City of Alexandria, VA

Labor & Trades Pay Scale (Non-VRS Participating Employees) (GNLT) - FY 2026

AFSCME Local 3001

Hourly Rate (2080 Hours per Year)

Pay Increase	5%			3.50%					2.30%													
Step / Grade	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	Grade
1						15.9129	16.4899	17.0668	17.4590	17.8602	18.2716	18.6923	19.1219	19.5619	20.0109	20.4712	20.9429	21.4244	21.9172	22.4214	22.9370	1
2					16.0828	16.6457	17.2283	17.8307	18.2409	18.6604	19.0900	19.5288	19.9777	20.4381	20.9076	21.3885	21.8806	22.3840	22.8988	23.4255	23.9642	2
3				16.2600	16.8291	17.4181	18.0273	18.6582	19.0878	19.5266	19.9755	20.4359	20.9054	21.3861	21.8782	22.3818	22.8955	23.4222	23.9609	24.5120	25.0758	3
4			16.4362	17.0114	17.6068	18.2229	18.8605	19.5209	19.9699	20.4291	20.8985	21.3793	21.8715	22.3740	22.8889	23.4151	23.9539	24.5047	25.0684	25.6450	26.2347	4
5		16.3743	17.1931	17.7942	18.4171	19.0618	19.7289	20.4200	20.8895	21.3690	21.8613	22.3636	22.8785	23.4048	23.9425	24.4936	25.0564	25.6326	26.2222	26.8253	27.4424	5
6	16.3084	17.1237	17.9797	18.6093	19.2607	19.9345	20.6326	21.3542	21.8465	22.3488	22.8626	23.3877	23.9266	24.4767	25.0393	25.6156	26.2044	26.8071	27.4236	28.0543	28.6996	6
7	17.0679	17.9217	18.8172	19.4754	20.1574	20.8633	21.5930	22.3488	22.8626	23.3890	23.9266	24.4767	25.0405	25.6156	26.2055	26.8079	27.4240	28.0547	28.6998	29.3601	30.0353	7
8	17.8636	18.7570	19.6948	20.3847	21.0973	21.8362	22.6001	23.3911	23.9300	24.4802	25.0427	25.6191	26.2078	26.8114	27.4275	28.0584	28.7038	29.3641	30.0394	30.7304	31.4372	8
9	18.7593	19.6983	20.6824	21.4065	22.1557	22.9308	23.7333	24.5642	25.1292	25.7077	26.2988	26.9034	27.5229	28.1550	28.8028	29.4653	30.1429	30.8361	31.5453	32.2709	33.0131	9
10	19.5810	20.5598	21.5884	22.3432	23.1252	23.9356	24.7732	25.6395	26.2293	26.8330	27.4503	28.0811	28.7278	29.3881	30.0633	30.7556	31.4626	32.1861	32.9264	33.6837	34.4584	10
11	20.5052	21.5304	22.6067	23.3992	24.2176	25.0655	25.9430	26.8499	27.4684	28.1003	28.7460	29.4075	30.0839	30.7760	31.4830	32.2070	32.9481	33.7059	34.4811	35.2742	36.0855	11
12	21.4725	22.5455	23.6731	24.5017	25.3588	26.2465	27.1649	28.1161	28.7630	29.4246	30.1008	30.7931	31.5011	32.2264	32.9675	33.7256	34.5009	35.2944	36.1061	36.9366	37.7861	12
13	22.4876	23.6117	24.7915	25.6599	26.5580	27.4877	28.4493	29.4450	30.1224	30.8158	31.5239	32.2491	32.9913	33.7496	34.5258	35.3203	36.1318	36.9629	37.8130	38.6827	39.5724	13
14	23.6230	24.8040	26.0442	26.9557	27.8992	28.8755	29.8860	30.9318	31.6433	32.3707	33.1152	33.8779	34.6565	35.4535	36.2693	37.1037	37.9563	38.8292	39.7222	40.6359	41.5705	14
15	24.8007	26.0408	27.3422	28.2994	29.2893	30.3146	31.3763	32.4742	33.2209	33.9848	34.7669	35.5660	36.3843	37.2209	38.0779	38.9531	39.8488	40.7652	41.7028	42.6620	43.6433	15
16	26.0429	27.3444	28.7119	29.7166	30.7567	31.8331	32.9481	34.1007	34.8851	35.6875	36.5082	37.3481	38.2074	39.0861	39.9853	40.9047	41.8447	42.8072	43.7917	44.7989	45.8293	16
17	27.3433	28.7107	30.1462	31.2012	32.2935	33.4233	34.5928	35.8034	36.6275	37.4698	38.3313	39.2133	40.1148	41.0378	41.9812	42.9473	43.9351	44.9455	45.9792	47.0368	48.1185	17
