



**TOWN OF WINCHESTER
2019 Fall Annual Town Meeting**

ARTICLE 24

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 six motions that will be considered under this Article. This article involves the approval of two municipal Collective Bargaining Agreements; the SEIU Local 888 DPW Workers Union and the SEIU Local 888 Custodial Union. Each Municipal group 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 the Fiscal Year (FY) 2020 budget. The final two motions under this Article are for a position title change, reclassification, and classification of positions on Schedule 3 - PT Compensation Plan and Schedule 5 - Miscellaneous Positions, effective January 1, 2020; one to approve the classifications and one to transfer funds for two of the classifications.

MOTION 1: Amendment to 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 Town Manager and the Personnel Board as set forth in **Appendix A - Winchester DPW Workers Compensation Schedules FY2020, FY2021, & FY2022** and pursuant to a Memorandum of Understanding (MOU) reached between the Select Board and the SEIU Local 888 Winchester DPW Workers Union dated October 18, 2019.

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 contained in the MOU are listed below:

Term: July 1, 2019 through June 30, 2022

<u>Wages:</u>	Year 1, FY2020	July 1, 2019	1.5% (Retroactive)
	Year 2, FY2021	July 1, 2020	1.5%
	Year 3, FY2022	July 1, 2021	1.5%

Effective July 1, 2019, add three steps to Schedule 7 T.E.A. Compensation Schedule (W Grades) for a total of 8 steps (retroactive).

Effective July 1, 2019, in addition to the 1.5%, increase each grade and step of the compensation schedule by \$1.00 per hourly rate for all DPW Workers Union employees (Retroactive).

Effective July 1, 2020, in addition to the 1.5%, increase each grade and step of the compensation schedule by \$.50 per hourly rate for all DPW Workers Union employees.

Effective July 1, 2021, there will be no additional dollar increase to each grade and step of the compensation schedule.

At the beginning of the next contract cycle, effective July 1, 2022, (FY 2023) steps 1 and 2 will be dropped. Two steps will be added to the high end of the compensation schedule. These steps will be re-numbered accordingly, (i.e. steps 3 and 4 will become the new steps 1 and 2 and the added steps 9 and 10 will become steps 7 and 8).

Special Duty Assignments

~~Amend: \$1.00 per hour additional when assigned to catch basin cleaning.~~ A stipend for Catch Basin Cleaning will be paid in the amount of \$300 to eligible employees annually.

~~Amend: \$0.22 cents per hour additional Crawler/Rubber Tired Excavator, Special Duty.~~ A stipend for operating Tired Excavator (Daewoo) will be paid in the amount of \$300 to eligible employees annually.

Stipends

Add Beeper pay: Increase from W-12 max rate of 6 hours at \$149.40 to a flat rate of \$200.

Amend: Water and Wastewater Licenses - Increase each level by \$200, (I – IV) as shown below:

	<u>Water</u>	<u>Wastewater</u>
I:	\$150 \$350	\$100 \$300
II:	\$250 \$450	\$150 \$350
III:	\$350 \$550	\$200 \$400
IV:	\$450 \$650	\$250 \$450

Amend: The CDL License stipend effective July 1, 1994, each member of the collective bargaining unit who possesses a valid CDL license shall receive an annual stipend of ~~\$200.00~~ \$1,000.

Amend Spray License: ~~Two hundred fifty (\$250.00)~~ Three hundred (\$300.00) dollars annually for four (4) Employees (maximum).

Add: A stipend of \$500 annually will be paid to a union member who maintains a valid Hoisting License.

MOTION 2: Appropriation of Funds for SEIU Local 888 Winchester DPW Workers Union

MOVED AND SECONDED that the Town appropriate the sum of \$108,371 for the Department of Public Works Personal Services Budget (Account #4100) and \$65,105 for the Water & Sewer Enterprise Fund Personal Services (Fund #9100) to fund increases in wages for employees of the SEIU Local 888 DPW Workers Union for FY2020; \$108,371 of said appropriation shall be transferred from the FY20 Unallocated Wage Account #0312531 and \$65,105 shall be funded by Water and Sewer Retained Earnings.

