

RESOLUTION NO. 3214-15

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF WINDSOR
ESTABLISHING BENEFITS FOR UNREPRESENTED EXECUTIVE MANAGEMENT
AND CONFIDENTIAL EMPLOYEES**

WHEREAS, pursuant to the Town of Windsor's Employees Relations Resolution ("EERR"), the Town Manager has determined appropriate units composed of employee job classifications; and

WHEREAS, the Town Manager has designated job classifications as Executive Management and Confidential, which classifications are not currently represented by labor organizations; and

WHEREAS, the Executive Management and Confidential job classifications are designated as follows:

Executive Management:

Administrative Services Director
Community Development Director
Economic Development Manager
Parks and Recreation Director
Public Works Director/Town Engineer
Town Clerk

Confidential:

Special Projects Manager
Human Resources Manager
Human Resources Analyst
Human Resources Specialist; and

WHEREAS, the Town Manager recommends compensation adjustments for these unrepresented classifications.

NOW, THEREFORE, BE IT RESOLVED that the Town Council of the Town of Windsor hereby approves the following compensation applicable to these unrepresented classifications:

Section 1. The job classifications designated as Executive Management and the Confidential job classifications designated as Special Projects Manager, Human Resources Manager and Human Resources Analyst shall receive the same economic benefits and pay adjustments as specified in the memorandum of understanding ("MOU") between the Town of Windsor and Town of Windsor Management Employees Group ("the MEG MOU"), as approved for execution by the Town Council on June 17, 2015. Beginning July 1, 2015, the Town Manager may at his/her discretion apply new or different terms applicable to these job classifications, which terms shall be subject to Town Council approval. If the Town Manager takes no action, these job classifications shall continue to be subject to the economic benefits and pay adjustments specified in the MEG MOU until that agreement expires.

Section 2. The Confidential job classification designated as Human Resources Specialist shall receive the same economic benefits and pay adjustments specified in the MOU between the Town of Windsor and Town of Windsor Employees Association / Teamsters Local No. 856 (hereafter "the Teamsters' MOU"), as approved for execution by the Town Council on June 17, 2015. Beginning July 1, 2015, the Town Manager may at his/her discretion apply new or different terms applicable to these job classifications, which terms shall be subject to Town Council approval. If the Town Manager takes no action, these job classifications shall continue to be subject to the economic benefits and pay adjustments specified in the Teamsters' MOU until that agreement expires.

Section 3. In addition, effective July 1, 2015, Executive Management job classifications shall receive a \$350 monthly automobile allowance for personal automobile use for Town-related business travel. Effective July 1, 2015, the Confidential job classification designated as Human Resources Specialist shall receive a confidential pay incentive each pay period equal to five (5) percent of base pay.

PASSED, APPROVED, and ADOPTED this 17th day of June 2015, by the following vote:

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



BRUCE OKREPKIE, MAYOR

ATTEST:


MARIA DE LA O, TOWN CLERK