

**RESOLUTION NO. 2017-132**

**A RESOLUTION OF RADNOR TOWNSHIP, DELAWARE COUNTY, PENNSYLVANIA, ADOPTING THE 2018 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, 2018; 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, 2018; and

*WHEREAS*, the 2018 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 2018.

*SO RESOLVED*, this 11<sup>th</sup> day of December, A.D. 2017.

RADNOR TOWNSHIP

By:



Name: Elaine P. Schaefer

Title: Vice President

ATTEST:



Name: Robert A. Zienkowski

Title: Township Manager / Secretary

**Radnor Township**  
**PROPOSED LEGISLATION**



**DATE:** December 5, 2017

**TO:** Board of Commissioners

**FROM:** William M. White, Finance Director

A handwritten signature in black ink, appearing to read "William M. White".

**LEGISLATION:** Resolution 2017-132 establishing the 2018 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, 2018
- Non-Union: The 2018 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 2017-132 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 \$175,000 in 2018. This increase is built into the 2018 Comprehensive Budget, as proposed.

**RECOMMENDED ACTION:** The Administration respectfully recommends that the Board adopt this resolution at the December 11, 2017 Board of Commissioner meeting to allow enough time to incorporate any increases with the first pay in 2018.

**Radnor Township, PA**  
Wage Schedule - Full Time Employees  
For the Year Beginning January 1, 2018

Position Classification	Department	Position Description	EE #	2007 Hourly Rate		Percentage Increase	Resulting 2018 Hourly Rate		Notes
				Rate	Increase		Rate	Increase	
FOP	Police - Uniformed	Superintendent	171	\$ 80,3808	2.75%	\$ 82,5913			
FOP	Police - Uniformed	Deputy Superintendent	101	\$ 66,5193	2.75%	\$ 68,3485			
FOP	Police - Uniformed	Deputy Superintendent	114	\$ 66,5193	2.75%	\$ 68,3485			
FOP	Police - Uniformed	Lieutenant	110	\$ 61,8784	2.75%	\$ 63,5798			
FOP	Police - Uniformed	Sergeant	126	\$ 51,5644	2.75%	\$ 52,9823			
FOP	Police - Uniformed	Sergeant	134	\$ 51,5644	2.75%	\$ 52,9823			
FOP	Police - Uniformed	Sergeant	142	\$ 51,5644	2.75%	\$ 52,9823			
FOP	Police - Uniformed	Sergeant	161	\$ 51,5644	2.75%	\$ 52,9823			
FOP	Police - Uniformed	Sergeant	163	\$ 51,5644	2.75%	\$ 52,9823			
FOP	Police - Uniformed	Corporal	117	\$ 47,2673	2.75%	\$ 48,5673			
FOP	Police - Uniformed	Corporal	140	\$ 47,2673	2.75%	\$ 48,5673			
FOP	Police - Uniformed	Investigations	137	\$ 46,4078	2.75%	\$ 47,6841			
FOP	Police - Uniformed	Investigations	139	\$ 46,4078	2.75%	\$ 47,6841			
