

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

Classification changes are effective upon the vote of the 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	GRADE 3	GRADE 2
Chief of Police	Assistant Assessor (Certified)	Assistant Assessor (non-certified)
Deputy Town Administrator/Director of Finance	<u>Assistant Collector</u>	Assistant Director, Bacon Free Library
Deputy Town Administrator/Operations	Assistant Director of Assessing	Assistant Director, Farm
Fire Chief	Assistant Director of Finance	Assistant Director, Internal Operations, Farm
Town Administrator	Assistant Director – Programs	Associate Project Coordinator
Executive Director of Public Works and Facilities	Assistant Director– Programs & Services	Case Manager
	<u>Director of Recreation Programs/Special Events</u>	Clinical Social Worker
	<u>Assistant Director of Programs & Special Events</u>	Coordinator of Adaptive Programs
	Assistant Director -Resource Allocation	<u>Development Review Planner-Associate Planner</u>
	Assistant Director - Services & Outreach	Executive Assistant
	Assistant Town Administration	Executive Assistant to the Town Administrator & Select Board
Comptroller	Assistant to Town Clerk	Executive Assistant to the Fire Chief
Deputy Chief of Police	Assistant Treasurer/ <u>Collector</u>	Facility Custodial Supervisor
Director of Community & Economic Development	Assistant Library Director, Morse Institute Library	
Director of Facilities Management	Bacon Free Director	Golf Course Superintendent
Director of Human Resources/Labor Relations	Benefits Manager	Human Resources Coordinator
<u>Director of Information Technology-Director of Information Technology (IT)</u>	<u>Budget Analyst</u> <u>Budget & Financial Analyst</u>	Payroll Manager
Director of Public Works	<u>Business Manager-Business and Special Projects Manager</u>	Program Manager Volunteer Services
Director of Community Services	Communications Director	Sanitarian
	Community & Economic Development Office Manager	Senior Executive Assistant to the Chief of Police
	<u>Community Planner</u>	
	<u>Open Space Planner/Conservation Agent-Conservation Agent/Environmental Planner</u>	Social Worker
	Environmental Health Agent	Special Asst. to Director of Facilities Management
	<u>Environmental Health and Safety Manager</u>	
	Executive Director, Farm	Special Asst. to the Director of Finance
Assistant Comptroller	Facility Maintenance Manager	Special Asst. to Director of Senior Center & Community Services
Building Commissioner	Golf Course Manager	System Specialist Administrative
Deputy Community Services Director Council on Aging & Human Services	Housing/General Planner	Youth Center Coordinator

Deputy Community Service Director Recreation & Parks
Deputy Director of Public Works

Information Systems Network Administrator
Information Technology Manager
Local Building Inspector (Certified)

Deputy IT Director/Systems Network Administrator

Prevention & Outreach Program Manager

GRADE 1

Director of Assessing

Project Manager

Animal Control Officer

Director of Equity, Inclusion, & Outreach
Director of Procurement

Public Health Nurse
Regulatory Compliance Coordinator

Assistant Superintendent Golf Course
Finance Coordinator

Director of Public Health

~~Senior Local Building Inspector~~
~~Official~~

Golf Professional

Director of Sustainability

Senior Environmental Health Specialist

Outreach Coordinator

Morse Library Director

Staff Accountant

Parking Enforcement Officer

Town Clerk

~~Senior Planner~~
Transportation & Economic
Development Planner

Police Records Coordinator

Treasurer/Collector

Student Officer