

# CAMBRIA COUNTY BOARD OF COMMISSIONERS

## Salary Board Minutes

June 22, 2023

### Salary Board in Session.

Salary Board in session. Thomas C. Chernisky, President Commissioner; William J. Smith, Commissioner; Scott W. Hunt, Commissioner; and Edward Cernic, Jr., Controller, were present.

Pledge of Allegiance.

Call to Order was made by President Commissioner Chernisky, at Berwind Wayside Festival Park, Locust Street, Saint Michael, at 10:00 a.m.

Motion was made by Commissioner Smith to waive the reading of the Salary Board Minutes of June 8, 2023, but to approve them and place them on file.

Motion was seconded by Controller Cernic and passed unanimously.

### Create:

Motion was made by Controller Cernic to create a Per-Diem Summer Duman Park Worker for Duman Park, (Paygrade 000-Q/\$12.00 per hour), effective June 26, 2023, through October 31, 2023.

Motion was seconded by Commissioner Smith and passed unanimously.

### Salary Modification:

Motion was made by Commissioner Smith to modify the salary of the Full-Time Lead Park Worker for Duman Park, (Paygrade 21-K/\$15.25 per hour) to (Paygrade 21-K/\$14.50 per hour), effective June 26, 2023.

Motion was seconded by Controller Cernic and passed unanimously.

Motion was made by Controller Cernic to adjourn the meeting. There was no second.

Motion was made by Coroner Jeff Lees to eliminate 9 Per-Diem Deputy Coroner positions and add or create a Full-Time Deputy Coroner position.

Controller Cernic stated that he believed the Coroner was out of order, as the Salary Board Agenda had already been established.

Upon Solicitor Barbin's recommendation, Coroner Lees made a motion to amend the Agenda and to eliminate 9 Per-Diem Deputy Coroner positions in the Coroner's Office and to add a Full-Time Deputy Coroner position.

Commissioner Smith seconded the motion. Commissioner Hunt questioned the effective date of the positions. Coroner Lees stated an effective date of July 17, 2023.

Motion was made by Controller Cernic to table the Coroner's motion and to discuss the matter at budget time. Controller Cernic's motion to table was seconded by Commissioner Chernisky.

Discussion: Controller Cernic stated that he is not opposed to this action but that he believes it should not happen in the middle of the year, after the budget has been set. He would like it addressed at the time of the next budget.

**Commissioner Smith stated that this matter has been discussed for at least the last 2 years, and he believes this gives the Coroner a better ability to schedule his people so employees do not get burned out.**

**Controller Cernic reiterated that he believes it's the wrong time to take action, as the Commissioners just approved a union agreement for the Coroner's Office with an increase in pay and benefits along with additional training increases. He believes this issue should be addressed at budget time.**

**Commissioner Hunt agreed with Commissioner Smith in that this is not a new issue, and that the Commissioners told the Coroner to wait until the contract with the union was settled.**

**Commissioner Smith also stated that employees of certain 24/7 facilities had their wages increased, (911), and Children & Youth wages were addressed, and he believes that the new contract with the union for employees of the Coroner's Office benefits the County.**

**Controller Cernic stated that this action will increase the current Coroner's budget by over \$30,000.00 and that the County has already spent money on per-diem positions this year.**

**Commissioner Chernisky stated that adding another position would cost the County more than \$30,000.00 additional this year. The Commissioners had asked the Coroner to advertise the per-diem positions over a year ago. He stated that he could not vote for a staff position, when the current positions were not advertised. He believes the County should follow a process by advertising for the per-diem positions before making a decision to make government bigger.**

**Controller Cernic and Commissioner Chernisky voted yes to table the motion. Commissioner Smith, Commissioner Hunt, and Coroner Lees voted no. The motion to table was not passed.**

**Motion was made by Coroner Lees to amend the Salary Board Agenda.**

**Coroner Lees' motion to amend the Agenda was seconded by Commissioner Hunt, with Commissioner Smith also voting yes. Commissioner Chernisky and Controller Cernic voted no. The motion to Amend the Salary Board Agenda was passed with a 3 to 2 vote.**

**Motion was made by Coroner Lees to abolish 9 Per-Diem Deputy Coroner positions within the Coroner's Office in order to hire a Full-Time Deputy Coroner from within the Coroner's Office.**

**Motion was seconded by Commissioner Smith.**

**Discussion: Commissioner Hunt again stated that the effective date needed to be added to the motion; effective July 17, 2023.**

**Commissioner Chernisky once again stated that adding another position would cost the County over \$30,000.00 additional this year. The Commissioners had asked the Coroner to advertise the per-diem positions over a year ago. He stated that he could not vote for a staff position, when the per-diem positions were not advertised. He believes the process should be followed in that the County should advertise for the per-diems before making a decision to make government bigger.**

**Commissioner Smith reiterated that the Commissioners addressed other wages, Children & Youth, 911, and per-diem positions for the Sheriff's Office, meaning increases in other departments.**

**Commissioner Hunt stated that the issue at hand is dealing with Per-Diem Deputy Coroners that make \$12.00 per hour.**

**Controller Cernic also stated that the Coroner did not expend all of the per-diem hours allotted for in previous years. With autopsies currently over budget and other line items being over budget, there will not be a savings, since that money was never expended, with regard to the per-diems. Controller Cernic also commented that, in hiring a Full-Time Deputy Coroner on July 17, 2023, that person will be eligible for a raise on January 1, 2024. In other words, this person would make \$18.00 an hour now and get a raise of \$.67 per hour in January.**

**Coroner Lees' motion to abolish 9 Per-Diem Deputy Coroner positions and hire a Full-Time Deputy Coroner was seconded by Commissioner Smith, with Commissioner Hunt also voting yes. Controller Cernic and Commissioner Chernisky voted no. The motion passed with a 3 to 2 vote.**

**Adjournment:**

**Motion was made by Commissioner Smith to adjourn the meeting.**

**Motion was seconded by Commissioner Hunt and passed unanimously.**

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**Edward Cernic, Jr., Controller**