

From: [Radie, Kendra](#)
To: [Lawrence, Sharon](#)
Subject: Fwd: [EXTERNAL]: Fwd: Personnel Code
Date: Tuesday, March 7, 2023 11:07:14 AM

For public comment. Went to my junk Mail so just saw it.

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From: [REDACTED]
Sent: Monday, March 6, 2023 5:57:12 PM
To: Luzerne County Council Members <LCCM@luzernecounty.org>; Skene, Harry <Harry.Skene@luzernecounty.org>
Subject: [EXTERNAL]: Fwd: Personnel Code

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Dear Council, please read this letter into the next council meeting, during public comment:

During the February 28th Council meeting voting session, it was concerning to hear a couple council members state that they wanted to table the vote for the Division Head of Corrections, a position that has been vacant since December 2022, because they did not like the process that was followed.

The process that was followed is identified in the Luzerne County Personnel Code. It is the process we use for all posted positions. It is the process we have used to hire 4 Division Heads since 2017 and it is the same process we have followed during the 6.5 years I worked at the county. If Council does not like what is in the code, you as a body have the authority to change it.

Also brought up during the voting session was that one person that applied did not get an interview. Councilman Urban stated that the process is "not merit based if they applied and didn't get an interview. Not all applicants are interviewed for positions, nor should they be. We follow our Personnel Code in determining who proceeds to the interview process. Below is an excerpt from our Code:

1003.05 Examinations -

C. The Human Resources Department, in conjunction with the Hiring Manager, shall be responsible for rating and ranking applicants using applicable working criteria. To the extent feasible, the identity of applicants being examined shall be shielded from any examiner until after the individual has been ranked on that section of the examination.

1003.06 Selection -

A. The Human Resources Department shall certify a list of the candidates receiving the highest rankings to the Hiring Manager. Except as may otherwise be provided for in this code, the Hiring Manager shall select one of the three top rated candidates to fill the newly created, vacant, or otherwise available position.

Councilman Urban questioned the influence that the HR Director had on whether or not the applicant that was not interviewed would have moved on in the process. The HR Director does not dictate who gets interviewed nor do they determine who is hired. To suggest that there was undue influence to the next step, Mr. Urban is clearly uninformed.

Also brought into question was the fact that the Chief Solicitor was on the interview panel. He was on the interview panel for the three most recent Division Head hirings. The Chief Solicitor works very closely with all of the Division Heads. It makes sense that he participated on the panel.

It is unfortunate that some county council members either don't understand or choose to ignore the code. The current code was precisely written to remove politics from county hiring, and to allow the Administration to handle day to day operations.

It is clear some council members still want to have power and control in hiring. It is unfortunate for taxpayers and county employees that Luzerne County is still mired in politics.

Sincerley,
Angela Gavlick

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