

Town of Winchester
2015 Spring Annual Town Meeting



ARTICLE 19

To see if the Town will vote to hear and act on the report of the Personnel Board and take any action in connection with recommendations as to wages and salaries, working conditions, new or revised rates of wages and salaries, changes, additions, adjustments or revisions of wages and salaries and in classifications and definitions, and in amending, revising and adding to the Personnel Policy Guide as well as in other matters thereto related; and to raise and appropriate money for any adjustments or revisions of wages and salaries of employees subject and not subject to collective bargaining agreements or in any job classifications, and to provide for salary or wage adjustments not otherwise provided for, said monies to be expended by the departments affected; determine in what manner the monies shall be raised by taxation or otherwise, or take any other action in relation thereto.

(Personnel Board)

Summary:

There are 4 motions that will be considered under this Article. This Article involves the approval of the Memorandum of Agreement (MOA) between the Town of Winchester and the Winchester Firefighters IAFF Local 1564 Union, and a recommendation to increase wages for Municipal Non-Union employees for Fiscal Year (FY) 2016.

The Winchester Firefighters IAFF Local 1564 Union MOA will require two motions: to approve the changes to the applicable wage schedules and to transfer previously appropriated funds to meet the costs of the settlement within FY2014 and FY2015.

The recommendation for cost of living increases for the Municipal Non-Union employees will require two motions; to approve the changes to the applicable wage schedules, and to see if the Town will raise and appropriate funds to meet the cost of the recommendation within the FY2016 budget.

Amendment to Firefighters Union Compensation Schedule:

MOTION 1: MOVED AND SECONDED that Schedule 10 of the Compensation Plan be amended, revised and modified in accordance with the recommendation of the Personnel Board as set forth in **Appendix A FY2014, FY2015 & FY2016 Winchester Firefighters Compensation Schedules** and pursuant to the MOA reached between the Board of Selectmen and the Winchester Firefighters IAFF Local 1564 Union dated January 20, 2015.

BACKGROUND: The purpose of this motion is to amend Schedule 10 in the Compensation Plan for employees covered by the Winchester Firefighters IAFF Local 1564 Union of the Town. A summary of the essential terms and conditions of the agreement are listed below:

Term: July 1, 2013 through June 30, 2016

Wage Increase: Year 1, FY2014, effective January 1, 2014 2.0% (retroactive)
Year 2, FY2015, effective July 1, 2014 increase Step 4 by one half percent to total 1% over Step 3 and change Step 4 eligibility from 15 years of service to 4 years of service
Year 2, FY2015, effective January 1, 2015 2.0% (retroactive)
Year 3, FY2016, effective July 1, 2015 2.0%

EMT Stipend: Year 1, FY2014, effective July 1, 2013 increase from 7% to 7.5% of base wage
Year 2, FY2015, effective July 1, 2014 increase from 7.5% to 8% of base wage
Year 3, FY2016, effective July 1, 2015 increase from 8% to 8.5% of base wage

Paramedic Stipend: Year 1, FY2014, effective July 1, 2013 increase from 14% to 14.5% of base wage
Year 2, FY2015, effective July 1, 2014 increase from 14.5% to 15% of base wage
Year 3, FY2016, effective July 1, 2015 increase from 15% to 15.5% of base wage

Clothing Allowance: Year 3, FY2016, effective July 1, 2015 increase from \$425 to \$525 annually
Year 3, FY2016, effective June 30, 2016 increase from \$525 to \$600 annually

MOTION 2: MOVED AND SECONDED that the Town transfer the sum of \$70,712 from the FY2014 Unallocated Personal Services Account # 0312481 and the sum of \$135,914 from the FY2015 Unallocated Personal Services Account #0312491 to the FY2015 Fire Personal Services budget listed below to fund the increase in wages and stipends for Firefighters for FY2014 and FY2015:

| | | |
|---------------|-----------------|-----------|
| Account #2210 | Fire Department | \$206,626 |
|---------------|-----------------|-----------|

BACKGROUND: The purpose of this motion is to transfer sums from the previously appropriated FY2014 Unallocated Personal Services Account # 0312481 and from the previously appropriated FY2015 Unallocated Personal Services Account #0312491 to supplement the FY2015 operating budget necessary to meet the costs of the retroactive FY2014 and FY2015 wage and stipend increases stipulated by the MOA between the Town and the Firefighters Union.

