

TOWN OF WINCHESTER



FY2024 COMPENSATION SCHEDULES

Effective July 1, 2023

SCHEDULE 1

Clerical Compensation Schedule (S Grades) FY24 - July 1, 2023

Compensation Grade/Title	Minimum	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
S-24 Senior Clerk I	42,196	43,674	45,201	46,784	48,423	50,119	51,874	53,689	55,778	57,451	59,174	60,950
S-25 Secretary Senior Clerk II	44,727	46,298	47,917	49,591	51,327	53,127	54,986	56,908	59,122	60,895	62,722	64,604
S-26 Administrative Secretary I Principal Clerk I	47,413	49,070	50,789	52,568	54,407	56,317	58,287	60,327	62,674	64,555	66,491	68,485
S-27 Administrative Secretary II Principal Clerk II	50,258	52,017	53,834	55,721	57,672	59,688	61,777	63,938	66,427	68,420	70,473	72,587

The preceding rates reflect a 2.5% adjustment over July 1, 2022 rates.

FY24 is the second year of a 3-year agreement between the Town of Winchester and the Winchester Clerical Union, SEIU Local 888.

SCHEDULE 2

CS Compensation Schedule FY24 - July 1, 2023

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10	11	12
CS-4 Crossing Guard	33,039	34,199	35,393	36,637	37,915	39,263	40,618	42,039	43,510	45,032	46,608	48,240
CS-5 Library Aide	36,014	37,275	38,604	39,924	41,307	42,774	44,268	45,817	47,422	49,081	50,798	52,575
CS-6 Technical Services Assistant II Technical Services Assistant	39,258	40,628	42,052	43,465	45,049	46,626	48,255	49,945	51,694	53,502	55,374	57,313
CS-7 Parking Warden Circulation Clerk	42,794	44,287	45,136	47,446	49,139	50,822	52,597	54,439	56,345	58,317	60,357	62,471
CS-8 Administrative Secretary I Senior Library Clerk, Technical Services	46,644	48,278	49,970	51,715	53,524	55,396	57,341	59,347	61,426	63,578	65,802	68,105
CS-9 Administrative Secretary II	50,844	52,618	54,457	56,365	58,340	60,365	62,501	64,686	66,951	69,293	71,718	74,227
CS-10 Administrative Secretary III	54,400	56,305	58,252	60,457	62,412	64,606	66,873	69,213	71,636	74,142	76,736	79,421

The preceding rates reflect a 2.5% adjustment over July 1, 2022 rates.

SCHEDULE 3

PT Compensation Schedule FY24 - July 1, 2023

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10	11	12
PT-6	21.60	22.34	23.09	23.92	24.75	25.64	26.53	27.45	28.40	29.39	30.42	31.48
PT-7 Civilian Dispatcher	23.51	24.36	25.19	26.07	27.00	27.94	28.91	29.94	30.97	32.03	33.16	34.33
PT-8 Finance Committee Secretary Chief Dispatcher Transportation Coordinator COA	25.65	26.59	27.46	28.40	29.42	30.50	31.50	32.59	33.74	34.92	36.14	37.40
PT-9 Dog Officer Archivist Parking Ticket Administrator/Hearings Officer Library Network Administrator	27.96	28.90	29.94	30.91	32.05	33.21	34.37	35.56	36.82	38.10	39.43	40.81
PT-10 Accounts Payable Supervisor ADA Coordinator Recreation Supervisor	54,402	56,304	58,270	60,308	62,424	64,606	66,872	69,212	71,634	74,142	76,737	79,422
PT-11 Geriatric Social Worker *Bibliographical Services Librarian Senior Aftercare Coordinator Professional Librarian Community Education Coordinator Community Health Program Manager Preschool/After School Director Youth Center Coordinator Building Maintenance Specialist	57,119	59,120	61,192	63,323	65,547	67,835	70,212	72,672	75,211	77,845	80,569	83,389
PT-12 Engineering Inspector Administrative Coordinator *Financial Analyst Maintenance Specialist - Electrician Maintenance Specialist - Plumber HVAC Technician Water System Distribution Treatment General Foreman Accounting Specialist	59,976	62,075	64,242	66,495	68,821	71,228	73,530	76,101	78,767	81,524	84,378	87,331
PT-13 Plumbing/Gas Inspector Wiring Inspector Cemetery Coordinator Conservation Administrator Recreation Coordinator Community Engagement Coordinator Payroll Manager Human Resource/Benefits Coordinator Water Treatment Plant Operator	62,971	65,173	67,456	69,819	72,268	74,793	77,311	80,019	82,819	85,717	88,718	91,823
PT-14 Library Department Head Head of Circulation Operations - Supervisor Building Maintenance Coordinator Building Inspector Procurement Administrator Health Inspector	66,122	68,437	70,837	73,308	75,872	78,533	81,280	84,125	87,068	90,114	93,268	96,533
PT-15 Water System Distribution Supervisor Fleet Coordinator Facilities Coordinator Transfer Station Coordinator Senior Project Engineer Mental Health/Wellness Social Worker **Water Treatment Plant Operator	69,430	71,856	74,372	76,970	79,670	82,455	86,306	89,325	92,454	95,688	99,036	102,503

