

Town of Natick
Classification and Pay Plan
Effective ~~July 1, 2021~~ January 1, 2022

Grade	Minimum	Point 1	Point 2	Maximum
6	\$125,000.00	\$140,000.00	\$155,000.00	\$165,000.00 181,500.00
5	\$100,000.00	\$120,000.00	\$135,000.00	\$145,000.00 159,500.00
4	\$75,000.00	\$90,000.00	\$105,000.00	\$125,000.00 137,500.00
3	\$60,000.00	\$72,000.00	\$85,000.00	\$105,000.00 115,500.00
2	\$48,000.00	\$55,000.00	\$62,500.00	\$80,000.00 88,000.00
1	\$42,000.00	\$48,000.00	\$54,000.00	\$60,000.00 70,000.00

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
~~Chief Diversity Officer~~
Deputy IT Director/Systems Network Administrator
Director of Assessing
Director of Senior Center & Community Services
Director of Public Health
Director of Recreation & Parks
Director of Sustainability
Morse Library Director
Treasurer/Collector

GRADE 3

Assistant Assessor (certified)
Assistant Director of Assessing
Assistant Director of Council of Aging

GRADE 3 continued

Assistant Director of Finance
Assistant Director of Recreation & Parks
Assistant Town Clerk
~~Assistant to Town Administration~~
Assistant Treasurer/Collector
Bacon Free Director
Benefits Manager
Budget Analyst
Communication/Information Officer
Community & Economic Development Administrator
Development Review Planner
Director, Bacon Free Library/Asst. Director of Morse Library
Director of Recreation Programs/Special Events
Environmental Health Agent
Executive Director, Farm
Facility Maintenance Manager
Golf Course Manager
Housing/General Planner
Information Systems Network Administrator
Local Building Inspector (certified)

~~Planner/Conservation Agent~~Open Space
~~Planner/Conservation Agent~~
Prevention & Outreach Program Manager
Procurement Manager
Project Manager
Public Health Nurse
Regulatory Compliance Coordinator
Senior Environmental Health Specialist
Senior Planner
Social Work Administrator
Staff Accountant
Veterans Agent

GRADE 2

Assistant Assessor (non-certified)
Assistant Director, Bacon Free Library
Assistant Director, Farm
Assistant Director, Internal Operations, Farm
~~Associate Project Coordinator~~
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 Facilities Management

Special Assistant to the Director of Finance
Special Asst. to Director of Senior Center & Community Service
System Specialist Administrative
Youth Center Coordinator

GRADE 1

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