Amendment to Municipal Non-Union Compensation Schedules 2, 3, 4, 5, and 6

MOTION 3: **MOVED AND SECONDED** that Schedules 2 (*CS-Clerical*), 3 (*Professional Technical*), 4 (*Management*), 5 (*Miscellaneous*) and 6 (*Recreation*) of the Town of Winchester's Compensation Plan be amended to reflect wage increases for the Non-Union employees of the Town as recommended by the Town Manager and the Personnel Board as set forth in **Appendix B (Municipal) Non-Union Personnel Wage Adjustments FY2016**.

BACKGROUND: The purpose of this motion is to amend the schedules in the Town's Compensation Plan for Non-Union Municipal employees for FY2016. The proposed increase is 2% effective July 1, 2015 and an additional 1% effective January 1, 2016.

MOTION 4: **MOVED AND SECONDED** that that the Town raise and appropriate, the sum of \$167,806 to various FY 2016 Municipal Personal Services budgets as listed below to fund increases in wages for Non-Union employees for FY2016.

| | | |
|---------------|---|-------------------|
| Account #1210 | Town Manager's Department | \$ 5,302 |
| Account #1330 | Comptroller's Department | \$ 5,302 |
| Account #1340 | Assessing Department | \$ 2,277 |
| Account #1350 | Treasurer/Collector Department | \$ 4,600 |
| Account #1410 | Planning & Community Development Department | \$ 19,065 |
| Account #1420 | Planning Board | \$ 1,995 |
| Account #1520 | Human Resources Department | \$ 1,997 |
| Account #1530 | Data Processing Department | \$ 1,310 |
| Account #1610 | Town Clerk's Department | \$ 4,484 |
| Account #2110 | Police Department | \$ 20,396 |
| Account #2210 | Fire Department | \$ 3,450 |
| Account #2420 | Sealer of Weights and Measures | \$ 180 |
| Account #4100 | Department of Public Works | \$ 23,487 |
| Account #5110 | Department of Public Health | \$ 4,320 |
| Account #5410 | Council on Aging | \$ 4,923 |
| Account #5420 | Veterans | \$ 181 |
| Account #6110 | Library | \$ 32,282 |
| Account #9010 | Recreation Enterprise | \$ 26,488 |
| Account #9000 | Water and Sewer Enterprise | \$ 5,767 |
| | TOTAL Appropriation | \$ 167,806 |

BACKGROUND: The purpose of this motion is to see if the Town will raise and appropriate or transfer from available funds, the sum of \$167,806 to supplement various FY2016 Municipal Personal Services budgets necessary to fund wage increases for Non-Union Municipal employees, effective July 1, 2015 and January 1, 2016.



APPENDIX A
(Firefighters)

FY 2014, FY 2015 and FY 2016
Wage Adjustments

SCHEDULE 10

Fire Salary Schedule -- FY 2014 - January 1, 2014

| Compensation Grade/Title | Minimum | II | Maximum | Maximum after 15 years |
|---------------------------------|----------------|-----------|----------------|-----------------------------------|
| F-1 Fire Fighter | 48,209 | 50,211 | 52,333 | 52,595 |
| F-2 Fire Lieutenant | | | | 62,062 |
| F-3 Fire Captain | | | | 71,529 |

FY-14 is the 1st year agreement between the Town of Winchester and the International Association of Fire Fighters, Local 1564

The preceding rates reflect a 2% adjustment over FY-13 July rates

SCHEDULE 10

Fire Salary Schedule -- FY 2015 - July 1, 2014

| Compensation Grade/Title | Minimum | II | Maximum | Maximum after 15 years |
|---------------------------------|----------------|-----------|----------------|-------------------------------|
| F-1 Fire Fighter | 48,209 | 50,211 | 52,333 | 52,858 |
| F-2 Fire Lieutenant | | | | 62,372 |
| F-3 Fire Captain | | | | 71,887 |

FY-15 is the 2nd year agreement between the Town of Winchester and the International Association of Fire Fighters, Local 1564

The preceding rates reflect a 0.5% adjustment over the previous Step 4 base wage.