The preceding rates reflect a 2.5% adjustment over July 1, 2022 rates.

*This position was created effective July 1, 2023.

**This position was reclassified effective July 1, 2023.

SCHEDULE 4

Management Compensation Schedule FY24 - July 1, 2023

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
D Network Administrator Assistant Town Planner	65,839	67,500	69,210	70,959	72,753	74,590	76,480	78,407	80,390	82,423	84,509	86,644	88,807	91,028	93,303	95,637	98,027
E Assistant Town Engineer Assistant Town Treasurer Business Manager/DPW Sustainability Director Public Health Nurse Manager Assistant Town Clerk	71,766	73,576	75,440	77,345	79,300	81,304	83,361	85,467	87,631	89,843	92,116	94,434	96,794	99,216	101,697	104,240	106,845
F Assistant Comptroller Recreation Director Director Public Health Water & Sewer Manager Assistant Library Director Director/C.O.A. Town Planner Special Projects Manager	78,221	80,205	82,228	84,306	86,436	88,625	90,864	93,162	95,515	97,931	100,406	102,935	105,510	108,147	110,852	113,624	116,464
G Treasurer/Collector Library Director Town Engineer Building Commissioner DPW-Operations Manager Information Technology Director Director of Assessments Town Clerk Facilities Manager Human Resources Director	85,265	87,421	89,630	91,895	94,217	96,598	99,043	101,543	104,112	106,742	109,444	112,204	115,007	117,880	120,831	123,852	126,948
H Deputy Fire Chief	92,935	95,283	98,054	100,162	102,698	105,293	107,953	110,681	113,477	116,346	119,291	122,303	125,358	128,492	131,708	135,001	138,377
I Assistant Town Manager	101,301	103,865	106,487	109,179	111,937	114,768	117,669	120,649	123,918	126,821	130,031	135,728	139,121	142,601	146,164	149,818	153,563
J Public Works Director Police Chief Fire Chief	110,419	113,209	116,075	119,011	122,013	125,101	128,260	131,504	134,826	138,240	141,728	145,305	148,936	152,659	156,477	160,389	164,399

The preceding rates reflect a 2.5% adjustment over July 1, 2022 rates.

