



**TOWN OF WINCHESTER  
2017 Fall Annual Town Meeting**

**ARTICLE 35**

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 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, said appropriation to come from Unallocated Wage Reserve or other available funds; or take any other action in relation thereto.

(Personnel Board)

**Summary:**

There are 14 motions that will be considered under this Article. This article involves the approval of reclassifications of two library positions and a title change of one library position: Technical Services Assistant II/Computer Support Specialist to Library Network Administrator from a PT-8 to a PT-9 and Library Senior Clerk, Technical Services from a CS-7 to a CS-8, approval of a new stipend addition to Miscellaneous Schedule 5 of the Town's Compensation Schedules for the ADA Coordinator position and approval of an additional cost of living increase in the amount of 0.5% for Municipal Non-Union employees effective January 1, 2018. This article also involves the approval of five municipal Collective Bargaining Agreements, DPW Custodial Union, DPW Workers Union, Firefighter's Union, Police Patrol Officers Association, MassCop and Police Superior Officers Union. Each Municipal group will require two motions; to approve the changes to the applicable wage schedules and to transfer previously appropriated funds and to add funds to meet the costs of the settlement within the Fiscal Year (FY) 2018 budget.

**MOTION #1:**

**MOVED AND SECONDED** that the Town transfer \$92,536 from the FY 2017 Unallocated Wage Account #0312501, voted at the 2016 Spring Town Meeting (Article 32) and \$81,370 from Free Cash to the FY 2018 Unallocated Wage Account #0312511, originally voted at the 2017 Spring Town Meeting (Article 36) to provide additional available funds for FY18 related salary adjustments.

**BACKGROUND**

The FY 2017 Unallocated Wage Account #0312501 has a balance of \$284,389. This is \$92,536 more than what is needed to fund the FY 2017 related salary increases that will be presented in this article. On the other hand, the FY 2018 Unallocated Wage Account #0312511 has a balance of \$268,897, which is not sufficient to cover the FY 2018 related salary adjustments. The \$92,536 will provide a portion of the funding, but the Town will need an additional \$81,370 from Free Cash to close the gap.

**MOTION #2: Amendment to Position Title Change, Reclassification and Classifications**

**MOVED AND SECONDED** that the Town's Compensation Plan be amended effective January 1, 2018 as recommended by the Town Manager and the Personnel Board as set forth in **Appendix A - Amendment to Position Title Change, Reclassification and Classifications:**

**DELETE:**

PT-8	Technical Services Assistant II/Computer Support Specialist
CS-7	Senior Library Clerk, Technical Services

**ADD:**

PT-9	Library Network Administrator
CS-8	Senior Library Clerk, Technical Services
Miscellaneous Schedule 5	ADA Coordinator

**BACKGROUND:**

The purpose of this motion is to ratify the recommendation of the Personnel Board with respect to the Position Title Change and Reclassifications of the following positions: Technical Services Assistant II/Computer Support Specialist and Senior Library Clerk, Technical Services, and approval of a new stipend addition to Miscellaneous Schedule 5 of the Town's Compensation Schedules for the ADA Coordinator position.

**MOTION #3: Amendment to Municipal Non-Union Personnel Wage Adjustments for FY 2018**

**MOVED AND SECONDED** that Schedules 2 (*CS-Clerical*), 3 (*Professional Technical*), 4 (*Management*), 5 (*Miscellaneous*) and 6 (*Recreation*) of the Town's Compensation Plan be amended to reflect wage adjustments for the Municipal Non-Union employees of the Town as recommended by the Town Manager and the Personnel Board as set forth in **Appendix B - Amendment to Municipal Non-Union Personnel Wage Adjustments for FY 2018.**

**BACKGROUND:**

The purpose of this motion is to amend compensation schedules 2, 3, 4, 5 and 6 in the Town's Compensation Plan for Municipal Non-Union employees for FY 2018. The proposed increase is 0.5% effective January 1, 2018. These schedules have been previously adjusted by 2% effective July 1, 2017.

**MOTION #4: Appropriation of Funds for Municipal Non-Union Personnel Wage Adjustments for FY 2018**

**MOVED AND SECONDED** that the Town transfer the sum of \$23,788 to the following Municipal Personal Service Budgets as listed below; \$18,730 of said appropriation shall come from the FY 2018 Unallocated Wage Account #0312511, \$1,228 shall come from Water and Sewer Retained Earnings and \$3,830 shall come from Recreation Retained Earnings.

Department #1210	Town Manager's Department	\$ 900
Department #1330	Comptroller's Department	\$ 565
Department #1340	Assessing Department	\$ 240
Department #1350	Treasurer/Collector's Department	\$ 505
Department #1420	Planning Board	\$ 245
Department #1413	Building and Zoning Department	\$ 610
Department #1415	Conservation Department	\$ 180
Department #1530	Information Technology	\$ 285
Department #1610	Town Clerk's Department	\$ 625



**MOTION #6: Appropriation of Funds for SEIU Local 888 Winchester Custodial Union**

**MOVED AND SECONDED** that the Town transfer the sum of \$80,596 to the Department of Public Works Personal Services Budget (Department #4100) to fund increases in wages for employees of the SEIU Local 888 Winchester DPW Custodial Union for FY 2017 and FY 2018. \$22,804 of said appropriation shall come from the FY 2017 Unallocated Wage Account #0312501 and \$57,792 shall come from the FY 2018 Unallocated Wage Account #0312511.

**BACKGROUND:** The purpose of this motion is to transfer \$80,596 from the previously appropriated Unallocated Wage Accounts to supplement the FY 2018 budget necessary to meet the costs of a collective bargaining agreement between the Town and the SEIU Local 888 Winchester DPW Custodial Union effective July 1, 2016.

**MOTION #7: Amendment to SEIU Local 888 Winchester DPW Workers Union Compensation Schedule**

**MOVED AND SECONDED** that Schedule 7 of the Town’s Compensation Plan be amended, revised and modified in accordance with the recommendation of the Personnel Board as set forth in **Appendix D – DPW Workers Union Wage Adjustments for FY 2017, FY 2018 & FY 2019** and pursuant to a Memorandum of Understanding (MOU) reached between the Board of Selectmen and the SEIU Local 888 Winchester DPW Workers Union dated October 24, 2017.

**BACKGROUND:** The purpose of this motion is to amend Schedule 7 in the Town’s Compensation Plan for employees covered by the SEIU Local 888 Winchester DPW Workers Union. A summary of the essential terms and conditions of the agreements are listed below:

Term: July 1, 2016 through June 30, 2019.

