

Minutes of the
Monthly Meeting of the
Lancaster County Salary Board
February 6, 2023

The meeting was called to order by Commissioner Ray D'Agostino at 1:30 p.m. in the Human Resources Training Room at the Lancaster County Offices, 150 North Queen Street.

Members Present: Commissioner Ray D'Agostino, Commissioner Joshua Parsons, Commissioner John Trescot, and Controller Lisa Colón.

Others Present: Anthony Kern, Ben Lewis, Pat Mulligan, Larry George, Jackie Pfursich, and Diana Rivera.

Commissioner Parsons moved to approve the minutes of the meetings of January 9, 2023 and January 23, 2023. Commissioner Trescot seconded. The motion carried unanimously.

Judith Erb, Behavioral Health/Developmental Services (BHDS), made the following requests:

- a. Requested approval to hire applicants (ID 84569 and 82911) above the start rate for Caseworker positions (504723 and 504725), Grade I, at an annual salary of \$53,000.00, effective February 6, 2023. The minimum/maximum of this pay grade is \$42,120/\$63,180. Following discussion, Commissioner Trescot moved to approve. Commissioner Parsons seconded. The motion carried unanimously.
- b. Requested approval to post and fill one full-time Caseworker Trainee position (504038), Grade I, that has been vacant for more than one-year, effective February 6, 2023. Following discussion, Commissioner Parsons moved to approve. Controller Colón seconded. The motion carried unanimously.

Lawrence George, Commissioners Office, requested approval to hire applicant (ID 84346) above the start rate for Communications Director position (504761), Grade P, at an annual salary of \$70,000.00, effective February 6, 2023. The minimum/maximum of this pay grade is \$59,260.50/\$88,900.50. Following discussion, Commissioner Trescot moved to approve. Commissioner Parsons seconded. The motion carried unanimously.

Robert Devonshire, Facilities Management, made the following requests:

- a. Requested approval of a \$200 early hire incentive for all Pool employees hired by the County in 2023 who successfully complete and

- submit their pre-employment requirements (e.g. background checks, lifeguard certifications, working papers, etc.) no fewer than 3 weeks prior to the opening day of the 2023 Pool Season OR a \$100 early hire incentive for employees who complete and submit all of their pre-employment requirements by opening day of the 2023 Pool Season. Eligible employees must remain employed throughout the 2023 season, effective February 6, 2023. Incentives will be paid at the end of the 2023 Pool Season.
- b. Requested approval of a \$50 Seasonal Recruitment Payment to be paid to any employee for each new lifeguard recruited by that employee who is hired at the County Swimming Pool and remains employed throughout the 2023 season, effective February 6, 2023.
 - c. Requested approval to waive the 2023 Salary Plan requirement of 200 hours worked for returning seasonal pool employees to receive a 5% increase in wages.
 - d. Requested approval to increase the starting pay for; Front Desk Supervisor to \$15/hour Assistant Front Desk Supervisor to \$13/hour, and Front Desk Attendant to \$10.50/hour, effective February 6, 2023.
 - e. Requested approval to reactivate, post, and fill five frozen Lifeguard positions (03129, 503132, 503139, 503232 and 503237), Grade 0, effective February 6, 2023.
 - f. Requested approval of the proposed 2023 Pool Salary Structure, see Exhibit A, effective February 6, 2023.

Following discussion, Controller Colón moved to approve. Commissioner Trescot seconded. The motion carried unanimously.

Craig Haertter, Property Assessment, requested approval to post and fill one full-time Office Support II position (500046), Grade D, that has been vacant for more than one-year, effective February 6, 2023. Following discussion, Commissioner Trescot moved to approve. Commissioner Parsons seconded. The motion carried unanimously.

Anthony Kern, Human Resources, requested approval to hire employee (26188) at an annual salary of \$67,000 which is above the start rate for a Compensation and Compliance Manager, Grade P, effective February 6, 2023. The minimum/maximum for this pay grade is \$59,260.50/\$88,900.50. Following discussion, Commissioner Parsons moved to approve. Commissioner Trescot seconded. The motion carried unanimously.

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Ben Lewis provided the 2022 Year End Turnover Analysis Report.

Commissioner Parsons moved to adjourn the meeting at 1:59 p.m. Commissioner Trescot seconded. The motion carried unanimously. The next regular Salary Board meeting is scheduled for March 6, 2023, at 1:30 p.m.

Respectfully submitted,

Lisa K. Colón
Secretary