SCHEDULE 10

Fire Salary Schedule -- FY 2015 - January 1, 2015

| Compensation Grade/Title | Minimum | II | Maximum | Maximum after 15 years |
|---------------------------------|----------------|-----------|----------------|-------------------------------|
| F-1 Fire Fighter | 49,173 | 51,215 | 53,380 | 53,915 |
| F-2 Fire Lieutenant | | | | 63,620 |
| F-3 Fire Captain | | | | 73,324 |

FY-15 is the 2nd year agreement between the Town of Winchester and the International Association of Fire Fighters, Local 1564

The preceding rates reflect a 2% adjustment over FY-15 July 1, 2014 rates

SCHEDULE 10

Fire Salary Schedule -- FY 2016 - July 1, 2015

| Compensation Grade/Title | Minimum | II | Maximum | Maximum after 15 years |
|--------------------------|---------|--------|---------|------------------------|
| F-1 Fire Fighter | 50,156 | 52,239 | 54,448 | 54,993 |
| F-2 Fire Lieutenant | | | | 64,892 |
| F-3 Fire Captain | | | | 74,790 |

FY-16 is the 3rd year agreement between the Town of Winchester and the International Association of Fire Fighters, Local 1564

The preceding rates reflect a 2% adjustment over FY-15 January rates



APPENDIX B
(Municipal)

FY-2016 – July 1, 2015
Non-Union Personnel Wage Adjustments

SCHEDULE 2

CS Compensation Schedule FY16 - July 1, 2015

| Compensation Grade/Title | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| CS-4 Parking Warden / School Crossing Guard | 27,038 | 27,986 | 28,963 | 29,981 | 31,027 | 32,130 | 33,238 | 34,401 | 35,605 | 36,851 |
| CS-5 Library Aide Technical Services Assistant I | 29,472 | 30,504 | 31,592 | 32,670 | 33,803 | 35,003 | 36,226 | 37,493 | 38,806 | 40,164 |
| CS-6 Circulation Clerk Technical Services Assistant II | 32,124 | 33,246 | 34,413 | 35,569 | 36,863 | 38,155 | 39,489 | 40,871 | 42,303 | 43,782 |
| CS-7 Senior Library Clerk | 35,020 | 36,242 | 36,937 | 38,826 | 40,212 | 41,589 | 43,043 | 44,549 | 46,109 | 47,722 |
| CS-8 Administrative Secretary I | 38,170 | 39,508 | 40,891 | 42,320 | 43,801 | 45,333 | 46,923 | 48,565 | 50,266 | 52,026 |
| CS-9 Administrative Secretary II | 41,607 | 43,059 | 44,564 | 46,125 | 47,742 | 49,398 | 51,146 | 52,934 | 54,787 | 56,705 |
| CS-10 Administrative Secretary III | 44,518 | 46,076 | 47,669 | 49,473 | 51,074 | 52,868 | 54,724 | 56,639 | 58,622 | 60,672 |

The preceding rates reflect a 2% adjustment over FY15 July rates

SCHEDULE 3

PT Compensation Plan FY2016 - July 1, 2015

| Compensation Grade/Title | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| PT-6 | 17.69 | 18.27 | 18.90 | 19.58 | 20.25 | 20.98 | 21.70 | 22.46 | 23.24 | 24.04 |
| PT-7 Construction Clerk Engineering Assistant Civilian Dispatcher | 19.25 | 19.95 | 20.60 | 21.34 | 22.09 | 22.87 | 23.66 | 24.49 | 25.36 | 26.22 |
| PT-8 Finance Committee Secretary Chief Dispatcher Technical Services Assistant II/ Computer Support Specialist | 21.00 | 21.76 | 22.48 | 23.24 | 24.07 | 24.95 | 25.77 | 26.67 | 27.61 | 28.58 |
| PT-9 Dog Officer | 22.89 | 22.63 | 24.49 | 25.31 | 26.22 | 27.17 | 28.12 | 29.09 | 30.12 | 31.18 |
| PT-10 Accounts Payable Supervisor Assistant Town Clerk Recycling General Foreman Draftsman/Transitman Payroll / Benefits Coordinator ADA Coordinator | 44,518 | 46,076 | 47,685 | 49,352 | 51,084 | 52,869 | 54,723 | 56,639 | 58,619 | 60,672 |
| PT-11 Geriatric Social Worker Senior Aftercare Coordinator Professional Librarian Conservation Administrator Community Education Coordinator Maintenance Specialist Community Health Program Manager | 46,743 | 48,379 | 50,075 | 51,820 | 53,639 | 55,512 | 57,458 | 59,470 | 61,549 | 63,703 |
| PT-12 Recreation Coordinator Engineering Inspector Administrative Coordinator Maintenance Specialist - Electrician Maintenance Specialist - Plumber HVAC Technician | 49,080 | 50,798 | 52,571 | 54,415 | 56,318 | 58,289 | 60,172 | 62,276 | 64,457 | 66,713 |
| PT-13 Plumbing/Gas Inspector Wiring Inspector Building Inspector Water Treatment Plant Operator Fleet Coordinator Cemetery Coordinator | 51,532 | 53,335 | 55,202 | 57,134 | 59,139 | 61,206 | 63,266 | 65,482 | 67,773 | 70,145 |
| PT-14 Junior Engineer Water System Distribution Supvr. Library Department Head Head of Circulation Facilities Coordinator Operations - Supervisor Building Maintenance Coordinator Public Health Nurse | 54,110 | 56,005 | 57,969 | 59,990 | 62,089 | 64,266 | 66,514 | 68,841 | 71,250 | 73,744 |
| PT-15 Human Resources Director | 56,816 | 58,803 | 60,860 | 62,987 | 65,196 | 67,475 | 70,626 | 73,097 | 75,658 | 78,304 |

