

**MINUTES OF THE SALARY BOARD MEETING HELD ON  
Thursday, May 15, 2025**



The Armstrong County Salary Board Meeting was called to order by Commissioner John W. Strate at 10:00 a.m. in the Commissioners' Conference Room.

**Roll Call:**

Commissioner Strate Present  
Commissioner Shea Present  
Commissioner Fabian Present  
Controller Gaff Present

Also present: Chief Clerk Karen Notto, Human Resource Manager Audrey Campbell, Magistrate District Judge Gary DeComo, Chief County Detective Shane Lash, District Attorney Katie Charlton, Belmont Complex Director Gary Montebell, Sheriff Frank Pitzer, Public Defender Paralegal Lori Pasqualini OBO Elizabeth Christoher, 911 Coordinator Chad Gradwell, Commissioner Intern Gage Mortimer, County Resident Regina Liermann, A.J. Panian – Leader Times, Josh Walzak – Leader Vindicator

The Board recited the PLEDGE OF ALLEGIANCE to the Flag

Regina Liermann noted that she would have questions on item 8 relating to the District Attorney's Office and item 16 relating to Tax Claim.

It was moved by Mr. Shea and seconded by Ms. Gaff, to approve the minutes from the Special Salary Board Meeting held on May 1, 2025. Motion carried unanimously.

It was moved by Mr. Shea and seconded by Ms. Gaff, to approve the election night worker schedule for Tuesday, May 20, 2025. See attached. Motion carried unanimously.

*Mr. Fabian motioned and seconded by Ms. Gaff, to go into Executive Session at 10:03 AM to discuss personnel matters.*

*Mr. Fabian motioned and seconded by Mr. Shea, to end Executive Session at 10:21 AM.  
No action taken.*

It was moved by Mr. Fabian and seconded by Mr. Shea, to Amend the Agenda to add an item to the Agenda for Magisterial District Court 33-3-01- Gary DeComo. Motion carried unanimously.

**MAGISTERIAL DISTRICT COURT 33-3-03 – James Andring/President Judge James Panchik**

**PAF 14806** was moved by Mr. Shea and seconded by Mr. Fabian, to table the creation of a full-time Office Manager position at Supervisory Pay Grade 16 (\$20.00 to \$26.12 per hour) effective May 15, 2025. This action will abolish the Chief Clerk/Administrative Assistant position at Magisterial District Court 33-3-03. Motion carried unanimously. No action taken.

**PAF 14807** was moved by Mr. Shea and seconded by Mr. Fabian, to table the appointment/reassignment of Laura Adams from full-time Chief Clerk/Administrative Assistant at \$22.97 per hour to full-time Office Manager at \$24.62 per hour effective May 15, 2025. (Created on PAF 14806) No action taken.

#### **DISTRICT ATTORNEY – Kathleen Charlton**

**PAF 14787** was moved by Ms. Charlton and seconded by Mr. Shea, to acknowledge the appointment/reassignment of Jamie Baum to a full-time County Detective position at \$27.00 per hour effective May 15, 2025, per the Teamsters' Collective Bargaining Agreement and fully-executed Memorandum of Agreement with the Teamsters. (Created on PAF 14715) Position start date will be May 19, 2025. Motion passed 3 to 1. Mr. Fabian opposed.

**PAF 14788** was moved by Ms. Charlton and seconded by Mr. Shea, to approve a salary adjustment for full-time Chief County Detective Shane Lash from \$25.28 per hour to \$29.00 per hour effective May 15, 2025, per the Teamsters' Collective Bargaining Agreement. Position start date will be May 19, 2025. Motion passed 3 to 1. Mr. Fabian opposed.

**PAF 14792** was moved by Ms. Charlton and seconded by Mr. Shea, to acknowledge the appointment of Kelly Dugan to a full-time Paralegal position at \$18.50 per hour effective May 15, 2025, pending successful completion of pre-employment screenings. (Created on PAF 14745) Position start date will be June 11, 2025. Motion carried unanimously.

