

RESOLUTION NO. 2019-130

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, 2020; 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, 2020; 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 2020.

SO RESOLVED, this 9th day of December, A.D. 2019.

RADNOR TOWNSHIP


By:



Name: Lisa Borowski

Title: President

ATTEST:


Name: Robert A. Zienkowski

Title: Township Manager / Secretary

Radnor Township
PROPOSED LEGISLATION



DATE: December 2, 2019

TO: Board of Commissioners

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

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

LEGISLATION: Resolution 2019-130 establishing the 2020 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, 2020
- Non-Union: The 2020 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 pursuant to the current employment agreement

PURPOSE AND EXPLANATION: Pursuant to the Township's Home Rule Charter and Administrative Code, and in the interest of full transparency, Resolution 2019-130 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 \$275,000 in 2020. This increase is built into the 2020 Comprehensive Budget, as proposed.

RECOMMENDED ACTION: The Administration respectfully recommends that the Board adopt this resolution at the December 9, 2019 Board of Commissioner meeting to allow enough time to incorporate any increases with the first pay in 2020.

Radnor Township, PA
2020 Wage and Salary Schedule
Effective January 1, 2020

| Position Classification | Department | Emp# | 2019 Hourly Rate | %Δ | \$Δ | 2020 Hourly Rate | Notes |
|-------------------------|--------------------|------|------------------|-------|-----|------------------|---------------------------------------------------------------------------|
| FOP | Police - Uniformed | 114 | \$ 80.2885 | 2.75% | - | \$ 82.4964 | |
| FOP | Police - Uniformed | 110 | \$ 65.3269 | 2.75% | - | \$ 67.1234 | |
| FOP | Police - Uniformed | 134 | \$ 65.3269 | 2.75% | - | \$ 67.1234 | |
| FOP | Police - Uniformed | 158 | \$ 54.4390 | 2.75% | - | \$ 55.9361 | |
| FOP | Police - Uniformed | 169 | \$ 54.4390 | 2.75% | - | \$ 55.9361 | |
| FOP | Police - Uniformed | 168 | \$ 54.4390 | 2.75% | - | \$ 55.9361 | |
| FOP | Police - Uniformed | 126 | \$ 54.4390 | 2.75% | - | \$ 55.9361 | |
| FOP | Police - Uniformed | 163 | \$ 54.4390 | 2.75% | - | \$ 55.9361 | |
| FOP | Police - Uniformed | 161 | \$ 54.4390 | 2.75% | - | \$ 55.9361 | |
| FOP | Police - Uniformed | 140 | \$ 49.9024 | 2.75% | - | \$ 51.2747 | |
| FOP | Police - Uniformed | 167 | \$ 48.9953 | 2.75% | - | \$ 50.3427 | |
| FOP | Police - Uniformed | 153 | \$ 48.9953 | 2.75% | - | \$ 50.3427 | |
| FOP | Police - Uniformed | 137 | \$ 48.9953 | 2.75% | - | \$ 50.3427 | |
| FOP | Police - Uniformed | 139 | \$ 48.9953 | 2.75% | - | \$ 50.3427 | |