The preceding rates reflect a 2% adjustment over FY-15 July rates

SCHEDULE 4

Management Schedule FY16 - July 1, 2015

| Compensation Grade/Title | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| D Health Inspector Network Administrator | 53,878 | 55,237 | 56,635 | 58,069 | 59,535 | 61,038 | 62,585 | 64,163 | 65,786 | 67,450 | 69,155 | 70,903 | 72,673 | 74,491 | 76,353 |
| E Administrator/C.O.A. Assistant Town Engineer Assistant Town Treasurer Business Manager/DPW Town Planner Special Projects Engineer | 58,729 | 60,210 | 61,735 | 63,293 | 64,894 | 66,533 | 68,217 | 69,941 | 71,711 | 73,521 | 75,381 | 77,279 | 79,210 | 81,191 | 83,222 |
| F Town Clerk Assistant Comptroller Recreation Director Director Public Health Water & Sewer Manager Assistant Library Director Director of Assessments Facilities Manager | 64,011 | 65,634 | 67,289 | 68,991 | 70,734 | 72,525 | 74,357 | 76,236 | 78,164 | 80,139 | 82,164 | 84,235 | 86,341 | 88,500 | 90,714 |
| G Treasurer/Collector Library Director Town Engineer Building Commissioner Planning & Community Development Director DPW - Operations Manager Information Technology Director | 69,774 | 71,540 | 73,347 | 75,200 | 77,101 | 79,049 | 81,050 | 83,095 | 85,198 | 87,351 | 89,561 | 91,820 | 94,114 | 96,467 | 98,881 |
| H Assistant Town Manager | 76,052 | 77,972 | 80,240 | 81,965 | 84,041 | 86,163 | 88,340 | 90,573 | 92,863 | 95,210 | 97,620 | 100,083 | 102,584 | 105,149 | 107,781 |
| I Police Chief Fire Chief | 82,897 | 84,995 | 87,141 | 89,344 | 91,601 | 93,919 | 96,291 | 98,729 | 101,405 | 103,782 | 106,408 | 111,070 | 113,847 | 116,694 | 119,611 |
| J Public Works Director | 90,360 | 92,642 | 94,988 | 97,390 | 99,847 | 102,374 | 104,959 | 107,614 | 110,332 | 113,127 | 115,981 | 118,907 | 121,880 | 124,926 | 128,050 |

