



pennsylvania

OFFICE OF OPEN RECORDS

STANDARD RIGHT-TO-KNOW REQUEST FORM

DATE REQUESTED: 1/2/20

REQUEST SUBMITTED BY:

E-MAIL

U.S. MAIL

FAX

IN-PERSON

NAME OF REQUESTOR : Eckert Seamans Cherin & Mellott, LLC

STREET ADDRESS : 213 Market Street, 8th Floor

CITY/STATE/COUNTY (Required): Harrisburg, PA 17101

TELEPHONE (Optional): Denise 717-255-3747

RECORDS REQUESTED:

**Provide as much specific detail as possible so the agency can identify the information.*

- Current Collective Bargaining Agreement for County Detectives
- Average salary for current Detectives
- Average seniority for current Detectives
- Starting Salary for Detectives (if not in CBA)
- Healthcare summary plan document
- 2020 Budget

DO YOU WANT COPIES? YES or NO

DO YOU WANT TO INSPECT THE RECORDS? YES or NO

DO YOU WANT CERTIFIED COPIES OF RECORDS? YES or NO

RIGHT TO KNOW OFFICER:

DATE RECEIVED BY THE AGENCY:

AGENCY FIVE (5)-DAY RESPONSE DUE:

***Public bodies may fill anonymous verbal or written requests. If the requestor wishes to pursue the relief and remedies provided for in this Act, the request must be in writing. (Section 702.) Written requests need not include an explanation why information is sought or the intended use of the information unless otherwise required by law. (Section 703.)*

LABOR AGREEMENT

between

The County of Luzerne

And

The Luzerne County Detectives' Association .

January 1, 2017 through December 31, 2020

Article I -- Term of Agreement

(A) The term of the agreement shall be for a period of four (4) years, commencing January 1, 2017 through December 31, 2020.

Article II Management Rights

It is understood and agreed that the District Attorney in his/her sole discretion possesses the right, in accordance with applicable laws, to manage all operations including the direction of the work force and the right to plan, direct and control the operation of all equipment and other property of the District Attorney's Office. Matters of inherent managerial policy are reserved exclusively to the District Attorney. These include, but are not limited to, such areas of discretion or policy as the functions and programs of the office of the District Attorney, standards of service, its overall budget, utilization of technology, the organizational structure, and selection and direction of personnel.

The listing of specific rights in this Agreement is not intended to be, nor should it be, considered restrictive or a waiver of any of the rights of management not listed and not specifically surrendered herein whether or not such rights have been exercised by the District Attorney in the past. It is further expressly agreed that nothing in the Agreement shall be construed to limit the District Attorney from assigning a case outside of the collective bargaining unit, including assignment of a case to themselves, management or supervisory staff or to outside experienced counsel if the nature of the case in the discretion of the District Attorney requires outside counsel.

Further all inherent managerial rights, management functions and prerogatives, which the District Attorney has not expressly modified or restricted by a specific provision of this Agreement, are retained and vested exclusively in the District Attorney, in accordance with applicable laws.

Article III — Base Salaries

(A) The present base salary for all current members of the Detectives Bargaining Unit will increase as follows:

Effective November 3, 2017 (the issuance of the Award), there shall be a 1.0% across the board wage increase to the base salary for all Detectives.

Effective January 1, 2018, there shall be a 1.0% across the board wage increase to the base salary for all Detectives.

Effective January 1, 2019, there shall be a 2.0% across the board wage increase to the base salary for all Detectives.

Effective January 1, 2020, there shall be a 2.0% across the board wage increase to the base salary for all Detectives.

Article IV — Longevity

- (A) A longevity payment shall be made to each member of the bargaining unit at the rate of .50 percent (one half of one percent) for each completed years of services. The rate shall be computed by multiplying the number of completed years of service by .50 percent (one half of one percent) and then by adding the total to the bargaining unit members' current base salary.
- (B) Straight time, overtime and double time hourly rates will include the base salary plus the longevity rate added. .
- (C) Detectives hired after January 1, 2012 will receive longevity payments in accordance with the following schedule:

<u>Years of Service</u>	<u>Longevity Payment</u>
5-8	\$400
9-12	\$600
13-16	\$800
17-20	\$1,000
	\$1,500

A longevity payment will be made mnually to a Detective upon the Detective attaining their respective anniversary date. Such payments will not be incorporated into the individual employee's base salary.

All current existing Detectives, those on the payroll as of January 1, 2012, are grandfathered under the existing Longevity Payment Plan as described in Subsection "A&B" above.