FOP	Police - Uniformed	Investigations	153	\$ 46,4078	2.75%	\$ 47,6841			
FOP	Police - Uniformed	Investigations	158	\$ 46,4078	2.75%	\$ 47,6841			
FOP	Police - Uniformed	Traffic Safety Unit	124	\$ 46,4078	2.75%	\$ 47,6841			
FOP	Police - Uniformed	Traffic Safety Unit	149	\$ 46,4078	2.75%	\$ 47,6841			
FOP	Police - Uniformed	Traffic Safety Unit	159	\$ 46,4078	2.75%	\$ 47,6841			
FOP	Police - Uniformed	Patrol	18	\$ 38,6731	2.75%	\$ 39,7366		Base Hourly Rate Increase to \$41,9346 Effective 10/14/2018 (48 mos)	
FOP	Police - Uniformed	Patrol	111	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	121	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	128	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	146	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	155	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	157	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	166	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	167	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	168	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	169	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	170	\$ 42,9703	2.75%	\$ 44,1519			
FOP	Police - Uniformed	Patrol	173	\$ 40,8216	2.75%	\$ 41,9346		Base Hourly Rate Increase to \$44,1519 Effective 4/29/2018 (60 mos)	
FOP	Police - Uniformed	Patrol	176	\$ 40,8216	2.75%	\$ 41,9346		Base Hourly Rate Increase to \$44,1519 Effective 4/29/2018 (60 mos)	
FOP	Police - Uniformed	Patrol	177	\$ 40,8216	2.75%	\$ 41,9346		Base Hourly Rate Increase to \$44,1519 Effective 4/29/2018 (60 mos)	
FOP	Police - Uniformed	Patrol	178	\$ 40,8216	2.75%	\$ 41,9346		Base Hourly Rate Increase to \$44,1519 Effective 4/29/2018 (60 mos)	
FOP	Police - Uniformed	Patrol	179	\$ 40,8216	2.75%	\$ 41,9346		Base Hourly Rate Increase to \$44,1519 Effective 4/29/2018 (60 mos)	
FOP	Police - Uniformed	Patrol	181	\$ 38,6731	2.75%	\$ 39,7365		Base Hourly Rate Increase to \$41,9346 Effective 10/14/2018 (48 mos)	
FOP	Police - Uniformed	Patrol	182	\$ 38,6731	2.75%	\$ 39,7365		Base Hourly Rate Increase to \$41,9346 Effective 10/14/2018 (48 mos)	
FOP	Police - Uniformed	Patrol	184	\$ 36,5245	2.75%	\$ 37,5294		Base Hourly Rate Increase to \$41,9346 Effective 10/14/2018 (48 mos)	
FOP	Police - Uniformed	Patrol	185	\$ 36,5245	2.75%	\$ 37,5294		Base Hourly Rate Increase to \$41,9346 Effective 10/14/2018 (48 mos)	
FOP	Police - Uniformed	Patrol	186	\$ 34,3760	2.75%	\$ 35,3216		Base Hourly Rate Increase to \$37,5294 Effective 1/5/2018 (24 mos)	
FOP	Police - Uniformed	Patrol	187	\$ 34,3760	2.75%	\$ 35,3216		Base Hourly Rate Increase to \$37,5294 Effective 1/5/2018 (24 mos)	

