

**RESOLUTION NO. 3461-18**

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

**WHEREAS**, on September 6, 2017, the Council adopted resolutions authorizing the Interim Town Manager to execute bidding Side Letter agreements between the Town of Windsor and the Town of Windsor Management Employees Group, Town of Windsor Supervisory Employees Group, and the Town of Windsor Employees Association/Teamsters Local No. 856, extending the current Memoranda of Understandings by two years; and

**WHEREAS**, the Side Letter provided that each member shall receive a 2.75% annual wage increase effective July 1, 2018; and

**WHEREAS**, the last authorized positions listing and full-time employee salary schedule was adopted by Council on March 21, 2018, with the Meter Specialist position changing to a Maintenance Worker I/II position and changing the reporting structure to Public Works.

**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.
5. Declare that the effective date of this Resolution shall be July 1, 2018.

**PASSED, APPROVED AND ADOPTED this 20th day of June 2018, by the following vote:**

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



**BRUCE OKREPKE, MAYOR**

**ATTEST:**



**IRENE CAMACHO-WERBY,  
DEPUTY TOWN CLERK**

**Attachments:**

- **Exhibit A** – Position Authorization FY2018-19
- **Exhibit B** – Non-Exempt Salary Schedule FY2018-19
- **Exhibit C** – Exempt Salary Schedule FY2018-19

EXHIBIT A

Department/Classification	Number Authorized	Group	Monthly Salary Range	
<b>Town Manager's Office</b>				
Town Manager	1	Contract		\$ 17,621
Assistant Town Manager/Administrative Services Director	1	Executive Management	\$ 12,712	\$ 15,876
Economic Development Manager	1	Executive Management	\$ 9,034	\$ 11,282
Town Clerk	1	Executive Management	\$ 8,194	\$ 10,233
Senior Management Analyst	1	Management Employees Group	\$ 7,432	\$ 9,283
Deputy Town Clerk	1	Teamsters Local No. 856	\$ 5,031	\$ 6,283
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 4,908	\$ 6,130
Administrative Assistant	1	Teamsters Local No. 856	\$ 4,451	\$ 5,558
<b>Administrative Services</b>				
Deputy Director of Finance	1	Management Employees Group	\$ 9,486	\$ 11,847
Information Systems Manager	1	Management Employees Group	\$ 7,804	\$ 9,746
Administrative Operations Manager	1	Management Employees Group	\$ 7,804	\$ 9,746
Accounting & Audit Manager	1	Management Employees Group	\$ 7,432	\$ 9,283
Management Analyst	1	Management Employees Group	\$ 6,742	\$ 8,419
Administrative Operations Supervisor	1	Supervisory Employees Group	\$ 6,114	\$ 7,637
Accounting Specialist	1	Teamsters Local No. 856	\$ 4,673	\$ 5,836
Accounting Technician	1	Teamsters Local No. 856	\$ 5,281	\$ 6,597
Administrative Operations Assistant I/II	2	Teamsters Local No. 856	\$ 4,344	\$ 5,427
		Teamsters Local No. 856	\$ 4,239	\$ 5,295
<b>Community Development</b>				
Community Development Director	1	Executive Management	\$ 11,249	\$ 14,048
Building Official	1	Management Employees Group	\$ 8,395	\$ 10,483
Planning Manager	1	Management Employees Group	\$ 8,395	\$ 10,483
Senior Building Inspector	1	Teamsters Local No. 856	\$ 6,577	\$ 8,214
Associate Planner	1	Teamsters Local No. 856	\$ 6,264	\$ 7,822
Community Development Technician	2	Teamsters Local No. 856	\$ 5,281	\$ 6,597
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 4,908	\$ 6,130
<b>Human Resources</b>				
Human Resources Director	1	Executive Management	\$ 10,981	\$ 13,714
Principal Human Resources Analyst	1	Confidential	\$ 7,432	\$ 9,283
Human Resources Systems/Programs Analyst	1	Confidential	\$ 6,420	\$ 8,018
Human Resource Specialist	2	Confidential	\$ 5,031	\$ 6,283
<b>Parks &amp; Recreation</b>				
Parks & Recreation Director	1	Executive Management	\$ 11,249	\$ 14,048
Recreation Division Manager	1	Management Employees Group	\$ 7,804	\$ 9,746
Parks & Facilities Superintendent	1	Management Employees Group	\$ 7,432	\$ 9,283
Management Analyst	1	Management Employees Group	\$ 6,742	\$ 8,419
Recreation Program Supervisor	2	Management Employees Group	\$ 6,420	\$ 8,018
Parks Maintenance Supervisor	1	Supervisory Employees Group	\$ 6,114	\$ 7,637
Senior Maintenance Worker	2	Teamsters Local No. 856	\$ 5,031	\$ 6,283
Recreation Program Coordinator	3	Teamsters Local No. 856	\$ 4,908	\$ 6,130
Senior Administrative Assistant	2	Teamsters Local No. 856	\$ 4,908	\$ 6,130
Maintenance Worker I/II	7	Teamsters Local No. 856	\$ 4,563	\$ 5,697
		Teamsters Local No. 856	\$ 4,137	\$ 5,168
Administrative Assistant	1	Teamsters Local No. 856	\$ 4,451	\$ 5,558
<b>Public Works</b>				
Public Works Director	1	Executive Management	\$ 11,812	\$ 14,751
Deputy Director of Engineering	1	Management Employees Group	\$ 9,717	\$ 12,136
Deputy Director of Operations	1	Management Employees Group	\$ 9,486	\$ 11,847
Deputy Director of Water and Environmental Management	1	Management Employees Group	\$ 9,034	\$ 11,282
Senior Civil Engineer	2	Management Employees Group	\$ 8,194	\$ 10,233
Utility Systems Superintendent	1	Management Employees Group	\$ 7,995	\$ 9,985
Wastewater System Supervisor	1	Supervisory Employees Group	\$ 7,804	\$ 9,746
Associate Civil Engineer	1	Management Employees Group	\$ 7,432	\$ 9,283
Project Manager	1	Management Employees Group	\$ 7,432	\$ 9,283
Environmental Program Manager	3	Management Employees Group	\$ 7,078	\$ 8,840
Assistant Engineer	1	Management Employees Group	\$ 6,742	\$ 8,419
Management Analyst	1	Management Employees Group	\$ 6,742	\$ 8,419
Collection and Reclamation Systems Supervisor	1	Supervisory Employees Group	\$ 6,264	\$ 7,822
Public Works Inspector	1	Teamsters Local No. 856	\$ 6,114	\$ 7,637
Senior Wastewater System Operator	2	Teamsters Local No. 856	\$ 6,114	\$ 7,637

