



BLAIR COUNTY SALARY BOARD

c/o Blair County Controller, 423 Allegheny St., Ste 141 Hollidaysburg, PA 16648

Blair County Salary Board Meeting of November 8, 2018 10:15 AM

Blair County Courthouse, Conference Room 2B

Board Members in Attendance:

Commissioner Beam, Commissioner Erb,
Commissioner Tomassetti, Controller Stickel,
Judge Doyle, District Attorney Consiglio

Board Members not in Attendance:

None

Quorum: Present

Non-Board Members in Attendance:

Robin Gindlesperger, Deanna Heichel, Nicole
Henninger, Ted Krol, Janice Meadows, Helen
Schmitt, Jennifer Sleppy, Katherine Swigart,
Peter Weeks

Media in Attendance: Kay Stephens, Altoona
Mirror

Call to Order: Commissioner Erb called the meeting to order at 10:15 a.m.

Call for Public Comment: Commissioner Erb called for public comment on Salary Board items. There was no comment at this time.

Approval of Minutes: A motion was made by Commissioner Beam and seconded by Commissioner Tomassetti that the minutes from the October 25, 2018 Salary Board Meeting be approved. The motion was unanimously carried.

Positions:

1. Court Administration – Judge Doyle’s Office

Law Clerk: This request is to re-create the position of Law Clerk to Judge Doyle, and to set a new starting salary for the Law Clerk position, Non-Union, Excluded (Salary), Full-Time at 35 hours per week, \$1538.46 bi-weekly and \$39,999.96 annually.

Judge Doyle requested to change her salary request of \$39,999.96 to salary of \$35,000.00 with a starting date of December 10th.

A motion was made by Judge Doyle and seconded by Commissioner Tomassetti. Voted yes – Commissioner Tomassetti & Judge Doyle, voted no – Commissioner Erb, Commissioner Beam, and Controller Stickel. This motion did not pass.

Some discussion followed regarding salary differences between all attorneys, including Law Clerks, Assistant District Attorneys, and Assistant Public Defenders and equity issues between attorneys and other county employees’ salaries.

Commissioner Beam asked when law clerk salaries were established. Commissioner Erb asked what practice other counties follow regarding the comparison of law clerks’ salaries to assistant district attorneys and public defenders. Ms. Swigart and HR agreed to research the history of law clerk and other attorney’s salaries and raises since 2007 with the county.

Meeting of November 8, 2018 continued. . .

Judge Doyle withdrew her motion and it was agreed to postpone this item until next Salary Board Meeting on November 29, 2018.

2. District Attorney's Office

Assistant District Attorney: This request is to change Assistant District Attorney Nicole Smith's salary from \$35,000.00 annually to \$55,400.80 annually. This salary increase is being requested to retain an employee who has over a decade of experience as a prosecutor and is being paid as an entry level prosecutor. The funds are currently not in the District Attorney's budget.

Commissioner Erb noted that no request was made when the position was re-created for a higher salary. It was re-created at \$35,000 and no discussion of her experience appears in the minutes. Mr. Consiglio explained that the position was re-created at the regular starting salary because his department was understaffed. However, there were communications that if he had an individual with enough experience and abilities, etc. that the board would reconsider the salary. The salary of \$55,400.80 is in line with what the most experienced attorneys in the county are being paid.

A motion was made by Mr. Consiglio and seconded by Commissioner Erb to increase the salary of ADA Nicole Smith to \$55,000.80.

Commissioner Erb again requested a salary comparison to be completed by HR for attorneys' positions. Ms. Swigart explained the challenges of obtaining accurate information with regard to experience within specific positions. Mr. Weeks offered information to HR from a study they obtained from the Attorneys' Association.

Mr. Consiglio withdrew his motion and this item was postponed until next Salary Board Meeting on November 29, 2018.

3. Public Defender's Office

Assistant Public Defender: This request is to change Assistant Public Defender John Siford's salary from \$46,107.00 annually to \$55,400.80 annually. This salary increase is requested because John Siford has 24 years of experience practicing law and 14 years with the County. I am requesting this increase to keep him in line with other attorneys working at the County. Sufficient funds are in the budget to cover this increase.

This item was postponed until next Salary Board Meeting on November 29, 2018.

4. Assessment Office

A motion was made by Commissioner Tomassetti and seconded by Commissioner Beam to create a new position of Clean and Green Specialist II, UMWA-Residual Unit, Non-Exempt (Hourly), Full-time at 35 hours per week. A candidate that holds a CPE will qualify for the clean and green specialist II position with an hourly rate of \$12.06, bi-weekly \$844.20, and annually \$21,949.20. A candidate that is already in the clean and green specialist I position then receives their CPE will qualify for the level II position and will receive an additional \$2,000.00 per year. The motion was unanimously carried.

Meeting of November 8, 2018 continued. . .

Overtime Report: Controller Stickel reviewed the Overtime Report. Commissioner Erb asked if all departments incurring overtime in 2018 are included. Controller Stickel explained that any overtime before MUNIS was implemented in August is not included in the report.

Adjournment: There being no further business to discuss, the meeting was adjourned at 11:05 a.m.

THE NEXT MEETING WILL BE HELD THURSDAY, NOVEMBER 29, 2018, AT 10:15 AM IN ROOM 2B AT THE BLAIR COUNTY COURTHOUSE

Respectfully Submitted,



Secretary