

TOWN OF WINCHESTER



FY2022 COMPENSATION SCHEDULES

July 1, 2021

SCHEDULE 1

Clerical Compensation Schedule (S Grades) -- SEIU, Local -- FY22 - JULY 1, 2021

Compensation Grade/Title	Minimum	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
S-24 Senior Clerk I	40,163	41,570	43,023	44,530	46,090	47,704	49,374	51,102	53,090	54,683	56,323	58,013
S-25 Secretary Senior Clerk II	42,572	44,067	45,608	47,201	48,854	50,567	52,336	54,166	56,273	57,961	59,700	61,491
S-26 Administrative Secretary I Principal Clerk I	45,128	46,706	48,342	50,035	51,785	53,603	55,478	57,420	59,654	61,444	63,287	65,185
S-27 Administrative Secretary II Principal Clerk II	47,836	49,511	51,240	53,036	54,893	56,812	58,800	60,857	63,226	65,123	67,077	69,089

The preceding rates reflect a 2.5% adjustment over FY21 July rates.

SCHEDULE 1

Clerical Compensation Schedule (S Grades) -- SEIU, Local -- FY21 - JULY 1, 2020

Compensation Grade/Title	Minimum	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
S-24 Senior Clerk I	39,184	40,556	41,974	43,444	44,966	46,540	48,169	49,856	51,795	53,349	54,950	56,598
S-25 Secretary Senior Clerk II	41,534	42,992	44,496	46,050	47,663	49,334	51,060	52,845	54,900	56,547	58,244	59,991
S-26 Administrative Secretary I Principal Clerk I	44,028	45,566	47,163	48,815	50,522	52,296	54,125	56,019	58,199	59,945	61,743	63,596
S-27 Administrative Secretary II Principal Clerk II	46,669	48,304	49,990	51,742	53,555	55,426	57,366	59,373	61,684	63,535	65,441	67,404

The preceding rates reflect a 2% adjustment over FY20 July rates.

SCHEDULE 2

CS Compensation Schedule FY22 - JULY 1, 2021

Compensation Grade/Title		1	2	3	4	5	6	7	8	9	10	11	NEW 12
CS-4	Crossing Guard	31,447	32,551	33,688	34,872	36,088	37,371	38,661	40,013	41,413	42,862	44,362	45,915
CS-5	Library Aide	34,279	35,479	36,744	38,000	39,317	40,713	42,135	43,609	45,137	46,716	48,350	50,042
CS-6	Technical Services Assistant II Technical Services Assistant	37,366	38,670	40,026	41,371	42,878	44,379	45,930	47,538	49,203	50,924	52,706	54,551
CS-7	Parking Warden Circulation Clerk	40,732	42,153	42,961	45,160	46,771	48,373	50,063	51,816	53,630	55,507	57,449	59,460
CS-8	Administrative Secretary I Senior Library Clerk, Technical Services	44,396	45,952	47,562	49,223	50,945	52,727	54,578	56,487	58,466	60,514	62,631	64,823
CS-9	Administrative Secretary II	48,394	50,083	51,833	53,649	55,529	57,456	59,489	61,569	63,725	65,954	68,262	70,651
CS-10	Administrative Secretary III	51,779	53,592	55,445	57,544	59,405	61,493	63,651	65,878	68,184	70,569	73,038	75,594

