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September 28, 2018

Via email (marsha.kauffman@wvhouse.gov)

Marsha Kauffman, Esq.
House Judiciary Committee
Room 418M
State Capitol Complex
1900 Kanawha Blvd. E.
Charleston, WV 25302

RECEIVED
CLERK OF THE SENATE
DATE: 9-28-18 TIME: 8:59am
By: LC

Re: *In the Matter of Impeachment Proceedings Against Respondent Justice Elizabeth Walker*; Justice Walker's Second Supplemental Reciprocal Disclosures Pursuant to S.R. 203 Rule 21(c)

Dear Ms. Kauffman:

In accordance with the *Rules of the West Virginia Senate While Sitting as a Court of Impeachment During the 83rd Legislature* (the "Rules"), Justice Walker provides the following Second Supplemental disclosures:

- (1) Any written or recorded statement of Justice Walker in Justice Walker's possession which Justice Walker intends to introduce into evidence in her case-in-chief under Article XIV of the Articles of Impeachment.
See attached documents Bates-numbered "Walker 870 - Walker 888." Justice Walker may also introduce any such statements produced by the other Justices or the Managers.
- (2) Any books, papers, documents, data, photographs, tangible objects, buildings or places, or copies of such items in Justice Walker's possession that Justice Walker intends to use in her case-in-chief under Article XIV of the Articles of Impeachment.
See attached documents Bates numbered "Walker 870 - Walker 888." Justice Walker may also introduce any such documents produced by the other Justices or the Managers.

Justice Walker reserves the right to supplement these disclosures as necessary and permissible under the Rules. Please do not hesitate to contact me if you have any questions.

Marsha Kauffman
September 28, 2018
Page 2

Sincerely,



Michael B. Hissam

*Counsel for the Hon. Elizabeth D. Walker,
Justice of the Supreme Court of Appeals
of West Virginia*

cc: Hon. John Shott, House Manager (via email)
Lee Cassis, Clerk of the Senate (via email)

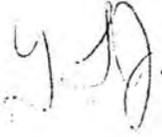
**SUPREME COURT OF APPEALS
STATE OF WEST VIRGINIA**

GARY L. JOHNSON
ADMINISTRATIVE DIRECTOR



ADMINISTRATIVE OFFICE
BUILDING 1, ROOM E-100
1900 KANAWHA BOULEVARD, E.
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MEMORANDUM

TO: ALL JUSTICES
FROM: GARY JOHNSON 
DATE: JANUARY 24, 2018
RE: FINAL ADMINISTRATIVE CONFERENCE MINUTES

Attached for your records are final Minutes from the Administrative Conference held
Monday, January 8, 2018.

Attachment

MINUTES

ADMINISTRATIVE CONFERENCE

JANUARY 8, 2018

Justice Robin Jean Davis did not participate in the January 8, 2018, Administrative Conference.

1. IT INFORMATION

1.1 CIO David Graves prepared a memorandum and gave the current status and overview of the Division of Technology Services. For the Court's information. No further action is required.

1.2 By a vote a 4 – 0, the Court approved CIO David Graves to fill the following positions as long as they are within the salary ranges previously approved by the Court on the IT organizational chart: Sr. Project Manager, Project Coordinator, Service Desk Supervisor, Support Manager, Service Desk (2) and Application Services Director.

1.3 By a vote of 4 – 0, the Court approved the proposed policy for access to the LEO portal of the Courts UJA system.

2. STAFFING REQUESTS IN THE KANAWHA COUNTY OFFICE OF COURT

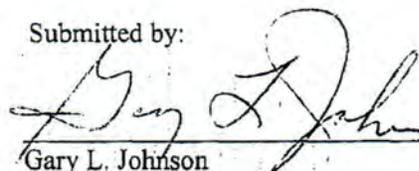
By a vote of 4 – 0, the Court approved the proposal by Kanawha County Court Administrator Beverly Selby to hire additional staff and move Secretary Cheryl Ranson to the Case Manager position at an annual salary of \$48,112, effective immediately. The Court further approved hiring a receptionist at an annual salary of \$28,000, effective immediately.

3. DIVISION OF PROBATION SERVICES

3.1

- By a vote of 4 – 0, the Court approved the operation of a Juvenile Drug Court in Cabell County and also approved Family Court Judge Jason Spears to be the lead Judge for the program. However, the Court will not grant an additional probation officer at this time but may grant an additional officer if, upon review of the number of probationers in Cabell County and the number of officers currently employed, the number of probationers requires an additional officer pursuant to the previous ratios adopted by the Court.

Submitted by:

 Date: 1/24/18
Gary L. Johnson

- By a vote of 4 – 0, the Court instructed Administrative Director Gary Johnson to inform the lead judges in Wood/Wirt, Putnam, and Boone/Lincoln Counties that the Juvenile Drug Court case manager positions will cease on April 13, 2018. The Court felt it was unfair to have case managers in only 3 of the 14 Juvenile Drug Courts.
- By a vote of 4 – 0, the Court approved Director of Probation Services Stephanie Bond to update the Court's website, Division of Probation Services page, Truancy tab, to include current truancy reforms with particular emphasis on our School Based Probation Officers.
- By a vote of 4 – 0, the Court approved that the Court will pay Day Report Centers for drug testing in Family Court at the Day Report Centers' cost.
- By a vote of 4 – 0, the Court voted to require the use of the West Virginia Offender Case Management System (OCMS) by all probation officers for all offenders. The Chief Justice shall enter an administrative order requiring such.

3.2 By a vote of 4 – 0, the Court approved Alicia L. Holman for the position of Quality Assurance/Data Analyst in Probation Services at an annual salary of \$42,000 effective January 20, 2018.

3.3 By a vote of 3 – 1, with Justice Ketchum voting against the matter, the Court authorized sending the proposed memorandum concerning the administration of the LS/CMI and the YLS/CMI by Day Report Centers to All Circuit Judges, All Adult Probation Officers, Director of DJCS Rick Staton and Day Report Center Directors. The Court has no problem with the administration by the Day Report Centers so long as the cost is included in the per diem payment for Court clients.

