



Lake County
Court of Common Pleas
Juvenile Division

Judge William W. Weaver

March 3, 2008

Commissioner Robert E. Aufuldish
Commissioner Raymond E. Sines
Commissioner Daniel P. Troy
Lake County, Ohio
Hand Delivered

Dear Commissioners:

Pursuant to our meeting of February 21, 2008, the Court staff and I have been reviewing your proposal. After a full analysis, I must advise that it is inadequate to address the needs and concerns of the employees of this Court and is therefore unacceptable.

As you know, our proposal was for increasing the Court budget for 2008, by an amount which would immediately bring the compensation of the Court's staff to a level equal to the compensation being paid to other Lake County employees performing the same, or comparable duties. This would be fair. I have not requested payment at the highest level, but rather structured the request based upon the average salary being paid within the county.

Your total proposal was 25.2% of my request, payable not in one year but over a three-year period and included only a percentage of the Court's employees. I cannot tell some of the employees that even though they are underpaid, their problem will not be addressed.

With regard to the employees whose salary would be adjusted, you have selected an arbitrary hourly rate and offered some, who earn more than that figure, a minimal percentage increase, without considering that such increase will virtually ignore the disparity between their compensation and other comparable county employees. These are the same individuals who researched this matter, brought it to my attention and demanded equity. I cannot, on their behalf, accept something that does not even address the issue of parity.

I recognize that you have often stated that this problem has occurred over many years and cannot be resolved in one year. While I understand this statement and have, since last summer, been attempting to discuss and resolve it on a reasonably graduated timetable such as the three years that you have suggested, still, the statement is really not applicable to this situation. In fact, had the issue been discovered and corrected years ago, the county budget in 2008 would already include the amount which we initially requested and would have included it for many years past.

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Please therefore, find enclosed our proposed resolution of the entire matter. Please note that of the fifty-one employees receiving adjustments, we are suggesting a very minimal increase for sixteen persons who, solely because of their longevity, are earning salaries comparable to others, even though the others have many fewer years with the county. This schedule will not eradicate the diversity but will merely close the gap, to some extent. The proposal is conditioned upon the employees of this Court being included in any subsequent percentage increase provided by you to all county employees. To do otherwise would only begin to once again widen the gap. Please note that this proposal is only \$60,000.00 more than your proposal for 2008.

As you will recall from my earlier correspondence, this matter was brought to my attention in June, 2006. In anticipation of its impact on the county budget, I reviewed all of the avenues of income available to the Court and in March, 2007 I completely revised our schedule of Court costs. This alone brought in additional funds of \$29,180.00 in the last nine months and I expect it to increase by 25% this year and to continue for all future years. Please also note that our annual expenses for appointed counsel decreased in 2007 by \$100,991.00, and I expect them to continue to decrease even more as the effect of the recent change in the law is realized.

I have further decided to impose a freeze upon the salaries of the part time Magistrates. I am reluctant to do that because they are all full time attorneys whose hourly rate is at least double the salary paid by the Court. They do this, however, solely to assist the Court when help is needed and I am certain that they will not object. These increases in income and savings should substantially reduce any impact this proposal will have on the budget.

I hope that you will give full and thorough consideration to our proposal and recognize that we are only trying to correct a long-standing inequity. Please know that, since time is of the essence, I will try to make myself available to you at your convenience, while also giving consideration to my docket.

Thank you for your attention to this matter and your anticipated cooperation and consideration. Be assured that I will continue to seek sources to increase the Court's income and reduce expenditures.

Very truly yours,

William W. Weaver
Judge

WWW:cmb
Encls.

