

RESOLUTION NO. 2018-143

A RESOLUTION OF RADNOR TOWNSHIP, DELAWARE COUNTY, PENNSYLVANIA, ADOPTING THE 2019 WAGE AND SALARY SCHEDULE PURSUANT TO THE RADNOR TOWNSHIP HOME RULE CHARTER

WHEREAS, Section 6.01 of the Radnor Township Home Rule Charter states that compensation of department heads and administrative officers shall be fixed by the Manager, subject to the approval of the Board; and

WHEREAS, the Administrative Code establishes pay-setting practices based upon applicable Federal, State and Township laws; and

WHEREAS, the Board of Commissioners and the Fraternal Order of Police (FOP) entered into a collective bargaining agreement with Resolution 2014-49 adopted on May 19, 2014 and subsequently agreed to extend that agreement with Resolution 2017-52 adopted on March 13, 2017 which sets forth base wage increases of 2.75% for all uniformed police officers effective January 1, 2019; and


WHEREAS, the Board of Commissioners and the Radnor Association of Township Employees (RATE) entered into a collective bargaining agreement with Resolution 2017-51 adopted on March 13, 2017 that sets forth base wage increases of 2.75% for all RATE employees effective January 1, 2019; and

WHEREAS, the 2019 Comprehensive Budget includes base wage increases for all non-union full and part time employees of up to 2.75% which will be based on certain effective dates and each employees' performance at the discretion of the Township Manager.

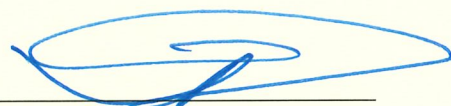
NOW, THEREFORE, be it hereby *RESOLVED* that the Board of Commissioners of Radnor Township does hereby adopt the attached Exhibit A - Wage and Salary Schedule for fiscal year 2019.

SO RESOLVED, this 10th day of December, A.D. 2018.

RADNOR TOWNSHIP

By: 
Name: Lisa Borowski
Title: President

ATTEST:


Name: Robert A. Zienkowski
Title: Township Manager / Secretary

Radnor Township
PROPOSED LEGISLATION



DATE: December 4, 2018

TO: Board of Commissioners

FROM: William M. White, Assistant Township Manager and Finance Director

A handwritten signature in black ink, appearing to read "W. White", is positioned to the right of the "FROM:" line.

LEGISLATION: Resolution 2018-143 establishing the 2019 Wage and Salary schedule for all Township employees.

LEGISLATIVE HISTORY: Previously, the Board of Commissioners adopted:

- FOP: Resolution 2014-49 approving a replacement contract agreement with the FOP which set forth a 2.75% wage increase for uniformed police officers
- FOP: Resolution 2017-52 extended the FOP Agreement by an additional three years through 2021
- RATE: Resolution 2017-51 was adopted which set forth wage increases of 2.75% for all RATE employees effective January 1, 2019
- Non-Union: The 2019 Comprehensive Budget, as proposed, includes appropriations for up to 2.75% wage increases for all full and part time non-union employees.
- Township Manager: No wage increase is included for the Township Manager

PURPOSE AND EXPLANATION: Pursuant to the Township's Home Rule Charter and Administrative Code, and in the interest of full transparency, Resolution 2018-143 authorizes the wage adjustments for Township employees.

Please note that increases for non-union staff will be "up to" 2.75% and will be based on each employee's performance evaluation, as determined by the Township Manager.

FISCAL IMPACT: The 2.75% increase will increase the Township's payroll and related expenses by approximately \$185,000 in 2019. This increase is built into the 2019 Comprehensive Budget, as proposed.

RECOMMENDED ACTION: The Administration respectfully recommends that the Board adopt this resolution at the December 10, 2018 Board of Commissioner meeting to allow enough time to incorporate any increases with the first pay in 2019.

