



Judge Weaver
copy

Lake County
Court of Common Pleas
Juvenile Division

Judge William W. Weaver

June 7, 2007

The Board of Lake County Commissioners
105 Main Street
Painesville, Ohio 44077

Dear Commissioner ,

After much consideration, investigation, and study, I am writing to call your attention to a very serious situation which exists here in the Juvenile Court.

Last August I received the enclosed letter and attachments from the Juvenile Court Corrections Officers, (Exhibit A) regarding their salaries. As you can see from Exhibit A-1 the starting salary for Corrections Officers in the adult system (jail) appears to be \$36,000 per year while ours is \$23,000. It is true that their graph is somewhat erroneous regarding the Sheriff's Correction Officers because they obviously did not realize that the Sheriff Department's negotiated compensation package does contain a cap. This, however, relates only to the ending portion, and I recognize that the graph would not actually take such an upward turn.

I have also enclosed Exhibit A-2 for whatever value you chose to give it. I have not investigated the manner in which the current situation would affect our employees' retirement, however, it is obvious that lower earned income will necessarily result in lower retirement income. I have however completed a very thorough and comprehensive review and comparison of the salary structure of other county departments with the Juvenile Court and was shocked by the result. I have attached documentation regarding the discrepancies that have become evident and will just summarize them below. Please note that with regard to the Clerks, I have used our new 2007 salary schedule because we have had a substantial turnover in recent months. I did not have the new salary schedules for the other department clerks since the raises you provided were so recent. Therefore I simply added the 3% to those 2006 payrolls equally across the board. Please note in reading these comparisons that I tried to compare persons of equal seniority. I did not include persons with 25 to 35 years because they do not reflect a true picture of what the average person in each department earns. I believe that the comparisons are accurate and fair.

Please further note that I also adjusted for differences in the calculated average seniority. Thus since the average seniority of the clerks in the Lake County Clerk of Courts office was 3.7 and the Juvenile Courts average was 2.5, I deducted 3% from the average salary of the County Clerks to indicate what they would have been earning at approximately 2.5 years. The list below is a summary of the results, however all of the calculations are also attached. As you can see when comparing workers of approximately equal seniority doing the same tasks, every county

department pays their employees substantially more than the Juvenile Court does. The only exception is the Probation Department wherein our Probation Officers do earn an average of \$368.00 more than their counterparts in adult probation. They have however, worked an average of six (6) years longer than the adult probation officers have. If factored in, this difference would be eliminated in the first year.

CLERKS				Exhibits 1 A-D
		AVERAGE YEARS	AVERAGE SALARY	DIFFERENCE
	Juvenile Court	2.5	\$23,000	
Exhibit 1A	Lake County Clerk of Courts	2.7	\$25,568	+\$2,568
Exhibit 1B	Probate Court	2.4	\$25,164	+\$2,165
Exhibit 1C	Sheriff Department	2.25	\$34,081	+\$11,082
Exhibit 1D	Prosecuting Attorney	2.4	\$29,475	+\$6,475

CORRECTIONS OFFICERS				Exhibit 2
		AVERAGE YEARS	AVERAGE SALARY	DIFFERENCE
	Juvenile Court	7.722	\$30,138	
	Sheriff Department	7.74	\$38,776	+\$8,638

BAILIFFS				Exhibit 3
		AVERAGE YEARS	AVERAGE SALARY	DIFFERENCE
	Juvenile Court	13.0	\$34,726	
	General Division Bailiffs	6.3	\$39,952	+\$5,227

*Note discrepancy in years.

FINANCE DEPARTMENT CLERKS				Exhibit 4
		AVERAGE YEARS	AVERAGE SALARY	DIFFERENCE
	Juvenile Court	4.0	\$24,433	
	Water Department	2.6	\$31,334	+\$6,901

*Did not involve Clerk of Court Financial department since all of those Clerks have over 24 years seniority.

PROBATION DEPARTMENT				Exhibit 5
		AVERAGE YEARS	AVERAGE SALARY	DIFFERENCE
	Juvenile Court	13.0	\$39,248	+\$368
	Adult Probation	8.3	\$38,880	

As reflected above, the court staff brought this to my attention last August but I could not address it until I completed the full investigation and made the calculations. Also, as you know the management team at the Court has changed and a period of time was required for them to become familiar with this matter. At any rate the Staff is now becoming very impatient. I do not know how this situation occurred, perhaps it was my naiveté in thinking that once we resolved this 15 -16 years ago everything would remain on pace. I probably should have realized that the

union negotiations might change the customary procedures.