Indirect Services / Bailiffs

EMPLOYEE	Hourly 2007	Annual 2007	Proposed Increase 2008	Adjusted Hourly 2008	Adjusted Salary 2008	Proposed Increase 2009	Adjusted Hourly 2009	Adjusted Salary 2009	Proposed Increase 2010	Adjusted Hourly 2010	Adjusted Salary 2010
	13.80	28,704.00	1.50	15.30	31,824.00	1.50	16.80	34,944.00	1.50	18.30	38,064.00
	13.08	27,206.40	1.50	14.58	30,326.40	1.50	16.08	33,446.40	1.50	17.58	36,566.40
	11.89	24,731.20	1.50	13.39	27,851.20	1.50	14.89	30,971.20	1.50	16.39	34,091.20
	11.73	24,398.40	1.50	13.23	27,518.40	1.50	14.73	30,638.40	1.50	16.23	33,758.40
	11.33	23,566.40	1.50	12.83	26,686.40	1.50	14.33	29,806.40	1.50	15.83	32,926.40
	11.23	23,358.40	1.50	12.73	26,478.40	1.50	14.23	29,598.40	1.50	15.73	32,718.40
	10.75	22,360.00	1.50	12.25	25,480.00	1.50	13.75	28,600.00	1.50	15.25	31,720.00
	10.70	22,256.00	1.50	12.20	25,376.00	1.50	13.70	28,496.00	1.50	15.20	31,616.00
	10.70	22,256.00	1.50	12.20	25,376.00	1.50	13.70	28,496.00	1.50	15.20	31,616.00
	23.32	48,505.60	0.50	23.82	49,545.60	0.50	24.32	50,585.60	0.50	24.82	51,625.60
	22.89	47,611.20	0.50	23.39	48,651.20	0.50	23.89	49,691.20	0.50	24.39	50,731.20
	20.80	43,264.00	0.50	21.30	44,304.00	0.50	21.80	45,344.00	0.50	22.30	46,384.00
	20.05	41,704.00	0.50	20.55	42,744.00	0.50	21.05	43,784.00	0.50	21.55	44,824.00
	16.61	34,548.80	0.50	17.11	35,588.80	0.50	17.61	36,628.80	0.50	18.11	37,668.80
Indirect Staff below Scale				9		9			9		
Indirect Staff above Scale				5		5			5		

Detention

	Hourly 2007	Annual 2007	Proposed Increase 2008	Adjusted Hourly 2008	Adjusted Salary 2008	Proposed Increase 2009	Adjusted Hourly 2009	Adjusted Salary 2009	Proposed Increase 2010	Adjusted Hourly 2010	Adjusted Salary 2010
	11.96	24,876.80	1.50	13.46	27,996.80	1.50	14.96	31,116.80	1.50	16.46	34,236.80
	10.40	21,632.00	2.40	12.80	26,624.00	2.89	15.69	32,635.20	2.89	18.58	38,646.40
	10.40	21,632.00	2.40	12.80	26,624.00	2.89	15.69	32,635.20	2.89	18.58	38,646.40
	10.40	21,632.00	2.40	12.80	26,624.00	2.89	15.69	32,635.20	2.89	18.58	38,646.40
	10.30	21,424.00	2.50	12.80	26,624.00	2.89	15.69	32,635.20	2.89	18.58	38,646.40
	11.07	23,025.60	2.21	13.28	27,622.40	2.89	16.17	33,633.60	2.89	19.06	39,644.80
	11.14	23,171.20	2.14	13.28	27,622.40	2.89	16.17	33,633.60	2.89	19.06	39,644.80
	10.61	22,068.80	2.67	13.28	27,622.40	2.89	16.17	33,633.60	2.89	19.06	39,644.80
	10.61	22,068.80	2.67	13.28	27,622.40	2.89	16.17	33,633.60	2.89	19.06	39,644.80
	11.06	23,004.80	2.22	13.28	27,622.40	2.89	16.17	33,633.60	2.89	19.06	39,644.80
	18.52	38,521.60	0.50	19.02	39,561.60	0.50	19.52	40,601.60	0.50	20.02	41,641.60
	14.84	30,867.20	0.50	15.34	31,907.20	2.27	17.61	36,628.80	2.41	20.02	41,641.60
	17.27	35,921.60	0.50	17.77	36,961.60	0.50	18.27	38,001.60	1.75	20.02	41,641.60
	15.35	31,928.00	0.50	15.85	32,968.00	1.76	17.61	36,628.80	2.41	20.02	41,641.60
	13.68	28,454.40	1.52	15.20	31,616.00	2.41	17.61	36,628.80	2.41	20.02	41,641.60
	13.57	28,225.60	1.63	15.20	31,616.00	2.41	17.61	36,628.80	2.41	20.02	41,641.60
	16.71	34,756.80	0.50	17.21	35,796.80	0.50	17.71	36,836.80	2.31	20.02	41,641.60
	12.04	25,043.20	2.20	14.24	29,619.20	2.89	17.13	35,630.40	2.89	20.02	41,641.60
	17.08	35,526.40	0.50	17.58	36,566.40	0.50	18.08	37,606.40	1.94	20.02	41,641.60
	21.42	44,553.60	0.50	21.92	45,593.60	0.50	22.42	46,633.60	0.50	22.92	47,673.60

