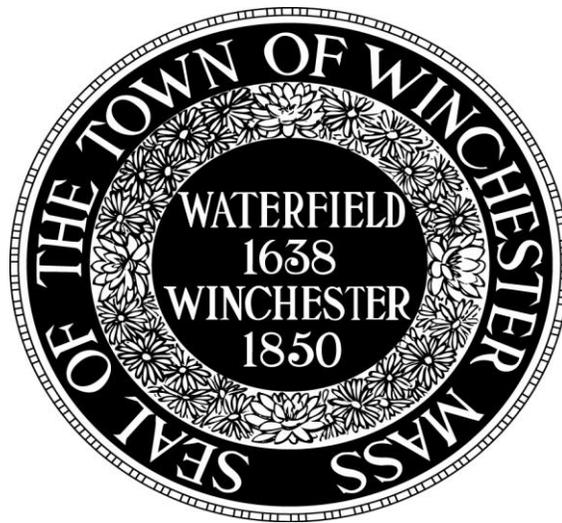


Town of Winchester



FY2020 Compensation Schedules

July 1, 2019 & January 1, 2020

SCHEDULE 1

Clerical Compensation Schedule (S Grades) -- SEIU, Local -- FY19 - January 1, 2019

Compensation Grade/Title	Minimum	II	III	IV	V	VI	VII	VIII	Maximum
S-24 Senior Clerk I	37,662	38,981	40,344	41,757	43,220	44,733	46,299	47,920	49,784
S-25 Secretary Senior Clerk II	39,921	41,323	42,768	44,262	45,812	47,418	49,077	50,793	52,769
S-26 Administrative Secretary I Principal Clerk I	42,318	43,797	45,332	46,919	48,560	50,265	52,023	53,844	55,939
S-27 Administrative Secretary II Principal Clerk II	44,857	46,428	48,049	49,733	51,475	53,274	55,138	57,067	59,289

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

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

FY2020 Rates Currently under Negotiation

SCHEDULE 2

CS Compensation Schedule FY20 - JULY 1, 2019

Compensation Grade/Title		1	2	3	4	5	6	7	8	9	10
CS-4	Crossing Guard	29,782	30,828	31,904	33,025	34,177	35,393	36,614	37,895	39,221	40,593
CS-5	Library Aide	32,464	33,601	34,799	35,988	37,235	38,557	39,904	41,300	42,747	44,242
CS-6	Technical Services Assistant II Technical Services Assistant	35,388	36,623	37,907	39,180	40,608	42,029	43,498	45,021	46,598	48,228
CS-7	Parking Warden Circulation Clerk	38,576	39,921	40,686	42,769	44,295	45,812	47,413	49,073	50,791	52,568
CS-8	Administrative Secretary I Senior Library Clerk, Technical Services	42,045	43,519	45,044	46,617	48,248	49,935	51,688	53,497	55,370	57,309
CS-9	Administrative Secretary II	45,831	47,431	49,088	50,808	52,589	54,414	56,339	58,310	60,351	62,462
CS-10	Administrative Secretary III	49,038	50,754	52,509	54,497	56,260	58,237	60,281	62,390	64,574	66,833

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

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 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

* Effective January 1, 2020 the **Assistant Town Clerk Position** has been reclassified to PT 11

