RESOLUTION NO. 3225-15

A 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, in accordance with the Memoranda of Understanding for fiscal years 2013-15, the Town hired Regional Government Services (RGS) to conduct a town-wide salary survey; and

WHEREAS, RGS completed the survey by reviewing each of the Town's job specifications and pay ranges and using the Town's past practice determined eleven positions were under market; and

WHEREAS, in addition to the salary survey, ten reclassification requests were submitted by Town staff and a determination was made that the Town had five employees working out of class; and

WHEREAS, RGS and staff also recommend a reclassification for the Communication Specialist position upon the position becoming vacant on October 1, 2015; and

WHEREAS, bringing the eleven positions within 95% of the market median and reclassifying five staff working out of class has a fiscal impact on wages; and

WHEREAS, the proposed resolution updates the list of authorized positions and revises the salary schedule to take into consideration the salary adjustments, reclassifications, and the reclassification of the Communication Specialist position.

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. Authorize the Town Manager to draft, finalize and implement the job descriptions for the Meter Specialist, Administrative Systems Technician, Deputy Town Clerk and Principal Planner positions.
- 5. Abolish all previously adopted employee salary schedules upon this resolution's effective date.

PASSED, APPROVED AND ADOPTED this 19th day of August 2015, by the following vote:

AYES:

COUNCILMEMBERS FOPPOLI, FUDGE, VICE MAYOR MILLAN, AND

MAYOR OKREPKIE

NOES:

COUNCILMEMBER SALMON

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

	Number			
Department/Classification	Authorized	Group	Monthly Salary	Range
Town Manager's Office				
Town Manager	1	Contract	\$	16,009
Economic Development Manager	1	Executive Management	\$ 8,207 - \$	10,250
Human Resources Manager	1	Confidential	\$ 7,627 - \$	9,524
Town Clerk	1	Executive Management	\$ 7,444 - \$	9,297
Human Resources Analyst	1	Confidential	\$ 5,975 - \$	7,463
Human Resource Specialist	2	Confidential	\$ 4,570 - \$	5,710
Deputy Town Clerk	1	Teamsters Local No. 856	\$ 4,570 - \$	5,710
Senior Administrative Assistant	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
Administrative Systems Technician	1	Teamsters Local No. 856	\$ 4,801 - \$	5,996
Accounting Specialist	1	Teamsters Local No. 856	\$ 4,247 - \$	5,302
Senior Utility Billing Representative	1	Teamsters Local No. 856	\$ 4,247 - \$	5,302
Meter Specialist	1	Teamsters Local No. 856	\$ 4,044 - \$	5,051
Accounting Assistant	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	\$ 10,220 - \$	12,763
Building Official	1	Management Employees Group	\$ 7,627 - \$	9,524
Principal 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	\$ 10,220 - \$	12,763
Recreation Division Manager	1	Management Employees Group	\$ 7,090 - \$	8,855
Parks & Facilities Superintendent	1	Management Employees Group	\$ 6,752 - \$	8,434
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
Senior Administrative Assistant	1	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	1	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	\$ 8,828 - \$	11,026
Deputy Director of Operations	1	Management Employees Group	\$ 8,618 - \$	10,763
Senior Civil Engineer	3	Management Employees Group	\$ 7,444 - \$	9,297
Utility Systems Superintendent	1	Management Employees Group	\$ 7,264 - \$	9,071

	Number					
Department/Classification	Authorized	Group	Month	y Si	alary	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
Collection and Reclamation Systems Supervisor	1	Supervisor Employees Group	\$ 5,692	-	\$	7,107
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
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
	4	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
	3	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

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

CLASSIFICATIONS* (Within salary range to the right)

