

**Town of Needham**  
**Schedule C - Compensation Tables for Part-Time, Seasonal and Temporary Positions**  
*Effective January 1, 2022*

Title	Rate *
Activity Instructor	\$80.00 *
Administrative/Office Support Specialist 1 (AOS1)	\$21.81
Administrative/Office Support Specialist 2 (AOS2)	\$26.01
Administrative/Office Support Specialist 3 (AOS3)	\$26.93
Building Monitor 1	\$14.26
Building Monitor 2	\$19.90
Finance Committee Executive Secretary	\$41,744
General Services Assistant (GSA)	\$14.26
Parking Clerk	\$26.93
Playground Maintenance Specialist	\$17.95
Police Matron	\$21.81
Professional/Technical Support Specialist 1 (PTS1)	\$28.44
Professional/Technical Support Specialist 2 (PTS2)	\$32.74
Professional/Technical Support Specialist 3 (PTS3)	\$41.06
Program Support Assistant (PSA) 1	\$17.95
Program Support Assistant (PSA) 2	\$23.70
Program Support Assistant (PSA) 3	\$29.34
Recording Secretary	\$21.81
Senior Corps Participant	\$14.26
Special Assignment Support (SAS)	\$80.00 *
Special Detail Worker 1	\$39.00
Special Detail Worker 2	\$48.00 **
Substitute Inspector (Building, Plumbing, Gas, Wiring)	\$30.10
Traffic Supervisor	\$21.81
Van Driver - Year 1	\$19.01
Van Driver - Year 2	\$20.06
Van Driver - Year 3	\$21.12

\* Maximum Hourly Rate by Individual Agreement

\*\* Based on Differential in Police Union CBA

Title	Annual
Care of Graves for Veterans and Coordinator of Ceremonies	\$2,640
Registrar of Voters	\$636

Title	Per Hour*
Election Clerk	\$ 15.84
Election Inspector	\$ 14.26
Election Warden	\$ 15.84

\*Rate set by the Select Board

Title	Per Event
Senior Trip Coordinator	\$158.40

**Library**

Title	Level	Year 1	Year 2	Year 3
Library Page	L01	\$14.52	\$14.95	\$15.41
Library Technical Services Assistant; Library Circulation Assistant	L02	\$19.01	\$19.58	\$20.17
Administrative/Office Support Specialist	L03	\$26.33	\$27.12	\$27.93
Children's Reference Librarian; Reference Librarian	L04	\$32.60	\$33.58	\$34.58

**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	\$15.00	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39
Group Leader; Lifeguard (cert req)	PR02	\$16.00	\$16.48	\$16.97	\$17.48	\$18.01	\$18.55
Swim Coach	PR03	\$16.50	\$17.00	\$17.50	\$18.03	\$18.57	\$19.13
Site Supervisor, Specialist, AM/PM Care, Head Guard	PR04	\$17.50	\$18.03	\$18.57	\$19.12	\$19.70	\$20.29
Water Safety Instructor (WSI cert req)	PR05	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26	\$20.87
Assistant Supervisor	PR06	\$19.00	\$19.57	\$20.16	\$20.76	\$21.38	\$22.03
Supervisor	PR07	\$21.00	\$21.63	\$22.28	\$22.95	\$23.64	\$24.34
Laborer/Trades Assistant	DPW01	\$14.26	\$14.78	\$15.23	\$15.68		
Student Intern	INT01	\$14.26	\$15.84	\$19.01	\$22.97		
Seasonal Driver Traveling Meals	HHS01	\$16.90	\$17.95	\$19.01			