

**Lawrence, Sharon**

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**Subject:** FW: [EXTERNAL]: Ad part around compensation and benefits

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**From:** Chris Hackett [mailto:Chris.Hackett@i2m.us.com]  
**Sent:** Friday, November 19, 2021 11:51 AM  
**To:** Lawrence, Sharon <Sharon.Lawrence@luzernecounty.org>  
**Cc:** McGinley, Tim <Tim.McGinley@luzernecounty.org>  
**Subject:** [EXTERNAL]: Ad part around compensation and benefits

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Good morning Sharon and Tim,

Please see below suggested language around compensation we would like to use in our advertisements for the County Manager.

The County of Luzerne offers a competitive total rewards program that includes a base salary range not to exceed \$185,000. The actual salary will be determined by the selected candidate's qualifications and experience. Additionally, the county offers a robust benefit package that includes paid vacation, sick leave, holidays, life insurance, health benefits, and participation in the Employees Retirement System. Voluntary benefits include short and long term disability, accident plan, cancer plan, critical illness, and whole life insurance for employees and dependents.

The primary purpose for the Committee to make this request is to ensure we have alignment with Council on compensation (often a critical component of any hiring process). I think it would be challenging to move efficient through this process if we identified candidates that looked at a range and were either turned off because of the low end; and just as unfortunate if the Committee had candidates that had compensation requirements that exceeded what Council was willing to consider (therefore requiring a reboot of the process). We do understand this is not binding; as well understand the next Council could have a different mindset around compensation. The Committee fully understands we do not make any offers and will not be engaged in any contract discussion.

As always, I welcome your input to improve the clarity of our request.

Chris  
Teamwork | Innovation | Agility | Results

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