

RESOLUTION NO. 2020-148

A RESOLUTION OF RADNOR TOWNSHIP, DELAWARE COUNTY, PENNSYLVANIA, ADOPTING THE 2020 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, 2021; 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, 2021; and

WHEREAS, the 2020 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 2021.

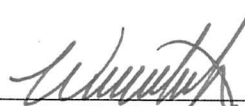
SO RESOLVED, this 14th day of December, A.D. 2020.

RADNOR TOWNSHIP

By:


Name: Jack Larkin
Title: President

ATTEST:


Name: William M. White
Township Manager / Secretary

Position Classification	Department ²	Emp#	2020 Base Hourly Rate	%Δ	\$Δ	2021 Base Hourly Rate	Notes
FOP	Police - Uniformed	114	\$ 82.4964	2.75%	-	\$ 82.4964	
FOP	Police - Uniformed	110	\$ 67.1235	2.75%	-	\$ 68.9694	
FOP	Police - Uniformed	134	\$ 67.1235	2.75%	-	\$ 65.3283	
FOP	Police - Uniformed	126	\$ 55.9364	2.75%	-	\$ 57.4746	
FOP	Police - Uniformed	161	\$ 55.9364	2.75%	-	\$ 57.4746	
FOP	Police - Uniformed	158	\$ 55.9364	2.75%	-	\$ 57.4746	
FOP	Police - Uniformed	163	\$ 55.9364	2.75%	-	\$ 57.4746	
FOP	Police - Uniformed	140	\$ 51.2752	2.75%	-	\$ 52.6853	
FOP	Police - Uniformed	167	\$ 50.3428	2.75%	-	\$ 51.7272	
FOP	Police - Uniformed	153	\$ 50.3428	2.75%	-	\$ 51.7272	
FOP	Police - Uniformed	137	\$ 50.3428	2.75%	-	\$ 51.7272	
FOP	Police - Uniformed	139	\$ 50.3428	2.75%	-	\$ 51.7272	
FOP	Police - Uniformed	159	\$ 50.3428	2.75%	-	\$ 51.7272	
FOP	Police - Uniformed	124	\$ 50.3428	2.75%	-	\$ 51.7272	
FOP	Police - Uniformed	149	\$ 50.3428	2.75%	-	\$ 51.7272	
FOP	Police - Uniformed	155	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	166	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	173	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	111	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	169	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	170	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	181	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	168	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	176	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	177	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	178	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	179	\$ 46.6137	2.75%	-	\$ 47.8956	
FOP	Police - Uniformed	183	\$ 44.2727	2.75%	-	\$ 45.4902	
FOP	Police - Uniformed	185	\$ 44.2727	2.75%	-	\$ 45.4902	
FOP	Police - Uniformed	182	\$ 44.2727	2.75%	-	\$ 45.4902	
FOP	Police - Uniformed	186	\$ 44.2829	2.75%	-	\$ 45.5007	Increase 1/5/2021 to 47.8955 (Step 5)
FOP	Police - Uniformed	187	\$ 44.2829	2.75%	-	\$ 45.5007	Increase 1/5/2021 to 47.8955 (Step 5)
FOP	Police - Uniformed	188	\$ 41.9521	2.75%	-	\$ 43.1058	Increase 1/5/2021 to 47.8955 (Step 5)
FOP	Police - Uniformed	189	\$ 41.9521	2.75%	-	\$ 43.1058	Increase 9/12/2021 to 45.5066 (Step 4)
FOP	Police - Uniformed	190	\$ 41.9521	2.75%	-	\$ 43.1058	Increase 9/12/2021 to 45.5066 (Step 4)
FOP	Police - Uniformed	191	\$ 39.6219	2.75%	-	\$ 40.7115	Increase 4/24/2021 to 43.1058 (Step 3)
FOP	Police - Uniformed	192	\$ 39.6219	2.75%	-	\$ 40.7115	Increase 4/24/2021 to 43.1058 (Step 3)
FOP	Police - Uniformed	193	\$ 39.6219	2.75%	-	\$ 40.7115	Increase 4/24/2021 to 43.1058 (Step 3)