The preceding rates reflect a 2% adjustment over FY-15 July rates

SCHEDULE 5

Miscellaneous Positions Compensation Schedule FY16 - July 1, 2015

| Compensation Title | Compensation | | | | | | |
|--|------------------------------|-----------|-------------|-------|-------|-------------|-------------|
| Emergency Management Coordinator | 11,563 /Year | | | | | | |
| Worker's Compensation Agent | 9,198 /Year | | | | | | |
| Veterans' Agent | 7,356 /Year | | | | | | |
| Records Administrator | 9,198 /Year | | | | | | |
| Animal Inspector | 5,238 /Year | | | | | | |
| Veteran's Graves Caretaker | 1,543 /Year | | | | | | |
| Planning Board Engineer | 19,963 /Year | | | | | | |
| Fair Housing Director | 2,573 /Year | | | | | | |
| Assistant Library Director | 7,075 | 7,960 | 8,844 /Year | | | | |
| Registrar of Voters | 1,791 /Year | | | | | | |
| Registrar of Voters (Town Clerk) | 1,892 /Year | | | | | | |
| Sealer of Weights and Measurers | 7,328 /Year | | | | | | |
| Radio Mechanic | 3,332 /Year | | | | | | |
| Custodian of Retirement Funds | 2,344 /Year | | | | | | |
| School Traffic Officer | 232 /Week | | | | | | |
| Student Drafter | 307 | 392 /Week | | | | | |
| Deputy Inspector | 256 /Week | | | | | | |
| School Messenger | 11.72 /Hour | | | | | | |
| Voting Machine Custodian | 23.43 /Hour | | | | | | |
| Recording Secretary - School Committee | 10.54 /Hour | | | | | | |
| Police Matron | 15.22 /Hour | | | | | | |
| Hearings Officer | 15.22 /Hour | | | | | | |
| Non-Classified Clerk | 8.21 /Hour | | | | | | |
| Non-Classified Laborer | 8.21 | 13.84 | /Hour | | | | |
| Public Safety Building Custodian | 20.49 | 21.19 | 21.92 | /Hour | | | |
| Library Junior Page | 8.95 | 9.33 | 9.70 | 10.10 | 10.46 | 10.82 | 10.99 /Hour |
| Library Senior Page | 12.30 | 12.68 | 13.08 | 13.43 | 13.79 | 14.16 | 14.54 /Hour |
| Tennis Court Maintenance Supervisor | 24.12 | 24.67 | 25.30 | 25.96 | 26.62 | 27.25 /Hour | |
| Tennis Maintenance Assistant | 19.03 | 19.43 | 19.92 | 20.41 | 20.88 | 21.37 /Hour | |
| Each Election: | | | | | | | |
| Warden | 214.32 /Election | | | | | | |
| Deputy Warden/Clerk | 178.95 /Election | | | | | | |
| Inspector | 141.49 /Election | | | | | | |
| Town Census: | | | | | | | |
| Registrar of Voters/Supervisor | 999 /Year | | | | | | |
| Registrar of Voters/Temporary | 0.39 /Name | | | | | | |
| Town Meeting: | | | | | | | |
| Audio/Visual Operator (student) | 35.70 /Session | | | | | | |
| Audio/Visual Operator (faculty) | 75.95 /Session | | | | | | |
| Checker | 7.03 /Hour (Minimum 2 Hours) | | | | | | |

The preceding rates reflect a 2% adjustment over FY-15 July rates

SCHEDULE 6

Recreation Compensation Schedule (R Grades) - FY-16 - July 1, 2015

| Compensation Grade/Title | Minimum | II | III | IV | V | Maximum |
|--|---------|-------|-------|-------|-------|---------|
| R-1 Junior Counselor | 8.09 | 8.39 | 8.71 | 8.99 | 9.33 | 9.67 |
| R-2 Assistant Leader Youth Assistant Peer Leader I | 9.21 | 9.49 | 9.94 | 10.29 | 10.63 | 11.01 |
| R-3* Peer Leader II Instructor Counselor Lifeguard | 9.93 | 10.50 | 11.03 | 11.36 | 12.26 | 12.69 |
| R-4* Coordinator Program Director Instructor WSI Head Guard | 10.50 | 11.13 | 12.01 | 12.41 | 13.01 | 13.59 |
| R-5* Seasonal Supervisor Head WSI | 11.53 | 12.17 | 12.76 | 13.30 | 14.02 | 14.64 |
| R-6* Supervisor I | 12.41 | 13.01 | 13.57 | 14.27 | 14.92 | 15.53 |
| R-7* Camp Specialist Tennis Supervisor | 13.25 | 13.89 | 14.50 | 15.31 | 16.00 | 16.60 |
| R-8* Assistant Camp Director Specialty Camp Director Assistant Beach Director Pre-School/After School Assistant Teacher | 16.40 | 16.93 | 17.42 | 17.93 | 18.50 | 19.22 |
| R-9 Pre-School/After School Lead Teacher Beach Director | 19.05 | 19.61 | 20.20 | 20.81 | 21.43 | 22.08 |
| R-10 Camp Director | 21.34 | 21.96 | 22.62 | 23.24 | 23.86 | 24.50 |
| R-11 Tennis Director Pre-School/After School Director | 25.27 | 26.41 | 27.59 | 28.84 | 30.13 | 31.50 |

