

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 FY21 - JULY 1, 2020

| Compensation Grade/Title | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--------------------------|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| CS-4 | Crossing Guard | 30,229 | 31,290 | 32,383 | 33,520 | 34,690 | 35,924 | 37,163 | 38,463 | 39,809 | 41,202 |
| CS-5 | Library Aide | 32,951 | 34,105 | 35,321 | 36,528 | 37,794 | 39,135 | 40,503 | 41,920 | 43,388 | 44,906 |
| CS-6 | Technical Services Assistant II Technical Services Assistant | 35,919 | 37,172 | 38,476 | 39,768 | 41,217 | 42,659 | 44,150 | 45,696 | 47,297 | 48,951 |
| CS-7 | Parking Warden Circulation Clerk | 39,155 | 40,520 | 41,296 | 43,411 | 44,959 | 46,499 | 48,124 | 49,809 | 51,553 | 53,357 |
| CS-8 | Administrative Secretary I Senior Library Clerk, Technical Services | 42,676 | 44,172 | 45,720 | 47,316 | 48,972 | 50,684 | 52,463 | 54,299 | 56,201 | 58,169 |
| CS-9 | Administrative Secretary II | 46,518 | 48,142 | 49,824 | 51,570 | 53,378 | 55,230 | 57,184 | 59,185 | 61,256 | 63,399 |
| CS-10 | Administrative Secretary III | 49,774 | 51,515 | 53,297 | 55,314 | 57,104 | 59,111 | 61,185 | 63,326 | 65,543 | 67,835 |

The preceding rates reflect a 1.5% adjustment over FY20 July rates

SCHEDULE 3

PT Compensation Plan FY21 - JULY 1, 2020

| Compensation Grade/Title | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| PT-6 | 19.76 | 20.44 | 21.13 | 21.89 | 22.64 | 23.46 | 24.27 | 25.12 | 25.98 | 26.89 |
| PT-7 Civilian Dispatcher | 21.51 | 22.29 | 23.05 | 23.85 | 24.71 | 25.56 | 26.46 | 27.39 | 28.34 | 29.31 |
| PT-8 Finance Committee Secretary Chief Dispatcher Transportation Coordinator COA | 23.47 | 24.33 | 25.13 | 25.98 | 26.92 | 27.90 | 28.82 | 29.82 | 30.87 | 31.95 |
| PT-9 Dog Officer Library Network Administrator Parking Ticket Administrator/Hearings Officer | 25.58 | 26.45 | 27.39 | 28.28 | 29.32 | 30.38 | 31.44 | 32.53 | 33.69 | 34.86 |
| PT-10 Accounts Payable Supervisor ADA Coordinator | 49,774 | 51,515 | 53,314 | 55,178 | 57,114 | 59,111 | 61,184 | 63,326 | 65,541 | 67,835 |
| 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 | 52,261 | 54,091 | 55,987 | 57,937 | 59,971 | 62,065 | 64,240 | 66,491 | 68,814 | 71,224 |
| PT-12 Engineering Inspector Administrative Coordinator Maintenance Specialist - Electrician Maintenance Specialist - Plumber HVAC Technician Payroll/Benefits Coordinator Water System Distribution Treatment General Foreman | 54,875 | 56,795 | 58,778 | 60,839 | 62,968 | 65,170 | 67,276 | 69,628 | 72,067 | 74,590 |
| PT-13 Plumbing/Gas Inspector Wiring Inspector Water Treatment Plant Operator Cemetery Coordinator Conservation Administrator Recreation Coordinator | 57,615 | 59,630 | 61,719 | 63,880 | 66,121 | 68,431 | 70,735 | 73,213 | 75,774 | 78,427 |
| PT-14 Library Department Head Head of Circulation Facilities Coordinator Operations - Supervisor Building Maintenance Coordinator Public Health Nurse Building Inspector Procurement Administrator | 60,498 | 62,616 | 64,813 | 67,073 | 69,419 | 71,853 | 74,366 | 76,969 | 79,662 | 82,449 |
| PT-15 Water System Distribution Supervisor Fleet Coordinator Transfer Station Coordinator Senior Project Engineer | 63,525 | 65,745 | 68,046 | 70,423 | 72,893 | 75,441 | 78,965 | 81,728 | 84,590 | 87,549 |

The preceding rates reflect a 1.5% adjustment over FY20 July rates

Effective 7/1/2020, the Junior Engineer position has been reclassified to a Senior Project Engineer from Grade PT-14 to a PT-15

Effective 7/1/2020, the Procurement Administrator position has been added to Grade PT-14

