

Town of Needham
Schedule C - Compensation Tables for Part-Time, Seasonal and Temporary Positions
Effective January 1, 2023

Title	Rate	Note
Activity Instructor	\$80.80	*
Administrative/Office Support Specialist 1 (AOS1)	\$22.02	
Administrative/Office Support Specialist 2 (AOS2)	\$26.27	
Administrative/Office Support Specialist 3 (AOS3)	\$27.20	
Building Monitor 1	\$15.00	
Building Monitor 2	\$21.00	
General Services Assistant (GSA)	\$15.00	
Parking Clerk	\$27.20	
Playground Maintenance Specialist	\$18.13	
Police Matron	\$22.02	
Professional/Technical Support Specialist 1 (PTS1)	\$28.72	
Professional/Technical Support Specialist 2 (PTS2)	\$33.06	
Professional/Technical Support Specialist 3 (PTS3)	\$41.47	
Program Support Assistant (PSA1) 1	\$18.13	
Program Support Assistant (PSA2) 2	\$23.93	
Program Support Assistant (PSA3) 3	\$29.63	
Recording Secretary	\$22.02	
Senior Corps Participant	\$15.00	
Special Assignment Support (SAS)	\$80.80	*
Special Detail Worker 1	\$41.00	
Special Detail Worker 2	\$50.00	**
Substitute Inspector (Building, Plumbing, Gas, Wiring)	\$30.40	
Traffic Supervisor	\$22.02	

* Maximum Hourly Rate by Individual Agreement

** Based on Differential in Police Union CBA

Title	Per Hour*	Note
Election Clerk	\$16.65	*
Election Inspector	\$15.00	*
Election Warden	\$16.65	*

*Rate set by the Select Board

Title	Annual
Care of Graves for Veterans and Coordinator of Ceremonies	\$2,666
Registrar of Voters	\$642
Finance Committee Executive Secretary	\$45,192

Title	Per Event
Senior Trip Coordinator	\$159.98

Title	Level	Year 1	Year 2	Year 3
Van Driver	VAN	\$20.14	\$21.26	\$22.38

Library

Title	Level	Year 1	Year 2	Year 3
Library Page	L01	\$15.29	\$15.74	\$16.22
Library Technical Services Assistant; Library Circulation Assistant	L02	\$20.01	\$20.61	\$21.22
Administrative/Office Support Specialist	L03	\$27.70	\$28.53	\$29.38
Children's Reference Librarian; Reference Librarian	L04	\$34.29	\$35.32	\$36.38

Seasonal/Temporary

Title	Level	1 Yr Exp	2 Yr Exp	3 Yr Exp	4 Yr Exp	5 Yr Exp	6 Yr Exp
Counselor; Booth & Maintenance Staff	PR01	\$15.79	\$16.26	\$16.75	\$17.25	\$17.77	\$18.30
Group Leader; Lifeguard (cert req)	PR02	\$16.84	\$17.34	\$17.87	\$18.40	\$18.95	\$19.52
Swim Coach	PR03	\$17.37	\$17.90	\$18.43	\$18.99	\$19.55	\$20.14
Site Supervisor, Specialist, AM/PM Care, Head Guard	PR04	\$18.43	\$18.98	\$19.55	\$20.14	\$20.74	\$21.36
Water Safety Instructor (WSI cert req)	PR05	\$18.95	\$19.52	\$20.10	\$20.71	\$21.33	\$21.97
Assistant Supervisor	PR06	\$20.00	\$20.60	\$21.22	\$21.86	\$22.51	\$23.19
Supervisor	PR07	\$22.11	\$22.77	\$23.45	\$24.16	\$24.88	\$25.63
Laborer/Trades Assistant	DPW01	\$15.00	\$15.56	\$16.02	\$16.50		
Student Intern	INT01	\$15.00	\$16.67	\$20.00	\$24.16		
Seasonal Driver Traveling Meals	HHS01	\$17.06	\$18.13	\$19.20			