For R-3 through R-9 positions add: With CPR or First Aid - .38/hour

With CPR and First Aid - .82/hour

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

The preceding rates reflect a 2% adjustment over FY-15 July rates



APPENDIX B

(Municipal)

FY-2016 – January 1, 2016

Non-Union Personnel Wage Adjustments

SCHEDULE 2

CS Compensation Schedule FY16- January 1, 2016

| Compensation Grade/Title | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| CS-4 Parking Warden / School Crossing Guard | 27,308 | 28,266 | 29,253 | 30,281 | 31,337 | 32,451 | 33,571 | 34,745 | 35,961 | 37,220 |
| CS-5 Library Aide Technical Services Assistant I | 29,767 | 30,809 | 31,908 | 32,997 | 34,141 | 35,353 | 36,588 | 37,868 | 39,194 | 40,566 |
| CS-6 Circulation Clerk Technical Services Assistant II | 32,446 | 33,579 | 34,757 | 35,925 | 37,232 | 38,537 | 39,884 | 41,280 | 42,726 | 44,221 |
| CS-7 Senior Library Clerk | 35,370 | 36,604 | 37,306 | 39,215 | 40,614 | 42,005 | 43,473 | 44,995 | 46,570 | 48,199 |
| CS-8 Administrative Secretary I | 38,552 | 39,903 | 41,300 | 42,743 | 44,239 | 45,786 | 47,392 | 49,051 | 50,769 | 52,547 |
| CS-9 Administrative Secretary II | 42,023 | 43,490 | 45,010 | 46,587 | 48,219 | 49,892 | 51,657 | 53,464 | 55,335 | 57,272 |
| CS-10 Administrative Secretary III | 44,963 | 46,537 | 48,146 | 49,968 | 51,585 | 53,397 | 55,271 | 57,205 | 59,208 | 61,279 |

The preceding rates reflect a 1% adjustment over FY16 July rates

SCHEDULE 3

PT Compensation Plan FY2016 - January 1, 2016

| Compensation Grade/Title | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| PT-6 | 17.86 | 18.45 | 19.09 | 19.78 | 20.45 | 21.19 | 21.92 | 22.69 | 23.47 | 24.29 |
| PT-7 Construction Clerk Engineering Assistant Civilian Dispatcher | 19.43 | 20.15 | 20.81 | 21.55 | 22.31 | 23.10 | 23.90 | 24.74 | 25.61 | 26.48 |
| PT-8 Finance Committee Secretary Chief Dispatcher Technical Services Assistant II/ Computer Support Specialist | 21.21 | 21.98 | 22.70 | 23.47 | 24.31 | 25.20 | 26.03 | 26.94 | 27.88 | 28.86 |
| PT-9 Dog Officer | 23.12 | 22.86 | 24.74 | 25.56 | 26.49 | 27.45 | 28.40 | 29.39 | 30.43 | 31.49 |
| PT-10 Accounts Payable Supervisor Assistant Town Clerk Recycling General Foreman Draftsman/Transitman Payroll / Benefits Coordinator ADA Coordinator | 44,963 | 46,537 | 48,161 | 49,845 | 51,594 | 53,397 | 55,270 | 57,205 | 59,206 | 61,279 |
| PT-11 Geriatric Social Worker Senior Aftercare Coordinator Professional Librarian Conservation Administrator Community Education Coordinator Maintenance Specialist Community Health Program Manager | 47,210 | 48,863 | 50,576 | 52,338 | 54,175 | 56,067 | 58,032 | 60,065 | 62,164 | 64,340 |
| PT-12 Recreation Coordinator Engineering Inspector Administrative Coordinator Maintenance Specialist - Electrician Maintenance Specialist - Plumber HVAC Technician | 49,572 | 51,306 | 53,097 | 54,959 | 56,881 | 58,872 | 60,773 | 62,899 | 65,102 | 67,380 |
| PT-13 Plumbing/Gas Inspector Wiring Inspector Building Inspector Water Treatment Plant Operator Fleet Coordinator Cemetery Coordinator | 52,047 | 53,868 | 55,754 | 57,706 | 59,730 | 61,818 | 63,899 | 66,137 | 68,451 | 70,847 |
| PT-14 Junior Engineer Water System Distribution Supvr. Library Department Head Head of Circulation Facilities Coordinator Operations - Supervisor Building Maintenance Coordinator Public Health Nurse | 54,651 | 56,565 | 58,548 | 60,590 | 62,710 | 64,909 | 67,179 | 69,530 | 71,963 | 74,481 |
| PT-15 Human Resources Director | 57,384 | 59,391 | 61,469 | 63,617 | 65,848 | 68,150 | 71,332 | 73,828 | 76,414 | 79,087 |