SCHEDULE 5

Miscellaneous Positions Compensation Schedule FY24 - July 1, 2023

Compensation Title	Compensation									
ADA Coordinator	6,977	/Year								
Animal Inspector	6,400	/Year								
Assistant Library Director	8,643	9,727	10,595	/Year						
**Council on Aging Vehicle Driver	17.75	18.38	19.01	19.69	20.37	21.87	/Hour			
Council on Aging Volunteer Coordinator	3,152	/Year								
Custodian of Retirement Funds	2,866	/Year								
Deputy Inspector	312	/Week								
Emergency Management Coordinator	14,129	/Year								
Fair Housing Director	6,150	/Year								
Hearings Officer	18.59	/Hour								
*Intern	15.00	16.00	17.00	18.00	19.00	20.00	25.00	/Hour		
Library Shelver	15.02	15.54	16.08	16.65	17.24	17.84	18.46	/Hour		
Non-Classified Clerk	10.02	/Hour								
Non-Classified Laborer	10.02	16.89	/Hour							
OPEB Trustee	5,630	/Year								
Planning Board Engineer	24,392	/Year								
Police Matron	18.59	/Hour								
*Program Instructor I	15.00	17.50	20.00	22.50	25.00	27.50	30.00	/Hour		
*Program Instructor II	20.00	25.00	30.00	35.00	40.00	45.00	50.00	55.00	60.00	
Public Safety Building Custodian	25.05	25.88	26.79	/Hour						
Radio Mechanic	4,070	/Year								
Recording Secretary - School Committee	12.87	/Hour								
Records Administrator	11,237	/Year								
Registrar of Voters	2,186	/Year								
Registrar of Voters (Town Clerk)	2,310	/Year								
Risk Management Coordinator	14,129	/Year								
School Messenger	14.31	/Hour								
School Traffic Officer	18.89	/Hour								
Sealer of Weights and Measurers	8,954	/Year								
Student Drafter	373.34	to	477.23	/week						
*DPW Summer Laborer	16.00	/Hour								
Tennis Maintenance Assistant	23.24	23.75	24.33	24.93	25.51	26.10	/Hour			
Traffic Director	26.62	/Hour								
Veterans' Agent	8,989	/Year								
Veterans/ Graves Caretaker	1,885	/Year								
Voting Machine Custodian	28.65	/Hour								
Worker's Compensation Agent	11,237	/Year								
<i>Each Election:</i>										
Deputy Warden/Clerk	218.59	/Election								
Inspector	172.69	/Election								
Warden	262.31	/Election								
<i>Town Census:</i>										
Registrar of Voters/Supervisor	1,226	/Year								
Registrar of Voters/Temporary	0.48	/Name								
<i>Town Meeting:</i>										
Audio/Visual Operator (faculty)	92.78	/Session								
Audio/Visual Operator (student)	43.63	/Session								
Checker	8.58	/Hour (Minimum 2 Hours)								

The preceding rates reflect a 2.5% adjustment over July 1, 2022 rates.

*These positions are COLA exempt.

**One step added to the Council on Aging Vehicle Drivers effective July 1, 2023.

SCHEDULE 6

Recreation Compensation Schedule (R Grades) FY24 - July 1, 2023

Compensation Grade/Title	Minimum	II	III	IV	V	Maximum
R-1 Junior Counselor Assistant Leader Youth Assistant Gate Attendant Summer Maintenance Assistant	15.47	15.85	16.25	16.65	17.07	17.50
R-2 Counselor Coordinator Lifeguard	16.15	16.56	16.97	17.39	17.82	18.26
R-3 Senior Counselor Senior Coordinator Senior Lifeguard	16.96	17.39	17.83	18.27	18.73	19.20
R-4 Supervisor I Camp/Summer Adventures Specialist Tennis Supervisor Field Marshal	17.94	18.39	18.84	19.31	19.79	20.28
R-5 Pre-School Assistant Teacher Group Leader 1	20.06	20.69	21.29	21.90	22.61	23.51
R-6 Pre-School Lead Teacher Group Leader 2 Summer Adventurers Director Assistant Beach Director Specialty Camp Director	23.26	23.95	24.69	25.44	26.18	26.99
R-7 Summer Adventures/ Camp Director Beach Director	26.07	26.84	27.63	28.40	29.15	29.96
R-8 Tennis Maintenance Supervisor After School Licensed Program Director Tennis Director	30.86	32.29	33.70	35.24	36.82	38.50

R-1 through R-6 With CPR or First Aid - .45/hour
R-1 through R-6 With CPR and First Aid - .98/hour

The preceding rates reflect a 2.5% adjustment over July 1, 2022 rates.

