

RESOLUTION NO. 3217-15

**RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF WINDSOR
RATIFYING THE LIST OF AUTHORIZED POSITIONS AND SALARY SCHEDULE,
ESTABLISHING NEW POSITIONS AND ABOLISHING PREVIOUSLY ADOPTED
SALARY SCHEDULES**

WHEREAS, on June 17, 2015, the Town Council adopted the fiscal year 2015-16 budget containing appropriations for authorized positions by department; and

WHEREAS, on June 17, 2015, the Council adopted resolutions approving employment terms from the four employee groups; and

WHEREAS, the resolutions included a 3% wage adjustment for fiscal year 2015-16.

NOW, THEREFORE, BE IT RESOLVED that the Town Council of the Town of Windsor does hereby:

1. Ratify the listing of authorized positions as depicted in the attached Exhibit A.
2. Ratify the Non-Exempt Salary Schedule as depicted in the attached Exhibit B.
3. Ratify the Exempt Salary Schedule as depicted in the attached Exhibit C.
4. Abolish all previously adopted employee salary schedules upon this resolution's effective date.

PASSED, APPROVED, AND ADOPTED this 15th day of July 2015, by the following vote:

**AYES: COUNCILMEMBERS FOPPOLI, FUDGE, SALMON, VICE MAYOR MILLAN,
AND MAYOR OKREPKIE**
NOES: NONE
ABSTAIN: NONE
ABSENT: NONE



BRUCE OKREPKIE, MAYOR

ATTEST:



MARIA DE LA O, TOWN CLERK

Attachments:

1. Exhibit A – Position Authorization FY2015-16
2. Exhibit B – Non-Exempt Salary Schedule FY2015-16
3. Exhibit C – Exempt Salary Schedule FY2015-16

Department/Classification	Number Authorized	Group	Monthly Salary Range
Town Manager's Office			
Town Manager	1	Contract	\$ 16,009
Human Resources Manager	1	Confidential	\$ 7,444 - \$ 9,297
Economic Development Manager	1	Executive Management	\$ 6,752 - \$ 8,434
Town Clerk	1	Executive Management	\$ 6,588 - \$ 8,228
Human Resources Analyst	1	Confidential	\$ 5,975 - \$ 7,463
Human Resource Specialist	2	Confidential	\$ 4,570 - \$ 5,710
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 4,460 - \$ 5,569
Records Management Specialist	1	Teamsters Local No. 856	\$ 4,460 - \$ 5,569
Administrative Assistant	1	Teamsters Local No. 856	\$ 4,044 - \$ 5,051
Administrative Services			
Administrative Services Director	1	Executive Management	\$ 9,977 - \$ 12,460
Special Projects Manager	1	Confidential	\$ 9,502 - \$ 11,866
Finance Manager	1	Management Employees Group	\$ 7,444 - \$ 9,297
Accounting Supervisor	1	Management Employees Group	\$ 6,125 - \$ 7,649
Accounting Specialist	1	Teamsters Local No. 856	\$ 4,247 - \$ 5,302
Senior Utility Billing Representative	2	Teamsters Local No. 856	\$ 4,247 - \$ 5,302
Accounting Assistant	1	Teamsters Local No. 856	\$ 3,851 - \$ 4,812
Meter Reader	1	Teamsters Local No. 856	\$ 3,851 - \$ 4,812
Utility Billing Representative	2	Teamsters Local No. 856	\$ 3,851 - \$ 4,812
Community Development			
Community Development Director	1	Executive Management	\$ 9,977 - \$ 12,460
Building Official	1	Management Employees Group	\$ 7,444 - \$ 9,297
Senior Planner	1	Management Employees Group	\$ 6,752 - \$ 8,434
Senior Building Inspector	1	Teamsters Local No. 856	\$ 5,975 - \$ 7,462
Building Inspector	1	Teamsters Local No. 856	\$ 5,692 - \$ 7,107
Associate Planner	1	Teamsters Local No. 856	\$ 5,692 - \$ 7,107
Community Development Technician	1	Teamsters Local No. 856	\$ 4,801 - \$ 5,996
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 4,460 - \$ 5,569
Parks & Recreation			
Parks & Recreation Director	1	Executive Management	\$ 9,977 - \$ 12,460
Recreation Division Manager	1	Management Employees Group	\$ 7,090 - \$ 8,855
Parks & Facilities Superintendent	1	Management Employees Group	\$ 6,427 - \$ 8,029
Management Analyst	1	Management Employees Group	\$ 6,125 - \$ 7,649
Recreation Program Supervisor	2	Management Employees Group	\$ 5,833 - \$ 7,285
Parks Maintenance Supervisor	1	Supervisor Employees Group	\$ 5,555 - \$ 6,939
Communications Specialist	1	Teamsters Local No. 856	\$ 4,681 - \$ 5,847
Senior Maintenance Worker	2	Teamsters Local No. 856	\$ 4,571 - \$ 5,710
Recreation Program Coordinator	3	Teamsters Local No. 856	\$ 4,460 - \$ 5,569
Maintenance Worker I/II	7	Teamsters Local No. 856	\$ 4,148 - \$ 5,177
		Teamsters Local No. 856	\$ 3,760 - \$ 4,697
Administrative Assistant	2	Teamsters Local No. 856	\$ 4,044 - \$ 5,051
Public Works			
Public Works Director	1	Executive Management	\$ 10,220 - \$ 12,763
Deputy Director of Engineering	1	Management Employees Group	\$ 8,408 - \$ 10,501
Deputy Director of Operations	1	Management Employees Group	\$ 8,008 - \$ 10,001
Senior Civil Engineer	3	Management Employees Group	\$ 7,444 - \$ 9,297
Utility Systems Superintendent	1	Management Employees Group	\$ 7,264 - \$ 9,071