The preceding rates reflect a 1% adjustment over FY-16 July rates

SCHEDULE 4

Management Schedule FY16 - January 1, 2016

| Compensation Grade/Title | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| D Health Inspector Network Administrator | 54,417 | 55,789 | 57,202 | 58,650 | 60,131 | 61,649 | 63,211 | 64,805 | 66,444 | 68,124 | 69,847 | 71,612 | 73,400 | 75,236 | 77,117 |
| E Administrator/C.O.A. Assistant Town Engineer Assistant Town Treasurer Business Manager/DPW Town Planner Special Projects Engineer | 59,316 | 60,812 | 62,352 | 63,926 | 65,543 | 67,198 | 68,899 | 70,640 | 72,428 | 74,257 | 76,135 | 78,052 | 80,002 | 82,003 | 84,054 |
| F Town Clerk Assistant Comptroller Recreation Director Director Public Health Water & Sewer Manager Assistant Library Director Director of Assessments Facilities Manager | 64,651 | 66,291 | 67,962 | 69,681 | 71,441 | 73,250 | 75,100 | 76,999 | 78,946 | 80,941 | 82,986 | 85,077 | 87,204 | 89,365 | 91,620 |
| G Treasurer/Collector Library Director Town Engineer Building Commissioner Planning & Community Development Director DPW - Operations Manager Information Technology Director | 70,472 | 72,255 | 74,080 | 75,952 | 77,872 | 79,839 | 81,861 | 83,926 | 86,050 | 88,224 | 90,456 | 92,738 | 95,055 | 97,431 | 99,869 |
| H Assistant Town Manager | 76,813 | 78,752 | 81,042 | 82,785 | 84,881 | 87,025 | 89,224 | 91,479 | 93,791 | 96,162 | 98,596 | 101,084 | 103,610 | 106,201 | 108,859 |
| I Police Chief Fire Chief | 83,726 | 85,845 | 88,012 | 90,238 | 92,517 | 94,858 | 97,254 | 99,717 | 102,419 | 104,820 | 107,472 | 112,181 | 114,985 | 117,861 | 120,807 |
| J Public Works Director | 91,263 | 93,569 | 95,938 | 98,363 | 100,845 | 103,398 | 106,009 | 108,690 | 111,435 | 114,258 | 117,141 | 120,096 | 123,098 | 126,175 | 129,330 |