4. COURT SERVICES

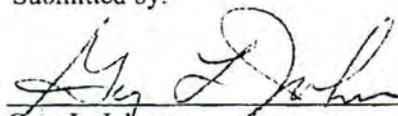
4.1 By a vote of 3 – 1, with Justice Workman voting against the matter, the Court voted that Magistrate Court Field Coordinator Caroline Stoker should be required to make Charleston her headquarters and report to work in Charleston.

By a vote of 4 – 0, the Court voted to require Deputy Director of Juvenile Justice Commission Alicia Mascioli to make her headquarters in Charleston and report to work in Charleston.

By a vote of 4 – 0, the Court approved allowing Director of Juvenile Justice Commission Cindy Largent-Hill to make her headquarters at the Berkeley County Judicial Center and to maintain a Charleston Office to use as needed.

4.2 The Court reviewed a Child and Family Services Reviews Final Report. For the Court's information. No further action is required.

Submitted by:

 Date: 1/24/18
 Gary L. Johnson

4.3 The Court approved the following expenditures from the ICJR grant of the Office of Violence Against Women Act:

A. Up to \$200,000 be allocated to the West Virginia State Police to assist in the transition and continued maintenance of the Domestic Violence Protection Order Registry upon the signing of an official Memorandum of Understanding to transfer the registry.

B. The remainder of the grant may be expended to begin a pilot program which utilizes specially trained social service professionals to investigate cases involving substantial allegations of domestic abuse and utilizes specially trained guardians *ad litem* to represent children in domestic abuse cases. The grant funds shall be used to pay for the training for both guardians *ad litem* and social service professionals.

4.4 By a vote of 4 – 0, the Court approved the proposed Memorandum of Understanding between DHHR and Supreme Court of Appeals in which the Court agreed to pay up to \$55,000 to the DHHR to pay their employees additional compensation to scan mental health records at state hospitals under the NARIP grant for submission to the National Instant Criminal Background Check System (NICS). The project should be completed by September 30, 2018. The Court can no longer pay these individuals as contract workers, and this now will allow the completion of the requirements of the grant. The Court also agrees to train the DHHR employees.

5. LEGISLATIVE UPDATE

Items that affect the Court that the Governor will address:

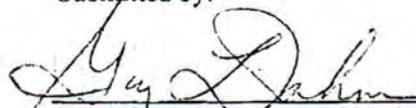
5.1 By a vote of 4 – 0, the Court voted to support the bill to make the Workers' Compensation Appeal Board the Court of last resort on workers' compensation issues, meaning that these cases would no longer be appealable to the Supreme Court of Appeals of West Virginia.

5.1.2 By a vote of 4 – 0, the Court voted not to take a position that the West Virginia Supreme Court be the Court of original jurisdiction instead of Kanawha County Circuit Court when the issue is the overseeing or monitoring of a state agency, but the Court notes that there must be a method of fact finding included in the bill.

5.2. By a vote of 3 – 1, with Justice Walker voting against the matter, the Court voted to oppose a constitutional amendment to limit the Court's budgetary authority.

By a vote of 4 – 0, the Court took no position on any bail reform initiative until an actual statute is introduced.

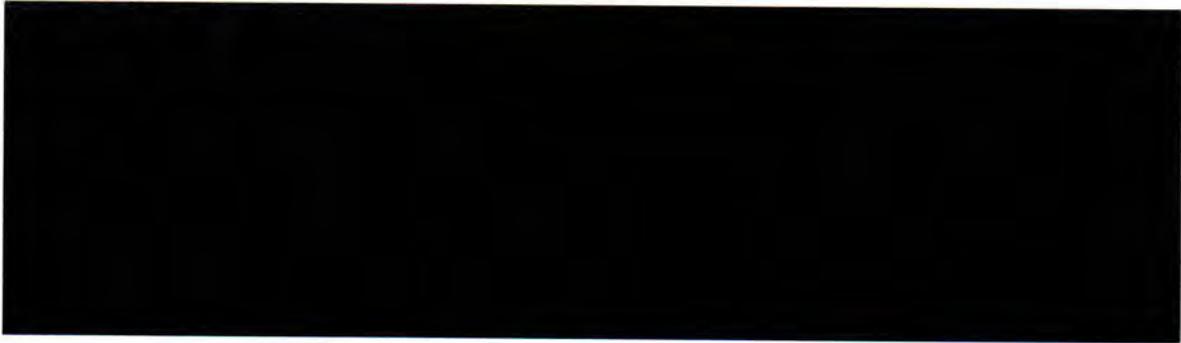
Submitted by:


Date: 1/24/18
Gary L. Johnson

5.3. By a vote of 4 – 0, the Court voted to take no position on the proposed Financial Exploitation Protection Order, but noted that the Court would prefer that jurisdiction should be in circuit court and not with mental hygiene commissioners due to costs.

5.4. By a vote of 4 – 0, the Court voted to not take any action on the legislatively proposed reorganization of the WV Department of Health and Human Resources until an actual bill is introduced.

6. UPDATE INFORMATION FROM GENERAL COUNSEL LORI PALETTA-DAVIS



7. WEST VIRGINIA JUDICIAL ASSOCIATION REQUESTING CONSIDERATION OF EXTENSION OF AUTOMATIC PAY INCREASES TO COURT REPORTERS

By a vote of 4 – 0, the Court declined to change the pay scale of the court reporters.

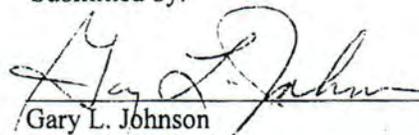
8. APPLICATION OF FAMILY COURT JUDGE WILLIAM F. SINCLAIR TO BE A SENIOR STATUS JUDGE

By a vote of 5 – 0, the Court approved Family Court Judge William F. Sinclair to be a Temporary Family Court Judge as of January 8, 2018.

9. FINANCIAL DIVISION

By a vote of 4 – 0, the Court approved to hire Jessica Beane for the accounts payable position in the Finance Division at an annual salary of \$34,000 effective immediately.

Submitted by:

 Date: 1/24/18
Gary L. Johnson

10. **LITIGATION UPDATE**

For the Court's information. No further action is required.