* Effective January 1, 2020 **HR Coordinator Position** has been added to PT11

SCHEDULE 4

Management Schedule FY20 - JULY 1, 2019

Compensation Grade/Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D Health Inspector Network Administrator	59,348	60,845	62,387	63,964	65,581	67,237	68,941	70,677	72,465	74,298	76,178	78,103	80,052	82,055	84,106
E Assistant Town Engineer Assistant Town Treasurer Business Manager/DPW	64,691	66,323	68,003	69,720	71,483	73,289	75,143	77,042	78,992	80,987	83,035	85,125	87,252	89,436	91,672
F Assistant Comptroller Recreation Director Director Public Health Water & Sewer Manager Assistant Library Director Director/C.O.A. Town Planner Special Projects Manager	70,510	72,298	74,122	75,995	77,915	79,889	81,907	83,978	86,100	88,277	90,508	92,788	95,109	97,486	99,925
G Treasurer/Collector Library Director Town Engineer Building Commissioner Planning & Community Development Director DPW - Operations Manager Information Technology Director Director of Assessments Town Clerk Facilities Manager Human Resources Director	76,860	78,804	80,794	82,836	84,929	87,075	89,280	91,533	93,848	96,220	98,655	101,143	103,669	106,260	108,920
H	83,774	85,890	88,387	90,288	92,574	94,913	97,311	99,770	102,291	104,877	107,532	110,246	113,001	115,826	118,725
I Assistant Town Manager	91,315	93,626	95,990	98,416	100,902	103,455	106,069	108,755	111,702	114,319	117,212	122,348	125,406	128,544	131,755
J Public Works Director Police Chief Fire Chief	99,535	102,049	104,632	107,278	109,985	112,769	115,617	118,540	121,534	124,613	127,757	130,981	134,254	137,610	141,052

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 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

* Effective January 1, 2020 the **Library Junior & Library Senior Page Positions** have been **DELETED** from MISC Schedule 5

* Effective January 1, 2020 Library Shelver & Traffic Director **Positions** have been **ADDED** to MISC Schedule 5

SCHEDULE 6

Recreation Compensation Schedule (R Grades) - FY20 - JULY 1, 2019

Compensation Grade/Title		Minimum	II	III	IV	V	Maximum
R-1	Junior Counselor	8.92	9.25	9.60	9.91	10.29	10.66
R-2	Assistant Leader Youth Assistant Peer Leader I	10.14	10.45	10.95	11.33	11.70	12.13
R-3	Peer Leader II Instructor Counselor Lifeguard	10.93	11.56	12.15	12.50	13.50	13.99
R-4	Coordinator Program Director Instructor WSI Head Guard	11.56	12.26	13.23	13.67	14.33	14.97
R-5	Seasonal Supervisor Head WSI	12.69	13.42	14.05	14.65	15.44	16.14
R-6	Supervisor I	13.67	14.33	14.94	15.71	16.44	17.11
R-7	Camp Specialist Tennis Supervisor	14.60	15.30	15.98	16.85	17.62	18.29
R-8	Assistant Camp Director Specialty Camp Director Assistant Beach Director Pre-School/After School Assistant Teacher	18.08	18.65	19.18	19.74	20.38	21.19
R-9	Pre-School/After School Lead Teacher Beach Director	20.97	21.60	22.26	22.93	23.60	24.33
R-10	Camp Director	23.50	24.20	24.91	25.60	26.28	27.01
R-11	Tennis Director	27.82	29.10	30.38	31.76	33.19	34.70

For R-3 through R-9 positions add: With CPR or First Aid - .42 /hour

With CPR and First Aid - .91 /hour

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

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

SCHEDULE 7

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

Compensation Grade/Title	Minimum	II	III	IV	V	VI	VII	Maximum
W-9 Laborer	21.09	21.71	22.23	22.89	23.63	24.11	24.59	25.08
W-10 Motor Equipment Operator Skilled Laborer Water Meter Reader	21.74	22.26	22.97	23.65	24.41	24.89	25.39	25.90
W-11 Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk	22.59	23.27	23.89	24.58	25.38	25.89	26.41	26.93
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	26.80	27.33	27.88
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	28.30	28.87	29.44
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	29.20	29.78	30.38
W-14a Foreman	25.42	26.17	26.95	27.75	28.63	29.20	29.78	30.38
W-15 Mechanical Specialist Multi-Crafts Specialist General Foreman	26.42	27.12	27.89	28.70	29.60	30.19	30.80	31.41

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 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	52,844	54,969	57,197	59,524	61,947	62,248
P-3 Base & Specialist	55,126	57,422	59,828	62,340	64,958	65,282
P-4 Base & Specialist & EMT	56,927	59,222	61,628	64,141	66,759	67,083

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.

