

Article 10 Personnel Board Classification and Pay Plan - MOTION

Move that the Town vote to amend the By-Laws by changing in its entirety the table entitled Classification and Pay Plan that is incorporated by reference into Article 24, Section 3, Paragraph 3.10 with the new Classification and Pay Plan as follows:

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	GRADE 2
Chief of Police	Assistant Assessor (Certified)	Assistant Assessor (non-certified)
Deputy Town Administrator/Director of Finance	Assistant Director of Assessing	Assistant Director, Bacon Free Library
Deputy Town Administrator/Operations	Assistant Director of Council of Aging	Assistant Director, Farm
Fire Chief	Assistant Director of Finance	Assistant Director, Internal Operations, Farm
Town Administrator	Assistant Director of Recreation & Parks	Associate Project Coordinator
	Assistant Director of Morse Institute Library	Clinical Social Worker
GRADE 5	Assistant Town Clerk	Coordinator of Adaptive Programs
Comptroller	Assistant to Town Administration	Executive Assistant
Deputy Chief of Police	Assistant Treasurer/Collector	Executive Assistant to the Town Administrator & Select Board
Director of Community & Economic Development	Bacon Free Director	Executive Assistant to the Fire Chief
Director of Facilities Management	Benefits Manager	Facility Custodial Supervisor
Director of Human Resources/Labor Relations	Budget Analyst	Golf Course Superintendent
Director of Information Technology	Business Manager	Human Resources Coordinator
Director of Public Works	Communications Director	Payroll Manager
Director of Community Services	Community & Economic Development Office Manager	Program Manager Volunteer Services
	Development Review Planner	Sanitarian
	Director of Recreation Programs/Special Events	Senior Executive Assistant to the Chief of Police
GRADE 4	Environmental Health Agent	Social Worker
Assistant Comptroller	Executive Director, Farm	Social Worker Coordinator
Building Commissioner	Facility Maintenance Manager	Special Asst. to Director of Facilities Management
	Golf Course Manager	Special Asst. to the Director of Finance
	Housing/General Planner	Special Asst. to Director of Senior Center & Community Services
Deputy IT Director/Systems Network Administrator	Information Systems Network Administrator	System Specialist Administrative
Deputy Director of Public Works	Local Building Inspector (Certified)	Youth Center Coordinator
Director of Assessing	Open Space Planner/Conservation Agent	GRADE 1
Director of Equity, Inclusion, & Outreach	Prevention & Outreach Program Manager	Animal Control Officer
Deputy Community Services Director Council on Aging & Human Services	Project Manager	Finance Coordinator
Director of Procurement	Public Health Nurse	Golf Professional
Director of Public Health	Regulatory Compliance Coordinator	Outreach Coordinator
Deputy Community Service Director Recreation & Parks	Senior Environmental Health Specialist	Parking Enforcement Officer
Director of Sustainability	Senior Planner	Police Records Coordinator
Morse Library Director	Social Work Administrator	Student Officer
Treasurer/Collector	Staff Accountant	
	Veterans Agent	

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

Grade	Minimum	Point 1	Point 2	Maximum
1	\$ 15.00	\$ 19.00	\$ 21.25	\$ 23.50
2	\$ 17.50	\$ 27.75	\$ 31.00	\$ 34.50
3	\$ 28.00	\$ 36.50	\$ 40.50	\$ 45.00

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)
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)
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)
Lifeguard
Parking Enforcement Officer
Plumbing & 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
Beach Manager
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/Hr.)
Golf Instructor
Recreation Professional
Special Assignment Nurse
Subject Area Expert