Article V — Wage Rate for Newly Hired Detectives

- (A) All Detectives hired after November 3, 2017 (the issuance of the Award) shall be subject to the following pay scale:

<u>Length of Service</u>	<u>Annual Salar</u>
Hire	\$47,458
After 1 year	\$49,356
After 2 years	\$51,330
After 3 years	\$53,383
After 4 years	\$55,519
After 5 years (Base)	\$57,739

- (B) Promotions made after November 3, 2017 (the issuance of the Award) shall be subject to the following rank differentiaals:

Lieutenant 10% of Base salary (new hires) or Salary at the time of Promotion (current members) as applicable.

Captain — 15% of Base salary (new hires) or Salary at the time of Promotion (current members) as applicable.

- (C) New Detectives hired after January 1, 2012 will only receive "progression wage increases" (4%) as provided in Section "A" above, and will not receive any "general wage increase" provided for under this contract.

Article VI — Hours of Work and Overtime

- (A) The regular work week shall consist of 37.5 hours, commencing at 9:00 a.m. and ending at 4:30 p.m., Monday through Friday. All hours worked over 40 hours including work performed on Saturdays, shall be at a time and one half rate, except those hours worked on Sunday and Holidays, which shall be paid at the double time rate. In addition to receiving double time rate for hours worked on a Holiday, the Detective will also receive compensatory time as a day off. The Detective may utilize this day off at his/her discretion.
- (B) When a Detective is called to work before 9:00 a.m. or after 4:30 p.m. or after the Detective has completed their regular shift and left the premises or at any time other than the Detective's regular shift, said Detective shall be assured a minimum of 4 hours (Call Out) pay at the overtime rate. The County and the Detective Association agree that these provisions shall not apply to Detectives notified prior to the end of their shift of any overtime requirement to work.
- (C) All current existing Detectives shall have the option of selling back all unused holiday, vacation, personal days, and compensatory time. These unused days shall be submitted at the end of each year and be paid at an hourly rate based upon the Detective's gross biweekly salary divided by 75.0 hours.
- (D) New Detectives hired on or after January 1, 2012 shall only have the option to sell a maximum of 20 days of unused holiday, vacation, personal days, and compensatory time, provided that such days/times have been accrued and properly documented.

Article VII — Insurance

- (A) Life Insurance: The County shall provide Life Insurance and Accidental Death and Disbursement Policy coverage at a minimum of \$50,000 for each Detective while employed by the County, and said policy shall be maintained by the County for each Detective after retirement or disability.

- (B) Health Insurance: The County shall provide each full time active Detective with their choice of the current First Priority "Health Management Plan" or the Geisinger Health Options "Management Plan", or any other equivalent plan. Effective January 1, 2018, the Health Insurance Plan shall be changed to the BlueCare I-IN/IO Plan and Dental and Vision coverages shall remain "as is."
- (C) Effective January 1, 2013 all Detectives hired prior to January 1, 2012 will pay a fixed amount of \$100 towards the monthly premium cost for all types of coverage categories of Health Insurance.
- (D) Effective January 1, 2018, all bargaining unit members shall contribute to premiums through the payment of 10% of the applicable COBRA rate on an annualized basis.
 - Effective January 1, 2019, all bargaining unit members shall contribute to premiums through the payment of 12% of the applicable COBRA rate on an annualized basis.
- (E) Any Detective who opts out of healthcare coverage will be paid an annual \$1,500 bonus. The bonus shall be paid in equal monthly installments for any month in which the member is in an opt-out status. The decision to opt-out shall be made at open enrollment for the following year, but may be rescinded by the employee upon notice to the County that a COBRA qualifying event has occurred.
- (F) There shall be a reopener of this contract to be effective July 1, 2019, that shall be limited to addressing any anticipated excise tax imposition under the Patient Protection and Affordable Care Act effective January 1, 2020.

Any such reopener shall be commenced by the County giving notice to the Union within thirty (30) days following it receiving confirmation that an Excise Tax is likely to be imposed based upon the actuarially determined COBRA rate. Once the contract is reopened by the County, the parties shall meet promptly in an attempt to reach an amicable resolution. The County shall provide the Association with all relevant COBRA costing information. In addition, the County shall disclose all rebate information and facilitate costing proposals.

In the event no resolution is reached, an interest arbitration hearing shall occur no later than sixty (60) days following the County's reopener request, which shall be presided over by this Board of Arbitration which shall retain jurisdiction for this limited purpose.

