

# TOWN OF WINCHESTER



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## FY2022 COMPENSATION SCHEDULES

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January 1, 2022

## 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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>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<br>Chief Dispatcher<br>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<br>Library Network Administrator<br>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<br>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<br>Senior Aftercare Coordinator<br>Professional Librarian<br>Community Education Coordinator<br>Community Health Program Manager<br>Preschool/After School Director<br>Youth Center Coordinator<br>Building Maintenance Specialist<br>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<br>Administrative Coordinator<br>Maintenance Specialist - Electrician<br>Maintenance Specialist - Plumber<br>HVAC Technician<br>Water System Distribution Treatment General Foreman<br>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<br>Wiring Inspector<br>Water Treatment Plant Operator<br>Cemetery Coordinator<br>Conservation Administrator<br>Recreation Coordinator<br>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<br>Head of Circulation<br>Operations - Supervisor<br>Building Maintenance Coordinator<br>Building Inspector<br>Procurement Administrator<br>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<br>Fleet Coordinator<br>Facilities Coordinator<br>Transfer Station Coordinator<br>Senior Project Engineer<br>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  
 Reclassified positions: Facilities Coordinator from PT-14 to PT-15 effective January 1, 2022

## 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<br>17 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-----------|
| D Health Inspector<br>Network Administrator<br>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<br>Assistant Town Treasurer<br>Business Manager/DPW<br>Sustainability Director<br>Public Health Nurse Manager<br>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<br>Recreation Director<br>Director Public Health<br>Water & Sewer Manager<br>Assistant Library Director<br>Director/C.O.A.<br>Town Planner<br>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<br>Library Director<br>Town Engineer<br>Building Commissioner<br>Planning & Community Development Director<br>DPW - Operations Manager<br>Information Technology Director<br>Director of Assessments<br>Town Clerk<br>Facilities Manager<br>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<br>Police Chief<br>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 |             |
| Council on Aging Volunteer Coordinator | 3,000 /Year                  |              |              |       |       |       |             |
| 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 January 1, 2022

## 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<br>Youth Assistant                                                                                                                           | 10.71   | 11.04 | 11.56 | 11.97 | 12.36 | 12.81   |
| R-3                      | Gate Attendant<br>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<br>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<br>Tennis Supervisor<br>Field Marshall                                                                                      | 15.42   | 16.15 | 16.87 | 17.79 | 18.60 | 19.31   |
| R-8                      | Pre-School School Assistant Teacher<br>Group Leader I                                                                                                         | 19.09   | 19.69 | 20.26 | 20.84 | 21.52 | 22.38   |
| R-9                      | Pre-School/After School Lead Teacher<br>Specialty Camp Director<br>Assistant Beach Director I<br>Assistant Camp/Summer Adventures Director<br>Group Leader II | 22.14   | 22.80 | 23.50 | 24.21 | 24.92 | 25.69   |
| R-10                     | Summer Adventures/Camp Director<br>Beach Director                                                                                                             | 24.81   | 25.55 | 26.30 | 27.03 | 27.75 | 28.52   |
| R-11                     | Tennis Director<br>Licensed Program Director<br>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 TMs 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 | 24.96 | 25.34 | 25.84 | 26.35 |
| W-10                     | Motor Equipment Operator<br>Skilled Laborer<br>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<br>Tennis Court Maintenance Supervisor<br>Stock Clerk                                                                                                                                | 23.78   | 24.48 | 25.12 | 25.83 | 26.65 | 27.18 | 27.71 | 28.26 |
| W-12                     | Custodian-General<br>Maintenance Craftsman<br>Mechanic-Special Equipment Operator<br>Motor Equipment Repairman<br>Special Equipment Operator<br>Tree Climber<br>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<br>Motor Equipment Repairman-Welder<br>Working Foreman<br>Grounds Working Foreman<br>Highway Working Foreman<br>Skilled Craftsman B<br>Transfer Station Operator<br>Horticultural Specialist | 25.81   | 26.67 | 27.44 | 28.22 | 29.09 | 29.66 | 30.25 | 30.84 |
| W-14                     | Highway Foreman<br>Highway Foreman<br>Transfer Station Foreman<br>Skilled Craftsman A<br>Maintenance Foreman<br>Transfer Signalization Foreman<br>Cemetery Foreman<br>Forestry Foreman                              | 26.70   | 27.47 | 28.28 | 29.09 | 30.00 | 30.59 | 31.19 | 31.81 |
| W-14                     | Foreman                                                                                                                                                                                                             | 26.70   | 27.47 | 28.28 | 29.09 | 30.00 | 30.59 | 31.19 | 31.81 |
| W-15                     | Mechanical Specialist<br>Multi-Crafts Specialist<br>Mechanical Specialist                                                                                                                                           | 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 3<sup>rd</sup> 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<br>Skilled Laborer<br>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<br>Tennis Court Maintenance Supervisor<br>Stock Clerk                                                                                                                                | 23.43   | 24.12 | 24.75 | 25.45 | 26.26 | 26.78 | 27.30 | 27.34 |
| W-12                     | Custodian-General<br>Maintenance Craftsman<br>Mechanic-Special Equipment Operator<br>Motor Equipment Repairman<br>Special Equipment Operator<br>Tree Climber<br>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<br>Motor Equipment Repairman-Welder<br>Working Foreman<br>Grounds Working Foreman<br>Highway Working Foreman<br>Skilled Craftsman B<br>Transfer Station Operator<br>Horticultural Specialist | 25.43   | 26.27 | 27.03 | 27.81 | 28.66 | 29.22 | 29.80 | 30.39 |
| W-14                     | Highway Foreman<br>Highway Foreman<br>Transfer Station Foreman<br>Skilled Craftsman A<br>Maintenance Foreman<br>Transfer Signalization Foreman<br>Cemetery Foreman<br>Forestry Foreman                              | 26.30   | 27.06 | 27.86 | 28.66 | 29.56 | 30.17 | 30.73 | 31.34 |
| W-14                     | Foreman                                                                                                                                                                                                             | 26.30   | 27.06 | 27.86 | 28.66 | 29.56 | 30.17 | 30.73 | 31.34 |
| W-15                     | Mechanical Specialist<br>Multi-Crafts Specialist<br>Mechanical Specialist                                                                                                                                           | 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 an additional 3 steps and increase in each grade and step by .50 cents per hourly rate

FY21 is the 2<sup>nd</sup> 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 | Maximum after 15 years |
|--------------------------|---------|--------|--------|--------|---------|------------------------|------------------------|
|                          |         |        |        |        |         | (Post 2009)            | (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 | Maximum after 15 years |
|--------------------------|---------|--------|--------|--------|---------|------------------------|------------------------|
|                          |         |        |        |        |         | (Post 2009)            | (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

| <b>Compensation Grade/Title</b> | <b>Minimum</b> | <b>II</b> | <b>III</b> | <b>Maximum</b> |
|---------------------------------|----------------|-----------|------------|----------------|
| 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.

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# SCHEDULE 9

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

| <b>Compensation Grade/Title</b> | <b>Minimum</b> | <b>II</b> | <b>III</b> | <b>Maximum</b> |
|---------------------------------|----------------|-----------|------------|----------------|
| 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

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

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

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.

