

JUNIATA COUNTY SALARY BOARD
AUGUST 5, 2014

Commissioner Jeffrey Zimmerman called to order the Salary Board meeting on Tuesday, August 5, 2014 at 10:27 am. Also in attendance were Commissioner Robert Reynolds, Commissioner Teresa O'Neal (by phone), Treasurer Sandra King, Chief Clerk S James Bahorik, Planning Director Bradley Kerstetter, and various members of the media.

Commissioner Zimmerman informed those in attendance that the purpose of the meeting was to set a salary for the newly hired Full Time Associate Planner, Michael J Hower. Commissioner Zimmerman shared that Mr. Hower has earned a Bachelor's Degree in Geography, Specialization in Environmental Planning from Bloomsburg University. He has also obtained experience with wetland issues and completed his internship with the Pennsylvania Game Commission. Commissioner Zimmerman stated that he feels Mr. Hower will complement the current Planning Director, Bradly Kerstetter and will be an asset to the Planning Department.

Commissioner O'Neal made a motion to set the Associate Planning salary at \$30,000. The motion died for lack of a second. Treasurer King then made a motion to set the salary at \$28,441 which would be calculated by taking 65% of Planning Director's present salary and adding an additional \$3,000 for the Bachelor's Degree that pertains to the position he has been hired for. The 65% would be consistent with the formula used for other county departments. Motion died due to lack of a second. Commissioner Reynolds then made a motion to set Mr. Hower's salary at \$32,000. Commissioner Zimmerman seconded the motion. Roll call vote was Commissioner O'Neal and Treasurer King-no, Commissioner Zimmerman and Reynolds-yes. The motion died due to a dead lock. Treasurer King then stated she was not against the higher salary but thought in order to keep consistency with the other departments it was best to set a base salary at 65% of Department Head's salary with an additional amount which would be for the Bachelor's Degree. King made a motion to set the salary at \$25,441 which is 65% of Department Head Salary with an addition \$5,000 for Mr. Hower's Bachelor's Degree and that would bring his beginning salary to \$30,441. The motion died due to lack of a second. Commissioner Reynolds then made a motion to set the salary at \$30,500 and review his salary again at budget time. The motion was seconded by Commissioner O'Neal. Commissioner Zimmerman, O'Neal, Reynolds and Treasurer King all voted yes. Motion carried.

Commissioner Reynolds made a motion to adjourn at 10:40.

Respectfully,

Sandra F King