

**MEDIA BOROUGH**  
**DELAWARE COUNTY, PENNSYLVANIA**

**RESOLUTION No. 2025-39**

**RESOLUTION ADOPTING THE PAY EQUITY STUDY**

**WHEREAS**, the Borough of Media is committed to maintaining a fair, transparent, and competitive compensation system for all employees; and

**WHEREAS**, the Borough commissioned a Pay Equity Study, conducted by NJHess Associates, Inc., to assess the current pay structure, evaluate internal equity, and ensure alignment with prevailing market conditions; and

**WHEREAS**, the Pay Equity Study provides data-driven recommendations that support the Borough's objective of attracting and retaining qualified personnel while promoting fairness and consistency in compensation practices; and

**WHEREAS**, the Borough of Media Pay Policy outlines the Borough's approach to employee compensation by establishing pay ranges and role classifications based on job responsibilities, skills, and market data; and

**WHEREAS**, this policy promotes internal equity through a structured job evaluation system and strives for external competitiveness through regular review of market trends; and

**WHEREAS**, the policy provides for employee progression within established pay ranges based on performance, tenure, and economic factors, and further addresses promotions, temporary assignments, career development, and pay compression; and

**WHEREAS**, the Pay Policy includes a formal process for requesting job re-evaluations when responsibilities change, ensuring that compensation remains aligned with evolving organizational needs;

**NOW, THEREFORE, BE IT RESOLVED**, that Media Borough hereby adopts the Pay Equity Study and reaffirms its commitment to implementing the principles and recommendations outlined in the study in accordance with the Borough's Pay Policy.

**DULY ADOPTED** this 21st of August, 2025 by the Borough Council of the Borough of Media, County of Delaware, Pennsylvania, in lawful session duly assembled.

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Mark Paikoff, Council President

ATTEST: \_\_\_\_\_  
Brittany Forman, Borough Manager/Secretary