Streets Maintenance Supervisor	1	Supervisory Employees Group	\$ 6,114	\$ 7,637
Water Systems Supervisor	1	Supervisory Employees Group	\$ 6,114	\$ 7,637
Senior Water System Operator	2	Teamsters Local No. 856	\$ 5,546	\$ 6,926
Wastewater System Operator I/II	4	Teamsters Local No. 856	\$ 5,546	\$ 6,926
		Teamsters Local No. 856	\$ 4,908	\$ 6,130
		Teamsters Local No. 856	\$ 6,743	\$ 8,419
		Teamsters Local No. 856	\$ 6,114	\$ 7,637
Engineer I/II/III	1	Teamsters Local No. 856	\$ 5,546	\$ 6,926
Engineering Technician	2	Teamsters Local No. 856	\$ 5,281	\$ 6,597
		Teamsters Local No. 856	\$ 5,281	\$ 6,597
Senior Utility Maintenance Worker	1	Teamsters Local No. 856	\$ 5,281	\$ 6,597
Senior Maintenance Worker	1	Teamsters Local No. 856	\$ 5,031	\$ 6,283
Water Systems Operator I/II	5	Teamsters Local No. 856	\$ 5,031	\$ 6,283
		Teamsters Local No. 857	\$ 4,563	\$ 5,697
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 4,908	\$ 6,130
Utility Maintenance Worker I/II	4	Teamsters Local No. 856	\$ 4,791	\$ 5,984
		Teamsters Local No. 856	\$ 4,344	\$ 5,427
Maintenance Worker I/II	5	Teamsters Local No. 856	\$ 4,563	\$ 5,697
		Teamsters Local No. 856	\$ 4,137	\$ 5,168
Administrative Assistant	2	Teamsters Local No. 856	\$ 4,451	\$ 5,558

Total Full-Time 102

**TOWN OF WINDSOR**  
**Full Time Non-Exempt Salary Schedule Effective to 6/30/19**

CLASSIFICATIONS\* (within salary range to the right)

		Range 9	
		Step	Hourly
Maintenance Worker I		1	23.87
		2	24.48
		3	25.09
		4	25.72
		5	26.35
		6	27.01
		7	27.69
		8	28.38
		9	29.09
		10	29.82

