

**RESOLUTION 2009-13
RADNOR TOWNSHIP**

**A PRELIMINARY RESOLUTION BY THE BOARD OF COMMISSIONERS OF
RADNOR TOWNSHIP, DELAWARE COUNTY, PENNSYLVANIA,
SUSPENDING THE TOWNSHIP MANAGER PURSUANT TO ARTICLE 5,
SECTION 5.04 OF THE HOME RULE CHARTER.**

WHEREAS, David A. Bashore, Township Manager, ("Manager") first was employed by Radnor Township ("Township") on November 4, 1987 as Director of Finance, then as Assistant Township Manager, subsequently as Acting Manager and on November 13, 2000 appointed as Manager; and

WHEREAS, Township and Manager entered into an Employment Agreement dated January 1, 2001 which among other things, required Manager to comply with the Township's Code of Ethics as well as the International City/County Management Association's ("ICMA") Code of Ethics; and

WHEREAS, it has come to the attention of the Board of Commissioners that the Manager has violated his fiduciary duties, the Home Rule Charter, the Code of Radnor Township, the law, his Employment Contract and numerous provisions of the Township's Code of Ethics and ICMA's Code of Ethics; and

WHEREAS, the Board of Commissioners in the prior numbered Resolution requested the resignation of Manager due to the aforesaid violations; and

WHEREAS, the Manager refused to resign; and

WHEREAS, The Board of Commissioners now desires to suspend the Manager in accordance with the provisions of Article V, Section 5.04 of the Home Rule Charter.

NOW, THEREFORE, BE IT RESOLVED by the Radnor Township Board of Commissioners that the Manager is suspended for up to forty-five (45) days pursuant to Article 5, Section 5.04 of the Home Rule Charter due to the lack of confidence in the Manager by the Board of Commissioners and for the following reasons:

1. The Manager authorized payment to himself of bonuses, as set forth on the attached Exhibit "A", which are each identified as a "lump sum payment" and which were not approved by nor disclosed to the Board of Commissioners in the amounts set forth below:

- a. Year: 2000: Amount: \$ 13,000.00;
- b. Year: 2001: Amount: \$ 12,000.00;
- c. Year: 2002: Amount: \$ 17,000.00;
- d. Year: 2003: Amount: \$ 18,000.00;
- e. Year: 2004: Amount: \$ 17,500.00;
- f. Year: 2005: Amount: \$ 17,000.00;

- g. Year: 2006: Amount: \$ 17,000.00;
- h. Year: 2007: Amount: \$ 15,000.00; and
- i. Year: 2008: Amount: \$ 15,000.00.

Total: \$141,500.00

2. The Manager adopted Policy Nos. 01-01, 01-02, and 01-03 without the consent or approval of the Board of Commissioners. Copies of the foregoing Policies are attached hereto and incorporated herein collectively as **Exhibit "B"**.

3. On December 2, 2008, in a salary review in executive session, the Manager misrepresented to the Board of Commissioners his total compensation stating that it was in the "\$130,000.00 range" when he knew that it was well in excess of \$200,000.00 as later confirmed by his 2008 W-2 which reflects 2008 compensation of \$210,247.95 as per **Exhibit "C"**.

4. The Manager misrepresented and misled the Board of Commissioners in a document entitled "2008 Compensation Package, David Bashore, Township Manager", attached hereto and incorporated herein as **Exhibit "D"**, with a date of December 10, 2008 in which his total compensation was represented to be \$167,851.00 and in which he failed to disclose and include the \$15,000.00 bonus he paid himself in 2008.

5. The Manager misrepresented to the Board of Commissioners and its Personnel Committee in calendar years 2006, and 2007 that the total pay of the Manager as represented in the Salary Human Resource Schedules was as follows:

- a. Year: 2006: Amount: \$140,262.00; and
- b. Year: 2007: Amount: \$146,078.00.

Copies of the foregoing pay schedules are attached hereto and incorporated herein collectively as **Exhibit "E"**.

In fact, the total pay for Manager in the aforesaid years was:

- a. Year: 2006: Amount: \$181,070.65; and
- b. Year: 2007: Amount: \$199,999.15.

Copies of W-2 wage statements are attached hereto and incorporated herein collectively as **Exhibit "F"**.

6. The Manager misrepresented and failed to disclose to the Board of Commissioners and its Personnel Committee in the calendar years 2006, and 2007 the total pay of Township employees by failing to include and disclose bonus payments in the foregoing pay schedules in **Exhibit "E"**.

7. At a public meeting on December 15, 2008 the Manager, when questioned about bonuses paid in 2008, denied that bonuses had been paid in 2008. In fact bonuses had been paid to the Manager and Township employees in 2008 as set forth in the document entitled "Special Lump Sum Payments to Employees 9/1/2004 – 12/31/2008" provided to the Board on February 9, 2009 and attached as **Exhibit "G"**.

8. The Manager altered, falsified and/or manufactured Township business records by preparing on or about February 23, 2009 new Salary Human Resource Schedules for calendar years 2006 and 2007, attached as **Exhibit "H"**, including in those records for the very first time the unapproved and undisclosed bonus payments and misrepresenting to the Board of Commissioners in executive session on February 23, 2009 that the aforesaid records were not newly created documents; hence, intending to mislead or falsify the records and facts.

9. The Manager unilaterally granted, without notice to, consent of or approval by the Board of Commissioners an increase in the Township Solicitor's compensation from \$5,865.00 a month in 2008 to \$6,500.00 per month in 2009 even after the Board of Commissioners had decided on December 15, 2008 that there would be no compensation increases in 2009.

10. By paying unauthorized bonuses to himself as described above, the Manager violated Article V, Section 5.01 of the Township's Home Rule Charter which states that the Board of Commissioners shall fix the compensation of the Manager.