Radnor Township, PA
2019 Wage and Salary Schedule
Effective January 1, 2019

Position Classification	Department	Position	Emp#	2018 Hourly Rate	%Δ	2019 Hourly Rate	Notes
FOP	Police - Uniformed	Superintendent	114	\$ 78,3654	0.00%	\$ 78,3654	Increase 5/29/2019 to \$80,2885 per hour
FOP	Police - Uniformed	Lieutenant	110	\$ 63,5798	2.75%	\$ 65,3282	
FOP	Police - Uniformed	Lieutenant	134	\$ 63,5798	2.75%	\$ 65,3282	
FOP	Police - Uniformed	Sergeant	169	\$ 52,9823	2.75%	\$ 54,4393	
FOP	Police - Uniformed	Sergeant	168	\$ 52,9823	2.75%	\$ 54,4393	
FOP	Police - Uniformed	Sergeant	126	\$ 52,9823	2.75%	\$ 54,4393	
FOP	Police - Uniformed	Sergeant	163	\$ 52,9823	2.75%	\$ 54,4393	
FOP	Police - Uniformed	Sergeant	142	\$ 52,9823	2.75%	\$ 54,4393	
FOP	Police - Uniformed	Sergeant	161	\$ 52,9823	2.75%	\$ 54,4393	
FOP	Police - Uniformed	Sergeant	140	\$ 48,5673	2.75%	\$ 49,9029	
FOP	Police - Uniformed	Corporal	158	\$ 47,6841	2.75%	\$ 48,9954	
FOP	Police - Uniformed	Detective	137	\$ 47,6841	2.75%	\$ 48,9954	
FOP	Police - Uniformed	Detective	139	\$ 47,6841	2.75%	\$ 48,9954	
FOP	Police - Uniformed	Detective	153	\$ 47,6841	2.75%	\$ 48,9954	
FOP	Police - Uniformed	Detective	159	\$ 47,6841	2.75%	\$ 48,9954	
FOP	Police - Uniformed	Staff Traffic	124	\$ 47,6841	2.75%	\$ 48,9954	
FOP	Police - Uniformed	Staff Traffic	149	\$ 47,6841	2.75%	\$ 48,9954	
FOP	Police - Uniformed	Patrol	155	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	166	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	111	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	170	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	167	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	128	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	173	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	176	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	177	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	178	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	179	\$ 44,1519	2.75%	\$ 45,3661	
FOP	Police - Uniformed	Patrol	181	\$ 41,9443	2.75%	\$ 43,0978	Increase 1/27/2019 to \$45,3661 (Step 5)
FOP	Police - Uniformed	Patrol	182	\$ 41,9443	2.75%	\$ 43,0978	Increase 9/23/2019 to \$45,3661 (Step 5)
FOP	Police - Uniformed	Patrol	183	\$ 41,9443	2.75%	\$ 43,0978	Increase 10/14/2019 to \$45,3661 (Step 5)
FOP	Police - Uniformed	Patrol	185	\$ 39,7365	2.75%	\$ 40,8293	Increase 7/14/2019 to 43,0978 (Step 4)
FOP	Police - Uniformed	Patrol	186	\$ 37,5294	2.75%	\$ 38,5615	Increase 1/5/19 to \$40,8293 (Step 3)
FOP	Police - Uniformed	Patrol	187	\$ 37,5294	2.75%	\$ 38,5615	Increase 1/5/19 to \$40,8293 (Step 3)
FOP	Police - Uniformed	Patrol	188	\$ 37,5294	2.75%	\$ 38,5615	Increase 1/5/19 to \$40,8293 (Step 3)
FOP	Police - Uniformed	Patrol	189	\$ 33,1140	2.75%	\$ 34,0246	Increase 3/12/19 to \$36,2930 (Step 1) and 9/12/19 to \$38,5615 (Step 2)
FOP	Police - Uniformed	Patrol	190	\$ 33,1140	2.75%	\$ 34,0246	Increase 3/12/19 to \$36,2930 (Step 1) and 9/12/19 to \$38,5615 (Step 2)
FOP	Police - Uniformed	Patrol	191	\$ 33,1140	2.75%	\$ 34,0246	Increase 3/12/19 to \$36,2930 (Step 1) and 9/12/19 to \$38,5615 (Step 2)
FOP	Police - Uniformed	Patrol	192	\$ 33,1140	2.75%	\$ 34,0246	Increase 3/12/19 to \$36,2930 (Step 1) and 9/12/19 to \$38,5615 (Step 2)
FOP	Police - Uniformed	Patrol	193	\$ 33,1140	2.75%	\$ 34,0246	Increase 10/24/19 to \$36,2930 (Step 1)
FOP	Police - Uniformed	Patrol	194	\$ 33,1140	2.75%	\$ 34,0246	Increase 10/24/19 to \$36,2930 (Step 1)
FOP	Police - Uniformed	Patrol	195	\$ 33,1140	2.75%	\$ 34,0246	
FOP	Police - Uniformed	Patrol	197	\$ 33,1140	2.75%	\$ 34,0246	
FOP	Police - Uniformed	Patrol	198	\$ 33,1140	2.75%	\$ 34,0246	
FOP	Police - Uniformed	Patrol	199	\$ 33,1140	2.75%	\$ 34,0246	
RATE	Police - Civilians	Administrative Assistant	11	\$ 27,6468	2.75%	\$ 28,4071	
RATE	Police - Civilians	Administrative Assistant	232	\$ 35,8511	2.75%	\$ 36,8370	