SCHEDULE 7

T.E.A. Compensation Schedule (W Grades) FY23 - July 1, 2022

Compensation Grade/Title		Minimum	II	III	IV	V	VI	New VII	New VIII
W-9	Laborer	23.41	24.09	24.86	25.34	25.84	26.35	26.88	27.41
W-10	Motor Equipment Operator Skilled Laborer Water Meter Reader	24.18	24.88	25.65	26.15	26.67	27.19	27.73	28.29
W-11	Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	25.12	25.83	26.65	27.18	27.71	28.26	28.83	29.40
W-12	Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	26.04	26.75	27.58	28.12	28.67	29.23	29.81	30.41
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	27.44	28.22	29.09	29.66	30.25	30.84	31.46	32.09
W-14	Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	28.28	29.09	30.00	30.59	31.19	31.81	32.45	33.10
W-14a	Foreman	28.28	29.09	30.00	30.59	31.19	31.81	32.45	33.10
W-15	Mechanical Specialist Multi-Crafts Specialist General Foreman	29.24	30.07	31.00	31.61	32.24	32.87	33.53	34.20

Effective July 1, 2022 (FY23) the previous Minimum Step and Step II are being dropped, the remaining steps are renumbered such that Step III becomes the new Minimum Step, etc. and two new Steps VII and VIII are being added at 2% above the prior step. This adjustment was negotiated as part of the previous contract.

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	62,121	64,626	67,243	69,967	72,808	73,160	74,559

*Pursuant to their CBA, P-2 EMT Stipend is 2.5% of the FY24 Police Superior Officers S-1 MAX which is then added to P-1 Base.

SCHEDULE 9

Police Superior Officers Compensation Schedule FY24 - July 1, 2023

Compensation Grade/Title	Minimum	II	III	Maximum
S-1 Sergeant Base	82,361	85,820	89,424	93,448
S-2 Sergeant Base & EMT	84,420	87,965	91,659	95,785
L-1 Lieutenant Base	94,714	98,692	102,838	107,466
L-2 Lieutenant Base & EMT	97,082	101,159	105,409	110,152

The preceding rates reflect a 2.75% adjustment over July 1, 2022 rates.

FY24 is the 2nd year of a 3-year agreement between the Town of Winchester and the Police Superior Officers Association.

SCHEDULE 10

Firefighters Compensation Schedule FY24 - July 1, 2023

Compensation Grade/Title	I	II	III	IV	V	VI	VII	New VIII
F-1 Fire Fighter	63,351	65,984	68,773	71,662	73,095	74,556	76,048	77,569
F-2 Fire Lieutenant						87,977	89,737	91,532
F-3 Fire Captain						101,397	103,425	105,494

The preceding rates reflect a 2.5% adjustment over July 1, 2022 rates.
 Effective July 1, 2023 (FY24), new Step VIII added, 2% higher than Step VII. This adjustment was negotiated as part of the previous contract.
 FY24 is the second year of a 3-year agreement between the Town of Winchester and the Firefighters Union, IAFF Local 1564.

SCHEDULE 11

School Custodial Compensation Schedule FY24 - July 1, 2023

Compensation Grade/Title	I	II	III	IV	V	VI	VII	VIII
SC-1 Janitor B	15.63	15.94	16.27	16.58	16.92	17.25	17.60	17.95
SC-4 Janitor A	20.63	21.03	21.45	21.88	22.32	22.77	23.23	23.69
SC-7 Custodian 1	24.20	24.68	25.19	25.70	26.20	26.72	27.26	27.80
SC-8 Custodian 2	24.88	25.38	25.90	26.42	26.94	27.49	28.04	28.59
SC-9 Custodian 3	25.54	26.05	26.58	27.11	27.64	28.20	28.76	29.34
SC-10 Custodian 4	26.82	27.36	27.91	28.47	29.04	29.64	30.24	30.84
SC-11 Custodian 5	26.89	27.44	28.00	28.56	29.13	29.71	30.31	30.92
SC-12 Custodian 6	28.26	28.82	29.40	29.98	30.57	31.20	31.83	32.46
SC-13 Custodian 7	29.68	30.28	30.88	31.50	32.13	32.77	33.42	34.09
SC-14 Custodian 8	31.51	32.14	32.77	33.44	34.10	34.78	35.48	36.18
SC-15 Custodian 9	33.13	33.79	34.46	35.16	35.86	36.57	37.30	38.05

The preceding rates reflect a 2.5% adjustment over July 1, 2022 rates.

FY24 is the second year of a 3-year agreement between the Town of Winchester and the Custodial Union, SEIU Local 888.