City of Alexandria, VA
Labor & Trades Pay Scale (City-VRS Participating Employees) (GSLT) - FY 2026
AFSCME Local 3001
Annual Salary

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						34,143.20	35,338.16	36,575.24	37,414.78	38,274.60	39,156.78	40,058.20	40,978.60	41,921.36	42,883.88	43,869.80	44,881.46	45,913.40	46,969.26	48,049.56	49,155.08	1
2					34,464.30	35,670.96	36,920.52	38,211.42	39,091.00	39,989.82	40,910.74	41,850.64	42,812.90	43,799.60	44,805.28	45,836.18	46,890.74	47,968.96	49,072.40	50,201.06	51,355.72	2
3			33,667.40	34,845.98	36,065.64	37,327.16	38,633.14	39,985.40	40,905.54	41,845.96	42,807.96	43,794.92	44,800.60	45,830.98	46,885.80	47,965.06	49,065.64	50,194.30	51,348.44	52,529.88	53,738.10	3
4		33,545.46	35,222.72	36,455.64	37,731.72	39,051.74	40,418.56	41,833.74	42,795.74	43,779.84	44,786.04	45,816.42	46,871.24	47,947.64	49,051.08	50,178.96	51,333.36	52,514.28	53,721.98	54,957.76	56,221.88	4
5	33,336.16	35,090.90	36,845.38	38,133.68	39,468.52	40,849.64	42,279.64	43,760.60	44,766.54	45,794.58	46,849.40	47,926.06	49,029.24	50,156.86	51,308.92	52,490.62	53,696.50	54,931.24	56,194.84	57,487.30	58,809.40	5
6	34,948.94	36,696.66	38,530.96	39,879.84	41,276.04	42,720.34	44,215.86	45,762.60	46,817.42	47,894.34	48,995.18	50,120.46	51,275.12	52,454.22	53,660.10	54,895.10	56,156.62	57,448.04	58,769.36	60,120.84	61,504.04	6
7	36,577.32	38,406.42	40,326.26	41,736.24	43,197.70	44,710.64	46,274.28	47,894.34	48,995.18	50,122.80	51,275.12	52,454.22	53,662.44	54,895.10	56,159.48	57,450.12	58,770.40	60,121.88	61,505.08	62,919.48	64,366.38	7
8	38,282.40	40,196.78	42,206.84	43,684.94	45,212.44	46,795.58	48,432.54	50,127.48	51,282.40	52,461.24	53,666.86	54,902.12	56,163.90	57,457.14	58,777.68	60,129.68	61,513.14	62,927.80	64,374.96	65,855.92	67,370.68	8
9	40,201.72	42,213.60	44,323.24	45,874.92	47,479.90	49,141.56	50,861.20	52,641.94	53,852.50	55,091.92	56,359.16	57,654.74	58,982.04	60,336.90	61,724.78	63,144.90	64,597.00	66,082.64	67,602.60	69,157.40	70,747.82	9
10	41,962.70	44,059.86	46,264.14	47,881.86	49,558.08	51,294.62	53,089.66	54,945.80	56,210.44	57,503.68	58,826.30	60,178.30	61,564.36	62,979.54	64,426.44	65,910.00	67,425.28	68,975.92	70,562.18	72,185.10	73,845.72	10
11	43,942.86	46,140.12	48,447.36	50,144.90	51,898.86	53,716.00	55,596.06	57,540.34	58,865.56	60,219.64	61,603.10	63,020.88	64,470.38	65,954.20	67,468.96	69,020.38	70,608.98	72,232.68	73,894.08	75,593.96	77,332.58	11
12	46,016.36	48,315.54	50,732.24	52,507.52	54,344.42	56,246.84	58,215.04	60,253.96	61,640.02	63,057.80	64,506.78	65,990.34	67,507.70	69,061.98	70,649.80	72,275.32	73,936.20	75,636.60	77,376.52	79,155.96	80,976.22	12
13	48,191.26	50,600.42	53,128.92	54,990.26	56,914.26	58,906.38	60,967.40	63,101.48	64,553.06	66,038.70	67,556.58	69,110.86	70,701.80	72,326.28	73,990.02	75,692.24	77,431.64	79,213.16	81,034.72	82,898.40	84,805.24	13
14	50,624.60	53,155.44	55,813.16	57,766.80	59,788.82	61,880.52	64,046.32	66,287.52	67,812.68	69,371.12	70,967.00	72,601.10	74,269.52	75,977.20	77,726.22	79,514.24	81,341.00	83,211.96	85,125.56	87,083.62	89,086.40	14
15	53,148.68	55,805.88	58,595.42	60,646.30	62,767.90	64,965.16	67,239.64	69,592.90	71,193.46	72,830.42	74,506.12	76,218.74	77,972.44	79,765.40	81,602.04	83,477.16	85,397.00	87,361.30	89,196.90	91,425.88	93,528.76	15
16	55,810.56	58,600.10	61,530.04	63,683.36	65,912.34	68,219.32	70,608.98	73,078.46	74,759.62	76,479.00	78,237.64	80,038.40	81,879.46	83,762.38	85,689.50	87,660.04	89,674.00	91,736.58	93,847.00	96,005.00	98,212.92	16
17	58,597.76	61,527.96	64,604.54	66,864.72	69,206.02	71,627.14	74,133.54	76,727.56	78,493.48	80,298.92	82,145.18	84,035.12	85,966.92	87,945.00	89,966.50	92,036.88	94,153.80	96,319.34	98,534.80	100,810.84	103,119.64	17
18	61,532.64	64,608.96	67,839.20	70,211.44	72,669.48	75,215.14	77,845.82	80,571.40	82,425.72	84,320.60	86,259.16	88,242.44	90,273.56	92,348.62	94,472.82	96,645.90	98,869.68	101,143.38	103,469.86	105,849.64	108,284.02	18