11. The above-described conduct violates the Township's Standards of Ethics as follows:

a. The Manager's actions were not independent and impartial nor were decisions and policies made in the proper channels of the government structure. Radnor Township Code of Ordinances, Part 1, Chapter 5, Article II, Section 5-10.

b. The Manager used his public office and employment for personal gain. Radnor Township Code of Ordinances, Part 1, Chapter 5, Article II, Section 5-10A.

c. The actions of the Manager were not the highest standards of morality and he failed to faithfully discharge the duties of his office instead placing personal considerations above the public interest. Radnor Township Code of Ordinances, Part 1, Chapter 5, Article II, Section 5-10B.

d. The actions of the Manager failed to adhere to the rules of work and performance as the standard for his position as established by the Township Charter and the Township Code of Ordinances. Radnor Township Code of Ordinances, Part 1, Chapter 5, Article II, Section 5-10C.

e. The Manager violated Article IX, Section 9.05 of the Township's Home Rule Charter in that he had a clear conflict of interest, in that he took action in giving out bonuses without the consent of, disclosure to or approval by the Board of Commissioners in which he realized a gain or advantage. Radnor Township Code of Ordinances, Part 1, Chapter 5, Article II, Section 5-10E.

12. The actions described above violate the Township's Personnel Policies prohibiting the falsification of records or files regardless of motivation. Radnor Township Code of Ordinances, Part 1, Chapter 5, Article VIII, Section 5-65D.

13. The actions as described above by the Manager violate the following provisions of the Township's Code of Ethics:

a. The decisions and policies were made without disclosure or authorization by the Board of Commissioners, were not made in the proper channels of the government structure and

the Manager used his public office for personal gain. Radnor Township Code of Ordinances, Part 1, Chapter 39, Section 39-1.

b. The above-described actions of the Manager are not of the highest standards of morality and fail to faithfully discharge the duty of his office; rather, he took into account personal considerations over the public interest. Radnor Township Code of Ordinances, Part 1, Chapter 39, Section 39-2.

c. The above-described actions of the Manager failed to adhere to the rules of work and performance as established by the Home Rule Charter and the Code of Ordinances. Radnor Township Code of Ordinances, Part 1, Chapter 39, Section 39-3A.

d. The above-described actions of the Manager exceed his authority. Radnor Township Code of Ordinances, Part 1, Chapter 39, Section 39-3B.

e. The Manager had an inherent conflict of interest but still issued bonuses, even to himself, which were not disclosed or approved by the Board of Commissioners; thus creating a direct conflict of interest. Radnor Township Code of Ordinances, Part 1, Chapter 39, Section 39-5A.

14. The actions of the Manager as described above violate the ICMA Code of Ethics specifically the following sections:

a. Tenet 3 of the Code of Ethics requires a Manager to be dedicated to the highest ideals and honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of the elected officials, of other officials and employees, and of the public.

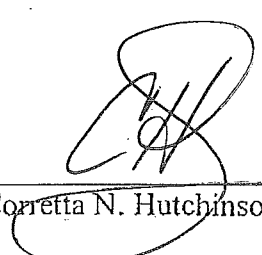
b. Tenet 5 of the Code of Ethics requires a Manager to submit policy proposals to elected officials; provide them with facts and advice on matters of policy as a basis for making decisions and setting community goals; and requires the Manager to uphold and implement local government policies adopted by elected officials.

c. Tenet 6 of the Code of Ethics requires a Manager to recognize that elected representatives of the people are entitled to the credit for the establishment of local governmental policies; and that the responsibility for policy execution rests with the members.

d. Tenet 12 of the Code of Ethics requires a Manager seek no favor; believing that personal aggrandizement or profit secured by confidential information or by misuse of public time is dishonest.

SO RESOLVED this 5th day of March, 2009.

Attest:


Corretta N. Hutchinson, Secretary

By:

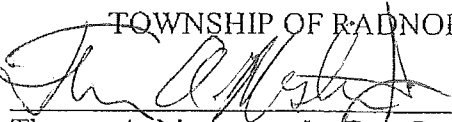
TOWNSHIP OF RADNOR

Thomas A. Masterson, Jr., Esq., President

Exhibit A

CASH COMPENSATION -- DAVID A. BASHORE

	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
Total Cash Compensation a/ *	\$164,631	\$176,956	\$167,717	\$164,412	\$159,025	\$155,372	\$151,108	\$143,163	\$130,863	\$115,444	\$107,938
NOTES -											
a/ Includes the following:											
Base b/	\$131,641	\$131,641	\$126,578	\$122,297	\$118,735	\$116,407	\$113,568	\$109,200	\$105,000	\$90,231	\$86,553
Longevity c/	\$3,490	\$3,315	\$3,140	\$2,965	\$2,790	\$2,615	\$2,340	\$1,913	\$1,763	\$1,613	\$1,285
Tax-deferred 457(m) compensation plan d/	\$22,000	\$19,500	\$16,500	\$16,000	\$14,000	\$13,000	\$12,000	\$10,500	\$8,500	\$8,000	\$7,500
Nonqualified Retirement Account e/	\$7,500	\$7,500	\$7,500	\$7,150	\$6,500	\$5,850	\$5,200	\$4,550	\$3,600	\$2,600	\$2,600
Lump sum payment f/	\$0	\$15,000	\$15,000	\$17,000	\$17,000	\$17,500	\$18,000	\$17,000	\$12,000	\$13,000	\$10,000
* 2009 figures are budgeted.											
b/ Includes \$3,500 premium on executive life insurance policy paid by Township.											
c/ Receive same benefit as other civilian employees (\$500 after 4 years of service plus \$175 per year thereafter up to annual maximum of \$4,875).											
d/ Annual deferrals permitted by law (including catch-up).											
e/ Township contribution (annual contribution increases by \$25 per year up to cap of \$7,500.											
f/ Deferred annual payment meant to compensate for extraordinary number of work hours in excess of those required each year (2,080), as paid to directors, managers, and supervisors; and to provide internal and external pay comparability; approximate equivalent number of extra days worked by Manager in excess of required workyear as follows:											
Number of excess work days ----->	84	84	56 g/	86	97	88	85	92	89	79	71
g/ Back surgeries in 2007; out of work 34 days.											

