

FY 2020							
MADISON COUNTY AFSCME PAY STEP PLAN - GENERAL							
December 1, 2019 thru November 30, 2020							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
GRADE-17	42.67	45.54	46.93	48.32	49.64	51.04	52.66
GRADE-16	37.22	39.44	40.55	41.70	42.77	43.92	45.30
GRADE-15	33.93	36.10	37.22	38.41	39.44	40.55	41.87
GRADE-14	30.57	32.81	33.93	35.04	36.10	37.22	38.59
GRADE-13	27.21	29.38	30.57	31.63	32.81	33.93	35.26
GRADE-12	26.80	28.43	29.25	30.06	30.92	31.74	32.81
GRADE-11	25.11	26.80	27.58	28.43	29.25	30.06	31.11
GRADE-10	22.59	24.19	25.11	25.96	26.80	27.58	28.61
GRADE-09	21.77	22.80	23.42	23.99	24.56	25.11	25.80
GRADE-08	20.85	22.02	22.59	23.17	23.71	24.19	25.05
GRADE-07	20.01	21.11	21.77	22.31	22.80	23.42	24.19
GRADE-06	19.16	20.29	20.85	21.46	22.02	22.59	23.35
GRADE-05	18.33	19.51	20.01	20.56	21.11	21.77	22.50
GRADE-04	17.48	18.66	19.16	19.73	20.29	20.85	21.60
GRADE-03	16.71	17.76	18.33	18.89	19.51	20.01	20.77
GRADE-02	15.86	16.94	17.48	18.10	18.66	19.16	19.93
GRADE-01	15.03	16.16	16.71	17.27	17.76	18.33	19.09

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	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs
GRADE-17	89,094.96	95,087.52	97,989.84	100,892.16	103,648.32	106,571.52	109,954.08
GRADE-16	77,715.36	82,350.72	84,668.40	87,069.60	89,303.76	91,704.96	94,586.40
GRADE-15	70,845.84	75,376.80	77,715.36	80,200.08	82,350.72	84,668.40	87,424.56
GRADE-14	63,830.16	68,507.28	70,845.84	73,163.52	75,376.80	77,715.36	80,575.92
GRADE-13	56,814.48	61,345.44	63,830.16	66,043.44	68,507.28	70,845.84	73,622.88
GRADE-12	55,958.40	59,361.84	61,074.00	62,765.28	64,560.96	66,273.12	68,507.28
GRADE-11	52,429.68	55,958.40	57,587.04	59,361.84	61,074.00	62,765.28	64,957.68
GRADE-10	47,167.92	50,508.72	52,429.68	54,204.48	55,958.40	57,587.04	59,737.68
GRADE-09	45,455.76	47,606.40	48,900.96	50,091.12	51,281.28	52,429.68	53,870.40
GRADE-08	43,534.80	45,977.76	47,167.92	48,378.96	49,506.48	50,508.72	52,304.40
GRADE-07	41,780.88	44,077.68	45,455.76	46,583.28	47,606.40	48,900.96	50,508.72
GRADE-06	40,006.08	42,365.52	43,534.80	44,808.48	45,977.76	47,167.92	48,754.80
GRADE-05	38,273.04	40,736.88	41,780.88	42,929.28	44,077.68	45,455.76	46,980.00
GRADE-04	36,498.24	38,962.08	40,006.08	41,196.24	42,365.52	43,534.80	45,100.80
GRADE-03	34,890.48	37,082.88	38,273.04	39,442.32	40,736.88	41,780.88	43,367.76
GRADE-02	33,115.68	35,370.72	36,498.24	37,792.80	38,962.08	40,006.08	41,613.84
GRADE-01	31,382.64	33,742.08	34,890.48	36,059.76	37,082.88	38,273.04	39,859.92

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	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
GRADE-17	42.67	45.54	46.93	48.32	49.64	51.04	52.66
GRADE-16	37.22	39.44	40.55	41.70	42.77	43.92	45.30
GRADE-15	33.93	36.10	37.22	38.41	39.44	40.55	41.87
GRADE-14	30.57	32.81	33.93	35.04	36.10	37.22	38.59
GRADE-13	27.21	29.38	30.57	31.63	32.81	33.93	35.26
GRADE-12	26.80	28.43	29.25	30.06	30.92	31.74	32.81
GRADE-11	25.11	26.80	27.58	28.43	29.25	30.06	31.11
GRADE-10	22.59	24.19	25.11	25.96	26.80	27.58	28.61
GRADE-09	21.77	22.80	23.42	23.99	24.56	25.11	25.80
GRADE-08	20.85	22.02	22.59	23.17	23.71	24.19	25.05
GRADE-07	20.01	21.11	21.77	22.31	22.80	23.42	24.19
GRADE-06	19.16	20.29	20.85	21.46	22.02	22.59	23.35
GRADE-05	18.33	19.51	20.01	20.56	21.11	21.77	22.50
GRADE-04	17.48	18.66	19.16	19.73	20.29	20.85	21.60
GRADE-03	16.71	17.76	18.33	18.89	19.51	20.01	20.77
GRADE-02	15.86	16.94	17.48	18.10	18.66	19.16	19.93
GRADE-01	15.03	16.16	16.71	17.27	17.76	18.33	19.09