| FOP | Police - Uniformed | 159 | \$ 48.9953 | 2.75% | - | \$ 50.3427 | |
| FOP | Police - Uniformed | 124 | \$ 48.9953 | 2.75% | - | \$ 50.3427 | |
| FOP | Police - Uniformed | 128 | \$ 48.9953 | 2.75% | - | \$ 50.3427 | |
| FOP | Police - Uniformed | 149 | \$ 48.9953 | 2.75% | - | \$ 50.3427 | |
| FOP | Police - Uniformed | 155 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 183 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 166 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 173 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 111 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 170 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 181 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 176 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 177 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 178 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 182 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 179 | \$ 45.3661 | 2.75% | - | \$ 46.6137 | |
| FOP | Police - Uniformed | 185 | \$ 43.0978 | 2.75% | - | \$ 44.2830 | Increase 7/14/20 to 46.6137 (Step 5) |
| FOP | Police - Uniformed | 186 | \$ 40.8293 | 2.75% | - | \$ 41.9521 | Increase 1/5/20 to \$44.2830 (Step 4) |
| FOP | Police - Uniformed | 187 | \$ 40.8293 | 2.75% | - | \$ 41.9521 | Increase 1/5/20 to \$44.2830 (Step 4) |
| FOP | Police - Uniformed | 188 | \$ 40.8293 | 2.75% | - | \$ 41.9521 | Increase 1/5/20 to \$44.2830 (Step 4) |
| FOP | Police - Uniformed | 189 | \$ 38.5614 | 2.75% | - | \$ 39.6218 | Increase 9/12/20 to \$41.9521 (Step 3) |
| FOP | Police - Uniformed | 190 | \$ 38.5614 | 2.75% | - | \$ 39.6218 | Increase 9/12/20 to \$41.9521 (Step 3) |
| FOP | Police - Uniformed | 191 | \$ 36.2930 | 2.75% | - | \$ 37.2911 | Increase 4/24/20 to \$39.6218 (Step 2) |
| FOP | Police - Uniformed | 192 | \$ 36.2930 | 2.75% | - | \$ 37.2911 | Increase 4/24/20 to \$39.6218 (Step 2) |
| FOP | Police - Uniformed | 193 | \$ 36.2930 | 2.75% | - | \$ 37.2911 | Increase 4/24/20 to \$39.6218 (Step 2) |
| FOP | Police - Uniformed | 194 | \$ 34.0246 | 2.75% | - | \$ 34.9603 | Increase 4/23/20 to \$37.2911 (Step 1) and 10/23/20 to \$39.6218 (Step 2) |
| FOP | Police - Uniformed | 195 | \$ 34.0246 | 2.75% | - | \$ 34.9603 | Increase 4/23/20 to \$37.2911 (Step 1) and 10/23/20 to \$39.6218 (Step 2) |
| FOP | Police - Uniformed | 199 | \$ 34.0246 | 2.75% | - | \$ 34.9603 | Increase 4/23/20 to \$37.2911 (Step 1) and 10/23/20 to \$39.6218 (Step 2) |
| FOP | Police - Uniformed | 197 | \$ 34.0246 | 2.75% | - | \$ 34.9603 | Increase 4/23/20 to \$37.2911 (Step 1) and 10/23/20 to \$39.6218 (Step 2) |
| FOP | Police - Uniformed | 198 | \$ 34.0246 | 2.75% | - | \$ 34.9603 | Increase 4/23/20 to \$37.2911 (Step 1) and 10/23/20 to \$39.6218 (Step 2) |

