

TOWNSHIP OF LOWER MERION
Administrative and Human Resources Committee

Issue Briefing

Topic: Extension of Township Manager Employment Agreement terms pending development of a new agreement.

Prepared By: Daniel S. Bernheim, Board President

Date: January 17, 2020

- I. Action To Be Considered By The Board:** Approve extension of the Township Manager's July 18, 2018 Employment Agreement except for wages, in accordance with Article XV, Section 1502 of the First Class Township Code pending negotiation of new employment agreement provisions.
- II. Why This Issue Requires Board Consideration:** Approval of employment agreement terms requires Board of Commissioners approval.
- III. Current Policy Or Practice (If Applicable):** It has been past practice to extend the Township Manager Agreement terms pending development of a new agreement.
- IV. Other Relevant Background Information:** Municipal manager employment agreements in accord with Pennsylvania law may not extend past the reorganization date of the governing body following a municipal election. The Township Manager Employment Agreement dated July 18, 2020 therefore expired on January 6, 2020. The Township Manager Employment Agreement has terms and conditions that benefit and protect the Township and the Township Manager and should be extended pending development and approval of a new agreement.
- V. Impact On Township Finances:** There is no impact on Township finances at this time. The wage provisions of the Agreement are not extended and the 2020 Township Manager salary is yet to be determined by the Board of Commissioners.
- VI. Recommendation:** Recommend the Board approve extension of the Township Manager Employment Agreement terms except for wages pending development of a new Township Manager Employment Agreement which extension will be retroactive to January 6, 2020.