Exhibit B

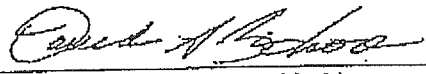
**SPECIAL PAY ADJUSTMENTS FOR EMPLOYEES
OTHER THAN DEPARTMENT HEADS WHO ARE
NOT IN A COLLECTIVE BARGAINING UNIT**

Employees other than appointed department heads and the Township Manager (the "Manager") shall be eligible for a special lump sum payment each year, at the discretion of the Manager and in conformance with applicable provisions of the Home Rule Charter and the Administrative Code (the "Code"), based upon the following criteria and provided that ample funding is provided by the Board of Commissioners (the "Board") in the budget:

1. The employee shall have made one or more documented unique and significant contributions to his/her department and/or the Township's overall operations during the just completed year; and/or
2. The employee shall have taken on additional job responsibilities that were higher-level in nature than the job classification of his/her position without any additional compensation during the just completed year; and/or
3. The employee's workload during the just completed year shall have been unusually heavy such that he/she was required to work at least 104 hours in excess of his/her normal work year without any additional compensation, in conformance with the Fair Labor Standards Act.

Payment Limit. A special payment for an employee under this policy shall not exceed the maximum amount permitted by the Code (currently 5% of base pay).

This Policy is hereby approved administratively this 17th day of January 2001, pursuant to authority granted by Section 5-19 of the Radnor Township Administrative Code.

By: 
David A. Bashore, Township Manager

Policy 01-01

SPECIAL PAY ADJUSTMENTS FOR DEPARTMENT HEADS

Appointed department heads – as well as employees in a Supervisory job classification, whenever they meet either of the criteria below -- shall be eligible for a special annual lump sum payment each year, at the discretion of the Township Manager (the "Manager") and in conformance with applicable provisions of the Home Rule Charter and the Administrative Code, based upon the following criteria and provided that ample funding is provided by the Board of Commissioners (the "Board") in the budget:

1. The director shall have successfully completed a minimum of 85% of his/her department's goals and objectives for the just completed year. Goals and objectives that were deferred by the Manager or the Board shall not be included in this calculation; and/or


2. The director's workload during the just completed year shall have been extraordinarily heavy such that he/she was required to work at least 312 hours in excess of his/her normal work year.

Earnings Benchmarks. The annual special payment for directors who qualify shall be of an appropriate amount such that the following goals are achieved; that is, the director's total earnings should be:

- * No lower than 15% and no higher than 15% of a Radnor Township Police Lieutenant's;
- * No lower than 15% and no higher than 5% of his/her comparable director's at Lower Merion Township; and
- * No lower than 15% and no higher than 5% of the average of a comparable director at the Radnor Township School District and the Radnor High School principal.

These benchmarks do not apply to employees in a Supervisory job classification who may qualify for a special payment under this policy. The total special payment of such a Supervisory employee, which is given under this policy, should not exceed a total of 10% to 12.5% of that employee's base pay when combined with a special payment that is given under Administrative Policy #01-01.

This Policy is hereby approved administratively this 17th day of January 2001, pursuant to authority granted by Section 5-19 of the Radnor Township Administrative Code.

By: 
David A. Bashore, Township Manager

Policy 01-02

SPECIAL PAY ADJUSTMENTS FOR TOWNSHIP MANAGER

The Township Manager (the "Manager") shall be eligible for a special annual lump sum payment, at his/her discretion and in conformance with applicable provisions of the Home Rule Charter, the Administrative Code, and any applicable Employment Agreement, based upon the following criteria and provided that (1) ample funding is provided by the Board of Commissioners (the "Board") in the budget and (2) a majority of department heads and other eligible employees receive a special payment in the same year:

1. The Manager shall have successfully completed a minimum of 85% of his/her department's goals and objectives for the just completed year. Goals and objectives that were deferred by the Manager or the Board shall not be included in this calculation; and/or

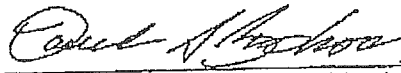
2. The Manager's workload during the just completed year shall have been extraordinarily heavy such that he/she was required to work at least 416 hours in excess of his/her normal work year.

Earnings Benchmarks. The annual special payment for the Manager shall be of an appropriate amount such that the following goals are achieved; that is, the Manager's total earnings should be:

- * Between 15% and 30% higher than the Radnor Township Chief of Police;
- * No lower than 15% and no higher than the Lower Merion Township Manager;
and
- * Between 7.5% and 15% higher than the Radnor Township School District's Business Administrator.

The Board may at its sole discretion and at any time change any portion of this policy in consultation with the Manager, except to the extent it would conflict with an applicable Employment Agreement, in which case the applicable provisions in the Agreement would prevail.

This Policy is hereby approved administratively this 17th day of January 2001, pursuant to authority granted by Section 5-19 of the Radnor Township Administrative Code.

By: 
David A. Bashore, Township Manager

Policy 01-03

Exhibit C

Employers - State, Local, or File Copy		38-2095803 OMB No. 1546-0008	
a Employer's emp. sec. no.	1 Wages, tips, other comp. 174747.95	2 Federal income tax withheld 29524.39	
b Employer ID number	3 Social security wages 102000.00	4 Social security tax withheld 6324.00	
	5 Medicare wages and tips 210247.95	6 Medicare tax withheld 3048.64	
c Employer's name, address, and ZIP code RADNOR TOWNSHIP 301 IVEN AVENUE WAYNE, PA 19087			
d Control number			
e Employee's name, address, and ZIP code DAVID A. BASHORE 01			
7 Social security tax	8 Allocated tip	9 Advance EIC payment	
.00	.00	.00	
10 Dependent care benefits	11 Nonqualified plan	12a Code See Inst. let box 12	
.00	.00	G 19500.00	
13 Specially employed	14 Other	12b Code	
	PAUC 137.46	.00	
Retirement plan	LIST 52.00	12c Code	
X	.00	.00	
15 Partial sick pay		12d Code	
		.00	
DA	209533.95	6432.70	
	.00	.00	
16 State Employer's state I.D. #	16 State wages, tips, etc.	17 State income tax	
18 Local wages, tips, etc.	19 Local income tax	20 Locality name	
.00	.00		
.00	.00		
2008		Dept. of the Treasury - IRS	

Form W-2 Wage and Tax Statement
For Privacy Act and Paperwork Reduction
Act Notice, see separate instructions.