A decision shall be rendered by the Board of Arbitration within ninety (90) days following the County's initial request to reopen the contract.

- (G) The County shall provide dependent coverage when the dependent(s) of the Detective qualify under such plan. (In the event that both the husband and the wife are employees

of the County, only one (1) employee shall be eligible for the health plan, including dependent coverage).

- (H) Healthcare Option: A Healthcare Option is extended to existing Detective's on the payroll as of November 3, 2017 (the date of issuance of the Award). The option provides that a Detective that meets the eligibility requirements described below, and opts to voluntarily leave employment with the County any time during the term of this labor agreement, shall receive Healthcare Insurance Coverage until the participating employee is "Medicare Eligible". Such coverage will be at the same coverage category (i.e. husband & wife, family, single, etc.) in place at the time the Detective employee exercises this option and separates employment with the County.

Healthcare Insurance coverage under this option will terminate immediately upon the Detective becoming covered under another Healthcare Insurance Plan. In this event, the Detective is obligated to immediately notify the County.

Eligibility Requirements:

- Must be a current Detective as of March 22, 2012.
- Must have continuous service (no break in service) from date of hire to date of decision to exercise and participate in this option, with the exception of when a Detective is furloughed and subsequently recalled by the County.
- Must be age 55 or older.
- Must meet retirement eligibility requirements of the County Pension Plan.

Article VIII — Clothing and Equipment Allowance

- (A) The clothing and equipment allowance shall be \$1,050 annually per Detective and remain the same throughout the contract. The Detectives shall submit and receive their annual clothing and equipment allowance prior to the end of February each year.

Article IX Sick Leave

- (A) Sick Leave may be earned at a rate of one and one half days per month, or 18 days per year, commencing January 1, 1986, and may be unlimitedly accumulated.
- (B) Detectives hired on or after January 1, 2012 shall accrue ten (10) sick days at a rate of 1 day per month commencing on January through October for a total of ten (10) days per year.
- (C) A Doctors certificate may be required for an absence from work due to sickness for three or more consecutive days.

- (D) When sickness in the immediate family requires a Detectives absence from work, Detectives may not have more than 10 days of such leave entitlement in each calendar year for that purpose. Immediate family is defined to include the following persons: husband, wife, child or parent of the Detective. The County may require proof of such family sickness.
- (E) Upon retirement or death, accumulated sick leave will be bought back by the County at the rate of \$50 per day each day accumulated to a maximum of 60 days.
- (F) As of January 1, 2003, and on January 1st of each year thereafter, each member of the Association will automatically transfer one sick day into the Detectives Association "Sick Bank". Newly hired Detectives will initially contribute three (3) sick days per year until contributing a total of twenty five (25) sick days to the Sick Bank, and then contribute 1 (one) day per year thereafter.
- (G) Sick Leave Option: For the term of this collective bargaining agreement, a Sick Leave Option is extended to existing Detectives currently on the payroll. The Option provides that an eligible Detective that opts to voluntarily leave employment with the County, shall receive Sick Leave termination benefits for unused, accumulated sick days paid in accordance with the following schedule:

<u>Participation Decision</u>	<u>Sick Leave (\$/days)</u>
Through August 31, 2018 *	Up to 120 days @ current rate of
After September 1, 2018 through December 31, 2019	Up to 60 days @ current rate of pay

*An irrevocable decision to retire must be made by August 31, 2018, with the effective date of retirement to be on or before December 31, 2018.

Eligibility Requirements:

- Must be a current Detective as of November 3, 2017 (the issuance of the Award).
- Must have continuous service (no break in service) from date of hire to date of decision to exercise and participate in this Option, with the exception of when a Detective is furloughed and subsequently recalled by the County.
- Must be age 55 or older.
- Must meet retirement eligibility requirements of the County Pension Plan.

Article X — Holidays and Personal Days

- (A) The Detectives shall receive the same holidays as provided to other Luzerne County Employees. The Detectives shall receive five (5) personal days.

