

Town of Needham
Schedule C - Compensation tables for Part-time, Seasonal and Temporary positions
Effective July 1, 2025

Schedule C

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	Title	Rate	Note
1	Activity Instructor	\$85.72	*
2	Administrative/Office Support Specialist 1 (AOS1)	\$23.36	
3	Administrative/Office Support Specialist 2 (AOS2)	\$27.87	
4	Administrative/Office Support Specialist 3 (AOS3)	\$28.86	
5	Building Monitor 1	\$15.91	
6	Building Monitor 2	\$22.28	
7	General Services Assistant (GSA)	\$15.91	
8	Parking Clerk	\$28.86	
9	Playground Maintenance Specialist	\$19.23	
10	Police Matron	\$23.36	
11	Professional/Technical Support Specialist 1 (PTS1)	\$30.47	
12	Professional/Technical Support Specialist 2 (PTS2)	\$35.07	
13	Professional/Technical Support Specialist 3 (PTS3)	\$43.99	
14	Program Support Assistant 1 (PSA1)	\$19.23	
15	Program Support Assistant 2 (PSA2)	\$25.39	
16	Program Support Assistant 3 (PSA3)	\$31.44	
17	Recording Secretary	\$23.36	
18	Senior Corps Participant	\$15.00	
19	Special Assignment Support (SAS)	\$85.72	*
20	Special Detail Worker 1 (SDW1)	\$44.00	
21	Special Detail Worker 2 (SDW2)	\$53.00	**
22	Substitute Inspector (Building, Gas, Plumbing, Wiring)	\$32.25	
23	Traffic Supervisor	\$23.36	

* Maximum Hourly Rate by Individual Agreement

** Based on Differential in Police Union CBA

Title	Rate	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 Coordinator of Ceremonies	\$2,828
Registrar of Voters	\$661
Finance Committee Executive Secretary	\$46,548

Title	Per Event
Senior Trip Coordinator	\$169.72

Title	Level	Year 1	Year 2	Year 3
Van Driver	VAN	\$21.36	\$22.56	\$23.74

Library

Title	Level	Year 1	Year 2	Year 3
Library Page	L01	\$16.22	\$16.70	\$17.21
Library Technical Services Assistant	L02	\$21.23	\$21.87	\$22.52
Library Circulation Assistant	L02	\$21.23	\$21.87	\$22.52
Library Administrative/Office Support Specialist	L03	\$29.39	\$30.27	\$31.17
Children's Reference Librarian	L04	\$36.38	\$37.47	\$38.59
Reference Librarian	L04	\$36.38	\$37.47	\$38.59

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	\$16.75	\$17.25	\$17.77	\$18.30	\$18.85	\$19.42
Group Leader; Lifeguard (cert req)	PR02	\$17.87	\$18.40	\$18.96	\$19.52	\$20.11	\$20.71
Swim Coach	PR03	\$18.43	\$18.99	\$19.55	\$20.15	\$20.74	\$21.36
Site Supervisor, Specialist, AM/PM Care, Head Guard	PR04	\$19.55	\$20.14	\$20.74	\$21.36	\$22.00	\$22.66
Water Safety Instructor (WSI cert req)	PR05	\$20.11	\$20.71	\$21.32	\$21.97	\$22.63	\$23.31
Assistant Supervisor	PR06	\$21.22	\$21.86	\$22.50	\$23.20	\$23.89	\$24.61
Supervisor	PR07	\$23.45	\$24.15	\$24.87	\$25.63	\$26.40	\$27.19
Laborer/Trades Assistant	DPW01	\$15.91	\$16.51	\$17.00	\$17.51		
Student Intern	INT01	\$15.91	\$17.69	\$21.22	\$25.63		
Seasonal Driver Traveling Meals	HHS01	\$18.10	\$19.23	\$20.37			