



BLAIR COUNTY SALARY BOARD

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

Blair County Salary Board Meeting of October 5, 2022

10:30 a.m. In the Commissioners' Public Meeting Room

Board Members in Attendance:

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

Non-Board Members in Attendance

President Judge Elizabeth Doyle¹, Keith Calhoun, Lindsay Dempsie, Cris Fredrickson, Nicole Hemminger, Judge Wade Kagarise, Public Defender Russell Montgomery², Heather Rininger, Nicole Smith, Katherine Swigart

Board Members not in Attendance:

NONE

Quorum: Present

Media in Attendance: Kay Stephens, Altoona Mirror

Call to Order: Commissioner Erb called the meeting to order at 10:30 a.m.

The roll was called by Tracy Miller.

Call for Public Comment: Commissioner Erb called for public comment on Salary Board items. There were no comments.

Approval of Minutes: A motion was made by Controller Stickel and seconded by Commissioner Burke that the minutes from the September 21, 2022 meeting be approved. The motion was unanimously carried.

Costs, Fines, and Restitution

Requested by President Judge Elizabeth A. Doyle

Director Judge Doyle moved to re-create this position within the hiring range of the H11 pay grade (\$17.10 to \$18.47/hour). This position is Non-Union, Non-Exempt (Hourly), Full-Time at 35 hours per week. This vacancy is due to the retirement of Sally Adams effective 01/21/2023. Commissioner Burke seconded the motion and it was unanimously carried.

Public Defender

Requested by Public Defender Russell Montgomery

Assistant Public Defender (Full-Time) Public Defender Montgomery moved to abolish this position. This position is SEIU-Professionals Unit, Excluded (Salary), Full-Time at 35 hours per week. This vacancy is due to Michele Grove, Juris Doctor, transferring to Law Clerk with Judge Sullivan effective 07/25/2022. Commissioner Burke seconded the motion and it was unanimously carried.

¹ The Judge is a voting member for Court related office items.

² The Public Defender is a voting member for items in that office.

Public Defender

Requested by Public Defender Russell Montgomery

Assistant Public Defender (Part-Time) Public Defender Montgomery moved to create this position. This position is SEIU-Professionals Unit, Excluded (Salary), Part-Time (Benefit Eligible) at 29 hours per week. This position was filled by Tyler Rowles effective 09/26/2022. Commissioner Burke seconded the motion and it was unanimously carried.

Public Defender

Requested by Public Defender Russell Montgomery

Assistant Public Defender Public Defender Montgomery moved to re-create this position. This position is SEIU-Professionals Unit, Excluded (Salary), Part-Time (Benefit Eligible) at 29 hours per week with a bi-weekly rate of \$1,096.15, \$28,500.00 annually. This vacancy is due to the resignation of Christian Kerstetter effective 10/14/2022. Commissioner Burke seconded the motion and it was unanimously carried.

Domestic Relations

Requested by Director Keith Calhoun

Case Manager Judge Doyle moved to re-create this position. This position is UMWA-Court, Non-Exempt (Hourly), Full-Time at 35 hours per week with an hourly rate of \$15.52, \$1,086.40 estimated bi-weekly, \$28,246.40 estimated annually. This position is funded 66% by state reimbursement. This vacancy is due to the resignation of Kimberly Mognet effective 10/04/2022. Commissioner Burke seconded the motion and it was unanimously carried.

Public Safety-EMA

**Requested by Operations and Training Coordinator
Cris Fredrickson**

Administrative Support Commissioner Webster moved to re-create this position within the hiring range of the H4 pay grade (\$12.16 to \$13.37/hour). This position is Non-Union, Non-Exempt (Hourly), Full-Time at 35 hours per week. The wages and benefits for this position may be reimbursed up to 50% through the EMPG Grant. This vacancy is due to the resignation of Diana Freedman effective 09/20/2022. Commissioner Burke seconded the motion and it was unanimously carried.

Records Management

Requested by Director Heather Rininger

Department Clerk Commissioner Webster moved to re-create this position. This position is UMWA-Residual, Non-Exempt (Hourly), Part-Time at 29 hours per week with an hourly rate of \$11.58, \$671.64 estimated bi-weekly, \$17,462.64 estimated annually. This position is limited to 1500 hours per benefit plan year. This vacancy is due to Tammie McCahan transferring to Receptionist/Clerk in Costs and Fines effective 10/03/2022. Commissioner Burke seconded the motion and it was unanimously carried.

Overtime and Additional Time Report: Controller Stickel presented the September 2022 overtime and additional time report for the information of the Board.

Katherine Swigart, Human Resources Director, presented the proposed three-tier Retention Premium Payment to Eligible Non-Union Personnel outlined below:

1. Anyone hired prior to or on the Board of Commissioners' Emergency Declaration effective 03/15/2020, still active and in good standing:
\$1000 for full-time employee, \$500 for part-time employee.

2. Anyone hired after 03/15/2020 and through 12/31/2021, still active, and in good standing: \$500 for full-time employee, \$250 for part-time employee.
3. Anyone hired 01/01/22 through 09/30/22, still active, and in good standing: \$300 for full-time employee, \$200 for part-time employee.

Payment is excluded for elected officials, per-diem employees, and temps.

Katherine stated this is an ARPA Fund eligible expenditure.

Commissioner Erb moved to approve the premium payment to eligible, non-union personnel. Commissioner Burke seconded the motion and it was carried with a vote of 3 yes and 1 opposed (Commissioner Webster).

Commissioner Erb stated Salary Board members had a discussion regarding internal hires and promotions precipitated by concerns that pays were outside Pay Policy guidelines. This was unintentional and needs corrected.

Controller Stickel moved to change the 8 employees in Group A that were affected. Commissioner Burke seconded the motion and it was unanimously carried. The change would be effective 10/08/2022.

Commissioner Erb stated the 5 employees in Group B need more clarification and will be discussed at the next Salary Board Meeting.

After discussion regarding the FLSA status of Law Clerks, Commissioner Burke moved to classify all Law Clerks as Excluded. Commissioner Webster seconded the motion and it was unanimously carried.

There being no further business to discuss, the meeting was adjourned at 10:58 a.m.

The next regular Salary Board Meeting will be October 19, 2022 at 2:30 p.m.
In Commissioners' Public Meeting Room.

Respectfully Submitted,



August C. Stickel IV
Secretary