- (B) Detectives hired on or after January 1, 2012 shall receive five (5) personal days based on their hire date for the first year of employment as follows:
- | | |
|-------------------|--------|
| January-February | 5 Days |
| March-April | 4 Days |
| May-June | 3 Days |
| July-August | 2 Days |
| September-October | 1 Day |
- (C) If a Detective works on a holiday, said Detective shall receive compensatory time at straight time rate for all hours of work on said day in addition the Detective shall be entitled to holiday pay at double time rate.
- (D) As per Section "A" above the following days shall be recognized as paid holidays:
- a. New Year's Day
 - b. Martin Luther King Jr's Birthday
 - c. Washington's Birthday
 - d. Memorial Day
 - e. Good Friday
 - f. Independence Day
 - g. Labor Day
 - h. Columbus Day
 - i. Veterans Day
 - j. Thanksgiving Day
 - k. The Day after Thanksgiving
 - l. Christmas Day

Article XI Bereavement Leave

- (A) Four (4) days leave with pay for death of spouse, child, mother, father. Three (3) days for a brother, sister, grandparent, grandchild, or anyone who has held the position of parent or child.
- (B) Two (2) days leave with pay for death of a mother-in-law and father-in-law.
- (C) One (1) day leave pay for death of an uncle, aunt, nephew, niece or first cousin by blood and all in-laws.

Article XII — Telephone and Automobile Expenses

- (A) Telephone Expenses: Each active Detective will receive \$100 per month not to exceed \$1,200 per year for all job related phone use. This will include home phone or cell phone or any other means of communication in the course of their employment. Allowance will

be paid \$600 on or before January 31, and \$600 on or before July 31, in each year of the contract.

- (B) Automobile Expenses: In the event a Detective covered by this agreement must use their personal vehicle for work purposes, they shall be reimbursed for the use of their vehicle at the cutTent County and State per mile rate. The individuals covered hereunder shall be paid these expenses monthly upon the submission of a written request. No Detective

shall be required to use their personal vehicle for any purpose other than their own transportation.

- (C) County vehicles assigned to a Detective shall be used strictly for ' 'County Business Only."

Article Mil - Pension Plan

- (A) The pension plan of the Detectives shall be the same as all other County employees as outlined in conformance with the Luzerne County Employees Retirement System rules and regulations.

Article XIV — Discharge, Demotion, Suspension, Discipline and Grievances

- (A) Effective November 3, 2017, no grievance arbitration award issued pursuant to this article shall infringe upon the right of the District Attorney to fire, direct and supervise the workforce.

- (B) Discrimination: Both the County and the Luzerne County Detectives Association agree not to discriminate against any Detective on the basis of race, color, creed, ancestry, sex, marital status, age, national origin, non-job related handicap or disability, union membership, or office or political/non-political affiliation. The provisions on this agreement shall be applied equally to all Detectives in the bargaining unit. The County agrees not to interfere with the rights ofthe Detectives to become members ofthe Luzerne County Detectives Association, and there shall be no discrimination, interference, retaining or coercion by the County, or any County representative against any Detective because of union membership or because of any Detectives activity in any official capacity on behalf of the AssociationfUnion, or for any other cause, provided such activity or other cause does not interfere with the effectiveness or efficiency of the Detective's operation.

- (C) Procedures for resolving grievance:

- a. Step One: Not later than five (5) workdays after the knowledge of the event giving rise to the grievance, the Detective must discuss the grievance with the Chief of

Detectives. The Chief of Detectives shall orally respond to the Detective not later than five (5) workdays thereafter.

- b. Step Two: If the grievance is not settled at step one, the Detective not later than five (5) work days after receiving the answer in step one above, must submit a written grievance to the District Attorney or appropriate designee.
- c. Step Three: The District Attorney or his/her designee shall give their written answer to the grievance within seven (7) calendar days after the receipt, which answer shall be final and binding on the Detective, the Luzerne County Detective's Association, and the County, unless it is timely appealed to arbitration in accordance with step four.
- d. Step Four: The decision of the District Attorney or his/her designee may be appealed within five (5) working days to the American Arbitration Association in accordance with its rules and regulations. The expense of the arbitrator selected shall be equally shared by the County and The Luzerne County Detective's Association.
- e. Step Five: The time limitations set forth in the article are of the essence of this agreement. Any grievance not timely appealed to step three, shall be deemed to have been settled in accordance with the County's step two answer. The same shall be true if the grievance is not timely appealed to step four. If the grievance is not timely submitted at step one, or step two, it shall be deemed as being waived. If the grievance is not timely appealed to step three, it shall be deemed to have been settled in accordance with the County's step two answer. The same shall be true if the grievance is not timely appealed to step four. If the County fails to answer within the time limits set forth in this section, the grievance shall automatically proceed to the next step.
- f. Step Six: The arbitrator shall not have authority to amend or modify this agreement or establish new terms or conditions in this agreement. The arbitrator shall have the authority to hear and determine only one dispute in any one arbitration unless the parties otherwise agree in writing. Effective November 3, 2017, both parties agree that the arbitrator shall have no jurisdiction to determine those rights specifically reserved to the District Attorney under 1620.
- g. For the purpose of this contract, a grievance shall be defined as an allegation by a Detective that the County has violated an express provision of this agreement and past practice, other than those provisions and past practices that interfere with those rights expressly reserved to the District Attorney under 1620.

