

ARTICLE 26

2023 Spring Town Meeting

Personnel Board
Peter Cheimets, Chair

Overview of the Motions

There are **8 motions** within this article:

- **Motions 1 and 2** increase the salary of non-union Town employees and the raises the money to pay for it in the FY24 budget.
- **Motion 3** changes Schedule 5 – the Miscellaneous Compensation Schedule to adjust the pay for Council of the Aging drivers;
- **Motion 4** changes, creates, and deletes various PT positions (see below);
- **Motions 5, 6, and 7** puts the SEIU 888, Clerical Union Wage Adjustments for FY23, FY24, and FY25 before the Town Meeting (#5); moves the money to pay for the FY23 costs of the contract (#6), and finally moves the money to pay for the FY24 costs (#7)
- **Motion 8** places money in the Unallocated Wage Account to pay for the possible cost in FY24 of future contract settlements.

MOTION 1

Increase non-union pay scales by 2.5%

- This motion increases all of the Professional, Technical PT pay scales by 2.5% over FY23 levels.

Personnel Board Recommendation:
Favorable Action on Motion 1

MOTION 2

Fund the non-union wage increase in the FY24 budget

- Motion 2 levies a total of \$246,342 to various budgets in the Town (see the motion)
- \$202,909 is raised in the tax levy,
- \$ 9,713 shall be transferred from Water and Sewer Retained Earnings, and;
- \$ 33,720 shall be transferred from Recreation Program Receipts.

**Personnel Board Recommendation:
Favorable Action on Motion 2**

MOTION 3

Raise the pay scale for the Council on the Aging drivers

- This change was required to bring into line Winchester wages for drivers.

Personnel Board Recommendation:
Favorable Action on Motion 3

MOTION 4

Creates and removes positions

- Add PT-11 “Bibliographical Services Librarian” to meet the current needs of the Library’s operations;
- Add PT-12 “Financial Analyst” to assist the Comptroller;
- Reclassify the “Water Treatment Plant Operator” from a PT-13 to a PT-15 to bring the position statement in line with the position’s actual responsibilities.
- Delete PT-9 “Library Network Administrator”.

**Personnel Board Recommendation:
Favorable Action on Motion 4**

MOTION 5

Approve the SEIU 888, Clerical Union Contract for FY23-FY25

- The contract makes the following changes:
 - COLAs:
 - FY23: 2.5% (retroactive)
 - FY24: 2.5%
 - FY25: 2.5%
 - Add 2 new levels of longevity pay
 - 30 years: \$3,000
 - 35 years: \$3,500
 - The addition of the Juneteenth federal and state holiday
 - Change to the sick leave buy back at retirement: now a full day's pay for up to 15 current days, and \$50/day beyond that.

**Personnel Board Recommendation:
Favorable Action on Motion 5**

MOTION 5 (continued)

Approve the SEIU 888, Clerical Union Contract for FY23-FY25

Cost of the Clerical Union Contract FY23-FY25					Totals
	FY22	FY23	FY24	FY25	
Base Salary	\$1,352,611.05	\$1,386,426.33	\$1,421,086.99	\$1,456,614.16	
Base Salary Increase, Year over year		\$ 33,815	\$ 34,661	\$ 35,527	\$ 104,003
Base Wage Increase over FY22 base Salary		\$ 33,815	\$ 68,476	\$ 104,003	\$ 206,294
Increase in base salary year over year		2.5%	2.5%	2.5%	
Compounded Increase (compared to FY22)		2.5%	5.1%	7.7%	15.3%

The effect of the addition of longevity pay increases at 30 and 35 years is:

- FY23: \$2200
- FY24: \$2700
- FY25: \$2700

MOTION 6

FY23 Appropriation for Motion 5

- The total cost of the motion is \$36,942.
- \$30,687 from FY23 Unallocated Wage Account
- \$ 3,068 from the Water and Sewer Retained Earnings, and,
- \$ 3,187 from the Recreation Retained Earnings.

**Personnel Board Recommendation:
Favorable Action on Motion 6**

MOTION 7

FY24 Appropriation for Motion 5

- The total cost of the motion is \$72,096.
- \$59,518 shall be raised on the tax levy,
- \$ 6,137 from Water and Sewer Retained Earnings, and,
- \$ 6,441 from Recreation Program Receipts

**Personnel Board Recommendation:
Favorable Action on Motion 7**

MOTION 8

Funding the FY24 Unallocated Wage Account

- This motion raises \$334,745 and appropriates it into the FY24 Unallocated Wage Account to use to cover the cost of future contract settlements to the extent that they are retroactive for all, or part of FY24.

Personnel Board Recommendation:
Favorable Action on Motion 8