Department/Classification	Number Authorized	Group	Monthly Salary Range
Wastewater System Supervisor	1	Supervisor Employees Group	\$ 7,089 - \$ 8,854
Associate Civil Engineer	2	Management Employees Group	\$ 6,752 - \$ 8,434
Project Manager	1	Management Employees Group	\$ 6,752 - \$ 8,434
Assistant Engineer	1	Management Employees Group	\$ 6,125 - \$ 7,649
Management Analyst	3	Management Employees Group	\$ 6,125 - \$ 7,649
Water Quality Analyst	1	Teamsters Local No. 856	\$ 5,555 - \$ 6,939
Public Works Inspector	1	Teamsters Local No. 856	\$ 5,555 - \$ 6,939
Senior Wastewater System Operator	2	Teamsters Local No. 856	\$ 5,555 - \$ 6,939
Streets Maintenance Supervisor	1	Supervisor Employees Group	\$ 5,555 - \$ 6,939
Water Systems Supervisor	1	Supervisor Employees Group	\$ 5,555 - \$ 6,939
Collection and Reclamation Systems Supervisor	1	Supervisor Employees Group	\$ 5,555 - \$ 6,939
Senior Water System Operator	2	Teamsters Local No. 856	\$ 5,038 - \$ 6,294
Wastewater System Operator I/II	4	Teamsters Local No. 856	\$ 4,460 - \$ 5,569
		Teamsters Local No. 856	\$ 5,038 - \$ 6,294
Engineering Technician	2	Teamsters Local No. 856	\$ 4,801 - \$ 5,996
Senior Streets Maintenance Worker	1	Teamsters Local No. 856	\$ 4,571 - \$ 5,710
Water Systems Operator II	5	Teamsters Local No. 856	\$ 4,571 - \$ 5,710
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 4,460 - \$ 5,569
Utility Maintenance Worker I/II	5	Teamsters Local No. 856	\$ 3,947 - \$ 4,931
		Teamsters Local No. 856	\$ 4,354 - \$ 5,437
Streets Maintenance Worker II	4	Teamsters Local No. 856	\$ 4,147 - \$ 5,177
Administrative Assistant	2	Teamsters Local No. 856	\$ 4,044 - \$ 5,051

Total Full-Time 99

TOWN OF WINDSOR

Full Time Non-Exempt Salary Schedule Effective 7/1/15 to 6/30/16

CLASSIFICATIONS*
(Within salary range to the right)

Range 9

Maintenance Worker I

Step	Hourly
1	21.69
2	22.24
3	22.80
4	23.37
5	23.95
6	24.54
7	25.16
8	25.78
9	26.42
10	27.10

Range 10

Accounting Assistant
Meter Reader
Utility Billing Representative

Step	Hourly
1	22.22
2	22.77
3	23.36
4	23.94
5	24.53
6	25.14
7	25.77
8	26.41
9	27.08
10	27.76

Range 11

Utility Maintenance Worker I

Step	Hourly
1	22.77
2	23.36
3	23.94
4	24.53
5	25.14
6	25.77
7	26.41
8	27.08
9	27.76
10	28.45

