

RESOLUTION NO. 2223-08

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF WINDSOR ADOPTING AMENDED SCHEDULE OF MONTHLY PAY INCENTIVES FOR CERTIFICATES RELATIVE TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE TOWN OF WINDSOR AND THE SUPERVISORY EMPLOYEES GROUP / AFSCME LOCAL 829

WHEREAS, the Town of Windsor ("the Town") has recognized the Supervisory Employees Group / AFSCME Local 829 (hereafter "SEG") as the exclusive representative of certain employment classifications in the Town of Windsor; and

WHEREAS, the Town's representatives met and conferred in good faith with SEG representatives for the purpose of negotiating a memorandum of understanding ("MOU") that would cover wages, hours and working conditions applicable to employment classes represented by SEG; and

WHEREAS, the Town's representatives reached an agreement with SEG on a successor MOU, which agreement was ratified by the SEG membership and approved by the Town Council on July 18, 2007; and

WHEREAS, the Town further met and conferred with SEG to the extent required by law relative to the reorganization of certain water and water reclamation-related programs in the Public Works Department, in that aspects of the reorganization occurred after the effective date of the MOU; and

WHEREAS, the Town and SEG reached a bargaining impasse and the Town has notified SEG of its intention to amend the Schedule of Monthly Pay Incentives for Certificates, which requires the approval of the Town Council.

NOW, THEREFORE, BE IT RESOLVED that the Town Council of the Town of Windsor hereby approves the Amended Schedule of Monthly Pay Incentives for Certificates for AFSCME members, with the terms as described in attached Exhibit "A".

PASSED, APPROVED, AND ADOPTED this 20th day of February 2008 by the following vote:

**AYES: COUNCILMEMBERS GOBLE, PARKER, SALMON AND
MAYOR FUDGE**
NOES: NONE
ABSTAIN: NONE
ABSENT: COUNCILMEMBER ALLEN


DEBORA FUDGE, MAYOR

ATTEST:


MARIA DE LA O, TOWN CLERK

EXHIBIT "A"

**Town of Windsor Schedule of Monthly Pay Incentives for Certificates
For Job Classifications Represented by SEG / AFSCME Local 829
Effective: February 21, 2008**

Position:	Maintenance Supervisor	Water System Supervisor	Wastewater System Supervisor	All Represented Employees	Maintenance Supervisor
<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	-	-	-	-	-
DHS Water Distribution Operator Certificate Grade D4	-	MQ	-	-	-
DHS Water Treatment Operator Certificate Grade T1	-	-	-	-	-
DHS Water Treatment Operator Certificate Grade T2	-	-	-	-	-
DHS Water Treatment Operator Certificate Grade T3	-	MQ	-	-	-
DHS Water Treatment Operator Certificate Grade T4	-	\$175	-	-	-
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	-	-	-	-	-
CWEA Collection System Maintenance Grade 2	\$75	-	-	-	-
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>PARKS & FACILITIES DIVISION</u>					
Playground Inspection Certificate	-	-	-	-	\$25
Pool Operator Certificate	-	-	-	-	25
Qualified Applicator Certificate or License	-	-	-	-	25
Water Auditor Certification	-	-	-	-	25
<u>ADVANCED EDUCATION</u>					
<u>Bilingual Certificates</u>					
Office staff	-	-	-	\$100	-
Field staff	-	-	-	50	-
<u>Advanced Degrees</u>					
Associate Degree	-	-	-	25	-
Bachelor Degree	-	-	-	50	-
Master Degree	-	-	-	50	-
MONTHLY ALLOWABLE MAXIMUM PER EMPLOYEE	450	175	450	N/A	75
MQ = Certification level required as minimum qualification					