It is my belief and hope that we can resolve this matter if we can meet and discuss it. I believe we have a few suggestions that may be acceptable and which you may consider. I believe that we can meet on this matter in Executive Session without violating the Sunshine Law pursuant to ORC Section 121.22(G).

Please advise of a time that we can meet at your earliest convenience. Thank you for your consideration.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Will. W. Weaver', followed by a long horizontal line extending to the right.

William W. Weaver, Judge
Lake County Juvenile Court

August 29, 2006

Dear Judge Weaver,

The purpose of this letter is to bring to your attention an issue of great concern to your staff. We feel that our pay scale has not been keeping up with the rising cost of living. The county-wide increases provided by the commissioners do little to offset inflation. For example, a 3% increase on our starting salary of \$23,000.00 amounts to \$26.00 gross per pay. An employee who has been here 16 years receives \$38.64 gross per pay and one who has been here 24 years receives \$54.26 gross per pay. These increases are diminished by rises in medical insurance, co-pays, PERS contributions, and the \$37.50 per pay spousal surcharge.

In order to supplement our incomes to provide ourselves a basic standard of living, many of us are involved in additional court programs including assessments, probation orientation, and other after hours programs. Others sign up for overtime shifts on a regular basis, take all their holidays as pay or work second jobs. At our current starting pay an employee would have to work 5 overtime shifts every month to bring his or her income up to the starting rate for the Caley Home. Over a period of time, these extra shifts increase the stress and subsequent burnout of your staff. Since January of this year four individuals have chosen to resign rather than continue having to depend on overtime to meet their basic economic needs and sacrifice their much needed time off. The resulting staff shortage exacerbates an already difficult situation as normally predictable schedules become obsolete and vacation and comp time requests are denied.

With no change in sight, the additional stress and continuous turn over can compromise the ability to maintain the high level of safety and security of this facility.

Furthermore, with salaries in other Lake County departments in related fields starting from \$8,500 to \$12,000 a year higher than ours, college educated, dedicated people will be unlikely to apply here and even less likely to stay. If the Lake County Commissioners are able to provide funds for Caley Home, Jobs and Family Services, Adult Probation and the county Jail to have starting salaries ranging from \$30,000.00 to \$35,445.20 why are they not able to provide similarly for your court staff?

We respectfully request that you consider this issue for your staff and pursue it with the commissioners to bring our salaries to a level commensurate with other county employees.

Projected Increase at 3% and Step/Seniority

Pay



Starting PERS Retirement Pay After 30 Years Based on Current Starting Pay



EXHIBIT 1A

L.C. CLERK OF COURT: DEPUTY CLERKS COMPARED WITH JUV. COURT CLERKS

Lake County Clerk of Court Adjusted for 2007 Raises

Employees with six or less years used in comparison

	Position	Yrs Svc	Annual
AVERAGE	DEPUTY CLERK	6.00	26,942.93
Total # of Employees=	7	Total Yrs.= 26.00	Salary (Annual FT) = 179,134.80
		Total Average Yrs= 3.71	2007 3% Increase = 5,374.04
			Total Compensation w/2007 Raises= 184,508.84
			Avg. Salary Per FT Employee = 26,358.41
			One Year of Service Adjustment (-3%) (790.75)
			Adjusted Avg, Salary Per FT Employee= 25,567.65 (Average Salary - 3% for Extra Yr Svc.)

Juvenile Clerk's Department (2007 raises are Included)

	Position	Yrs Svc	Annual
AVERAGE	DEPUTY CLERK	6.00	23,358.40
Total # of Employees=	6	Total Years= 15.00	Salary (Annual FT) = 137,998.12
		Total Average Yrs= 3	
			Avg. Salary Per FT Employee = 22,999.69 (Total Salary / # of Full Time Employees)

Average Difference Between Juvenile Court Clerks & L.C. Clerk of Court Staff = \$ 2,567.97

