

DRAFT FY26 Salary/Wage Tables

(as presented in the May 18, 2025 Annual Town Meeting Warrant and Motions)

TOWN OF CARLISLE, MASSACHUSETTS

FY 2026 COMPENSATION PLAN

(all numbers expressed as hourly rates)

STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Grade 1	20.76	20.96	21.17	21.39	21.60	21.82	22.03	22.25	22.48	22.70	22.93	23.16	23.39	23.62	23.86
Grade 2	22.62	22.85	23.08	23.31	23.54	23.78	24.01	24.25	24.50	24.74	24.99	25.24	25.49	25.75	26.00
Grade 3	24.66	24.91	25.16	25.41	25.66	25.92	26.18	26.44	26.70	26.97	27.24	27.51	27.79	28.07	28.35
Grade 4	26.90	27.16	27.44	27.71	27.99	28.27	28.55	28.84	29.12	29.42	29.71	30.01	30.31	30.61	30.92
Grade 5	29.29	29.59	29.88	30.18	30.48	30.79	31.10	31.41	31.72	32.04	32.36	32.68	33.01	33.34	33.67
Grade 6	31.94	32.26	32.58	32.91	33.24	33.57	33.90	34.24	34.59	34.93	35.28	35.63	35.99	36.35	36.71
Grade 7	35.13	35.48	35.83	36.19	36.55	36.92	37.29	37.66	38.04	38.42	38.80	39.19	39.58	39.98	40.38
Grade 8	38.63	39.02	39.41	39.80	40.20	40.60	41.01	41.42	41.83	42.25	42.67	43.10	43.53	43.97	44.41
Grade 9	42.88	43.30	43.74	44.17	44.62	45.06	45.51	45.97	46.43	46.89	47.36	47.84	48.31	48.80	49.28
Grade 10	47.59	48.07	48.55	49.03	49.52	50.02	50.52	51.02	51.53	52.05	52.57	53.10	53.63	54.16	54.70
Grade 11	52.84	53.37	53.90	54.44	54.98	55.53	56.09	56.65	57.22	57.79	58.37	58.95	59.54	60.14	60.74
Grade 12	58.65	59.24	59.83	60.43	61.03	61.64	62.26	62.88	63.51	64.15	64.79	65.43	66.09	66.75	67.42
Grade 13	65.10	65.75	66.41	67.07	67.74	68.42	69.10	69.79	70.49	71.20	71.91	72.63	73.35	74.09	74.83
Grade 14	72.25	72.97	73.70	74.44	75.19	75.94	76.70	77.46	78.24	79.02	79.81	80.61	81.42	82.23	83.05
Grade 15	82.60	83.43	84.27	85.11	85.96	86.82	87.69	88.56	89.45	90.34	91.25	92.16	93.08	94.01	94.95
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

TOWN OF CARLISLE, MASSACHUSETTS

FISCAL YEAR 2026 CLASSIFICATION PLAN
Permanent Full- and Part-Time Employees

1
Library Page
2
COAHS Van Driver
3
Library Assistant II
4
DPW Driver/Laborer
Library Assistant I
Maintenance Custodian
5
Assistant to Library Director
DPW Heavy Equipment Operator
Facilities Assistant
Head of Circulation (Library)
Municipal Assistant
Part-Time Police Officer I*
6
COAHS Program Manager
DPW Mechanic
Facilities Technician
Part-Time Police Officer II*
Transportation and Services Coordinator
7
Assessing Assistant
Assistant Town Clerk
Children's Librarian
Finance Assistant
Finance/HR Assistant
Health Assistant
Part-Time Police Officer III*
Public Safety Administrative Assistant
Teen Librarian
Traffic Safety Member*

8
COAHS Social Services Manager
DPW Foreman
Land Use & Sustainability Coordinator
Planning & Land Use Coordinator
SB/TA Executive Assistant
9
Building/Gas/Wire Inspectors
Facilities Manager
10
Assistant Library Director
Conservation Administrator
Town Clerk
11
Assistant Town Administrator/HR Director
Building Commissioner
COAHS Director
DPW Director
Health Agent
Public Health Nurse
Recreation Director
Town Planner
12
Treasurer Collector
13
Assessing Director
Town Accountant and Budget Manager
14
Deputy Police Chief
15
No Positions
<i>*Part-time officers are classified based on experience and academy training</i>