

MARCH 8, 2011

On the above date the Luzerne County Board of Commissioners convened a Salary Board Meeting with the following present: Maryanne Petrilla, Chairman; Thomas P. Cooney, Commissioner; Stephen A. Urban, Commissioner; Walter Griffith, Controller; Douglas Pape, County Manager for Legislation/Chief Clerk; Vito DeLuca, Solicitor; Andy Check, Director of Human Resources

PUBLIC COMMENT:

Mr. Toole asked that his comments from the Commissioners Meeting also be on record for the Salary Board Meeting.

Wil Toole

If you recall, when you were looking for an HR Manager, I volunteered to do it for free. I am a Professional Manager. I offered to do the job for free until you did a search. You should also put out an RFP---let a person tell you what they are willing to work for rather than putting the apple so high that anyone would be interested in it. What we are doing today is that the person you are hiring was willing to work for \$29,000 to \$35,000 in the Fiscal Department. Why are we up to \$40K at a time of fiscal crisis in the County? Why are we not just holding on until the new government takes over in January?

You don't have to increase the salary of the person who agreed to work for less. It just doesn't make sense to me. I'm broke...you want \$10, but I'll give you \$15 because I am really broke. It flies in the face of logic. If a person agrees to work for \$29,000 (and I agree that that is too low for that type of position), but if they agree to work for \$35,000, that is \$5,000 back into the pot. I would love to see the county use RFP's for all Management Positions---let people tell you what they are willing to work for. Thank you.

**COMMUNICATIONS:.....Douglas A. Pape
County Manager/Chief Clerk**

REQUEST A MOTION TO APPROVE THE MINUTES FROM THE SALARY BOARD MEETING ON JANUARY 20, 2011.

It was moved by Commissioner Urban, seconded by Commissioner Cooney
"AYES" PETRILLA, COONEY, URBAN, GRIFFITH

REQUEST A MOTION TO APPROVE THE FOLLOWING SALARY BOARD ACTIONS FOR:

AGING:

Eliminate: One (1) Aging Case Aide 2 at an Annual Salary of \$ 23,744 effective March 8, 2011.

Create: One (1) Aging Care Manager 3 at an Annual Salary of \$ 32,258 effective March 8, 2011.

It was moved by Commissioner Urban, seconded by Commissioner Cooney
"AYES" PETRILLA, COONEY, URBAN "NAY" GRIFFITH

REQUEST A MOTION TO APPROVE THE FOLLOWING SALARY BOARD ACTIONS FOR:

COMMISSIONERS:

Eliminate: One (1) Deputy Chief of Budget & Finance at an Annual Salary of \$45,618.82 effective March 7, 2011.

Create: One (1) Deputy Chief of Budget & Finance at an Annual Salary of \$40,000 effective March 7, 2011.

Commissioner Urban: Did this individual offer to work for less than this amount?

Joan Pusateri: (Inaudible on tape)

Commissioner Urban: Where did this information come from?

Andy Check: That came from the application where there is a line for indicating minimum salary. Before the interview; before resume, that is the application. That application was not filled in afterwards, it was filled out before the start of the process. It's not technically that every professional fills an application out because resumes are the mode that qualifications and experience are established.

Commissioner Urban: The person should have had a copy of the job description before they applied. They came in and said this is what they accept, \$29,000 to \$35,000. I'll support \$35,000 but not \$40,000.

Andy Check: There is the matter of the ranges of market; the matter of your organization and the background, experience, and education to function in the position, so it essentially in every organization across the globe works on grades and ranges and is structured on a relationship between salary and the commensurate level of responsibilities for the position. So the level within the county of \$40,000 is much lower than Deputy positions within the county. So- and of course, the last person was making \$45,682. Those are the facts relative to the matter.

It was moved by Commissioner Cooney, seconded by Commissioner Petrilla
"AYES" PETRILLA, COONEY "NAY" URBAN, GRIFFITH

Motion dies.

Request a motion to go off of the agenda.

It was moved by Commissioner Urban, seconded by Controller Griffith
"AYES" URBAN, GRIFFITH "NAY" PETRILLA, COONEY

Motion dies.

REQUEST A MOTION OF TO APPROVE THE FOLLOWING SALARY BOARD ACTIONS FOR:

CHILDREN & YOUTH:

Eliminate: One (1) Distributed System Specialist II at an Annual Salary of \$39,490.00 effective February 28, 2011.

Create: One (1) Distributed System Specialist II at an Annual Salary of \$37,490.00 effective February 28, 2011.

It was moved by Commissioner Cooney, seconded by Commissioner Urban
"AYES" PETRILLA, COONEY, URBAN, GRIFFITH

Commissioner Petrilla: We need to go off of the agenda because we hired this girl at \$40,000. so the Controller will not have authorization to pay her the salary she would get, 45,000. This issue has to be resolved or the girl cannot start work.

Commissioner Urban: I want to make a comment. I'll change my mind because she is not going to get paid \$45,000. We are going to save \$5,000. I think we need to start looking at the application. We forget about what the real world is out there, because the real world is not Luzerne County. It's not the Luzerne County's budget. I can tell you the elected officials have not had a salary increase since 1992 and they seem to work for it. The council people that get elected in this county are going to work for \$8,000 with no benefits. They will probably take home 5,000/6,000 after taxes. So when someone comes in and says I'll work for less because this is Luzerne County we should take them up on that offer and not give them what we think the real world is because we do have a budget issue in this county. It's not going to go away.

Andy Check: Certainly the Executives of the county get to decide that there would be such a policy. All I can tell you is we are following existing policy and practice on the subject of hiring and compensation ranges. If you would like to move that in another direction understand that is Executive privilege what policy can be made. I would just indicate to you we are following existing policies and good practices with respect to salaries.

Commissioner Urban: This County and this Board of Commissioners is subject to criticism like no other government agency in the county. So we have to start, all of our managers have to start looking at things in more detail then we're looking at them now.

Commissioner Petrilla: Steve I want to respond to that because I take a little umbrage to that because its a fact since I became a commissioner we have reduced salaries significantly starting with the County Manager all the way down. The Finance Director was making \$85,000 when he left here. We brought a new one in with better qualifications at sixty something. So we have done a great job in reducing salaries significantly and case in point this girl is going to get \$5,618 less than the other person. People put a dollar amount on their application just to get in the door.

Commissioner Urban: But she had a low and a high at \$29,000 to \$35,000.

Request a motion to go off of the agenda.

It was moved by Commissioner Cooney, seconded by Commissioner Petrilla
"AYES" PETRILLA, COONEY, URBAN "NAY" GRIFFITH

REQUEST A MOTION TO APPROVE THE FOLLOWING SALARY BOARD ACTIONS FOR:

COMMISSIONERS:

Eliminate: One (1) Deputy Chief of Budget & Finance at an Annual Salary of \$45,618.82 effective March 7, 2011.

Create: One (1) Deputy Chief of Budget & Finance at an Annual Salary of \$40,000 effective March 7, 2011.

It was moved with strong objection by Commissioner Urban, seconded by Commissioner Cooney
"AYES" PETRILLA, COONEY, URBAN "NAY" GRIFFITH

REQUEST A MOTION TO ADJOURN:

It was moved by Commissioner Urban, seconded by Commissioner Cooney
“AYES” PETRILLA, COONEY, URBAN, GRIFFITH

Respectfully submitted,

A handwritten signature in cursive script that reads "Jennifer Thomas".

Jennifer Thomas, Recording Secretary