Pennsylvania Right-to-Know Law Request

York County – Payroll / Human Resources

Employee Compensation, Benefits, Overtime, and Position Data

Pursuant to the Pennsylvania Right-to-Know Law ("RTKL"), 65 P.S. §§ 67.101 *et seq.*, I respectfully request access to the following public records maintained by York County relating to employee compensation, benefits, and overtime expenditures.

Public employee names and compensation are well-established as public records under the RTKL. See *Hearst Television Inc. v. Norristown Area Sch. Dist.*, 146 A.3d 316 (Pa. Commw. Ct. 2016) (individual employee compensation data, including names, is public); *Easton Area Sch. Dist. v. Baxter*, 35 A.3d 1259 (Pa. Commw. Ct. 2012). Job titles, budgetary position classifications, and employer-paid benefit costs are likewise public as records documenting agency organization, financial administration, and expenditure of public funds. See 65 P.S. §§ 67.102, 67.305(a).

RECORDS REQUESTED

1. Employee Compensation and Benefit Cost Records (Calendar Years 2024 and 2025)

For each individual employed by York County at any point during calendar year 2024 and calendar year 2025, records reflecting the following data fields as maintained in the County's payroll and human capital management systems (currently Tyler Technologies Munis):

(a) Employee name;

(b) Department;

(c) Job title or position classification as listed for Salary Board and budgetary purposes (i.e., the position title under which the employee's compensation is authorized and funded);

(d) Total gross compensation paid during the calendar year;

(e) Total regular (non-overtime) compensation paid during the calendar year;

(f) Total overtime compensation paid during the calendar year;

(g) Total compensatory time paid out (if tracked separately) during the calendar year;

(h) Total employer-paid health insurance or medical benefit cost attributed to the employee during the calendar year (i.e., the County's share of premiums or contributions, not the employee's share);

(i) Total employer-paid retirement or pension contribution attributed to the employee during the calendar year; and

(j) Total employer-paid cost for all other benefits (including but not limited to dental, vision, life insurance, and disability) attributed to the employee during the calendar year, either itemized or as a combined total.

This request seeks existing data fields from records already maintained in the County's payroll and benefit administration systems. It does not require the creation of a new record. The County's Salary Board approves all employee pay rates by position, and the Munis Human Capital Management module tracks position classifications and benefit enrollments as standard data fields. A payroll register export or equivalent report containing these fields would be responsive.

2. Salary Board Position and Pay Rate Schedule (Current)

The current Salary Board–approved position listing and associated pay rates or pay scales for all County positions, as referenced in the County's Payroll Narrative and used to authorize employee compensation. This includes any approved pay grade or step schedule applicable countywide or by department.

FORMAT AND RESPONSE REQUIREMENTS

Records may be provided electronically pursuant to 65 P.S. § 67.705. Spreadsheet-format exports (e.g., .xlsx or .csv) are preferred for Request No. 1. Any denial must cite specific statutory exemptions per 65 P.S. § 67.903, and segregable portions must be produced under 65 P.S. § 67.706.

To the extent the County contends that any requested data field cannot be produced, please identify the specific field(s) at issue and the basis for that contention, so that the requester may evaluate and, if necessary, narrow or clarify the request during the statutory response period.

NOTE REGARDING PRIOR REQUEST R000463-121225

In response to a prior request (R000463-121225), the County produced individual-level overtime amounts by department but without employee names or position titles, and stated it was "not able to run a report by positions." This request clarifies that the records sought are existing data fields maintained in the Munis HCM payroll system — specifically, the Salary Board–authorized position title associated with each employee's payroll record. The County's own Payroll Narrative (produced under R000463-121225) confirms that the Salary Board approves "pay rate position" changes and that these are entered into the employee master payroll file. This request does not ask the County to create new information; it asks for data the County already maintains in the ordinary course of business.

R000148-031926 - Right to Know Request

Message History (4)

On 4/27/2026 6:17:05 PM, York County PA Open Records Office wrote:

Subject: [Right-to-Know Records Center] R000148-031926 :: [REQUEST TYPE]:: R000148-031926
Body:

RE: Reference # R000148-031926, Right to Know Request of March 19, 2026

Dear [redacted],

The County of York received a Right to Know Request from you on March 19, 2026. You requested the following information:

"Please see the attached request"

Based upon the information in your request, the County has performed a search and has identified documents responsive to your request. Please log in to Right-to-Know Records Center at the following link to retrieve the appropriate responsive documents.

Right to Know Request - R000148-031926

You have the right to appeal the denial of any information, if applicable, in writing to Office of Open Records, 555 Walnut Street, Suite 605, Harrisburg, PA 17101-2234. Your appeal must be filed with the Office of Open Records within fifteen (15) business days of the date of this response.

Sincerely,

Jonelle Eshbach
Solicitor
Solicitor's Office

On 3/23/2026 7:42:24 PM, York County PA Open Records Office wrote:

Subject: [Right-to-Know Records Center] Right to Know Request :: R000148-031926
Body:

YORK COUNTY
PENNSYLVANIA

RE: Right to Know Request Reference # R000148-031926 created on March 19, 2026,

[redacted]

The County of York Open Records Office received a public records request from you on March 19, 2026. You requested the following:

"Please see the attached request"

Please be advised that the County of York is invoking its right to an additional thirty (30) days to respond to your Open Record Request as the extent or nature of your request precludes a response within the required five-day time period.

Thank you for your patience in awaiting this information.

Sincerely,

Jonelle Eshbach

Solicitor

Solicitor's Office

To view the full details of this request please log into the Right-to-Know Records Center

On 3/19/2026 12:48:42 PM, York County PA Open Records Office wrote:

Dear [redacted]:

Thank you for your request to the York County Open Records Office. Your request has been received and is being processed in accordance with the Right-to-Know Law. Your request was received in this office on 3/19/2026 and given the reference number R000148-031926 for tracking purposes.

Records Requested: Please see the attached request

Your request will be forwarded to the relevant department(s) to locate the information you seek and to determine the volume and any costs associated with satisfying your request.

You will be provided with any responsive documents after we complete our search.

PLEASE NOTE: The Right to Know Law does not require a governmental body to create new information, to do legal research, or to answer questions.

You can monitor the progress of your request at the link below and you'll receive an email when your request has been completed. Again, thank you for using the Right-to-Know Records Center.

To monitor the progress or update this request please log into the Right-to-Know Records Center

Powered by GovQA

On 3/19/2026 12:48:41 PM, [redacted] wrote:

Request Created on Public Portal