Wages: Salary rates shall be increased as follows:

FY2017	July 1, 2016	2.0% (retroactive)
FY2018	July 1, 2017	2.0% (retroactive)
FY2018	January 1, 2018	0.50%
FY2019	July 1, 2018	2.0%
FY2019	January 1, 2019	0.75%

Length of Service Benefit: New Article added – Current employees who attain 50 years of age and ten years of service to the Town shall be entitled to a one-time, one calendar year base wage increase of 7% of their applicable base wage payment. Only four (4) unit members at a time may elect to receive this benefit in one calendar year. If more than four (4) members seek to implement the benefit then the first four (4) qualified members, by seniority, shall be selected. Only current employees of this unit shall be entitled to this benefit.

Snow and Ice Stipend: Effective July 1, 2017, this stipend will be amended to \$300.00 from \$200.00. Effective July 1, 2018, the snow and ice stipend will be amended to \$375.00.

**MOTION #8: Appropriation of Funds to SEIU Local 888 Winchester DPW Workers Union**

**MOVED AND SECONDED** that the Town transfer the sum of \$90,349 to the Department of Public Works Personal Services Budget (Department #4100) and \$40,253 to the Water and Sewer Personal Services Budget (Department #9000) to fund increases in wages for employees of the SEIU Local 888 Winchester DPW Workers Union for FY 2017 and FY 2018. \$23,923 of said appropriation shall come from the FY 2017 Unallocated Wage Account #0312501, \$66,426 shall come from the FY 2018 Unallocated Wage Account #0312511 and \$40,253 shall come from Water and Sewer Retained Earnings.

**BACKGROUND:** The purpose of this motion is to transfer \$90,349 from the previously appropriated Unallocated Wage Accounts and \$40,253 from Water and Sewer Retained Earnings to supplement the FY 2018 budget necessary to meet the costs of a collective bargaining agreement between the Town and the SEIU Local 888 Winchester DPW Workers Union effective July 1, 2016.

**MOTION #9: Amendment to Winchester Firefighter’s IAFF Local 1564 Union Compensation Schedule:**

**MOVED AND SECONDED** that Schedule 10 of the Town’s Compensation Plan be amended, revised and modified in accordance with the recommendation of the Personnel Board as set forth in **Appendix E – Firefighter’s Union Wage Adjustments for FY 2017, FY 2018 & FY 2019** pursuant to a Memorandum of Understanding (MOU) reached between the Board of Selectmen and the Winchester Firefighter’s IAFF Local 1564 Union dated April 24, 2017.

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

Term: July 1, 2016 through June 30, 2019.

Compensation: Salary rates shall be increased as follows:

FY 2017	July 1, 2016	2.0% (retroactive)
FY 2018	July 1, 2017	2.0% (retroactive)
FY 2018	June 30, 2018	0.5%
FY 2019	July 1, 2018	2.5%
FY 2019	June 30, 2019	0.25%

**MOTION #10: Appropriation of Funds to Winchester Firefighter’s IAFF Local 1564 Union Compensation Schedule:**

**MOVED AND SECONDED** that the Town transfer the sum of \$248,800 to the Fire Department Personal Services Budget (Department #2200) to fund increases in wages for employees of the Winchester Firefighter’s IAFF Local 1564 Union for FY 2017 and FY 2018. \$85,025 of said appropriation shall come from the FY 2017 Unallocated Wage Account #0312501 and \$163,775 shall come from the FY 2018 Unallocated Wage Account #0312511.

**BACKGROUND:** The purpose of this motion is to transfer \$248,800 from the previously appropriated Unallocated Wage Accounts to supplement the FY 2018 budget necessary to meet the costs of a collective bargaining agreement between the Town and the Winchester Firefighter’s IAFF Local 1564 Union effective July 1, 2016.

**MOTION #11: Amendment to Winchester Police Patrol Officers Association, MassCop Compensation Schedule:**

**MOVED AND SECONDED** that Schedule 8 of the Town's Compensation Plan be amended, revised and modified in accordance with the recommendation of the Personnel Board as set forth in **Appendix F – Police Patrol Officers Union Wage Adjustments for FY 2017, FY 2018 & FY 2019** and pursuant to a Memorandum of Understanding (MOU) reached between the Board of Selectmen and the Winchester Police Patrol Officers Association, MassCop dated October 23, 2017.

**BACKGROUND:** The purpose of this motion is to amend Schedule 8 in the Town's Compensation Plan for employees covered by the Winchester Police Patrol Officers Association, MassCop. A summary of the essential terms and conditions of the agreements are listed below:

Term: July 1, 2016 through June 30, 2019.

Compensation: Salary Rates shall be increased as follows:

FY2017	July 1, 2016	2.0% (Retroactive)
FY2018	July 1, 2017	2.0% (Retroactive)
FY2018	January 1, 2018	0.50%
FY2019	July 1, 2018	2.0%
FY2019	June 30, 2019	0.75%

Service Increments: Effective July 1, 2017 shall be amended to read as follows:

5 Years	10-Years	15-Years	20-Years	25-Years
\$1,000.00	\$1,300.00	\$1,650.00	\$2,000.00	\$2,400.00

Step Rate: Effective June 30, 2019, amend Article VI by eliminating the second paragraph and replacing it with the following:

Officers hired prior to July 1, 2009, will receive a 2.5% increase in their P-1 Base upon completion of fifteen (15) years of service. Post July 1, 2009 officers who are receiving benefits in accordance with Article X – Self Improvement Program shall not be eligible for benefits under this paragraph.

Post July 1, 2009 officers who are not receiving benefits in accordance with Article X shall upon completion of fifteen (15) years of service, receive a 0.5% increase in their P-1 Base.

Officers who begin to receive this benefit, who subsequent fifteen (15) years of service and become eligible for benefits in accordance with Article X, shall no longer be entitled to the base wage adjustment.

Employee Benefits: Effective July 1, 2018, amend Article X – Self Improvement Program by eliminating the current sub-paragraph A and replacing with the following:

Effective July 1, 1989 employees covered by this agreement shall be eligible for education benefits in accordance with the provisions of General Laws Chapter 41, Section 108 L (Quinn Bill).

Officers hired pre July 1, 2009, shall continue to receive benefits under the Quinn Bill as currently in place.

Officers hired post July 1, 2009, shall receive benefits under the Quinn Bill in accordance with the following schedule based on years of service:

On third year	On fifth year	On tenth year	On fifteenth year
Receive 25%	Receive 50%	Receive 75%	Receive 100%

Officers who are eligible and receiving benefits in accordance with Article X shall not receive fifteen (15) year base wage increase.

**MOTION #12: Appropriation of Funds to Winchester Police Patrol Officers Association, MassCop Compensation Schedule:**

**MOVED AND SECONDED** that the Town transfer the sum of \$107,572 to the Police Department Personal Services Budget (Department #2110) to fund increases in wages for employees of the Winchester Police Patrol Officers Association, MassCop for FY 2017 and FY 2018. \$34,475 of said appropriation shall come from the FY 2017 Unallocated Wage Account #0312501 and \$73,097 shall come from the FY 2018 Unallocated Wage Account #0312511.