		Range 10	
		Step	Hourly
Administrative Operations Assistant I		1	24.45
		2	25.06
		3	25.69
		4	26.33
		5	27.00
		6	27.67
		7	28.37
		8	29.08
		9	29.80
		10	30.55

		Range 11	
		Step	Hourly
Utility Maintenance Worker I Administrative Operations Assistant II		1	25.06
		2	25.69
		3	26.33
		4	27.00
		5	27.67
		6	28.37
		7	29.08
		8	29.80
		9	30.55
		10	31.31

		Range 12	
		Step	Hourly
Administrative Assistant		1	25.68
		2	26.32
		3	26.98
		4	27.66
		5	28.34
		6	29.05
		7	29.79
		8	30.53
		9	31.29
		10	32.07

Maintenance Worker II  
Water System Operator I

Range 13	
Step	Hourly
1	26.32
2	26.98
3	27.66
4	28.34
5	29.05
6	29.79
7	30.53
8	31.29
9	32.07
10	32.87

Accounting Specialist

Range 14	
Step	Hourly
1	26.96
2	27.64
3	28.33
4	29.04
5	29.76
6	30.52
7	31.28
8	32.06
9	32.85
10	33.67

Utility Maintenance Worker II

Range 15	
Step	Hourly
1	27.64
2	28.33
3	29.04
4	29.76
5	30.52
6	31.28
7	32.06
8	32.85
9	33.67
10	34.52

Recreation Program Coordinator  
Senior Administrative Assistant  
Wastewater System Operator I

Range 16	
Step	Hourly
1	28.32
2	29.03
3	29.75
4	30.49
5	31.26
6	32.04
7	32.84
8	33.65
9	34.50
10	35.37

Range 17		
Step	Hourly	
Human Resources Specialist	1	29.03
Senior Maintenance Worker	2	29.75
Water System Operator II	3	30.49
Deputy Town Clerk	4	31.26
	5	32.04
	6	32.84
	7	33.65
	8	34.50
	9	35.37
	10	36.25

Range 19		
Step	Hourly	
Engineering Technician	1	30.47
Senior Utility Maintenance Worker	2	31.24
Community Development Technician	3	32.02
Accounting Technician	4	32.83
	5	33.64
	6	34.47
	7	35.34
	8	36.22
	9	37.13
	10	38.06

Range 21		
Step	Hourly	
Senior Water System Operator	1	32.00
Wastewater System Operator II	2	32.80
Engineer I	3	33.62
	4	34.46
	5	35.32
	6	36.20
	7	37.10
	8	38.03
	9	38.98
	10	39.96

Range 25		
Step	Hourly	
Parks Maintenance Supervisor	1	35.27
Public Works Inspector	2	36.17
Senior Wastewater System Operator	3	37.07
Streets Maintenance Supervisor	4	38.00
Water Systems Supervisor	5	38.93
Engineer II	6	39.92
Administrative Operations Supervisor	7	40.90
	8	41.93
	9	42.98
	10	44.06

Range 26		
Step	Hourly	
Associate Planner	1	36.14
Collection & Reclamation Systems Supervisor	2	37.04
	3	37.97
	4	38.91
	5	39.89
	6	40.88
	7	41.91
	8	42.96
	9	44.03
	10	45.13

Range 28		
Step	Hourly	
Senior Building Inspector	1	37.95
	2	38.90
	3	39.87
	4	40.85
	5	41.88
	6	42.93
	7	44.01
	8	45.11
	9	46.24
	10	47.39

Range 29		
Step	Hourly	
Engineer III	1	38.90
	2	39.87
	3	40.85
	4	41.88
	5	42.93
	6	44.01
	7	45.11
	8	46.24
	9	47.39
	10	48.57

Range 35		
Step	Hourly	
Wastewater System Supervisor	1	45.03
	2	46.16
	3	47.30
	4	48.49
	5	49.69
	6	50.94
	7	52.22
	8	53.52
	9	54.86
	10	56.22

\* Unfunded positions do not appear on the salary schedule.