Position Classification	Department2	Emp#	2020 Base Hourly Rate	%Δ	\$Δ	2021 Base Hourly Rate	Notes
FOP	Police - Uniformed	194	\$ 39,6219	2.75%	-	\$ 40,7115	Increase 10/23/2021 to 43.1058 (Step 3)
FOP	Police - Uniformed	195	\$ 39,6219	2.75%	-	\$ 40,7115	Increase 10/23/2021 to 43.1058 (Step 3)
FOP	Police - Uniformed	199	\$ 39,6219	2.75%	-	\$ 40,7115	Increase 10/23/2021 to 43.1058 (Step 3)
FOP	Police - Uniformed	197	\$ 39,6219	2.75%	-	\$ 40,7115	Increase 10/23/2021 to 43.1058 (Step 3)
FOP	Police - Uniformed	198	\$ 39,6219	2.75%	-	\$ 40,7115	Increase 10/23/2021 to 43.1058 (Step 3)
FOP	Police - Uniformed	Vacant	\$ 34,9603	2.75%	-	\$ 35,9217	
FOP	Police - Uniformed	Vacant	\$ 34,9603	2.75%	-	\$ 35,9217	

Position Classification	Department2	Emp#	2020 Base Hourly Rate	%Δ	\$Δ	2021 Base Hourly Rate	Notes
RATE	Police Civilians	232	\$ 37.8500	2.75%	-	\$ 38.8909	
RATE	Police Civilians	11	\$ 35.0027	2.75%	-	\$ 34.0659	
RATE	Community Development	35	\$ 39.3967	2.75%	-	\$ 40.4801	
RATE	Community Development	44	\$ 31.0408	2.75%	-	\$ 31.8944	
RATE	Engineering	302	\$ 50.4868	2.75%	-	\$ 51.8752	
RATE	Engineering	305	\$ 28.6059	2.75%	-	\$ 29.3926	
RATE	Public Works Admin	502	\$ 39.3967	2.75%	-	\$ 40.4801	
RATE	PW: Infrastructure	333	\$ 39.1965	2.75%	-	\$ 40.2744	
RATE	PW: Infrastructure	522	\$ 33.9866	2.75%	-	\$ 34.9212	
RATE	PW: Infrastructure	361	\$ 36.1216	2.75%	-	\$ 37.1149	
RATE	PW: Infrastructure	485	\$ 28.4757	2.75%	-	\$ 29.2588	
RATE	PW: Infrastructure	331	\$ 33.3105	2.75%	-	\$ 34.2265	
RATE	PW: Infrastructure	529	\$ 34.2100	2.75%	-	\$ 35.1508	
RATE	PW: Infrastructure	435	\$ 33.9866	2.75%	-	\$ 34.9212	
RATE	PW: Infrastructure	332	\$ 34.8816	2.75%	-	\$ 35.8408	
RATE	PW: Infrastructure	570	\$ 33.9866	2.75%	-	\$ 34.9212	
RATE	PW: Infrastructure	440	\$ 33.9866	2.75%	-	\$ 34.9212	
RATE	PW: Infrastructure	461	\$ 33.9865	2.75%	-	\$ 34.9211	
RATE	PW: Solid Waste	450	\$ 33.1758	2.75%	-	\$ 34.0881	
RATE	PW: Solid Waste	346	\$ 34.4339	2.75%	-	\$ 35.3808	
RATE	PW: Solid Waste	442	\$ 34.4339	2.75%	-	\$ 35.3808	
RATE	PW: Solid Waste	462	\$ 34.4339	2.75%	-	\$ 35.3808	
RATE	PW: Solid Waste	766	\$ 22.3125	2.75%	-	\$ 22.9261	
RATE	PW: Solid Waste	285	\$ 36.1216	2.75%	-	\$ 37.1149	
RATE	PW: Solid Waste	494	\$ 28.4757	2.75%	-	\$ 29.2588	
RATE	PW: Solid Waste	456	\$ 33.0200	2.75%	-	\$ 33.9280	
RATE	PW: Solid Waste	229	\$ 33.0199	2.75%	-	\$ 33.9279	
RATE	PW: Solid Waste	344	\$ 33.0833	2.75%	-	\$ 33.9931	
RATE	PW: Solid Waste	301	\$ 26.2500	2.75%	-	\$ 26.9719	
RATE	PW: Solid Waste	443	\$ 34.4339	2.75%	-	\$ 35.3808	
RATE	PW: Solid Waste	409	\$ 34.4339	2.75%	-	\$ 35.3808	
RATE	PW: Solid Waste	533	\$ 34.4339	2.75%	-	\$ 35.3808	
RATE	PW: Solid Waste	436	\$ 32.9657	2.75%	-	\$ 33.8723	
RATE	PW: Solid Waste	496	\$ 26.2500	2.75%	-	\$ 26.9719	
RATE	PW: Solid Waste	479	\$ 34.4339	2.75%	-	\$ 35.3808	
RATE	PW: Solid Waste	469	\$ 21.2500	2.75%	-	\$ 21.8344	
RATE	PW: Solid Waste	433	\$ 33.1670	2.75%	-	\$ 34.0791	