Article XV — Military Leave

(A) Detectives who are required to attend military reserve summer camp shall be permitted to attend for a period of two (2) weeks per year without loss of pay. The County agrees to pay to the Detective, the difference between his/her regular rate of pay and the pay allotted to him/her by the military. The two (2) weeks military leave shall not be charged against the Detectives vacation leave.

Article XVI — Vacations

(A) Detectives shall be entitled to annual paid leave (Vacation) based upon their years of

service as follows:

20 days/4 working weeks

a. 6 months to 1 year of service:

e. 15 years to 20 years of service:

b. 1 year to 5 years of service:

f. 20 years of service

c. 5 years to 10 years of service:

d. 10 years to 15 years of service:

5 days/1 working week

25 days/5 working weeks

10 days/2 working weeks

15 days/3 working weeks

30 days/6 working weeks

(B) The current policy shall be maintained to carry up to a maximum of fifty-five (55) days in a bank for all unused Holiday, Annual, Compensatory, and Personal Days.

(C) Any unused accumulated vacation leave is payable upon termination of employment with the County. Such payment will be prorated and calculated on the basis of anniversary date, and not the lump sum basis (January 1st) applied to continuously employed Detectives. This rule will apply to only those Detectives terminating within the first year of their employment.

Article XVII— Maintenance of Benefits

(A) This labor agreement represents the sum total of any and all terms and conditions negotiated between and agreed to by both parties, which will apply through the duration of this agreement.

Article XVIII Severability

Should a portion of this contract be found to be illegal, unenforceable, and/or contrary to law, that section only shall be deemed deleted here from and all other provisions hereof shall remain in full force and effect.

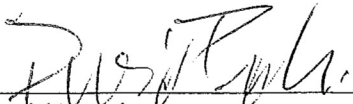
Article XIX — Expiration

(A) The terms of this agreement shall remain in full force and effect upon expiration and continue until ratification of a new labor agreement is reached.

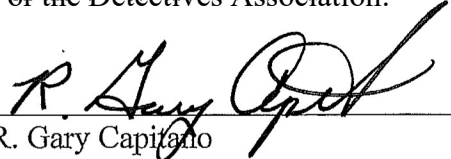
The terms of the Interest Arbitration Award issued on November 3, 2017, which is attached hereto as Exhibit "A," have been incorporated into this agreement.

For Luzerne County:

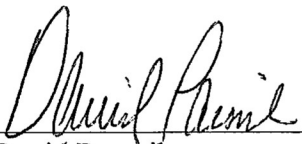
For the Detectives Association:



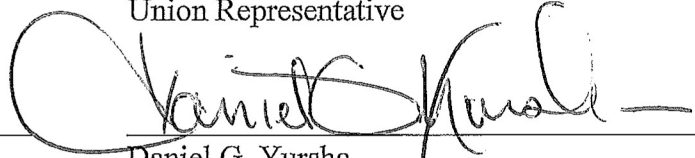
C. David Pedri
County Manager



R. Gary Capitano
Detective Lieutenant
Union Representative



David Parsnik
Director of Administrative Services



Daniel G. Yursha
Detective Lieutenant
Union Representative

12/26/17

Date

1-3-18

Date

EMPLOYEES	DIVISION	DEPARTMENT	DESCRIPTION	BARGAINING UNIT	FY2020 Salary	FY2020 FTE	FY2020 510.10 Elected Officials Salaries	FY2020 510.15 Non-Rep Salaries	FY2020 510.20 Rep'd Salaries	FY2020 TOTAL Salary and Benefits
ARDO, ANTONIA T	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	OFFICE ADMINISTRATOR	NON-REPRESENTED	52,381	1.00	0	52,381	0	66,965
BALOGH, CHARLES J	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DETECTIVE	LUZERNE COUNTY DETECTIVES' ASSOCIATION	72,239	1.00	0	0	72,239	98,456
WILLIAMS, SHAWN	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DETECTIVE	LUZERNE COUNTY DETECTIVES' ASSOCIATION	47,458	1.00	0	0	47,458	64,457
BELLANCO, MICHELLE	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	TRIAL ASSISTANT	AFSCME - COURT RELATED	33,509	1.00	0	0	33,509	43,641
BIROS-GILMER, AMANDA NICOLE	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK TYPIST II	AFSCME - COURT RELATED	28,372	1.00	0	0	28,372	38,029
BOGAN, DANIELLE	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK I	AFSCME - COURT RELATED	24,549	1.00	0	0	24,549	31,681
BOLSAR, ALEXANDRA	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ADULT VICTIM WITNESS COORDINATOR	AFSCME - COURT RELATED	25,391	1.00	0	0	25,391	34,249
ELIMINATE-8/23/2019	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	0	0.00	0	0	0	0
VACANT	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DETECTIVE	LUZERNE COUNTY DETECTIVES' ASSOCIATION	47,458	1.00	0	0	47,458	69,597
ELIMINATED-8/28/2019	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	0	0.00	0	0	0	0
CASEY-GODFREY, BRIGID	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	SENIOR JUV.VICTIM WITNESS COORDINATOR	AFSCME - COURT RELATED	41,345	1.00	0	0	41,345	53,675
ELIMINATED-8/28/2019	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	0	0.00	0	0	0	0
COLEMAN, BRIAN	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	50,418	1.00	0	0	50,418	65,516
CONNORS, KATHLEEN	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK TYPIST I	AFSCME - COURT RELATED	24,847	1.00	0	0	24,847	32,060
DAVIS, DAWN	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	EXECUTIVE SECRETARY	NON-REPRESENTED	37,500	1.00	0	37,500	0	49,600
DEGNAN, MICHAEL	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	44,737	1.00	0	0	44,737	58,315
DENDE, JONATHAN	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	44,737	1.00	0	0	44,737	58,315
ELIMATED-8/28/2019	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	0	0.00	0	0	0	0
DESSOYE, MICHAEL J	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CHIEF DETECTIVE	LUZERNE COUNTY DETECTIVES' ASSOCIATION	113,536	1.00	0	0	113,536	155,903
ELIMINATED- 8/28/2019	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	0	0.00	0	0	0	0
DRISCOLL, HEATHER	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK I	AFSCME - COURT RELATED	30,186	1.00	0	0	30,186	39,028
DUDICK, CHESTER F	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DEPUTY DISTRICT ATTORNEY	NON-REPRESENTED	65,000	1.00	0	65,000	0	82,963
FABIAN, LARRY D	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DETECTIVE	LUZERNE COUNTY DETECTIVES' ASSOCIATION	103,055	1.00	0	0	103,055	143,583
FERENTINO, JARRETT J	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY- PART TIME	TEAMSTERS LOCAL 401 - ADA/APD	50,827	0.50	0	0	50,827	66,035
FRANK, CARL	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	43,860	1.00	0	0	43,860	57,203
ELIMINATED	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY- PART TIME	TEAMSTERS LOCAL 401 - ADA/APD	0	0.00	0	0	0	0
FITZPATRICK, MATTHEW	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	46,363	1.00	0	0	46,363	60,376
ELIMINATED-05/03/2019	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY- PART TIME	TEAMSTERS LOCAL 401 - ADA/APD	0	0.00	0	0	0	0
ELIMINATED-04/11/2018	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY- PART TIME	TEAMSTERS LOCAL 401 - ADA/APD	0	0.00	0	0	0	0
FOWLER-VANDERLICK, KIM	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	TRIAL ASSISTANT	AFSCME - COURT RELATED	31,258	1.00	0	0	31,258	40,587
CAMILLUCCI, BRIANNA	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ADULT VICTIM WITNESS COORDINATOR	AFSCME - COURT RELATED	24,200	1.00	0	0	24,200	32,739
GENOVESI, DEBORAH A	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK TYPIST II	AFSCME - COURT RELATED	36,725	1.00	0	0	36,725	47,817
GIZA, MICHELLE L	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CASE MANAGER	NON-REPRESENTED	52,569	1.00	0	52,569	0	67,204
HARDIK, MICHELLE	13 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	NARCOTICS DIVISON CHIEF	NON-REPRESENTED	60,000	1.00	0	60,000	0	76,624
HOGANS, THOMAS	13 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	MAJOR CRIMES DIVISION CHIEF	NON-REPRESENTED	60,000	1.00	0	60,000	0	76,624
HOLMES, ELIZABETH A	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	TRIAL ASSISTANT	AFSCME - COURT RELATED	34,795	1.00	0	0	34,795	45,271
ELIMINATED-8/28/2019	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY- PART TIME	TEAMSTERS LOCAL 401 - ADA/APD	0	0.00	0	0	0	0
KATRENICZ, MOLLIE A	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	SENIOR TRIAL ASSISTANT	AFSCME - COURT RELATED	46,262	1.00	0	0	46,262	60,308
KIZIS, JENNA N	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	VICTIM WITNESS COORDINATOR	AFSCME - COURT RELATED	24,549	1.00	0	0	24,549	33,181
KOLMANSPERGER, PAMELA J	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK II	AFSCME - COURT RELATED	37,850	1.00	0	0	37,850	49,244
LEDORETTI, NICOLE	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK TYPIST II	AFSCME - COURT RELATED	31,259	1.00	0	0	31,259	40,389
LUCKENBILL, SUSAN L	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY- PART TIME	TEAMSTERS LOCAL 401 - ADA/APD	31,212	0.50	0	0	31,212	41,169
LYNCH, CHRISTOPHER D	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DETECTIVE	LUZERNE COUNTY DETECTIVES' ASSOCIATION	104,895	1.00	0	0	104,895	140,330
MADDEN, CLAUDIA G	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	RECEPTIONIST/CLERK I	AFSCME - COURT RELATED	32,413	1.00	0	0	32,413	41,851