BACKGROUND: The purpose of this motion is to appropriate the sum of \$108,371 for the Department of Public Works Personal Services Budget (Account #4100) and \$65,105 for the Water & Sewer Enterprise Fund Personal Services (Fund #9100) necessary to meet the costs of a collective bargaining agreement between the Town and the SEIU Local 888 DPW Workers Union.

MOTION 3: Amendment to Winchester Custodial Union Compensation Schedule

MOVED AND SECONDED that Schedule 11 of the Town's Compensation Plan be amended, revised and modified in accordance with the recommendation of the Town Manager and the Personnel Board as set forth in **Appendix B - Winchester Custodial Union Compensation Schedules FY2020, FY2021, & FY2022** and pursuant to a Memorandum of Understanding (MOU) reached between the Select Board and the SEIU Local 888 Winchester Custodial Union dated October 18, 2019.

BACKGROUND: The purpose of this motion is to amend Schedule 11 in the Town's Compensation Plan for employees covered by the SEIU Local 888 Winchester Custodial Union. A summary of the essential terms and conditions contained in the MOU are listed below:

Term: July 1, 2019 through June 30, 2022

<u>Wages:</u>	Year 1, FY2020	July 1, 2019	1.5% (Retroactive)
	Year 2, FY2021	July 1, 2020	1.5%
	Year 3, FY2022	July 1, 2021	2.0%

Article XII Sick Leave

Amend the second sentence under Sick Leave Accumulation to read:

For employees who have accrued 90 or more days as of January 1, the Town will **buy** back- unused sick days from the prior year (up to a maximum of 15) for ~~\$100.00~~ \$125.00.

Article XV Uniforms

Amend Section 4:

Upon the presentation of a paid receipt(s), effective July 1, 2019, each custodian will be reimbursed up to two hundred (~~\$200.00~~) per year for the purchase of up to two ~~(2)~~ pairs of work shoes and or appropriate work sneakers. union member will be given a singular fixed allowance of \$250 per year to be added to payroll for the purchase of work shoes or OSHA- approved work sneakers. The Town shall make reimbursement no later than three weeks of the submission of a receipt.

Article XIX Pay for Work beyond Normal Hours

Add to first sentence:

A minimum of three (3) hours pay will be paid to Employees covered by this Agreement when called upon to work at scheduled function(s) or for other purposes, including snow and ice removal, at a time outside the normal working hours **unless it is the continuation of their regular work hours.**

Add to second sentence: There will be a \$10.00 per hour differential for shifts which extend beyond 12 o'clock midnight to **6:00 AM; differential pay will not apply to overtime.**

Article XXII Working at a Higher Grade

Amend first paragraph:

Whenever a custodian covered by this Agreement is called upon to substitute for a custodian who is paid at a higher rate of compensation, the substitute employee shall be paid at the higher rate in the equivalent step occupied by him/her in his/her own grade. This will include payment for the entire period of assignment **after 48 hours.** ~~This does not include assignments for vacation duty.~~ Custodians will not be responsible for supervising students as part of their duties.

Effective July 1, 2019, five additional steps will be added to Compensation Schedule 11, School Custodian Compensation Schedule. Step VIII will be the new maximum step (Retroactive to July 1, 2019).

After the current contract cycle, effective July 1, 2022 (FY 2023), existing steps 1 and 2 will be dropped and steps 3 and 4 will become the new steps 1 and 2 respectively. Two more steps will be added at the higher end of the compensation schedule becoming the new steps 7 and 8.

Add:

Evening Shift Differential

Effective July 1, 2019, \$0.75 per hour night differential for all evening shift (regularly scheduled between 2:00 PM – 11:00 PM) custodians (retroactive to September 3, 2019). Night differential will not be paid to custodians when they move to day shifts due to school vacations.

MOTION 4: Appropriation of Funds for SEIU Local 888 Winchester Custodial Union

MOVED AND SECONDED that the Town transfer the sum of \$32,319 from the FY20 Unallocated Wage Account #0312531 to the Department of Public Works Personal Services Budget (Account #4100) to fund increases in wages for employees of the SEIU Local 888 Winchester Custodial Union for FY2020.