Radnor Township, PA
2020 Wage and Salary Schedule
Effective January 1, 2020

| Position Classification | Department | Emp# | 2019 Hourly Rate | %Δ | \$Δ | 2020 Hourly Rate | Notes |
|-------------------------|--------------------------|--------|------------------|-------|--------|------------------|-------------------------------------------|
| RATE | Police - Civilians | 11 | \$ 34.0659 | 2.75% | - | \$ 35.0027 | |
| RATE | Police - Civilians | 232 | \$ 36.8370 | 2.75% | - | \$ 37.8500 | |
| Non-Union | Police - Civilians | 225 | \$ 40.9276 | 2.75% | - | \$ 42.0531 | |
| Non-Union | Police - Civilians | 8 | \$ 31.3670 | 2.75% | - | \$ 32.2296 | |
| Non-Union | Administration | 15 | \$ 98.6374 | 0.00% | - | \$ 98.6374 | |
| Non-Union | Administration | 17 | \$ 44.6002 | 2.75% | - | \$ 45.8267 | |
| Non-Union | Administration | 16 | \$ 41.2088 | 2.75% | - | \$ 42.3420 | |
| Non-Union | Recreation & Comm. Prog. | 506 | \$ 59.3883 | 2.75% | - | \$ 61.0215 | |
| Non-Union | Recreation & Comm. Prog. | 509 | \$ 36.0603 | 2.75% | - | \$ 37.0520 | |
| Non-Union | Recreation & Comm. Prog. | 507 | \$ 28.5082 | 2.75% | - | \$ 29.2922 | |
| RATE | Recreation & Comm. Prog. | 613 | \$ 20.8800 | 0.00% | - | \$ 20.8800 | Increase 1/2/20 to \$22.5300 |
| Non-Union | Community Development | 32 | \$ 59.3882 | 2.75% | - | \$ 61.0214 | |
| Non-Union | Community Development | 37 | \$ 39.5192 | 2.75% | - | \$ 40.6060 | |
| Non-Union | Community Development | 42 | \$ 25.4052 | 2.75% | - | \$ 26.1038 | |
| Non-Union | Community Development | Vacant | \$ 43.0000 | 0.00% | - | \$ 43.0000 | Vacant Position Amount is "up to" limit |
| Non-Union | Community Development | 33 | \$ 41.2088 | 2.75% | - | \$ 42.3420 | |
| RATE | Community Development | 306 | \$ 40.0360 | 2.75% | - | \$ 41.1370 | |
| RATE | Community Development | 35 | \$ 38.3423 | 2.75% | - | \$ 39.3967 | |
| Non-Union | Engineering | 319 | \$ 80.1952 | 2.75% | - | \$ 82.4006 | |
| Non-Union | Engineering | 9 | \$ 37.0879 | 0.00% | - | \$ 37.0879 | Increase 5/14/20 to \$38.4615 |
| RATE | Engineering | 302 | \$ 49.1356 | 2.75% | - | \$ 50.4868 | |
| RATE | Engineering | 305 | \$ 27.8403 | 2.75% | - | \$ 28.6059 | |
| Non-Union | Finance | 21 | \$ 90.6450 | 2.75% | - | \$ 93.1377 | |
| Non-Union | Finance | 29 | \$ 69.5877 | 2.75% | - | \$ 71.5014 | |
| Non-Union | Finance | 230 | \$ 26.3016 | 2.75% | - | \$ 27.0249 | |
| Non-Union | Finance | 36 | \$ 50.0266 | 2.75% | - | \$ 51.4023 | |
| Non-Union | Finance | 26 | \$ 43.7340 | 2.75% | - | \$ 44.9367 | |
| Non-Union | Finance | 40 | \$ 46.5578 | 2.75% | - | \$ 47.8381 | |
| Non-Union | Information Tech. | 18 | \$ 38.1294 | 2.75% | - | \$ 39.1780 | |
| Non-Union | Public Works | 337 | \$ 52.3629 | 2.75% | - | \$ 53.8029 | |
| Non-Union | Public Works | 338 | \$ 41.7422 | 2.75% | - | \$ 42.8901 | |
| Non-Union | Public Works | Vacant | \$ 40.0000 | 0.00% | - | \$ 40.0000 | Vacant Position Amount is "up to" limit |
| RATE | Public Works | 502 | \$ 38.3423 | 2.75% | - | \$ 39.3967 | |
| RATE | Public Works | 339 | \$ 37.7547 | 2.75% | - | \$ 38.7930 | |
| RATE | Public Works | 340 | \$ 30.8250 | 2.75% | - | \$ 31.6727 | |
| RATE | Public Works | 538 | \$ 36.0928 | 2.75% | - | \$ 37.0854 | |
| RATE | Public Works | 333 | \$ 36.1965 | 2.75% | 2.0046 | \$ 39.1965 | Position Change Promotion |
| RATE | Public Works | 361 | \$ 35.1548 | 2.75% | - | \$ 36.1216 | |
| RATE | Public Works | 435 | \$ 35.1548 | 2.75% | - | \$ 36.1216 | |
| RATE | Public Works | 332 | \$ 33.9480 | 2.75% | - | \$ 34.8816 | |
| RATE | Public Works | 529 | \$ 33.2944 | 2.75% | - | \$ 34.2100 | |
| RATE | Public Works | 522 | \$ 33.0770 | 2.75% | - | \$ 33.9866 | |
| RATE | Public Works | 570 | \$ 33.0770 | 2.75% | - | \$ 33.9866 | |
| RATE | Public Works | 440 | \$ 33.0770 | 2.75% | - | \$ 33.9866 | |