**BACKGROUND:** The purpose of this motion is to transfer \$107,572 from previously appropriated Unallocated Wage Accounts to supplement the FY 2018 budget necessary to meet the costs of a collective bargaining agreement between the Town and the Winchester Police Patrol Officers Association, MassCop effective July 1, 2016.

**MOTION #13: Amendment to Winchester Police Superior Officers Association Compensation Schedule:**

**MOVED AND SECONDED** that Schedule 9 of the Town's Compensation Plan be amended, revised and modified in accordance with the recommendation of the Personnel Board as set forth in **Appendix G – Police Superior Officers Union Wage Adjustments for FY 2017, FY 2018 & FY 2019** pursuant to a Memorandum of Understanding (MOU) reached between the Board of Selectmen and the Winchester Police Superior Officers Association dated October 13, 2017.

**BACKGROUND:** The purpose of this motion is to amend Schedule 9 in the Town's Compensation Plan for employees covered by the Winchester Police Superior Officers Association. A summary of the essential terms and conditions of the agreements are listed below:

**Term:** July 1, 2016 through June 30, 2019.

**Compensation:** Salary rates shall be increased as follows:

FY2017	July 1, 2016	2.0% (retroactive)
FY2018	July 1, 2017	2.0% (retroactive)
FY2018	January 1, 2018	0.5%
FY2019	July 1, 2018	2.0%
FY2019	June 30, 2019	0.75%

Service Increments:

Effective July 1, 2017, Article VIII shall be amended to read as follows:

5 Years	10-Years	15-Years	20-Years	25-Years
\$1,000.00	\$1,300.00	\$1,650.00	\$2,000.00	\$2,400.00

Night Shift Differential:

Effective January 1, 2018, Article XXVI shall be amended to read:  
 A nighttime differential stipend in the amount of five percent (5%) of an Employee's daily regular straight time pay rate will be paid to those Employees who actually work a night shift. Currently the stipend is four and one quarter percent (4.25%).

Compensation Schedule:

Effective July 1, 2018, the compensation schedule shall be adjusted as follows:

- Step II shall become the new minimum step for each Grade/Title
- Step III shall become Step II
- Step IV shall become step III
- A new Step V will be added with the same % differential between Step III and Step IV of each Grade/Title.

**MOTION #14: Appropriation of Funds to Winchester Police Superior Officer's Association Compensation Schedule:**

**MOVED AND SECONDED** that the Town transfer the sum of \$88,609 to the Police Department Personal Services Budget (Department #2110) to fund increases in wages for employees of the Winchester Police Superior Officers Association, for FY 2017 and FY 2018. \$25,626 of said appropriation shall come from the FY 2017 Unallocated Wage Account #0312501 and \$62,983 shall come from the FY 2018 Unallocated Wage Account #0312511.

**BACKGROUND:** The purpose of this motion is to transfer \$88,609 from previously appropriated Unallocated Wage Accounts to supplement the FY 2018 budget necessary to meet the costs of a collective bargaining agreement between the Town and the Winchester Police Superior Officers Association effective July 1, 2016.

# Town of Winchester



## APPENDIX A

**FY2018**

### **Position Title Change, Reclassification and Classifications**

## SCHEDULE 2

### CS Compensation Schedule FY18 - January 1, 2018

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10
CS-4 Parking Warden/School Crossing Guard	28,553	29,555	30,587	31,662	32,766	33,931	35,102	36,330	37,601	38,917
CS-5 Library Aide Technical Services Assistant-I	31,124	32,214	33,363	34,502	35,698	36,965	38,256	39,595	40,981	42,416
CS-6 Circulation Clerk Technical Services Assistant II <b>* Technical Services Assistant</b>	33,926	35,111	36,342	37,563	38,931	40,294	41,702	43,163	44,674	46,236
CS-7 Senior Library Clerk <b>* Parking Warden</b> <b>* Circulation Clerk</b>	36,983	38,273	39,007	41,003	42,466	43,921	45,455	47,047	48,693	50,397
CS-8 Administrative Secretary I <b>* Senior Library Clerk, Technical Services</b>	40,310	41,723	43,184	44,692	46,256	47,874	49,554	51,288	53,084	54,943
CS-9 Administrative Secretary II	43,939	45,473	47,062	48,710	50,418	52,168	54,013	55,902	57,859	59,883
CS-10 Administrative Secretary III	47,013	48,659	50,341	52,247	53,937	55,832	57,792	59,814	61,908	64,074

The preceding rates reflect a 0.5% adjustment over FY18 July rates

**\* EFFECTIVE Date for Reclassified Positions is January 1, 2018**

## SCHEDULE 3

### PT Compensation Plan FY18 - January 1, 2018

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10
PT-6	18.67	19.30	19.96	20.68	21.39	22.16	22.92	23.73	24.54	25.40
PT-7 <del>Construction Clerk— Engineering Assistant— Civilian Dispatcher</del>	20.31	21.06	21.76	22.53	23.33	24.15	24.99	25.87	26.77	27.69
PT-8 <del>Finance Committee Secretary Chief Dispatcher Technical Services Assistant III— Computer Support Specialist—</del>	22.17	22.98	23.74	24.54	25.43	26.35	27.22	28.17	29.16	30.18
PT-9 <del>Dog Officer</del> * <b>Library Network Administrator</b>	24.17	24.98	25.87	26.72	27.70	28.70	29.70	30.73	31.82	32.92
PT-10 <del>Accounts Payable Supervisor Assistant Town Clerk Recycling General Foreman— Draftsman/Transitman— Payroll / Benefits Coordinator ADA Coordinator</del>	47,013	48,659	50,358	52,119	53,946	55,832	57,791	59,814	61,906	64,074
PT-11 <del>Geriatric Social Worker Senior Aftercare Coordinator Professional Librarian Conservation Administrator— Community Education Coordinator Maintenance Specialist— Community Health Program Manager</del> * <b>Executive Coordinator</b> * <b>Preschool/After School Director</b> * <b>Youth Center Coordinator</b>	49,363	51,091	52,882	54,724	56,646	58,624	60,678	62,804	64,998	67,274
PT-12 <del>Recreation Coordinator— Engineering Inspector Administrative Coordinator Maintenance Specialist - Electrician Maintenance Specialist - Plumber HVAC Technician</del> * <b>Recycling General Foreman</b>	51,831	53,646	55,518	57,465	59,475	61,556	63,545	65,767	68,071	70,454
PT-13 <del>Plumbing/Gas Inspector Wiring Inspector Building Inspector— Water Treatment Plant Operator Fleet Coordinator— Cemetery Coordinator</del> * <b>Conservation Administrator</b> * <b>Recreation Coordinator</b>	54,421	56,324	58,296	60,337	62,454	64,637	66,813	69,153	71,572	74,077
PT-14 <del>Junior Engineer Water System Distribution Supvr. Library Department Head Head of Circulation Facilities Coordinator Operations - Supervisor Building Maintenance Coordinator Public Health Nurse</del> * <b>Building Inspector</b>	57,143	59,144	61,219	63,353	65,569	67,869	70,242	72,701	75,244	77,877
PT-15 <del>Human Resources Director—</del> * <b>Water System Distribution Supervisor</b> * <b>Fleet Coordinator</b>	60,002	62,099	64,272	66,518	68,851	71,258	74,585	77,195	79,899	82,693