The preceding rates reflect a 3% adjustment over FY21 January rates

SCHEDULE 3

PT Compensation Plan FY22 - JULY 1, 2021

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10	11	NEW 12
PT-6	20.56	21.26	21.98	22.77	23.56	24.40	25.25	26.13	27.03	27.97	28.95	29.96
PT-7 Civilian Dispatcher	22.38	23.19	23.98	24.81	25.70	26.59	27.52	28.50	29.48	30.49	31.56	32.67
PT-8 Finance Committee Secretary Chief Dispatcher Transportation Coordinator COA	24.41	25.31	26.14	27.03	28.00	29.03	29.98	31.02	32.11	33.24	34.40	35.60
PT-9 Dog Officer Library Network Administrator Parking Ticket Administrator/Hearings Officer	26.61	27.51	28.50	29.42	30.51	31.61	32.71	33.85	35.05	36.26	37.53	38.84
PT-10 Accounts Payable Supervisor ADA Coordinator	51,780	53,591	55,462	57,402	59,416	61,493	63,650	65,877	68,182	70,569	73,039	75,595
PT-11 Geriatric Social Worker Senior Aftercare Coordinator Professional Librarian Community Education Coordinator Community Health Program Manager Preschool/After School Director Youth Center Coordinator Building Maintenance Specialist Human Resources Coordinator	54,367	56,271	58,243	60,272	62,389	64,566	66,829	69,170	71,587	74,094	76,687	79,371
PT-12 Engineering Inspector Administrative Coordinator Maintenance Specialist - Electrician Maintenance Specialist - Plumber HVAC Technician Water System Distribution Treatment General Foreman * Accounting Specialist	57,086	59,084	61,146	63,291	65,505	67,796	69,987	72,434	74,972	77,596	80,312	83,123
PT-13 Plumbing/Gas Inspector Wiring Inspector Water Treatment Plant Operator Cemetery Coordinator Conservation Administrator Recreation Coordinator Community Engagement Coordinator	59,937	62,033	64,206	66,455	68,786	71,189	73,586	76,163	78,828	81,587	84,443	87,398
PT-14 Library Department Head Head of Circulation Facilities Coordinator Operations - Supervisor Building Maintenance Coordinator Building Inspector Procurement Administrator * Payroll/Benefits Coordinator	62,936	65,139	67,424	69,776	72,216	74,749	77,363	80,071	82,873	85,772	88,774	91,882
PT-15 Water System Distribution Supervisor Fleet Coordinator Transfer Station Coordinator Senior Project Engineer * Mental Health/Wellness Social Worker	66,085	68,394	70,788	73,261	75,831	78,482	82,147	85,021	87,999	91,077	94,264	97,564

The preceding rates reflect a 3% adjustment over FY21 January rates

*New positions effective July 1, 2021: Accounting Specialist and Mental Health/Wellness Social Worker

Reclassified positions: Assistant Town Clerk from PT-11 to Schedule 4 Grade E and Payroll/Benefits Coordinator from PT-12 to PT-14

SCHEDULE 4

Management Schedule FY22 - JULY 1, 2021

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	NEW 17
D Health Inspector Network Administrator Assistant Town Planner	62,666	64,247	65,875	67,540	69,247	70,996	72,795	74,629	76,516	78,451	80,437	82,469	84,528	86,642	88,807	91,028	93,303
E Assistant Town Engineer Assistant Town Treasurer Business Manager/DPW Sustainability Director * Public Health Nurse Manager * Assistant Town Clerk	68,308	70,031	71,805	73,618	75,479	77,386	79,344	81,349	83,408	85,514	87,677	89,884	92,130	94,435	96,797	99,217	101,697
F Assistant Comptroller Recreation Director Director Public Health Water & Sewer Manager Assistant Library Director Director/C.O.A. Town Planner Special Projects Manager	74,452	76,340	78,266	80,244	82,271	84,355	86,486	88,673	90,913	93,212	95,568	97,975	100,426	102,936	105,511	108,149	110,852
G Treasurer/Collector Library Director Town Engineer Building Commissioner Planning & Community Development Director DPW - Operations Manager Information Technology Director Director of Assessments Town Clerk Facilities Manager Human Resources Director	81,156	83,209	85,311	87,467	89,677	91,943	94,271	96,650	99,095	101,599	104,170	106,797	109,465	112,200	115,009	117,884	120,831
H Deputy Fire Chief	88,457	90,692	93,329	95,336	97,749	100,219	102,751	105,348	108,009	110,740	113,543	116,410	119,318	122,301	125,362	128,496	131,709
I Assistant Town Manager	96,420	98,860	101,356	103,918	106,543	109,238	111,999	114,835	117,947	120,710	123,765	129,188	132,417	135,730	139,121	142,599	146,164
J Public Works Director Police Chief Fire Chief	105,099	107,754	110,482	113,276	116,134	119,073	122,080	125,167	128,329	131,579	134,899	138,303	141,759	145,303	148,937	152,661	156,477