Radnor Township, PA
2020 Wage and Salary Schedule
Effective January 1, 2020

| Position Classification | Department | Emp# | 2019 Hourly Rate | %Δ | \$Δ | 2020 Hourly Rate | Notes |
|-------------------------|--------------|------|------------------|-------|-----|------------------|-------------------------------------------------------------------------|
| RATE | Public Works | 461 | \$ 33.0770 | 2.75% | - | \$ 33.9866 | |
| RATE | Public Works | 331 | \$ 32.4190 | 2.75% | - | \$ 33.3105 | |
| RATE | Public Works | 442 | \$ 35.1548 | 2.75% | - | \$ 36.1216 | |
| RATE | Public Works | 346 | \$ 33.5123 | 2.75% | - | \$ 34.4339 | |
| RATE | Public Works | 462 | \$ 33.5123 | 2.75% | - | \$ 34.4339 | |
| RATE | Public Works | 443 | \$ 33.5123 | 2.75% | - | \$ 34.4339 | |
| RATE | Public Works | 409 | \$ 33.5123 | 2.75% | - | \$ 34.4339 | |
| RATE | Public Works | 533 | \$ 33.5123 | 2.75% | - | \$ 34.4339 | |
| RATE | Public Works | 479 | \$ 33.5123 | 2.75% | - | \$ 34.4339 | |
| RATE | Public Works | 450 | \$ 32.3379 | 2.75% | - | \$ 33.2272 | |
| RATE | Public Works | 485 | \$ 27.7136 | 2.75% | - | \$ 28.4757 | |
| RATE | Public Works | 285 | \$ 23.6250 | 0.00% | - | \$ 23.6250 | Increase 5/5/20 to \$24.9375 (18 mo) and 11/5/20 to \$26.2500 (24 mo) |
| RATE | Public Works | 494 | \$ 27.7136 | 2.75% | - | \$ 28.4757 | |
| RATE | Public Works | 456 | \$ 32.1363 | 2.75% | - | \$ 33.0200 | |
| RATE | Public Works | 229 | \$ 32.1362 | 2.75% | - | \$ 33.0199 | |
| RATE | Public Works | 344 | \$ 32.1979 | 2.75% | - | \$ 33.0833 | |
| RATE | Public Works | 301 | \$ 23.6250 | 0.00% | - | \$ 23.6250 | Increase 4/29/20 to \$24.9375 (18 mo) and 10/29/20 to \$26.2500 (24 mo) |
| RATE | Public Works | 436 | \$ 32.1348 | 2.75% | - | \$ 33.0185 | |
| RATE | Public Works | 496 | \$ 23.6250 | 0.00% | - | \$ 23.6250 | Increase 2/6/20 to \$24.9375 (18 mo) and 8/6/20 to \$26.2500 (24 mo) |
| RATE | Public Works | 469 | \$ 32.2825 | 0.00% | - | \$ 21.0000 | Vacant Position (Retirement) 2020 Amount is PW New Hire Starting Rate |
| RATE | Public Works | 433 | \$ 32.2793 | 2.75% | - | \$ 33.1670 | |
| RATE | Public Works | 434 | \$ 32.4843 | 2.75% | - | \$ 33.3776 | |
| RATE | Public Works | 760 | \$ 26.2500 | 2.75% | - | \$ 26.9719 | |
| RATE | Public Works | 536 | \$ 35.1548 | 2.75% | - | \$ 36.1216 | |
| RATE | Public Works | 438 | \$ 33.9480 | 2.75% | - | \$ 34.8816 | |
| RATE | Public Works | 535 | \$ 33.9480 | 2.75% | - | \$ 34.8816 | |
| RATE | Public Works | 575 | \$ 33.2944 | 2.75% | - | \$ 34.2100 | |
| RATE | Public Works | 342 | \$ 33.0770 | 2.75% | - | \$ 33.9866 | |
| RATE | Public Works | 755 | \$ 32.1974 | 2.75% | - | \$ 33.0828 | |
| RATE | Public Works | 746 | \$ 32.1974 | 2.75% | - | \$ 33.0828 | |
| RATE | Public Works | 498 | \$ 21.0000 | 0.00% | - | \$ 21.0000 | Increase 3/30/20 to \$22.3125 (6 mo) and 9/30/20 to \$23.6250 (12 mo) |
| RATE | Public Works | 537 | \$ 32.2825 | 2.75% | - | \$ 33.1703 | |
| RATE | Public Works | 764 | \$ 26.2500 | 2.75% | - | \$ 26.9719 | |
| RATE | Public Works | 572 | \$ 32.2046 | 2.75% | - | \$ 33.0902 | Increase 1/21/20 to \$33.1402 for 15 Years of Service per CBA |
| RATE | Public Works | 550 | \$ 32.1974 | 2.75% | - | \$ 33.0828 | |
| RATE | Public Works | 474 | \$ 32.1935 | 2.75% | - | \$ 33.0788 | |
| RATE | Public Works | 437 | \$ 35.1548 | 2.75% | - | \$ 36.1216 | |
| RATE | Public Works | 525 | \$ 33.0770 | 2.75% | - | \$ 33.9866 | |
| RATE | Public Works | 543 | \$ 33.0770 | 2.75% | - | \$ 33.9866 | |