	20.76	43,180.80	0.50	21.26	44,220.80	0.50	21.76	45,260.80	0.50	22.26	46,300.80
	22.25	46,280.00	0.50	22.75	47,320.00	0.50	23.25	48,360.00	0.50	23.75	49,400.00
	23.99	49,899.20	0.50	24.49	50,939.20	0.50	24.99	51,979.20	0.50	25.49	53,019.20
	24.46	50,876.80	0.50	24.96	51,916.80	0.50	25.46	52,956.80	0.50	25.96	53,996.80
Detention Staff below Scale				13			15			18	
Detention Staff above Scale				11			9			6	

Intake / Probation											
EMPLOYEE	Hourly 2007	Annual 2007	Proposed Increase 2008	Adjusted Hourly 2008	Adjusted Salary 2008	Proposed Increase 2009	Adjusted Hourly 2009	Adjusted Salary 2009	Proposed Increase 2010	Adjusted Hourly 2010	Adjusted Salary 2010
	18.26	37,980.80	0.50	18.76	39,020.80	0.50	19.26	40,060.80	0.76	20.02	41,641.60
	18.20	37,856.00	0.50	18.70	38,896.00	0.50	19.20	39,936.00	0.82	20.02	41,641.60
	17.85	37,128.00	0.50	18.35	38,168.00	0.50	18.85	39,208.00	1.17	20.02	41,641.60
	18.85	39,208.00	0.50	19.35	40,248.00	0.50	19.85	41,288.00	0.50	20.35	42,328.00
	14.48	30,118.40	0.72	15.20	31,616.00	2.41	17.61	36,628.80	2.41	20.02	41,641.60
	14.48	30,118.40	0.72	15.20	31,616.00	2.41	17.61	36,628.80	2.41	20.02	41,641.60
	17.85	37,128.00	0.50	18.35	38,168.00	0.50	18.85	39,208.00	1.17	20.02	41,641.60
	17.94	37,315.20	0.50	18.44	38,355.20	0.50	18.94	39,395.20	1.08	20.02	41,641.60
	22.13	46,030.40	0.50	22.63	47,070.40	0.50	23.13	48,110.40	0.50	23.63	49,150.40
	22.48	46,758.40	0.50	22.98	47,798.40	0.50	23.48	48,838.40	0.50	23.98	49,878.40
	23.30	48,464.00	0.50	23.80	49,504.00	0.50	24.30	50,544.00	0.50	24.80	51,584.00
	25.48	52,998.40	0.50	25.98	54,038.40	0.50	26.48	55,078.40	0.50	26.98	56,118.40
	25.48	52,998.40	0.50	25.98	54,038.40	0.50	26.48	55,078.40	0.50	26.98	56,118.40
Probation/Intake Staff below Scale				2			2			7	
Probation/Intake Staff above Scale				11			11			6	

Total Adjustments Per Court Request				
	2008		2009	2010
Indirect Services	\$33,280.00		33,280.00	33,280.00
Detention	70,636.80		91,000.00	102,003.20
Intake / Probation	14,435.20		21,465.60	26,665.60
Magistrates / Supervisors	No additional funds requested at this time.			
Annual Totals	118,352.00		145,745.60	161,948.80
Grand Total			426,046.40	