

RESOLUTION NO. 3561-19

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF WINDSOR
RATIFYING THE LIST OF MONTHLY PAY INCENTIVES FOR CERTIFICATES
FOR JOB CLASSIFICATIONS REPRESENTED BY SUPERVISORY EMPLOYEES
GROUP (SEG) AND ABOLISH ALL PREVIOUSLY ADOPTED MONTHLY PAY
INCENTIVES FOR CERTIFICATES FOR SEG**

WHEREAS, the Town of Windsor (the Town) has recognized the Town of Windsor Supervisory Employees Group (hereafter SEG) as the exclusive representative of certain employment classifications in the Town of Windsor; and

WHEREAS, the Town Council authorized the Town Manager to execute a binding memorandum of understanding between the Town and SEG, which included monthly pay incentives for certifications; and

WHEREAS, changes have been made to job descriptions and positions that receive certification pay; and

WHEREAS, the Town's representatives met and conferred in good faith with SEG representatives for the purpose of updating the certifications pay incentive; and

WHEREAS, a schedule monthly pay incentives for certificates for job classifications represented by SEG is attached.

NOW, THEREFORE BE IT RESOLVED that the Town Council of the Town of Windsor does hereby:

1. Ratify the monthly pay incentives for certificates for job classifications represented by SEG.
2. Abolish all previously adopted monthly pay incentives for certificates for SEG.
3. Allow for the changes to the monthly pay incentives for certificates to be retroactively effective to July 1, 2019.

PASSED, APPROVED AND ADOPTED this 4th day of December 2019, by the following vote:

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



DOMINIC FOPPOLI, MAYOR

ATTEST:



MARIA DE LA O, TOWN CLERK

Attachment:

- **Exhibit A** - Schedule of Monthly Pay Incentives for Certificates - SEG

Town of Windsor - Schedule of Monthly Pay Incentives for Certificates
 For Job Classifications Represented by SEG
 Effective: July 1, 2015
 Updated: 12/4/19

Position:	<u>Streets</u>	<u>Collection and</u>	<u>Wastewater</u>	<u>Parks</u>	<u>All Represented</u>	
	<u>Maintenance</u>	<u>Reclamation</u>	<u>Water System</u>	<u>System</u>		<u>Maintenance</u>
	<u>Supervisor</u>	<u>Supervisor</u>	<u>Supervisor</u>	<u>Supervisor</u>	<u>Employees</u>	
<u>WATER OPERATIONS</u>						
DHS Water Distribution Operator Certificate Grade D1	-	-	-	-	-	
DHS Water Distribution Operator Certificate Grade D2	-	-	-	-	-	
DHS Water Distribution Operator Certificate Grade D3	-	\$125	MQ	-	-	
DHS Water Distribution Operator Certificate Grade D4	-	-	\$175	-	-	
DHS Water Treatment Operator Certificate Grade T1	-	-	-	-	-	
DHS Water Treatment Operator Certificate Grade T2	-	\$125	MQ	-	-	
DHS Water Treatment Operator Certificate Grade T3	-	-	\$150	-	-	
DHS Water Treatment Operator Certificate Grade T4	-	-	-	-	-	
DHS Wastewater Treatment Operator Certificate Grade I	-	-	-	-	-	
DHS Wastewater Treatment Operator Certificate Grade II	-	-	-	-	-	
DHS Wastewater Treatment Operator Certificate Grade III	-	-	-	-	-	
DHS Wastewater Treatment Operator Certificate Grade IV	-	-	-	MQ	-	
<u>WATER RECLAMATION OPERATIONS</u>						
CWEA Collection System Maintenance Grade 1	-	-	\$75	-	-	
CWEA Collection System Maintenance Grade 2	-	MQ	\$125	-	-	
CWEA Collection System Maintenance Grade 3	-	\$150	-	\$150	-	
CWEA Collection System Maintenance Grade 4	-	\$175	-	175	-	
CWEA WW Treatment Plant Maintenance Grade 1	-	-	-	-	-	
CWEA WW Treatment Plant Maintenance Grade 2	-	-	-	-	-	
CWEA WW Treatment Plant Maintenance Grade 3	-	150	-	150	-	
CWEA WW Treatment Plant Maintenance Grade 4	-	200	-	200	-	
CWEA WW Environmental Compliance Inspector Grade 1	-	-	-	-	-	
CWEA WW Environmental Compliance Inspector Grade 2	-	-	-	-	-	
CWEA WW Environmental Compliance Inspector Grade 3	-	-	-	-	-	
<u>STREETS DIVISION</u>						
Qualified Applicator License	MQ	-	-	-	-	
<u>PARKS & FACILITIES DIVISION</u>						
Playground Inspection Certificate	-	-	-	\$75	-	
Pool Operator Certificate	-	-	-	75	-	
Qualified Applicator Certificate or License	-	-	-	MQ	-	
Water Auditor Certification	-	-	-	25	-	
<u>ADVANCED EDUCATION</u>						
<u>Bilingual Certificates</u>						
Oral Translation - All (test by county)	-	-	-	-	\$100	
Proofreading - Town Manager's Discretion (written test)	-	-	-	-	50	
<u>Advanced Degrees</u>						
Associate Degree	-	-	-	-	25	
Bachelor Degree	-	-	-	-	50	
Master Degree	-	-	-	-	50	
<u>MONTHLY ALLOWABLE MAXIMUM PER EMPLOYEE</u>	N/A	\$375	\$325	\$375	\$175	N/A

MQ = Certification level required as minimum qualification