BACKGROUND: The purpose of this motion is to transfer \$32,319 to supplement the FY2020 Department of Public Works Personal Services Budget necessary to meet the costs of a collective bargaining agreement between the Town and the SEIU Local 888 Winchester Custodial Union.

MOTION 5: Amendment to Position Title Change, Reclassification, and Classifications

MOVED AND SECONDED that the Town's Compensation Plan be amended effective January 1, 2020 as recommended by the Town Manager and the Personnel Board as set forth in **Appendix C – Amendment to Position Title Change, Reclassification, and Classifications:**

Schedule 3 – PT Compensation Plan FY20

DELETE: **Compensation Title:**
PT-10 Assistant Town Clerk

ADD: **Compensation Title:**
PT-11 Assistant Town Clerk
PT-11 Human Resources Coordinator

Schedule 5 – Miscellaneous Positions Compensation Plan FY20

DELETE: **Compensation Title:** **Compensation:**
Library Junior Page 9.86 10.27 10.70 11.11 11.52 11.92 12.35/hr
Library Senior Page 13.54 13.98 14.40 14.79 15.17 15.60 16.02/hr

ADD: **Compensation Title:**
Library Shelver 13.54 14.01 14.50 15.01 15.54 16.08 16.64/hr
Traffic Director 24.00/hr

BACKGROUND: The purpose of this motion is to ratify the recommendation of the Town Manager and the Personnel Board with respect to the reclassifications of the Assistant Town Clerk in the Town Clerk's Office, addition of a Human Resources Coordinator position in the Human Resources Office, addition of a Traffic Director position in the Police Department, and a reclassification and title change for a Library Junior Page and Library Senior Page to a Library Shelver in the Library.

MOTION 6:

MOVED AND SECONDED that the Town appropriate the sum of \$1,342 to the following Municipal Personal Services Budgets as listed below, to fund wage increases effective January 1,

2020 as a result of a position title change and reclassification on Schedule 3 – PT Compensation Plan and Schedule 5 – Miscellaneous Positions; \$1,342 shall be transferred from the FY20 Unallocated Wage Account #0312531:

Department #1610	Town Clerk's Department	\$ 463.00
Department #6110	Library	<u>\$ 879.00</u>
	TOTAL:	<u>\$1,342.00</u>

BACKGROUND: The purpose of this motion is to transfer \$1,342 from the previously appropriated FY20 Unallocated Wage Account #0312531 to supplement the FY2020 Library Personal Services Budget to meet the cost of reclassifying a Library Junior Page and Library Senior Page to a Library Shelver and to supplement the FY2020 Town Clerk's Personal Services Budget to meet the cost of reclassifying the Assistant Town Clerk position.

Town of Winchester



APPENDIX A

Winchester DPW Workers Compensation Schedules FY2020, FY2021 & FY2022

SCHEDULE 7

T.E.A. Compensation Schedule (W Grades) - FY20 - July 1, 2019

Compensation Grade/Title	Minimum	II	III	IV	Maximum	VI	VII	VIII
W-9 Laborer	21.09	21.71	22.23	22.89	23.63	24.46	25.32	26.21
W-10 Motor Equipment Operator Skilled Laborer Water Meter Reader	21.74	22.26	22.97	23.65	24.41	25.27	26.16	27.08
W-11 Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	22.59	23.27	23.89	24.58	25.38	26.28	27.21	28.17
W-12 Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	23.41	24.18	24.78	25.47	26.27	27.20	28.16	29.15
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	24.56	25.39	26.14	26.90	27.75	28.73	29.74	30.79
W-14 Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	25.42	26.17	26.95	27.75	28.63	29.64	30.69	31.77
W-14a Foreman	25.42	26.17	26.95	27.75	28.63	29.64	30.69	31.77
W-15 Mechanical Specialist Multi-Crafts Specialist General Foreman	26.42	27.12	27.89	28.70	29.60	30.64	31.72	32.84

The preceding rates reflect a 1.5% increase adjustment over FY19 January rates including 3 additional steps and an increase in each grade and step by \$1.00 per hourly rate

FY20 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) - FY21 - July 1, 2020