EXHIBIT 1A

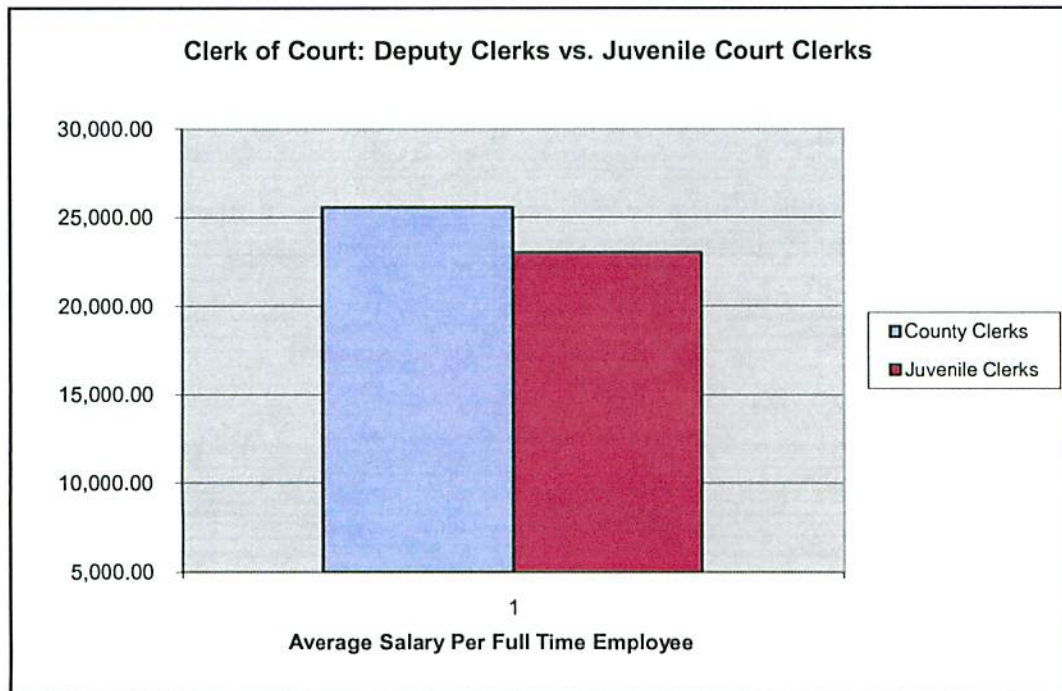


EXHIBIT 1B

PROBATE COURT CLERKS COMPARED WITH JUVENILE COURT CLERKS

Probate Court Clerks

Adjusted for 2007 Raises

Employees with six or less years of service are used in comparison

Employee Name	Position	Yrs Svc	Annual Salary
AVERAGE	DEPUTY CLERK	3.00	25,409.02
Total # of Employees= 4			
		Total Yrs.= 9.00	Salary (Annual FT) = 97,725.16
		Total Average Yrs= 2.25	2007 3% Increase = 2,931.75
Total Compensation w/2007 Raises=			100,656.91
Avg. Salary Per FT Employee =			25,164.23
(Average Salary - 3% for Extra Yr Svc.)			

Juvenile Clerk's Department (2007 Raises are Included)

Employee Name	Position	Yrs Svc	Annual Salary
AVERAGE	DEPUTY CLERK	3.00	22,360.00
Total # of Employees= 6			
		Total Years= 15.00	Salary (Annual FT) = 137,998.12
		Total Average Yrs= 3	
Avg. Salary Per FT Employee =			22,999.69
(Total Salary / # of Full Time Employees)			

Average Difference Between Juvenile Court Clerks & Probate Court Clerks = \$ 2,164.54