**Radnor Township, PA**  
Wage Schedule - Full Time Employees  
For the Year Beginning January 1, 2018

Position Classification	Department	Position Description	EE #	2007 Hourly Rate	Percentage Increase	Resulting 2018 Hourly Rate	Notes
FOP	Police - Uniformed	Patrol	188	\$ 34,3760	2.75%	\$ 35,3216	Base Hourly Rate Increase to \$37,5294 Effective 1/5/2018 (24 mos)
FOP	Police - Uniformed	Patrol	189	\$ 32,2274	2.75%	\$ 33,1140	
FOP	Police - Uniformed	Patrol	190	\$ 32,2274	2.75%	\$ 33,1140	
RATE	Police - Civilian	Administrative Assistant	11	\$ 26,9069	2.75%	\$ 27,6468	
RATE	Police - Civilian	Administrative Assistant	232	\$ 34,8916	2.75%	\$ 35,8511	
Non-Union	Police - Civilian	Supervisor	225	\$ 38,7661	2.75%	\$ 39,8322	
Non-Union	Administration	Township Manager	15	\$ 98,6374	0.00%	\$ 98,6374	
Non-Union	Administration	Executive Assistant	17	\$ 40,8031	2.75%	\$ 41,9252	
Non-Union	Finance: Fin & Acctg	Director	21	\$ 82,1146	2.75%	\$ 84,3728	
Non-Union	Finance: HR	Assistant Director	29	\$ 65,9127	2.75%	\$ 67,7253	
Non-Union	Finance: HR	Coordinator	26	\$ 40,0875	2.75%	\$ 41,1899	
Non-Union	Finance: Fin & Acctg	Coordinator	36	\$ 47,3846	2.75%	\$ 48,6877	
Non-Union	Finance: Fin & Acctg	Coordinator	40	\$ 41,9599	2.75%	\$ 43,1138	
Non-Union	Finance: Fin & Acctg	Coordinator	230	\$ 30,1478	2.75%	\$ 30,9769	
Non-Union	Finance: IT	Coordinator	8	\$ 34,8886	2.75%	\$ 35,8480	
Non-Union	Finance: IT	Coordinator	18	\$ 36,1157	2.75%	\$ 37,1089	
Non-Union	Community Development	Director	32	\$ 52,7301	2.75%	\$ 54,1802	
Non-Union	Community Development	Inspector	33	\$ 31,7940	2.75%	\$ 32,6683	
Non-Union	Community Development	Inspector	37	\$ 30,7692	2.75%	\$ 31,6154	
Non-Union	Community Development	Inspector	41	\$ 41,0328	2.75%	\$ 42,1612	
Non-Union	Community Development	Inspector	42	\$ 19,2300	2.75%	\$ 19,7588	
RATE	Community Development	Administrative Assistant	35	\$ 36,3174	2.75%	\$ 37,3161	
RATE	Community Development	Administrative Assistant	306	\$ 36,3174	2.75%	\$ 37,3161	
Non-Union	Engineering	Director	319	\$ 74,3558	2.75%	\$ 76,4006	
Non-Union	Engineering	Engineering Inspector	302	\$ 46,5406	2.75%	\$ 47,8205	
RATE	Engineering	Administrative Assistant	305	\$ 26,3700	2.75%	\$ 27,0952	
Non-Union	Recreation & Comm. Prog.	Director	506	\$ 56,2519	2.75%	\$ 57,7988	
Non-Union	Recreation & Comm. Prog.	Assistant Director	509	\$ 34,1559	2.75%	\$ 35,0952	
Non-Union	Recreation & Comm. Prog.	Coordinator	507	\$ 23,9011	2.75%	\$ 24,5584	
Non-Union	Public Works	Supervisor	337	\$ 40,4472	2.75%	\$ 41,5595	
Non-Union	Public Works	Supervisor	526	\$ 40,4472	2.75%	\$ 41,5595	
RATE	Public Works	Administrative Assistant	502	\$ 36,3174	2.75%	\$ 37,3161	
RATE	Public Works	Collector	229	\$ 30,4390	2.75%	\$ 31,2761	
RATE	Public Works	Collector	344	\$ 30,4975	2.75%	\$ 31,3362	
RATE	Public Works	Collector	409	\$ 30,7120	2.75%	\$ 31,5566	
RATE	Public Works	Collector	433	\$ 30,5246	2.75%	\$ 31,3640	
RATE	Public Works	Collector	434	\$ 30,7201	2.75%	\$ 31,5649	
RATE	Public Works	Collector	436	\$ 30,3890	2.75%	\$ 31,2247	
RATE	Public Works	Collector	450	\$ 30,5827	2.75%	\$ 31,4237	
RATE	Public Works	Collector	469	\$ 30,5776	2.75%	\$ 31,4185	
RATE	Public Works	Collector	485	\$ 26,2500	2.75%	\$ 26,9719	

