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**From:** Houck, Linda McClosky  
**Sent:** Wednesday, September 23, 2015 12:05 PM  
**To:** Urban, Stephen J  
**Cc:** Lawton, Robert; Luzerne County Council Members; Pedri, David  
**Subject:** Re: Aged Invoices and Comprehensive Salary/Benefits Report

Information about comprehensive compensation package costs is included in the position budget. If you have the 2015 position budget as presented last fall, that information is in the spreadsheet.

I would expect this year's position budget to contain similar information.

Thanks-

Linda Houck

On Sep 23, 2015, at 11:03 AM, Urban, Stephen J <[sjurban@luzernecounty.org](mailto:sjurban@luzernecounty.org)> wrote:

Manager Lawton,

Since the County is in a fiscal deficit in the tune of \$16 million plus, I would like to be provided with a spreadsheet of all obligations, aged invoices and the amounts owed to all individuals, vendors, service providers, and any entity we are obligated to pay that make up that \$16 million plus deficit. When I speak of aged invoices, anything that is beyond a Net 30 or Net 45 day period.

Since the County doesn't really have the luxury nor talent of magically creating money, while it is noble to want to give raises, create a Deputy Manager position, how can we consciously justify deficit spending?

It would also be interesting to see a list of all open positions throughout an entire year, how long each position remains open, and how much money has been saved throughout the year by not filling those positions. I would also be curious to see a report of what the percentage of saved dollars are realized through vacancies vs budgeted dollars for the position budget that was submitted to us for FY2015. Understandably, people come and people go, but what is the average vacancy rate within the County? This would cause the variance of dollars to transfer for raises for FY2015, but that is utilizing a one time raise method because in theory you could fill every position in the future leaving the County in a bigger fiscal hole. Maybe it is time to simply eliminate what you truly don't need or plan to fill to pay for what you have and plan to maintain or create.

When speaking of an individual's total compensation, we must look at the comprehensive package.

Can we have a comprehensive salary and benefits spreadsheet put together by HR showing us each individual position's salary, weekly hours required to work (40, 37.5, etc), their health care coverage cost, payroll taxes we pay, County's annual retirement contribution \$ amount, all holiday and vacation days off each position receives, sick days included, and any accumulated buy out obligations we would have to cover should said individual leave County employment? A comprehensive salary and benefits statement for each individual would be interesting to see since base salary is only one variable in the total cost of a position.

Raising a base on one side of the equal sign = Additional payroll taxes, future retirement contributions/payouts.

Thanks,

Stephen J. Urban  
Member of County Council  
Luzerne County, PA



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**From:** Brominski, Edward  
**Sent:** Wednesday, September 16, 2015 12:15 PM  
**To:** Houck, Linda McClosky  
**Subject:** FEMA

Madam Chair: I have received an email regarding Luzerne County FEMA coverage in case of a disaster. The message indicated that we were to approve a flood mitigation plan this past January and it has not occurred.

Could you please seek an answer to this question.

Thank you, Edd Brominski