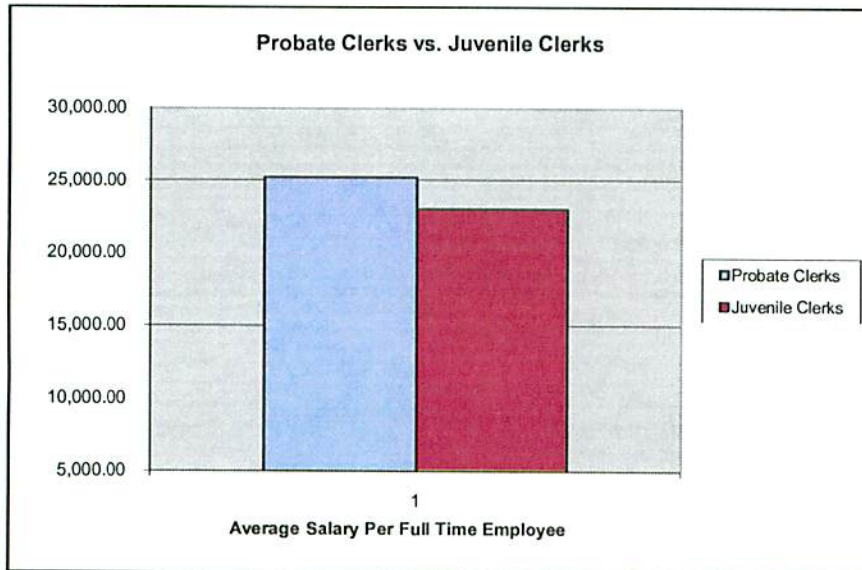


EXHIBIT 1C

L.C. SHERIFF'S OFFICE CLERKS COMPARED WITH JUVENILE COURT CLERKS

Sheriff's Office Clerks *Adjusted for 2007 Raises*

Employees with six or less years are used in comparison

AVERAGE	Position	Yrs Svc	Annual Salary
	CLERK	3.00	33,862.40
Total # of Employees= 4	Total Yrs.= 13.00	Salary (Annual FT) =	136,448.00
	Average Yrs= 3.25	2007 3% Increase =	4,093.44
		Total Compensation w/2007 Raises=	140,541.44
		Avg. Salary Per FT Employee =	35,135.36
		One Year of Service Adjustment (-3%)	(1,054.06)
		Adjusted Avg, Salary Per FT Employee=	34,081.30
		(Average Salary - 3% for Extra Yr Svc.)	

Juvenile Clerk's Department (2007 Raises are Included)

AVERAGE	Position	Yrs Svc	Annual Salary
	DEPUTY CLERK	3.00	22,360.00
Total # of Employees= 6	Total Years= 15.00	Salary (Annual FT) =	137,998.12
	Average Yrs= 3	Avg. Salary Per FT Employee =	22,999.69
		(Total Salary / # of Full Time Employees)	

Average Difference Between Juvenile Court Clerks & Sheriff's Office Clerks = \$ 11,081.61