The preceding rates reflect a 0.5% adjustment over FY18 July rates

\* **EFFECTIVE Date for Reclassified Positions is January 1, 2018**

# SCHEDULE 5

## Miscellaneous Positions Compensation Schedule FY18 - January 1, 2018

Compensation Title	Compensation						
Emergency Management Coordinator	12,212 /Year						
Worker's Compensation Agent	9,713 /Year						
Veterans' Agent	7,770 /Year						
Records Administrator	9,713 /Year						
<b>ADA Coordinator</b>	6,030 /Year						
Animal Inspector	5,532 /Year						
Veteran's Graves Caretaker	1,630 /Year						
Planning Board Engineer	21,082 /Year						
Fair Housing Director	2,718 /Year						
Assistant Library Director	7,471	8,407	9,340 /Year				
Registrar of Voters	1,890 /Year						
Registrar of Voters (Town Clerk)	1,997 /Year						
Sealer of Weights and Measurers	7,739 /Year						
Radio Mechanic	3,519 /Year						
Custodian of Retirement Funds	2,476 /Year						
School Traffic Officer	245 /Week						
Student Drafter	324	413 /Week					
Deputy Inspector	270 /Week						
School Messenger	12.37 /Hour						
Voting Machine Custodian	24.75 /Hour						
Recording Secretary - School Committee	11.13 /Hour						
Police Matron	16.07 /Hour						
Hearings Officer	16.07 /Hour						
Non-Classified Clerk	8.67 /Hour						
Non-Classified Laborer	8.67	14.61 /Hour					
Public Safety Building Custodian	21.65	22.37	23.15 /Hour				
Library Junior Page	9.45	9.85	10.25	10.66	11.04	11.43	11.61 /Hour
Library Senior Page	12.98	13.40	13.81	14.18	14.55	14.95	15.36 /Hour
Tennis Court Maintenance Supervisor	25.48	26.05	26.73	27.42	28.12	28.77 /Hour	
Tennis Maintenance Assistant	20.09	20.51	21.03	21.55	22.05	22.56 /Hour	
Each Election:							
Warden	226 /Election						
Deputy Warden/Clerk	189 /Election						
Inspector	150 /Election						
Town Census:							
Registrar of Voters/Supervisor	1,055 /Year						
Registrar of Voters/Temporary	0.41 /Name						
Town Meeting:							
Audio/Visual Operator (student)	37.71 /Session						
Audio/Visual Operator (faculty)	80.20 /Session						
Checker	7.42 /Hour (Minimum 2 Hours)						

The preceding rates reflect a 0.5% adjustment over FY18 July rates

# **Town of Winchester**



## **APPENDIX B** **(Municipal)**

### **Non-Union Personnel Wage Adjustments for FY 2018**

# SCHEDULE 2

## CS Compensation Schedule FY18 - January 1, 2018

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10
CS-4 Parking Warden/School Crossing Guard	28,553	29,555	30,587	31,662	32,766	33,931	35,102	36,330	37,601	38,917
CS-5 Library Aide Technical Services Assistant I	31,124	32,214	33,363	34,502	35,698	36,965	38,256	39,595	40,981	42,416
CS-6 Circulation Clerk Technical Services Assistant II	33,926	35,111	36,342	37,563	38,931	40,294	41,702	43,163	44,674	46,236
<b>* Technical Services Assistant</b>										
CS-7 Senior Library Clerk * Parking Warden * Circulation Clerk	36,983	38,273	39,007	41,003	42,466	43,921	45,455	47,047	48,693	50,397
CS-8 Administrative Secretary I * Senior Library Clerk, Technical Services	40,310	41,723	43,184	44,692	46,256	47,874	49,554	51,288	53,084	54,943
CS-9 Administrative Secretary II	43,939	45,473	47,062	48,710	50,418	52,168	54,013	55,902	57,859	59,883
CS-10 Administrative Secretary III	47,013	48,659	50,341	52,247	53,937	55,832	57,792	59,814	61,908	64,074

The preceding rates reflect a 0.5% adjustment over FY18 July rates

\* **EFFECTIVE Date for Reclassified Positions is January 1, 2018**

## SCHEDULE 3

### PT Compensation Plan FY18 - January 1, 2018

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10
PT-6	18.67	19.30	19.96	20.68	21.39	22.16	22.92	23.73	24.54	25.40
PT-7 <del>Construction Clerk— Engineering Assistant— Civilian Dispatcher</del>	20.31	21.06	21.76	22.53	23.33	24.15	24.99	25.87	26.77	27.69
PT-8 <del>Finance Committee Secretary Chief Dispatcher Technical Services Assistant II— Computer Support Specialist—</del>	22.17	22.98	23.74	24.54	25.43	26.35	27.22	28.17	29.16	30.18
PT-9 Dog Officer * Library Network Administrator	24.17	24.98	25.87	26.72	27.70	28.70	29.70	30.73	31.82	32.92
PT-10 Accounts Payable Supervisor Assistant Town Clerk <del>Recycling General Foreman— Draftsman/Transitman— Payroll / Benefits Coordinator ADA Coordinator</del>	47,013	48,659	50,358	52,119	53,946	55,832	57,791	59,814	61,906	64,074
PT-11 Geriatric Social Worker Senior Aftercare Coordinator Professional Librarian <del>Conservation Administrator— Community Education Coordinator Maintenance Specialist— Community Health Program Manager</del> * Executive Coordinator * Preschool/After School Director * Youth Center Coordinator	49,363	51,091	52,882	54,724	56,646	58,624	60,678	62,804	64,998	67,274
PT-12 <del>Recreation Coordinator— Engineering Inspector Administrative Coordinator Maintenance Specialist - Electrician Maintenance Specialist - Plumber HVAC Technician</del> * Recycling General Foreman	51,831	53,646	55,518	57,465	59,475	61,556	63,545	65,767	68,071	70,454
PT-13 Plumbing/Gas Inspector Wiring Inspector <del>Building Inspector— Water Treatment Plant Operator Fleet Coordinator— Cemetery Coordinator</del> * Conservation Administrator * Recreation Coordinator	54,421	56,324	58,296	60,337	62,454	64,637	66,813	69,153	71,572	74,077
PT-14 Junior Engineer <del>Water System Distribution Supvr— Library Department Head Head of Circulation Facilities Coordinator Operations - Supervisor Building Maintenance Coordinator Public Health Nurse</del> * Building Inspector	57,143	59,144	61,219	63,353	65,569	67,869	70,242	72,701	75,244	77,877
PT-15 <del>Human Resources Director— * Water System Distribution Supervisor * Fleet Coordinator</del>	60,002	62,099	64,272	66,518	68,851	71,258	74,585	77,195	79,899	82,693