Radnor Township, PA
2019 Wage and Salary Schedule
Effective January 1, 2019

Resolution 2018-143
Exhibit A

Position Classification	Department	Position	Emp#	2018 Hourly Rate	%Δ	2019 Hourly Rate	Notes
Non-Union	Police - Civilians	Parking & Auxiliary Services Supervisor	225	\$ 39,832	2.75%	\$ 40,927	
Non-Union	Administration	Township Manager	15	\$ 98,637	0.00%	\$ 98,637	
Non-Union	Administration	Executive Assistant	17	\$ 43,406	2.75%	\$ 44,602	
Non-Union	Recreation & Comm. Prog.	Director	506	\$ 57,988	2.75%	\$ 59,383	
Non-Union	Recreation & Comm. Prog.	Programming Supervisor	509	\$ 35,092	2.75%	\$ 36,063	
Non-Union	Recreation & Comm. Prog.	Programming Coordinator	507	\$ 27,452	2.75%	\$ 28,508	
Non-Union	Recreation & Comm. Prog.	Recreation Assistant	Vacant	\$ 22,500	2.75%	\$ 23,146	
Non-Union	Community Development	Director	32	\$ 57,797	2.75%	\$ 59,388	
Non-Union	Community Development	Health Officer	37	\$ 38,461	2.75%	\$ 39,512	
Non-Union	Community Development	Assistant Health Officer	42	\$ 24,723	2.75%	\$ 25,405	
Non-Union	Community Development	Codes Official III	Vacant	\$ 43,000	0.00%	\$ 43,000	Vacant Position Amount is "up to" limit
Non-Union	Community Development	Codes Official III	33	\$ 36,263	2.75%	\$ 37,261	
RATE	Community Development	Administrative Assistant	306	\$ 38,964	2.75%	\$ 40,036	
RATE	Community Development	Administrative Assistant	35	\$ 37,316	2.75%	\$ 38,343	
Non-Union	Engineering	Engineer	319	\$ 78,048	2.75%	\$ 80,192	
Non-Union	Engineering	Project Manager	Vacant	\$ 51,000	0.00%	\$ 51,000	Vacant Position Amount is "up to" limit
RATE	Engineering	Clerk	305	\$ 27,092	2.75%	\$ 27,843	
RATE	Engineering	Engineering Inspector	302	\$ 47,825	2.75%	\$ 49,135	
Non-Union	Finance	Asst. Township Mgr / Finance Director	21	\$ 88,219	2.75%	\$ 90,645	
Non-Union	Finance	Asst. Fin. Dir / HR Manager	29	\$ 67,723	2.75%	\$ 69,587	
Non-Union	Finance	Human Resource Coordinator	26	\$ 42,563	2.75%	\$ 43,734	
Non-Union	Finance	Accounting Supervisor	40	\$ 45,317	2.75%	\$ 46,578	