Exhibit D

CONFIDENTIAL

**2008 COMPENSATION PACKAGE
DAVE BASHORE, TOWNSHIP MANAGER**

Cash Compensation

Base Pay	\$132,536	See attached survey of other positions <u>a/</u>
Deferred Compensation	\$19,500	457(m) deferred compensation plan <u>b/</u>
Longevity Pay	\$3,315	Same benefit as other civilian employees

Non-Cash Compensation

Housing Loan Forgiveness	\$12,500	<u>c/</u>
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Benefits

Health Insurance	<u>d/</u>
Disability Insurance	<u>e/</u>
Life Insurance	<u>f/</u>
Paid Time Off (amount earned)	<u>e/</u>
Holidays: 9 days	Official Township holidays
Vacation: 5 weeks	Used 11 days in 2008 (through 12/8)
Personal: 1 week	Used 2 days
Sick: 3 weeks	Used 0 days

Pay Raises Since Appointment as Township Manager on 11/13/2000 -

1999 Base Pay prior to Appointment: \$93,853 (Crofford as Manager: \$101,920)
Starting Base Pay as Manager: \$101,831 (Crofford as Manager at death: \$106,252)
1/1/2001: 3.1% to \$105,000
1/1/2002: 4.0% to \$109,200
1/1/2003: 4.0% to \$113,568
1/1/2004: 2.5% to \$116,407
1/1/2005: 2.0% to \$118,735
1/1/2006: 3.0% to \$122,347
1/1/2007: 4.5% to \$127,896
1/1/2008: 4.0% to \$132,536
Average annual raise: 3.81%

Notes -

- a/ Contracted for 260 8-hour workdays (2,080 hours) per year; expect to work an additional 725 hours in 2008 - equivalent of 91 extra workdays (or 18 extra weeks; .35 full-time equivalent).
- b/ Under Internal Revenue Code, maximum 2008 contribution is \$20,500 (\$15,500 for regular contribution and additional "catch-up" contribution of \$5,000 for employees over 50).
- c/ Reported as miscellaneous income (cancellation of debt) on income tax returns.
- d/ Same Aetna PPO plan administered by DVHIT that is available to all employees.
- e/ Same long-term disability benefit that is available to all other civilian employees.
- f/ Same group benefits available to other civilian employees plus individual policies provided by Township prior to appointment as Township Manager; and a split-dollar policy taken out in 2001 to reimburse Township for cost of housing loan.

Exhibit E

2006 SALARY/HUMAN RESOURCE SCHEDULE

Full-Time Employees

F-T VAC	POSITION TITLE	EMPLOYEE NAME	BIRTH DATE	AGE BY 12/31/2006	HIRE DATE	YRS/SERV 12/31/2006	1/1/2006 BASE PAY	2006 LONGEVITY	2006 TOTAL PAY
1	COLLECTOR	ADGER JR RAYMOND			26-Feb-99	7	\$45,818	\$996	\$48,814
2	COLLECTOR	ALEXIS MARTIN			30-Sep-05	1	\$41,236	\$0	\$41,236
3	COLLECTOR	ALOSA PASQUALE A			16-Sep-98	8	\$45,818	\$1,069	\$46,887
4	DRIVER II	AMARANT STEPHEN L			30-Nov-98	8	\$47,324	\$1,040	\$48,363
5	PUBLIC INFO & TELECOM OFFICER	ANDRIANOPOULOS ALEXIS			19-Jun-00	6	\$77,648	\$763	\$78,411
6	LIEUTENANT/INVESTIGATIONS	ANTONINI III A J			04-Aug-86	20	\$93,466	\$14,298	\$107,764
7	TOWNSHIP MANAGER	BASHORE DAVID A			02-Nov-87	19	* \$137,297	\$2,965	\$140,262
8	PATROL OFFICER	BATES MARK W			16-Aug-05	1	\$48,679	\$0	\$48,679
9	GIS COORDINATOR/PLANNER	BAUMANN MATTHEW			03-Jan-05	1	\$50,000	\$0	\$50,000
10	SERGEANT/TRAFFIC SAFETY	BAYLOR SCOTT T			07-Sep-93	13	\$77,887	\$7,774	\$85,662
11	SUPERVISOR	BAZIK PAUL S			31-Mar-80	26	\$86,710	\$4,306	\$91,016
12	DRIVER II	BAZIK STEPHEN K			13-Mar-00	6	\$47,947	\$805	\$48,753
13	SERGEANT/PATROL	BLOCK ANDREW J			15-May-90	16	\$77,887	\$9,708	\$87,595
14	DIRECTOR	BLOMSTROM THOMAS J			28-Sep-98	8	\$96,895	\$1,069	\$97,964
15	DRIVER II	BONAR GLENN F			13-Mar-00	6	\$47,947	\$806	\$48,753
16	CORPORAL	BRENNAN EDWARD G			30-Aug-77	29	\$71,397	\$12,851	\$84,248
17	COLLECTOR	BRIGG ANTHONY C			30-Apr-79	27	\$45,818	\$4,467	\$50,285
18	DRIVER II	BROKENBOROUGH GERMAINE F			14-Aug-98	8	\$47,947	\$1,063	\$49,030
19	FIELD LEADER I	BUCKWALTER DAVID			23-Apr-73	33	\$50,500	\$4,875	\$55,375
20	COLLECTOR	BYRD RONALD C			24-Jul-87	9	\$45,818	\$1,273	\$47,091
21	PATROL OFFICER	CALLOWAY ANTHONY F			27-Jan-98	8	\$64,906	\$4,342	\$69,248
22	PATROL OFFICER	CAMPBELL JAMIE J			24-Jul-00	6	\$64,906	\$3,133	\$68,039
23	LABORER	CASSIDY DAVID			12-May-95	11	\$45,818	\$1,652	\$47,470
24	ADMINISTRATIVE ASSISTANT	CASSIDY MARYANN A			04-Nov-87	19	\$48,000	\$2,965	\$50,965
25	HEAVY EQUIPMENT OPERATOR	CASSIDY WILLIAM J			11-Feb-87	19	\$48,570	\$3,096	\$51,666
26	PATROL OFFICER	CHAMBERS MARK			16-Aug-05	1	\$42,189	\$0	\$42,189
27	TOWNSHIP SECRETARY	CLAYTON CONCETTA R			17-Nov-75	31	\$72,592	\$4,875	\$77,467
28	LABORER	CLAYTON MARC E			17-Jan-88	20	\$45,818	\$3,285	\$49,104
29	COLLECTOR	COCCO ROBERT A			23-Jan-89	17	\$45,818	\$2,760	\$48,579
30	LABORER	COLLAS JASON P			17-May-02	4	\$45,818	\$0	\$45,818
31	ADMIN SERV COORDINATOR	CONN MELISSA			21-Aug-96	10	\$63,070	\$1,433	\$64,504
32	SKILLED LABORER	CORCORAN JAMES			25-Feb-00	6	\$46,695	\$821	\$47,515
33	SERGEANT/PATROL	CORY SUSAN D			22-Jun-77	29	\$77,887	\$14,020	\$91,907
34	PATROL OFFICER	CURLY TERRENCE E			15-May-90	16	\$64,906	\$8,090	\$72,996
35	LABORER	CURRY DANIEL			02-Nov-01	5	\$45,818	\$515	\$46,333
36	CODES OFFICIAL III	DALY RAYMOND			08-Aug-05	1	\$46,575	\$0	\$46,575
37	SKILLED LABORER	DENICOLA III C ROBERT			11-Mar-88	18	\$46,695	\$2,906	\$49,601
38	SECRETARY III	DENICOLA LORI			08-Jul-88	18	\$46,115	\$2,848	\$48,963
39	PATROL OFFICER	DERR WILLIAM M			16-Aug-05	1	\$48,679	\$0	\$48,679
40	PATROL OFFICER	DIBATTISTA JOHN			25-Mar-02	4	\$61,660	\$2,298	\$63,958
41	MECHANIC	DIBLASIO RONALD A			03-Oct-94	12	\$58,429	\$1,754	\$60,183
42	PATROL OFFICER	DIETRICH SCOTT C			03-Jan-95	11	\$64,906	\$5,834	\$70,739
43	LABORER	DIENNO ROBERT A			19-Apr-93	13	\$45,818	\$2,017	\$47,835
44	VIDEO COORDINATOR	DOLING JAMES			19-Oct-01	5	\$41,700	\$529	\$42,229