11. **DIVISION OF ADMINISTRATIVE SERVICES**

11.1 By a vote of 4 – 0, the Court voted to make an offer to the Braxton County Commission to pay half of the \$14,610.00 proposal from Startronics America for all equipment and labor for installation to upgrade the audio system in Judge Facemire's Circuit Courtroom in Braxton County.

11.2 By a vote of 4 – 0, the Court denied paying \$3,288.96 to Omega Commercial Interiors for all signage and labor for the installation of signs in all locations for the new Cabell County Family Court Facility.

12. **MISCELLANEOUS**

A. By a vote of 4 – 0, the Court voted to reduce their budget request to the Legislature by \$2,000,000 which would lower the request to \$139,759,670.

B. By a vote of 4 – 0, the Court approved all the Minutes from matters requiring Court action during recess (December 2017).

C. Other budget matters - for the Court's information. No further action is required.

D. An update on the status of transfer of DV and MH Registries - for the Court's information. No further action is required.

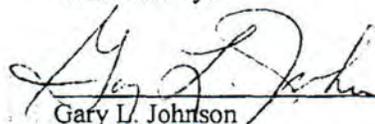
E. A request to schedule an entrance conference to discuss an audit of the Court's personal use of State vehicles - for the Court's information. No further action is required.

F. By a vote of 4 – 0, the Court approved hiring Christopher E. Stone for the position of Senior Systems Engineer under the Operations Services Division of Information Technology, at an annual salary of \$75,000 effective immediately.

ADDENDUM

By a vote of 4 – 0, the Court approved hiring Bill B. Gallagher as a User Support Services Manager in the Division of Technology Services at an annual salary of \$81,000 effective immediately. This position is to backfill the Support Manager position as the current employee is limited to working half days.

Submitted by:


Gary L. Johnson

Date: 11/24/18

MINUTES

ADMINISTRATIVE CONFERENCE

January 9, 2018

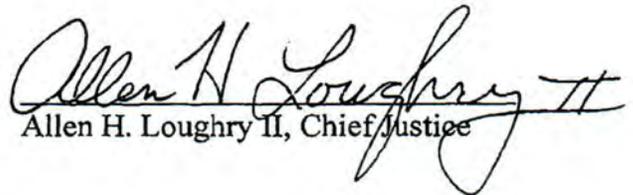
The Court held an Administrative Conference on January 9, 2018. Chief Justice Loughry, Justice Ketchum and Justice Walker were in attendance. Justice Workman participated by telephone. Justice Davis did not participate.

The Court denied the Clerk of the Court's request to hire Isaac Counts as a Deputy Clerk. He will remain in his current position in technology.

The Court further approved the advertisement for the open senior staff attorney position.

Submitted by:

Date: 1-9-18


Allen H. Loughry II, Chief Justice

**SUPREME COURT OF APPEALS
STATE OF WEST VIRGINIA**

GARY L. JOHNSON
ADMINISTRATIVE DIRECTOR



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MEMORANDUM

TO: ALL JUSTICES
FROM: GARY JOHNSON 
DATE: JANUARY 10, 2018
RE: APPROVED SUMMARY FROM MATTERS REQUIRING COURT ACTION
DURING ADJOURNMENT

Attached for your records is a final summary from Matters Requiring Court Action
During Adjournment approved in the Administrative Conference held Monday, January 8, 2018.

Attachment

(Approved in the January 8, 2018, Administrative Conference)

MATTERS REQUIRING COURT ACTION DURING ADJOURNMENT

1. On December 12, 2017, Administrative Director Gary Johnson, at the request of CIO David Graves, requested by email, permission to hire Thomas Ray Toler as the CISO (person in charge of IT security) which was sent to all Justices for approval (emails attached). Mr. Toler will begin his employment on Monday, January 8, 2018, at an annual salary of \$75,000.

The Court voted 4 – 1, with Justice Davis voting no as she did not feel comfortable making hires by email without Court discussion.

2. On December 12, 2017, Administrative Director Gary Johnson, at the request of CIO David Graves, requested by email, permission to purchase an upgrade of Service Desk Software (Trackit/Footprints) in the amount of \$64,757.23. If we failed to purchase by December 31, 2017, we would forfeit a substantial discount. The new software would replace current software resulting in smaller annual payments and the additional license fee would be recouped with the savings over a three year period. The new software would allow for more efficient operation of the help desk.

The Court approved by a 5 – 0 vote (emails attached).

3. On December 19, 2017, Administrative Director Gary Johnson, at the request of CIO David Graves, requested by email, permission to hire the following three individuals for positions that were previously approved and within previously approved salary ranges:

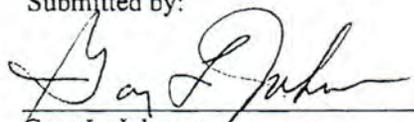
- 1) Joseph Haun, Service Desk Supervisor, \$60,000.
- 2) John Surbaugh, Service Delivery Analyst, \$75,000.
- 3) Jennifer Miller, Services Delivery Project Manager, \$73,000.

The Court voted 4 – 1 to approve the three individuals with Justice Davis voting no as she did not feel comfortable making hires by email without Court discussion (emails attached).

4. Actions Taken by the Court on December 21, 2017.

On the Twenty-First day of December, the Court had a conference call on the matter of an invoice received from the Enterprise Resource Planning Board for \$1,160,600 for OASIS expenses covering four years from Fiscal Year 2015 through 2018.

Submitted by:


Date: 1/10/18
Gary L. Johnson

The Court discussed the matter and after that discussion, Justice Ketchum made two motions:

- 1) To pay the invoice for the use of OASIS as the Court uses it on a regular basis.

All five justices voted to pay the invoice immediately.

- 2) That the Chief Justice contact the Auditor for verification through some writing that the Court not be charged any extra for modifications for KRONUS, an OASIS timekeeping system, if the Court decides to utilize it and that the Auditor introduce and support legislation that the Court be included on the Board or Steering Committee for Enterprise Resource Planning Board as suggested by Justice Workman.

All five justices voted to approve the motion.

