

RESOLUTION NO. 3277-16

**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
 Assistant Town Manager
 Community Development Director
 Economic Development Manager
 Human Resources Director
 Parks and Recreation Director
 Public Works Director/Town Engineer
 Town Clerk

Confidential: Principal Human Resources Analyst
 Human Resources Systems/Programs 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 Principal Human Resources Analyst and Human Resources Systems/Programs 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. The Town Manager may at his or 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. The Town Manager may at his or 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 April 6, 2016, Executive Management job classifications shall receive a \$350 monthly automobile allowance for personal automobile use for Town-related business travel. Effective April 6, 2016, all Confidential job classifications shall receive a confidential pay incentive each pay period equal to five (5) percent of base pay.

PASSED, APPROVED AND ADOPTED this 6th day of April 2016, by the following vote:

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



MARK MILLAN, MAYOR

ATTEST:



MARIA DE LA O, TOWN CLERK