

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.

Mark Paikoff, Council President

ATTEST: _____

Brittany Forman, Borough Manager/Secretary