#### **CONTROLLER – Tammie Gaff**

**PAF 14791** was moved by Ms. Gaff and seconded by Mr. Shea, to approve a temporary salary increase of \$3.00 per hour from \$18.81 per hour to \$21.81 per hour for full-time Retirement Specialist/2<sup>nd</sup> Deputy Amanda Rybarik effective May 15, 2025, due to two (2) leaves of absence in the Controller's Office. Ms. Rybarik has assumed additional job duties due to the temporary vacancies. Adjustments to this salary increase will be made when the employees return to work. Temporary salary increase will be retro to May 12, 2025. Motion carried 3 to 1. Mr. Fabian opposed, noting that overtime be paid in place of an hourly temporary increase.

#### **SHERIFF – Frank Pitzer**

**PAF 14782** was moved by Mr. Pitzer and seconded by Mr. Shea, to recreate a full-time Deputy Sheriff position at \$18.00 per hour effective May 15, 2025. (Voluntary resignation/reassignment on PAF 14781) Motion carried 3 to 1. Mr. Fabian opposed.

**PAF 14817** was moved by Mr. Pitzer and seconded by Mr. Shea, to create a casual part-time Deputy Sheriff position at \$18.00 per hour effective May 15, 2025. Motion carried unanimously.

**PAF 14817** was moved by Mr. Pitzer and seconded by Mr. Shea, to acknowledge the appointment of Charles Edwards to a casual part-time Deputy Sheriff position at \$18.00 per hour effective May 15, 2025, pending successful completion of pre-employment screenings. Motion carried unanimously.

#### **BOARD OF COMMISSIONERS**

**PAF 14813** was moved by Mr. Shea and seconded by Ms. Gaff, to recreate a full-time Chief Public Defender position at Supervisory Pay Grade 26 (\$70,668.00 to \$92,215.50 per annum) effective May 15, 2025. (Voluntary resignation on PAF 14812) Motion carried unanimously.

## **BELMONT – Gary Montebell**

**PAF 14795** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the creation of four (4) temporary/seasonal casual part-time Lead Lifeguard positions at \$13.00 per hour effective May 15, 2025, for the 2025 Pool Season. Motion carried unanimously.

**PAF 14796** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the creation of two (2) temporary/seasonal casual part-time Swim Team Coach positions at \$9.00 per hour effective May 15, 2025, for the 2025 Pool Season. Motion carried unanimously.

**PAF 14797** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the reassignment of Leslie Craig from temporary/seasonal casual part-time Belmont Worker at \$10.00 per hour to temporary/seasonal casual part-time Lead Lifeguard at \$13.00 per hour effective May 15, 2025, for the 2025 Pool Season. (Created on PAF 14796) Motion carried unanimously.

**PAF 14798** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the hiring per the attached list to temporary/seasonal casual part-time Belmont Worker positions effective May 15, 2025, for the 2025 Pool Season, pending successful completion of pre-employment screenings. (Created on PAF 10777/Reclassified on PAF 13857) Motion carried unanimously.

**PAF 14799** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the creation of a temporary/seasonal casual part-time Program Coordinator/Belmont Worker position at \$10.00 per hour/\$8.25 per hour, respectively, effective May 15, 2025, for the 2025 Pool Season. Motion carried unanimously.

**PAF 14799** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the hiring of Abigail O'Donnell to a temporary/seasonal casual part-time Program Coordinator/Belmont Worker position at \$10.00 per hour for Program Coordinator duties and \$8.25 per hour for Belmont Worker duties effective May 15, 2025, pending successful completion of pre-employment screenings. Motion carried unanimously.

**PAF 14800** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the creation of a temporary/seasonal casual part-time Program Coordinator position at \$10.00 per hour effective May 15, 2025, for the 2025 Pool Season. Motion carried unanimously.

**PAF 14800** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the hiring of Jeff Douglas to a temporary/seasonal casual part-time Program Coordinator position at \$10.00 per hour effective May 15, 2025, pending successful completion of pre-employment screenings. Motion carried unanimously.

**PAF 14801** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the hiring per the attached list to temporary/seasonal casual part-time Lead Lifeguard positions at \$13.00 per hour effective May 15, 2025, for the 2025 Pool Season, pending successful completion of pre-employment screenings. (Created PAF 14795) Motion carried unanimously.

**PAF 14802** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the hiring of Ami Buffington to a temporary/seasonal casual part-time Swim Team Coach position at \$9.00 per hour effective May 15, 2025, for the 2025 Pool Season, pending successful completion of pre-employment screenings. (Created on PAF 14796) Motion carried unanimously.