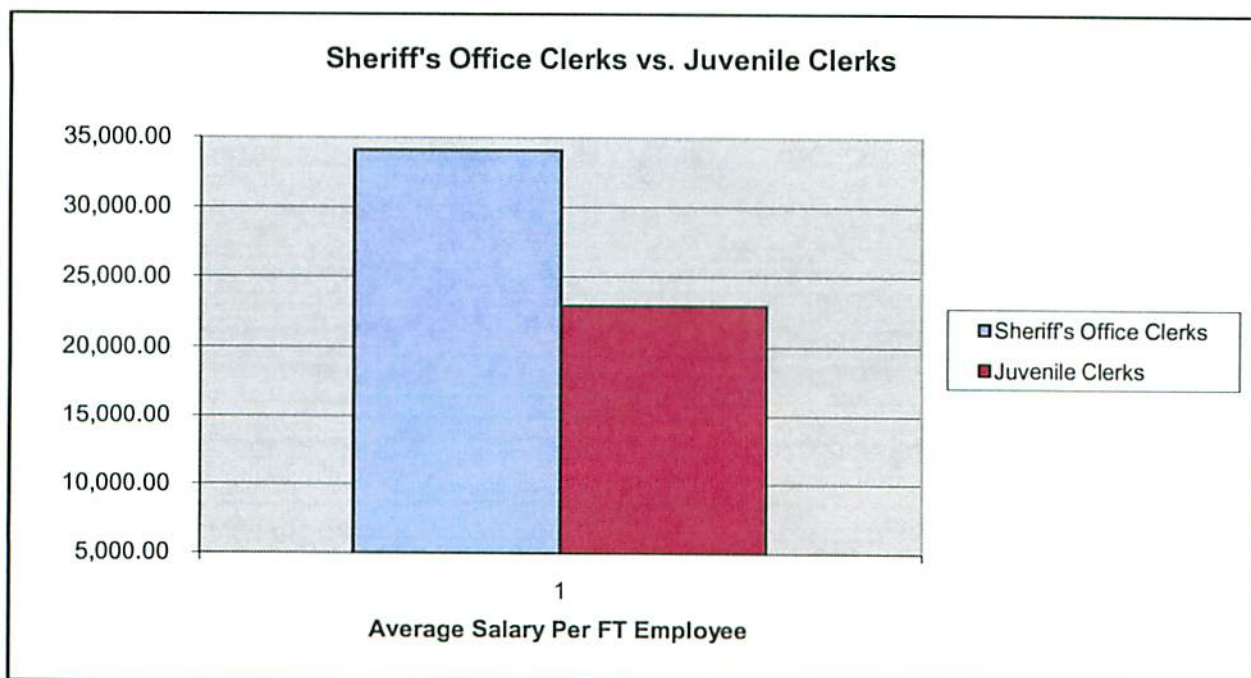


EXHIBIT 1D

L.C. PROSECUTOR SUPPORT STAFF COMPARED WITH JUVENILE COURT CLERKS

Prosecutor Support Staff

Employees with six or less years are used in comparison

	Position	Yrs Svc	Annual
AVERAGE	TECHNICAL SECRETARY I	3.00	29,473.60
AVERAGE	TECHNICAL SECRETARY I	6.00	31,553.60

Total # of Employees= 10	Total Yrs.= 24.00	Salary (Annual FT) = 286,166.40
	Total Average Yrs= 2.40	
	2007 3% Increase =	8,584.99

Total Compensation w/2007 Raises= 294,751.39

Avg. Salary Per FT Employee = 29,475.14
(Total Salary / # of Full Time Employees)

Juvenile Clerk's Department (2007 Raises are Included)

	Position	Yrs Svc	Annual
AVERAGE	DEPUTY CLERK	3.00	22,360.00
AVERAGE	DEPUTY CLERK	6.00	23,358.40

Total # of Employees= 6	Total Years= 15.00	Salary (Annual FT) = 137,998.12
	Total Average Yrs= 3	

Avg. Salary Per FT Employee = 22,999.69
(Total Salary / # of Full Time Employees)

Average Difference Between Juvenile Court Clerks & Prosecutor Support Staff = \$ 6,475.45