5. The Court approved to hire Sara Massey for the Administrative Office Assistant Administrative Counsel position increasing the earlier approved annual salary from \$75,000 to \$80,000.

6. The Court approved Director of Financial Management Sue Troy to hire an additional temporary clerical employee to search for information to respond to FOIA requests.

7. By a vote of 5 – 0, Eighteenth Judicial Circuit Judge Lawrence S. Miller, Jr., was approved for Senior Status upon his December 31, 2017, retirement (emails attached).

Submitted by:



Gary L. Johnson

Date: 1/10/18

FINAL
Administrative Conference
May 14, 2018

CONFIDENTIAL

To: All Justices
From: Robin Jean Davis, Justice 
Date: May 15, 2018

On May 14, 2018, five members of the Court met to discuss several confidential matters at the conclusion of the regularly scheduled Administrative Conference.

1. Invoice from K&L Gates

The Court reviewed the K&L Gates Invoice. Prior to submission to the Auditor and payment, the description of services section of the invoice must be redacted. Vote 5-0

2. Request of Judge Chris Wilkes concerning Business Court

The Court voted to defer any consideration of Judge Wilkes' email request until all matters at the JIC are concluded. Vote 5-0

3. Caroline Stoker to field-employee status

The Court voted to permit Caroline Stoker to return to field employee status. The HR Director shall be involved in the drafting of standards for working in the field, including but not limited to such documentation as time sheets. Vote 5-0

4. Replacement of Workers' Compensation Clerk

The Court voted to defer the hiring of a Workers' Compensation Clerk to replace Jane Ann Pancake pending a review and assessment of the case load. Vote 5-0

5. Judicial Investigation Commission full time Investigator

The Court voted to approve Teresa Tarr's request to hire a full time investigator. Vote 5-0

6. Outreach/Civic Education Programs

The Court voted to transfer the outreach/civic education programs from Education and Access to Justice Director Sara Thompson to Public Information Outreach (Jennifer Bundy). Vote 5-0

7. Reorganization Chart

The Court voted to approve the May 10, 2018 Reorganization Chart as submitted by Chief Justice Workman. Vote 4-1 (Loughry). Justice Loughry voted to retain the first organizational chart for a period of time to determine its success or failure.

8. Raises

The Court is continuing to review raises within the Court Family. Vote 3-2 (Loughry and Walker). Justices Loughry and Walker would vote for no raises until the salary study has been completed by the National Center for State Courts.

9. IT Director

The Court voted to promote Pat Moats to the title of IT Director. Vote 5-0. The Court further voted to increase Pat Moat's salary to the sum of \$100,000.00. Vote 3-2 (Loughry and Walker). Justice Loughry and Walker would vote for no raises until the salary study has been completed by the National Center for State Courts.

**Amended Minutes for Special Administrative Conference
May 17, 2018**

On the 17th day of May 2018, the Court met in special Administrative Conference to consider proposed merit salary increases and promotions for some administrative office employees.

Chief Justice Workman recommended merit/equity salary increases for some employees.

After full consultation, the Court voted 3-2, with Justices Loughry and Walker dissenting, to approve the pay increases as modified from the recommendations. Reasoning of the Justices in support of or opposing their respective votes is set forth in the Attachment to May 17, 2018, Administrative Conference Minutes. A copy of the proposed merit raises and the merit raises as approved by the majority of the Court is attached hereto and incorporated herein by reference to Exhibit A.

Margaret Honohan
June 4, 2018

Attachment to May 17, 2018, Administrative Conference Minutes

The majority states the following:

- The majority of the proposed raises involve employees who are not at the top echelon of management. It has been up to seven years since some of these employees have had any pay increase. Our employees were not even given the across-the-board raise passed by the Legislature in 2014. This created morale problems among many of the employees who have worked diligently for many years with little or no increase. As a result, many employees are actively seeking other employment, including those with experience and skill sets that would be difficult for the Court to replace. These employees deserve equity and/or merit increases. In addition, some employees have qualified for and been selected for promotions to existing positions where vacancies exist.
- These recommendations come only after months of substantial amounts of time spent working with division leaders and the employees themselves under each division, learning about what each does and where gross inequities have grown up over time. They also result from close consultation with their supervisors and, in most instances, upon their recommendation.
- Although a salary scale study is anticipated by the National Center for State Courts, that study is meant to focus strictly on determining the pay scale or range for similar positions. That study will not take into consideration any employee's education, experience, or job performance. The increases recommended herein focus on these factors, as well as the difficulty that would be encountered in replacing certain skill areas.

Justice Walker voted against all proposed salary increases (over and above the across the board increase effective July 1, 2018) for the following reasons: (a) the Court has not conducted a salary survey or any other objective analysis of the Court's salaries; (b) the Court has no established salary scales; (c) the Court's Human Resources Director was not consulted; (d) the Court does not conduct performance evaluations or any other periodic measure of employee job performance; and (e) the State's current financial circumstances. Justice Walker was joined by Justice Loughry in both the vote and reasoning.

Chief Justice Workman further states that the newly hired Human Resource Director Joe Armstrong began working at the Court on May 14, 2018. The merit/equity raises were researched, planned and presented to the Court prior to the Human Resource Director starting his employment and therefore it was not possible to consult with the new Human Resource Director prior to this decision.