MARSH, DANIEL	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	44,737	1.00	0	0	44,737	58,315
MASLOWSKI (MERTIS), BOBBI	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	SENIOR ADULT VICTIM WITNESS COORDINATOR	AFSCME - COURT RELATED	27,441	1.00	0	0	27,441	35,348
ELIMINATED-08/29/2018	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK TYPIST II	AFSCME - COURT RELATED	0	0.00	0	0	0	0
ELIMINATED-06/11/2018	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK TYPIST II	AFSCME - COURT RELATED	0	0.00	0	0	0	0
MATTHEWS, JILLIAN	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	62,119	1.00	0	0	62,119	80,351
MCLAUGHLIN, DREW	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	44,737	1.00	0	0	44,737	58,315
MCMONAGLE, JAMES L	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	86,048	1.00	0	0	86,048	110,687
MIMNAUGH, DANIEL	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DRUG TASK FORCE COORDINATOR	NON-REPRESENTED	48,960	1.00	0	48,960	0	64,128
MOLINO, GENE	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY- PART TIME	TEAMSTERS LOCAL 401 - ADA/APD	32,398	0.50	0	0	32,398	44,173

EMPLOYEES	DIVISION	DEPARTMENT	DESCRIPTION	BARGAINING UNIT	FY2020 Salary	FY2020 FTE	FY2020 510.10 Elected Officials Salaries	FY2020 510.15 Non-Rep Salaries	FY2020 510.20 Rep'd Salaries	FY2020 TOTAL Salary and Benefits
MUCKLER, MATTHEW T	13 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	JUV DIVISION CHIEF	NON-REPRESENTED	60,000	1.00	0	60,000		76,624
NOONE, JAMES P	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DETECTIVE	LUZERNE COUNTY DETECTIVES' ASSOCIATION	71,899	1.00	0	0	71,899	96,689
O'BRIEN, JILL	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	SENIOR VICTIM WITNESS COORDINATOR	AFSCME - COURT RELATED	46,168	1.00	0	0	46,168	59,989
PARKER, DEBORAH	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DETECTIVE	LUZERNE COUNTY DETECTIVES' ASSOCIATION	106,735	1.00	0	0	106,735	144,711
PUGH, RACHEL	13 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DUI DIVISION CHIEF	NON-REPRESENTED	52,700	1.00	0	52,700		67,370
QUINN, BRITTANY	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	46,363	1.00	0	0	46,363	60,376
RATCHFORD, THOMAS J	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	47,524	1.00	0	0	47,524	61,848
RICHIE, INGRID	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	VICTIM WITNESS COORDINATOR	AFSCME - COURT RELATED	25,392	1.00	0	0	25,392	34,250
ROSS, ANTHONY	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY- PART TIME	TEAMSTERS LOCAL 401 - ADA/APD	32,398	0.50	0	0	32,398	44,172
SALAVANTIS, STEFANIE	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ELECTED OFFICIAL - DISTRICT ATTORNEY	ELECTED OFFICIAL	185,665	1.00	185,665	0	0	235,534
SANGUEDOLCE, SAMUEL M	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	FIRST ASSISTANT/DISTRICT ATTORNEY	NON-REPRESENTED	90,882	1.00	0	90,882	0	115,774
SCANLON, KYLE	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	46,363	1.00	0	0	46,363	60,376
SCHNELLY, PAULA	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ADMINISTRATIVE ASSISTANT	AFSCME - COURT RELATED	39,457	1.00	0	0	39,457	51,281
SCOTT, GERRY	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	47,524	1.00	0	0	47,524	61,848
