



City of Alexandria, VA

Labor & Trades Pay Scale (City-VRS Participating Employees) (GSLT) - FY 2026

AFSCME Local 3001

Hourly Rate (2080 Hours per Year)

| Pay Increase | 5%      |         | 3.50%   |         |         |         | 2.30%   |         |         |         |         |         |         |          |          |          |          |          |          |          |          |    |       |  |  |
|--------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----|-------|--|--|
| Step         |         |         |         |         |         |         |         |         |         |         |         |         |         |          |          |          |          |          |          |          |          |    | Grade |  |  |
| Grade        | 00      | 01      | 02      | 03      | 04      | 05      | 06      | 07      | 08      | 09      | 10      | 11      | 12      | 13       | 14       | 15       | 16       | 17       | 18       | 19       | 20       |    |       |  |  |
| 1            |         |         |         |         |         | 16.4150 | 16.9895 | 17.5842 | 17.9879 | 18.4013 | 18.8254 | 19.2587 | 19.7013 | 20.1545  | 20.6172  | 21.0913  | 21.5776  | 22.0738  | 22.5814  | 23.1008  | 23.6322  | 1  |       |  |  |
| 2            |         |         |         |         | 16.5694 | 17.1495 | 17.7503 | 18.3709 | 18.7938 | 19.2259 | 19.6686 | 20.1205 | 20.5831 | 21.0575  | 21.5410  | 22.0366  | 22.5436  | 23.0620  | 23.5925  | 24.1351  | 24.6902  | 2  |       |  |  |
| 3            |         |         | 16.1863 | 16.7529 | 17.3392 | 17.9457 | 18.5736 | 19.2237 | 19.6661 | 20.1182 | 20.5808 | 21.0552 | 21.5388 | 22.0341  | 22.5412  | 23.0601  | 23.5893  | 24.1319  | 24.6868  | 25.2547  | 25.8356  | 3  |       |  |  |
| 4            |         | 16.1276 | 16.9340 | 17.5268 | 18.1402 | 18.7749 | 19.4320 | 20.1124 | 20.5749 | 21.0480 | 21.5318 | 22.0271 | 22.5342 | 23.0518  | 23.5823  | 24.1245  | 24.6795  | 25.2472  | 25.8279  | 26.4220  | 27.0297  | 4  |       |  |  |
| 5            | 16.0270 | 16.8706 | 17.7141 | 18.3335 | 18.9753 | 19.6393 | 20.3267 | 21.0387 | 21.5224 | 22.0166 | 22.5237 | 23.0414 | 23.5718 | 24.1139  | 24.6678  | 25.2359  | 25.8156  | 26.4093  | 27.0167  | 27.6381  | 28.2737  | 5  |       |  |  |
| 6            | 16.8024 | 17.6426 | 18.5245 | 19.1730 | 19.8443 | 20.5386 | 21.2576 | 22.0012 | 22.5084 | 23.0261 | 23.5554 | 24.0964 | 24.6515 | 25.2184  | 25.7981  | 26.3919  | 26.9984  | 27.6193  | 28.2545  | 28.9043  | 29.5693  | 6  |       |  |  |
| 7            | 17.5853 | 18.4646 | 19.3876 | 20.0655 | 20.7681 | 21.4955 | 22.2473 | 23.0261 | 23.5554 | 24.0975 | 24.6515 | 25.2184 | 25.7992 | 26.3919  | 26.9997  | 27.6203  | 28.2550  | 28.9048  | 29.5697  | 30.2497  | 30.9454  | 7  |       |  |  |
| 8            | 18.4050 | 19.3254 | 20.2917 | 21.0024 | 21.7368 | 22.4979 | 23.2849 | 24.0998 | 24.6550 | 25.2217 | 25.8014 | 26.3952 | 27.0019 | 27.6236  | 28.2585  | 28.9085  | 29.5736  | 30.2537  | 30.9495  | 31.6615  | 32.3897  | 8  |       |  |  |