FY2020 Rates Currently under Negotiation

SCHEDULE 9

Police Superior Officers Compensation Schedule -- FY19 - June 30, 2019

Compensation Grade/Title	Minimum	II	III	Maximum
S-1 Sergeant Base	63,694	66,369	69,155	72,059
S-2 Sergeant Base & EMT	65,287	68,028	70,883	73,920
S-3 Sergeant Base & Specialist	68,790	71,678	74,687	77,824
S-4 Sergeant Base & Specialist & EMT	70,382	73,338	76,416	79,685
L-1 Lieutenant Base	73,248	76,324	79,528	82,869
L-2 Lieutenant Base & EMT	75,140	78,295	81,582	85,009
L-3 Lieutenant Base & Specialist	79,107	82,430	85,891	89,498
L-4 Lieutenant Base & Specialist & EMT	81,000	84,401	87,943	91,639

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

FY2020 Rates Currently under Negotiation

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

FY2020 Rates Currently under Negotiation

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	29.09	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 12

WEA Clerical Union Compensation Schedules - FY2020 - July 1, 2019

Compensation Grade/Title	I	II	III	IV	V	VI	VII	VIII	IX
CL-1 Receptionist, Superintendent Receptionist, High School Library Assistant, High School	19.26	19.89	20.53	21.00	21.68	22.12	22.56	23.01	23.47
CL-2 Registrar, High School Secretary, Educational Technology	20.19	20.86	21.53	22.02	22.73	23.19	23.65	24.12	24.60
CL-3 Registrar, McCall Secretary, Elementary Principal Secretary, Guidance WHS Bookkeeper, High School Secretary, SPED Coordinators Secretary, Database Coordinator WHS	22.23	22.95	23.70	24.23	25.02	25.52	26.02	26.55	27.08
CL-4 Secretary, High School Principal Accounts Payable/Bids Specialist Secretary, SPED Dir Secretary, Information Mgmt Specialist	24.52	25.32	26.13	26.73	27.59	28.15	28.71	29.28	29.87

SCHEDULE 13

Principal / Assistant Principal Compensation Schedule - FY 20 J

Compensation Grade/Title	FY20
High School Principal	142,737
High School Assistant Principal I	124,836
High School Assistant Principal II	112,000
McCall Principal	136,340
McCall Assistant Principal I	126,093
McCall Assistant Principal II	108,150
Ambrose Elementary Principal	121,540
Lincoln Elementary Principal	135,024
Lynch Elementary Principal	125,000
Muraco Elementary Principal	122,055
Vinson-Owen Elementary Principal	135,613
Ambrose Assistant Principal I	54,000
Lincoln Assistant Principal I	54,320
Lynch Assistant Principal I	108,150
Muraco Assistant Principal I	53,872
Vinson Owen Assistant Principal I	52,290

Schedule 14

WEA Teachers 2019-2020 School Year with 1% adjustment and 2% COLA								
(Hires After the 2018-2019 School Year)	Current Employees	BA	BA 15	MA	MA 15	MA 30	MA 45	MA 60
	1	48,984	52,687	56,387	58,962	61,534	64,819	68,104
1	2	48,984	52,687	56,387	58,962	61,534	64,819	68,104
2	3	50,844	54,620	58,389	60,966	63,538	66,822	70,107
3	4	52,705	56,802	60,895	63,476	66,048	69,329	72,616
4	5	54,575	58,979	63,380	65,962	68,537	71,822	75,106
5	6	56,903	61,394	65,879	68,462	71,036	74,323	77,607
6	7	59,233	63,807	68,376	70,960	73,537	76,823	80,106
7	8	61,576	66,219	70,877	73,465	76,046	79,329	82,613
8	9	63,914	68,896	73,878	76,467	79,047	82,331	85,617
9	10	66,234	71,550	76,869	79,460	82,042	85,326	88,612
10	11	69,043	74,701	80,362	82,954	85,542	88,824	92,109
11	12	71,837	77,854	83,861	86,456	89,042	92,328	95,613
12	13	74,180	80,278	86,368	89,042	92,191	95,477	98,762
13	14			89,059	91,816	94,947	98,333	101,715
14	15					97,905	101,395	105,395