(Within salary range to the right)	Ra	inge 9
	Step	Hourly
Maintenance Worker I	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
	Rai	nge 10
	Step	Hourly
Accounting Assistant	1	22.22
Utility Billing Representative	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
	Rai	1ae 11
		nge 11 Hourly
Utility Maintenance Worker I	Step	Hourly
Utility Maintenance Worker I	Step 1	Hourly 22.77
Utility Maintenance Worker I	Step 1 2	Hourly 22.77 23.36
Utility Maintenance Worker I	Step 1 2 3	Hourly 22.77 23.36 23.94
Utility Maintenance Worker I	Step 1 2 3 4	Hourly 22.77 23.36 23.94 24.53
Utility Maintenance Worker I	Step 1 2 3 4 5	Hourly 22.77 23.36 23.94 24.53 25.14
Utility Maintenance Worker I	Step 1 2 3 4 5	Hourly 22.77 23.36 23.94 24.53 25.14 25.77
Utility Maintenance Worker I	Step 1 2 3 4 5 6 7	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41
Utility Maintenance Worker I	Step 1 2 3 4 5 6 7 8	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08
Utility Maintenance Worker I	Step 1 2 3 4 5 6 7	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41
Utility Maintenance Worker I	Step 1 2 3 4 5 6 7 8 9 10	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45
Utility Maintenance Worker I	Step 1 2 3 4 5 6 7 8 9 10	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45
	Step 1 2 3 4 5 6 7 8 9 10 Rai	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 https://doi.org/10.1001/10
Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Rai	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 https://doi.org/10.1001/19
	Step 1 2 3 4 5 6 7 8 9 10 Ran Step 1 2	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 https://doi.org/10.000/10.0000/10.00000/10.00000/10.00000/10.000000/10.000000/10.00000000
Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Rai Step 1 2 3	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 nge 12 Hourly 23.33 23.93 24.52
Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Rai Step 1 2 3 4	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 Hourly 23.33 23.93 24.52 25.13
Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Rai Step 1 2 3 4 5	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 nge 12 Hourly 23.33 23.93 24.52 25.13 25.76
Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Rai Step 1 2 3 4 5 6	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 Hourly 23.33 23.93 24.52 25.13 25.76 26.40
Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Rai Step 1 2 3 4 5 6 7	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 Hourly 23.33 23.93 24.52 25.13 25.76 26.40 27.07
Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Rai Step 1 2 3 4 5 6 7 8	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 Hourly 23.33 23.93 24.52 25.13 25.76 26.40 27.07 27.74
Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Rai Step 1 2 3 4 5 6 7	Hourly 22.77 23.36 23.94 24.53 25.14 25.77 26.41 27.08 27.76 28.45 Hourly 23.33 23.93 24.52 25.13 25.76 26.40 27.07

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

	Ran	ge 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
		ge 14
A a a southern Consisted	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
	Ran	ge 15
	Ran Step	ge 15 Hourly
Utility Maintenance Worker II	Step 1	
Utility Maintenance Worker II	Step	Hourly
Utility Maintenance Worker II	Step 1	Hourly 25.12
Utility Maintenance Worker II	Step 1 2	Hourly 25.12 25.74
Utility Maintenance Worker II	Step 1 2 3	Hourly 25.12 25.74 26.38
Utility Maintenance Worker II	Step 1 2 3 4 5	Hourly 25.12 25.74 26.38 27.06
Utility Maintenance Worker II	Step 1 2 3 4	Hourly 25.12 25.74 26.38 27.06 27.73
Utility Maintenance Worker II	Step 1 2 3 4 5 6 7	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12
Utility Maintenance Worker II	Step 1 2 3 4 5 6 7 8	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85
Utility Maintenance Worker II	Step 1 2 3 4 5 6 7	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12
Utility Maintenance Worker II	Step 1 2 3 4 5 6 7 8 9 10	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37
Utility Maintenance Worker II	Step 1 2 3 4 5 6 7 8 9 10	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59
Utility Maintenance Worker II Recreation Program Coordinator	Step 1 2 3 4 5 6 7 8 9 10 Rang	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37
	Step 1 2 3 4 5 6 7 8 9 10 Rang	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37 ge 16 Hourly
Recreation Program Coordinator	Step 1 2 3 4 5 6 7 8 9 10 Rang	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37 ge 16 Hourly 25.73
Recreation Program Coordinator Senior Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Range 1 2	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37 ge 16 Hourly 25.73 26.37
Recreation Program Coordinator Senior Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Ran Step 1 2 3	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37 ge 16 Hourly 25.73 26.37 27.02
Recreation Program Coordinator Senior Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Ran Step 1 2 3 4	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37 ge 16 Hourly 25.73 26.37 27.02 27.71
Recreation Program Coordinator Senior Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Ran Step 1 2 3 4 5	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37 ge 16 Hourly 25.73 26.37 27.02 27.71 28.40
Recreation Program Coordinator Senior Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Ran Step 1 2 3 4 5 6	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37 ge 16 Hourly 25.73 26.37 27.02 27.71 28.40 29.10 29.84
Recreation Program Coordinator Senior Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Ran Step 1 2 3 4 5 6 7	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37 ge 16 Hourly 25.73 26.37 27.02 27.71 28.40 29.10 29.84 30.58
Recreation Program Coordinator Senior Administrative Assistant	Step 1 2 3 4 5 6 7 8 9 10 Ran Step 1 2 3 4 5 6 7 8	Hourly 25.12 25.74 26.38 27.06 27.73 28.42 29.12 29.85 30.59 31.37 ge 16 Hourly 25.73 26.37 27.02 27.71 28.40 29.10 29.84

