

Minutes of the
Monthly Meeting of the
Lancaster County Salary Board
March 7, 2022

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, and Controller Lisa Colón.

Not Present: Commissioner John Trescot

Others Present: Anthony Kern, Christy Jolly, Ben Lewis, Larry George, Jackie Pfursich, Patrick Mulligan, Tammy Moyer, and Diana Rivera.

Commissioner Parsons moved to approve the minutes of the monthly meeting of February 7, 2022. Controller Colón seconded. The motion carried unanimously.

Heather Adams, District Attorney, requested approval to create, post, and fill a part-time less than 1,000 hours Assistant District Attorney I position, TM2 Grade 51, effective March 7, 2022, through 2024. The position is part of the STOP Violence Against Women Grant award for budget years 2022 through 2024. Following discussion, District Attorney Adams moved to approve. Commissioner Parsons seconded. The motion carried unanimously.

Larry George, Commissioners' Office, on behalf of the Sheriff's Office, made the following requests:

- a. Requested approval of a salary adjustment for non-bargaining supervisors to include the Deputy Sheriff Lieutenants and Chief Deputy Sheriff in the amount of \$2.25 per hour, effective March 7, 2022.
- b. Requested approval of premium pay bonuses for non-bargaining supervisors to include the Deputy Sheriff Lieutenants and Chief Deputy Sheriff as outlined in "Attachment A", effective March 7, 2022.

It was noted that the salary adjustments and premium pay bonuses for these positions are consistent with the salary adjustments and premium pay bonuses applied to the non-bargaining supervisor positions at the Prison. Following discussion, Commissioner Parsons moved to approve. Controller Colón seconded. The motion carried unanimously.

Controller Colón discussed a recent scenario in which an employee received pay from an external source - but was processed though the County payroll system, thus creating

an inflated final average salary for the purposes of the retirement calculation. This led to a higher monthly payout of retirement benefits. While unrelated, yet similar, the payout of large lump sum retirement bonuses has the potential to do the same. Controller Colón wanted the Salary Board to be aware of this.

Tammy Moyer, Commissioners' Office, requested approval for a two-month extension to a temporary 5% salary increase for Employee ID (22849), due to assuming additional duties caused by a vacancy in position (500006), effective February 28, 2022, through May 20, 2022. Following discussion, Commissioner Parsons moved to approve. Controller Colón seconded. The motion carried unanimously.

Lon Wible, Office of Aging, requested approval to increase the Protective Service after hours on-call flat rate from \$150/week to \$400/week for protective service workers and from \$100/week to \$400/week for protective service supervisors. Protective service workers will continue to receive their hourly rate up to 40 hours per week and time and a half over 40 hours worked. Workers and supervisors will also continue to receive the \$30 differential for each holiday. Following discussion, Commissioner Parsons moved to approve. Controller Colón seconded. The motion carried unanimously.

Jacquelyn Pfursich, Solicitor's Office, made the following requests:

- a. Requested approval to hire applicant (79937) above the start rate for Legal Secretary (504716), Grade N17, at an annual starting salary of \$37,966.50, effective March 7, 2022. The minimum/maximum for the position is \$31,902.00/\$53,157.00.
- b. Requested approval to hire applicant (79924) above the start rate for Assistant County Solicitor CYA Lead, position (504501), Grade E23, at an annual starting salary of \$84,123.00, effective March 7, 2022. The minimum/maximum for the position is \$63,082.50/\$105,144.00.

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

Christy Jolly provided the 2022 Exceptional Review Allocation Usage YTD Report, Employee Referral Bonus Report, and the list of Positions Vacant for Greater than One Year.

Controller Colón clarified that her earlier discussion related to premium pay bonuses, was regarding non-union employees. She stated that she did not know what was in the contract language and the requirements for union employees to receive bonuses at the time the contracts were approved, as that was prior to her tenure.

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Commissioner Parsons moved to adjourn the meeting at 2:07 p.m. Controller Colón seconded. The motion carried unanimously. The next regular Salary Board meeting is scheduled for April 4, 2022, at 1:30 p.m.

Respectfully submitted,

Lisa K. Colón
Secretary