

**RESOLUTION R-2018-136  
LUZERNE COUNTY COUNCIL**

*A Resolution of the Luzerne County Council Approving the Extension of Employment  
Agreement Offer Letter for County Manager C. David Pedri, Esq.*

WHEREAS, Section 4.02 of the Home Rule Charter requires the County Manager to be appointed by Resolution of County Council; and

WHEREAS, Luzerne County Council appointed C. David Pedri, Esq by Resolution on May 10, 2016; and

WHEREAS, Section 4.03 of the Home Rule Charter requires that the salary of the County Manager shall be set by Resolution of County Council and shall not exceed the salary of the District Attorney nor shall it be lower than 55 percent of the salary of the District Attorney; and

WHEREAS, on May 10, 2016, Luzerne County Council approved an Offer Letter detailing the County Manager terms of employment; and

WHEREAS, the Offer Letter of May 10, 2016 is set to expire on December 31, 2018; and

WHEREAS, County Council desires to extend the term of the Employment Agreement Offer Letter as well as modify the terms of employment.

NOW, THEREFORE, BE IT RESOLVED, the Luzerne County Council desires to extend the term of C. David Pedri, Esq. as County Manager through December 31, 2022; and

BE IT FURTHER RESOLVED, the Luzerne County Council approves the terms of the attached Extension of Employment Agreement Offer Letter; and

BE IT FURTHER RESOLVED, the salary for the County Manager shall be \$132,000.00 and shall include a 2% increase on January 1, 2020, January 1, 2021, and January 1, 2022. All other terms and conditions shall be contained in the attached *Extension of Employment Agreement Offer Letter*.

BE IT FURTHER RESOLVED, the County Manager shall have all rights, duties, and powers as set forth in the Charter.


This Resolution shall become effective 6 days after adoption.

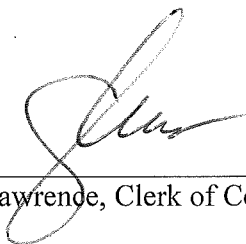
ADOPTED at a meeting of Luzerne County Council held on September 25, 2018.

[SIGNATURES ARE ON THE FOLLOWING PAGE]

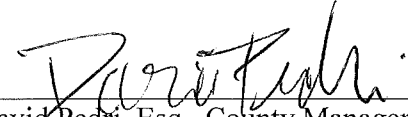
ROLL CALL VOTE (7-3)  
YES: Kelleher, McGinley, Perry, Saidman, Schnee, Vough and Waitkus  
NO: Haas, Houck and SA Urban

LUZERNE COUNTY COUNCIL

By:   
Tim McGinley, Chair

Attest:   
Sharon Lawrence, Clerk of Council

LUZERNE COUNTY MANAGER

By:   
C. David Pedri, Esq., County Manager

**COUNCIL**  
TIM MCGINLEY, CHAIR  
EUGENE KELLEHER, VICE CHAIR  
EDWARD A. BROMINSKI  
HARRY HAAS  
LINDA MCCLOSKEY HOUCK  
CHRIS PERRY  
SHEILA SAIDMAN, ESQ.  
ROBERT SCHNEE  
MATTHEW VOUGH  
STEPHEN A. URBAN  
JANE WALSH WAITKUS



C. DAVID PEDRI, ESQ.  
*County Manager*

SHARON LAWRENCE  
*Clerk of County Council*

**COUNTY of LUZERNE**  
P E N N S Y L V A N I A  
ESTABLISHED 1786

September 25, 2018

Mr. C. David Pedri  
Luzerne County Courthouse  
200 N. River Street  
Wilkes-Barre, PA 18711

**RE: COUNTY OF LUZERNE COUNTY MANAGER EXTENSION OF EMPLOYMENT  
AGREEMENT OFFER LETTER**

Dear Mr. Pedri:

County Council for the County of Luzerne (hereinafter the "County") hereby extends to you the following terms of continued employment as the County Manager for the County of Luzerne:

1. It is understood and agreed to by the parties that anything not covered in this Letter of Agreement shall be governed by the Luzerne County Home Rule Charter, Personnel Code, Administrative Code and all other policies of the County of Luzerne presently in existence or as amended.
2. Term of Agreement. You agree to extend your employment as the County Manager under the terms of this Agreement from January 1, 2019 through December 31, 2022.
3. Compensation. Your annual salary effective January 1, 2019 is One Hundred Thirty-Two Thousand (\$132,000.00) Dollars which shall be paid in accordance with the County's payroll schedule. You shall receive a two percent (2%) increase in salary on January 1, 2020, January 1, 2021 and January 1, 2022.
4. Vacation/Sick/Personal Days. You will be entitled to the same number of vacation, sick and personal days per standard Luzerne County policy for the most senior exempt management level employees. You may carry forward no more than 20 vacation days until year 4 when you may carry forward no more than 25 vacation days. Upon separation from employment you shall be entitled to reimbursement for all unused vacation, sick, and personal days subject to the terms and conditions set forth in standard Luzerne County policies and procedures for exempt management level employees.
5. Incentives.
  - a. Upon successful completion of the annual audit by June 30 of each year with an unqualified opinion you will be entitled to the following incentive payments:  
  
2020: \$1,000.00 incentive  
2021: \$1,100.00 incentive  
2022: \$1,200.00 incentive

b. Upon receipt of a score of 80% or greater by County Council during your annual job performance evaluation review, you will be entitled to the following incentive payments:

2020: \$1,000.00 incentive  
2021: \$1,100.00 incentive  
2022: \$1,200.00 incentive

6. Resignation. In the event that you voluntarily resign as the County Manager, you agree to give the County thirty (30) days advanced written notice.

7. Severance. You shall be entitled to a severance package equal to one month's salary upon separation from employment in years 2019, 2020 and 2021 as well as one month's health care benefits subject to normal deductions. Effective January 1, 2022, you will be entitled to two month's salary upon separation from employment as well as two month's health care benefits subject to normal deductions.

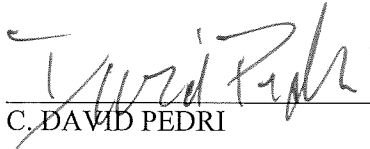
8. Termination. It is understood by the parties that the County Manager serves at the pleasure of County Council as per the Home Rule Charter. The County agrees to provide you with thirty (30) days advanced written notice prior to termination and such termination shall be further subject to the provisions of the Luzerne County Home Rule Charter section 4.05. In the event you are terminated without cause, you will be paid the balance of this contract plus unused vacation, sick and personal time.

9. All other written terms of your initial offer of employment dated May 2016, if not explicitly addressed above, shall remain in full force and effect.

If you wish to accept these extended terms of employment, please sign where indicated below and return to me. This offer and the terms of this Agreement are subject to the approval of County Council.

  
\_\_\_\_\_  
TIM MCGINLEY  
Luzerne County Council Chair

I agree to the above terms of employment for the position of the County Manager for the County of Luzerne.

  
\_\_\_\_\_  
C. DAVID PEDRI

Dated September 25, 2018