

Town of Exeter Non Union Pay Plan -Approved July 2026

COLA 4% No STEP Effective Date 06/29/2026

3.00% between steps

4.00% cola

	1	2	3	4	5	6	7	8	9	10	11	12
Grade 1	16.2302	16.7171	17.2187	17.7352	18.2673	18.8153	19.3798	19.9611	20.5600	21.1768	21.8121	22.4664
	33,759	34,772	35,815	36,889	37,996	39,136	40,310	41,519	42,765	44,048	45,369	46,730
Grade 2	19.6248	20.2135	20.8200	21.4445	22.0879	22.7505	23.4330	24.1360	24.8601	25.6059	26.3741	27.1653
	40,820	42,044	43,305	44,605	45,943	47,321	48,741	50,203	51,709	53,260	54,858	56,504
Grade 3	20.5795	21.1969	21.8328	22.4878	23.1624	23.8573	24.5730	25.3102	26.0695	26.8516	27.6572	28.4869
	42,805	44,090	45,412	46,775	48,178	49,623	51,112	52,645	54,225	55,851	57,527	59,253
Grade 4	22.9133	23.6007	24.3087	25.0380	25.7891	26.5628	27.3597	28.1804	29.0259	29.8966	30.7935	31.7173
	47,660	49,089	50,562	52,079	53,641	55,251	56,908	58,615	60,374	62,185	64,051	65,972
Grade 5	23.8680	24.5840	25.3216	26.0812	26.8636	27.6696	28.4996	29.3546	30.2353	31.1423	32.0766	33.0389
	49,645	51,135	52,669	54,249	55,876	57,553	59,279	61,058	62,889	64,776	66,719	68,721
Grade 6	26.9443	27.7526	28.5852	29.4428	30.3261	31.2359	32.1729	33.1381	34.1323	35.1562	36.2109	37.2972
	56,044	57,726	59,457	61,241	63,078	64,971	66,920	68,927	70,995	73,125	75,319	77,578
Grade 7	28.3234	29.1731	30.0483	30.9497	31.8782	32.8345	33.8196	34.8342	35.8792	36.9556	38.0642	39.2062
	58,913	60,680	62,500	64,375	66,307	68,296	70,345	72,455	74,629	76,868	79,174	81,549
Grade 8	29.7024	30.5935	31.5113	32.4566	33.4303	34.4332	35.4662	36.5302	37.6261	38.7549	39.9175	41.1151
	61,781	63,634	65,543	67,510	69,535	71,621	73,770	75,983	78,262	80,610	83,028	85,519
Grade 9	30.8693	31.7954	32.7492	33.7317	34.7436	35.7860	36.8595	37.9653	39.1043	40.2774	41.4857	42.7303
	64,208	66,134	68,118	70,162	72,267	74,435	76,668	78,968	81,337	83,777	86,290	88,879
Grade 10	33.3091	34.3084	35.3376	36.3978	37.4897	38.6144	39.7728	40.9660	42.1950	43.4608	44.7647	46.1076
	69,283	71,361	73,502	75,707	77,979	80,318	82,727	85,209	87,766	90,399	93,111	95,904
Grade 11	36.0672	37.1492	38.2637	39.4116	40.5940	41.8118	43.0661	44.3581	45.6888	47.0595	48.4713	49.9254
	75,020	77,270	79,588	81,976	84,435	86,968	89,578	92,265	95,033	97,884	100,820	103,845
Grade 12	38.1888	39.3345	40.5145	41.7299	42.9818	44.2713	45.5994	46.9674	48.3764	49.8277	51.3226	52.8622
	79,433	81,816	84,270	86,798	89,402	92,084	94,847	97,692	100,623	103,642	106,751	109,953
Grade 13	42.1138	43.3772	44.6785	46.0188	47.3994	48.8214	50.2860	51.7946	53.3485	54.9489	56.5974	58.2953
	87,597	90,225	92,931	95,719	98,591	101,548	104,595	107,733	110,965	114,294	117,723	121,254
Grade 14	42.6442	43.9235	45.2412	46.5984	47.9964	49.4363	50.9194	52.4469	54.0203	55.6410	57.3102	59.0295
	88,700	91,361	94,102	96,925	99,832	102,827	105,912	109,090	112,362	115,733	119,205	122,781
Grade 15	45.1901	46.5458	47.9422	49.3804	50.8618	52.3877	53.9593	55.5781	57.2454	58.9628	60.7317	62.5536
	93,995	96,815	99,720	102,711	105,793	108,966	112,235	115,602	119,071	122,643	126,322	130,112
Grade 16	49.8576	51.3533	52.8939	54.4807	56.1152	57.7986	59.5326	61.3186	63.1581	65.0529	67.0044	69.0146
	103,704	106,815	110,019	113,320	116,720	120,221	123,828	127,543	131,369	135,310	139,369	143,550
Grade 17	50.9184	52.4460	54.0193	55.6399	57.3091	59.0284	60.7992	62.6232	64.5019	66.4370	68.4301	70.4830
	105,910	109,088	112,360	115,731	119,203	122,779	126,462	130,256	134,164	138,189	142,335	146,605
Grade 18	54.1008	55.7238	57.3955	59.1174	60.8909	62.7177	64.5992	66.5372	68.5333	70.5893	72.7070	74.8882
	112,530	115,906	119,383	122,964	126,653	130,453	134,366	138,397	142,549	146,826	151,230	155,767
Grade 19	56.2224	57.9091	59.6463	61.4357	63.2788	65.1772	67.1325	69.1465	71.2209	73.3575	75.5582	77.8250
	116,943	120,451	124,064	127,786	131,620	135,569	139,636	143,825	148,139	152,584	157,161	161,876
Grade 20	63.8602	65.7760	67.7492	69.7817	71.8752	74.0314	76.2524	78.5399	80.8961	83.3230	85.8227	88.3974
	132,829	136,814	140,918	145,146	149,500	153,985	158,605	163,363	168,264	173,312	178,511	183,867