

Minutes of the
Monthly Meeting of the
Lancaster County Salary Board
January 7, 2019

The meeting was called to order by Commissioner Joshua Parsons at 1:30 p.m. in Conference Room 703 at the Lancaster County Offices, 150 North Queen Street.

Members Present: Commissioner Joshua Parsons, Commissioner Dennis Stuckey, Commissioner Craig Lehman, and Controller Brian Hurter.

Others Present: Charlette Stout, Christie Jolly, Lawrence George, and Diana Rivera.

Controller Hurter moved to approve the minutes of the monthly meeting of December 3, 2018. Commissioner Stuckey seconded. The motion carried unanimously.

President Judge Dennis Reinaker, Mark Dalton, and Chris Reed, Judicial Operations, and Mark Wilson and Teri Miller-Landon, Adult Probation, made the following requests:

- Requested standing approval in 2019 to hire above the start rate at a rate of \$25.00 per hour for eight existing, vacant part-time Training Specialist-Cognitive Behavioral Therapy (CBT) positions (504044, 504046, 504047, 504048, 504049, 504050, 504472, 504473), Grades N22, effective January 7, 2019.
- Requested standing approval in 2019 to hire above the start rate at a rate of \$25.00 per hour for one existing, vacant part-time Training Specialist-Domestic Violence Intervention Group (DVIG) position (504042), Grade N22, effective January 7, 2019.
- Requested approval to increase the current hourly rate of one existing, occupied part-time Training Specialist-Domestic Violence Intervention Group (DVIG) position (504043), Grade N22, from \$20.27/hr. to \$25.00, effective January 7, 2019, to meet the proposed minimum starting rate of the above referenced positions. This will result in a pay increase to \$25.00/hour for employee Bernadette Cullen (21733).

Following a lengthy discussion, President Judge Reinaker moved to approve. Commissioner Stuckey seconded.

Voting yes: President Judge Reinaker, Commissioner Parsons, Commissioner Stuckey, and Controller Hurter

Voting no: Commissioner Lehman

The motion carries 4 to 1.

Commissioner Lehman voted no stating that given the limited number of hours needed for this function it makes more sense to revise the appropriate existing job descriptions and add this function as an additional duty and then adjust those salaries consistent with the Salary Administration Plan thereby eliminating the need for these part-time positions. He also referenced a prior decision where a few County employees hold two job titles while doing this same work which, he believes, has skewed the job market for these part-time positions.

Craig Stedman, District Attorney's Office, requested approval to reclassify the Civilian Computer Forensic Analyst position (504275) within the County Detectives Digital Forensic Unit from a Grade N21 to a Grade N23 with approval to advertise the position with a starting salary negotiable dependent upon experience relative to the requirements of this position in order to attract qualified applicants, effective January 7, 2019. Following discussion, District Attorney Stedman moved to approve. Commissioner Stuckey seconded. The motion carried unanimously.

Judith Erb, BH/DS, made the following requests:

Requested an exception to the 2019 Salary Administration Plan be granted to eliminate any pay reduction for the transfer and voluntary demotion of employee Brian Bedard (21822) as he is moved from Senior Caseworker Position 502411, Grade N22, to Caseworker Position 503528, Grade N18 in order to meet the operational needs of the BH/DS Mental Health Case Management component, effective January 21, 2019.

Employee would maintain his current annual salary of \$40,809.10. Following discussion, Commissioner Parsons moved to approve. Controller Hurter seconded.

Voting yes: Commissioner Parsons, Commissioner Stuckey, and Controller Hurter

Voting no: Commissioner Lehman

The motion carries 3 to 1.

Commissioner Lehman voted no stating that this matter should be handled consistent with the implementation of the Compensation Study combined with the intent of Salary Administration Plan as it relates to changes in grade.

Requested to maintain four approved but vacant and unfunded positions: FT Clerical Specialist 1 (502391), FT Clerical Special 1 (502473), FT Senior Program Planner/Evaluator (504390), and PT Caseworker (502424). Following discussion, Commissioner Stuckey moved to approve. Commissioner Lehman seconded. The motion carried unanimously.

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Lawrence George, Commissioner's Office, requested to promote employee Judith Erb (12398) to Director of BH/DS, position 502458, at an annual salary of \$85,207.05, effective January 7, 2019. This represents a 10% increase, which is consistent with past promotions to leadership positions in the County. Following discussion, Commissioner Stuckey moved to approve. Controller Hurter seconded. The motion carried unanimously.

Christie Jolly provided the 2018 Exceptional Review Allocation Usage YTD Report and Charlette Stout provided the Turnover Report.

Commissioner Stuckey moved to adjourn the meeting at 2:45 p.m. Commissioner Lehman seconded. The motion carried unanimously.

The next regular Salary Board meeting is scheduled for February 4, 2019 at 1:30 p.m. in Conference Room 703 at the Lancaster County Offices, 150 North Queen Street.

Respectfully submitted,

Brian K. Hurter
Secretary