SCHEDULE 4

Management Schedule FY21 - JULY 1, 2020

| Compensation Grade/Title | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| D Health Inspector Network Administrator Assistant Town Planner | 60,238 | 61,758 | 63,323 | 64,923 | 66,565 | 68,246 | 69,975 | 71,737 | 73,552 | 75,412 | 77,321 | 79,275 | 81,253 | 83,286 | 85,368 |
| E Assistant Town Engineer Assistant Town Treasurer Business Manager/DPW Sustainability Director | 65,661 | 67,318 | 69,023 | 70,766 | 72,555 | 74,388 | 76,270 | 78,198 | 80,177 | 82,202 | 84,281 | 86,402 | 88,561 | 90,778 | 93,047 |
| F Assistant Comptroller Recreation Director Director Public Health Water & Sewer Manager Assistant Library Director Director/C.O.A. Town Planner Special Projects Manager | 71,568 | 73,382 | 75,234 | 77,135 | 79,084 | 81,087 | 83,136 | 85,238 | 87,392 | 89,601 | 91,866 | 94,180 | 96,536 | 98,948 | 101,424 |
| 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 | 78,013 | 79,986 | 82,006 | 84,079 | 86,203 | 88,381 | 90,619 | 92,906 | 95,256 | 97,663 | 100,135 | 102,660 | 105,224 | 107,854 | 110,554 |
| H | 85,031 | 87,178 | 89,713 | 91,642 | 93,963 | 96,337 | 98,771 | 101,267 | 103,825 | 106,450 | 109,145 | 111,900 | 114,696 | 117,563 | 120,506 |
| I Assistant Town Manager | 92,685 | 95,030 | 97,430 | 99,892 | 102,416 | 105,007 | 107,660 | 110,386 | 113,378 | 116,034 | 118,970 | 124,183 | 127,287 | 130,472 | 133,731 |
| J Public Works Director Police Chief Fire Chief | 101,028 | 103,580 | 106,201 | 108,887 | 111,635 | 114,461 | 117,351 | 120,318 | 123,357 | 126,482 | 129,673 | 132,946 | 136,268 | 139,674 | 143,168 |

The preceding rates reflect a 1.5% adjustment over FY20 July rates
 Effective 7/1/2020, the Assistant Town Planner position was added to Grade D
 Effective 7/1/2020, the Sustainability Director position was added to Grade E

SCHEDULE 5

Miscellaneous Positions Compensation Schedule FY21 - JULY 1, 2020

| Compensation Title | Compensation | | | | | | |
|--|--------------|-------------------------|-------|-------|-------|-------|-------------|
| ADA Coordinator | 6,384 | /Year | | | | | |
| Animal Inspector | 5,857 | /Year | | | | | |
| Assistant Library Director | 7,909 | 8,901 | 9,694 | /Year | | | |
| Council on Aging Vehicle Driver | 16.24 | 16.81 | 17.40 | 18.01 | 18.64 | /Hour | |
| Custodian of Retirement Funds | 2,622 | /Year | | | | | |
| Deputy Inspector | 285 | /Week | | | | | |
| Emergency Management Coordinator | 12,928 | /Year | | | | | |
| Fair Housing Director | 2,878 | /Year | | | | | |
| Hearings Officer | 17.01 | /Hour | | | | | |
| Library Shelver | 13.74 | 14.22 | 14.72 | 15.24 | 15.77 | 16.32 | 16.89 /Hour |
| Non-Classified Clerk | 9.18 | /Hour | | | | | |
| Non-Classified Laborer | 9.18 | 15.47 | /Hour | | | | |
| OPEB Trustee | 5,151 | /Year | | | | | |
| Planning Board Engineer | 22,320 | /Year | | | | | |
| Police Matron | 17.01 | /Hour | | | | | |
| Public Safety Building Custodian | 22.92 | 23.68 | 24.51 | /Hour | | | |
| Radio Mechanic | 3,725 | /Year | | | | | |
| Recording Secretary - School Committee | 11.78 | /Hour | | | | | |
| Records Administrator | 10,283 | /Year | | | | | |
| Registrar of Voters | 2,001 | /Year | | | | | |
| Registrar of Voters (Town Clerk) | 2,114 | /Year | | | | | |
| Risk Management Coordinator | 12,928 | /Year | | | | | |
| School Messenger | 13.09 | /Hour | | | | | |
| School Traffic Officer | 17.29 | /Hour | | | | | |
| Sealer of Weights and Measurers | 8,194 | /Year | | | | | |
| Student Drafter | 342 | 436 | /Week | | | | |
| Tennis Court Maintenance Supervisor | 26.97 | 27.58 | 28.29 | 29.03 | 29.76 | 30.46 | /Hour |
| Tennis Maintenance Assistant | 21.26 | 21.72 | 22.26 | 22.81 | 23.35 | 23.88 | /Hour |
| Traffic Director | 24.36 | /Hour | | | | | |
| Veterans' Agent | 8,226 | /Year | | | | | |
| Veteran's Graves Caretaker | 1,726 | /Year | | | | | |
| Voting Machine Custodian | 26.21 | /Hour | | | | | |
| Worker's Compensation Agent | 10,283 | /Year | | | | | |
| <i>Each Election:</i> | | | | | | | |
| Deputy Warden/Clerk | 200 | /Election | | | | | |
| Inspector | 158 | /Election | | | | | |
| Warden | 240 | /Election | | | | | |
| <i>Town Census:</i> | | | | | | | |
| Registrar of Voters/Supervisor | 1,117 | /Year | | | | | |
| Registrar of Voters/Temporary | 0.44 | /Name | | | | | |
| <i>Town Meeting:</i> | | | | | | | |
| Audio/Visual Operator (faculty) | 84.90 | /Session | | | | | |
| Audio/Visual Operator (student) | 39.92 | /Session | | | | | |
| Checker | 7.86 | /Hour (Minimum 2 Hours) | | | | | |

