

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

Classification changes are effective upon vote of Personnel Board

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

Chief of Police
Deputy Town Administrator/Director of Finance
Deputy Town Administrator/Operations
Fire Chief

Town Administrator
Executive Director of Public Works and Facilities

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 Community Services

GRADE 4

Assistant Comptroller
Building Commissioner

Deputy IT Director/Systems Network Administrator
Deputy Director of Public Works

Director of Assessing
Director of Equity, Inclusion, & Outreach
Deputy Community Services Director Council on Aging & Human Services
Director of Procurement
Director of Public Health
Deputy Community Service Director 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 Assistant Director - Programs
Assistant Director of Finance
Assistant Director of Recreation & Parks
Assistant Director- Resource Allocation
Assistant Library Director, Morse Institute Library
Assistant Director – Programs & Services
Assistant Director - Services & Outreach

Assistant Town Clerk
Assistant to Town Administration

Assistant Treasurer/Collector
Bacon Free Director
Benefits Manager
Budget Analyst
Business Manager
Communications Director
Community & Economic Development Office Manager
Development Review Planner
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
Information Technology Manager
Local Building Inspector (Certified)
Open Space Planner/Conservation Agent
Prevention & Outreach Program Manager

Project Manager
Public Health Nurse
Regulatory Compliance Coordinator
Senior Environmental Health Specialist
Senior Planner
Social Work Administrator

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

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
Program Manager Volunteer Services
Sanitarian

Senior Executive Assistant to the Chief of Police
Social Worker
Social Worker Coordinator
Case Manager
Special Asst. to Director of Facilities Management
Special Asst. to the Director of Finance
Special Asst. to Director of Senior Center & Community Services
System Specialist Administrative
Youth Center Coordinator

GRADE 1
Animal Control Officer
Assistant Superintendent-Golf Course
Finance Coordinator
Golf Professional
Outreach Coordinator
Parking Enforcement Officer
Police Records Coordinator
Student Officer

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Staff Accountant
Veterans Agent