

Town of Natick  
Part-Time Classification and Pay Plan  
Effective July 1, 2019

**Hourly Wage Scale**

Grade	Minimum	Point 1	Point 2	Maximum
1	\$ 11.00	\$ 14.00	\$ 17.00	\$ 20.00
2	\$ 14.00	\$ 24.00	\$ 27.00	\$ 30.00
3	\$ 24.00	\$ 34.00	\$ 37.00	\$ 40.00

**Grade 1**

Assistant Leader (Rec)  
Assistant Swim Coach  
Attendant (Rec)  
Building Monitor I (Rec)  
Bus Dispatcher  
Bus Driver  
Cart Attendant (Golf)  
Clerical Assistant  
Club House Attendant (Golf)  
Club House Supervisor (Golf)  
Concession Manager  
Custodian  
Deputy Animal Control Officer  
Election Clerk  
Election Inspector  
Equipment Operator (Golf)  
Instructor  
Laborer I  
Leader/Counselor (Rec)  
Library Page (Morse)  
Lifeguard  
Parking Clerk  
Ranger/Starter (Golf)  
Receptionist  
School Crossing Guard (1st Year)  
Senior Counselor (Certified-Rec)  
Specialist (Rec)  
Timer/Scorer

**Grade 2**

Administrative Support  
Assistant Director (Rec)  
Beach Manager  
Bookkeeper  
Building Monitor II (Rec)  
Camp Director  
Community Garden Coordinator  
Conservation Agent  
Election Warden  
Golf Course Mechanic  
Head Lifeguard  
Instructor II  
Intern Cooperative  
Laborer II  
Library Assistant (Bacon)  
Parking Enforcement Officer  
Plumbing and Wiring Inspector  
Police Matron  
Police Transcriber  
Program Assistant  
Program Supervisor (Rec)  
Recycling Attendant  
School Crossing Guard  
Social Worker  
Swim Coach  
Transportation Coordinator  
Volunteer Coordinator I

**Grade 3**

Adult Contractor  
Building Inspector  
Certified Sports Official  
Instructor III  
Laborer III  
Nurse (RN)  
Volunteer Coordinator II

Position	Annual Rate
Inspector of Animals	\$ 3,750.00
Registrar of Voters	\$ 966.00
Town Meeting Page	\$50.00 / Session