Supervisor Schedule FY20 Effective 9/1/2019 ·8/31/2020 2.5% Increase						
BA	BA15	MA	MA15	MA30	MA45	MA60
57,976	61,745	65,707	68,507	71,300	74,874	78,445
59,808	63,835	67,859	70,660	73,458	77,030	80,602
61,831	65,937	70,035	72,839	75,636	79,208	82,780
63,855	68,311	72,762	75,568	78,365	81,935	85,510
65,888	70,678	75,464	78,273	81,073	84,646	88,217
68,421	3,305	78,183	80,991	83,792	87,366	90,938
70,955	75,390	80,398	83,709	86,511	90,085	93,656
73,503	78,552	83,620	86,433	89,240	92,810	96,382
76,045	81,464	86,882	89,699	92,504	96,075	99,648
78,569	84,349	90,135	92,953	95,761	99,333	102,907
81,624	87,776	93,934	96,753	99,566	103,138	106,710
84,663	91,206	97,739	100,562	103,375	106,949	110,521
85,131	91,713	100,465	103,375	106,799	110,373	113,945
		101,030	103,957	109,797	113,479	117,158
				110,417	114,120	117,822

Schedule 14

WEA Instructors Salary		
9/1/19-8/31/20 1% Adjustment and 2% COLA		
Step	BA	MA
1	35,516	37,146
2	36,498	38,584
3	37,481	40,022
4	38,481	41,459
5	39,464	42,897
6	40,426	44,336
7	41,408	45,775
8	42,391	47,212
9	43,371	48,650
10	44,354	50,090
11	45,333	51,527
12	46,318	52,965

Schedule 15

Hourly Salary Schedule effective 9/1/19 through 8/31/22			
Education Support Professionals (ESPs)			
Step	Year 1 FY2020 1.5% Increase	Year 1 FY2021 2.5% Increase	Year 1 FY2022 2.0% Increase
1	\$ 21.98	\$ 22.53	\$ 22.98
2	\$ 22.64	\$ 23.21	\$ 23.67
3	\$ 23.31	\$ 23.90	\$ 24.37
4	\$ 24.01	\$ 24.61	\$ 25.10
5	\$ 24.73	\$ 25.35	\$ 25.86
6	\$ 25.10	\$ 25.73	\$ 26.25
7	\$ 25.48	\$ 26.12	\$ 27.03

SCHEDULE 16

School Managerial/Supervisory Salary Schedule - FY20

Compensation Grade/Title	FY2020
Central Office Clerical Support	
Administrative Assistant to the Superintendent	\$ 76,041.00
Payroll Specialist	\$ 63,410.00
Human Resources Specialist	\$ 62,206.00
Administrative Assistant to the Assistant Superintendent	\$ 62,206.00
Administrative Assistant to the Dir of Finance	\$ 56,798.00
Transportation/Facilities	\$ 50,095.00
Central Student Services Support Staff	
Licensed Practical Nurse	\$ 38,850.00
Technology Support Staff	
Network Repair Technician	\$ 56,258.79
Network Repair Technician	\$ 45,905.00
Network Repair Technician	\$ 49,313.50
Central Administration	
Superintendent	\$211,601.00
Assistant Superintendent	\$159,573.00
Director of Finance	\$144,256.00
Administrator of Special Education	\$148,053.00
Director of Personnel	\$140,039.00
Adminstrator of Counseling/Health	\$103,000.00
Out of District SPED Coordinator	\$ 87,500.00
Administrators	
Athletic Director	\$110,850.40
Board Certified Behavior Analyst (BCBA)	\$ 77,000.00
Board Certified Behavior Analyst (BCBA)	\$ 70,000.00
Elementary Literacy Coordinator	\$101,715.00
Elementary STEM Coordinator	\$ 98,333.00
Network/System Coordinator	\$ 93,676.50
Elementary Math Coordinator	\$105,935.00
Service Literacy Coordinator	\$ 83,326.00

SCHEDULE 17

School Lunch Room Supervisor Compensation Schedule - FY19 July 1, 2018

Compensation Grade/Title	FY18
Lunch Room Supervisor Step I	\$13.00 per hour
Lunch Room Supervisor Step II	\$13.87 per hour
Lunch Room Supervisor Step III	\$14.28 per hour
Lunch Room Supervisor Step IV	\$14.88 per hour
Lunch Room Supervisor Step V	\$15.56 per hour
Lunch Room Supervisor Step VI	\$15.90 per hour