

**RESOLUTION NO. 3019-13**

**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  
  Parks and Recreation Director  
  Community Development Director  
  Public Works Director/Town Engineer  
  Town Clerk

Confidential:                    Special Projects Manager  
  Human Resources Manager  
  Human Resources 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 Special Projects Manager, Human Resources Manager and Human Resources 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 19, 2013. Beginning July 1, 2013, the Town Manager may at his/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 (hereafter "the WEA MOU"), as approved for execution by the Town Council on June 19, 2013. Beginning July 1, 2013, the Town Manager may at his/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 WEA MOU until that agreement expires.

Section 3. In addition, effective July 1, 2013, Executive Management job classifications shall receive a \$350 monthly automobile allowance for personal automobile use for Town-related business travel. Effective July 1, 2013, the Confidential job classification designated as Human Resources Specialist shall receive a confidential pay incentive each pay period equal to five (5) percent of base pay.

**PASSED, APPROVED, and ADOPTED this 19th day of June 2013, by the following vote:**

**AYES: COUNCILMEMBERS ALLEN, FUDGE, OKREPKIE, SALMON AND  
MAYOR GOBLE**

**NOES: NONE**

**ABSTAIN: NONE**

**ABSENT: NONE**

  
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**ROBIN GOBLE, MAYOR**

**ATTEST:**

  
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**MARIA DE LA O, TOWN CLERK**