

**RESOLUTION 2015-90  
RADNOR TOWNSHIP**

**A RESOLUTION OF RADNOR TOWNSHIP, DELAWARE COUNTY, PENNSYLVANIA. AMENDING THE MEDICAL OPT-OUT BENEFIT FOR NON-UNION PERSONNEL TO BE CONSISTENT WITH THE SAME BENEFIT PROVIDED FOR UNIFORM AND NON-UNIFORM PERSONNEL COVERED BY A COLLECTIVE BARGAINING AGREEMENT (CBA).**

*WHEREAS*, the Administration seeks to provide uniformity and consistency in benefits offered to all personnel, whether union or non-union; and


*WHEREAS*, the Police and Non-Uniform bargaining units have previously reached an agreement with the Township concerning terms and conditions of employment through the collective bargaining process; and


*WHEREAS*, the Police and Non-Uniform bargaining units have memorialized such agreement with the Township and incorporated into their respective Collective Bargaining Agreements; and

*WHEREAS*, the Township now desires to memorialize an agreement with the non-union staff to provide the same benefit which is an incentive program whereby any savings realized by an administrative employee electing to not purchase health benefits will be shared equally between the two parties.

*NOW, THEREFORE*, it is hereby **RESOLVED** THAT the Township agrees that the health benefits provisions shall be amended to provide each non-union employee the opportunity to choose to decline coverage for medical and extended health benefits (vision, dental, prescription), if coverage for the employee and his/her spouse and dependents can be obtained through the employer of the employee's spouse or through other means. An administrative employee who declines Township-provided medical coverage and extended health benefits (vision, dental, prescription) shall receive 50% of the Township's share of the actual premium cost savings of the medical plan and extended benefits that he/she is offered but declines. Such amount will be paid annually in December.

**SO RESOLVED**, at a duly convened meeting of the Board of Commissioners of Radnor Township conducted on this 17<sup>th</sup> day of August, A.D., 2015.

RADNOR TOWNSHIP  
By:   
James C. Higgins  
Vice-President

ATTEST:   
Robert A. Zienkowski,  
Township Manager / Secretary