unew
June 4, 2018 WALKER 883

Exhibit

2,160.00

0.20

NAME	COURT HIRE DATE	YEARS OF STATE SERVICE	CURRENT ANNUAL SALARY	NEW SALARY WITH ACROSS THE BOARD RAISE	PROPOSED RAISE	NEW SALARY	COST OF PROPOSED MERIT RAISE INCLUDING EMPLOYER	LAST RAISE DATE	AMOUNT OF LAST RAISE
Adams Joseph R	9/1/2016	26	\$38,004.00	\$40,164.00				-	-
Agee, Lindsay E.	9/27/2010	6	\$60,000.00	\$62,160.00	\$2,840.00	\$65,000.00	\$3,408.00	-	-
Anderson, Stephanie A	7/13/2015	15	\$34,008.00	\$36,168.00				-	-
Angus, Arthur G	7/7/1997	41	\$61,200.00	\$63,360.00	\$1,640.00	\$65,000.00	\$1,968.00	6/10/2010	\$2,424.00
Armstrong, Joseph	5/14/2018	0	\$82,500.00	\$84,660.00				-	-
Arrowood, Pepper J	10/14/1997	19	\$48,864.00	\$51,024.00	\$1,000.00	\$52,024.00	\$1,200.00	10/1/2008	\$3,468.00
Arrowood, Ronald M	11/16/2005	15	\$63,000.00	\$65,160.00				7/1/2013	\$6,684.00
Arthur, Steven R	5/1/2016	1	\$40,000.00	\$42,160.00				9/30/2017	\$4,996.00
Atik Jones Olivya	9/16/2013	3	\$40,008.00	\$42,168.00				12/1/2013	\$2,004.00
Ayers, Michael D	5/1/2016	1	\$51,000.00	\$53,160.00	\$4,000.00	\$57,160.00	\$4,800.00	9/30/2017	\$13,000.00
Barnette, Charles D	11/25/2017	1	\$44,000.00	\$46,160.00				-	-
Bartlett Raven R	8/1/2016	1	\$38,004.00	\$40,164.00				-	-
Beane, Jessica D	1/20/2018	0	\$34,000.00	\$36,160.00				-	-
Beatty, Roblene C.	10/1/1997	19	\$35,376.00	\$37,536.00				8/1/2006	\$3,000.00
Beaver, Jacqueline D.	5/1/2011	11	\$38,664.00	\$40,824.00	\$1,000.00	\$41,824.00	\$1,200.00	2/16/2016	\$3,000.00
Benson, Mark S	2/3/2018	0	\$81,000.00	\$83,160.00				-	-
Bishop, Michele D.	12/16/2012	11	\$88,008.00	\$90,168.00				7/1/2015	\$5,004.00
Blake Kathleen L	1/1/2014	3	\$42,000.00	\$44,160.00				11/1/2014	\$2,496.00
Blankenship Kathryn B	10/1/2015	1	\$38,004.00	\$40,164.00				-	-
Blaydes, Mary S.	9/16/2007	17	\$88,008.00	\$90,168.00				-	-
Boley Sandie D	1/5/2015	16	\$38,004.00	\$40,164.00				-	-
Bond, Stephanie J	7/22/2017	23	\$88,000.00	\$90,160.00				-	-
Brogan, Debra K	10/16/2010	6	\$35,712.00	\$37,872.00	\$2,128.00	\$40,000.00	\$2,553.60	-	-
Bundy, Jennifer L	6/12/2006	11	\$80,004.00	\$82,164.00				7/1/2013	\$2,748.00
Burns, Joyce L.	10/6/1997	19	\$46,464.00	\$48,624.00				7/1/2013	\$3,000.00
Carlson, Jason R	11/1/2008	17	\$50,004.00	\$52,164.00	\$1,000.00	\$53,164.00	\$1,200.00	10/1/2014	\$2,052.00
Carpenter, Jimmy A	11/1/2001	15	\$31,740.00	\$33,900.00				8/1/2006	\$1,800.00
Castle Shelly R	10/16/2014	2	\$34,008.00	\$36,168.00				8/16/2015	\$4,008.00
Chambers, Alison R.	6/1/1996	21	\$94,308.00	\$96,468.00				7/1/2012	\$2,508.00
Chapman, Emily E.	9/1/2016	1	\$60,000.00	\$62,160.00				8/7/2017	\$3,096.00
Clark Robyn K	12/1/2013	3	\$33,000.00	\$35,160.00	\$1,000.00	\$36,160.00	\$1,200.00	8/16/2015	\$3,000.00
Clemens, Ashley D	8/5/2017	3	\$46,000.00					-	-
Connolly, Jill E	7/8/2014	2	\$39,504.00	\$41,664.00				7/1/2015	\$4,500.00
Conrad Michael D	7/16/2011	5	\$35,004.00	\$37,164.00				-	-
Conrad, Scottie A	7/1/2004	13	\$70,000.00	\$72,160.00				9/30/2017	\$4,996.00