Compensation Grade/Title	Minimum	II	III	IV	Maximum	VI	VII	VIII
W-9 Laborer	21.91	22.54	23.06	23.73	24.48	25.33	26.20	27.10
W-10 Motor Equipment Operator Skilled Laborer Water Meter Reader	22.57	23.09	23.81	24.50	25.28	26.15	27.05	27.99
W-11 Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	23.43	24.12	24.75	25.45	26.26	27.17	28.12	29.09
W-12 Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	24.26	25.04	25.65	26.35	27.16	28.11	29.08	30.09
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	25.43	26.27	27.03	27.80	28.67	29.66	30.69	31.75
W-14 Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	26.30	27.06	27.85	28.67	29.56	30.58	31.65	32.75
W-14a Foreman	26.30	27.06	27.85	28.67	29.56	30.58	31.65	32.75
W-15 Mechanical Specialist Multi-Crafts Specialist General Foreman	27.32	28.03	28.81	29.63	30.54	31.60	32.70	33.83

The preceding rates reflect a 1.5% increase adjustment over FY20 July rates including 3 additional steps and an increase in each grade and step by .50 cents per hourly rate

FY21 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) - FY22 - July 1, 2021

Compensation Grade/Title	Minimum	II	III	IV	Maximum	VI	VII	VIII
W-9 Laborer	22.24	22.88	23.41	24.09	24.85	25.71	26.60	27.51
W-10 Motor Equipment Operator Skilled Laborer Water Meter Reader	22.91	23.44	24.17	24.87	25.66	26.54	27.46	28.41
W-11 Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	23.78	24.48	25.12	25.83	26.65	27.58	28.54	29.53
W-12 Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator	24.62	25.42	26.03	26.75	27.57	28.53	29.52	30.54
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	25.81	26.66	27.44	28.22	29.10	30.10	31.15	32.23
W-14 Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman	26.69	27.47	28.27	29.10	30.00	31.04	32.12	33.24
W-14a Foreman	26.69	27.47	28.27	29.10	30.00	31.04	32.12	33.24
W-15 Mechanical Specialist Multi-Crafts Specialist General Foreman	27.73	28.45	29.24	30.07	31.00	32.09	33.19	34.34

The preceding rates reflect a 1.5% increase adjustment over FY21 July rates including an additional 3 steps.

FY22 is the 3rd year of a 3-year agreement between the Town of Winchester and the SEIU, Local 888.

Town of Winchester



APPENDIX B

Winchester Custodial Union Compensation Schedules FY2020, FY2021 & FY2022

SCHEDULE 11

School Custodian Compensation Schedule FY20 - July 1, 2019

Compensation Grade/Title		I	II	III	IV	V	VI	VII	VIII
SC-1	Janitor B	13.13	13.88	14.44	14.73	15.02	15.32	15.63	15.94
SC-4	Janitor A	16.54	17.80	19.05	19.43	19.82	20.22	20.62	21.03
SC-7	Custodian 1	19.44	21.10	22.36	22.81	23.27	23.74	24.21	24.69
SC-8	Custodian 2	20.30	21.72	22.99	23.45	23.92	24.40	24.89	25.39
SC-9	Custodian 3	21.10	22.29	23.60	24.07	24.55	25.04	25.54	26.05
SC-10	Custodian 4	21.63	22.93	24.78	25.28	25.79	26.31	26.84	27.38
SC-11	Custodian 5	22.29	23.56	24.85	25.35	25.86	26.38	26.91	27.45
SC-12	Custodian 6	23.50	24.82	26.11	26.63	27.16	27.70	28.25	28.82
SC-13	Custodian 7	24.77	26.10	27.42	27.97	28.53	29.10	29.68	30.27
SC-14	Custodian 8	26.11	27.37	29.11	29.69	30.28	30.89	31.51	32.14
SC-15	Custodian 9	27.34	28.72	30.61	31.22	31.84	32.48	33.13	33.79

This schedule represents 1.5% increase adjustments to FY19 January rates including an additional 5 steps

