

**Town of Natick  
Classification and Pay Plan  
Effective January 1, 2022**

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

**GRADE 6**

**GRADE 3 continued**

**GRADE 2**

Chief of Police	Assistant Director of Assessing	Assistant Assessor (non-certified)
Deputy Town Administrator/Director of Finance	Assistant Director of Council of Aging	Assistant Director, Bacon Free Library
Deputy Town Administrator/Operations	Assistant Director of Finance	Assistant Director, Farm
Fire Chief	Assistant Director of Recreation & Parks	Assistant Director, Internal Operations, Farm
Town Administrator	Assistant Library Director, Morse Institute Library	Associate Project Coordinator
	Assistant Town Clerk	Clinical Social Worker
	Assistant to Town Administration	Coordinator of Adaptive Programs
<b>GRADE 5</b>	Assistant Treasurer/Collector	Data Analyst
Comptroller	Bacon Free Director	Executive Assistant
Deputy Chief of Police	Benefits Manager	Executive Assistant to the Town Administrator & Select Board
Director of Community & Economic Development	Budget Analyst	Executive Assistant to the Fire Chief
Director of Facilities Management	Communication Information Officer	Facility Custodial Supervisor
Director of Human Resources/Labor Relations	Community & Economic Development Administrator	Golf Course Superintendent
Director of Information Technology	Development Review Planner	Human Resources Coordinator
Director of Public Works	Director of Recreation Programs/Special Events	Payroll Manager
Director of Strategic Initiatives & Partnerships	Environmental Health Agent	Program Manager Volunteer Services
	Executive Director, Farm	Sanitarian
	Facility Maintenance Manager	Senior Executive Assistant to the Chief of Police
	Golf Course Manager	Social Worker
<b>GRADE 4</b>	Housing/General Planner	Social Worker Coordinator
Assistant Comptroller	Information Systems Network Administrator	Special Asst. to Director of Facilities Management
Building Commissioner	Local Building Inspector (Certified)	Special Asst. to the Director of Finance
Deputy IT Director/Systems Network Administrator	Open Space Planner/Conservation Agent	Special Asst. to Director of Senior Center & Community Service
Director of Assessing	Prevention & Outreach Program Manager	System Specialist Administrative
Director of Equity, Inclusion, & Outreach	Project Manager	Youth Center Coordinator
Director of Senior Center & Community Services	Public Health Nurse	
Director of Procurement	Regulatory Compliance Coordinator	<b>GRADE 1</b>
Director of Public Health	Senior Environmental Health Specialist	Animal Control Officer
Director of Recreation & Parks	Senior Planner	Finance Coordinator
Director of Sustainability	Social Work Administrator	Golf Professional
Morse Library Director	Staff Accountant	Outreach Coordinator
Treasurer/Collector	Veterans Agent	Parking Enforcement Office
<b>GRADE 3</b>		Student Officer
Assistant Assessor (Certified)		