

RESOLUTION NO. 3526-19

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

WHEREAS, on September 6, 2017, the Town Council adopted a resolution extending the current Memoranda of Understandings by two years; and

WHEREAS, the Side Letters extending the Memoranda of Understandings granted employees a 2.75% wage increase each July; and

WHEREAS, on December 5, 2018, the Town Council last adopted a revised listing of authorized positions and salary schedule; and;

WHEREAS, the next Council approved wage increase of 2.75% will be effective July 1, 2019; and

WHEREAS, a list of authorized positions, a Non-Exempt Salary Schedule, and an Exempt Salary Schedule are attached hereto as Exhibits A, B and C, respectively, and are incorporated herein by reference.

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 19th day of June 2019, by the following vote:

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



DOMINIC FOPPOLI, MAYOR

ATTEST:



MARIA DE LA O, TOWN CLERK

Attachments:

- **Exhibit A** – Position Authorization FY 2019-20
- **Exhibit B** – Non-Exempt Salary Schedule FY 2019-20
- **Exhibit C** – Exempt Salary Schedule FY 2019-20

Department/Classification	Number Authorized	Group	Monthly Salary Range	
Town Manager's Office				
Town Manager	1	Contract		\$ 15,500
Assistant Town Manager	1	Executive Management	\$ 13,061	\$ 16,313
Economic Development Manager	1	Management Employees Group	\$ 9,282	\$ 11,592
Town Clerk	1	Executive Management	\$ 8,419	\$ 10,515
Senior Management Analyst	1	Management Employees Group	\$ 7,636	\$ 9,538
Deputy Town Clerk	1	Teamsters Local No. 856	\$ 5,170	\$ 6,456
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 5,043	\$ 6,299
Administrative Assistant	1	Teamsters Local No. 856	\$ 4,573	\$ 5,711
Administrative Services				
Administrative Services Director	1	Executive Management	\$ 11,283	\$ 14,091
Deputy Director of Finance	1	Management Employees Group	\$ 9,746	\$ 12,173
Information Systems Manager	1	Management Employees Group	\$ 8,018	\$ 10,014
Administrative Operations Manager	1	Management Employees Group	\$ 8,018	\$ 10,014
Accounting & Audit Manager	1	Management Employees Group	\$ 7,636	\$ 9,538
Management Analyst	1	Management Employees Group	\$ 6,927	\$ 8,651
Administrative Operations Supervisor	1	Supervisory Employees Group	\$ 6,282	\$ 7,847
Accounting Technician	1	Teamsters Local No. 856	\$ 5,426	\$ 6,778
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 5,043	\$ 6,299
Accounting Specialist	1	Teamsters Local No. 856	\$ 4,802	\$ 5,997
Administrative Assistant	1	Teamsters Local No. 856	\$ 4,573	\$ 5,711
Community Development				
Community Development Director	1	Executive Management	\$ 11,558	\$ 14,434
Building Official	1	Management Employees Group	\$ 8,625	\$ 10,772
Planning Manager	1	Management Employees Group	\$ 8,625	\$ 10,772
Senior Building Inspector	1	Teamsters Local No. 856	\$ 6,758	\$ 8,440
		Management Employees Group	\$ 7,451	\$ 9,305
Planner I/II/III	3	Teamsters Local No. 856	\$ 6,436	\$ 8,037
		Teamsters Local No. 856	\$ 5,559	\$ 6,943
Community Development Technician	1	Teamsters Local No. 856	\$ 5,426	\$ 6,778
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 5,043	\$ 6,299
Human Resources				
Human Resources Director	1	Executive Management	\$ 11,283	\$ 14,091
Principal Human Resources Analyst	1	Confidential	\$ 7,636	\$ 9,538
Human Resource Specialist	3	Confidential	\$ 5,170	\$ 6,456
Parks & Recreation				
Parks & Recreation Director	1	Executive Management	\$ 11,558	\$ 14,434
Recreation Division Manager	1	Management Employees Group	\$ 8,018	\$ 10,014
Parks & Facilities Superintendent	1	Management Employees Group	\$ 7,636	\$ 9,538
Management Analyst	1	Management Employees Group	\$ 6,927	\$ 8,651
Recreation Program Supervisor	2	Management Employees Group	\$ 6,597	\$ 8,239
Parks & Facilities Maintenance Supervisor	1	Supervisory Employees Group	\$ 6,597	\$ 8,239
Senior Maintenance Worker	2	Teamsters Local No. 856	\$ 5,170	\$ 6,456
Recreation Program Coordinator	3	Teamsters Local No. 856	\$ 5,043	\$ 6,299
Senior Administrative Assistant	2	Teamsters Local No. 856	\$ 5,043	\$ 6,299
		Teamsters Local No. 856	\$ 4,688	\$ 5,854
Maintenance Worker I/II	7	Teamsters Local No. 856	\$ 4,251	\$ 5,311
Administrative Assistant	1	Teamsters Local No. 856	\$ 4,573	\$ 5,711