Range 12

Administrative Assistant

Step	Hourly
1	23.33
2	23.93
3	24.52
4	25.13
5	25.76
6	26.40
7	27.07
8	27.74
9	28.43
10	29.14

TOWN OF WINDSOR

Full Time Non-Exempt Salary Schedule Effective 7/1/15 to 6/30/16

Range 13

	Step	Hourly
Maintenance Worker II	1	23.93
Water System Operator I	2	24.52
	3	25.13
	4	25.76
	5	26.40
	6	27.07
	7	27.74
	8	28.43
	9	29.14
	10	29.87

Range 14

	Step	Hourly
Accounting Specialist	1	24.50
Senior Utility Billing Representative	2	25.12
	3	25.74
	4	26.38
	5	27.06
	6	27.73
	7	28.42
	8	29.12
	9	29.85
	10	30.59

Range 15

	Step	Hourly
Utility Maintenance Worker II	1	25.12
	2	25.74
	3	26.38
	4	27.06
	5	27.73
	6	28.42
	7	29.12
	8	29.85
	9	30.59
	10	31.37

Range 16

	Step	Hourly
Recreation Program Coordinator	1	25.73
Records Management Specialist	2	26.37
Senior Administrative Assistant	3	27.02
Wastewater System Operator I	4	27.71
	5	28.40
	6	29.10
	7	29.84
	8	30.58
	9	31.35
	10	32.13

TOWN OF WINDSOR

Full Time Non-Exempt Salary Schedule Effective 7/1/15 to 6/30/16

Range 17

	Step	Hourly
Human Resources Specialist	1	26.37
Senior Maintenance Worker	2	27.02
Water System Operator II	3	27.71
	4	28.40
	5	29.10
	6	29.84
	7	30.58
	8	31.35
	9	32.13
	10	32.94

Range 18

	Step	Hourly
Communications Specialist	1	27.01
	2	27.70
	3	28.38
	4	29.08
	5	29.83
	6	30.56
	7	31.33
	8	32.11
	9	32.91
	10	33.73

Range 19

	Step	Hourly
Engineering Technician	1	27.70
Senior Utility Maintenance Worker	2	28.38
Community Development Technician	3	29.08
	4	29.83
	5	30.56
	6	31.33
	7	32.11
	8	32.91
	9	33.73
	10	34.59

Range 21

	Step	Hourly
Senior Water System Operator	1	29.07
Wastewater System Operator II	2	29.81
	3	30.54
	4	31.31
	5	32.08
	6	32.89
	7	33.71
	8	34.56
	9	35.41
	10	36.31

TOWN OF WINDSOR

Full Time Non-Exempt Salary Schedule Effective 7/1/15 to 6/30/16

Range 25

	Step	Hourly
Parks Maintenance Supervisor	1	32.05
Public Works Inspector	2	32.86
Senior Wastewater System Operator	3	33.68
Streets Maintenance Supervisor	4	34.52
Water Quality Analyst	5	35.37
Water Systems Supervisor	6	36.27
Collection & Reclamation Systems Supervisor	7	37.17
	8	38.10
	9	39.05
	10	40.03

Range 26

	Step	Hourly
Associate Planner	1	32.84
	2	33.65
	3	34.49
	4	35.36
	5	36.25
	6	37.14
	7	38.08
	8	39.03
	9	39.99
	10	41.00

Range 28

	Step	Hourly
Senior Building Inspector	1	34.47
	2	35.34
	3	36.23
	4	37.12
	5	38.05
	6	39.01
	7	39.98
	8	40.98
	9	42.00
	10	43.05

Range 35

	Step	Hourly
Wastewater System Supervisor	1	40.90
	2	41.93
	3	42.98
	4	44.05
	5	45.15
	6	46.28
	7	47.44
	8	48.64
	9	49.84
	10	51.08

* Unfunded positions do not appear on the salary schedule.