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

	Ran	ge 17
	Step	Hourly
Human Resources Specialist	1	26.37
Senior Maintenance Worker	2	27.02
Water System Operator II	3	27.71
Deputy Town Clerk	4	28.40
	5	29.10
	6	29.84
	7	30.58
	8	31.35
	9	32.13
	10	32.94
	Ran	ge 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	32.11
	10	33.73
	10	33.73
		ge 19
	Step	Hourly
Engineering Technician	Step 1	Hourly 27.70
Senior Utility Maintenance Worker	Step 1 2	Hourly 27.70 28.38
Senior Utility Maintenance Worker Community Development Technician	Step 1 2 3	Hourly 27.70 28.38 29.08
Senior Utility Maintenance Worker	Step 1 2 3 4	Hourly 27.70 28.38 29.08 29.83
Senior Utility Maintenance Worker Community Development Technician	Step 1 2 3 4 5	Hourly 27.70 28.38 29.08 29.83 30.56
Senior Utility Maintenance Worker Community Development Technician	Step 1 2 3 4 5	Hourly 27.70 28.38 29.08 29.83 30.56 31.33
Senior Utility Maintenance Worker Community Development Technician	Step 1 2 3 4 5 6 7	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11
Senior Utility Maintenance Worker Community Development Technician	Step 1 2 3 4 5 6 7 8	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91
Senior Utility Maintenance Worker Community Development Technician	Step 1 2 3 4 5 6 7 8 9	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73
Senior Utility Maintenance Worker Community Development Technician	Step 1 2 3 4 5 6 7 8	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91
Senior Utility Maintenance Worker Community Development Technician	Step 1 2 3 4 5 6 7 8 9 10 Ran	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician	Step 1 2 3 4 5 6 7 8 9 10 Rang	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 ge 21 Hourly
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician Senior Water System Operator	Step 1 2 3 4 5 6 7 8 9 10 Rang	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 ge 21 Hourly 29.07
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician	Step 1 2 3 4 5 6 7 8 9 10 Range 1 2	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 4.59 4.59 4.59 4.50 4.50 4.50 4.50 4.50 4.50 4.50 4.50
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician Senior Water System Operator	Step 1 2 3 4 5 6 7 8 9 10 Range 1 2 3	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 4 4 5 5 6 6 7 5 6 7 6 7 6 7 6 7 6 7 6 7 6 7
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician Senior Water System Operator	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3 4	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 ge 21 Hourly 29.07 29.81 30.54 31.31
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician Senior Water System Operator	Step 1 2 3 4 5 6 7 8 9 10 Range 1 2 3 4 5	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 ge 21 Hourly 29.07 29.81 30.54 31.31 32.08
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician Senior Water System Operator	Step 1 2 3 4 5 6 7 8 9 10 Range 1 2 3 4 5 6	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 ge 21 Hourly 29.07 29.81 30.54 31.31
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician Senior Water System Operator	Step 1 2 3 4 5 6 7 8 9 10 Range 1 2 3 4 5 6 7	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 ge 21 Hourly 29.07 29.81 30.54 31.31 32.08
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician Senior Water System Operator	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3 4 5 6 7 8	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 Ge 21 Hourly 29.07 29.81 30.54 31.31 32.08 32.89 33.71 34.56
Senior Utility Maintenance Worker Community Development Technician Administrative Systems Technician Senior Water System Operator	Step 1 2 3 4 5 6 7 8 9 10 Range 1 2 3 4 5 6 7	Hourly 27.70 28.38 29.08 29.83 30.56 31.33 32.11 32.91 33.73 34.59 ge 21 Hourly 29.07 29.81 30.54 31.31 32.08 32.89 33.71