## TOWN OF WINDSOR

Full Time Exempt Salary Schedule Effective to 6/30/19

CLASSIFICATIONS\* (within salary range to the right)

		<u>Range 27</u>	
		<u>Step</u>	<u>Monthly</u>
Recreation Program Supervisor		1	6,420.05
Human Resources Systems / Programs Analyst		2	6,580.46
		3	6,745.59
		4	6,914.26
		5	7,086.47
		6	7,264.58
		7	7,446.22
		8	7,631.41
		9	7,822.48
		10	8,018.28

		<u>Range 29</u>	
		<u>Step</u>	<u>Monthly</u>
Assistant Engineer		1	6,742.05
Management Analyst		2	6,909.55
		3	7,082.94
		4	7,259.86
		5	7,441.50
		6	7,627.86
		7	7,817.76
		8	8,013.56
		9	8,214.08
		10	8,419.31

		<u>Range 31</u>	
		<u>Step</u>	<u>Monthly</u>
Environmental Program Manager		1	7,078.21
		2	7,255.14
		3	7,436.79
		4	7,623.15
		5	7,813.05
		6	8,008.85
		7	8,209.37
		8	8,414.60
		9	8,624.55
		10	8,840.39

		<u>Range 33</u>	
		<u>Step</u>	<u>Monthly</u>
Associate Civil Engineer		1	7,432.06
Project Manager		2	7,618.43
Parks and Facilities Superintendent		3	7,808.33
Principal Human Resources Analyst		4	8,004.12
Senior Management Analyst		5	8,204.64
Accounting & Audit Manager		6	8,408.70
		7	8,619.83
		8	8,834.50
		9	9,056.24
		10	9,282.71

Recreation Division Manager  
Information Systems Manager  
Administrative Operations Manager

<b>Range 35</b>	
<b>Step</b>	<b>Monthly</b>
1	7,803.61
2	7,999.41
3	8,198.74
4	8,403.98
5	8,613.93
6	8,829.78
7	9,050.34
8	9,276.81
9	9,507.99
10	9,746.26

Utility Systems Superintendent

<b>Range 36</b>	
<b>Step</b>	<b>Monthly</b>
1	7,994.69
2	8,194.02
3	8,399.26
4	8,609.22
5	8,823.88
6	9,044.46
7	9,270.92
8	9,503.28
9	9,740.36
10	9,984.52

Senior Civil Engineer  
Town Clerk

<b>Range 37</b>	
<b>Step</b>	<b>Monthly</b>
1	8,194.02
2	8,399.26
3	8,609.22
4	8,823.88
5	9,044.46
6	9,270.92
7	9,503.28
8	9,740.36
9	9,984.52
10	10,233.40

Building Official  
Planning Manager

<b>Range 38</b>	
<b>Step</b>	<b>Monthly</b>
1	8,394.54
2	8,604.49
3	8,819.17
4	9,039.73
5	9,266.20
6	9,497.38
7	9,734.46
8	9,978.62
9	10,227.50
10	10,483.45

Economic Development Manager  
Deputy Director of Water and Environmental Management

<u>Range 41</u>	
Step	Monthly
1	9,033.83
2	9,260.30
3	9,491.48
4	9,728.57
5	9,971.54
6	10,221.60
7	10,477.55
8	10,739.40
9	11,007.15
10	11,281.97

Deputy Director of Operations  
Deputy Director of Finance

<u>Range 43</u>	
Step	Monthly
1	9,485.58
2	9,722.67
3	9,965.64
4	10,215.70
5	10,470.47
6	10,732.32
7	11,001.25
8	11,276.07
9	11,557.98
10	11,846.95

Deputy Director of Engineering

<u>Range 44</u>	
Step	Monthly
1	9,716.77
2	9,959.74
3	10,209.81
4	10,464.57
5	10,726.42
6	10,994.18
7	11,269.00
8	11,550.90
9	11,839.88
10	12,135.94

Human Resources Director

<u>Range 49</u>	
Step	Monthly
1	10,981.20
2	11,256.03
3	11,536.75
4	11,825.72
5	12,120.61
6	12,423.74
7	12,735.12
8	13,053.60
9	13,379.14
10	13,714.11

Community Development Director  
Parks & Recreation Director

<u>Range 50</u>	
Step	Monthly
1	11,248.95
2	11,529.67
3	11,818.64
4	12,113.53
5	12,416.66
6	12,726.87
7	13,045.34
8	13,372.06
9	13,705.85
10	14,047.92

Public Works Director

<u>Range 52</u>	
Step	Monthly
1	11,811.57
2	12,106.45
3	12,409.58
4	12,719.79
5	13,037.07
6	13,363.80
7	13,697.60
8	14,039.66
9	14,391.15
10	14,750.90

Assistant Town Manager/Administrative Services Director

<u>Range 55</u>	
Step	Monthly
1	12,711.53
2	13,030.00
3	13,355.55
4	13,689.34
5	14,031.41
6	14,382.89
7	14,742.64
8	15,110.65
9	15,488.09
10	15,876.15

Town Manager

<u>TMG</u>	
Step	Monthly
1	17,620.61

\* Unfunded positions do not appear on the salary schedule.