TOWN OF WINDSOR
Full Time Exempt Salary Schedule Effective 7/1/15 to 6/30/16

CLASSIFICATIONS*
 (within salary range to the right)

		Range 27	
		Step	Monthly
Recreation Program Supervisor		1	5,832.79
		2	5,978.52
		3	6,128.55
		4	6,281.79
		5	6,438.24
		6	6,600.05
		7	6,765.09
		8	6,933.33
		9	7,106.93
		10	7,284.82
		Range 28	
		Step	Monthly
Human Resources Analyst		1	5,975.31
		2	6,125.34
		3	6,277.50
		4	6,435.03
		5	6,595.77
		6	6,760.80
		7	6,930.12
		8	7,102.64
		9	7,280.53
		10	7,462.71
		Range 29	
		Step	Monthly
Accounting Supervisor Assistant Engineer Management Analyst		1	6,125.34
		2	6,277.50
		3	6,435.03
		4	6,595.77
		5	6,760.80
		6	6,930.12
		7	7,102.64
		8	7,280.53
		9	7,462.71
		10	7,649.17
		Range 31	
		Step	Monthly
Parks and Facilities Superintendent		1	6,427.20
		2	6,587.88
		3	6,752.13
		4	6,919.95
		5	7,094.92
		6	7,271.67
		7	7,453.77
		8	7,639.44
		9	7,828.69
		10	8,028.64

TOWN OF WINDSOR
Full Time Exempt Salary Schedule Effective 7/1/15 to 6/30/16

CLASSIFICATIONS*

		Range 32	
	Step	Monthly	
Town Clerk	1	6,588.27	
	2	6,752.23	
	3	6,921.54	
	4	7,094.07	
	5	7,271.95	
	6	7,454.13	
	7	7,639.52	
	8	7,831.34	
	9	8,026.38	
	10	8,227.84	

		Range 33	
	Step	Monthly	
Associate Civil Engineer Economic Development Manager Senior Planner Project Manager	1	6,752.23	
	2	6,921.54	
	3	7,094.07	
	4	7,271.95	
	5	7,454.13	
	6	7,639.52	
	7	7,831.34	
	8	8,026.38	
	9	8,227.84	
	10	8,433.59	

		Range 35	
	Step	Monthly	
Recreation Division Manager	1	7,089.79	
	2	7,267.67	
	3	7,448.77	
	4	7,635.24	
	5	7,825.98	
	6	8,022.08	
	7	8,222.48	
	8	8,428.23	
	9	8,638.26	
	10	8,854.73	

		Range 36	
	Step	Monthly	
Utility Systems Superintendent	1	7,263.56	
	2	7,445.15	
	3	7,631.28	
	4	7,822.06	
	5	8,017.61	
	6	8,218.05	
	7	8,423.50	
	8	8,634.09	
	9	8,849.95	
	10	9,071.19	

TOWN OF WINDSOR
Full Time Exempt Salary Schedule Effective 7/1/15 to 6/30/16

CLASSIFICATIONS*

Range 37		
	Step	Monthly
Building Official Finance Manager Human Resources Manager Senior Civil Engineer	1	7,444.49
	2	7,630.95
	3	7,821.70
	4	8,016.73
	5	8,217.12
	6	8,422.87
	7	8,633.98
	8	8,849.37
	9	9,071.20
	10	9,297.31
Range 40		
	Step	Monthly
Deputy Director of Operations	1	8,007.75
	2	8,207.94
	3	8,413.13
	4	8,623.47
	5	8,839.05
	6	9,060.02
	7	9,286.53
	8	9,518.69
	9	9,756.66
	10	10,000.58
Range 42		
	Step	Monthly
Deputy Director of Engineering	1	8,407.87
	2	8,617.91
	3	8,833.30
	4	9,054.05
	5	9,281.23
	6	9,512.70
	7	9,750.60
	8	9,994.92
	9	10,244.61
	10	10,500.73
Range 47		
	Step	Monthly
Special Projects Manager	1	9,501.99
	2	9,738.81
	3	9,983.14
	4	10,231.75
	5	10,487.87
	6	10,750.41
	7	11,019.38
	8	11,294.79
	9	11,576.62
	10	11,865.96

TOWN OF WINDSOR
 Full Time Exempt Salary Schedule Effective 7/1/15 to 6/30/16

CLASSIFICATIONS*

Range 49		
	Step	Monthly
Administrative Services Director	1	9,976.70
Community Development Director	2	10,226.40
Parks & Recreation Director	3	10,481.43
	4	10,743.98
	5	11,011.88
	6	11,287.29
	7	11,570.20
	8	11,859.53
	9	12,155.30
	10	12,459.63
Range 50		
	Step	Monthly
Public Works Director	1	10,219.97
	2	10,475.01
	3	10,737.55
	4	11,005.46
	5	11,280.86
	6	11,562.70
	7	11,852.02
	8	12,148.87
	9	12,452.13
	10	12,762.89

* Unfunded positions do not appear on the salary schedule.