

**Salary Board
Meeting Agenda
January 13, 2020**

1. Call to Order
2. Minutes of the December 2, 2019 Meeting
3. **District Attorney – Heather Adams** **1:30pm**
 - a. Request an exception to the 2020 Salary Administration Plan be granted to eliminate any reduction in pay for Todd Brown (17599) as a result of his appointment to First Assistant District Attorney, Grade E26, from Chief Public Defender, Grade E27, effective January 6, 2020. Employee would retain his current annual salary of \$110,392.51.
4. **Public Defenders – Larry George** **1:35pm**
 - a. Request approval of a temporary 10% pay increase for employee (ID 21689) for assuming the role of Acting Chief Public Defender, effective January 6, 2020 until such time that the Chief Public Defender position is filled.
5. **Veterans Affairs – Larry George** **1:40pm**
 - a. Request approval of a temporary 10% pay increase for employee (ID 17146) for assuming the role of Acting Director of Veterans Affairs, effective January 6, 2020 until such time that the Director position is filled.
6. **Office of Aging – Lon Wible** **1:45pm**
 - a. Request approval to post and fill the part-time Millersville Senior Center Manager position (502343), Grade N13, with an hourly start rate of \$15.00 per hour, effective January 13, 2020. (The minimum/Maximum for the position is \$13.37/\$22.29.)
7. **Parks and Recreation – Paul Weiss** **1:50pm**
 - a. Request approval of the proposed salary plan for the Lancaster County Swimming Pool as presented in “Attachment A” that would raise the starting rate for all Pool positions by \$1.00 per hour, with returning Pool employees receiving a \$1.00/hour increase in addition to the established 2.75% increase, effective January 13, 2020.
 - b. Request approval of a \$50 Seasonal Recruitment Payment to be paid to Park employees for each new lifeguard recruited by that employee who was hired at the County Swimming Pool and remained employed throughout the 2020 season, effective January 13, 2020.
 - c. Request approval of a \$100 Early Application Incentive for all Pool employees hired by the County in 2020 whose position requires completion of the

background check process and who submit an application by April 15 and successfully complete all pre-employment requirements by May 22. Eligible employees must remain employed throughout the 2020 season, effective January 13, 2020.

8. Prison – Cheryl Steberger 2:00pm

- a. Request approval to create, post, and fill one (1) Corrections Captain position, Grade E17, effective January 13, 2020.
- b. Request approval to simultaneously reclassify the vacant Account Clerk Senior-Payroll position (501225), Grade N13, to a Fiscal Technician position, Grade N17, and eliminate one vacant (1) full-time Supply II position (501410) and one (1) vacant part-time Supply II position (504414), January 13, 2020.

9. Youth Intervention Center – Drew Fredericks 2:10pm

The following requests are part of a restructure in an effort to attract and retain Youth Care Workers.

- a. Request approval to reclassify the pay grades of the following six (6) job codes and associated positions as listed below, effective January 20, 2020. As a result of the reclassification, position incumbents will receive a salary increase in accordance with the 2020 Salary Administration Plan.

Title	Job Code	Current Pay Grade	Current Start Rate	Proposed Pay Grade	Proposed Start Rate
Youth Care Worker-Shelter	620/620PT	N15	\$14.50	N17	\$15.73
Youth Care Worker-PULSE	621/621PT	N15	\$14.50	N17	\$15.73
Youth Care Worker-Supervisor	151/151PT	N20	\$17.76	N22	\$19.26

- b. Request to eliminate the following five (5) vacant positions as listed below effective January 13, 2020.

Position	Title	Job Code	Pay Grade	F/P
501478	Youth Care Worker-Detention	121PT	26	Part-time
501484	Youth Care Worker-Detention	121	26	Full-time
504146	Youth Care Worker-PULSE	621PT	N15	Part-time
501469	Youth Care Worker-PULSE	621PT	N15	Part-time
503679	Youth Care Worker-Shelter	620PT	N15	Part-time

10. Good of the Order

11. Adjourn

Next Meeting: Monday, February 3, 2020

**2020 Lancaster County Swimming Pool Salary Administration Plan
(Last updated in 2012)**

<u>Job Title</u>	<u>2012 Starting Wage</u>	<u>2020 Starting Wage</u>
Pool Manager	\$16.00	\$17.00
Asst. Pool Manager	\$13.00	\$14.00
Head Lifeguard	\$12.50	\$13.50
W/ WSI Certification	\$12.75	\$13.75
w/LGI Certification	\$13.00	\$14.00
w/WSI Certification & LGI Certification	\$13.25	\$14.25
Asst. Head Lifeguard	\$11.00	\$12.00
W/WSI Certification	\$11.25	\$12.25
W/LGI Certification	\$11.50	\$12.50
W/WSI Certification & LGI Certification	\$11.75	\$12.75
Lifeguard	\$9.50	\$10.50
W/WSI Certification	\$9.75	\$10.75
W/LGI Certification	\$10.00	\$11.00
W/WSI Certification and LGI Certification	\$10.25	\$11.25
Senior Lifeguard (min 2 yrs exp. @ comparable facility)	\$10.00	\$11.00
W/WSI Certification	\$10.25	\$11.25
W/LGI Certification	\$10.50	\$11.50
W/WSI Certification and LGI Certification	\$11.00	\$12.00
Front Desk Supervisor	\$11.00	\$12.00
Asst. Front Desk Supervisor	\$9.00	\$10.00
Front Desk Attendant	\$7.25	\$8.25

****All employees returning to the same position will receive seasonal salary increase as established in the County's annual Salary Administration Plan provided:**

*The employee worked until end of season or their pre-submitted "final day" the previous year.

*The employee received a minimum rating of "meets expectations" on their evaluation(s) in the previous year.

*The employee worked a minimum of 200 hours the previous year.