



BLAIR COUNTY SALARY BOARD

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

Blair County Salary Board Meeting of March 12, 2020

10:30 AM in Commissioners' Meeting Room, Blair County Courthouse

Board Members in Attendance:

Commissioner Bruce Erb, Commissioner Laura Burke, Commissioner Amy Webster, Controller A.C. Stickel

Board Members not in Attendance:

NONE

Quorum: Present

Non-Board Members in Attendance:

Brenda Bryan, President Judge Elizabeth Doyle¹, Robin Gindlesperger, Rocky Greenland, Nicole Hemminger, Jim Hudack, Janice Meadows, Jennifer Sleppy, Katherine Swigart, Mark Taylor

Media in Attendance: None

1. **Call to Order:** Commissioner Erb called the meeting to order at 10:30 a.m.
2. **Call for Public Comment:** Commissioner Erb called for public comment on Salary Board items. There was no comment at this time.
3. **Approval of Minutes:** A motion was made by Commissioner Burke and seconded by Commissioner Webster that the minutes from the February 27, 2020 meeting be approved. The motion was unanimously carried.

Positions:

4. 911 Center

Requested by W. Mark Taylor, Director

A motion was made by Commissioner Webster and seconded by Commissioner Burke to approve payouts associated with discovery of error at 911 Center that allowed union and non-union personnel to bank rather than be paid for holidays. See attached spreadsheet for list totaling \$66,574.26 to zero out banked amounts and follow contract or handbook, respectively. The motion was unanimously carried.

5. Building Maintenance

Requested by Rocky Greenland, Public Works Director

Head Groundskeeper: A motion was made by Commissioner Webster and seconded by Commissioner Burke to create this new position as Non-Union, Non-Exempt (Hourly,) Full-time Seasonal at 35 hours per week, \$15.5000 hourly, \$1,085.00 estimated bi-weekly and \$15,484.50 estimated annually. Total hours are not to exceed 999 hours per anniversary year.

Mr. Greenland explained that this position is for Valley View Park and this service had been contracted previously. Commissioner Erb asked if the rate proposed is approximately what the contract amount was. Mr. Greenland and Ms. Sleppy agreed that it is a similar cost. The motion was unanimously carried.

¹ President Judge Elizabeth Doyle is a voting member for agenda items listed under Court Administration.

- 6. Building Maintenance Requested by Rocky Greenland, Public Works Director**
Groundskeeper: A motion was made by Commissioner Webster and seconded by Commissioner Burke to create this new position as Non-Union, Non-Exempt (Hourly,) Full-time Seasonal at 35 hours per week, \$14.4200 hourly, \$1,009.40 estimated bi-weekly and \$12,689.60 estimated annually. Total hours are not to exceed 880 hours per anniversary year. The motion was unanimously carried.
- 7. Children, Youth & Families Requested by Commissioner Laura Burke**
Administrator: A motion was made by Commissioner Burke and seconded by Commissioner Webster to re-create this position as Non-Union, Excluded (Salary,) Full-time at 35 hours per week, at a range of \$2,192.31 to \$2,384.62 bi-weekly and \$57,000.06 to \$62,000.12 annually. There will be no fiscal impact because the salary of the current director is in the 2020 budget and is within the requested starting salary range. The motion was unanimously carried.
- 8. Fort Roberdeau Requested by Glenn Nelson, Director**
Historic Site Assistant: A motion was made by Commissioner Webster and seconded by Commissioner Burke to abolish this position as Non-Union, Non-Exempt (Hourly,) Part-time at 19 hours per week, \$10.000 hourly, \$380.00 estimated bi-weekly and \$9,880.00 estimated annually to create the position of Groundskeeper. This position was held by Raymond French who retired effective 12/31/2019. The motion was unanimously carried.
- 9. Fort Roberdeau Requested by Glenn Nelson, Director**
Groundskeeper: A motion was made by Commissioner Webster and seconded by Commissioner Burke to create this new position as Non-Union, Non-Exempt (Hourly,) Part-time at 19 hours per week, \$14.4200 hourly, and \$14,405.58 estimated annually. Total hours are not to exceed 999 hours per anniversary year.