**Radnor Township, PA**  
Wage Schedule - Full Time Employees  
For the Year Beginning, January 1, 2018

Position Classification	Department	Position Description	EE #	2007 Hourly Rate	Percentage Increase	Resulting 2018 Hourly Rate	Notes
RATE	Public Works	Collector	494	\$ 26,2500	2.75%	\$ 26,9719	
RATE	Public Works	Collector	760	\$ 21,0000	2.75%	\$ 21,5775	
RATE	Public Works	Driver - Trash	346	\$ 31,7425	2.75%	\$ 32,6154	
RATE	Public Works	Driver - Trash	408	\$ 31,7425	2.75%	\$ 32,6154	
RATE	Public Works	Driver - Trash	442	\$ 31,7425	2.75%	\$ 32,6154	
RATE	Public Works	Driver - Trash	443	\$ 31,7425	2.75%	\$ 32,6154	
RATE	Public Works	Driver - Trash	456	\$ 31,7425	2.75%	\$ 32,6154	
RATE	Public Works	Driver - Trash	462	\$ 31,7452	2.75%	\$ 32,6182	
RATE	Public Works	Driver - Trash	479	\$ 31,7425	2.75%	\$ 32,6154	
RATE	Public Works	Driver - Trash	533	\$ 31,7425	2.75%	\$ 32,6154	
RATE	Public Works	Dump Truck Operator	342	\$ 31,3301	2.75%	\$ 32,1917	
RATE	Public Works	Dump Truck Operator	361	\$ 31,3301	2.75%	\$ 32,1917	
RATE	Public Works	Dump Truck Operator	435	\$ 31,3301	2.75%	\$ 32,1917	
RATE	Public Works	Dump Truck Operator	440	\$ 31,3301	2.75%	\$ 32,1917	
RATE	Public Works	Dump Truck Operator	522	\$ 31,3301	2.75%	\$ 32,1917	
RATE	Public Works	Dump Truck Operator	525	\$ 31,3301	2.75%	\$ 32,1917	
RATE	Public Works	Dump Truck Operator	543	\$ 31,3301	2.75%	\$ 32,1917	
RATE	Public Works	Dump Truck Operator	570	\$ 31,3301	2.75%	\$ 32,1917	
RATE	Public Works	Field Leader	333	\$ 33,7982	2.75%	\$ 34,7277	
RATE	Public Works	Field Leader	338	\$ 33,7982	2.75%	\$ 34,7277	
RATE	Public Works	Field Leader	437	\$ 33,7982	2.75%	\$ 34,7277	
RATE	Public Works	Field Leader	535	\$ 33,7982	2.75%	\$ 34,7277	
RATE	Public Works	Heavy Equipment Operator	332	\$ 32,1551	2.75%	\$ 33,0394	
RATE	Public Works	Heavy Equipment Operator	438	\$ 32,1551	2.75%	\$ 33,0394	
RATE	Public Works	Laborer	331	\$ 30,7069	2.75%	\$ 31,5513	
RATE	Public Works	Laborer	461	\$ 30,6569	2.75%	\$ 31,5000	
RATE	Public Works	Laborer	474	\$ 30,4447	2.75%	\$ 31,2819	
RATE	Public Works	Laborer	537	\$ 30,5776	2.75%	\$ 31,4185	
RATE	Public Works	Laborer	550	\$ 30,4970	2.75%	\$ 31,3357	
RATE	Public Works	Laborer	572	\$ 30,4970	2.75%	\$ 31,3357	
RATE	Public Works	Laborer	746	\$ 30,4970	2.75%	\$ 31,3357	
RATE	Public Works	Laborer	755	\$ 30,4970	2.75%	\$ 31,3357	
RATE	Public Works	Laborer	764	\$ 21,0000	2.75%	\$ 21,5775	
RATE	Public Works	Light Equipment Operator	529	\$ 31,5361	2.75%	\$ 32,4033	
RATE	Public Works	Light Equipment Operator	536	\$ 31,5361	2.75%	\$ 32,4033	
RATE	Public Works	Light Equipment Operator	575	\$ 31,5361	2.75%	\$ 32,4033	
RATE	Public Works	Skilled Laborer	339	\$ 34,5589	2.75%	\$ 35,5093	
RATE	Public Works	Skilled Laborer	534	\$ 30,9143	2.75%	\$ 31,7644	
RATE	Public Works	Skilled Laborer	538	\$ 34,1867	2.75%	\$ 35,1268	