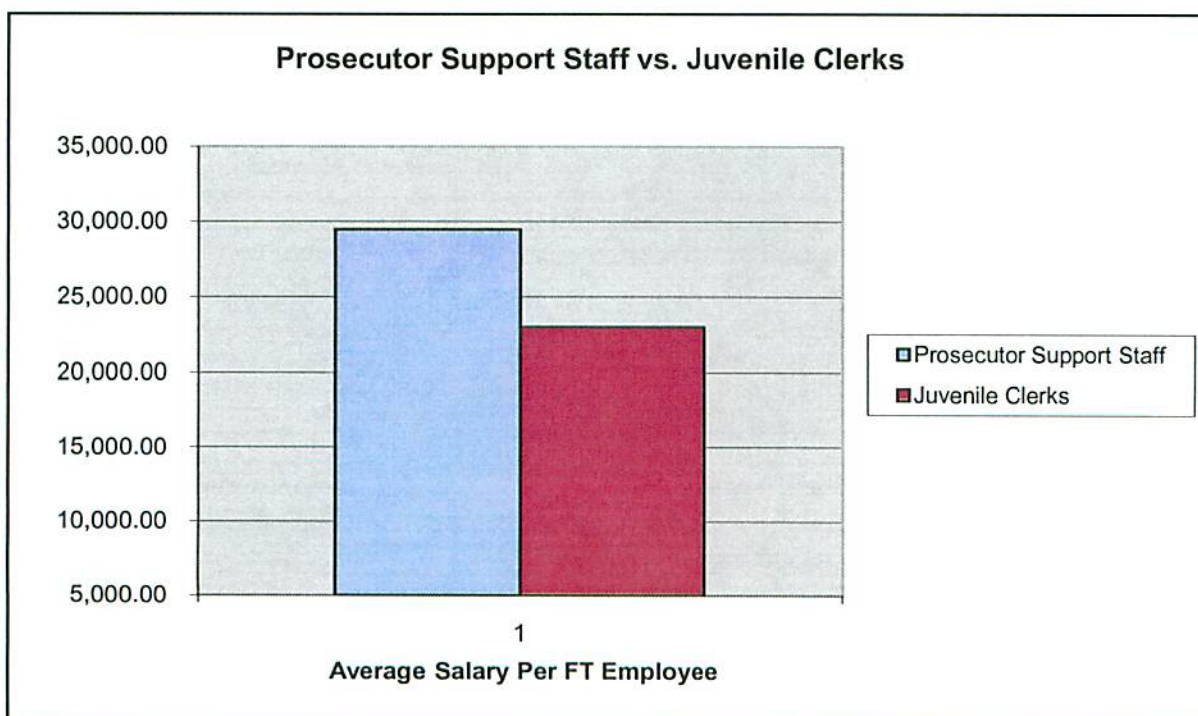


EXHIBIT 2

SHERIFF'S CORRECTIONS OFFICERS COMPARED TO LAKE COUNTY JUVENILE COURT JCOs

Sheriff's Corrections Officers 2006 Salary Data

All Employees Used in Calculation

	Dept	Position	Yrs Svc	Annual Salary
AVERAGE	25-0	CORRECTIONS OFFI	6.00	40,435.20
Total # of Employees= 88				Total Years Svc = 769.00
Total Average Years Svc= 8.74				Salary (Annual FT) = \$ 3,466,819.20
				Longevity Pay= \$ 39,425.00
				Education Bonuses= \$ 11,600.00
				Total Compensation = \$ 3,517,844.20
				Avg. Salary Per FT Employee = \$ 39,975.50
				Years of Service Adjustment (-3%) \$ (1,199.27)
				Adjusted Avg. Salary Per FT Employee= \$ 38,776.24
				(Average Salary - 3% for Extra Yr Svc.)

JUVENILE COURT JCO's 2006 Salary Data

	Dept	Position	Yrs Svc	Annual Salary
AVERAGE	33-0	JUVENILE CORRECT	6.00	27,393.60
Total # of Employees= 18				Total Years Svc= 139.00
Total Average Years Svc= 7.72				Salary (Annual FT) = 542,484.80
				Longevity Pay = 0.00
				Education Bonuses = 0.00
				Total Compensation = 0.00
				Avg. Salary Per FT Employee = 30,138.04
				(Total Salary / # of Full Time Employees)
				Average Difference Between Juvenile Court COs & Sheriff COs = \$ 8,638.19