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

	Ran	ge 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
	7	37.17
	8	38.10
	9	39.05
	10	40.03
	Pan	ge 26
	Step	Hourly
Associate Planner	1	32.84
Collection & Reclamation Systems Supervisor	2	33.65
Conection & Neciamation dystems Supervisor	3	34.49
	4	35.36
	5	36.25
	6	37.14
	7	38.08
	8	39.03
	9	
	9 10	39.99
	10	41.00
		ge 28
	Step	Hourly
Senior Building Inspector	Step 1	Hourly 34.47
Senior Building Inspector	Step 1 2	Hourly 34.47 35.34
Senior Building Inspector	Step 1 2 3	Hourly 34.47 35.34 36.23
Senior Building Inspector	Step 1 2 3 4	Hourly 34.47 35.34 36.23 37.12
Senior Building Inspector	Step 1 2 3 4 5	Hourly 34.47 35.34 36.23 37.12 38.05
Senior Building Inspector	Step 1 2 3 4 5	Hourly 34.47 35.34 36.23 37.12 38.05 39.01
Senior Building Inspector	Step 1 2 3 4 5 6 7	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98
Senior Building Inspector	Step 1 2 3 4 5 6 7 8	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98
Senior Building Inspector	Step 1 2 3 4 5 6 7 8 9	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00
Senior Building Inspector	Step 1 2 3 4 5 6 7 8	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98
Senior Building Inspector	Step 1 2 3 4 5 6 7 8 9 10 Rang	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00
	Step 1 2 3 4 5 6 7 8 9 10	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 ge 35 Hourly
Senior Building Inspector Wastewater System Supervisor	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 Ge 35 Hourly 40.90
	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 Hourly 40.90 41.93
	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 Ge 35 Hourly 40.90 41.93 42.98
	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3 4	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 Ge 35 Hourly 40.90 41.93 42.98 44.05
	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3 4 5	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 Hourly 40.90 41.93 42.98 44.05 45.15
	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3 4 5 6	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 Ge 35 Hourly 40.90 41.93 42.98 44.05 45.15 46.28
	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3 4 5	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 Hourly 40.90 41.93 42.98 44.05 45.15 46.28 47.44
	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3 4 5 6	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 Ge 35 Hourly 40.90 41.93 42.98 44.05 45.15 46.28
	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3 4 5 6 7 8 9	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 42.00 41.93 42.98 44.05 45.15 46.28 47.44 48.64 49.84
	Step 1 2 3 4 5 6 7 8 9 10 Rang Step 1 2 3 4 5 6 7 8	Hourly 34.47 35.34 36.23 37.12 38.05 39.01 39.98 40.98 42.00 43.05 Hourly 40.90 41.93 42.98 44.05 45.15 46.28 47.44 48.64

^{*} Unfunded positions do not appear on the salary schedule.