FY 2021							
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December 1, 2020 thru November 30, 2021							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs
GRADE-17	89,094.96	95,087.52	97,989.84	100,892.16	103,648.32	106,571.52	109,954.08
GRADE-16	77,715.36	82,350.72	84,668.40	87,069.60	89,303.76	91,704.96	94,586.40
GRADE-15	70,845.84	75,376.80	77,715.36	80,200.08	82,350.72	84,668.40	87,424.56
GRADE-14	63,830.16	68,507.28	70,845.84	73,163.52	75,376.80	77,715.36	80,575.92
GRADE-13	56,814.48	61,345.44	63,830.16	66,043.44	68,507.28	70,845.84	73,622.88
GRADE-12	55,958.40	59,361.84	61,074.00	62,765.28	64,560.96	66,273.12	68,507.28
GRADE-11	52,429.68	55,958.40	57,587.04	59,361.84	61,074.00	62,765.28	64,957.68
GRADE-10	47,167.92	50,508.72	52,429.68	54,204.48	55,958.40	57,587.04	59,737.68
GRADE-09	45,455.76	47,606.40	48,900.96	50,091.12	51,281.28	52,429.68	53,870.40
GRADE-08	43,534.80	45,977.76	47,167.92	48,378.96	49,506.48	50,508.72	52,304.40
GRADE-07	41,780.88	44,077.68	45,455.76	46,583.28	47,606.40	48,900.96	50,508.72
GRADE-06	40,006.08	42,365.52	43,534.80	44,808.48	45,977.76	47,167.92	48,754.80
GRADE-05	38,273.04	40,736.88	41,780.88	42,929.28	44,077.68	45,455.76	46,980.00
GRADE-04	36,498.24	38,962.08	40,006.08	41,196.24	42,365.52	43,534.80	45,100.80
GRADE-03	34,890.48	37,082.88	38,273.04	39,442.32	40,736.88	41,780.88	43,367.76
GRADE-02	33,115.68	35,370.72	36,498.24	37,792.80	38,962.08	40,006.08	41,613.84
GRADE-01	31,382.64	33,742.08	34,890.48	36,059.76	37,082.88	38,273.04	39,859.92

FY 2022							
MADISON COUNTY AFSCME PAY STEP PLAN - GENERAL							
December 1, 2021 thru November 30, 2022							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
GRADE-17	42.67	45.54	46.93	48.32	49.64	51.04	52.66
GRADE-16	37.22	39.44	40.55	41.70	42.77	43.92	45.30
GRADE-15	33.93	36.10	37.22	38.41	39.44	40.55	41.87
GRADE-14	30.57	32.81	33.93	35.04	36.10	37.22	38.59
GRADE-13	27.21	29.38	30.57	31.63	32.81	33.93	35.26
GRADE-12	26.80	28.43	29.25	30.06	30.92	31.74	32.81
GRADE-11	25.11	26.80	27.58	28.43	29.25	30.06	31.11
GRADE-10	22.59	24.19	25.11	25.96	26.80	27.58	28.61
GRADE-09	21.77	22.80	23.42	23.99	24.56	25.11	25.80
GRADE-08	20.85	22.02	22.59	23.17	23.71	24.19	25.05
GRADE-07	20.01	21.11	21.77	22.31	22.80	23.42	24.19
GRADE-06	19.16	20.29	20.85	21.46	22.02	22.59	23.35
GRADE-05	18.33	19.51	20.01	20.56	21.11	21.77	22.50
GRADE-04	17.48	18.66	19.16	19.73	20.29	20.85	21.60
GRADE-03	16.71	17.76	18.33	18.89	19.51	20.01	20.77
GRADE-02	15.86	16.94	17.48	18.10	18.66	19.16	19.93
GRADE-01	15.03	16.16	16.71	17.27	17.76	18.33	19.09

