

TOWN OF CARLISLE, MASSACHUSETTS FY 2025 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	20.25	20.44	20.64	20.86	21.06	21.28	21.48	21.70	21.92	22.14	22.36	22.59	22.81	23.04	23.27
Grade 2	22.07	22.28	22.51	22.73	22.96	23.19	23.43	23.66	23.90	24.13	24.38	24.61	24.87	25.11	25.36
Grade 3	24.06	24.29	24.54	24.79	25.03	25.29	25.53	25.79	26.04	26.31	26.57	26.84	27.11	27.37	27.65
Grade 4	26.24	26.49	26.76	27.02	27.30	27.58	27.85	28.13	28.41	28.69	28.98	29.27	29.56	29.86	30.15
Grade 5	28.58	28.87	29.16	29.45	29.74	30.04	30.34	30.64	30.95	31.26	31.57	31.89	32.21	32.53	32.85
Grade 6	31.16	31.46	31.78	32.10	32.41	32.74	33.07	33.41	33.73	34.07	34.41	34.75	35.10	35.45	35.81
Grade 7	34.27	34.61	34.96	35.31	35.66	36.02	36.38	36.74	37.11	37.48	37.85	38.23	38.62	39.00	39.40
Grade 8	37.69	38.07	38.45	38.83	39.22	39.61	40.01	40.41	40.82	41.23	41.64	42.06	42.47	42.89	43.32
Grade 9	41.83	42.25	42.67	43.10	43.53	43.97	44.41	44.85	45.30	45.75	46.21	46.67	47.14	47.61	48.09
Grade 10	46.43	46.90	47.37	47.84	48.32	48.80	49.29	49.79	50.29	50.79	51.29	51.81	52.32	52.84	53.37
Grade 11	51.55	52.07	52.59	53.12	53.65	54.18	54.72	55.28	55.83	56.38	56.94	57.52	58.09	58.67	59.25
Grade 12	57.22	57.79	58.36	58.96	59.54	60.13	60.74	61.35	61.96	62.58	63.20	63.83	64.48	65.12	65.77
Grade 13	63.51	64.14	64.79	65.43	66.08	66.75	67.41	68.09	68.77	69.46	70.15	70.85	71.56	72.28	73.00
Grade 14	70.49	71.20	71.90	72.63	73.35	74.08	74.83	75.57	76.33	77.10	77.86	78.64	79.43	80.23	81.02
Grade 15	80.59	81.39	82.21	83.03	83.87	84.70	85.55	86.40	87.27	88.14	89.02	89.91	90.81	91.72	92.64
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

**TOWN OF CARLISLE, MASSACHUSETTS
 FY 2025 CLASSIFICATION PLAN
 Permanent Full and Part-time Employees**

1	8
Library Page	Executive Assistant
2	Planning Assistant
Van Driver	General Foreman
3	9
Library Assistant II	Facilities Manager
4	COAHS Social Services Manager
Driver/Laborer	10
Library Assistant I	Conservation Administrator
Maintenance Custodian	Town Clerk
5	Assistant Library Director
Head of Circulation	11
Part-Time Police Officer I*	Building Commissioner
ZBA Assistant	Public Health Nurse
Municipal Assistant	DPW Director
Heavy Equipment Operator	Health Agent
Transportation and Office Manager	COAHS Director
6	Recreation Director
Fire Assistant	Town Planner
Police Assistant	Assistant Town Administrator
COAHS Program Manager	12
Part-Time Police Officer II*	Town Accountant
DPW Mechanic	Treasurer Collector
7	13
Finance Assistant	Assessing Director
Assessing Assistant	14
Health Assistant	Deputy Police Chief
Assistant Town Clerk	15
Traffic Safety Member*	No Positions
Teen Librarian	NOTES
Part-Time Police Officer III*	<i>*Part-time officers are classified based on experience and academy training</i>
Children's Librarian	