Public Works				
Public Works Director	1	Executive Management	\$ 12,136	\$ 15,157
Deputy Director of Engineering	1	Management Employees Group	\$ 9,984	\$ 12,470
Deputy Director of Operations	1	Management Employees Group	\$ 9,746	\$ 12,173
Deputy Director of Water and Environmental Management	1	Management Employees Group	\$ 9,282	\$ 11,592
Senior Civil Engineer	2	Management Employees Group	\$ 8,419	\$ 10,515
Wastewater Treatment Superintendent	1	Management Employees Group	\$ 8,215	\$ 10,259
Associate Civil Engineer	1	Management Employees Group	\$ 7,636	\$ 9,538
Project Manager	1	Management Employees Group	\$ 7,636	\$ 9,538
Environmental Program Manager	3	Management Employees Group	\$ 7,273	\$ 9,084
Assistant Engineer	1	Management Employees Group	\$ 6,927	\$ 8,651
Management Analyst	1	Management Employees Group	\$ 6,927	\$ 8,651
		Teamsters Local No. 856	\$ 6,928	\$ 8,650
Engineer I/II/III	2	Teamsters Local No. 856	\$ 6,282	\$ 7,847
		Teamsters Local No. 856	\$ 5,699	\$ 7,117
Collection and Reclamation Systems Supervisor	1	Supervisory Employees Group	\$ 6,928	\$ 8,651
Water Systems Supervisor	1	Supervisory Employees Group	\$ 6,928	\$ 8,651
Public Works Inspector	1	Teamsters Local No. 856	\$ 6,282	\$ 7,847
Streets Maintenance Supervisor	1	Supervisory Employees Group	\$ 6,282	\$ 7,847
		Teamsters Local No. 856	\$ 6,282	\$ 7,847
Wastewater System Operator I/II/III	6	Teamsters Local No. 856	\$ 5,699	\$ 7,117
		Teamsters Local No. 856	\$ 5,043	\$ 6,299
Senior Water System Operator	2	Teamsters Local No. 856	\$ 5,699	\$ 7,117
		Teamsters Local No. 856	\$ 5,699	\$ 7,116
Laboratory Analyst I/II	1	Teamsters Local No. 856	\$ 5,043	\$ 6,299
Utility Maintenance Mechanic	1	Teamsters Local No. 856	\$ 5,699	\$ 7,116
Engineering Technician	2	Teamsters Local No. 856	\$ 5,426	\$ 6,778
Senior Utility Maintenance Worker	1	Teamsters Local No. 856	\$ 5,426	\$ 6,778
Senior Maintenance Worker	1	Teamsters Local No. 856	\$ 5,170	\$ 6,456
		Teamsters Local No. 856	\$ 5,170	\$ 6,456
Water Systems Operator I/II	5	Teamsters Local No. 856	\$ 4,689	\$ 5,854
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 5,043	\$ 6,299
		Teamsters Local No. 856	\$ 4,923	\$ 6,149
Utility Maintenance Worker I/II	4	Teamsters Local No. 856	\$ 4,463	\$ 5,576
		Teamsters Local No. 856	\$ 4,688	\$ 5,854
Maintenance Worker I/II	5	Teamsters Local No. 856	\$ 4,251	\$ 5,311
Administrative Assistant	2	Teamsters Local No. 856	\$ 4,573	\$ 5,711

Total Full-Time 106

TOWN OF WINDSOR
Full Time Non-Exempt Salary Schedule Effective to 6/30/20

CLASSIFICATIONS* (within salary range to the right)

		Range 9	
		Step	Hourly
Maintenance Worker I		1	24.53
		2	25.15
		3	25.78
		4	26.42
		5	27.07
		6	27.75
		7	28.46
		8	29.16
		9	29.89
		10	30.64

		Range 11	
		Step	Hourly
Utility Maintenance Worker I		1	25.75
		2	26.40
		3	27.06
		4	27.74
		5	28.43
		6	29.15
		7	29.87
		8	30.61
		9	31.39
		10	32.16

		Range 12	
		Step	Hourly
Administrative Assistant		1	26.38
		2	27.05
		3	27.73
		4	28.42
		5	29.12
		6	29.85
		7	30.60
		8	31.37
		9	32.15
		10	32.95

