

**MINUTES OF THE SALARY BOARD MEETING HELD ON
Thursday, September 18, 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 Absent

Also present: Chief Clerk Karen Notto, Human Resource Manager Audrey Campbell, Jail Warden Jessica Hicks, Probation Executive Director Regina Himes, Judge James Panchik, Public Works Director Roger McMillen, Public Defender's Office Lori Pasqualini (OBO Johanna Jones), Sheriff Frank Pitzer, CYFS Administer Paula McClure, 1st Deputy Controller Teresa Horgos (OBO Controller Tammie Gaff), County Solicitor Tim Miller via phone, Regina Liermann – County Resident, A.J. Panian – Leader Times

The Board recited the PLEDGE OF ALLEGIANCE to the Flag

AGENDA AMENDMENTS

No Agenda Amendments needed

EXECUTIVE SESSION

No Executive Session needed

There were no comments from visitors in attendance on agenda items.

It was moved by Mr. Shea, and seconded by Mr. Fabian, to approve the minutes from the Salary Board Meeting held on August 21, 2025. Motion carried unanimously.

COURTS

PAF 14942 was moved by Judge Panchik and seconded by Mr. Shea, to acknowledge the appointment of Jacob Baverso to a full-time Law Clerk position at \$48,000.00 per annum effective September 18, 2025, pending successful completion of pre-employment screenings. (Created on PAF 14895) Position start date will be September 22, 2025. Motion carried unanimously.

PROBATION – Regina Himes / President Judge James Panchik

PAF 14923 was moved by Judge Panchik and seconded by Ms. Horgos, to recreate a full-time Adult Probation Officer position at \$20.00 per hour effective September 18, 2025, per the ACAPE Collective Bargaining Agreement. (Voluntary resignation on PAF 14922) Motion carried unanimously.

SHERIFF – Frank Pitzer

PAF 14925 was moved by Sheriff Pitzer, and seconded by Mr. Shea, to recreate a full-time Deputy Sheriff position at \$18.00 per hour effective September 18, 2025. (Voluntary resignation on PAF 14924) Motion carried unanimously.

PAF 14938 was moved by Sheriff Pitzer, and seconded by Mr. Shea, to recreate a full-time Deputy Sheriff position at \$18.00 per hour effective September 18, 2025. (Voluntary resignation on PAF 14937) Motion carried unanimously.

BELMONT – Gary Montebell

PAF 14931 was moved by Mr. Shea, and seconded by Mr. Strate, to approve salary adjustments for temporary/seasonal casual part-time Belmont Workers per the attached list effective September 18, 2025, for reassignment from Pool Season to Ice Season. Motion carried unanimously.

CHILDREN, YOUTH AND FAMILIES – Paula McClure

PAF 14930 was moved by Mr. Shea, and seconded by Mr. Fabian, to table the action to approve Standby/On-Call pay for Caseworker Supervisors effective September 18, 2025. The rates will be \$49/evenings (M-Th), \$63.00/Fridays, and \$84/weekends and evenings. Start date will be retro to July 1, 2025. No action taken.

PAF 14947 was moved by Fabian, and seconded by Ms. Horgos, to recreate a full-time Clerk Typist position at Non-Supervisory Pay Grade 7 (\$10.73 to \$13.38 per hour) effective September 18, 2025, per the Teamsters' Collective Bargaining Agreement. (Voluntary resignation/retirement on PAF 14946) Motion passed 3 to 1. Mr. Shea abstained.

PAF 14948 was moved by Mr. Shea, seconded by Ms. Horgos, to recreate a full-time Clerk Typist position at Non-Supervisory Pay Grade 7 (\$10.73 to \$13.38 per hour) effective September 18, 2025, per the Teamsters' Collective Bargaining Agreement. This recreate is due to the previous position created on PAF 14475 remaining vacant for over a year without being filled and aging out of the system. Motion passed 3 to 1. Mr. Shea abstained.

JAIL – Warden Hicks

PAF 14927 was moved by Mr. Shea, and seconded by Ms. Horgos, to recreate a full-time Corrections Officer/Records Officer position at \$18.00 per hour effective September 18, 2025, per the Teamsters' Collective Bargaining Agreement. (Reassignment on PAF 14926) Motion carried unanimously.

PAF 14950 was moved by Mr. Shea, and seconded by Mr. Fabian, to recreate a full-time Lieutenant position at \$27.32 per hour effective September 18, 2025, per the United Steel Workers Bargaining Agreement. (Voluntary resignation on PAF 14949) Motion carried unanimously.

PUBLIC DEFENDER – Johanna Jones

PAF 14939 was moved by Mr. Shea, and seconded by Mr. Fabian for discussion, to approve a temporary salary increase of \$3.00 per hour from \$24.21 per hour to \$27.21 per hour for full-time Office Manager Lorna Pasqualini effective September 18, 2025, due to one (1) vacancy in the Public Defender's Office. Ms. Pasqualini has assumed additional job duties due to the vacancy. Adjustments to this salary increase will be made when the vacant position is filled. Funding is available for this position through the Public Defender's PCCD Grant. Should grant funding no longer be available, salary adjustments will be made based on pre-Grant grant wages. (Voluntary

resignation on PAF 14920) Temporary salary adjustment will be retro to September 2, 2025. Mr. Fabian stated that Ms. Pasqualini can take overtime and the County needs to get away from temporary hourly increases. Motion failed 2 to 2. No action taken.

PUBLIC WORKS – Roger McMillen

PAF 14953 was moved by Mr. Shea, and seconded by Mr. Fabian, to approve the hiring of Michael Reed to a full-time Maintenance Worker III/Mechanic II position at \$15.80 per hour effective September 18, 2025, per the Teamsters' Collective Bargaining Agreement and pending successful completion of pre-employment screenings. (Created on PAF 14763) Motion carried unanimously.

OTHER BUSINESS

NONE

SALARY BOARD COMMENTS

NONE

COMMENTS FROM VISITORS

NONE

AGENDA AMENDMENTS

No Agenda Amendments needed

EXECUTIVE SESSION

It was motioned by Mr. Fabian, and seconded by Mr. Shea to go into Executive Session at 10:22 a.m. to discuss personnel matters.

It was motioned by Mr. Fabian, and seconded by Mr. Shea, to end Executive Session at 10:30 a.m. No action taken.

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 10:32 a.m.

Tammie Gaff
Armstrong County Controller

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