18	28.7130	30.1487	31.6558	32.7629	33.9098	35.0976	36.3251	37.5971	38.4621	39.3463	40.2511	41.1763	42.1243	43.0927	44.0840	45.0978	46.1355	47.1966	48.2821	49.3925	50.5285	18
19	30.1451	31.6523	33.2357	34.3985	35.6022	36.8480	38.1381	39.4725	40.3808	41.3094	42.2596	43.2313	44.2260	45.2433	46.2833	47.3483	48.4373	49.5514	50.6911	51.8570	53.0496	19
20	31.6512	33.2334	34.8952	36.1160	37.3811	38.6895	40.0431	41.4446	42.3972	43.3725	44.3703	45.3910	46.4345	47.5031	48.5952	49.7125	50.8560	52.0259	53.2224	54.4465	55.6988	20
21	33.2334	34.8952	36.6399	37.9220	39.2498	40.6240	42.0460	43.5169	44.5181	45.5423	46.5890	47.6610	48.7567	49.8785	51.0255	52.1997	53.3999	54.6281	55.8846	57.1699	58.4848	21
22	34.8930	36.6377	38.4701	39.8157	41.2092	42.6517	44.1443	45.6900	46.7403	47.8155	48.9158	50.0401	51.1915	52.3690	53.5727	54.8048	56.0654	57.3548	58.6741	60.0236	61.4040	22
23	36.6389	38.4701	40.3934	41.8072	43.2712	44.7851	46.3527	47.9747	49.0785	50.2070	51.3620	52.5440	53.7524	54.9878	56.2531	57.5464	58.8706	60.2248	61.6098	63.0270	64.4764	23
24	38.4689	40.3919	42.4119	43.8963	45.4320	47.0221	48.6682	50.3719	51.5302	52.7157	53.9274	55.1685	56.4372	57.7351	59.0628	60.4210	61.8111	63.2328	64.6871	66.1749	67.6969	24
25	40.3875	42.4074	44.5272	46.0856	47.6985	49.3683	51.0959	52.8850	54.1013	55.3459	56.6178	57.9205	59.2524	60.6154	62.0100	63.4354	64.8948	66.3875	67.9143	69.4764	71.0743	25
26	42.4085	44.5295	46.7551	48.3919	50.0855	51.8383	53.6533	55.5312	56.8076	58.1148	59.4516	60.8189	62.2170	63.6480	65.1120	66.6101	68.1424	69.7096	71.3129	72.9531	74.6311	26
27	44.4067	46.6266	48.9579	50.6720	52.4451	54.2809	56.1802	58.1465	59.4844	60.8530	62.2521	63.6845	65.1483	66.6464	68.1797	69.7483	71.3523	72.9933	74.6721	76.3897	78.1466	27
28	46.6266	48.9579	51.4062	53.2055	55.0673	56.9951	58.9899	61.0542	62.4591	63.8947	65.3643	66.8681	68.4060	69.9791	71.5886	73.2357	74.9202	76.6433	78.4061	80.2095	82.0543	28
29	48.9602	51.4085	53.9785	55.8677	57.8227	59.8470	61.9418	64.1095	65.5837	67.0919	68.6357	70.2144	71.8284	73.4813	75.1714	76.9002	78.6689	80.4782	82.3293	84.2228	86.1599	29
30	51.4052	53.9750	56.6745	58.6580	60.7110	62.8364	65.0347	67.3113	68.8595	70.4429	72.0637	73.7211	75.4169	77.1514	78.9258	80.7410	82.5982	84.4981	86.4416	88.4297	90.4636	30
31	53.9717	56.6700	59.5038	61.5871	63.7423	65.9736	68.2821	70.6725	72.2979	73.9607	75.6614	77.4015	79.1814	81.0036	82.8666	84.7727	86.7219	88.7167	90.7572	92.8447	94.9804	31
32	56.6700	59.5038	62.4796	64.6664	66.9295	69.2721	71.6967	74.2064	75.9125	77.6582	79.4452	81.2718	83.1416	85.0535	87.0096	89.0113	91.0584	93.1527	95.2952	97.4870	99.7293	32
33	59.5038	62.4796	65.6031	67.8989	70.2758	72.7356	75.2816	77.9165	79.7078	81.5412	83.4166	85.3352	87.2984	89.3056	91.3608	93.4613	95.6106	97.8098	100.0595	102.3609	104.7151	33
34	62.4796	65.6031	68.8834	71.2942	73.7892	76.3729	79.0450	81.8117	83.6940	85.6184	87.5882	89.6024	91.6631	93.7716	95.9277	98.1340	100.3914	102.7004	105.0625	107.4790	109.9509	34
35	65.6031	68.8834	72.3276	74.8588	77.4788	80.1909	82.9972	85.9025	87.8781	89.9001	91.9677	94.0830	96.2460	98.4602	100.7244	103.0410	105.4109	107.8353	110.3155	112.8529	115.4484	35

Effective 07/05/2025