FY20 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 FY21 - July 1, 2020

Compensation Grade/Title	I	II	III	IV	V	VI	VII	VIII
SC-1 Janitor B	13.33	14.09	14.66	14.95	15.25	15.55	15.86	16.18
SC-4 Janitor A	16.79	18.07	19.34	19.72	20.12	20.52	20.93	21.35
SC-7 Custodian 1	19.73	21.42	22.70	23.15	23.62	24.10	24.57	25.06
SC-8 Custodian 2	20.60	22.05	23.33	23.80	24.28	24.77	25.26	25.77
SC-9 Custodian 3	21.42	22.62	23.95	24.43	24.92	25.42	25.92	26.44
SC-10 Custodian 4	21.95	23.27	25.15	25.66	26.18	26.70	27.24	27.79
SC-11 Custodian 5	22.62	23.91	25.22	25.73	26.25	26.78	27.31	27.86
SC-12 Custodian 6	23.85	25.19	26.50	27.03	27.57	28.12	28.67	29.25
SC-13 Custodian 7	25.14	26.49	27.83	28.39	28.96	29.54	30.13	30.72
SC-14 Custodian 8	26.50	27.78	29.55	30.14	30.73	31.35	31.98	32.62
SC-15 Custodian 9	27.75	29.15	31.07	31.69	32.32	32.97	33.63	34.30

This schedule represents 1.5% increase adjustments to FY20 July rates including an additional 5 steps.

FY21 is the 2nd year of a 3 year agreement between the Town of Winchester and the SEIU, Local 888.

SCHEDULE 11

School Custodian Compensation Schedule FY22 - July 1, 2021

Compensation Grade/Title		I	II	III	IV	V	VI	VII	VIII
SC-1	Janitor B	13.60	14.37	14.95	15.25	15.56	15.86	16.18	16.50
SC-4	Janitor A	17.13	18.43	19.73	20.11	20.52	20.93	21.35	21.78
SC-7	Custodian 1	20.12	21.85	23.15	23.61	24.09	24.58	25.06	25.56
SC-8	Custodian 2	21.01	22.49	23.80	24.28	24.77	25.27	25.77	26.29
SC-9	Custodian 3	21.85	23.07	24.43	24.92	25.42	25.93	26.44	26.97
SC-10	Custodian 4	22.39	23.74	25.65	26.17	26.70	27.23	27.78	28.35
SC-11	Custodian 5	23.07	24.39	25.72	26.25	26.78	27.32	27.86	28.42
SC-12	Custodian 6	24.33	25.69	27.03	27.57	28.12	28.68	29.24	29.84
SC-13	Custodian 7	25.64	27.02	28.39	28.96	29.54	30.13	30.73	31.34
SC-14	Custodian 8	27.03	28.34	30.14	30.74	31.34	31.98	32.62	33.27
SC-15	Custodian 9	28.31	29.73	31.69	32.32	32.96	33.63	34.30	34.98

This schedule represents 2% increase adjustments to FY21 July rates including an additional 5 steps.

FY22 is the 3rd year of a 3 year agreement between the Town of Winchester and the SEIU, Local 888.