2006 SALARY/HUMAN RESOURCE SCHEDULE

F-T VAC	POSITION TITLE	EMPLOYEE NAME	BIRTH DATE	AGE BY 12/31/2006	HIRE DATE	YRS/SERV 12/31/2006	1/1/2006 BASE PAY	2006 LONGEVITY	2006 TOTAL PAY
133	PATROL OFFICER	SHERMAN III WALTER J			12-Nov-97	9	\$64,906	\$4,445	\$69,351
134	LIGHT EQUIP OPERATOR	SIMMONS MICHAEL			08-May-89	17	\$47,685	\$2,702	\$50,337
135	SERGEANT/GRANTS/SPECIAL PROJ	SMITH GEORGE A			13-Jul-92	14	\$77,887	\$8,448	\$86,335
136	FIELD LEADER II	SONIER RICHARD R			18-Aug-80	26	\$57,698	\$4,233	\$61,932
137	ASSISTANT SUPERVISOR	STACY MICHAEL P			02-Feb-90	16	\$58,400	\$2,571	\$60,971
138	DIRECTOR	STAUFFER JR. JOHN E			02-Jul-73	33	\$98,895	\$4,875	\$103,770
139	ELECTRICIAN III	STEINBRING GLENN C			01-Mar-76	30	\$62,018	\$4,875	\$66,893
140	PATROL OFFICER	STIANSEN MARK			16-Aug-05	1	\$42,189	\$0	\$42,189
141	CODES OFFICIAL IV/HEALTH OFFICER	TALTOAN LAWRENCE			16-Apr-02	4	\$64,100	\$333	\$64,434
142	COLLECTOR	TATE HORACE D			12-Mar-99	7	\$45,818	\$981	\$46,800
143	ASSISTANT SUPERVISOR	TOTARO PAUL J			15-Feb-85	21	\$58,400	\$3,358	\$61,758
144	RECEPTIONIST/ALERT COORD.	TREDENICK ELIZABETH			01-Dec-88	18	\$46,115	\$2,890	\$49,005
145	ADMINISTRATIVE ASSISTANT	TROSKO LINDA A			01-Mar-91	15	\$46,115	\$2,381	\$48,496
146	COLLECTOR	VAUGHN ENOCH			02-Nov-01	5	\$45,818	\$515	\$46,333
147	LABORER	VONBERGEN EDWARD			11-Nov-02	4	\$45,818	\$42	\$45,860
148	PATROL OFFICER	WAGENMANN WILLIAM J			18-Jun-96	10	\$64,906	\$5,126	\$70,032
149	DRIVER II	WALKER KEITH A			12-May-00	6	\$47,947	\$777	\$48,724
150	COLLECTOR	WATKINS JAMES R			15-Dec-97	9	\$45,818	\$1,200	\$47,018
151	COLLECTOR	WEEKS BENJAMIN E			11-Mar-88	18	\$45,818	\$2,906	\$48,725
152	RE TAX COORDINATOR	WEISBECKER CAROLINE A			03-Mar-86	20	\$60,501	\$3,256	\$63,757
153	DRIVER I	WISNIEWSKI DAVID J			03-Mar-00	6	\$47,324	\$906	\$48,130
154	COLLECTOR	WITHERSPOON SHAWN N			14-Aug-98	8	\$45,818	\$1,083	\$46,902
155	PROGRAM COORDINATOR	WOLFFORD TAMMY S			09-Mar-01	5	\$43,450	\$831	\$44,082
156	LIGHT EQUIPMENT OPERATOR	WOLPER RAYMOND			01-Mar-00	6	\$47,635	\$821	\$48,456
157	PATROL OFFICER	YESPELKIS CHARLES R			02-Nov-81	25	\$64,906	\$11,683	\$76,589

* INCLUDES DEFERRED COMPENSATION (\$15,000).