Non-Union	Finance	Expenditure Accountant	230	\$ 26,301	2.75%	\$ 27,024	
Non-Union	Finance	Administrative Services Coordinator	36	\$ 48,687	2.75%	\$ 50,026	
Non-Union	Information Tech.	Public Information Coordinator	8	\$ 35,848	2.75%	\$ 36,838	
Non-Union	Information Tech.	IT Coordinator	18	\$ 37,108	2.75%	\$ 38,129	
Non-Union	Public Works	Public Works Director	337	\$ 50,961	2.75%	\$ 52,362	
Non-Union	Public Works	Supervisor: Solid Waste / Highway	338	\$ 40,625	2.75%	\$ 41,742	
Non-Union	Public Works	Supervisor: Parks / Sewers	Vacant	\$ 40,000	0.00%	\$ 40,000	Vacant Position Amount is "up to" limit
RATE	Public Works	Administrative Assistant	502	\$ 37,316	2.75%	\$ 38,343	
RATE	Public Works	Mechanic Field Leader	339	\$ 36,744	2.75%	\$ 37,757	
RATE	Public Works	Mechanic I	538	\$ 35,128	2.75%	\$ 36,092	
RATE	Public Works	Mechanic I	340	\$ 30,000	2.75%	\$ 30,825	
RATE	Public Works	Field Leader I	333	\$ 35,277	2.75%	\$ 36,195	
RATE	Public Works	Field Leader I	361	\$ 34,213	2.75%	\$ 35,154	
RATE	Public Works	Heavy Equipment	332	\$ 33,034	2.75%	\$ 33,948	
RATE	Public Works	Light Equipment	529	\$ 32,403	2.75%	\$ 33,294	
RATE	Public Works	Driver I	522	\$ 32,191	2.75%	\$ 33,070	
RATE	Public Works	Driver I	570	\$ 32,191	2.75%	\$ 33,070	
RATE	Public Works	Driver I	440	\$ 32,191	2.75%	\$ 33,070	
RATE	Public Works	Driver I	435	\$ 32,191	2.75%	\$ 33,070	
RATE	Public Works	Laborer	461	\$ 31,500	2.75%	\$ 32,416	
RATE	Public Works	Laborer	331	\$ 31,551	2.75%	\$ 32,419	
RATE	Public Works	Driver II	346	\$ 32,614	2.75%	\$ 33,512	
RATE	Public Works	Driver II	442	\$ 32,614	2.75%	\$ 33,512	
RATE	Public Works	Driver II	462	\$ 32,614	2.75%	\$ 33,512	
RATE	Public Works	Driver II	456	\$ 32,614	2.75%	\$ 33,512	
RATE	Public Works	Driver II	443	\$ 32,614	2.75%	\$ 33,512	
RATE	Public Works	Driver II	533	\$ 32,614	2.75%	\$ 33,512	
RATE	Public Works	Collector	479	\$ 32,614	2.75%	\$ 33,512	
RATE	Public Works	Collector	450	\$ 31,423	2.75%	\$ 32,287	
RATE	Public Works	Collector	485	\$ 26,971	2.75%	\$ 27,713	