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	Range 29 Monthly
Accounting Supervisor	Step 1	
Accounting Supervisor Assistant Engineer	1 2	Monthly
	1	Monthly 6,125.34
Assistant Engineer	1 2	Monthly 6,125.34 6,277.50
Assistant Engineer	1 2 3	Monthly 6,125.34 6,277.50 6,435.03
Assistant Engineer	1 2 3 4 5 6	Monthly 6,125.34 6,277.50 6,435.03 6,595.77
Assistant Engineer	1 2 3 4 5	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80
Assistant Engineer	1 2 3 4 5 6	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12
Assistant Engineer	1 2 3 4 5 6 7	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64
Assistant Engineer	1 2 3 4 5 6 7 8	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53
Assistant Engineer	1 2 3 4 5 6 7 8 9	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17
Assistant Engineer	1 2 3 4 5 6 7 8 9	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71
Assistant Engineer	1 2 3 4 5 6 7 8 9 10	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17
Assistant Engineer Management Analyst	1 2 3 4 5 6 7 8 9 10 Step 1 2	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17 Range 33
Assistant Engineer Management Analyst Associate Civil Engineer Principal Planner Project Manager	1 2 3 4 5 6 7 8 9 10	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17 Range 33 Monthly 6,752.23
Assistant Engineer Management Analyst Associate Civil Engineer Principal Planner	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17 Range 33 Monthly 6,752.23 6,921.54
Assistant Engineer Management Analyst Associate Civil Engineer Principal Planner Project Manager	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17 Range 33 Monthly 6,752.23 6,921.54 7,094.07
Assistant Engineer Management Analyst Associate Civil Engineer Principal Planner Project Manager	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17 Range 33 Monthly 6,752.23 6,921.54 7,094.07 7,271.95
Assistant Engineer Management Analyst Associate Civil Engineer Principal Planner Project Manager	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17 Range 33 Monthly 6,752.23 6,921.54 7,094.07 7,271.95 7,454.13
Assistant Engineer Management Analyst Associate Civil Engineer Principal Planner Project Manager	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17 Range 33 Monthly 6,752.23 6,921.54 7,094.07 7,271.95 7,454.13 7,639.52
Assistant Engineer Management Analyst Associate Civil Engineer Principal Planner Project Manager	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6 7	Monthly 6,125.34 6,277.50 6,435.03 6,595.77 6,760.80 6,930.12 7,102.64 7,280.53 7,462.71 7,649.17 Range 33 Monthly 6,752.23 6,921.54 7,094.07 7,271.95 7,454.13 7,639.52 7,831.34

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

CLASSIFICATIONS*

		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
		Range 37
	Step	Range 37 Monthly
Finance Manager	Step 1	
		Monthly
Finance Manager Senior Civil Engineer Town Clerk	1	Monthly 7,444.49
Senior Civil Engineer	1 2	Monthly 7,444.49 7,630.95
Senior Civil Engineer	1 2 3 4	Monthly 7,444.49 7,630.95 7,821.70 8,016.73
Senior Civil Engineer	1 2 3	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12
Senior Civil Engineer	1 2 3 4 5	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87
Senior Civil Engineer	1 2 3 4 5 6	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98
Senior Civil Engineer	1 2 3 4 5 6 7	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37
Senior Civil Engineer	1 2 3 4 5 6 7 8	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98
Senior Civil Engineer	1 2 3 4 5 6 7 8 9	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31
Senior Civil Engineer Town Clerk	1 2 3 4 5 6 7 8 9 10	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly
Senior Civil Engineer Town Clerk Building Official	1 2 3 4 5 6 7 8 9 10	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly 7,626.66
Senior Civil Engineer Town Clerk	1 2 3 4 5 6 7 8 9 10	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly 7,626.66 7,817.41
Senior Civil Engineer Town Clerk Building Official	1 2 3 4 5 6 7 8 9 10 Step 1 2 3	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly 7,626.66 7,817.41 8,012.44
Senior Civil Engineer Town Clerk Building Official	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly 7,626.66 7,817.41 8,012.44 8,212.83
Senior Civil Engineer Town Clerk Building Official	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly 7,626.66 7,817.41 8,012.44 8,212.83 8,418.58
Senior Civil Engineer Town Clerk Building Official	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly 7,626.66 7,817.41 8,012.44 8,212.83 8,418.58 8,628.62
Senior Civil Engineer Town Clerk Building Official	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6 7	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly 7,626.66 7,817.41 8,012.44 8,212.83 8,418.58 8,628.62 8,844.01
Senior Civil Engineer Town Clerk Building Official	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6 7 8	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly 7,626.66 7,817.41 8,012.44 8,212.83 8,418.58 8,628.62 8,844.01 9,065.84
Senior Civil Engineer Town Clerk Building Official	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6 7	Monthly 7,444.49 7,630.95 7,821.70 8,016.73 8,217.12 8,422.87 8,633.98 8,849.37 9,071.20 9,297.31 Range 38 Monthly 7,626.66 7,817.41 8,012.44 8,212.83 8,418.58 8,628.62 8,844.01

