

**CUMBERLAND COUNTY COMMISSIONERS'
SALARY BOARD**

**June 22, 2015 – 2:00 PM
COMMISSIONERS' HEARING ROOM
COURTHOUSE, CARLISLE, PA**

Board of Commissioners Present: Commissioner Cross, Hertzler and Eichelberger.

Staff Present: Larry Thomas, Chief Clerk; Sandy Moyle, Deputy Chief Clerk/Meetings Manager; Jennifer Crum, Recording Secretary; Keith Brenneman, Solicitor.

Departments: Controller Whitcomb; Deputy Controller Dagrosa; Mick Burkett, Human Resources; Dana Best, Finance; Dennis Lebo, Clerk of Court; Matt Stoner, Coroner's Office; Lisa Grayson, Register of Wills; Dave Buell, Prothonotary; Ron Anderson, Sheriff; Tammy Shearer, Recorder of Deeds; Linda Hollinger, Public Defender's Office; Justin Smith, GIS; Mark Adams, IMTO; Heather Ilgenfritz and Megan Silverstrim, Communications.

Outside Agencies:

Media: Joshua Vaughn, The Sentinel; Steve Marroni, The Patriot News.

Call to Order: Chairman Cross called the meeting to order.

Roll Call: Commissioner Cross, Hertzler, Eichelberger and Controller Whitcomb were present.

Public Comment: None.

Approval of Minutes: Controller Whitcomb moved to approve the minutes of June 8, 2015. Commissioner Hertzler seconded the motion and it unanimously carried.

Approval of Salary Board Actions: Controller Whitcomb moved to approve the Salary Board Actions of June 18, 2015. 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 compensation structure and new pay scales for the compensation structure: Chairman Cross gave recognition by stating all of the row officers, Judge and Public Defender.

Approval of Compensation Structure for non-bargaining County Employees effective 7/12/15: Commissioner Eichelberger moved to approve the Compensation Structure for non-bargaining County employees, effective July 12th, 2015. Controller Whitcomb seconded the motion. Commissioner Hertzler questioned the number of employees 284 to 306 He asked the Solicitor if the public is entitled to know individuals salaries. Keith stated that is correct. Commissioner Hertzler asked for clarification on the information that was provided to the Board. He questioned overtime pay that some employees are eligible for, but will now be exempt from overtime with the new salary structure and the fairness to employees and tax payers. He

suggested more time for review and indicated that the numbers show about ¼ of employees will be compensated with a higher pay. Commissioner Hertzler requested the motion be tabled to allow more time for review. The motion died for lack of a second. Commissioner Hertzler stated this is a new annual cost of \$600,000 to the budget and \$300,000 will be an additional for 2016. The vote carried with Commissioner Hertzler opposed.

Approval of DBM Salary Range Pay Scale for non-bargaining County Employees effective 7/12/15: Commissioner Eichelberger moved to approve the DBM Salary Range Pay Scale for non bargaining County Employees, effective July 12th, 2015. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.

Row Officers

- a. Dennis Lebo — Clerk of Courts
 - Approval of Compensation Structure effective 7/12/15 – Dennis Lebo moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
 - Approval of DBM Salary Range Pay Scale effective 7/12/15 – Dennis Lebo mover to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
- b. Matt Stoner — Coroner Office
 - Approval of Compensation Structure effective 7/12/15 – Matt Stoner moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
 - Approval of DBM Salary Range Pay Scale effective 7/12/15 – Matt Stoner moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
- c. Lisa Grayson — Register of Wills
 - Approval of Compensation Structure effective 7/12/15 – Controller Whitcomb made a motion. Commissioner Eichelberger seconded the motion. Lisa Grayson stated that she did not receive all this information and was unaware that she could have a vote for her office. Chairman Cross stated the compensation committee has been working on the study. The motion carried with Commissioner Hertzler and Lisa Grayson Opposed.
 - Approval of DBM Salary Range Pay Scale effective 7/12/15 – Commissioner Eichelberger moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler and Lisa Grayson opposed.
- d. Dave Buell — Prothonotary
 - Approval of Compensation Structure effective 7/12/15 – Controller Whitcomb moved to approve. Commissioner Eichelberger seconded the motion. Dave Buell stated he is in favor of the pay for performance concept, but how is the Fair Market Value determined. He received information on Friday and mentioned the study is based on the task and category. He addressed two Deputy positions from his office explaining the fair market analysis is unclear. Mick explained the sources where the hourly rate came from. The motion carried with Commissioner Hertzler and Dave Buell opposed.

- Approval of DBM Salary Range Pay Scale effective 7/12/15 – Commissioner Eichelberger moved to approve. Controller Whitcomb seconded the motion. Dave Buell mentioned that the First and Second Deputies need to be responsible for the process that he is responsible for in his office. The motion carried with Commissioner Hertzler and Dave Buell opposed.
- e. Ronny Anderson — Sheriff’s Office
 - Approval of Compensation Structure effective 7/12/15 – Sheriff Anderson moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
 - Approval of DBM Salary Range Pay Scale effective 7/12/15 – Sheriff Anderson moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
- f. Tammy Shearer — Recorder of Deeds
 - Approval of Compensation Structure effective 7/12/15 – Tammy Shearer moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
 - Approval of DBM Salary Range Pay Scale effective 7/12/15 – Tammy Shearer moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
- g. Linda Hollinger — Public Defender’s Office
 - Approval of Compensation Structure effective 7/12/15 – Linda Hollinger moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
 - Approval of DBM Salary Range Pay Scale effective 7/12/15 – Linda Hollinger moved to approve. Controller Whitcomb seconded the motion and the motion carried with Commissioner Hertzler opposed.
- h. Any others identified through Agenda Item 6, above. - None
 - Approval of Compensation Structure effective 7/12/15 - None
 - Approval of DBM Salary Range Pay Scale effective 7/12/15 - None

Other Business: Chief Clerk Thomas thanked everyone for cooperation in process of the salary structure study.

ADJOURN: There being no further business to come before the Board, the meeting adjourned.

Respectfully Submitted,

Jennifer Crum
Administrative Coordinator