The preceding rates reflect a 0.5% adjustment over FY18 July rates

\* EFFECTIVE Date for Reclassified Positions is January 1, 2018

# SCHEDULE 4

## Management Schedule FY18 - January 1, 2018

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D Health Inspector Network Administrator	56,898	58,333	59,811	61,324	62,873	64,461	66,094	67,760	69,474	71,230	73,032	74,878	76,747	78,667	80,633
E Director/C.O.A. Assistant Town Engineer Assistant Town Treasurer Business Manager/DPW Town Planner Special Projects Engineer	62,021	63,585	65,195	66,842	68,532	70,263	72,041	73,861	75,731	77,643	79,607	81,611	83,650	85,743	87,887
F Town Clerk Assistant Comptroller Recreation Director Director Public Health Water & Sewer Manager Assistant Library Director Director of Assessments Facilities Manager	67,599	69,314	71,062	72,858	74,699	76,590	78,525	80,511	82,546	84,632	86,771	88,957	91,181	93,461	95,799
* Town Planner * Human Resources Director															
G Treasurer/Collector Library Director Town Engineer Building Commissioner Planning & Community Development Director DPW - Operations Manager Information Technology Director	73,686	75,550	77,458	79,416	81,423	83,479	85,594	87,754	89,974	92,247	94,581	96,967	99,389	101,874	104,423
H Assistant Town Manager	80,316	82,344	84,738	86,561	88,752	90,994	93,293	95,651	98,068	100,547	103,092	105,694	108,335	111,044	113,823
I Police Chief Fire Chief	87,545	89,760	92,026	94,353	96,736	99,183	101,689	104,265	107,090	109,600	112,373	117,297	120,228	123,236	126,316
J Public Works Director	95,425	97,836	100,313	102,849	105,444	108,113	110,843	113,646	116,517	119,468	122,482	125,573	128,711	131,928	135,228

The preceding rates reflect a 0.5% adjustment over FY18 July rates

\* **EFFECTIVE Date for Reclassified Positions is January 1, 2018**

# SCHEDULE 5

## Miscellaneous Positions Compensation Schedule FY18 - January 1, 2018

Compensation Title	Compensation						
Emergency Management Coordinator	12,212 /Year						
Worker's Compensation Agent	9,713 /Year						
Veterans' Agent	7,770 /Year						
Records Administrator	9,713 /Year						
<b>ADA Coordinator</b>	6,030 /Year						
Animal Inspector	5,532 /Year						
Veteran's Graves Caretaker	1,630 /Year						
Planning Board Engineer	21,082 /Year						
Fair Housing Director	2,718 /Year						
Assistant Library Director	7,471	8,407	9,340 /Year				
Registrar of Voters	1,890 /Year						
Registrar of Voters (Town Clerk)	1,997 /Year						
Sealer of Weights and Measurers	7,739 /Year						
Radio Mechanic	3,519 /Year						
Custodian of Retirement Funds	2,476 /Year						
School Traffic Officer	245 /Week						
Student Drafter	324	413 /Week					
Deputy Inspector	270 /Week						
School Messenger	12.37 /Hour						
Voting Machine Custodian	24.75 /Hour						
Recording Secretary - School Committee	11.13 /Hour						
Police Matron	16.07 /Hour						
Hearings Officer	16.07 /Hour						
Non-Classified Clerk	8.67 /Hour						
Non-Classified Laborer	8.67	14.61 /Hour					
Public Safety Building Custodian	21.65	22.37	23.15 /Hour				
Library Junior Page	9.45	9.85	10.25	10.66	11.04	11.43	11.61 /Hour
Library Senior Page	12.98	13.40	13.81	14.18	14.55	14.95	15.36 /Hour
Tennis Court Maintenance Supervisor	25.48	26.05	26.73	27.42	28.12	28.77 /Hour	
Tennis Maintenance Assistant	20.09	20.51	21.03	21.55	22.05	22.56 /Hour	
Each Election:							
Warden	226 /Election						
Deputy Warden/Clerk	189 /Election						
Inspector	150 /Election						
Town Census:							
Registrar of Voters/Supervisor	1,055 /Year						
Registrar of Voters/Temporary	0.41 /Name						
Town Meeting:							
Audio/Visual Operator (student)	37.71 /Session						
Audio/Visual Operator (faculty)	80.20 /Session						
Checker	7.42 /Hour (Minimum 2 Hours)						

The preceding rates reflect a 0.5% adjustment over FY18 July rates

# SCHEDULE 6

## Recreation Compensation Schedule (R Grades) - FY18 - January 1, 2018

Compensation Grade/Title	Minimum	II	III	IV	V	Maximum
R-1 Junior Counselor	8.55	8.86	9.21	9.50	9.86	10.22
R-2 Assistant Leader Youth Assistant Peer Leader I	9.73	10.02	10.50	10.86	11.22	11.63
R-3* Peer Leader II Instructor Counselor Lifeguard	10.48	11.09	11.65	11.99	12.94	13.41
R-4* Coordinator Program Director Instructor WSI Head Guard	11.09	11.75	12.68	13.11	13.74	14.35
R-5* Seasonal Supervisor Head WSI	12.17	12.86	13.47	14.04	14.80	15.47
R-6* Supervisor I	13.11	13.74	14.32	15.06	15.76	16.40
R-7* Camp Specialist Tennis Supervisor	13.99	14.67	15.31	16.16	16.89	17.54
R-8* Assistant Camp Director Specialty Camp Director Assistant Beach Director Pre-School/After School Assistant Teacher	17.33	17.87	18.39	18.93	19.54	20.31
R-9 Pre-School/After School Lead Teacher Beach Director	20.11	20.71	21.34	21.98	22.63	23.32
R-10 Camp Director	22.53	23.20	23.88	24.54	25.20	25.89
R-11 Tennis Director <del>*Pre-School/After School Director</del>	26.68	27.90	29.13	30.45	31.82	33.27

For R-3 through R-9 positions add: With CPR or First Aid - .40 /hour

With CPR and First Aid - .87/hour

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

The preceding rates reflect a 0.5% adjustment over FY18 July rates

**\* EFFECTIVE Date for Reclassified Positions Is January 1, 2018**

# Town of Winchester



## APPENDIX C (Municipal)

### Custodial Union Wage Adjustments for FY2017, FY2018 & FY2019

# SCHEDULE 11

## School Custodian Compensation Schedule -- FY17 - July 1, 2016

Compensation Grade/Title		I	II	III
SC-1	Janitor B	12.28	12.97	13.50
SC-4	Janitor A	15.47	16.65	17.82
SC-7	Custodian 1	18.18	19.74	20.91
SC-8	Custodian 2	18.98	20.32	21.50
SC-9	Custodian 3	19.74	20.85	22.07
SC-10	Custodian 4	20.23	21.44	22.67
SC-11	Custodian 5	20.85	22.03	23.24
SC-12	Custodian 6	21.97	23.21	24.42
SC-13	Custodian 7	23.16	24.41	25.64
SC-14	Custodian 8	24.42	25.60	27.22
SC-15	Custodian 9	25.57	26.87	28.63

This schedule represents 2% increase adjustments to FY16 January rates.