		Range 13	
		Step	Hourly
Maintenance Worker II Water System Operator I		1	27.05
		2	27.73
		3	28.42
		4	29.12
		5	29.85
		6	30.60
		7	31.37
		8	32.15
		9	32.95
		10	33.78

	<u>Range 14</u>	
	Step	Hourly
Accounting Specialist	1	27.71
	2	28.40
	3	29.11
	4	29.84
	5	30.58
	6	31.35
	7	32.14
	8	32.94
	9	33.75
	10	34.60

	<u>Range 15</u>	
	Step	Hourly
Utility Maintenance Worker II	1	28.40
	2	29.11
	3	29.84
	4	30.58
	5	31.35
	6	32.14
	7	32.94
	8	33.75
	9	34.60
	10	35.47

	<u>Range 16</u>	
	Step	Hourly
Recreation Program Coordinator	1	29.10
Senior Administrative Assistant	2	29.83
Wastewater System Operator I	3	30.57
Laboratory Analyst I	4	31.33
	5	32.12
	6	32.92
	7	33.74
	8	34.58
	9	35.45
	10	36.33

	<u>Range 17</u>	
	Step	Hourly
Human Resources Specialist	1	29.83
Senior Maintenance Worker	2	30.57
Water System Operator II	3	31.33
Deputy Town Clerk	4	32.12
	5	32.92
	6	33.74
	7	34.58
	8	35.45
	9	36.33
	10	37.24

	<u>Range 19</u>	
	<u>Step</u>	<u>Hourly</u>
Engineering Technician	1	31.30
Senior Utility Maintenance Worker	2	32.09
Community Development Technician	3	32.89
Accounting Technician	4	33.73
	5	34.56
	6	35.43
	7	36.31
	8	37.22
	9	38.15
	10	39.11

	<u>Range 20</u>	
	<u>Step</u>	<u>Hourly</u>
Planner I	1	32.07
	2	32.88
	3	33.70
	4	34.54
	5	35.41
	6	36.29
	7	37.19
	8	38.13
	9	39.07
	10	40.05

	<u>Range 21</u>	
	<u>Step</u>	<u>Hourly</u>
Senior Water System Operator	1	32.88
Wastewater System Operator II	2	33.70
Engineer I	3	34.54
Laboratory Analyst II	4	35.41
Utility Maintenance Mechanic	5	36.29
	6	37.19
	7	38.13
	8	39.07
	9	40.05
	10	41.06

	<u>Range 25</u>	
	<u>Step</u>	<u>Hourly</u>
Public Works Inspector	1	36.25
Wastewater System Operator III	2	37.16
Streets Maintenance Supervisor	3	38.09
Engineer II	4	39.04
Administrative Operations Supervisor	5	40.01
	6	41.01
	7	42.03
	8	43.08
	9	44.16
	10	45.27

		<u>Range 26</u>	
	<u>Step</u>	<u>Hourly</u>	
Planner II	1	37.13	
	2	38.05	
	3	39.01	
	4	39.98	
	5	40.99	
	6	42.01	
	7	43.06	
	8	44.14	
	9	45.24	
	10	46.37	

		<u>Range 27</u>	
	<u>Step</u>	<u>Hourly</u>	
Parks & Facilities Maintenance Supervisor	1	38.05	
	2	39.01	
	3	39.98	
	4	40.99	
	5	42.01	
	6	43.06	
	7	44.14	
	8	45.24	
	9	46.37	
	10	47.53	

		<u>Range 28</u>	
	<u>Step</u>	<u>Hourly</u>	
Senior Building Inspector	1	38.99	
	2	39.97	
	3	40.96	
	4	41.98	
	5	43.04	
	6	44.11	
	7	45.22	
	8	46.34	
	9	47.51	
	10	48.70	

		<u>Range 29</u>	
	<u>Step</u>	<u>Hourly</u>	
Engineer III	1	39.97	
Collection & Reclamation Systems Supervisor	2	40.96	
Water Systems Supervisor	3	41.98	
	4	43.04	
	5	44.11	
	6	45.22	
	7	46.34	
	8	47.51	
	9	48.70	
	10	49.91	

* Unfunded positions do not appear on the salary schedule.