19	64,602.20	67,832.18	71,224.92	73,716.76	76,296.74	78,966.16	81,731.00	84,591.00	86,536.84	88,527.14	90,563.72	92,645.80	94,777.28	96,957.64	99,186.62	101,468.64	103,802.66	106,189.72	108,631.90	111,130.76	113,686.56	19
20	67,829.32	71,220.24	74,781.72	77,397.58	80,108.86	82,912.44	85,813.26	88,816.78	90,858.04	92,948.44	95,086.94	97,274.32	99,510.06	101,799.88	104,140.66	106,535.52	108,986.02	111,492.42	114,056.54	116,680.20	119,363.66	20
21	71,220.24	74,781.72	78,520.78	81,267.94	84,113.38	87,058.14	90,105.34	93,257.84	95,403.62	97,598.28	99,841.82	102,138.40	104,486.98	106,890.94	109,348.98	111,865.00	114,437.44	117,069.68	119,762.24	122,516.68	125,334.82	21
22	74,776.52	78,515.58	82,442.36	85,326.28	88,312.64	91,403.52	94,602.04	97,914.96	100,165.78	102,469.64	104,828.36	107,236.74	109,704.40	112,227.96	114,807.68	117,448.50	120,149.90	122,913.44	125,740.16	128,632.40	131,590.68	22
23	78,517.92	82,442.36	86,563.62	89,593.92	92,731.08	95,976.14	99,335.08	102,811.28	105,176.24	107,594.76	110,069.96	112,603.40	115,192.22	117,840.32	120,551.08	123,323.46	126,161.10	129,062.44	132,031.12	135,067.92	138,174.40	23
24	82,439.50	86,561.28	90,889.76	94,071.38	97,361.68	100,769.50	104,296.92	107,948.62	110,430.58	112,971.04	115,567.66	118,227.72	120,946.02	123,727.50	126,572.94	129,483.90	132,462.72	135,509.14	138,625.76	141,814.40	145,075.84	24
25	86,551.40	90,879.88	95,422.86	98,762.82	102,219.00	105,797.38	109,499.78	113,334.00	115,940.24	118,607.58	121,333.42	124,125.04	126,979.58	129,900.68	132,889.12	135,943.86	139,071.14	142,269.40	145,541.76	148,889.26	152,313.72	25
26	90,882.48	95,427.80	100,197.24	103,705.16	107,334.24	111,090.46	114,980.84	119,004.86	121,740.32	124,541.56	127,406.24	130,336.44	133,332.42	136,399.64	139,536.80	142,747.28	146,031.08	149,389.24	152,825.66	156,340.60	159,936.14	26
27	95,164.68	99,922.16	104,917.80	108,591.86	112,391.50	116,325.04	120,395.86	124,609.94	127,476.44	130,409.24	133,408.08	136,477.38	139,614.80	142,825.02	146,111.16	149,472.70	152,909.64	156,426.92	160,024.28	163,704.84	167,470.42	27
28	99,922.16	104,917.80	110,165.12	114,020.92	118,011.14	122,141.76	126,417.20	130,840.32	133,851.12	136,927.70	140,077.60	143,300.04	146,595.80	149,967.22	153,416.64	156,946.14	160,555.72	164,248.24	168,026.04	171,890.68	175,844.24	28
29	104,922.74	110,169.80	115,677.12	119,725.58	123,915.48	128,253.58	132,743.00	137,388.42	140,547.94	143,780.26	147,087.72	150,471.36	153,930.14	157,472.12	161,093.92	164,799.18	168,589.20	172,466.84	176,433.40	180,491.48	184,642.90	29
30	110,162.52	115,670.36	121,455.10	125,705.58	130,105.30	134,659.98	139,370.92	144,250.08	147,568.20	150,960.68	154,434.28	157,986.14	161,620.42	165,337.38	169,139.88	173,029.48	177,010.08	181,081.16	185,246.36	189,506.72	193,865.62	30
31	115,662.82	121,445.48	127,517.78	131,982.76	136,601.66	141,383.06	146,330.34	151,453.12	154,936.08	158,500.16	162,144.32	165,873.24	169,687.96	173,593.16	177,584.68	181,670.06	185,847.48	190,122.14	194,494.82	198,968.38	203,544.64	31
32	121,445.48	127,517.78	133,895.32	138,581.82	143,431.86	148,452.20	153,647.52	159,026.14	162,682.52	166,424.18	170,252.68	174,167.76	178,174.62	182,271.70	186,463.94	190,753.16	195,140.14	199,628.78	204,220.38	208,917.02	213,722.60	32
33	127,517.78	133,895.32	140,589.28	145,509.52	150,602.92	155,874.42	161,330.52	166,976.68	170,815.58	174,744.96	178,764.04	182,876.20	187,082.48	191,384.18	195,788.58	200,289.96	204,896.38	209,609.40	214,430.06	219,362.26	224,407.30	33
34	133,895.32	140,589.28	147,619.16	152,785.36	158,132.52	163,668.70	169,395.72	175,324.76	179,358.14	183,482.52	187,703.88	192,020.14	196,436.24	200,955.30	205,575.76	210,303.86	215,141.42	220,090.00	225,151.94	230,330.36	235,628.12	34
35	140,589.28	147,619.16	154,999.78	160,424.16	166,038.86	171,851.16	177,865.22	184,091.44	188,324.76	192,658.18	197,089.10	201,622.20	206,258.00	211,002.74	215,855.38	220,819.30	225,898.40	231,093.98	236,409.16	241,846.54	247,409.24	35

Effective 07/05/2025