FY17 is the 1st year of a 3 year agreement between the Town of Winchester and the SEIU, Local 888.

## SCHEDULE 11

### School Custodian Compensation Schedule -- FY18 - July 1, 2017

Compensation Grade/Title		I	II	III
SC-1	Janitor B	12.53	13.23	13.77
SC-4	Janitor A	15.78	16.98	18.18
SC-7	Custodian 1	18.54	20.13	21.33
SC-8	Custodian 2	19.36	20.72	21.93
SC-9	Custodian 3	20.13	21.27	22.51
SC-10	Custodian 4	20.63	21.87	23.18
SC-11	Custodian 5	21.27	22.47	23.70
SC-12	Custodian 6	22.41	23.67	24.91
SC-13	Custodian 7	23.63	24.90	26.16
SC-14	Custodian 8	24.91	26.11	27.77
SC-15	Custodian 9	26.08	27.40	29.20

This schedule represents 2% increase adjustments to FY17 July rates.

FY18 is the 2nd year of a 3 year agreement between the Town of Winchester and the SEIU, Local 888.

## SCHEDULE 11

### School Custodian Compensation Schedule -- FY18 - January 1, 2018

Compensation Grade/Title		I	II	III
SC-1	Janitor B	12.59	13.30	13.84
SC-4	Janitor A	15.86	17.06	18.27
SC-7	Custodian 1	18.63	20.23	21.43
SC-8	Custodian 2	19.46	20.83	22.04
SC-9	Custodian 3	20.23	21.37	22.63
SC-10	Custodian 4	20.73	21.98	23.24
SC-11	Custodian 5	21.37	22.59	23.82
SC-12	Custodian 6	22.52	23.79	25.03
SC-13	Custodian 7	23.75	25.02	26.29
SC-14	Custodian 8	25.03	26.24	27.91
SC-15	Custodian 9	26.21	27.54	29.35

This schedule represents 0.5% increase adjustments to FY18 July rates.

FY18 is the 2nd year of a 3 year agreement between the Town of Winchester and the SEIU, Local 888.

## SCHEDULE 11

### School Custodian Compensation Schedule -- FY19 - July 1, 2018

Compensation Grade/Title		I	II	III
SC-1	Janitor B	12.84	13.57	14.12
SC-4	Janitor A	16.18	17.41	18.63
SC-7	Custodian 1	19.01	20.64	21.86
SC-8	Custodian 2	19.85	21.24	22.48
SC-9	Custodian 3	20.64	21.80	23.08
SC-10	Custodian 4	21.15	22.42	23.71
SC-11	Custodian 5	21.80	23.04	24.30
SC-12	Custodian 6	22.97	24.26	25.53
SC-13	Custodian 7	24.22	25.52	26.81
SC-14	Custodian 8	25.53	26.77	28.47
SC-15	Custodian 9	26.74	28.09	29.94

This schedule represents 2% increase adjustments to FY18 January rates.

FY19 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 -- FY19 - January 1, 2019

Compensation Grade/Title		I	II	III
SC-1	Janitor B	12.94	13.67	14.23
SC-4	Janitor A	16.30	17.54	18.77
SC-7	Custodian 1	19.15	20.79	22.03
SC-8	Custodian 2	20.00	21.40	22.65
SC-9	Custodian 3	20.79	21.96	23.25
SC-10	Custodian 4	21.31	22.59	23.89
SC-11	Custodian 5	21.96	23.21	24.48
SC-12	Custodian 6	23.15	24.45	25.72
SC-13	Custodian 7	24.40	25.71	27.01
SC-14	Custodian 8	25.72	26.97	28.68
SC-15	Custodian 9	26.94	28.30	30.16

This schedule represents 0.75% increase adjustments to FY19 July rates.

FY19 is the 3rd year of a 3 year agreement between the Town of Winchester and the SEIU, Local 888.

# Town of Winchester



## APPENDIX D (Municipal)

### DPW Workers Union Wage Adjustments for FY2017, FY2018 & FY2019

# SCHEDULE 7

## T.E.A. Compensation Schedule (W Grades) - FY17 - July 1, 2016

Compensation Grade/Title		Minimum	II	III	IV	Maximum
W-9	Laborer	18.77	19.36	19.86	20.48	21.17
W-10	Motor Equipment Operator Skilled Laborer Water Meter Reader	19.39	19.89	20.56	21.18	21.89
W-11	Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	20.19	20.83	21.41	22.05	22.80
W-12	Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	20.96	21.68	22.25	22.89	23.64
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	22.04	22.81	23.52	24.22	25.01
W-14	Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	22.84	23.54	24.28	25.01	25.83
W-14a	Foreman	22.84	23.54	24.28	25.01	25.83
W-15	Mechanical Specialist Multi-Crafts Specialist General Foreman	23.77	24.42	25.14	25.90	26.75

The preceding rates reflect a 2% increase adjustment over FY16 July rates

FY17 is the 1st 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) - FY18 - July 1, 2017

Compensation Grade/Title		Minimum	II	III	IV	Maximum
W-9	Laborer	19.15	19.75	20.26	20.89	21.59
W-10	Motor Equipment Operator Skilled Laborer Water Meter Reader	19.78	20.29	20.97	21.61	22.33
W-11	Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	20.59	21.25	21.84	22.49	23.25
W-12	Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	21.38	22.12	22.69	23.35	24.11
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	22.48	23.27	23.99	24.71	25.51
W-14	Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	23.29	24.01	24.76	25.51	26.35
W-14a	Foreman	23.29	24.01	24.76	25.51	26.35
W-15	Mechanical Specialist Multi-Crafts Specialist General Foreman	24.24	24.91	25.64	26.42	27.29

The preceding rates reflect a 2% increase adjustment over FY17 July rates

FY18 is the 2nd 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) - FY18 - January 1, 2018

