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SUPPLEMENTAL BUDGET RESOLUTION #2011- 03
BURLINGTON TELECOM REORGANIZATION

In the year Two Thousand Ten.....

Resolved by the City Council of the City of Burlington, as follows:

That WHEREAS, the General Manager of Burlington Telecom has requested the elimination of the non-classified position of Division Manager of Marketing and Customer Service and has requested the creation of a full-time, non-classified Division Manager of Sales, Marketing and Customer Service position as a result of the reorganization of the department; and

WHEREAS, the General Manager of Burlington Telecom has requested the elimination of two non-classified Customer Service Representative positions and has requested the creation of two non-classified, full-time, Account Executive positions based on the reorganization of the department; and

WHEREAS, the General Manager of Burlington Telecom has requested the creation of two non-classified, full-time, limited service positions Field Technician provisions in order to reduce the costs associated with installations; and

WHEREAS, the General Manager of Burlington Telecom has requested the elimination of a non-classified position of Senior Customer Service Representative and has requested the creation of a full-time, non-classified Customer Service Manager position based on the increased responsibilities of the position and the reorganization of the department; and

WHEREAS, the General Manager of Burlington Telecom has requested the elimination of the non-classified position of Sales Manager and has requested the creation of a full-time,

36 BURLINGTON TELECOM REORGANIZATION

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38 non-classified Senior Account Manager position as a result of the reorganization of the
39 department; and

40 WHEREAS, the General Manager of Burlington Telecom has requested the elimination
41 of the non-classified position of Marketing and Sales Coordinator and has requested the creation
42 of a full-time, non-classified Senior Marketing and Sales Associate position based on the
43 increased responsibilities of the position and the reorganization of the department; and

44 WHEREAS, the General Manager of Burlington Telecom has requested the elimination
45 of the non-classified position of Administrative Assistant and has requested the creation of a full-
46 time, non-classified Accounts Payable /Accounts Receivable Specialist position based on the
47 increased responsibilities of the position and the reorganization of the department; and

48 WHEREAS, the aforementioned requests have been reviewed and approved by the
49 Human Resources Director and Board of Finance; and

50 WHEREAS, the Human Resources Department has utilized a combination of the Willis
51 and modified Winters plans to develop a recommended compensation plan for these positions
52 which is attached hereto inclusive of a commission plan for the Division Manager of Sales,
53 Marketing and Customer Service, Senior Account Manager, and Account Executives; and

54 WHEREAS, the compensations for these positions and the reorganization plan for
55 Burlington Telecom is supported by the City’s financial advisor, Dorman & Fawcett;

56 NOW, THEREFORE, BE IT RESOLVED that the aforementioned reorganization
57 changes inclusive of the recommended compensation plan attached hereto are hereby approved
58 for Burlington Telecom, effective as of City Council approval.