TOWN OF WINDSOR

Full Time Exempt Salary Schedule Effective to 6/30/20

CLASSIFICATIONS* (within salary range to the right)

		<u>Range 27</u>	
		Step	Monthly
Recreation Program Supervisor		1	6,596.60
		2	6,761.43
		3	6,931.10
		4	7,104.41
		5	7,281.35
		6	7,464.35
		7	7,650.99
		8	7,841.27
		9	8,037.60
		10	8,238.78

		<u>Range 29</u>	
		Step	Monthly
Assistant Engineer Management Analyst		1	6,927.46
		2	7,099.56
		3	7,277.71
		4	7,459.50
		5	7,646.14
		6	7,837.63
		7	8,032.75
		8	8,233.94
		9	8,439.97
		10	8,650.84

		<u>Range 31</u>	
		Step	Monthly
Environmental Program Manager		1	7,272.87
		2	7,454.66
		3	7,641.30
		4	7,832.78
		5	8,027.91
		6	8,229.09
		7	8,435.12
		8	8,646.00
		9	8,861.72
		10	9,083.51

		<u>Range 32</u>	
		Step	Monthly
Planner III		1	7,451.02
		2	7,636.45
		3	7,827.94
		4	8,023.06
		5	8,224.24
		6	8,430.27
		7	8,639.94
		8	8,856.87
		9	9,077.45
		10	9,305.29

Range 33	
Step	Monthly
Associate Civil Engineer	1 7,636.45
Project Manager	2 7,827.94
Parks and Facilities Superintendent	3 8,023.06
Principal Human Resources Analyst	4 8,224.24
Senior Management Analyst	5 8,430.27
Accounting & Audit Manager	6 8,639.94
	7 8,856.87
	8 9,077.45
	9 9,305.29
	10 9,537.99

Range 35	
Step	Monthly
Recreation Division Manager	1 8,018.21
Information Systems Manager	2 8,219.39
Administrative Operations Manager	3 8,424.21
	4 8,635.09
	5 8,850.81
	6 9,072.60
	7 9,299.23
	8 9,531.93
	9 9,769.47
	10 10,014.28

Range 36	
Step	Monthly
Wastewater Treatment Superintendent	1 8,214.54
	2 8,419.36
	3 8,630.24
	4 8,845.97
	5 9,066.54
	6 9,293.17
	7 9,525.87
	8 9,764.62
	9 10,008.22
	10 10,259.09

Range 37	
Step	Monthly
Senior Civil Engineer	1 8,419.36
Town Clerk	2 8,630.24
	3 8,845.97
	4 9,066.54
	5 9,293.17
	6 9,525.87
	7 9,764.62
	8 10,008.22
	9 10,259.09
	10 10,514.81

		<u>Range 38</u>	
		<u>Step</u>	<u>Monthly</u>
Building Official		1	8,625.39
		2	8,841.12
		3	9,061.69
		4	9,288.33
		5	9,521.02
		6	9,758.56
		7	10,002.16
		8	10,253.03
		9	10,508.75
		10	10,771.74
		<u>Range 41</u>	
		<u>Step</u>	<u>Monthly</u>
Economic Development Manager Deputy Director of Water and Environmental Management		1	9,282.27
		2	9,514.96
		3	9,752.50
		4	9,996.10
		5	10,245.76
		6	10,502.69
		7	10,765.68
		8	11,034.73
		9	11,309.85
		10	11,592.23
		<u>Range 43</u>	
		<u>Step</u>	<u>Monthly</u>
Deputy Director of Operations Deputy Director of Finance		1	9,746.44
		2	9,990.04
		3	10,239.70
		4	10,496.63
		5	10,758.41
		6	11,027.46
		7	11,303.79
		8	11,586.17
		9	11,875.82
		10	12,172.75
		<u>Range 44</u>	
		<u>Step</u>	<u>Monthly</u>
Deputy Director of Engineering		1	9,983.98
		2	10,233.64
		3	10,490.57
		4	10,752.35
		5	11,021.40
		6	11,296.51
		7	11,578.90
		8	11,868.55
		9	12,165.48
		10	12,469.67

		Range 49	
	Step	Monthly	
Administrative Services Director	1	11,283.18	
	2	11,565.56	
Human Resources Director	3	11,854.01	
	4	12,150.93	
	5	12,453.92	
	6	12,765.39	
	7	13,085.34	
	8	13,412.56	
	9	13,747.06	
	10	14,091.25	

		Range 50	
	Step	Monthly	
Community Development Director	1	11,558.29	
	2	11,846.74	
Parks & Recreation Director	3	12,143.66	
	4	12,446.65	
	5	12,758.12	
	6	13,076.86	
	7	13,404.08	
	8	13,739.79	
	9	14,082.77	
	10	14,434.23	

		Range 52	
	Step	Monthly	
Public Works Director	1	12,136.39	
	2	12,439.38	
	3	12,750.84	
	4	13,069.59	
	5	13,395.60	
	6	13,731.31	
	7	14,074.29	
	8	14,425.75	
	9	14,786.91	
	10	15,156.55	

		TMG	
	Step	Monthly	
Town Manager	1	15,500.00	

* Unfunded positions do not appear on the salary schedule.