Compensation Grade/Title		Minimum	II	III	IV	Maximum
W-9	Laborer	19.25	19.85	20.36	20.99	21.70
W-10	Motor Equipment Operator Skilled Laborer Water Meter Reader	19.88	20.39	21.07	21.72	22.44
W-11	Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	20.70	21.35	21.94	22.60	23.37
W-12	Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	21.49	22.23	22.80	23.46	24.23
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	22.59	23.38	24.11	24.83	25.64
W-14	Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	23.41	24.13	24.89	25.64	26.48
W-14a	Foreman	23.41	24.13	24.89	25.64	26.48
W-15	Mechanical Specialist Multi-Crafts Specialist General Foreman	24.36	25.03	25.77	26.55	27.43

The preceding rates reflect a 0.5% increase adjustment over FY17 July rates

FY18 is the 2nd 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) - FY19 - July 1, 2018

Compensation Grade/Title		Minimum	II	III	IV	Maximum
W-9	Laborer	19.64	20.25	20.77	21.41	22.13
W-10	Motor Equipment Operator Skilled Laborer Water Meter Reader	20.27	20.79	21.49	22.15	22.89
W-11	Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	21.11	21.78	22.38	23.05	23.84
W-12	Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	21.92	22.67	23.26	23.93	24.72
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	23.04	23.85	24.59	25.33	26.15
W-14	Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	23.88	24.62	25.38	26.15	27.01
W-14a	Foreman	23.88	24.62	25.38	26.15	27.01
W-15	Mechanical Specialist Multi-Crafts Specialist General Foreman	24.85	25.53	26.29	27.08	27.97

The preceding rates reflect a 2% increase adjustment over FY18 January rates

FY19 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) - FY19 - January 1, 2019

Compensation Grade/Title		Minimum	II	III	IV	Maximum
W-9	Laborer	19.79	20.40	20.92	21.57	22.30
W-10	Motor Equipment Operator Skilled Laborer Water Meter Reader	20.43	20.95	21.65	22.32	23.06
W-11	Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	21.27	21.94	22.55	23.23	24.02
W-12	Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	22.08	22.84	23.43	24.11	24.90
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	23.21	24.03	24.77	25.52	26.35
W-14	Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	24.06	24.80	25.57	26.35	27.22
W-14a	Foreman	24.06	24.80	25.57	26.35	27.22
W-15	Mechanical Specialist Multi-Crafts Specialist General Foreman	25.04	25.73	26.49	27.29	28.18

The preceding rates reflect a 0.75% increase adjustment over FY19 July rates

FY19 is the 3rd year of a 3-year agreement between the Town of Winchester and the SEIU, Local 888.

# **Town of Winchester**



## **APPENDIX E** **(Municipal)**

### **Firefighters Union Wage Adjustments for FY2017, FY2018 & FY2019**

# SCHEDULE 10

## Fire Salary Schedule -- FY17 - July 1, 2016

<b>Compensation Grade/Title</b>	<b>Minimum</b>	<b>II</b>	<b>Maximum</b>	<b>Maximum after 15 years</b>
F-1 Fire Fighter	51,159	53,284	55,537	56,093
F-2 Fire Lieutenant				66,190
F-3 Fire Captain				76,286

FY 2017 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 FY16 July rates

## SCHEDULE 10

### Fire Salary Schedule -- FY 18 - July 1, 2017

<b>Compensation Grade/Title</b>	<b>Minimum</b>	<b>II</b>	<b>Maximum</b>	<b>Maximum after 15 years</b>
F-1 Fire Fighter	52,182	54,350	56,648	57,215
F-2 Fire Lieutenant				67,514
F-3 Fire Captain				77,812

FY 2018 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 FY17 July rates

## SCHEDULE 10

### Fire Salary Schedule -- FY18 - June 30, 2018

Compensation Grade/Title	Minimum	II	Maximum	Maximum after 15 years
F-1 Fire Fighter	52,443	54,622	56,931	57,501
F-2 Fire Lieutenant				67,852
F-3 Fire Captain				78,201

FY 2018 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 FY17 July rates

# SCHEDULE 10

## Fire Salary Schedule -- FY19 - July 1, 2018

Compensation Grade/Title	Minimum	II	Maximum	Maximum after 15 years
F-1 Fire Fighter	53,754	55,988	58,354	58,939
F-2 Fire Lieutenant				69,548
F-3 Fire Captain				80,157

FY 2019 is the 3rd year agreement between the Town of Winchester and the International Association of Fire Fighters, Local 1564

The preceding rates reflect a 2.5% adjustment over FY18 June rates

## SCHEDULE 10

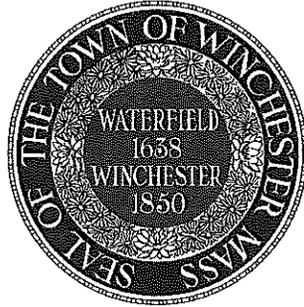
### Fire Salary Schedule -- FY19 - June 30, 2019

Compensation Grade/Title	Minimum	II	Maximum	Maximum after 15 years
F-1 Fire Fighter	53,888	56,128	58,500	59,086
F-2 Fire Lieutenant				69,721
F-3 Fire Captain				80,357

FY 2019 is the 3rd year agreement between the Town of Winchester and the International Association of Fire Fighters, Local 1564

The preceding rates reflect a .25% adjustment over FY19 July rates

# **Town of Winchester**



## **APPENDIX F** **(Municipal)**

### **Police Patrol Officers Union** **Wage Adjustments** **for** **FY2017, FY2018 & FY2019**

## SCHEDULE 8

### Police Patrol Officers Compensation Schedule -- FY17 - July 1, 2016

Compensation Grade/Title	Minimum	II	III	IV	Maximum	Maximum after 15 years
P-1 Base	48,453	50,471	52,586	54,794	57,095	57,380
P-2 Base & EMT	50,094	52,112	54,227	56,435	58,736	59,021
P-3 Base & Specialist	52,329	54,509	56,793	59,178	61,662	61,970
P-4 Base & Specialist & EMT	53,970	56,150	58,434	60,819	63,303	63,611

The preceding rates reflect a 2% adjustment over FY16 January rates.

FY17 is the 1st 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 -- FY18 - July 1, 2017

Compensation Grade/Title	Minimum	II	III	IV	Maximum	Maximum after 15 years
P-1 Base	49,422	51,480	53,637	55,890	58,237	58,528
P-2 Base & EMT	51,096	53,154	55,311	57,564	59,911	60,202
P-3 Base & Specialist	53,376	55,599	57,928	60,361	62,896	63,210
P-4 Base & Specialist & EMT	55,050	57,273	59,602	62,035	64,570	64,884

The preceding rates reflect a 2% adjustment over FY17 July rates.