NAME	COURT HIRE DATE	YEARS OF STATE SERVICE	CURRENT ANNUAL SALARY	NEW SALARY WITH ACROSS THE BOARD RAISE	PROPOSED RAISE	NEW SALARY	COST OF PROPOSED MERIT RAISE INCLUDING EMPLOYER	LAST RAISE DATE	AMOUNT OF LAST RAISE
Cooper Antionette A	10/16/2014	2	\$34,008.00	\$36,168.00				8/16/2015	\$4,008.00
Courts, Issac V.	7/16/2011	5	\$55,000.00	\$57,160.00				9/30/2017	\$10,492.00
Dean, Adam M.	8/7/2000	16	\$63,984.00	\$66,144.00	\$1,856.00	\$68,000.00	\$2,227.20	3/16/2012	\$9,000.00
Dean, Sonya K	1/1/2009	8	\$52,548.00	\$54,708.00	\$3,292.00	\$58,000.00	\$3,950.40	-	-
Dupicherla, Chaitanya K	9/30/2017	0	\$65,000.00	\$67,160.00				-	-
Elliott, Donna F	9/3/2017	0	\$35,000.00	\$37,160.00	\$13,840.00	\$51,000.00	\$16,608.00	-	-
Elliott, Julia M	7/22/2017	0	\$51,000.00	\$53,160.00				9/30/2017	\$19,000.00
Ellis, Kimberly M	5/16/2013	4	\$65,004.00	\$67,164.00	\$2,000.00	\$69,164.00	\$2,400.00	11/01/2015	\$7,500.00
Errell, Tracy D	6/24/2013	4	\$35,508.00	\$37,668.00				9/16/2016	\$5,508.00
Felder, Lynn R	11/1/2015	1	\$34,008.00	\$36,168.00				-	-
Fields, Kimberley R	5/1/2008	9	\$88,740.00	\$90,900.00				9/16/2009	\$9,744.00
Fisher, Clarita D	9/1/2009	7	\$51,012.00	\$53,172.00	\$4,828.00	\$58,000.00	\$5,793.60	-	-
Foster, Linda A	5/11/1999	18	\$58,008.00	\$60,168.00				9/16/2016	\$6,000.00
Francis, Joseph D	10/14/2017	19	\$78,000.00	\$80,160.00				-	-
Frye, Donald L	1/6/2014	28	\$40,008.00	\$42,168.00				-	-
Gallagher, Bill B	2/3/2018	7	\$81,000.00	\$83,160.00	\$4,000.00	\$87,160.00	\$4,800.00	-	-
Garnes, Christopher A.	4/1/2014	8	\$28,500.00	\$30,660.00	\$2,000.00	\$32,660.00	\$2,400.00	2/16/2016	\$1,500.00
Green, Shannon L.	10/17/1994	22	\$62,508.00	\$64,668.00	\$1,332.00	\$66,000.00	\$1,598.40	9/16/2015	\$5,796.00
Greene, Mary B	9/15/1986	30	\$71,532.00	\$73,692.00	\$1,308.00	\$75,000.00	\$1,569.60	12/1/2012	\$3,504.00
Greter, Kandi L	10/1/2001	15	\$46,572.00	\$48,732.00				7/1/2012	\$1,008.00
Gundy Jr, Jess W	1/17/2007	32	\$45,900.00	\$48,060.00				6/1/2010	\$3,936.00
Gush, Richard	5/1/2007	10	\$38,100.00	\$40,260.00	\$1,000.00	\$41,260.00	\$1,200.00	9/16/2016	\$3,000.00
Hager, Daniel B	9/10/2001	23	\$39,120.00	\$41,280.00				1/16/2009	\$1,776.00
Halstead Brittany A	5/16/2015	1	\$34,008.00	\$36,168.00				-	-
Hansen, Thomas A	4/8/2015	6	\$46,512.00	\$48,672.00	\$3,328.00	\$52,000.00	\$3,993.60	12/16/2015	\$5,508.00
Hanson Kirby W	5/16/2014	3	\$38,004.00	\$40,164.00				-	-
Harless, April C	1/1/2009	8	\$55,500.00	\$57,660.00	\$2,340.00	\$60,000.00	\$2,808.00	7/1/2013	\$1,944.00
Harper, Tara E	3/17/1997	20	\$52,740.00	\$54,900.00	\$7,260.00	\$62,160.00	\$8,712.00	8/1/2006	\$3,000.00
Harrison, Teresa A	8/1/2013	3	\$39,000.00	\$41,160.00	\$5,000.00	\$46,160.00	\$6,000.00	-	-
Hart, Barbara J	12/9/2005	11	\$30,504.00	\$32,664.00	\$4,336.00	\$37,000.00	\$5,203.20	6/16/2009	\$5,184.00
Hatfield, Anthony W	10/5/2009	7	\$40,000.00	\$42,160.00				9/30/2017	\$4,288.00
Hayes, Barbara	3/1/1999	18	\$32,436.00	\$34,596.00				8/1/2006	\$1,800.00
Hill, De Ann G	1/16/2009	22	\$36,528.00	\$38,688.00	\$3,312.00	\$42,000.00	\$3,974.40	6/16/2011	\$5,000.00
Hinte, Andrew C	1/1/2009	8	\$55,000.00	\$57,160.00	\$2,840.00	\$60,000.00	\$3,408.00	9/3/2017	\$11,356.00
Hoke Marycait L	3/23/2015	2	\$30,000.00	\$32,160.00				-	-
Holman, Alicia L	1/20/2018	2	\$42,000.00	\$44,160.00				-	-
Horner, Daniel J	7/22/2017	0	\$51,000.00	\$53,160.00				9/30/2017	\$19,000.00