The preceding rates reflect a 1.5% adjustment over FY20 July rates
 Effective 7/1/2020, the Risk Management Coordinator position was added

SCHEDULE 6

Recreation Compensation Schedule (R Grades) FY21 - JULY 1, 2020

| Compensation Grade/Title | | Minimum | II | III | IV | V | Maximum |
|--------------------------|---|---------|-------|-------|-------|-------|---------|
| R-1 | Junior Counselor | 9.05 | 9.39 | 9.74 | 10.06 | 10.44 | 10.82 |
| R-2 | Assistant Leader Youth Assistant Peer Leader I | 10.29 | 10.61 | 11.11 | 11.50 | 11.88 | 12.31 |
| R-3 | Peer Leader II Instructor Counselor Lifeguard | 11.09 | 11.73 | 12.33 | 12.69 | 13.70 | 14.20 |
| R-4 | Coordinator Program Director Instructor WSI Head Guard | 11.73 | 12.44 | 13.43 | 13.88 | 14.54 | 15.19 |
| R-5 | Seasonal Supervisor Head WSI | 12.88 | 13.62 | 14.26 | 14.87 | 15.67 | 16.38 |
| R-6 | Supervisor I | 13.88 | 14.54 | 15.16 | 15.95 | 16.69 | 17.37 |
| R-7 | Camp Specialist Tennis Supervisor | 14.82 | 15.53 | 16.22 | 17.10 | 17.88 | 18.56 |
| R-8 | Assistant Camp Director Specialty Camp Director Assistant Beach Director Pre-School/After School Assistant Teacher | 18.35 | 18.93 | 19.47 | 20.04 | 20.69 | 21.51 |
| R-9 | Pre-School/After School Lead Teacher Beach Director | 21.28 | 21.92 | 22.59 | 23.27 | 23.95 | 24.69 |
| R-10 | Camp Director | 23.85 | 24.56 | 25.28 | 25.98 | 26.67 | 27.42 |
| R-11 | Tennis Director | 28.24 | 29.54 | 30.84 | 32.24 | 33.69 | 35.22 |

For R-3 through R-9 positions add: With CPR or First Aid - .43/hour

With CPR and First Aid - .92 /hour

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

The preceding rates reflect a 1.5% adjustment over FY20 July rates

SCHEDULE 7

T.E.A. Compensation Schedule (W Grades) - FY21 - July 1, 2020

| Compensation Grade/Title | | Minimum | II | III | IV | V | VI | VII | VIII |
|--------------------------|---|---------|-------|-------|-------|-------|-------|-------|-------|
| W-9 | Laborer | 21.90 | 22.53 | 23.07 | 23.74 | 24.49 | 24.97 | 25.46 | 25.96 |
| W-10 | Motor Equipment Operator Skilled Laborer Water Meter Reader | 22.56 | 23.10 | 23.82 | 24.51 | 25.27 | 25.77 | 26.27 | 26.79 |
| W-11 | Heavy Motor Equipment Operator Tennis Court Maintenance Supervisor Stock Clerk | 23.43 | 24.12 | 24.75 | 25.45 | 26.26 | 26.78 | 27.30 | 27.84 |
| W-12 | Custodian - General Maintenance Craftsman Mechanic - Special Equipment Operator Motor Equipment Repairman Special Equipment Operator Tree Climber Transfer Station Scale Operator | 24.26 | 25.05 | 25.65 | 26.35 | 27.17 | 27.70 | 28.24 | 28.80 |
| 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 | 27.81 | 28.66 | 29.22 | 29.80 | 30.39 |
| W-14 | Highway Foreman Transfer Station Foreman Skilled Craftsman A Maintenance Foreman Cemetery Foreman Traffic Signalization Foreman Forestry Foreman | 26.30 | 27.06 | 27.86 | 28.66 | 29.56 | 30.14 | 30.73 | 31.34 |
| W-14a | Foreman | 26.30 | 27.06 | 27.86 | 28.66 | 29.56 | 30.14 | 30.73 | 31.34 |
| W-15 | Mechanical Specialist Multi-Crafts Specialist General Foreman | 27.31 | 28.02 | 28.81 | 29.63 | 30.55 | 31.15 | 31.76 | 32.39 |