FY18 is the 2nd 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 -- FY18 - January 1, 2018

Compensation Grade/Title	Minimum	II	III	IV	Maximum	Maximum after 15 years
P-1 Base	49,669	51,738	53,906	56,169	58,528	58,820
P-2 Base & EMT	51,351	53,420	55,588	57,851	60,210	60,502
P-3 Base & Specialist	53,643	55,877	58,218	60,663	63,210	63,526
P-4 Base & Specialist & EMT	55,325	57,559	59,900	62,345	64,892	65,208

The preceding rates reflect a 0.5% adjustment over FY18 July rates.

FY18 is the 2nd 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 -- FY19 - July 1, 2018

Compensation Grade/Title	Minimum	II	III	IV	Maximum	Maximum after 15 years
P-1 Base	50,663	52,773	54,984	57,293	59,698	59,997
P-2 Base & EMT	52,379	54,489	56,700	59,009	61,414	61,713
P-3 Base & Specialist	54,716	56,994	59,382	61,876	64,474	64,796
P-4 Base & Specialist & EMT	56,432	58,710	61,098	63,592	66,190	66,512

The preceding rates reflect a 2% adjustment over FY18 January rates.

FY19 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 -- FY19 - June 30, 2019

Compensation Grade/Title	Minimum	II	III	IV	Maximum	Maximum after 15 years
P-1 Base	51,043	53,168	55,396	57,723	60,146	60,447
P-2 Base & EMT	52,772	54,897	57,125	59,452	61,875	62,176
P-3 Base & Specialist	55,126	57,422	59,828	62,340	64,958	65,282
P-4 Base & Specialist & EMT	56,855	59,151	61,557	64,069	66,687	67,011

The preceding rates reflect a 0.75% adjustment over FY19 July rates.

FY19 is the 3rd year of a 3-year agreement between the Town of Winchester and the Police Patrol Officers Association, MASSCOP.

# Town of Winchester



## APPENDIX G (Municipal)

### Police Superior Officers Union Wage Adjustments for FY2017, FY2018 & FY2019

# SCHEDULE 9

## Police Superior Officers Compensation Schedule -- FY17 - July 1, 2016

Compensation Grade/Title	Minimum	II	III	Maximum
S-1 Sergeant Base	58,025	60,463	63,002	65,646
S-2 Sergeant Base & EMT	59,476	61,975	64,577	67,288
S-3 Sergeant Base & Specialist	62,666	65,299	68,042	70,898
S-4 Sergeant Base & Specialist & EMT	64,117	66,811	69,617	72,539
L-1 Lieutenant Base	66,728	69,531	72,451	75,494
L-2 Lieutenant Base & EMT	68,396	71,271	74,263	77,380
L-3 Lieutenant Base & Specialist	72,066	75,094	78,248	81,533
L-4 Lieutenant Base & Specialist & EMT	73,735	76,832	80,059	83,420

The preceding rates reflect a 2% adjustment over FY16 January rates.

FY17 is the 1st year of a 3-year agreement between the Town of Winchester and the Police Superior Officers Association

# SCHEDULE 9

## Police Superior Officers Compensation Schedule -- FY18 - July 1, 2017

Compensation Grade/Title	Minimum	II	III	Maximum
S-1 Sergeant Base	59,186	61,672	64,262	66,959
S-2 Sergeant Base & EMT	60,666	63,214	65,869	68,633
S-3 Sergeant Base & Specialist	63,921	66,606	69,403	72,316
S-4 Sergeant Base & Specialist & EMT	65,399	68,147	71,009	73,990
L-1 Lieutenant Base	68,063	70,922	73,900	77,004
L-2 Lieutenant Base & EMT	69,765	72,695	75,748	78,929
L-3 Lieutenant Base & Specialist	73,508	76,596	79,813	83,164
L-4 Lieutenant Base & Specialist & EMT	75,209	78,369	81,660	85,088

The preceding rates reflect a 2% adjustment over FY17 July rates.

FY18 is the 2nd year of a 3-year agreement between the Town of Winchester and the Police Superior Officers Association

## SCHEDULE 9

### Police Superior Officers Compensation Schedule -- FY18 - January 1, 2018

Compensation Grade/Title	Minimum	II	III	Maximum
S-1 Sergeant Base	59,482	61,980	64,583	67,294
S-2 Sergeant Base & EMT	60,969	63,530	66,198	68,976
S-3 Sergeant Base & Specialist	64,240	66,939	69,749	72,678
S-4 Sergeant Base & Specialist & EMT	65,726	68,488	71,364	74,360
L-1 Lieutenant Base	68,403	71,277	74,270	77,389
L-2 Lieutenant Base & EMT	70,114	73,059	76,127	79,324
L-3 Lieutenant Base & Specialist	73,875	76,979	80,212	83,580
L-4 Lieutenant Base & Specialist & EMT	75,586	78,761	82,068	85,514

The preceding rates reflect a 0.5% adjustment over FY17 July rates.

FY18 is the 2nd year of a 3-year agreement between the Town of Winchester and the Police Superior Officers Association

## SCHEDULE 9

### Police Superior Officers Compensation Schedule -- FY19 - July 1, 2018

Compensation Grade/Title	Minimum	II	III	Maximum
S-1 Sergeant Base	60,672	63,220	65,875	68,640
S-2 Sergeant Base & EMT	62,188	64,801	67,522	70,356
S-3 Sergeant Base & Specialist	65,524	68,278	71,144	74,131
S-4 Sergeant Base & Specialist & EMT	67,041	69,858	72,792	75,847
L-1 Lieutenant Base	69,771	72,703	75,756	78,936
L-2 Lieutenant Base & EMT	71,517	74,520	77,649	80,909
L-3 Lieutenant Base & Specialist	75,353	78,518	81,816	85,251
L-4 Lieutenant Base & Specialist & EMT	77,097	80,336	83,710	87,224

The preceding rates reflect a 2% adjustment over FY18 January rates.

FY18 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 -- FY19 - June 30, 2019

Compensation Grade/Title	Minimum	II	III	Maximum
S-1 Sergeant Base	61,127	63,694	66,369	69,155
S-2 Sergeant Base & EMT	62,655	65,287	68,028	70,884
S-3 Sergeant Base & Specialist	66,016	68,790	71,678	74,687
S-4 Sergeant Base & Specialist & EMT	67,543	70,382	73,338	76,416
L-1 Lieutenant Base	70,295	73,248	76,324	79,528
L-2 Lieutenant Base & EMT	72,053	75,080	78,232	81,517
L-3 Lieutenant Base & Specialist	75,918	79,107	82,430	85,891
L-4 Lieutenant Base & Specialist & EMT	77,675	80,939	84,338	87,878

The preceding rates reflect a .75% adjustment over FY19 July rates.

FY19 is the 3rd year of a 3-year agreement between the Town of Winchester and the Police Superior Officers Association