Radnor Township, PA
2019 Wage and Salary Schedule
Effective January 1, 2019

Position Classification	Department	Position	Emp#	2018 Hourly Rate	%Δ	2019 Hourly Rate	Notes
RATE	Public Works	Collector	285	\$ 21.0000	0.00%	\$ 21.0000	Increase 5/5/19 to \$22.3125 (6 mo) and 11/5/19 to \$23.6250 (12 mo)
RATE	Public Works	Collector	494	\$ 26.9719	2.75%	\$ 27.7136	
RATE	Public Works	Collector	229	\$ 31.2761	2.75%	\$ 32.1362	
RATE	Public Works	Collector	344	\$ 31.3362	2.75%	\$ 32.1979	
RATE	Public Works	Collector	301	\$ 21.0000	0.00%	\$ 21.0000	Increase 4/29/19 to \$22.3125 (6 mo) and 10/29/19 to \$23.6250 (12 mo)
RATE	Public Works	Collector	409	\$ 31.5566	2.75%	\$ 32.4244	
RATE	Public Works	Collector	436	\$ 31.2747	2.75%	\$ 32.1348	
RATE	Public Works	Collector	496	\$ 21.0000	0.00%	\$ 21.0000	Increase 2/6/19 to \$22.3125 (6 mo) and 8/6/19 to \$23.6250 (12 mo)
RATE	Public Works	Collector	469	\$ 31.4185	2.75%	\$ 32.2825	
RATE	Public Works	Collector	433	\$ 31.4154	2.75%	\$ 32.2793	
RATE	Public Works	Collector	434	\$ 31.6149	2.75%	\$ 32.4843	
RATE	Public Works	Collector	760	\$ 24.9375	0.00%	\$ 24.9375	Increase 4/24/2019 to \$26.2500 (24 mo)
RATE	Public Works	Field Leader I	535	\$ 34.2139	2.75%	\$ 35.1548	
RATE	Public Works	Heavy Equipment	438	\$ 33.0394	2.75%	\$ 33.9480	
RATE	Public Works	Light Equipment	575	\$ 32.4033	2.75%	\$ 33.2944	
RATE	Public Works	Light Equipment	536	\$ 32.4033	2.75%	\$ 33.2944	
RATE	Public Works	Driver I	342	\$ 32.1917	2.75%	\$ 33.0770	
RATE	Public Works	Laborer	755	\$ 31.3357	2.75%	\$ 32.1974	
RATE	Public Works	Laborer	746	\$ 31.3357	2.75%	\$ 32.1974	
RATE	Public Works	Laborer	537	\$ 31.4185	2.75%	\$ 32.2825	
RATE	Public Works	Laborer	764	\$ 23.6250	0.00%	\$ 23.6250	Increase 3/29/19 to \$24.9375 (18 mo) and 9/29/19 to \$26.2500 (24 mo)
RATE	Public Works	Laborer	572	\$ 31.3427	2.75%	\$ 32.2046	
RATE	Public Works	Laborer	550	\$ 31.3357	2.75%	\$ 32.1974	
RATE	Public Works	Laborer	474	\$ 31.3319	2.75%	\$ 32.1935	
RATE	Public Works	Laborer	497	\$ 21.0000	0.00%	\$ 21.0000	Increase 4/29/19 to \$22.3125 (6 mo) and 10/29/19 to \$23.6250 (12 mo)
RATE	Public Works	Laborer	437	\$ 34.2139	2.75%	\$ 35.1548	
RATE	Public Works	Field Leader I	525	\$ 32.1917	2.75%	\$ 33.0770	
RATE	Public Works	Driver I	543	\$ 32.1917	2.75%	\$ 33.0770	