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

CLASSIFICATIONS*

CLASSIFICATIONS.		
		Range 41
	Step	Monthly
Economic Development Manager	1	8,207.48
	2	8,413.23
	3	8,623.26
	4	8,838.66
	5	9,059.41
	6	9,286.59
	7	9,519.13
	8	9,757.03
	9	10,000.28
	10	10,249.97
		Range 43
•	Ston	
Denote Director of Outsutions	Step	Monthly
Deputy Director of Operations	1	8,617.90
	2	8,833.30
	3	9,054.05
	4	9,281.23
	5	9,512.70
	6	9,750.60
	7	9,994.93
	8	10,244.61
	9	10,500.73
	10	10,763.27
_		Range 44
	Step	Range 44 Monthly
Deputy Director of Engineering	Step 1	Monthly
Deputy Director of Engineering	1	Monthly 8,827.94
Deputy Director of Engineering	1 2	Monthly 8,827.94 9,048.69
Deputy Director of Engineering	1 2 3	Monthly 8,827.94 9,048.69 9,275.87
Deputy Director of Engineering	1 2 3 4	Monthly 8,827.94 9,048.69 9,275.87 9,507.34
Deputy Director of Engineering	1 2 3 4 5	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24
Deputy Director of Engineering	1 2 3 4 5 6	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50
Deputy Director of Engineering	1 2 3 4 5 6 7	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18
Deputy Director of Engineering	1 2 3 4 5 6 7 8	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30
Deputy Director of Engineering	1 2 3 4 5 6 7 8 9	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84
Deputy Director of Engineering	1 2 3 4 5 6 7 8	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30
Deputy Director of Engineering	1 2 3 4 5 6 7 8 9 10	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82
	1 2 3 4 5 6 7 8 9	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47
Deputy Director of Engineering Special Projects Manager	1 2 3 4 5 6 7 8 9 10	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82
	1 2 3 4 5 6 7 8 9 10	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47
	1 2 3 4 5 6 7 8 9 10	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47 Monthly 9,501.99 9,738.81
	1 2 3 4 5 6 7 8 9 10 Step 1 2 3	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47 Monthly 9,501.99 9,738.81 9,983.14
	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47 Monthly 9,501.99 9,738.81 9,983.14 10,231.75
	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47 Monthly 9,501.99 9,738.81 9,983.14 10,231.75 10,487.87
	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47 Monthly 9,501.99 9,738.81 9,983.14 10,231.75 10,487.87 10,750.41
	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6 7	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47 Monthly 9,501.99 9,738.81 9,983.14 10,231.75 10,487.87 10,750.41 11,019.38
	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6 7 8	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47 Monthly 9,501.99 9,738.81 9,983.14 10,231.75 10,487.87 10,750.41 11,019.38 11,294.79
	1 2 3 4 5 6 7 8 9 10 Step 1 2 3 4 5 6 7	Monthly 8,827.94 9,048.69 9,275.87 9,507.34 9,745.24 9,988.50 10,238.18 10,494.30 10,756.84 11,025.82 Range 47 Monthly 9,501.99 9,738.81 9,983.14 10,231.75 10,487.87 10,750.41 11,019.38

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

CLASSIFICATIONS*

OLAGOII IGATIONG		
	Raı	nge 49
	Step	Monthly
Administrative Services Director	1	9,976.70
	2	10,226.40
	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
	Rar	nge 50
	Step	Monthly
Public Works Director	1	10,219.97
Community Development Director	2	10,475.01
Parks & Recreation Director	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.