Radnor Township, PA
2020 Wage and Salary Schedule
Effective January 1, 2020

| Position Classification | Department | Emp# | 2019 Hourly Rate | %Δ | 2020 Hourly Rate | Notes |
|-------------------------|-----------------------|--------|------------------|-------|------------------|-------|
| Part-Time | Finance | 22 | \$ 32.3061 | 2.75% | \$ 33.1945 | |
| Part-Time | Finance | 28 | \$ 30.0000 | 2.75% | \$ 30.8250 | |
| Part-Time | Finance | 10 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Finance | 295 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Finance | 7 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Information Tech. | 220 | \$ 30.1418 | 2.75% | \$ 30.9707 | |
| Part-Time | Information Tech. | 43 | \$ 17.9479 | 2.75% | \$ 18.4415 | |
| Part-Time | Community Development | 34 | \$ 40.0000 | 0.00% | \$ 40.0000 | |
| Part-Time | Community Development | Vacant | \$ 20.0000 | 0.00% | \$ 20.0000 | |
| Part-Time | Community Development | Vacant | \$ 15.0000 | 0.00% | \$ 15.0000 | |
| Part-Time | Public Works | 419 | \$ 15.8300 | 2.75% | \$ 16.2653 | |
| Part-Time | Public Works | 766 | \$ 14.3500 | 2.75% | \$ 14.7446 | |
| Part-Time | Public Works | Vacant | \$ 13.3575 | 2.75% | \$ 13.7248 | |
| Part-Time | Public Works | Vacant | \$ 13.3575 | 2.75% | \$ 13.7248 | |
| Part-Time | Police - Civilian | 217 | \$ 40.0000 | 2.75% | \$ 41.1000 | |
| Part-Time | Police - Civilian | 298 | \$ 16.0000 | 2.75% | \$ 16.4400 | |
| Part-Time | Police - Civilian | 280 | \$ 16.0000 | 2.75% | \$ 16.4400 | |
| Part-Time | Police - Civilian | 284 | \$ 16.4400 | 2.75% | \$ 16.8921 | |
| Part-Time | Police - Civilian | 289 | \$ 16.4400 | 2.75% | \$ 16.8921 | |
| Part-Time | Police - Civilian | 297 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Police - Civilian | 278 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Police - Civilian | 292 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Police - Civilian | 294 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Police - Civilian | 275 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Police - Civilian | 276 | \$ 16.0800 | 0.00% | \$ 16.0800 | |
| Part-Time | Police - Civilian | 228 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Police - Civilian | 296 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Police - Civilian | 277 | \$ 17.4411 | 2.75% | \$ 17.9207 | |
| Part-Time | Police - Civilian | 299 | \$ 17.4411 | 2.75% | \$ 17.9207 | |

Radnor Township, PA

2020 Wage and Salary Schedule - Recreation and Community Programming Department Day Camp Seasonal Wage Ranges by Position
For the Year Beginning January 1, 2020

| Radnor Day Camp 2020 - Seasonal Staff Pay Ranges by Position | | | | | |
|--------------------------------------------------------------|---------------------------|----------------------|----------|----------------------|----------|
| Position | # of Projected Positions* | Minimum Per Hour Pay | Hour Pay | Maximum Per Hour Pay | Hour Pay |
| Director | 1 | \$ | 15.00 | \$ | 25.00 |
| Assistant Director | 1 | \$ | 11.00 | \$ | 18.00 |
| Aquatics Coordinator | 1 | \$ | 15.00 | \$ | 25.00 |
| Specialty Coordinator** | 7 | \$ | 10.00 | \$ | 25.00 |
| Special Needs Support Staff | 15 | \$ | 10.00 | \$ | 18.00 |
| Lifeguard/Swim Instructor | 6 | \$ | 9.00 | \$ | 15.00 |
| Leader II | 12 | \$ | 8.50 | \$ | 15.00 |
| Leader I | 12 | \$ | 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.