The preceding rates reflect a 3% adjustment over FY21 January rates

SCHEDULE 5

Miscellaneous Positions Compensation Schedule FY22 - JULY 1, 2021

Compensation Title	Compensation						
ADA Coordinator	6,641 /Year						
Animal Inspector	6,092 /Year						
Assistant Library Director	8,227	9,258	10,084 /Year				
Council on Aging Vehicle Driver	16.89	17.49	18.09	18.74	19.39	/Hour	
Custodian of Retirement Funds	2,728 /Year						
Deputy Inspector	297 /Week						
Emergency Management Coordinator	13,448 /Year						
Fair Housing Director	2,994 /Year						
Hearings Officer	17.70 /Hour						
Library Shelver	14.29	14.79	15.31	15.84	16.41	16.98	17.57 /Hour
Non-Classified Clerk	9.54 /Hour						
Non-Classified Laborer	9.54	16.08 /Hour					
OPEB Trustee	5,359 /Year						
Planning Board Engineer	23,217 /Year						
Police Matron	17.70 /Hour						
Program Instructor I	15.00	22.50	30.00 /Hour				
Program Instructor II	20.00	40.00	60.00 /Hour				
Public Safety Building Custodian	23.84	24.63	25.50 /Hour				
Radio Mechanic	3,874 /Year						
Recording Secretary - School Committee	12.25 /Hour						
Records Administrator	10,696 /Year						
Registrar of Voters	2,081 /Year						
Registrar of Voters (Town Clerk)	2,199 /Year						
Risk Management Coordinator	13,448 /Year						
School Messenger	13.62 /Hour						
School Traffic Officer	17.98 /Hour						
Sealer of Weights and Measurers	8,523 /Year						
Student Drafter	355.35	454.23 /Week					
Tennis Maintenance Assistant	22.12	22.60	23.16	23.73	24.28	24.84	/Hour
Traffic Director	25.34 /Hour						
Veterans' Agent	8,556 /Year						
Veteran's Graves Caretaker	1,794 /Year						
Voting Machine Custodian	27.27 /Hour						
Worker's Compensation Agent	10,696 /Year						
<i>Each Election:</i>							
Deputy Warden/Clerk	208.06 /Election						
Inspector	164.37 /Election						
Warden	249.67 /Election						
<i>Town Census:</i>							
Registrar of Voters/Supervisor	1,167 /Year						
Registrar of Voters/Temporary	0.46 /Name						
<i>Town Meeting:</i>							
Audio/Visual Operator (faculty)	88.31 /Session						
Audio/Visual Operator (student)	41.53 /Session						
Checker	8.17 /Hour (Minimum 2 Hours)						

The preceding rates reflect a 3% adjustment over FY21 January rates

*New positions effective July 1, 2021

Effective July 1, 2021 eliminate Tennis Court Maintenance Supervisor

SCHEDULE 6

Recreation Compensation Schedule (R Grades) - FY22 - JULY 1, 2021

Compensation Grade/Title	Minimum	II	III	IV	V	Maximum
R-1 Junior Counselor	9.41	9.76	10.14	10.46	10.87	11.25
R-2 Assistant Leader Youth Assistant	10.71	11.04	11.56	11.97	12.36	12.81
R-3 * Gate Attendant * Summer Maintenance Assistant	11.54	12.21	12.83	13.20	14.26	14.77
R-4 * Counselor	12.21	12.94	13.97	14.44	15.13	15.80
R-5 * Lifeguard * Coordinator	13.40	14.17	14.83	15.47	16.30	17.04
R-6 Supervisor I	14.44	15.13	15.78	16.59	17.36	18.07
R-7 * Camp/Summer Adventures Specialist Tennis Supervisor Field Marshall	15.42	16.15	16.87	17.79	18.60	19.31
R-8 * Pre-School School Assistant Teacher * Group Leader I	19.09	19.69	20.26	20.84	21.52	22.38
R-9 * Pre-School/After School Lead Teacher * Specialty Camp Director * Assistant Beach Director I * Assistant Camp/Summer Adventures Director * Group Leader II	22.14	22.80	23.50	24.21	24.92	25.69
R-10 * Summer Adventures/Camp Director * Beach Director	24.81	25.55	26.30	27.03	27.75	28.52
R-11 Tennis Director Licensed Program Director * Tennis Court Maintenance Supervisor	29.38	30.73	32.08	33.54	35.05	36.64

For R-3 through R-9 positions add: With CPR or First Aid - .44/hour

With CPR and First Aid - .96 /hour

Lateral progression (step levels) will be made upon successful participation of part time

The preceding rates reflect a 3% adjustment over FY21 January rates

Complete restructuring of R-Schedule (See 2021 Spring TM Personnel Board Article)

SCHEDULE 7

T.E.A. Compensation Schedule (W Grades) - FY22 - July 1, 2021

Compensation Grade/Title	Minimum	II	III	IV	V	VI	VII	VIII
W-9 Laborer	22.23	22.87	23.41	24.09	24.86	25.34	25.84	26.35
W-10 Motor Equipment Operator Skilled Laborer Water Meter Reader	22.90	23.44	24.18	24.88	25.65	26.15	26.67	27.19
W-11 Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	23.78	24.48	25.12	25.83	26.65	27.18	27.71	28.26
W-12 Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	24.63	25.42	26.04	26.75	27.58	28.12	28.67	29.23
W-13 Head Custodian - General Working Foreman Motor Equipment Repairman-Welder Transfer Station Operator Skilled Craftsman B Highway Working Foreman Grounds Working Foreman Horticultural Specialist	25.81	26.67	27.44	28.22	29.09	29.66	30.25	30.84
W-14 Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	26.70	27.47	28.28	29.09	30.00	30.59	31.19	31.81
W-14a Foreman	26.70	27.47	28.28	29.09	30.00	30.59	31.19	31.81
W-15 Mechanical Specialist Multi-Crafts Specialist General Foreman	27.72	28.44	29.24	30.07	31.00	31.61	32.24	32.87

