyle, Administrative Assistant
Lou Lozar, Director
President Judge Conrad Capuzzi

Discussion:

This position is being created due to the additional work load in the department.

Motion to create a Probation Supervisor position at Pay Grade 11 Non Union Supervisory Step I at \$19.02 per hour effective immediately. (Offenders Supervision Fund)

Motion made by President Judge Conrad Capuzzi
Second made by Commissioner Zapotosky

Roll Call Vote

Zapotosky	Yes
Vicites	Yes
Zimmerlink	Yes
Wrona	Yes
Capuzzi	Yes

Motion carries unanimously

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Commissioner Angela M. Zimmerlink
Commissioner Vincent A. Vicites
Deputy Controller Jeanine Wrona
Jennifer Cline, Director of Human Resource Department
Tammy Boyle, Administrative Assistant
President Judge Conrad Capuzzi

Motion to create a Domestic Relations Supervisor position at Pay Grade 11 Non Union Supervisory Step I at \$19.02 per hour effective immediately. (IV-D Funds)

Motion made by President Judge Conrad Capuzzi
Second made by Commissioner Zimmerlink

Roll Call Vote

Zapotosky	Yes
Vicites	Yes
Zimmerlink	Yes
Wrona	Yes
Capuzzi	Yes

Motion carries unanimously

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Deputy Controller Jeanine Wrona
Jennifer Cline, Director of Human Resource Department
Tammy Boyle, Administrative Assistant

Discussion:

Commissioner Zimmerlink asked why is there an issue now when two months ago there didn't seem to be a problem and why there is overtime being paid.

Commissioner Zapotosky explained that the ferryboat pilot schedule would be going back what is designated in the SEIU contract.

Motion to create two part time Ferryboat Pilot positions SEIU Pay Grade 7 Step A at \$9.80 per hour working only 20 hours per week effective upon hire.

Motion made by Commissioner Vicites
Second made by Commissioner Zapotosky

Roll Call Vote

Zapotosky	Yes
Vicites	Yes
Zimmerlink	Nay
Wrona	Yes

Motion carries unanimously

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Commissioner Vincent Zaptosky
Commissioner Angela M. Zimmerlink
Commissioner Vincent A. Vicites
Deputy Controller Jeanine Wrona
Dominick Carnicella, Director of Human Resource Department
Tammy Boyle, Administrative Assistant
Lisa Ferris Kusniar, Director of MH.MR

Discussion:

There is no additional County match for this position which is Civil Service. This is something that has been discussed with Felice and Assoc. regarding the Comp Plan.

Motion to create a County Mental Retardation Program Director at a salary of \$21.41 per hour effective April 16, 2008. (Funded through the MH/MR budget)

Motion made by Commissioner Zaptosky
Second made by Commissioner Zimmerlink

Roll Call Vote

Zaptosky	Yes
Vicites	Yes
Zimmerlink	Yes
Wrona	Yes

Motion carries unanimously

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Commissioner Vincent Zapotosky
Commissioner Angela M. Zimmerlink
Commissioner Vincent A. Vicites
Deputy Controller Jeanine Wrona
Dominick Carnicella, Director of Human Resource Department
Tammy Boyle, Administrative Assistant
Michelle Shumar, Director

Discussion:

Discussions were held with both the former Human Resource Director and the current Human Resource Director regarding the reclassifications for the SEIU and Non Union employees that has been requested.

Commissioner Zimmerlink questioned why the SEIU items were removed from the agenda.

It was explained that the SEIU Pay Scale does not include the Pay Grade and the Step that OHCS is proposing. This would have to be clarified with the union BA and Chief Steward and there is a meeting being setting up in order to discuss this with the SEIU union representatives.

The Non Union employee's salary increase request is to bring those employees up to the statewide standard.

Commissioner Vicites suggested that a Non Union pay study should be done and the salary plan needs to be fixed. He feels that instead of doing spot salary increases there should be equity across the board and the total Non Union employee group should be looked at and corrected. We have internal equity but we may not have external equity.

Ms. Shumar explained that her Compensation Plan has been presented to both the Salary Board and Board of Commissioners and the proposal has been on the table for quite some time now.

Commissioner Vicites commented that the OHCS cannot be compared to either CYS or MH/MR because those departments are civil service and OHCS is not.

Commissioner Zapotosky explained that he has spoken with Ms. Shumar and understands what she is trying to accomplish but feels that there should be equity in the Non Union salary increases not only for her department but also for the entire group of Non Union employees throughout the county system.

Commissioner Zimmerlink feels that the upgrade should be started somewhere and if the County isn't going to pick up the ball and run with it then at least by starting the upgrade in the OHCS department there would be some type of start. There was an exterior study

done by Select HR but was not enacted. This plan could be modified and improved in the future.

Commissioner Vicites explained that again MH/MR and CYS are state mandated when it comes to the Compensation Plan and salary increases. MH/MR requested a 5% increase this past year however the Board of Commissioners would only agree to a 3% increase.

Ms. Shumar mentioned that there have been funds expended on an outside consultant and if the Salary Board doesn't consider his proposed Chart of Reorganization then that is money wasted.

Commissioner Vicites said he does not recall approving the outside consultant being used for the Compensation Plan or the Chart of Reorganization at any commissioners meeting.

Commissioner Zapotosky explained that because of the funding source that OHCS has available to them they are able to offer more to their employee then what the County can offer to the Non Union employees in other Commissioners unit offices.

Commissioner Zimmerlink stated that as far as the union positions go (Tech A, B, C, &D) she wanted an explanation as to why the items were removed from the agenda.

Dominick Carnicella explained that before this can be placed on the Salary Board agenda the positions need to be clarified with the union.

Commissioner Zimmerlink asked why then the Salary Board wouldn't just go ahead and approves the Non Union reclassifications in anticipation of the Union's approval of the Tech reclassifications. She explained that it is her understanding that Rose Cindrick, Pam Johnston and Jen Cline were in agreement with the changes.

Dominick Carnicella explained that when he spoke with the above-mentioned people they were not all on the same page and that is why there would be a date set to have all parties meet and discuss.

Commissioner Zimmerlink questioned Michelle Shumar in regards to her having a discussion with Pam Johnston, Rose Cindrick, Jen Cline or John Felice, former Human Resource Director about the reclassifications of the Tech A, B, C & D positions.

Michelle Shumar explained that there was a meeting and that Jen Cline received the information well in advance and I also got the inclination that Jen Cline was in agreement with this plan. The union was in favor of the plan, as it will increase the salaries of some of their bargaining unit members. In addition they would be adding 15 bargaining unit positions of Van Drivers.

Commissioner Vicites stated that he hasn't seen anything in writing and a verbal agreement is not acceptable.

Commissioner Zapotosky wanted to make a note of record that Ms. Shumar is not only asking for pay increases for the Non Union employees but also reclassifications for the SEIU employees.

Motion to table the items that are mentioned under the Office of Human Services and the items that were removed from the agenda regarding the SEIU reclassifications and place all of the items onto the next Salary Board agenda pending approval from the SEIU.

Motion made by Commissioner Zimmerlink

Motion dies for a lack of second