FY 2022							
MADISON COUNTY AFSCME PAY STEP PLAN - GENERAL							
December 1, 2021 thru November 30, 2022							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs
GRADE-17	89,094.96	95,087.52	97,989.84	100,892.16	103,648.32	106,571.52	109,954.08
GRADE-16	77,715.36	82,350.72	84,668.40	87,069.60	89,303.76	91,704.96	94,586.40
GRADE-15	70,845.84	75,376.80	77,715.36	80,200.08	82,350.72	84,668.40	87,424.56
GRADE-14	63,830.16	68,507.28	70,845.84	73,163.52	75,376.80	77,715.36	80,575.92
GRADE-13	56,814.48	61,345.44	63,830.16	66,043.44	68,507.28	70,845.84	73,622.88
GRADE-12	55,958.40	59,361.84	61,074.00	62,765.28	64,560.96	66,273.12	68,507.28
GRADE-11	52,429.68	55,958.40	57,587.04	59,361.84	61,074.00	62,765.28	64,957.68
GRADE-10	47,167.92	50,508.72	52,429.68	54,204.48	55,958.40	57,587.04	59,737.68
GRADE-09	45,455.76	47,606.40	48,900.96	50,091.12	51,281.28	52,429.68	53,870.40
GRADE-08	43,534.80	45,977.76	47,167.92	48,378.96	49,506.48	50,508.72	52,304.40
GRADE-07	41,780.88	44,077.68	45,455.76	46,583.28	47,606.40	48,900.96	50,508.72
GRADE-06	40,006.08	42,365.52	43,534.80	44,808.48	45,977.76	47,167.92	48,754.80
GRADE-05	38,273.04	40,736.88	41,780.88	42,929.28	44,077.68	45,455.76	46,980.00
GRADE-04	36,498.24	38,962.08	40,006.08	41,196.24	42,365.52	43,534.80	45,100.80
GRADE-03	34,890.48	37,082.88	38,273.04	39,442.32	40,736.88	41,780.88	43,367.76
GRADE-02	33,115.68	35,370.72	36,498.24	37,792.80	38,962.08	40,006.08	41,613.84
GRADE-01	31,382.64	33,742.08	34,890.48	36,059.76	37,082.88	38,273.04	39,859.92

FY 2023							
MADISON COUNTY AFSCME PAY STEP PLAN - GENERAL							
December 1, 2022 thru November 30, 2023							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
GRADE-17	43.74	46.68	48.10	49.53	50.88	52.32	53.98
GRADE-16	38.15	40.43	41.56	42.74	43.84	45.02	46.43
GRADE-15	34.78	37.00	38.15	39.37	40.43	41.56	42.92
GRADE-14	31.33	33.63	34.78	35.92	37.00	38.15	39.55
GRADE-13	27.89	30.11	31.33	32.42	33.63	34.78	36.14
GRADE-12	27.47	29.14	29.98	30.81	31.69	32.53	33.63
GRADE-11	25.74	27.47	28.27	29.14	29.98	30.81	31.89
GRADE-10	23.15	24.79	25.74	26.61	27.47	28.27	29.33
GRADE-09	22.31	23.37	24.01	24.59	25.17	25.74	26.45
GRADE-08	21.37	22.57	23.15	23.75	24.30	24.79	25.68
GRADE-07	20.51	21.64	22.31	22.87	23.37	24.01	24.79
GRADE-06	19.64	20.80	21.37	22.00	22.57	23.15	23.93
GRADE-05	18.79	20.00	20.51	21.07	21.64	22.31	23.06
GRADE-04	17.92	19.13	19.64	20.22	20.80	21.37	22.14
GRADE-03	17.13	18.20	18.79	19.36	20.00	20.51	21.29
GRADE-02	16.26	17.36	17.92	18.55	19.13	19.64	20.43
GRADE-01	15.41	16.56	17.13	17.70	18.20	18.79	19.57

FY 2023							
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December 1, 2022 thru November 30, 2023							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs
GRADE-17	91,329.12	97,467.84	100,432.80	103,418.64	106,237.44	109,244.16	112,710.24
GRADE-16	79,657.20	84,417.84	86,777.28	89,241.12	91,537.92	94,001.76	96,945.84
GRADE-15	72,620.64	77,256.00	79,657.20	82,204.56	84,417.84	86,777.28	89,616.96
GRADE-14	65,417.04	70,219.44	72,620.64	75,000.96	77,256.00	79,657.20	82,580.40
GRADE-13	58,234.32	62,869.68	65,417.04	67,692.96	70,219.44	72,620.64	75,460.32
GRADE-12	57,357.36	60,844.32	62,598.24	64,331.28	66,168.72	67,922.64	70,219.44
GRADE-11	53,745.12	57,357.36	59,027.76	60,844.32	62,598.24	64,331.28	66,586.32
GRADE-10	48,337.20	51,761.52	53,745.12	55,561.68	57,357.36	59,027.76	61,241.04
GRADE-09	46,583.28	48,796.56	50,132.88	51,343.92	52,554.96	53,745.12	55,227.60
GRADE-08	44,620.56	47,126.16	48,337.20	49,590.00	50,738.40	51,761.52	53,619.84
GRADE-07	42,824.88	45,184.32	46,583.28	47,752.56	48,796.56	50,132.88	51,761.52
GRADE-06	41,008.32	43,430.40	44,620.56	45,936.00	47,126.16	48,337.20	49,965.84
GRADE-05	39,233.52	41,760.00	42,824.88	43,994.16	45,184.32	46,583.28	48,149.28
GRADE-04	37,416.96	39,943.44	41,008.32	42,219.36	43,430.40	44,620.56	46,228.32
GRADE-03	35,767.44	38,001.60	39,233.52	40,423.68	41,760.00	42,824.88	44,453.52
GRADE-02	33,950.88	36,247.68	37,416.96	38,732.40	39,943.44	41,008.32	42,657.84
GRADE-01	32,176.08	34,577.28	35,767.44	36,957.60	38,001.60	39,233.52	40,862.16

