

## Survey to Chief APOs

### Issue: Disparity in Salaries (non-union/union)

#### Question (from Somerset County):

**Has your President Judge ever rectified the disparity in salaries between Supervisors (including Deputy Chief) and Union employees via the Supervision Fee account?**

#### Adams County

I have no knowledge of this being done in Adams County.

#### Dauphin County

Dauphin County was able to rectify this disparity at the end of 2018. My initial proposal was to use supervision fees for adult management and general fund for juvenile management (since we are a merged department). However, since we were under budget in our 2018 general fund budget the Commissioners surprisingly approved our proposal by using all general fund \$. I know this does not specifically provide you the answer you were seeking, however, in the past, I've taken advantage of using general fund \$\$ towards the end of a budget cycle (when I know we are going to come in under budget) to purchase cars, tasers, etc. Typically this has worked for me in Dauphin. I realize this strategy may not work for many of you, however, with your Court's support you can attempt to convince your Commissioners to address this long standing disparity throughout the Commonwealth. Worse can scenario they say "NO" and try plan "B" (if one exist).

In conclusion, if anyone is interested in reviewing the proposal I authored to address this disparity please let me know and I would be glad to share.

#### Erie County

I would also be interested in any responses to the question posed by Vicki.

#### Fayette County

Fayette County is currently in the midst of a study contracted out by our HR department, paid for by our commissioners to try and rectify the situation. This is for all non-union employees. I will convey the results if there are any.

#### Jefferson County

This has not been done in Jefferson County. The salary gap continues to shrink between those represented by collective bargaining and those exempt.

#### Lackawanna County

Our President Judge has never look at this issue.

Lancaster County

This has not happened in Lancaster.

Lebanon County

This is also an issue in Lebanon County. It has been discussed, however, there has not been a resolution.

Luzerne County

This has not been resolved in Luzerne County.

Lycoming County

Has not happened in Lycoming County and the salary disparity is becoming a problem.

Philadelphia County

I have no knowledge of this being done in Philadelphia County.

York County

No knowledge of this being done.