**Radnor Township, PA**  
Wage Schedule - Part Time Employees  
For the Year Beginning January 1, 2018

Position Classification	Department	Position Description	Req #	2007 Hourly Rate	Percentage Increase	Resulting 2018 Hourly Rate	Notes
Part-Time	Finance: Fin & Acctg	Cash Management Coord.	22	\$ 30.6000	2.75%	\$ 31.4400	
Part-Time	Finance: Fin & Acctg	Act 511 Coord.	Vacant	\$ 15.0000	0.00%	\$ 15.0000	
Part-Time	Finance: IT	IT Coord. (Records Mtgs)	43	\$ 17.0000	2.75%	\$ 17.4700	
Part-Time	Finance: IT	IT Coord. (Server Maint)	220	\$ 28.5500	2.75%	\$ 29.3400	
Part-Time	Community Development	Administrative Assistant	Vacant	\$ 12.0000	0.00%	\$ 12.0000	
Part-Time	Community Development	Inspector (Rental / Prop.)	Vacant	\$ 20.0000	0.00%	\$ 20.0000	
Part-Time	Community Development	Fire Marshal	Vacant	\$ 35.0000	0.00%	\$ 35.0000	
Part-Time	Community Development	Health Officer	39	\$ 46.3966	0.00%	\$ 46.4000	
Part-Time	Community Development	Inspector (Codes)	Vacant	\$ 30.0000	0.00%	\$ 30.0000	
Part-Time	Public Works	Laborer	419	\$ 15.0000	2.75%	\$ 15.4100	
Part-Time	Public Works	Laborer	757	\$ 13.5800	2.75%	\$ 13.9500	
Part-Time	Public Works	Laborer	766	\$ 13.5800	0.00%	\$ 13.5800	
Part-Time	Public Works	Laborer	767	\$ 11.4300	2.75%	\$ 11.7400	
Part-Time	Recreation & Comm. Prog.	Administrative Assistant	612	\$ 17.0000	2.75%	\$ 17.4700	
Part-Time	Police - Civilian	Parking Inspector	290	\$ 16.0000	2.75%	\$ 16.4400	
Part-Time	Police - Civilian	Parking Inspector	301	\$ 16.4400	2.75%	\$ 16.8900	
Part-Time	Police - Civilian	Parking Inspector	291	\$ 16.0000	2.75%	\$ 16.4400	
Part-Time	Police - Civilian	Crossing Guard	228	\$ 16.5200	2.75%	\$ 16.9700	
Part-Time	Police - Civilian	Crossing Guard	275	\$ 16.5200	2.75%	\$ 16.9700	
Part-Time	Police - Civilian	Crossing Guard	276	\$ 16.0800	2.75%	\$ 16.5200	
Part-Time	Police - Civilian	Crossing Guard	277	\$ 16.5200	2.75%	\$ 16.9700	
Part-Time	Police - Civilian	Crossing Guard	283	\$ 16.5200	2.75%	\$ 16.9700	
Part-Time	Police - Civilian	Crossing Guard	288	\$ 16.5200	2.75%	\$ 16.9700	
Part-Time	Police - Civilian	Crossing Guard	296	\$ 16.5200	2.75%	\$ 16.9700	
Part-Time	Police - Civilian	Crossing Guard	297	\$ 16.5200	2.75%	\$ 16.9700	
Part-Time	Police - Civilian	Crossing Guard	299	\$ 16.5200	2.75%	\$ 16.9700	
Part-Time	Police - Civilian	Crossing Guard	294	\$ 16.5200	2.75%	\$ 16.9700	
Part-Time	Police - Civilian	Administrative Assistant	295	\$ 16.5200	2.75%	\$ 16.9700	

Radnor Day Camp 2018 - 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	\$ 25.00	\$ 25.00
Assistant Director	1	\$ 11.00	\$ 18.00	\$ 18.00
Specialty Coordinator**	7	\$ 11.00	\$ 25.00	\$ 25.00
Special Needs Support Staff	10	\$ 11.00	\$ 18.00	\$ 18.00
Lifeguard/Swim Instructor	5	\$ 8.00	\$ 15.00	\$ 15.00
Leader II	12	\$ 7.50	\$ 12.00	\$ 12.00
Leader I	12	\$ 7.25	\$ 10.00	\$ 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 12/5/2017