The preceding rates reflect a 1.5% increase adjustment over FY21 July rates including an additional 3 steps

FY22 is the 3rd year of a 3-year agreement between the Town of Winchester and the SEIU, Local 888.

SCHEDULE 7

T.E.A. Compensation Schedule (W Grades) - FY21 - July 1, 2020

Compensation Grade/Title	Minimum	II	III	IV	V	VI	VII	VIII
W-9 Laborer	21.90	22.53	23.07	23.74	24.49	24.97	25.46	25.96
W-10 Motor Equipment Operator Skilled Laborer Water Meter Reader	22.56	23.10	23.82	24.51	25.27	25.77	26.27	26.79
W-11 Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	23.43	24.12	24.75	25.45	26.26	26.78	27.30	27.84
W-12 Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	24.26	25.05	25.65	26.35	27.17	27.70	28.24	28.80
W-13 Head Custodian - General Working Foreman Motor Equipment Repairman-Welder Transfer Station Operator Skilled Craftsman B Highway Working Foreman Grounds Working Foreman Horticultural Specialist	25.43	26.27	27.03	27.81	28.66	29.22	29.80	30.39
W-14 Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	26.30	27.06	27.86	28.66	29.56	30.14	30.73	31.34
W-14a Foreman	26.30	27.06	27.86	28.66	29.56	30.14	30.73	31.34
W-15 Mechanical Specialist Multi-Crafts Specialist General Foreman	27.31	28.02	28.81	29.63	30.55	31.15	31.76	32.39

The preceding rates reflect a 1.5% increase adjustment over FY20 July rates including 3 additional steps and an increase in each grade and step by .50 cents per hourly rate

FY21 is the 2nd year of a 3-year agreement between the Town of Winchester and the SEIU, Local 888.

SCHEDULE 8

Police Patrol Officers Compensation Schedule -- FY22 - July 1, 2021

Compensation Grade/Title	Minimum	II	III	IV	Maximum	Maximum after 15 years (Post 2009)	Maximum after 15 years (Pre 2009)
P-1 Base	59,785	62,290	64,907	67,631	70,472	70,824	72,223
P-2 Base & EMT	62,014	64,519	65,136	69,860	72,701	73,053	74,452

The preceding rates reflect a 6% adjustment over FY21 rates including a step shift. FY22 is the 3rd year of a 3-year agreement between the Town of Winchester and the Police Patrol Officers Association, MASSCOP.

SCHEDULE 8

Police Patrol Officers Compensation Schedule -- FY21 - July 1, 2020

Compensation Grade/Title	Minimum	II	III	IV	Maximum	Maximum after 15 years (Post 2009)	Maximum after 15 years (Pre 2009)
P-1 Base	54,146	56,401	58,764	61,233	63,803	64,122	65,398
P-2 Base & EMT	56,158	58,413	60,776	63,245	65,815	66,134	67,410

The preceding rates reflect a 4% adjustment over FY20 rates. FY21 is the 2nd year of a 3-year agreement between the Town of Winchester and the Police Patrol Officers Association, MASSCOP.

SCHEDULE 9

Police Superior Officers Compensation Schedule -- FY22 - July 1, 2021

Compensation Grade/Title	Minimum	II	III	Maximum
S-1 Sergeant Base	78,585	81,885	85,324	89,164
S-2 Sergeant Base & EMT	80,550	83,932	87,457	91,393
L-1 Lieutenant Base	90,372	94,167	98,123	102,539
L-2 Lieutenant Base & EMT	92,631	96,521	100,576	105,102

The preceding rates reflect a 6% adjustment over FY21 rates including a step shift.

FY22 is the 3rd year of a 3-year agreement between the Town of Winchester and the Police Superior Officers Association.

SCHEDULE 9

Police Superior Officers Compensation Schedule -- FY21 - July 1, 2020

Compensation Grade/Title	Minimum	II	III	Maximum
S-1 Sergeant Base	71,150	74,137	77,250	80,494
S-2 Sergeant Base & EMT	72,929	75,991	79,181	82,506
L-1 Lieutenant Base	81,822	85,257	88,837	92,569
L-2 Lieutenant Base & EMT	83,868	87,388	91,058	94,883

The preceding rates reflect a 5% adjustment over FY20 rates including rank differential.