2007 SALARY/HUMAN RESOURCE SCHEDULE

By total pay

POSITION TITLE	EMPLOYEE NAME	BIRTH DATE	AGE BY 12/31/2007	HIRE DATE	YRS/SERV 12/31/2007	11/2007 PAY	2007 LONGEVITY	2007 TOTAL PAY
TOWNSHIP MANAGER	BASHORE DAVID A			02-Nov-87	20	\$142,938	\$3,140	\$148,078
SUPERINTENDENT	RUTTY JOHN L			22-Oct-79	28	\$113,242	\$20,448	\$133,690
LIEUTENANT	FLANNERY THOMAS M			02-Nov-81	26	\$88,270	\$17,541	\$113,811
LIEUTENANT	LUNGER JOSEPH V			07-Sep-79	28	\$88,270	\$17,541	\$113,811
LIEUTENANT	ANTONINI II A J			04-Aug-86	21	\$88,270	\$15,551	\$111,821
ENGINEER	MALLOY DANIELE			01-Jun-83	24	\$103,421	\$3,927	\$107,348
DIRECTOR	STAUFFER JR. JOHN E			02-Jul-73	34	\$102,411	\$4,875	\$107,286
DIRECTOR	FLEIG MICHAEL D			09-Nov-81	26	\$102,411	\$4,190	\$106,601
DIRECTOR	BLOMSTROM THOMAS J			28-Sep-98	9	\$102,411	\$1,244	\$103,655
DIRECTOR	CUTHBERTSON AMEE M			28-Aug-06	1	\$102,411	\$0	\$102,411
ASSISTANT DIRECTOR	HAGAN WILLIAM R			22-Mar-82	25	\$86,773	\$4,044	\$100,817
CODES ADMINISTRATOR	LOEPER JR. ROBERT F			25-Jun-80	17	\$93,797	\$2,688	\$98,485
SERGEANT	MAGUIRE III JOSEPH R			12-Feb-78	28	\$80,224	\$14,581	\$94,805
SERGEANT	BLOCK ANDREW J			15-May-90	17	\$80,224	\$10,867	\$90,891
SERGEANT/PATROL	SMITH GEORGE A			13-Jul-92	15	\$80,224	\$9,348	\$88,570
SERGEANT	BAYLOR SCOTT T			07-Sep-93	14	\$80,224	\$8,897	\$88,861
CONSTRUCTION MANAGER	GROSSMAN BURTON L			22-Jun-86	11	\$85,943	\$1,638	\$88,581
SERGEANT	PINTO JOSEPH W			11-Jul-95	12	\$80,224	\$8,910	\$87,134
CORPORAL	BRENNAN EDWARD G			30-Aug-77	30	\$73,539	\$13,366	\$86,904
ADMIN SERVICES MANAGER	GIANCRISTOFORO STEVEN D			27-Jan-97	10	\$85,211	\$1,535	\$86,746
SERGEANT	FLANAGAN CHRISTOPHER B			27-Jan-98	9	\$80,224	\$8,022	\$88,246
ASSISTANT DIRECTOR	MARTIN WILLIAM F			13-Aug-01	6	\$84,257	\$733	\$84,990
INVESTIGATOR	PALYA JR JAMES M			16-Nov-81	26	\$70,188	\$12,768	\$82,954
INVESTIGATOR	PAOLANTONIO JOSEPH P			30-Nov-81	26	\$70,188	\$12,768	\$82,954
CORPORAL	GALLAGHER KEVIN			07-Sep-83	14	\$73,539	\$7,917	\$81,456
PUBLIC INFO & TELECOM OFFICER	ANDRIANOPOULOS ALEXIS			19-Jun-00	7	\$80,388	\$938	\$81,304
TOWNSHIP SECRETARY	CLAYTON CONCETTA R			17-Nov-76	32	\$75,144	\$4,875	\$80,019
FLEET SUPERVISOR	FILIPONE ROBERT V			07-Jun-89	38	\$75,141	\$4,875	\$80,016
SUPERVISOR	ROHLAND GARY B			05-Jun-78	29	\$75,193	\$4,802	\$79,995
PATROL OFFICER	GURNEY MARTHA L			01-Mar-82	25	\$88,853	\$12,150	\$79,003
PATROL OFFICER	MATTIOLI GREGORY G			16-Nov-81	26	\$88,853	\$12,150	\$79,003
PATROL OFFICER	YESPELKIS CHARLES R			02-Nov-81	26	\$88,853	\$12,150	\$79,003
CORPORAL	SHERMAN III WALTER J			12-Nov-97	10	\$73,539	\$5,087	\$78,825
PATROL OFFICER	GALLAGHER JAMES			04-Aug-86	21	\$88,853	\$10,772	\$77,625
SUPERVISOR	BAZIK PAUL S			31-Mar-80	27	\$72,554	\$4,481	\$77,035
CORPORAL	MUNROE BRIAN			17-Sep-01	6	\$73,539	\$3,478	\$77,017
PATROL OFFICER	HENKES WOOD M			10-Apr-88	18	\$88,853	\$9,450	\$76,303
PATROL OFFICER	CURLEY TERRENCE E			15-May-90	17	\$88,853	\$8,888	\$75,742
ACCOUNTING MANAGER	MC DEVITT ELLEN J			10-Apr-67	40	\$88,020	\$4,875	\$73,495
PATROL OFFICER	DIETRICH SCOTT C			03-Jan-85	12	\$88,853	\$8,572	\$73,425
PATROL OFFICER	MATUS RAYMOND H			11-Jul-85	12	\$88,853	\$8,282	\$73,135
PATROL OFFICER	SANTOLUQUITO JAMES F			08-May-86	11	\$88,853	\$5,878	\$72,731
PATROL OFFICER	WAGENMANN WILLIAM J			18-Jun-96	11	\$88,853	\$5,812	\$72,065
PATROL OFFICER	CALLOWAY ANTHONY F			27-Jan-98	9	\$88,853	\$5,018	\$71,871
SUPERVISOR	FARLEY WILLIAM F			07-Oct-74	33	\$85,828	\$4,875	\$70,701
PATROL OFFICER	METZLER JR JAMES M			18-Jul-00	7	\$88,853	\$3,754	\$70,607
PATROL OFFICER	CAMPBELL JAMIE J			24-Jul-00	7	\$88,853	\$3,746	\$70,589
PAYROLL COORDINATOR	GROSSMAN ANNE B			23-Apr-75	32	\$85,388	\$4,875	\$70,481
PATROL OFFICER	FSHER MICHAEL			09-Oct-01	6	\$88,853	\$3,131	\$89,984
PATROL OFFICER	LACEY PATRICK			09-Oct-01	6	\$88,853	\$3,116	\$89,980
PATROL OFFICER	SCHREIBER THOMAS			08-Oct-01	6	\$88,853	\$3,118	\$89,988
PATROL OFFICER	PIREE KENNETH			04-Apr-02	5	\$88,853	\$2,899	\$89,752
ENGINEERING OFFICER	MEDER JR DOUGLAS J			11-Mar-81	18	\$88,853	\$2,656	\$89,166
ELECTRICIAN III	STEINBRING GLENN C			01-Mar-76	31	\$84,222	\$4,875	\$89,097
SUPERVISOR BLDG MAINTENANCE	MCGURL TIMOTHY J			04-Mar-83	24	\$84,888	\$3,958	\$88,954
ADMINISTRATIVE COORDINATOR	CONN MELISSA			21-Aug-88	11	\$85,388	\$1,608	\$86,918
SENIOR MECHANIC	FORTI JOHN M			26-Jun-89	18	\$83,952	\$2,863	\$86,814
REAL ESTATE TAX COORDINATOR	WEISBECKER CAROLINE A			03-Mar-88	21	\$82,718	\$3,431	\$86,149
CODES OFFICIAL IV	MILLER WILLIAM T			27-Sep-99	8	\$84,752	\$1,069	\$85,821
CODES OFFICIAL IV/HEALTH OFFICER	TALYON LAWRENCE			18-Apr-02	5	\$84,752	\$421	\$85,173
SENIOR MECHANIC	PETRELLA RICHARD			10-Apr-02	5	\$83,852	\$588	\$84,339
ASSISTANT SUPERVISOR	TOTARO PAUL J			18-Feb-85	22	\$80,444	\$3,621	\$84,065
FIELD LEADER II	SONIER RICHARD R			18-Aug-80	27	\$80,288	\$4,408	\$83,707
HUMAN RESOURCE MANAGER	OSTRANDER AMANDA			07-Sep-04	3	\$83,653	\$0	\$83,653
ASSISTANT SUPERVISOR	STACY MICHAEL P			02-Feb-80	17	\$80,444	\$2,748	\$83,190
ASSISTANT TO MANAGER	PLUMB NICKIE N			05-Jan-87	20	\$80,888	\$3,285	\$82,383
MECHANIC	DIBLASIO RONALD A			03-Oct-94	13	\$80,888	\$1,929	\$81,828
GIS COORDINATOR/PLANNER	BAUMANN MATTHEW			03-Jan-05	2	\$80,888	\$0	\$80,888
REVENUE COORDINATOR	LACEY AMY			13-Sep-98	8	\$87,371	\$1,089	\$88,439
FIELD LEADER I	HARLEY JAMES J			09-Apr-88	17	\$86,105	\$2,717	\$87,822
FIELD LEADER I	BUCKWALTER DAVID			23-Apr-73	34	\$80,010	\$4,875	\$84,885
CODES OFFICIAL III	DALY RAYMOND			08-Aug-08	2	\$83,400	\$0	\$83,400
CODES OFFICIAL III	PILI JOHN A			10-Aug-05	2	\$83,400	\$0	\$83,400
HEAVY EQUIPMENT OPERATOR	CASSIDY WILLIAM J			11-Feb-87	20	\$80,027	\$3,271	\$83,298
ELECTRICIAN II	PUGH JR CHARLES W			05-Oct-88	9	\$81,952	\$1,228	\$83,181