Town of Winchester



APPENDIX C

Amendment to Position Title Change, Reclassification and Classifications

SCHEDULE 3

PT Compensation Plan FY20 - JULY 1, 2019

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10
PT-6	19.47	20.14	20.82	21.57	22.31	23.11	23.91	24.75	25.60	26.49
PT-7 Civilian Dispatcher	21.19	21.96	22.71	23.50	24.34	25.18	26.07	26.99	27.92	28.88
PT-8 Finance Committee Secretary Chief Dispatcher Transportation Coordinator COA	23.12	23.97	24.76	25.60	26.52	27.49	28.39	29.38	30.41	31.48
PT-9 Dog Officer Library Network Administrator Parking Ticket Administrator/Hearings Officer	25.20	26.06	26.99	27.86	28.89	29.93	30.98	32.05	33.19	34.34
PT-10 Accounts Payable Supervisor Assistant-Town-Clerk ADA Coordinator	49,038	50,754	52,526	54,363	56,270	58,237	60,280	62,390	64,572	66,833
PT-11 Geriatric Social Worker Senior Aftercare Coordinator Professional Librarian Community Education Coordinator Community Health Program Manager Executive Coordinator Preschool/After School Director Youth Center Coordinator Building Maintenance Specialist * Assistant Town Clerk * Human Resources Coordinator	51,489	53,292	55,160	57,081	59,085	61,148	63,291	65,508	67,797	70,171
PT-12 Engineering Inspector Administrative Coordinator Maintenance Specialist - Electrician Maintenance Specialist - Plumber HVAC Technician Payroll/Benefits Coordinator Water System Distribution Treatment General Foreman	54,064	55,956	57,909	59,940	62,037	64,207	66,282	68,599	71,002	73,488
PT-13 Plumbing/Gas Inspector Wiring Inspector Water Treatment Plant Operator Cemetery Coordinator Conservation Administrator Recreation Coordinator	56,764	58,749	60,807	62,936	65,144	67,420	69,690	72,131	74,654	77,268
PT-14 Junior Engineer Library Department Head Head of Circulation Facilities Coordinator Operations - Supervisor Building Maintenance Coordinator Public Health Nurse Building Inspector	59,604	61,691	63,855	66,082	68,393	70,791	73,267	75,832	78,485	81,231
PT-15 Water System Distribution Supervisor Fleet Coordinator Transfer Station Coordinator	62,586	64,773	67,040	69,382	71,816	74,326	77,798	80,520	83,340	86,255

The preceding rates reflect a 1.5% adjustment over FY19 January rates

SCHEDULE 5

Miscellaneous Positions Compensation Schedule FY20 - JULY 1, 2019

Compensation Title	Compensation						
Emergency Management Coordinator	12,737 /Year						
Worker's Compensation Agent	10,131 /Year						
Veterans' Agent	8,104 /Year						
Records Administrator	10,131 /Year						
ADA Coordinator	6,290 /Year						
Animal Inspector	5,770 /Year						
Veteran's Graves Caretaker	1,700 /Year						
Planning Board Engineer	21,990 /Year						
Fair Housing Director	2,835 /Year						
Assistant Library Director	7,792	8,769	9,551 /Year				
Registrar of Voters	1,971 /Year						
Registrar of Voters (Town Clerk)	2,083 /Year						
Sealer of Weights and Measurers	8,073 /Year						
Radio Mechanic	3,670 /Year						
Custodian of Retirement Funds	2,583 /Year						
OPEB Trustee	5,075 /Year						
School Traffic Officer	17.03 /Hour						
* Traffic Director	24.00 /Hour						
Student Drafter	337	430 /Week					
Deputy Inspector	281 /Week						
School Messenger	12.90 /Hour						
Voting Machine Custodian	25.82 /Hour						
Recording Secretary - School Committee	11.61 /Hour						
Police Matron	16.76 /Hour						
Hearings Officer	16.76 /Hour						
Non-Classified Clerk	9.04 /Hour						
Non-Classified Laborer	9.04	15.24 /Hour					
Public Safety Building Custodian	22.58	23.33	24.15 /Hour				
Library Junior Page	9.86	10.27	10.70	11.11	11.52	11.92	12.35 /Hour
Library Senior Page	13.54	13.98	14.40	14.79	15.17	15.60	16.02 /Hour
* Library Shelver	13.54	14.01	14.50	15.01	15.54	16.08	16.64 /Hour
Tennis Court Maintenance Supervisor	26.57	27.17	27.87	28.60	29.32	30.01 /Hour	
Tennis Maintenance Assistant	20.95	21.40	21.93	22.47	23.00	23.53 /Hour	
Council on Aging Vehicle Driver	16.00	16.56	17.14	17.74	18.36 /Hour		
Each Election:							
Warden	236 /Election						
Deputy Warden/Clerk	197 /Election						
Inspector	156 /Election						
Town Census:							
Registrar of Voters/Supervisor	1,100 /Year						
Registrar of Voters/Temporary	0.43 /Name						
Town Meeting:							
Audio/Visual Operator (student)	39.33 /Session						
Audio/Visual Operator (faculty)	83.65 /Session						
Checker	7.74 /Hour (Minimum 2 Hours)						

The preceding rates reflect a 1.5% adjustment over FY19 January rates