

Town of Natick
Classification and Pay Plan
Effective July 1, 2021

Grade	Minimum	Point 1	Point 2	Maximum
6	\$ 125,000.00	\$ 140,000.00	\$ 155,000.00	\$ 165,000.00
5	\$ 100,000.00	\$ 120,000.00	\$ 135,000.00	\$ 145,000.00
4	\$ 75,000.00	\$ 90,000.00	\$ 105,000.00	\$ 125,000.00
3	\$ 60,000.00	\$ 72,000.00	\$ 85,000.00	\$ 105,000.00
2	\$ 48,000.00	\$ 55,000.00	\$ 62,500.00	\$ 80,000.00
1	\$ 42,000.00	\$ 48,000.00	\$ 54,000.00	\$ 60,000.00

GRADE 6

Chief of Police
Deputy Town Administrator/Director of Finance
Deputy Town Administrator/Operations
Fire Chief
Town Administrator

GRADE 5

Comptroller
Deputy Chief of Police
Director of Community & Economic Development
Director of Facilities Management
Director of Human Resources/Labor Relations
Director of Information Technology
Director of Public Works
Director of Strategic Initiatives & Partnerships

GRADE 4

Assistant Comptroller
Building Commissioner
Deputy IT Director/Systems Network Administrator
Director of Assessing
Director of Senior Center & Community Services
Director of Sustainability
Director of Public Health
Director of Recreation & Parks
Morse Library Director/Treasurer/Collector

GRADE 3

Assistant Assessor (certified)
Assistant Director of Assessing
Assistant Director Council on Aging
Assistant Director of Finance
Assistant Director Recreation & Parks
Assistant Treasurer/Collector
Assistant Town Clerk
Director, Bacon Free Library/Assistant Director, Morse Library
Bacon Free Library Director
Benefits Manager
Budget Analyst
Communications/Information Officer
Community & Economic Development Administrator
Development Review Planner
Director of Recreation Programs/Special Events
Environmental Health Agent
Executive Director, Farm
Facility Maintenance Manager
Golf Course Manager
Housing/General Planner

GRADE 3 Continued

Information Systems Data Base Administrator
Information Systems Network Administrator
Local Building Inspector (certified)
Planner/Conservation Agent
Prevention & Outreach Program Manager
Procurement Manager
Project Manager
Public Health Nurse
Regulatory Compliance Coordinator
Senior Environmental Health Specialist
Senior Planner
Staff Accountant
Social Work Administrator
Veterans Agent

GRADE 2

Assistant Assessor (non-certified)
Assistant Director, Bacon Free Library
Assistant Director, Farm
Assistant Director Internal Operations, Farm
Clinical Social Worker
Coordinator of Adaptive Programs
Data Analyst
Executive Assistant
Executive Assistant to the Town Administrator & Select Board
Executive Assistant to the Fire Chief
Facility Custodial Supervisor
Golf Course Superintendent
Human Resources Coordinator
Payroll Manager
Sanitarian
Senior Executive Assistant
Senior Executive Assistant to the Chief of Police
Social Worker
Social Worker Coordinator
Special Assistant to Director of Senior Center & Community Service
Special Assistant to Director of Facilities Management
Special Assistant to the Director of Finance
System Specialist Administrative
Youth Center Coordinator

GRADE 1

Animal Control Officer
Finance Coordinator
Golf Professional
Parking Enforcement Officer
Outreach Coordinator
Program Manager Volunteer Services
Student Officer