Exhibit F

a Control number 22222		Void <input type="checkbox"/>	For Official Use Only OMB No. 1545-0048			
b Employer identification number (EIN) [REDACTED]			1 Wages, tips, other compensation 166070.65	2 Federal income tax withheld 32257.70		
c Employer's name, address, and ZIP code RADNOR TOWNSHIP 301 IVEN AVENUE WAYNE, PA 19087			3 Social security wages 9200.00	4 Social security tax withheld 5840.40		
			5 Medicare wages and tips 181070.65	6 Medicare tax withheld 2625.53		
			7 Social security tips .00	8 Allocated tips .00		
			9 Advance EIC payment .00	10 Dependent care benefits .00		
d Employee's social security number [REDACTED]			11 Nonqualified plans [REDACTED]	12a See instructions for box 12 G 15000.00		
e Employee's first name and initial DAVID A.		Last name BASHORE	Suff. [REDACTED]	12b .00	12c .00	
f Employee's address and ZIP code [REDACTED]			13 <input type="checkbox"/> Regular <input checked="" type="checkbox"/> Seasonal <input type="checkbox"/> Temporary 14 Other .00 .00 .00	12d .00		
15 State Employer's state ID number PA [REDACTED]	16 State wages, tips, etc. 181070.65	17 State income tax 5888.21	18 Local wages, tips, etc. .00	19 Local income tax .00	20 Local name	

