

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

**Hourly Wage Scale**

Grade	Minimum	Point 1	Point 2	Maximum
1	\$ 13.50	\$ 18.00	\$ 20.00	\$ 22.25
2	\$ 16.50	\$ 26.25	\$ 29.25	\$ 32.50
3	\$ 26.50	\$ 34.50	\$ 38.28	\$ 42.50

**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
- Health Care Supervisor
- 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	\$ 100.00/Session

Premium (Up to a max of \$85/hour)
Golf Instructor
Recreation Professional
Special Assignment Nurse