Position Classification	Department2	Emp#	2020 Base Hourly Rate	%Δ	\$Δ	2021 Base Hourly Rate	Notes
RATE	PW: Solid Waste	434	\$ 33.3776	2.75%	-	\$ 34.2955	
RATE	PW: Solid Waste	760	\$ 26.9719	2.75%	-	\$ 27.7136	
RATE	PW: Parks Maintenance	755	\$ 33.0828	2.75%	-	\$ 33.9926	
RATE	PW: Parks Maintenance	746	\$ 33.0828	2.75%	-	\$ 33.9926	
RATE	PW: Parks Maintenance	498	\$ 23.6250	2.75%	-	\$ 24.2747	
RATE	PW: Parks Maintenance	575	\$ 34.2100	2.75%	-	\$ 35.1508	
RATE	PW: Parks Maintenance	536	\$ 36.1216	2.75%	-	\$ 37.1149	
RATE	PW: Parks Maintenance	537	\$ 33.1703	2.75%	-	\$ 34.0825	
RATE	PW: Parks Maintenance	764	\$ 26.9719	2.75%	-	\$ 27.7136	
RATE	PW: Parks Maintenance	572	\$ 33.1402	2.75%	-	\$ 34.0516	
RATE	PW: Parks Maintenance	550	\$ 33.0828	2.75%	-	\$ 33.9926	
RATE	PW: Parks Maintenance	438	\$ 34.8816	2.75%	-	\$ 35.8408	
RATE	PW: Parks Maintenance	342	\$ 33.9866	2.75%	-	\$ 34.9212	
RATE	PW: Parks Maintenance	474	\$ 33.0788	2.75%	-	\$ 33.9885	
RATE	PW: Parks Maintenance	535	\$ 36.1216	2.75%	-	\$ 37.1149	
RATE	PW: Mechanics	340	\$ 31.6727	2.75%	-	\$ 32.5437	
RATE	PW: Mechanics	538	\$ 37.0854	2.75%	-	\$ 38.1052	
RATE	PW: Mechanics	339	\$ 38.7930	2.75%	-	\$ 39.8598	
RATE	PW: Sanitary Sewer	437	\$ 36.1216	2.75%	-	\$ 37.1149	
RATE	PW: Sanitary Sewer	525	\$ 33.9866	2.75%	-	\$ 34.9212	
RATE	PW: Sanitary Sewer	543	\$ 33.9866	2.75%	-	\$ 34.9212	