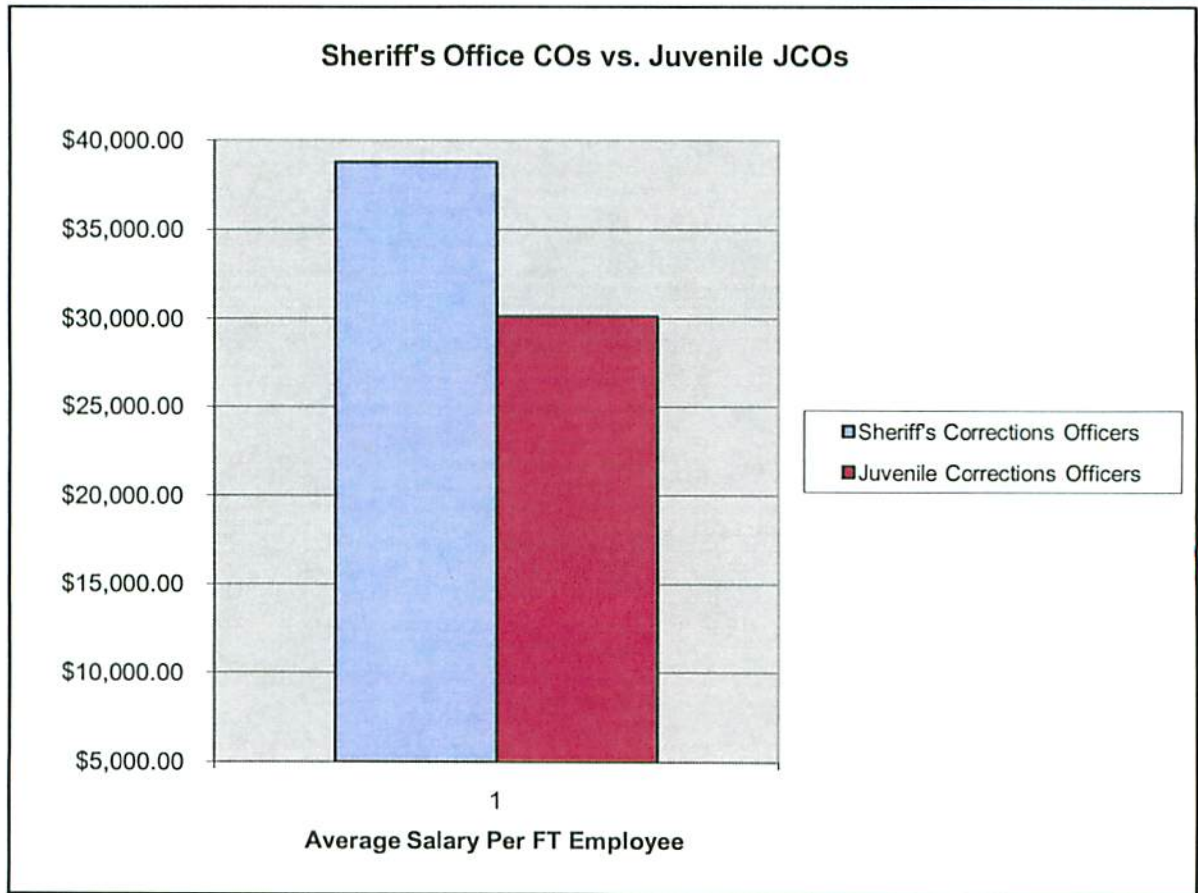


EXHIBIT 3

COMMON PLEAS BAILIFFS COMPARED TO JUVENILE COURT BAILIFFS

BALIFFS: COMMON PLEAS

All Employees Used in Calculation

	Position	Yrs Svc	Annual
AVERAGE	BAILIFF	7.00	36,008.31
Total # of Employees= 3 Total Years = 19.00 Salary (Annual FT) = 119,856.62			
Total Average Yrs= 6.33			
Avg. Salary Per FT Employee =			39,952.21
(Total Salary / # of Full Time Employees)			

JUVENILE COURT

	Position	Yrs Svc	Annual
AVERAGE	BAILIFF	7.00	27,872.00
Total # of Employees= 4 Total Years Svc = 52.00 Salary (Annual FT) = 138,902.40			
Total Avg Yrs= 13.00			
Avg. Salary Per FT Employee =			34,725.60
(Total Salary / # of Full Time Employees)			

Average Difference Between Juvenile Court Baliffs & Common Pleas Baliffs = \$ 5,226.61

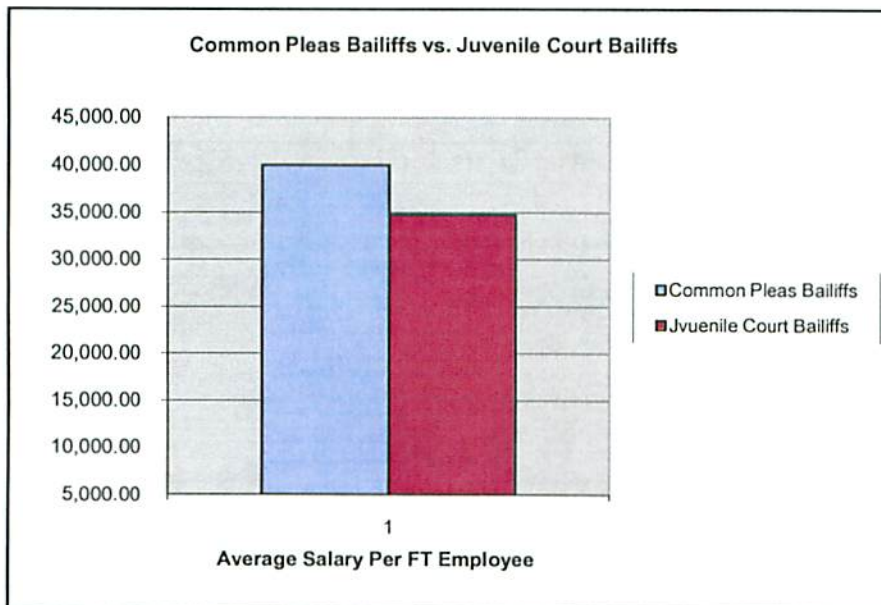


EXHIBIT 4

ACCOUNT CLERKS COMPARED TO JUVENILE COURT FINANCE CLERKS

Water Operation - Sanitary

Employees with nine or less years used in comparison

	Position	Yrs Svc	Annual
AVERAGE	ACCOUNTY CLERK I	0.00	29,088.80

Total # of Employees=	7	Total Years=	18.00	Salary (Annual FT) =	219,336.00
		Total Avg.Yrs. =	2.57		

Avg. Salary Per FT Employee = 31,333.71
(Total Salary / # of Full Time Employees)

Juvenile Court Finance

2006 Salary Data

	Position	Yrs Svc	Annual
AVERAGE	ACCOUNT CLERK	0.00	22,880.00

Total # of Employees=	3	Total Years=	12	Salary (Annual FT) =	73,299.20
		Total Avg.Yrs. =	4		