Discussion followed regarding the hourly rate requested because the figures in the budget include \$10.25 for a re-created historic site assistant position (now abolished) and \$11.85 for Ray French's rate, but not \$14.42 hourly, as requested. Ms. Swigart explained that \$14.42 is being requested to match the same rate as the Building Maintenance department's Groundskeeper position. Ms. Swigart explained that even with adding \$.25 and \$1.85 for a total of \$12.10 hourly would not cover the \$14.42 hourly rate. It was suggested that the Fort Roberdeau Association be asked to cover the remaining hourly rate of \$2.32 for 999 hours. In order to approve the position creation at today's meeting, it was suggested that the hours worked limit be changed to stay within budget.

The motion was amended to Non-Union, Non-Exempt (Hourly,) Part-time at 19 hours per week, \$14.4200 hourly and \$12,083.96 annually. Total hours are not to exceed 838 hours per anniversary year. The motion was unanimously carried.

If the Fort Roberdeau Association agrees to pay the difference needed for the additional hours, Mr. Nelson may return to Salary Board to request the change to 999 hours.

- 10. Court Administration Requested by President Judge Elizabeth A. Doyle**
Custody Processor: A motion was made by President Judge Doyle and seconded by Commissioner Burke to re-create this position as UMWA-Court, Non-Exempt (Hourly,) Full-

time at 35 hours per week, \$10.2500 hourly, \$717.50 estimated bi-weekly and \$18,655.00 estimated annually. This vacancy is due to the transfer of Katelynn Archer to Domestic Relations tentatively effective Monday, March 23, 2020. The motion was unanimously carried.

11. Court Administration Requested by President Judge Elizabeth A. Doyle

Custody Manager: A motion was made by President Judge Doyle and seconded by Commissioner Burke to set the starting salary for this position as Non-Union, Non-Exempt (Hourly,) Full-time at 35 hours per week, \$17.5800 hourly, \$1,230.60 estimated bi-weekly and \$31,995.60 estimated annually. The salary range of \$30,000.00-\$32,000.00 was approved at the January 9, 2020 Salary Board meeting.

President Judge Doyle explained that the candidate does not have experience in custody or court administration, but has manager experience. She explained the urgency of filling this position. This salary is not recommended by HR because of the policy adopted by Salary Board, the money available in the budget, and the difference in the wage requested compared to the wage of the employee who vacated the position. Controller Stickel asked for justification for requesting the higher salary including how the candidate is exceptionally qualified. Janice Meadows provided information on the candidate including her work ethic, supervisor experience, organizational skills, ability to deal with difficult people and circumstances, experience with hiring and staff discipline and management. The candidate is currently taking online classes to earn a degree. Commissioner Burke further explained the complexity of the job and the urgency of filling this position in order for the department to function.

Commissioner Burke and President Judge Doyle voted yes. Commissioner Erb, Commissioner Webster and Controller Stickel voted no. The motion failed for lack of a majority.

12. Social Services Requested by Jim Hudack, Director

Fiscal Specialist: A motion was made by Commissioner Erb and seconded by Controller Stickel to change salary of incumbent, Lindsay Dempsie, for this position as UMWA-Residual Unit, Non-Exempt (Hourly,) Full-time at 35 hours per week, \$17.5800 hourly, \$1,230.60 estimated bi-weekly and \$31,995.60 estimated annually. Ms. Swigart explained that we are obligated by the UMWA contract to offer the increased rate after 30 days for 180 days. This is due to the extended leave of absence of the Fiscal Operations Officer. The new rate is effective March 4, 2020 and is retroactive. Commissioner Erb confirmed that she would return to her regular rate of pay when the employee returns or when a new Fiscal Operations Officer is hired. Mr. Hudack explained that Lindsay would be a potential applicant for the Fiscal Operations Officer due to her education and background. The motion was unanimously carried.

13. Overtime Report

The overtime report for February was provided for the information of the board.

14. Commissioner Burke requested that an item be added to the agenda. Her request is to create the position of Interim Administrator of Children, Youth and Families. Not to exceed 5 months and 29 days. No fiscal impact. No benefits. \$2400.00 bi-weekly, \$62,400.00 annually.

Commissioner Erb asked for public comment on this item.

Discussion followed regarding the need for this action today or to utilize the Assistant Administrator until a new Administrator is hired. The item is tabled until the next Salary Board Meeting.

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

The next regular Salary Board Meeting will be held on March 26, 2020
at 10:30AM in the Commissioner's Meeting Room.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "August C. Stickel IV". The signature is fluid and cursive, written in a professional style.

August C. Stickel IV
Secretary