Position Classification	Department2	Emp#	2020 Base Hourly Rate	%Δ	\$Δ	2021 Base Hourly Rate	Notes
Admin	Administration	21	\$ 97.7946	n/a	-	\$ 97.7946	
Admin	Administration	306	\$ 42.3709	2.75%	-	\$ 43.5361	
Admin	Administration	16	\$ 42.3420	2.75%	-	\$ 43.5064	
Admin	Administration	43	\$ 18.4415	2.75%	-	\$ 27.4725	Promoted from PT to FT 11/10/20
Admin	Finance	36	\$ 51.4023	2.75%	-	\$ 52.8159	
Admin	Finance	230	\$ 27.7681	2.75%	-	\$ 28.5317	
Admin	Finance	26	\$ 44.9367	2.75%	-	\$ 46.1725	
Admin	Finance	40	\$ 52.2637	2.75%	-	\$ 53.7010	Promoted from Accounting Supervisor 12/4/20
Admin	Finance	29	\$ 75.0765	2.75%	-	\$ 77.1411	
Admin	Information Tech.	18	\$ 39.1780	2.75%	-	\$ 40.2554	
Admin	Police Civilians	225	\$ 42.0531	2.75%	-	\$ 43.2096	
Admin	Community Development	32	\$ 61.0215	2.75%	-	\$ 62.6996	
Admin	Community Development	33	\$ 42.3420	2.75%	-	\$ 43.5064	
Admin	Community Development	37	\$ 40.6060	2.75%	-	\$ 41.7227	
Admin	Community Development	42	\$ 26.1038	2.75%	-	\$ 26.8217	
Admin	Engineering	9	\$ 39.5193	2.75%	-	\$ 40.6061	New Position for 2021
Admin	Engineering	TBD	\$ 53.0000	2.75%	-	\$ 54.4575	
Admin	Engineering	319	\$ 80.6604	2.75%	-	\$ 82.8786	
Admin	Public Works Admin	337	\$ 53.8029	2.75%	-	\$ 55.2825	Retired PW Director on Terminal Leave until 6/20
Admin	Public Works Admin	338	\$ 42.8901	2.75%	-	\$ 44.0696	
Admin	Public Works Admin		\$ 52.0000	0.00%	-	\$ 52.0000	PW Director currently vacant
Admin	Rec. Program.	506	\$ 61.0215	2.75%	-	\$ 62.6996	
Admin	Rec. Program.	509	\$ 37.0520	2.75%	-	\$ 38.0709	
Admin	Rec. Program.	507	\$ 29.2922	2.75%	-	\$ 30.0977	
Admin	Rec. Program.	613	\$ 22.5300	2.75%	-	\$ 23.1496	

Position Classification	Department2	Emp#	2020 Base Hourly Rate	%Δ	\$Δ	2021 Base Hourly Rate	Notes
Part-Time	Finance	10	\$ 24,0000	2.75%	-	\$ 24,6600	
Part-Time	Finance	22	\$ 33,1945	2.75%	-	\$ 34,1074	
Part-Time	Finance	28	\$ 30,8250	2.75%	-	\$ 31,6727	
Part-Time	Finance	295	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Finance	7	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Information Tech.	220	\$ 30,9707	2.75%	-	\$ 31,8224	
Part-Time	Police Civilians	217	\$ 35,9625	2.75%	-	\$ 36,9515	
Part-Time	Community Development	Vacant	\$ 20,0000	2.75%	-	\$ 20,5500	
Part-Time	Police - Civilian	217	\$ 16,4400	2.75%	-	\$ 16,8921	
Part-Time	Police - Civilian	298	\$ 16,4400	2.75%	-	\$ 16,8921	Meter Enforcement - Vacant
Part-Time	Police - Civilian	280	\$ 16,8921	2.75%	-	\$ 17,3566	
Part-Time	Police - Civilian	284	\$ 16,5921	2.75%	-	\$ 17,0484	Meter Enforcement - Vacant
Part-Time	Police - Civilian	289	\$ 17,9207	2.75%	-	\$ 18,4135	Meter Enforcement - Vacant
Part-Time	Police - Civilian	297	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Police - Civilian	278	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Police - Civilian	292	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Police - Civilian	294	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Police - Civilian	275	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Police - Civilian	276	\$ 16,0800	2.75%	-	\$ 16,5222	
Part-Time	Police - Civilian	228	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Police - Civilian	296	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Police - Civilian	277	\$ 17,9207	2.75%	-	\$ 18,4135	
Part-Time	Police - Civilian	299	\$ 17,9207	2.75%	-	\$ 18,4135	

Recreation and Community Programming Department Day Camp Seasonal Wage Ranges by Position

Radnor Day Camp 2020 - 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
Aquatics Coordinator	1	\$ 15.00	\$ 15.00	25.00
Specialty Coordinator**	7	\$ 10.00	\$ 10.00	25.00
Special Needs Support Staff	15	\$ 10.00	\$ 10.00	18.00
Lifeguard/Swim Instructor	6	\$ 9.00	\$ 9.00	15.00
Leader II	12	\$ 8.50	\$ 8.50	15.00
Leader I	12	\$ 8.00	\$ 8.00	12.00

* Positions are hired commensurate to camp enrollment, generally estimated at 220 participants.

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

General Information:

1. All positions are filled through an interview/evaluation process that starts in January with specific screening procedures.
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.