

RESOLUTION NO. 3145-14

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF WINDSOR
APPROVING AND AUTHORIZING THE TOWN MANAGER TO SIGN A SIDE
LETTER BETWEEN THE TOWN AND THE TOWN OF WINDSOR MANAGEMENT
EMPLOYEES GROUP (MEG) AMENDING THE MOU BETWEEN THE TOWN AND
THE TOWN OF WINDSOR MANAGEMENT EMPLOYEES GROUP TO AMEND THE
CALCULATION OF WAGES UPON PROMOTION**

WHEREAS, the Windsor Municipal Code and Personnel Rules empower the Town Council to establish a compensation plan covering all classes of positions; and

WHEREAS, the Town Council's representative has met and conferred in good faith with representatives of MEG, resulting in a Memorandum of Understanding effective July 1, 2013; and

WHEREAS, the Town Council finds and determines that the side letter of agreement attached to this resolution as Exhibit "A" is appropriate and reasonable for the designated group.

NOW BE IT RESOLVED that the Town Council of the Town of Windsor hereby approves the side letter of agreement attached to this Resolution as Exhibit "A".

BE IT FURTHER RESOLVED that resolutions in conflict herewith are hereby superseded.

BE IT FURTHER RESOLVED that the Town Manager is hereby authorized to execute the side letter of agreement attached hereto as Exhibit "A".

PASSED, APPROVED AND ADOPTED this 5th day of November 2014, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:



BRUCE OKREPKE, MAYOR

ATTEST:



MARIA DE LA O, TOWN CLERK

**Attachment:
Exhibit "A"**

EXHIBIT A

SIDE LETTER RE: MOU AMENDMENT BETWEEN THE TOWN OF WINDSOR AND THE TOWN OF WINDSOR MANAGEMENT EMPLOYEES GROUP

1. This Side Letter Agreement is between the TOWN OF WINDSOR, hereinafter referred to as "Town", and the TOWN OF WINDSOR MANAGEMENT EMPLOYEES GROUP ("MEG") collectively called "the parties".
2. The intent of this Side Letter Agreement is to amend Section 5.4 of the Memorandum of Understanding ("MOU") between the parties, pertaining to "Wages Upon Promotion". Section 6.4 (a) shall be amended as follows. The language below supersedes language presented in the 2013-15 MOU between the parties:

6.4 Wages Upon Promotion
(a) Except as otherwise provided herein, any full-time employee who is promoted to a position in a class allocated to a higher wage range than the class from which the employee is being promoted shall be placed at the lowest wage step of the new range sufficient to constitute an increase of at least five percent (5%) from the employee's pay rate before promotion. In the event no step rate exists in the employee's new range that would provide the employee with at least a five (5%) increase from the employee's prior pay rate, the employee shall be placed at the highest step of the new range. An employee may only be placed at a step higher than that called for in this section with the express approval of the Town Manager, but no higher than the highest step of the new range.
3. The terms and conditions set forth in this Side Letter Agreement have been mutually agreed upon by the designated bargaining representatives of the Town and MEG, and will apply to all employees covered by the MOU between the Town and MEG.
4. This Side Letter Agreement is subject to ratification by the MEG membership and approval by the Windsor Town Council. Upon ratification and adoption, this Side Letter will amend the MOU between the parties.
5. This Side Letter Agreement shall expire upon the expiration of the MOU between the parties on June 30, 2015.

On behalf of the Town:

Linda Kelly, Town Manager

Heather Ippoliti, Administrative Services Director

On behalf of the Town of Windsor Management Employee Group:

Steve Pantazes, Building Official

Kristina Owens, Accounting Supervisor

Approved: _____

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BETWEEN THE TOWN OF WINDSOR AND THE TOWN OF WINDSOR MANAGEMENT
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On behalf of the Town:



Linda Kelly, Town Manager

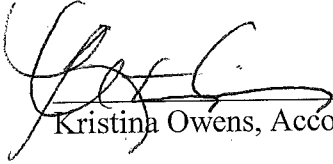


Heather Ippoliti, Administrative Services Director

On behalf of the Town of Windsor Management Employee Group:



Steve Pantazes, Building Official



Kristina Owens, Accounting Supervisor

Approved: NOVEMBER 5TH, 2014