

**CUMBERLAND COUNTY COMMISSIONERS’  
SALARY BOARD**

**May 9, 2016 – 2:00 PM  
JURY ASSEMBLY ROOM – THIRD FLOOR  
COURTHOUSE, CARLISLE, PA**

**Board of Commissioners Present:** Commissioner Vincent T. DiFilippo, Jim Hertzler, and Gary Eichelberger.

**Staff Present:** Larry Thomas, Chief Clerk; Jennifer Crum, Recording Secretary; Keith Brenneman, Solicitor.

**Departments:** Al Whitcomb, Bob Dagrosa, Controllers Office; Elizabeth Bouch, Human Resources; Dana Best, Finance; Mark Adams, IMTO;

**Others Present:** Dru Miller, Municipal Authority/Martson Law Office; Chief Duane Nieves; David Twaddell, Rhoads & Sinon LLP; Richard Curls, Harrisburg YMCA President.

**Media:** Zach Hoopes, The Sentinel

**Call to Order:** Commissioner DiFilippo called the meeting to order.

**Roll Call:** Commissioners DiFilippo, Hertzler, Eichelberger, and Controller Whitcomb were present.

**Public Comment:** None

**Approval of Minutes:** Controller Whitcomb moved to approve the Minutes of April 25, 2016. Commissioner Eichelberger seconded the motion and it unanimously carried.

**Approval of Salary Board Actions:** Controller Whitcomb moved to approve the Salary Board Actions excluding agenda items seven through ten. Commissioner Hertzler seconded the motion and it unanimously carried.

**Recognition by Chairman of any Row Officer, Judge or Public Defender who requests the opportunity to be included in the vote for the Merit-Based Compensation Policy Addendum:** Commissioner DiFilippo recognized Casey Hancock, Clerk of Courts; Charles Hall, Coroner; Dave Freed, District Attorney; Dave Buell, Prothonotary; Lisa Grayson, Register of Wills; Tammy Shearer, Recorder of Deeds; Honorable Judge Masland on behalf of the Honorable President Judge Guido, who have all expressed in advance the opportunity to vote for their individual offices on items eight and nine on the agenda. Commissioner DiFilippo asked if there were any other Row Officers present that did not give advanced notice but wish to vote separately. Sheriff Anderson requested the opportunity to vote separately for the Sheriff’s Department.

**Approval of Merit-based Compensation Policy Addendum for non-bargaining County Employees effective 1/1/16 (including 2015 year results):** Commissioner Eichelberger moved to approve the Merit-based Compensation Policy Addendum for non-bargaining County

employees effective 1/1/16 (including 2015 year results) with the exception of agenda items eight through ten. Commissioner Hertzler seconded the motion and it unanimously carried.

**Row Officers: Individual Approvals of Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results):**

- a. **Casey Hancock on behalf of Dennis Lebo — Clerk of Courts**
    - Controller Whitcomb moved to approve the Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results) Commissioner Eichelberger seconded the motion and it unanimously carried.
  - b. **Charles Hall — Coroner's Office**
    - Charles Hall moved to approve the Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results). Controller Whitcomb seconded the motion and it unanimously carried.
  - c. **Dave Freed — District Attorney's Office**
    - Dave Freed moved to approve the Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results) with comments. District Attorney Freed thanked the Board for allowing the Row Officers to have the opportunity to be included in the process. It may not be the best way but it is a way to recognize merit and achievement by our employees. He stated he is pleased they were able to preserve their rights under section 1620 in the county code while still participating in the process. Commissioner Hertzler seconded the motion and it unanimously carried.
  - d. **Dave Buell — Prothonotary's Office**
    - Dave Buell moved to approve the Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results) with comments. Dave Buell agrees with District Attorney Freed's comments and added that the future process of organizing a committee should include Row Officers. Controller Whitcomb seconded the motion and it unanimously carried.
  - e. **Lisa Grayson — Register of Wills Office**
    - Commissioner Eichelberger moved to approve the Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results) Commissioner Hertzler seconded the motion. Lisa Grayson commented that she agrees with District Attorney Freed and Dave Buell; however, the process to evaluate employees needs to be simplified. The motion unanimously carried.
  - f. **Tammy Shearer — Recorder of Deeds Office**
    - Controller Whitcomb moved to approve the Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results). Commissioner Hertzler seconded the motion and it unanimously carried.
- Ron Anderson – Sheriff's Office**  
Sheriff Ron Anderson made a motion to approve the Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results). Controller Whitcomb seconded the motion and it unanimously carried.

**Courts:**

**Melissa Calvanelli on behalf of President Judge Guido and Judge Masland  
— Court of Common Pleas**

Controller Whitcomb moved to approve the Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results). Commissioner Hertzler seconded the motion. Melissa Calvanelli agreed with the others comments and added that the small amount of money that the employees will receive and the time supervisors spent on the process was a greater financial cost than a financial benefit. Courts support the new process, but with significant room for improvement in the future. The motion unanimously carried.

Any others identified through Agenda Item 6, above

- Approval of Merit-based Compensation Policy Addendum for County Employees effective 1/1/16 (including 2015 year results)

**Other Business:** None

**Adjourn:** There being no further business to come before the Board, Commissioner Eichelberger made a motion to adjourn.

Respectfully Submitted,

Jennifer Crum,  
Administrative Specialist