Form **W-2** Wage and Tax Statement VPA 18-0337690 **2006** Department of the Treasury—Internal Revenue Service
 Copy A For Social Security Administration—Send this entire page with Form W-3 to the Social Security Administration; photocopies are not acceptable.
 For Privacy Act and Paperwork Reduction Act Notice, see back of Copy D.
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22222		Void <input type="checkbox"/>		Employee's social security number [REDACTED]		For Official Use Only OMB No. 1545-0008	
b Employer identification number (EIN) [REDACTED]				1 Wages, tips, other compensation 168499.15		2 Federal income tax withheld 2780.40	
c Employer's name, address, and ZIP code RADNOR TOWNSHIP 301 IVEN AVENUE WAYNE, PA 19087				3 Social security wages 97500.00		4 Social security tax withheld 3045.00	
				5 Medicare wages and tips 199999.15		6 Medicare tax withheld 2900.01	
				7 Social security tax .00		8 Allocated tips .00	
				9 Advance RRC payment .00		10 Dependent care benefits .00	
d Control number 12				11 Nonqualified plans .00		12a See instructions for box 12 G 15500.00	
e Employee's first name and initial DAVID A.		Last name BASHORE		Suff. [REDACTED]		13a See instructions for box 13 [REDACTED]	
f Employee's address and ZIP code [REDACTED]				13a Statutory employee <input type="checkbox"/>		13b [REDACTED]	
				13b Return on 1042-S <input checked="" type="checkbox"/>		13c [REDACTED]	
				13c Other PAUC 167.53 EMST 52.00 .00		13d [REDACTED]	
15 State Employer's state ID number PA [REDACTED]		16 State wages, tips, etc. 199375.15		17 State income tax 6120.75		18 Local wages, tips, etc. .00	
19 Local income tax .00		20 [REDACTED]		21 [REDACTED]		22 [REDACTED]	

W-2 Wage and tax statement

VPA (0-0301630)

Form 945-A For Social Security Administration - Send this code with Form 945-A to the Social Security Administration

Exhibit G

SPECIAL LUMP SUM PAYMENTS TO EMPLOYEES, 9/1/2004 - 12/31/2008

NAME	TITLE	04/04/2008			01/31/2007			03/02/2006			03/25/2005		
		MERIT	MISC	TOTAL	MERIT	MISC	TOTAL	MERIT	MISC	TOTAL	MERIT	MISC	TOTAL
Andriopoulos	Director Public Info & Technology												
Bashore D	Township Manager		\$15,000	\$15,000	\$7,500	\$7,500	\$15,000	\$17,000	\$17,000	\$2,500	\$2,500	\$2,500	\$17,000
Baumann M	Planning Manager		\$5,000	\$5,000	\$3,750	\$3,750	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Bazik P	Supervisor, Streets & Highways	\$2,500	\$1,000	\$3,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$10,000
Blomstrom T	Director Parks & Recreation		\$4,000	\$4,000	\$1,500	\$1,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Clayton C	Township Secretary				\$2,500	\$2,500	\$1,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
Carlen T	Program Coordinator		\$1,500	\$1,500	\$1,500	\$1,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$7,500
Conn M	Senior Info Tech Specialist	\$2,500	\$1,500	\$4,000	\$3,750	\$3,750	\$1,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Cuthbertson A	Director Finance		\$10,500	\$10,500	\$1,500	\$1,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Doling J	Video Coordinator	\$2,500	\$3,750	\$6,250	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$1,000
Domenick M	Supervisor Sanitary Sewers				\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
Farley W	Supervisor Sanitary Sewers				\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
Filipone R	Supervisor Fleet Maintenance				\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
Florenza D	Director Finance				\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
Fleig M	Director Community Development	\$2,500	\$7,500	\$10,000	\$5,000	\$5,000	\$5,000	\$7,500	\$7,500	\$2,500	\$2,500	\$2,500	\$12,500
Giancristoforo S	Director Information Technology		\$7,500	\$7,500	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Hagan W	Director Public Works		\$2,000	\$2,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Hutchinson C	Township Secretary				\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Grossman A	Payroll/Payables Manager				\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Grossman B	Construction Manager	\$1,500	\$1,500	\$3,000	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$2,500	\$2,500	\$2,500	\$5,000
Knapsheld M	Expenditure Coordinator	\$2,500	\$2,500	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Lacey A	Senior Revenue Coordinator				\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Loeper R	Director Community Development				\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Malloy D	Engineer		\$7,500	\$7,500	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Martin W	Asst. Director of Finance		\$1,000	\$1,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
McDevitt E	Accounting Manager		\$2,000	\$2,000	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
McGurt T	Supervisor Buildings & Grounds		\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$2,500	\$2,500	\$2,500	\$5,000
Mader D	Associate Engineer		\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Miller W	Senior Codes Official		\$10,500	\$10,500	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Ostrander A	Director Personnel & Public Affairs	\$2,500	\$2,500	\$5,000	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Patrelle R	Supervisor Fleet Maintenance				\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Rohland G	Supervisor Parks Maintenance		\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Rutty J	Superintendent of Police	\$1,500	\$1,500	\$3,000	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Stacy M	Asst. Supervisor Parks Maintenance				\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$7,500
Staurfer J	Director Public Works				\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Steinberg G	Electrician		\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Talioan L	Health Officer				\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Tolano P	Supervisor Parks Maintenance	\$2,500	\$2,500	\$5,000	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$2,500	\$2,500	\$2,500	\$5,000
Weisbecker C	Senior Revenue Coordinator				\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$5,000
Total		\$20,500	\$96,750	\$117,250	\$17,500	\$100,000	\$117,500	\$22,500	\$79,500	\$102,000	\$40,000	\$138,000	\$178,000
Average		\$2,278	\$4,838	\$4,510	\$2,917	\$4,167	\$3,917	\$2,500	\$4,969	\$5,100	\$2,500	\$6,308	\$5,742

NOTES -
 Merit: Lump sum payment in recognition of outstanding job performance throughout the year (consistently exceeding expectations); meritorious completion of special project(s) critical to strategic plan; and/or successful completion of additional higher-level job responsibilities.
 Misc: Lump sum payment in recognition of miscellaneous or combination of reasons, including extraordinary number of work hours in excess of normal work week throughout the year, meritorious job performance especially exceeding expectations for completion of departmental goals and objectives, and for internal and external pay comparability with similar positions. Directors', managers, and supervisors' payments considered part of base pay, but deferred until after year-end to take into account miscellaneous criteria listed herein.

Exhibit H