**PAF 14803** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the hiring per the attached list to temporary/seasonal casual part-time Belmont Worker (Lifeguard) positions effective May 15, 2025, for the 2025 Pool Season, pending successful completion of pre-employment screenings. (Created on PAF 10777/Reclassified on PAF 13857) Motion carried unanimously.

**PAF 14804** was moved by Mr. Shea and seconded by Mr. Fabian, to table the creation of a full-time Maintenance Worker II position at Non-Supervisory Pay Grade 8 (\$10.73 to \$13.99 per hour) effective May 15, 2025. No action taken.

**PAF 14805** was moved by Mr. Fabian and seconded by Mr. Shea, to table the reassignment of Samuel Wylie from full-time Maintenance Worker I at \$12.19 per hour to full-time Maintenance Worker II at \$12.71 per hour effective May 15, 2025. (Created on PAF 14804) Position start date will be May 18, 2025. No action taken.

#### **E-911 – Chad Gradwell**

**PAF 14808** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the hiring of Joshua James to a casual part-time Dispatcher Trainee position at \$20.00 per hour effective May 15, 2025, pending successful completion of pre-employment screenings. (Created on PAF 10691/Reclassified on PAF 11433) Position start date will be May 27, 2025. Motion carried unanimously.

**PAF 14809** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the hiring of Chad Evans to a casual part-time Dispatcher Trainee position at \$20.00 per hour effective May 15, 2025, pending successful completion of pre-employment screenings. (Created on PAF 10691/Reclassified on PAF 11433) Position start date will be May 27, 2025. Motion carried unanimously.

#### **PUBLIC DEFENDER – Elizabeth Christopher**

**PAF 14770** was moved by Mr. Shea and seconded by Ms. Gaff, to approve the hiring of Morgan Zeigler to a full-time Administrative Assistant II position at \$15.00 per hour effective May 15, 2025, pending successful completion of pre-employment screenings. (Created on PAF 14691) Motion carried unanimously.

#### **JAIL – Warden Hicks**

**PAF 14779** was moved by Mr. Shea and seconded by Ms. Gaff, to recreate a full-time Corrections Officer position at \$18.00 per hour effective May 15, 2025, per the Teamsters' Collective Bargaining Agreement. (Voluntary resignation on PAF 14694) Motion carried unanimously.

**PAF 14780** was moved by Mr. Shea and seconded by Ms. Gaff, to recreate a full-time Corrections Officer position at \$18.00 per hour effective May 15, 2025, per the Teamsters' Collective Bargaining Agreement. (Voluntary resignation on PAF 14695) Motion carried unanimously.

#### **TAX CLAIM – Board of Commissioners**

**PAF 14818** was moved by Mr. Shea and seconded by Ms. Gaff, to create a full-time Tax Claim Supervisor position at Supervisory Pay Grade 8 (\$26,383.50 to \$34,417.50 per annum) effective May 15, 2025, per the Teamsters' Collective Bargaining Agreement. (Reassignment on PAF 14810) Motion carried unanimously.

#### **VOTER REGISTRATION – James Webb**

**PAF 14819** was moved by Mr. Shea and seconded by Ms. Gaff, to create a full-time Office Manager position at Supervisory Pay Grade 8 (\$26,383.50 to \$34,417.50 per annum) effective May 15, 2025. (Voluntary resignation/retirement on PAF 14774) Motion carried unanimously.

## **OTHER BUSINESS**

### **MAGISTERIAL DISTRICT COURT 33-3-01 – Gary DeComo/President Judge James Panchik**

**PAF 14820** was moved by Mr. Fabian and seconded by Mr. Shea, to acknowledge the appointment of Christine S. Morris to a full-time Magisterial District Court Clerk position at \$15.00 per hour effective May 15, 2025, pending successful completion of pre-employment screenings. (Created on PAF 14753) Motion carried unanimously.

### **SALARY BOARD COMMENTS**

*NONE*

### **COMMENTS FROM VISITORS**

Regina Liermann asked why on item 11a, the Public Defender received an increase of \$22,000+. Mr. Strate explained that is not the case, but what is printed for salary in item 11a reflects the pay range for that position.