FY 2024							
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December 1, 2023 thru November 30, 2024							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
GRADE-17	44.72	47.73	49.18	50.64	52.02	53.50	55.19
GRADE-16	39.01	41.34	42.50	43.70	44.83	46.03	47.47
GRADE-15	35.56	37.83	39.01	40.26	41.34	42.50	43.89
GRADE-14	32.03	34.39	35.56	36.73	37.83	39.01	40.44
GRADE-13	28.52	30.79	32.03	33.15	34.39	35.56	36.95
GRADE-12	28.09	29.80	30.65	31.50	32.40	33.26	34.39
GRADE-11	26.32	28.09	28.91	29.80	30.65	31.50	32.61
GRADE-10	23.67	25.35	26.32	27.21	28.09	28.91	29.99
GRADE-09	22.81	23.90	24.55	25.14	25.74	26.32	27.05
GRADE-08	21.85	23.08	23.67	24.28	24.85	25.35	26.26
GRADE-07	20.97	22.13	22.81	23.38	23.90	24.55	25.35
GRADE-06	20.08	21.27	21.85	22.50	23.08	23.67	24.47
GRADE-05	19.21	20.45	20.97	21.54	22.13	22.81	23.58
GRADE-04	18.32	19.56	20.08	20.67	21.27	21.85	22.64
GRADE-03	17.52	18.61	19.21	19.80	20.45	20.97	21.77
GRADE-02	16.63	17.75	18.32	18.97	19.56	20.08	20.89
GRADE-01	15.76	16.93	17.52	18.10	18.61	19.21	20.01

FY 2024							
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December 1, 2023 thru November 30, 2024							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	Start	2 Yrs	5 Yrs	9 Yrs	12 Yrs	15 Yrs	18 Yrs
	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs	Salary 2088 hrs
GRADE-17	93,375.36	99,660.24	102,687.84	105,736.32	108,617.76	111,708.00	115,236.72
GRADE-16	81,452.88	86,317.92	88,740.00	91,245.60	93,605.04	96,110.64	99,117.36
GRADE-15	74,249.28	78,989.04	81,452.88	84,062.88	86,317.92	88,740.00	91,642.32
GRADE-14	66,878.64	71,806.32	74,249.28	76,692.24	78,989.04	81,452.88	84,438.72
GRADE-13	59,549.76	64,289.52	66,878.64	69,217.20	71,806.32	74,249.28	77,151.60
GRADE-12	58,651.92	62,222.40	63,997.20	65,772.00	67,651.20	69,446.88	71,806.32
GRADE-11	54,956.16	58,651.92	60,364.08	62,222.40	63,997.20	65,772.00	68,089.68
GRADE-10	49,422.96	52,930.80	54,956.16	56,814.48	58,651.92	60,364.08	62,619.12
GRADE-09	47,627.28	49,903.20	51,260.40	52,492.32	53,745.12	54,956.16	56,480.40
GRADE-08	45,622.80	48,191.04	49,422.96	50,696.64	51,886.80	52,930.80	54,830.88
GRADE-07	43,785.36	46,207.44	47,627.28	48,817.44	49,903.20	51,260.40	52,930.80
GRADE-06	41,927.04	44,411.76	45,622.80	46,980.00	48,191.04	49,422.96	51,093.36
GRADE-05	40,110.48	42,699.60	43,785.36	44,975.52	46,207.44	47,627.28	49,235.04
GRADE-04	38,252.16	40,841.28	41,927.04	43,158.96	44,411.76	45,622.80	47,272.32
GRADE-03	36,581.76	38,857.68	40,110.48	41,342.40	42,699.60	43,785.36	45,455.76
GRADE-02	34,723.44	37,062.00	38,252.16	39,609.36	40,841.28	41,927.04	43,618.32
GRADE-01	32,906.88	35,349.84	36,581.76	37,792.80	38,857.68	40,110.48	41,780.88