SKIBITSKY, GREGORY S	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY- PART TIME	TEAMSTERS LOCAL 401 - ADA/APD	33,266	0.50	0	0	33,266	43,773
SMACCHI, NANCY	13 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	SPECIAL VICTIMS UNIT DIVISON CHIEF-PT	NON-REPRESENTED	56,000	0.50	0	56,000		71,553
SPERRAZZA, ANGELA ROSE	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	47,524	1.00	0	0	47,524	61,848
STONE, MEGAN	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	OPIOID OUTREACH COORDINATOR	NON-REPRESENTED	32,000	1.00	0	32,000	0	42,628
TAYLOR, JOSEPH MARK	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	TRIAL ASSISTANT	AFSCME - COURT RELATED	25,872	1.00	0	0	25,872	33,559
MESSINGER, SHANA	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	ASSISTANT DISTRICT ATTORNEY	TEAMSTERS LOCAL 401 - ADA/APD	43,860	1.00	0	0	43,860	48,815
MAHER, CHRISTINA	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK TYPIST I	AFSCME - COURT RELATED	24,548	1.00	0	0	24,548	26,986
KAMINSKI, NANCY	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK TYPIST I	AFSCME - COURT RELATED	24,549	1.00	0	0	24,549	26,987
GOGOLA, TIMOTHY	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	CLERK TYPIST I	AFSCME - COURT RELATED	24,549	1.00	0	0	24,549	28,487
VACANT	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DRUG TASK FORCE-PT	NON-REPRESENTED	20,000	0.00	0	20,000	0	21,930
ZOLA, JASON	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DRUG TASK FORCE-PT	NON-REPRESENTED	20,000	0.00	0	20,000	0	21,930
REDICK, MATTHEW	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DRUG TASK FORCE-PT	NON-REPRESENTED	20,000	0.00	0	20,000	0	21,930
ELIMINATED-04/23/2019	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	JUV WITNESS COORDINATOR	NON-REPRESENTED	0	0.00	0	0	0	0
VACANT	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DRUG TASK FORCE-PT	NON-REPRESENTED	20,000	0.00	0	20,000	0	21,930
VACANT	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DRUG TASK FORCE-PT	NON-REPRESENTED	20,000	0.00	0	20,000	0	21,930
VACANT	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	GUN TASK AGENT	NON-REPRESENTED	44,987	1.00	0	44,987	0	57,592
OMALLEY, JAMES	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	GUN TASK AGENT- PT	NON-REPRESENTED	19,760	0.00	0	19,760	0	21,672
VACANT	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	NARCOTICS AGENT	NON-REPRESENTED	45,000	1.00	0	45,000	0	57,608
YURSHA, DANIEL G	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DETECTIVE	LUZERNE COUNTY DETECTIVES' ASSOCIATION	109,036	1.00	0	0	109,036	153,427
ZEARFOSS, KRISTEN	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	COMMUNITY OUTREACH COORDINATOR	AFSCME - COURT RELATED	31,519	1.00	0	0	31,519	40,517

ZOLA, DANIEL E	12 - DISTRICT ATTORNEY	4194 - DISTRICT ATTORNEY	DEPUTY DISTRICT ATTORNEY	NON-REPRESENTED	65,000	1.00	0	65,000	0	82,963
					3,608,736	67	185,665	942,739	2,480,332	4,693,207
RYBAK, REBECCA	12 - DISTRICT ATTORNEY	4199 - DISTRICT ATTORNEY	HIGHWAY SAFETY COORDINATOR	NON-REPRESENTED	37,741	1.00	0	37,741	0	48,405
KLINE, KERI	12 - DISTRICT ATTORNEY	4199 - DISTRICT ATTORNEY	HIGHWAY SAFETY EDUCATION ASSISTANT COORDIN	NON-REPRESENTED	12,462	0.00	0	12,462	0	13,815
RAUSCHKOLB, CHARLES	12 - DISTRICT ATTORNEY	4199 - DISTRICT ATTORNEY	CHECKPOINT COORDINATOR	NON-REPRESENTED	7,965	0.00	0	7,965	0	8,974
					58,168	1	0	58,168	0	71,195