### **ADJOURNMENT**

There being no further business, it was moved by Mr. Fabian and seconded by Mr. Shea, that the meeting be adjourned. Motion carried unanimously. Commissioner Strate declared the meeting adjourned at 10:42 a.m.

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Tammie Gaff  
Armstrong County Controller

Attest: \_\_\_\_\_  
Karen Notto, Chief Clerk  
Armstrong County Board of Commissioners

## **ELECTION NIGHT WORKER SCHEDULE**

May 20, 2025 – Primary Election

### **STATION #1**

Jennifer Bowser\*  
Shannon Webb\*  
Tara Jageman\*  
Kathy Bartuccio\*  
Shawna Cigola\*  
Cathy Strate\*

### **WEB SITE/PROJECTOR**

Jason McClafferty\*  
Mike Ceschini\*  
Kevin Orosz\*  
Nick Deyarmin\*

### **Security**

Jamie Baum  
Terry Bish  
Tayor Eberle  
Mark Brice  
Jonathon Bielek  
Dakota Mohney

### **STATION #3**

Tammy Slease\*  
Deb Whiteman\*  
James Webb+

### **PAPERWORK PROCESSING BETWEEN STATION #1 & STATION #3**

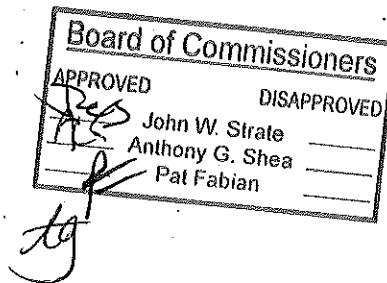
Lod Moore\*

### **VEHICLE PROCESSING**

Youth (5)\*  
Gabriel Jageman\*  
Chad Hirst\*  
Garrett Brumbaugh\*  
Kayden Baum\*  
Corey Hirst\*

### **RUNNER/POSTING**

Audrey Campbell\*  
Karen Kintz\*



### **NOTES:**

\* Per Diem Rate @ \$50.00 (less deductions)  
+Regular Shift for that day

**ALL WORKERS SIGN TIMESHEET, AND REPORT TO WORKSTATION BY 8:15 PM**

As of 5/6/2025

## 2025 Pool Season

### Belmont Workers

|   |                |                |        |
|---|----------------|----------------|--------|
| 1 | Ethan Bearer   | Belmont Worker | \$8.25 |
| 2 | Zachary Bowser | Belmont Worker | \$8.25 |
| 3 | Abby O'Donnell | Belmont Worker | \$8.25 |

### Program Coordinators

|   |                |                     |         |
|---|----------------|---------------------|---------|
| 1 | Abby O'Donnell | Program Coordinator | \$10.00 |
| 2 | Jeff Douglas   | Program Coordinator | \$10.00 |

## 2025 Pool Season

### Lead Lifeguards 2025

|   |                 |                |         |
|---|-----------------|----------------|---------|
| 1 | Amanda McMillen | Lead Lifeguard | \$13.00 |
| 2 | Ethan Weigel    | Lead Lifeguard | \$13.00 |



# Lifeguards 2025

|    |                 |                   | Pay Rate |
|----|-----------------|-------------------|----------|
| 1  | Rhyllie Wolfe   | Lifeguard 4th yr. | \$10.50  |
| 2  | Lydia Beck      | Lifeguard 2nd yr. | \$9.50   |
| 3  | Jackson Arment  | Lifeguard 2nd yr. | \$9.50   |
| 4  | Mya DiMalo      | Lifeguard 2nd yr. | \$9.50   |
| 5  | Amelia Bissell  | Lifeguard 2nd yr. | \$9.50   |
| 6  | Ella Welgel     | Lifeguard New     | \$9.00   |
| 7  | Connor McMillen | Lifeguard New     | \$9.00   |
| 8  | Collin McMillen | Lifeguard New     | \$9.00   |
| 9  | Molly Taladay   | Lifeguard New     | \$9.00   |
| 10 | Liam Ashbaugh   | Lifeguard New     | \$9.00   |
| 11 | Hudson Bundy    | Lifeguard New     | \$9.00   |
| 12 | Kalson Young    | Lifeguard New     | \$9.00   |
| 13 | Mackenna Dorian | Lifeguard New     | \$9.00   |