SCHEDULE 8

Police Patrol Officers Compensation Schedule -- FY21 - July 1, 2020

| Compensation Grade/Title | Minimum | II | III | IV | Maximum | Maximum after 15 years (Post 2009) | Maximum after 15 years (Pre 2009) |
|---------------------------------|----------------|-----------|------------|-----------|----------------|---|--|
| P-1 Base | 54,146 | 56,401 | 58,764 | 61,233 | 63,803 | 64,122 | 65,398 |
| P-2 Base & EMT | 56,158 | 58,413 | 60,776 | 63,245 | 65,815 | 66,134 | 67,410 |

The preceding rates reflect a 4% adjustment over FY20 rates.

FY21 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 -- FY20 - July 1, 2019

| Compensation Grade/Title | Minimum | II | III | IV | Maximum | Maximum after 15 years (Post 2009) | Maximum after 15 years (Pre 2009) |
|---------------------------------|----------------|-----------|------------|-----------|----------------|---|--|
| P-1 Base | 52,064 | 54,231 | 56,504 | 58,877 | 61,349 | 61,656 | 62,883 |
| P-2 Base & EMT | 53,902 | 56,069 | 58,342 | 60,715 | 63,187 | 63,494 | 64,721 |

The preceding rates reflect a 2% adjustment over FY19 June 30, 2019 rates.

FY20 is the 1st year of a 3-year agreement between the Town of Winchester and the Police Patrol Officers Association, MASSCOP.

SCHEDULE 9

Police Superior Officers Compensation Schedule -- FY21 - July 1, 2020

| Compensation Grade/Title | Minimum | II | III | Maximum |
|---------------------------------|----------------|-----------|------------|----------------|
| S-1 Sergeant Base | 71,150 | 74,137 | 77,250 | 80,494 |
| S-2 Sergeant Base & EMT | 72,929 | 75,991 | 79,181 | 82,506 |
| L-1 Lieutenant Base | 81,822 | 85,257 | 88,837 | 92,569 |
| L-2 Lieutenant Base & EMT | 83,868 | 87,388 | 91,058 | 94,883 |

The preceding rates reflect a 5% adjustment over FY20 rates including rank differential.

FY21 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 -- FY20 - July 1, 2019

| Compensation Grade/Title | Minimum | II | III | Maximum |
|---------------------------------|----------------|-----------|------------|----------------|
| S-1 Sergeant Base | 64,968 | 67,696 | 70,538 | 73,500 |
| S-2 Sergeant Base & EMT | 66,592 | 69,389 | 72,301 | 75,338 |
| L-1 Lieutenant Base | 74,713 | 77,850 | 81,119 | 84,526 |
| L-2 Lieutenant Base & EMT | 76,581 | 79,796 | 83,147 | 86,639 |

The preceding rates reflect a 2% adjustment over FY19 June 30, 2019 rates.

FY20 is the 1st year of a 3-year agreement between the Town of Winchester and the Police Superior Officers Association.

SCHEDULE 10

Fire Salary Schedule -- FY21 - July 1, 2020

| Compensation Grade/Title | I | II | III | IV* | V* |
|--------------------------|--------|--------|--------|--------|--------|
| F-1 Fire Fighter | 57,164 | 59,541 | 62,057 | 64,663 | 65,956 |
| F-2 Fire Lieutenant | | | | | 77,828 |
| F-3 Fire Captain | | | | | 89,701 |

The preceding rates reflect a 4% adjustment over FY20 rates.

FY21 is the 2nd year of a 3 year agreement between the Winchester Firefighters IAFF, Local 1564.

*Step 4 adjusted to be 4.2% higher than FY20 Step 3.

*New Step 5 added, 2% higher than Step 4.

SCHEDULE 10

Fire Salary Schedule -- FY20 - July 1, 2019

| Compensation Grade/Title | I | II | III | IV |
|--------------------------|--------|--------|--------|--------|
| F-1 Fire Fighter | 54,966 | 57,251 | 59,670 | 60,268 |
| F-2 Fire Lieutenant | | | | 71,116 |
| F-3 Fire Captain | | | | 81,964 |

The preceding rates reflect a 2% adjustment over FY19 June 30, 2019 rates.

FY20 is the 1st year of a 3 year agreement between the Winchester Firefighters IAFF, Local 1564.

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.