

**RESOLUTION NO. 2215-08**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF WINDSOR  
ADOPTING AN AMENDED SCHEDULE OF MONTHLY PAY INCENTIVES FOR  
CERTIFICATES RELATED TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE TOWN OF WINDSOR AND THE TOWN OF WINDSOR  
EMPLOYEES ASSOCIATION / AFSCME LOCAL 3910**

**WHEREAS**, the Town of Windsor ("the Town") has recognized the Town of Windsor Employees Association / AFSCME Local 3910 (hereafter "AFSCME") 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 AFSCME 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 AFSCME; and

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

**WHEREAS**, the Town's representatives further met and conferred with AFSCME 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 successor MOU; and

**WHEREAS**, the Town's representatives and AFSCME completed their bargaining meetings and have tentatively agreed to amend the Schedule of Monthly Pay Incentives for Certificates, which amendment requires the approval of the Town Council; and

**WHEREAS**, the Town has reached a tentative agreement with AFSCME on all outstanding issues relative to implementing a reorganization in the Public Works Department, including grievances that were filed.

**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 eligible AFSCME members, as described in attached Exhibit "A," to become effective January 1, 2008.

**PASSED, APPROVED AND ADOPTED** this 16th day of January 2008 by the following vote:

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

**NOES: NONE**

**ABSTAIN: NONE**

**ABSENT: NONE**

  
**DEBORA FUDGE, MAYOR**

**ATTEST:**

  
**MARIA DE LA O, TOWN CLERK**

Exhibit A

EXHIBIT "A"											
Town of Windsor - Amended Schedule of Monthly Pay Incentives for Certificates For Job Classifications Represented by AFSCME Local 3910 Effective, January 1, 2008											
Position:	Maintenance Technician	Maintenance Specialist	Water System Operator I	Water System Operator II	Lead Water System Operator	Wastewater System Operator I	Wastewater System Operator II	Lead Wastewater System Operator	All Represented Employees	Maintenance Technician	Maintenance Specialist
<b>WATER OPERATIONS</b>											
DHS Water Distribution Operator Certificate Grade D1	-	-	MQ	MQ	-	-	-	-	-	-	-
DHS Water Distribution Operator Certificate Grade D2	-	-	\$75	\$75	-	-	-	-	-	-	-
DHS Water Distribution Operator Certificate Grade D3	-	-	125	125	MQ	-	-	-	-	-	-
DHS Water Distribution Operator Certificate Grade D4	-	-	-	-	\$150	-	-	-	-	-	-
DHS Water Treatment Operator Certificate Grade T1	-	-	MQ	-	-	-	-	-	-	-	-
DHS Water Treatment Operator Certificate Grade T2	-	-	\$75	MQ	MQ	-	-	-	-	-	-
DHS Water Treatment Operator Certificate Grade T3	-	-	125	125	150	-	-	-	-	-	-
DHS Water Treatment Operator Certificate Grade T4	-	-	-	-	-	-	-	-	-	-	-
DHS Wastewater Treatment Operator Certificate Grade I	-	-	-	-	-	MQ	-	-	-	-	-
DHS Wastewater Treatment Operator Certificate Grade II	-	-	-	-	-	\$100	-	-	-	-	-
DHS Wastewater Treatment Operator Certificate Grade III	-	-	-	-	-	150	MQ	-	-	-	-
DHS Wastewater Treatment Operator Certificate Grade IV	-	-	-	-	-	-	\$150	-	-	-	-
<b>WATER RECLAMATION OPERATIONS</b>											
CWEA Collection System Maintenance Grade 1	\$25	\$25	-	-	-	25	25	25	-	-	-
CWEA Collection System Maintenance Grade 2	75	75	-	-	-	75	75	75	-	-	-
CWEA Collection System Maintenance Grade 3	125	125	-	-	-	125	125	125	-	-	-
CWEA Collection System Maintenance Grade 4	-	-	-	-	-	-	-	-	-	-	-
CWEA WW Treatment Plant Maintenance Grade 1	50	50	-	-	-	50	50	50	-	-	-
CWEA WW Treatment Plant Maintenance Grade 2	100	100	-	-	-	100	100	100	-	-	-
CWEA WW Treatment Plant Maintenance Grade 3	150	150	-	-	-	150	150	150	-	-	-
CWEA WW Treatment Plant Maintenance Grade 4	-	-	-	-	-	-	-	-	-	-	-
CWEA WW Environmental Compliance Inspector Grade 1	-	-	-	-	-	-	25	25	-	-	-
CWEA WW Environmental Compliance Inspector Grade 2	-	-	-	-	-	-	75	75	-	-	-
CWEA WW Environmental Compliance Inspector Grade 3	-	-	-	-	-	-	125	125	-	-	-
<b>PARKS &amp; FACILITIES DIVISION</b>											
Playground Inspection Certificate	-	-	-	-	-	-	-	-	-	\$25	\$25
Pool Operator Certificate	-	-	-	-	-	-	-	-	-	25	25
Qualified Applicator Certificate or License	-	-	-	-	-	-	-	-	-	25	25
Water Auditor Certification	-	-	-	-	-	-	-	-	-	25	25
<b>ADVANCED EDUCATION</b>											
Biannual Certificates	-	-	-	-	-	-	-	-	\$100	-	-
Office staff	-	-	-	-	-	-	-	-	50	-	-
Field staff	-	-	-	-	-	-	-	-	-	-	-
<b>Advanced Degrees</b>											
Associate Degree	-	-	-	-	-	-	-	-	25	-	-
Bachelor Degree	-	-	-	-	-	-	-	-	50	-	-
Master Degree	-	-	-	-	-	-	-	-	50	-	-
<b>MONTHLY ALLOWABLE MAXIMUM PER EMPLOYEE</b>	\$350	\$350	\$250	\$250	\$300	\$450	\$450	\$450	N/A	\$75	\$75
<b>MQ = Certification level required as minimum qualification</b>											