Avg. Salary Per FT Employee = 24,433.07
(Total Salary / # of Full Time Employees)

Average Difference Between Juvenile Court & Water Finance Staff = \$ 6,900.65

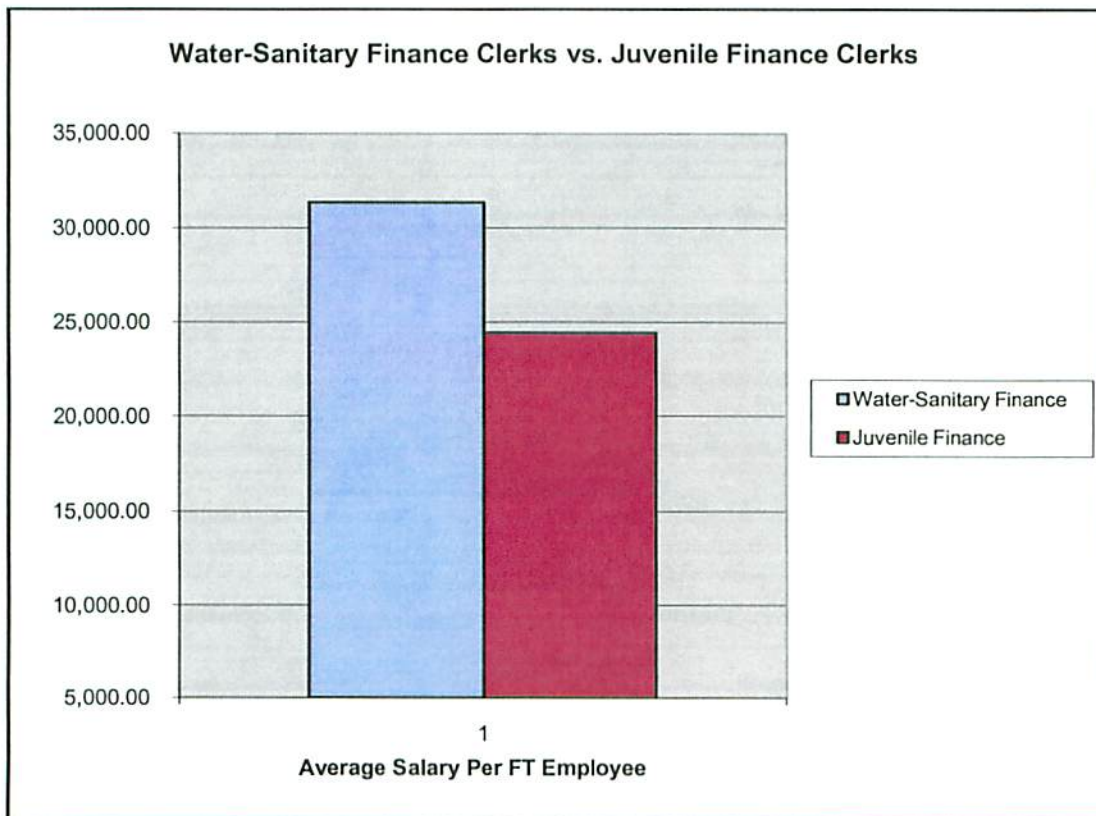


EXHIBIT 5

ADULT PROBATION COMPARED TO JUVENILE COURT PROBATION

ADULT PROBATION

Employees with twenty-two or less years of service used in comparison.

	<i>Position</i>	<i>Yrs Svc</i>	<i>Annual</i>
AVERAGE	PROBATION OFFICER	7.00	34,373.17

Total # of Employees= 11

Total Years = 87.00
Total Avg Yrs= 7.91

Salary (Annual FT) = 427,677.64

Avg. Salary Per FT Employee = 38,879.79

(Total Salary / # of Full Time Employees)

Juvenile Probation/Intake

	<i>Position</i>	<i>Yrs Svc</i>	<i>Annual</i>
AVERAGE	PROBATION OFFICER	7.00	32,645.60

Total # of Employees= 10

Total Yrs = 156.00
Total Avg Yrs = 15.60

Salary (Annual FT) = 392,475.20

Avg. Salary Per FT Employee = 39,247.52

(Total Salary / # of Full Time Employees)

Average Difference Between Juvenile Court POs & Common Pleas Probation Officers = \$ (367.73)

EXHIBIT 5

Common Pleas Probation vs. Juvenile Court Probation

