

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

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

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

Deleted: Director, Bacon Free Library/Asst. Director of Morse Library

Deleted: Chief Diversity Officer

Deleted: Procurement Manager

Deleted: Program Manager Volunteer Services