

The Town Clerk's position is not on the Personnel Pay Plan however over the past years it has been compared to other positions in Grade 4. In addition, historically the salary has been compared to clerks in other communities of similar positions. The clerk did not receive a raise in FY 20 and is not eligible to participate in the bonus system.

Town Clerk's salary: \$ 100,786

**Natick positions**

Director of Assessing: \$ 107,360  
 Treasurer/Collector: \$ 104,806  
 Director, Senior Center/CS: \$ 102,500  
 Building Commissioner: \$ 106,484  
 Director, Rec and Parks: \$ 94,605  
 Director, Public Health: \$ 117,300  
 Director, Morse Institute: advertised at \$ 115,000

Wellesley recently completed a survey of comparable communities for Town/City Clerks based on populations. The chart below is sorted by salary.

Town	Population	Status	Salary FY21	Number of Staff
Winchester	22,500	Appointed	\$ 115,050	Staff = 3 FT including Clerk
Dedham	25,334	Elected	\$ 107,262	Staff = 4 FT including Clerk
Needham	31,000	Elected	\$ 110,634	Staff = 4FT including Clerk, 1PT (2 PT potentially open)
Lexington	33,340	Appointed	\$ 105,362	Staff = 2 FT including Clerk, 3 PT
Concord	18,957	Appointed	\$ 104,971	Staff = 3FT including Clerk, 1 PT
Weston	11,283	Appointed	\$ 104,770	Staff = 3 FT including Clerk
Belmont	25,738	Elected	\$ 102,025	Staff = 4 FT including Clerk
<b>Natick</b>	<b>36,229</b>	<b>Elected</b>	<b>\$ 100,786</b>	<b>Staff = 4 FT including Clerk; ATM to pass additional FT Asst. Clerk</b>
Milton	27,007	Elected	\$ 97,760	Staff = 4 FT including Clerk
Wellesley	27,982	Elected	\$ 95,582	Staff = Town Clerk, 2 FT, 3 PT
Sudbury	19,000	Appointed	\$ 86,916	Staff = 3 FT including Clerk; 1 PT