

RESOLUTION NO. 2813-11

**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 Employee 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 a labor organization; and

WHEREAS, the Executive Management and Confidential job classifications are designated as follows:

Executive Management: Assistant Town Manager
 Administrative Services Director
 Parks and Recreation Director
 Planning and Building Director
 Public Works Director /Town Engineer
 Town Clerk

Confidential: Human Resources Manager
 Human Resources Analyst
 Human Resources Specialist

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 adopts the following compensation applicable to these unrepresented classifications:

Section 1. The job classifications designated as Executive Management and the Confidential job classifications designated as Human Resources Manager and Human Resources Analyst shall receive the same economic benefits and pay adjustments as specified in the MOU between the Town of Windsor and the Town of Windsor Management Employees Group ("the MEG MOU"), as approved for execution by the Town Council on June 22, 2011. Beginning July 1, 2011, the Town Manager may in 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 classifications designated as Human Resources Specialist shall receive the same economic benefits and pay adjustments as specified in the MOU between the Town of Windsor and the Town of Windsor Employees Association / AFSCME Local 3910 (hereafter "the AFSCME MOU"), as approved for execution by the Town Council on June 22,

2011. Beginning July 1, 2011, the Town Manager may in 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 AFSCME MOU until that agreement expires.

Section 3. In addition, effective July 1, 2011, Executive Management job classifications shall receive a \$300 monthly automobile allowance for personal automobile use for Town-related business travel. Effective July 1, 2011, 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 22nd day of June 2011, by the following vote:

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



STEVE ALLEN, MAYOR

ATTEST:



MARIA DE LA O, TOWN CLERK