The preceding rates reflect a 1% adjustment over FY-16 July rates

SCHEDULE 5

Miscellaneous Positions Compensation Schedule FY16 - January 1, 2016

| Compensation Title | Compensation | | | | | | | | |
|--|------------------------------|-------------|-------------|-------|-------|-------------|-------------|--|--|
| Emergency Management Coordinator | 11,679 /Year | | | | | | | | |
| Worker's Compensation Agent | 9,290 /Year | | | | | | | | |
| Veterans' Agent | 7,430 /Year | | | | | | | | |
| Records Administrator | 9,290 /Year | | | | | | | | |
| Animal Inspector | 5,290 /Year | | | | | | | | |
| Veteran's Graves Caretaker | 1,559 /Year | | | | | | | | |
| Planning Board Engineer | 20,163 /Year | | | | | | | | |
| Fair Housing Director | 2,600 /Year | | | | | | | | |
| Assistant Library Director | 7,145 | 8,040 | 8,933 /Year | | | | | | |
| Registrar of Voters | 1,808 /Year | | | | | | | | |
| Registrar of Voters (Town Clerk) | 1,910 /Year | | | | | | | | |
| Sealer of Weights and Measurers | 7,401 /Year | | | | | | | | |
| Radio Mechanic | 3,365 /Year | | | | | | | | |
| Custodian of Retirement Funds | 2,368 /Year | | | | | | | | |
| School Traffic Officer | 234 /Week | | | | | | | | |
| Student Drafter | 310 | 395 /Week | | | | | | | |
| Deputy Inspector | 259 /Week | | | | | | | | |
| School Messenger | 11.83 /Hour | | | | | | | | |
| Voting Machine Custodian | 23.67 /Hour | | | | | | | | |
| Recording Secretary - School Committee | 10.64 /Hour | | | | | | | | |
| Police Matron | 15.37 /Hour | | | | | | | | |
| Hearings Officer | 15.37 /Hour | | | | | | | | |
| Non-Classified Clerk | 8.29 /Hour | | | | | | | | |
| Non-Classified Laborer | 8.29 | 13.98 /Hour | | | | | | | |
| Public Safety Building Custodian | 20.70 | 21.40 | 22.14 /Hour | | | | | | |
| Library Junior Page | 9.04 | 9.42 | 9.80 | 10.20 | 10.56 | 10.93 | 11.10 /Hour | | |
| Library Senior Page | 12.42 | 12.81 | 13.21 | 13.56 | 13.92 | 14.30 | 14.69 /Hour | | |
| Tennis Court Maintenance Supervisor | 24.36 | 24.91 | 25.56 | 26.22 | 26.89 | 27.52 /Hour | | | |
| Tennis Maintenance Assistant | 19.22 | 19.62 | 20.12 | 20.61 | 21.09 | 21.58 /Hour | | | |
| Each Election: | | | | | | | | | |
| Warden | 216.47 /Election | | | | | | | | |
| Deputy Warden/Clerk | 180.74 /Election | | | | | | | | |
| Inspector | 142.91 /Election | | | | | | | | |
| Town Census: | | | | | | | | | |
| Registrar of Voters/Supervisor | 1,009 /Year | | | | | | | | |
| Registrar of Voters/Temporary | 0.39 /Name | | | | | | | | |
| Town Meeting: | | | | | | | | | |
| Audio/Visual Operator (student) | 36.06 /Session | | | | | | | | |
| Audio/Visual Operator (faculty) | 76.71 /Session | | | | | | | | |
| Checker | 7.10 /Hour (Minimum 2 Hours) | | | | | | | | |

The preceding rates reflect a 1% adjustment over FY-16 July rates

SCHEDULE 6

Recreation Compensation Schedule (R Grades) - FY-16 - January 1, 2016

| Compensation Grade/Title | Minimum | II | III | IV | V | Maximum |
|--|---------|-------|-------|-------|-------|---------|
| R-1 Junior Counselor | 8.18 | 8.48 | 8.80 | 9.08 | 9.43 | 9.77 |
| R-2 Assistant Leader Youth Assistant Peer Leader I | 9.30 | 9.58 | 10.04 | 10.39 | 10.73 | 11.12 |
| R-3* Peer Leader II Instructor Counselor Lifeguard | 10.03 | 10.60 | 11.14 | 11.47 | 12.38 | 12.82 |
| R-4* Coordinator Program Director Instructor WSI Head Guard | 10.60 | 11.24 | 12.13 | 12.53 | 13.14 | 13.73 |
| R-5* Seasonal Supervisor Head WSI | 11.64 | 12.30 | 12.88 | 13.43 | 14.16 | 14.79 |
| R-6* Supervisor I | 12.53 | 13.14 | 13.70 | 14.41 | 15.07 | 15.69 |
| R-7* Camp Specialist Tennis Supervisor | 13.38 | 14.03 | 14.64 | 15.46 | 16.16 | 16.77 |
| R-8* Assistant Camp Director Specialty Camp Director Assistant Beach Director Pre-School/After School Assistant Teacher | 16.57 | 17.09 | 17.59 | 18.11 | 18.69 | 19.42 |
| R-9 Pre-School/After School Lead Teacher Beach Director | 19.24 | 19.81 | 20.41 | 21.02 | 21.65 | 22.30 |
| R-10 Camp Director | 21.55 | 22.18 | 22.84 | 23.47 | 24.10 | 24.75 |
| R-11 Tennis Director Pre-School/After School Director | 25.52 | 26.68 | 27.86 | 29.13 | 30.43 | 31.81 |

For R-3 through R-9 positions add: With CPR or First Aid - .38/hour

With CPR and First Aid - .83/hour

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

The preceding rates reflect a 1% adjustment over FY-16 July rates