Radnor Township, PA
2019 Wage and Salary Schedule
Effective January 1, 2019

Position Classification	Department	Position	Emp#	2018 Hourly Rate	%Δ	2019 Hourly Rate	Notes
Part-Time	Finance	Bookkeeper	22	\$ 31,4415	2.75%	\$ 32,3061	
Part-Time	Finance	Revenue Accountant	Vacant	\$ 30,0000	0.00%	\$ 30,0000	
Part-Time	Finance	Switchboard	10	\$ 16,9700	2.75%	\$ 17,4367	
Part-Time	Finance	Switchboard	295	\$ 16,9743	2.75%	\$ 17,4411	
Part-Time	Information Tech.	IT Coordinator	220	\$ 29,3351	2.75%	\$ 30,1418	
Part-Time	Information Tech.	Cable, Web, Communication Coord.	43	\$ 17,4675	2.75%	\$ 17,9479	
Part-Time	Community Development	Health Officer	Vacant	\$ 46,4000	0.00%	\$ 46,4000	
Part-Time	Community Development	Codes Official III	Vacant	\$ 30,0000	0.00%	\$ 30,0000	
Part-Time	Community Development	Property Maint. Inspector	Vacant	\$ 20,0000	0.00%	\$ 20,0000	
Part-Time	Community Development	Clerk	Vacant	\$ 15,0000	0.00%	\$ 15,0000	
Part-Time	Public Works	Laborer	419	\$ 15,4100	2.75%	\$ 15,8338	
Part-Time	Public Works	Laborer	Vacant	\$ 13,0000	2.75%	\$ 13,3575	
Part-Time	Public Works	Laborer	Vacant	\$ 13,0000	2.75%	\$ 13,3575	
Part-Time	Public Works	Laborer	Vacant	\$ 13,0000	2.75%	\$ 13,3575	
Part-Time	Police - Civilian	Parking Inspector	284	\$ 16,0000	2.75%	\$ 16,4400	
Part-Time	Police - Civilian	Parking Inspector	289	\$ 16,0000	2.75%	\$ 16,4400	
Part-Time	Police - Civilian	Parking Inspector	291	\$ 16,4400	2.75%	\$ 16,8921	
Part-Time	Police - Civilian	Crossing Guard	228	\$ 16,9743	2.75%	\$ 17,4411	
Part-Time	Police - Civilian	Crossing Guard	275	\$ 16,9743	2.75%	\$ 17,4411	
Part-Time	Police - Civilian	Crossing Guard	276	\$ 16,0800	0.00%	\$ 16,0800	
Part-Time	Police - Civilian	Crossing Guard	277	\$ 16,9743	2.75%	\$ 17,4411	
Part-Time	Police - Civilian	Crossing Guard	Vacant	\$ 16,9743	2.75%	\$ 17,4411	
Part-Time	Police - Civilian	Crossing Guard	288	\$ 16,9743	2.75%	\$ 17,4411	
Part-Time	Police - Civilian	Crossing Guard	294	\$ 16,9743	2.75%	\$ 17,4411	
Part-Time	Police - Civilian	Crossing Guard	296	\$ 16,9743	2.75%	\$ 17,4411	
Part-Time	Police - Civilian	Crossing Guard	297	\$ 16,9743	2.75%	\$ 17,4411	
Part-Time	Police - Civilian	Crossing Guard	299	\$ 16,9743	2.75%	\$ 17,4411	

Radnor Township, PA
2019 Wage and Salary Schedule - Recreation and Community Programming Department Day Camp Seasonal Wage Ranges by Position
For the Year Beginning January 1, 2019

Radnor Day Camp 2019 - Seasonal Staff Pay Ranges by Position				
Position	# of Projected Positions*	Minimum Per Hour Pay	Maximum Per Hour Pay	Maximum Per Hour Pay
Director	1	\$ 15.00	\$ 15.00	\$ 25.00
Assistant Director	1	\$ 11.00	\$ 11.00	\$ 18.00
Specialty Coordinator**	7	\$ 11.00	\$ 11.00	\$ 25.00
Special Needs Support Staff	12	\$ 11.00	\$ 11.00	\$ 18.00
Lifeguard/Swim Instructor	6	\$ 8.00	\$ 8.00	\$ 15.00
Leader II	12	\$ 7.50	\$ 7.50	\$ 12.00
Leader I	12	\$ 7.25	\$ 7.25	\$ 10.00

* Positions are hired commensurate to camp enrollment, generally estimated at 230 participants.

** Specific role responsibilities for Camp Specialty Coordinators are subject to change.

General Information:

1. All positions are filled through an interview/evaluation process; process starts in January.
2. Position pay rates and qualifications vary based on tenure, experience, and special certifications.
3. Some returning staff receive minimal wage increases and vary based on qualifications and performance.
4. Staff members sometimes fulfill roles in other areas such as assisting with community events or running other programs.

Recreation Community Programming Department 12/4/2018