NAME	COURT HIRE DATE	YEARS OF STATE SERVICE	CURRENT ANNUAL SALARY	NEW SALARY WITH ACROSS THE BOARD RAISE	PROPOSED RAISE	NEW SALARY	COST OF PROPOSED MERIT RAISE INCLUDING EMPLOYER	LAST RAISE DATE	AMOUNT OF LAST RAISE
Graham, Cheryl A	1/1/2015	3	\$46,008.00	\$48,168.00				9/16/2016	\$7,008.00
Maack, Madeleine J	5/16/2010	7	\$87,000.00	\$89,160.00	\$1,000.00	\$90,160.00	\$1,200.00	2/15/2013	\$9,468.00
Johnson, Gary L	1/4/2017	29	\$135,000.00					8/5/2017	\$9,000.00
Johnson, Sandra K	5/1/2013	4	\$42,000.00	\$44,160.00	\$1,840.00	\$46,000.00	\$2,208.00	1/16/2016	\$6,996.00
Jones Andria N	7/16/2016	1	\$40,008.00	\$42,168.00	\$7,832.00	\$50,000.00	\$9,398.40	-	-
Jones, Sara A.	9/22/2014	4	\$83,004.00	\$85,164.00				-	-
Jordan, Melody R	7/10/2002	14	\$42,276.00	\$44,436.00	\$1,564.00	\$46,000.00	\$1,876.80	12/1/2012	\$2,508.00
Kayha, Bruce A.	8/1/2000	16	\$119,004.00	\$121,164.00	\$1,000.00	\$122,164.00	\$1,200.00	4/16/2011	\$5,004.00
Kitzmiller, Janis K	1/16/2007	17	\$62,016.00	\$64,176.00				9/16/2016	\$10,008.00
Kusimo-Frazier, Olubu	9/22/2014	3	\$83,004.00	\$85,164.00				-	-
Lacy, Margaret S	5/26/2015	14	\$39,000.00	\$41,160.00				9/16/2016	\$4,992.00
Lanham, Brian J	9/8/2014	10	\$83,000.00	\$85,160.00	\$1,840.00	\$87,000.00	\$2,208.00	9/16/2017	\$2,996.00
Largent - Hill, Cynthia	3/8/2012	17	\$85,008.00	\$87,168.00	\$1,000.00	\$88,168.00	\$1,200.00	-	-
Lawson Jordan A	4/16/2016	1	\$34,008.00	\$36,168.00				-	-
Leffingwell Johnna S	4/16/2017	0	\$38,004.00	\$40,164.00				-	-
Leftwich Nicholas W	9/15/2014	8	\$50,000.00	\$52,160.00				9/16/2017	\$8,600.00
Lilly - Barker, Georgeann	8/16/2010	6	\$30,048.00	\$32,208.00	\$3,792.00	\$36,000.00	\$4,550.40	7/1/2012	\$3,000.00
Lucas, Russell F	9/20/2017	0	\$65,000.00	\$67,160.00	\$7,840.00	\$75,000.00	\$9,408.00	-	-
Lynch, Evan	4/14/2018	4	\$75,000.00	\$77,160.00				-	-
Maerz, Kaye L	8/16/2004	12	\$70,404.00	\$72,564.00				6/16/2011	\$1,500.00
Magann, Brenda	1/1/2003	14	\$42,420.00	\$44,580.00	\$1,420.00	\$46,000.00	\$1,704.00	8/1/2006	\$3,000.00
Mandapaka, Krishna R	11/6/2017	0	\$84,000.00	\$86,160.00				-	-
Markham, Angela	10/1/2013	5	\$51,000.00	\$53,160.00	\$31,840.00	\$85,000.00	\$38,208.00	9/30/2017	\$996.00
Martin, Jordan E.	8/10/2015	2	\$60,000.00	\$62,160.00				5/15/2017	\$4,992.00
Mascioli, Alicia M	10/1/2014	2	\$55,008.00	\$57,168.00				-	-
Massey, Sarah B	1/6/2018	0	\$80,000.00	\$82,160.00	\$2,840.00	\$85,000.00	\$3,408.00	-	-
McKinney, Robert L	2/15/2012	5	\$68,004.00	\$70,164.00				-	-
Mendez, Paul C	5/17/1999	18	\$35,844.00	\$38,004.00	\$3,996.00	\$42,000.00	\$4,795.20	10/1/2008	\$1,626.00
Menefee, Melissa J	7/1/2013	4	\$40,500.00	\$42,660.00	\$1,000.00	\$43,660.00	\$1,200.00	11/16/2016	\$2,496.00
Miller Megan N	6/24/2017	0	\$38,000.00	\$40,160.00				-	-
Moats, Patricia A	10/1/2007	16	\$80,000.00	\$82,160.00	\$17,840.00	\$100,000.00	\$21,408.00	9/2/2017	\$10,988.00
Moore, Deborah M	9/16/2001	15	\$37,200.00	\$39,360.00				7/1/2011	\$2,000.00
Moore, Janie L	3/1/2009	30	\$73,440.00	\$75,600.00	\$2,400.00	\$78,000.00	\$2,880.00		
Mott, Brian	10/1/2005	11	\$31,008.00	\$33,168.00				4/1/2009	\$4,284.00
Mullins, Joan	2/15/1999	18	\$59,772.00	\$61,932.00	\$3,068.00	\$65,000.00	\$3,681.60	4/16/2017	\$2,160.00
Mullins, Joshua R.	1/24/2011	6	\$83,004.00	\$85,164.00				3/3/2018	\$15,984.00
Mullins, Stacie L	11/1/2015	1	\$32,004.00	\$34,164.00	\$1,836.00	\$36,000.00	\$2,203.20	-	-

NAME	COURT HIRE DATE	YEARS OF STATE SERVICE	CURRENT ANNUAL SALARY	NEW SALARY WITH ACROSS THE BOARD RAISE	PROPOSED RAISE	NEW SALARY	COST OF PROPOSED MERIT RAISE INCLUDING EMPLOYER	LAST RAISE DATE	AMOUNT OF LAST RAISE
Nagy, Jeremy A	4/1/2008	9	\$45,708.00	\$47,868.00	\$1,000.00	\$48,868.00	\$1,200.00	12/16/2015	\$5,004.00
Nash Gaiser, Edythe A.	8/27/2003	13	\$128,000.00	\$130,160.00				11/1/2017	\$5,492.00
Nichols, Katherine M.	1/8/2013	5	\$83,004.00	\$85,164.00				3/3/2018	\$996.00
Nicholson, Janet	1/1/1997	20	\$49,032.00	\$51,192.00				1/1/2017	\$12,480.00
Norris, Marybeth C	7/16/2006	10	\$75,000.00	\$77,160.00				9/30/2017	\$4,188.00
Paletta-Davis, Lori J	4/1/2017	1	\$110,000.00	\$112,160.00				8/5/2017	\$17,996.00
Palmer, April R.	4/30/2018		\$50,000.00	\$52,160.00				-	-
Pancake, Jane A.	5/1/2016	1	\$56,904.00	\$59,064.00				-	-
Payne, Virginia M.	3/1/2011	6	\$80,000.00	\$82,160.00				11/28/2017	\$10,000.00
Porter, Cheryl H	7/1/2001	18	\$37,152.00	\$39,312.00				1/16/2009	\$1,692.00
Pruitt Amanda S	10/16/2014	2	\$34,008.00	\$36,168.00				8/16/2015	\$4,008.00
Racer-Troy, Linda S	7/1/2012	5	\$90,000.00	\$92,160.00				8/5/2017	\$12,000.00
Ramsdell, Bryan P	11/11/2017	15	\$62,500.00	\$64,660.00				-	-
Rimmey, Brittany L.	8/28/2013	3	\$56,904.00	\$59,064.00	\$1,000.00	\$60,064.00	\$1,200.00	-	-
Ryan, Amanda J	7/10/2017	0	\$35,000.00	\$37,160.00	\$12,840.00	\$50,000.00	\$15,408.00	9/30/2017	\$2,000.00
Ryan, Andrew S.	12/26/2017	0	\$60,000.00	\$62,160.00				-	-
Samson, Preston R.	10/1/1997	19	\$39,276.00	\$41,436.00	\$1,000.00	\$42,436.00	\$1,200.00	2/16/2016	\$1,008.00
Sarver, Laura A	4/16/2014	13	\$54,012.00	\$56,172.00	\$1,828.00	\$58,000.00	\$2,193.60	12/16/2015	\$4,008.00
Schafer, Mary P	2/1/2014	7	\$42,000.00	\$44,160.00	\$2,000.00	\$46,160.00	\$2,400.00	9/16/2017	\$3,000.00
Sefton, Michael J	4/1/2006	11	\$85,000.00	\$87,160.00				9/2/2017	\$29,944.00
Shears, Jeremy S	1/1/2006	11	\$55,000.00	\$57,160.00	\$2,840.00	\$60,000.00	\$3,408.00	9/30/2017	\$8,272.00
Shelton, Russell J	7/1/2001	19	\$36,576.00	\$38,736.00				10/1/2008	\$1,662.00
Sigmon, Dermond L	4/1/2012	5	\$51,000.00	\$53,160.00				9/30/2017	\$6,984.00
Sloan Nanette M	11/15/2012	4	\$40,008.00	\$42,168.00	\$7,832.00	\$50,000.00	\$9,398.40	8/16/2015	\$2,004.00
Smith Codie B	5/16/2015	2	\$38,004.00	\$40,164.00				8/16/2015	\$5,004.00
Smith, Angela D.	1/9/1989	29	\$53,148.00	\$55,308.00				7/1/2010	\$1,500.00
Smith, Crystal D	12/9/2017	11	\$34,000.00	\$36,160.00				-	-
Smith, Tammy K	5/16/1998	34	\$66,216.00	\$68,376.00				7/1/2016	\$10,008.00
Snyder, Andrea K	8/1/2009	7	\$51,000.00	\$53,160.00	\$4,840.00	\$58,000.00	\$5,808.00	9/30/2017	\$2,124.00
Spencer, Lisa G	12/9/2013	3	\$55,008.00	\$57,168.00				-	-
Spradling, Peggy S.	7/21/2011	5	\$30,108.00	\$32,268.00	\$5,000.00	\$37,268.00	\$6,000.00	2/16/2016	\$4,500.00
Stoker, Caroline A	12/1/1976	40	\$63,552.00	\$65,712.00	\$1,000.00	\$66,712.00	\$1,200.00	8/1/2006	\$3,000.00
Stone, Christopher E	1/20/2018	0	\$75,000.00	\$77,160.00				-	-
Stotler, Lorri J	5/10/2013	4	\$33,000.00	\$35,160.00		\$37,000.00	\$0.00	-	-
Street, John W	5/22/2017	0	\$70,000.00	\$72,160.00				-	-
Summers, Vaughn A.	1/1/2011	6	\$39,000.00	\$41,160.00				7/1/2015	\$6,996.00