FY21 is the 2nd year of a 3-year agreement between the Town of Winchester and the Police Superior Officers Association

SCHEDULE 10

Fire Salary Schedule -- FY22 - July 1, 2021

Compensation Grade/Title	I	II	III	IV	V	VI*
F-1 Fire Fighter	60,594	63,113	65,780	68,543	69,914	71,312
F-2 Fire Lieutenant						84,148
F-3 Fire Captain						96,984

The preceding rates reflect a 6% adjustment over FY21 rates.

FY22 is the 3rd year of a 3 year agreement between the Winchester Firefighters IAFF, Local 1564.

*New Step 6 added, 2% higher than Step 5

SCHEDULE 10

Fire Salary Schedule -- FY21 - July 1, 2020

Compensation Grade/Title	I	II	III	IV*	V*
F-1 Fire Fighter	57,164	59,541	62,057	64,663	65,956
F-2 Fire Lieutenant					77,828
F-3 Fire Captain					89,701

The preceding rates reflect a 4% adjustment over FY20 rates.

FY21 is the 2nd year of a 3 year agreement between the Winchester Firefighters IAFF, Local 1564.

*Step 4 adjusted to be 4.2% higher than FY20 Step 3.

*New Step 5 added, 2% higher than Step 4.

SCHEDULE 11

School Custodian Compensation Schedule FY22 - July 1, 2021

Compensation Grade/Title	I	II	III	IV	V	VI	VII	VIII
SC-1 Janitor B	13.60	14.37	14.95	15.25	15.56	15.86	16.18	16.50
SC-4 Janitor A	17.13	18.43	19.73	20.11	20.52	20.93	21.35	21.78
SC-7 Custodian 1	20.12	21.85	23.15	23.61	24.09	24.58	25.06	25.56
SC-8 Custodian 2	21.01	22.49	23.80	24.28	24.77	25.27	25.77	26.29
SC-9 Custodian 3	21.85	23.07	24.43	24.92	25.42	25.93	26.44	26.97
SC-10 Custodian 4	22.39	23.74	25.65	26.17	26.70	27.23	27.78	28.35
SC-11 Custodian 5	23.07	24.39	25.72	26.25	26.78	27.32	27.86	28.42
SC-12 Custodian 6	24.33	25.69	27.03	27.57	28.12	28.68	29.24	29.84
SC-13 Custodian 7	25.64	27.02	28.39	28.96	29.54	30.13	30.73	31.34
SC-14 Custodian 8	27.03	28.34	30.14	30.74	31.34	31.98	32.62	33.27
SC-15 Custodian 9	28.31	29.73	31.69	32.32	32.96	33.63	34.30	34.98

This schedule represents 2% increase adjustments to FY21 July rates including an additional 5 steps.

FY22 is the 3rd year of a 3 year agreement between the Town of Winchester and the SEIU, Local 888.

SCHEDULE 11

School Custodian Compensation Schedule FY21 - July 1, 2020

Compensation Grade/Title		I	II	III	IV	V	VI	VII	VIII
SC-1	Janitor B	13.33	14.09	14.66	14.95	15.25	15.55	15.86	16.18
SC-4	Janitor A	16.79	18.07	19.34	19.72	20.12	20.52	20.93	21.35
SC-7	Custodian 1	19.73	21.42	22.70	23.15	23.62	24.10	24.57	25.06
SC-8	Custodian 2	20.60	22.05	23.33	23.80	24.28	24.77	25.26	25.77
SC-9	Custodian 3	21.42	22.62	23.95	24.43	24.92	25.42	25.92	26.44
SC-10	Custodian 4	21.95	23.27	25.15	25.66	26.18	26.70	27.24	27.79
SC-11	Custodian 5	22.62	23.91	25.22	25.73	26.25	26.78	27.31	27.86
SC-12	Custodian 6	23.85	25.19	26.50	27.03	27.57	28.12	28.67	29.25
SC-13	Custodian 7	25.14	26.49	27.83	28.39	28.96	29.54	30.13	30.72
SC-14	Custodian 8	26.50	27.78	29.55	30.14	30.73	31.35	31.98	32.62
SC-15	Custodian 9	27.75	29.15	31.07	31.69	32.32	32.97	33.63	34.30

This schedule represents 1.5% increase adjustments to FY20 July rates including an additional 5 steps.

FY21 is the 2nd year of a 3 year agreement between the Town of Winchester and the SEIU, Local 888.

