

**RESOLUTION NO. 3564-20**

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

**WHEREAS**, on December 4, 2019, the Town Council last adopted a revised listing of authorized positions and salary schedule; and

**WHEREAS**, a review of the current staffing needs of the Parks and Recreation Department was recently conducted; and

**WHEREAS**, staff has proposed amendments to accommodate Town staffing needs; 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.
5. Allow for the changes to be retroactively effective to January 1, 2020.

**PASSED, APPROVED AND ADOPTED this 15th day of January 2020, 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**

**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	
<b>Town Manager's Office</b>				
Town Manager	1	Contract		\$ 16,740
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
<b>Administrative Services</b>				
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
Risk Manager	1	Management Employees Group	\$ 7,636	\$ 9,538
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	2	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
<b>Community Development</b>				
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	\$ 8,441
Planner I/II/III	3	Management Employees Group	\$ 7,451	\$ 9,305
		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
<b>Human Resources</b>				
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
<b>Parks &amp; Recreation</b>				
Parks & Recreation Director	1	Executive Management	\$ 11,558	\$ 14,434
Recreation Division Manager	1	Management Employees Group	\$ 8,018	\$ 10,014
Parks & Facilities Manager	1	Management Employees Group	\$ 8,018	\$ 10,014
Recreation Program Supervisor	2	Management Employees Group	\$ 6,597	\$ 8,239
Parks & Facilities Maintenance Supervisor	1	Supervisory Employees Group	\$ 6,597	\$ 8,239
Parks & Recreation Analyst	2	Teamsters Local No. 856	\$ 5,699	\$ 7,117
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
Maintenance Worker I/II	8	Teamsters Local No. 856	\$ 4,688	\$ 5,854
		Teamsters Local No. 856	\$ 4,251	\$ 5,311

<b>Public Works</b>					
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	
Engineer I/II/III	2	Teamsters Local No. 856	\$ 6,928	\$ 8,651	
		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	
Senior/Public Works Inspector	1	Teamsters Local No. 856	\$ 6,758	\$ 8,441	
Streets Maintenance Supervisor	1	Teamsters Local No. 856	\$ 6,282	\$ 7,847	
Wastewater System Operator I/II/III	6	Supervisory Employees Group	\$ 6,282	\$ 7,847	
		Teamsters Local No. 856	\$ 5,699	\$ 7,117	
		Teamsters Local No. 856	\$ 5,043	\$ 6,299	
Environmental Analyst I/II	1	Teamsters Local No. 856	\$ 6,282	\$ 7,847	
		Teamsters Local No. 856	\$ 5,559	\$ 6,942	
Senior Water System Operator	2	Teamsters Local No. 856	\$ 5,699	\$ 7,117	
Laboratory Analyst I/II	1	Teamsters Local No. 856	\$ 5,699	\$ 7,117	
		Teamsters Local No. 856	\$ 5,043	\$ 6,299	
Utility Maintenance Mechanic	1	Teamsters Local No. 856	\$ 5,699	\$ 7,117	
Engineering Technician	2	Teamsters Local No. 856	\$ 5,426	\$ 6,778	
Senior Utility Maintenance Worker	2	Teamsters Local No. 856	\$ 5,426	\$ 6,778	
Senior Maintenance Worker	1	Teamsters Local No. 856	\$ 5,170	\$ 6,456	
Water Systems Operator I/II	5	Teamsters Local No. 856	\$ 5,170	\$ 6,456	
		Teamsters Local No. 856	\$ 4,689	\$ 5,854	
Senior Administrative Assistant	1	Teamsters Local No. 856	\$ 5,043	\$ 6,299	
Utility Maintenance Worker I/II	4	Teamsters Local No. 856	\$ 4,923	\$ 6,149	
		Teamsters Local No. 856	\$ 4,463	\$ 5,576	
Maintenance Worker I/II	5	Teamsters Local No. 856	\$ 4,688	\$ 5,854	
		Teamsters Local No. 856	\$ 4,251	\$ 5,311	
Administrative Assistant	2	Teamsters Local No. 856	\$ 4,573	\$ 5,711	

Total Full-Time 111

**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	

Range 14		
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

Range 15		
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

Range 16		
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

Range 17		
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

## Range 19

	Step	Hourly
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

## Range 20

	Step	Hourly
Planner I	1	32.07
Environmental Analyst I	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

## Range 21

	Step	Hourly
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
Parks & Recreation Analyst	6	37.19
	7	38.13
	8	39.07
	9	40.05
	10	41.06

## Range 25

	Step	Hourly
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
Environmental Analyst II	6	41.01
	7	42.03
	8	43.08
	9	44.16
	10	45.27

Range 26		
Step	Hourly	
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

Range 27		
Step	Hourly	
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

Range 28		
Step	Hourly	
Senior Building Inspector	1	38.99
Senior Public Works Inspector	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

Range 29		
Step	Hourly	
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>	
		<u>Step</u>	<u>Monthly</u>
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>	
		<u>Step</u>	<u>Monthly</u>
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>	
		<u>Step</u>	<u>Monthly</u>
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>	
		<u>Step</u>	<u>Monthly</u>
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

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

<b>Range 35</b>	
<b>Step</b>	<b>Monthly</b>
Recreation Division Manager	1 8,018.21
Information Systems Manager	2 8,219.39
Administrative Operations Manager	3 8,424.21
Parks & Facilities Manager	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

<b>Range 36</b>	
<b>Step</b>	<b>Monthly</b>
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

<b>Range 37</b>	
<b>Step</b>	<b>Monthly</b>
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

<b>Range 38</b>	
<b>Step</b>	<b>Monthly</b>
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

<b>Range 41</b>	
<b>Step</b>	<b>Monthly</b>
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

<b>Range 43</b>	
<b>Step</b>	<b>Monthly</b>
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

<b>Range 44</b>	
<b>Step</b>	<b>Monthly</b>
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

<b>Range 49</b>	
<b>Step</b>	<b>Monthly</b>
1	11,283.18
2	11,565.56
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

<b>Range 50</b>	
<b>Step</b>	<b>Monthly</b>
1	11,558.29
2	11,846.74
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

<b>Range 52</b>	
<b>Step</b>	<b>Monthly</b>
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

<b>TMG</b>	
<b>Step</b>	<b>Monthly</b>
1	16,740.00

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