NAME	COURT HIRE DATE	YEARS OF STATE SERVICE	CURRENT ANNUAL SALARY	NEW SALARY WITH ACROSS THE BOARD RAISE	PROPOSED RAISE	NEW SALARY	TOTAL COST OF PROPOSED MERIT RAISE INCLUDING EMPLOYER	LAST RAISE DATE	AMOUNT OF LAST RAISE
Burbaugh, John A	12/26/2017	0	\$75,000.00	\$77,160.00				-	-
Farbett, Stephen C	7/30/2001	15	\$51,000.00	\$53,160.00				9/30/2017	\$8,580.00
Farr, Teresa A	11/16/2011	14	\$116,000.00	\$118,160.00	\$4,840.00	\$123,000.00	\$5,808.00	9/16/2017	\$5,996.00
Taylor, Joshua A	10/16/2016	1	\$39,000.00	\$41,160.00				-	-
Thaxton, James K	8/15/1988	28	\$51,000.00	\$53,160.00				9/30/2017	\$1,008.00
Thomas, Jane E	11/1/2002	14	\$37,560.00	\$39,720.00				1/16/2009	\$1,704.00
Thompson, Redonna F.	4/1/2001	16	\$39,528.00	\$41,688.00	\$1,000.00	\$42,688.00	\$1,200.00	2/16/2016	\$252.00
Thompson, Sara E	11/15/2006	10	\$75,000.00	\$77,160.00				10/1/2014	\$3,000.00
Thompson, Zachary J	12/1/2014	2	\$55,008.00	\$57,168.00				-	-
Toler, Thomas R	1/6/2018	11	\$75,000.00	\$77,160.00				-	-
Vernon, Tomas R.	3/16/1997	20	\$83,160.00	\$85,320.00	\$2,680.00	\$88,000.00	\$3,216.00	7/1/2012	\$5,004.00
Vickers, Kelly K	11/11/2017	3	\$34,000.00	\$36,160.00				-	-
Wagner, Randall H	9/2/2003	19	\$43,404.00	\$45,564.00				1/16/2009	\$1,968.00
Walters, Sandra G	1/1/2009	8	\$40,716.00	\$42,876.00	\$1,000.00	\$43,876.00	\$1,200.00	12/16/2015	\$5,004.00
Weisberg Lou	1/16/2009	8	\$45,000.00	\$47,160.00	\$2,000.00	\$49,160.00	\$2,400.00	8/16/2015	\$2,952.00
Wellman, Amanda C.	4/28/2018	5	\$57,000.00	\$59,160.00				-	-
Westfall, Jessica R	7/16/2011	5	\$35,508.00	\$37,668.00	\$2,332.00	\$40,000.00	\$2,798.40	10/1/2014	\$2,604.00
White, Carol A.	1/8/2001	18	\$53,004.00	\$55,164.00				-	-
White, Vanessa L	12/30/2013	3	\$42,000.00	\$44,160.00				-	-
Wilkinson, Rebecca L	12/27/2017	0	\$40,000.00	\$42,160.00				-	-
Williams, Chelsea T.	8/29/2016	1	\$24,504.00	\$26,664.00	\$1,000.00	\$27,664.00	\$1,200.00	-	-
Wilson, David W	10/1/2014	2	\$51,000.00	\$53,160.00				9/30/2017	\$15,984.00
Wines, Cassandra A.	5/16/1998	19	\$44,340.00	\$46,500.00	\$2,000.00	\$48,500.00	\$2,400.00	2/16/2016	\$2,004.00

New hires since 2017
Raises since 2017
Resigned

\$230,460.00

\$276,552.00

Dorsey Alice current Temp moving to FTE	\$35,000.00	Salary
	\$7,000.00	Approximate Employer Cost not including potential PEIA match
	\$42,000.00	Total

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