| 9            | 19.3278 | 20.2950 | 21.3093 | 22.0552 | 22.8269 | 23.6257 | 24.4525 | 25.3086 | 25.8906 | 26.4865 | 27.0957 | 27.7186 | 28.3568 | 29.0081  | 29.6754  | 30.3581  | 31.0562  | 31.7705  | 32.5013  | 33.2488  | 34.0134  | 9  |       |  |  |
| 10           | 20.1744 | 21.1826 | 22.2424 | 23.0201 | 23.8260 | 24.6609 | 25.5239 | 26.4163 | 27.0242 | 27.6460 | 28.2819 | 28.9319 | 29.5983 | 30.2786  | 30.9743  | 31.6875  | 32.4160  | 33.1615  | 33.9241  | 34.7044  | 35.5027  | 10 |       |  |  |
| 11           | 21.1264 | 22.1828 | 23.2920 | 24.1081 | 24.9514 | 25.8250 | 26.7289 | 27.6636 | 28.3007 | 28.9518 | 29.6169 | 30.2985 | 30.9954 | 31.7087  | 32.4370  | 33.1829  | 33.9466  | 34.7273  | 35.5260  | 36.3432  | 37.1791  | 11 |       |  |  |
| 12           | 22.1232 | 23.2286 | 24.3905 | 25.2440 | 26.1271 | 27.0417 | 27.9880 | 28.9682 | 29.6346 | 30.3163 | 31.0129 | 31.7261 | 32.4556 | 33.2029  | 33.9663  | 34.7477  | 35.5463  | 36.3638  | 37.2002  | 38.0557  | 38.9309  | 12 |       |  |  |
| 13           | 23.1689 | 24.3271 | 25.5427 | 26.4376 | 27.3626 | 28.3204 | 29.3112 | 30.3373 | 31.0351 | 31.7494 | 32.4791 | 33.2264 | 33.9912 | 34.7722  | 35.5721  | 36.3905  | 37.2268  | 38.0832  | 38.9590  | 39.8550  | 40.7717  | 13 |       |  |  |
| 14           | 24.3387 | 25.5555 | 26.8333 | 27.7725 | 28.7446 | 29.7503 | 30.7915 | 31.8690 | 32.6022 | 33.3515 | 34.1188 | 34.9044 | 35.7065 | 36.5275  | 37.3684  | 38.2280  | 39.1062  | 40.0057  | 40.9258  | 41.8671  | 42.8300  | 14 |       |  |  |
| 15           | 25.5522 | 26.8298 | 28.1709 | 29.1569 | 30.1769 | 31.2332 | 32.3268 | 33.4581 | 34.2276 | 35.0146 | 35.8202 | 36.6436 | 37.4867 | 38.3487  | 39.2317  | 40.1333  | 41.0562  | 42.0006  | 42.8831  | 43.9547  | 44.9658  | 15 |       |  |  |
| 16           | 26.8320 | 28.1731 | 29.5818 | 30.6170 | 31.6886 | 32.7977 | 33.9466 | 35.1339 | 35.9421 | 36.7688 | 37.6143 | 38.4800 | 39.3651 | 40.2704  | 41.1969  | 42.1442  | 43.1125  | 44.1041  | 45.1187  | 46.1563  | 47.2178  | 16 |       |  |  |
| 17           | 28.1720 | 29.5808 | 31.0599 | 32.1465 | 33.2721 | 34.4361 | 35.6411 | 36.8883 | 37.7373 | 38.6052 | 39.4929 | 40.4015 | 41.3302 | 42.2812  | 43.2531  | 44.2485  | 45.2663  | 46.3074  | 47.3725  | 48.4667  | 49.5767  | 17 |       |  |  |
| 18           | 29.5830 | 31.0620 | 32.6150 | 33.7555 | 34.9372 | 36.1611 | 37.4259 | 38.7363 | 39.6277 | 40.5387 | 41.4708 | 42.4242 | 43.4007 | 44.3984  | 45.4196  | 46.4644  | 47.5335  | 48.6266  | 49.7451  | 50.8892  | 52.0596  | 18 |       |  |  |
| 19           | 31.0588 | 32.6116 | 34.2428 | 35.4407 | 36.6811 | 37.9645 | 39.2937 | 40.6687 | 41.6043 | 42.5611 | 43.5402 | 44.5413 | 45.5660 | 46.6142  | 47.6859  | 48.7830  | 49.9051  | 51.0527  | 52.2269  | 53.4282  | 54.6570  | 19 |       |  |  |
| 20           | 32.6103 | 34.2405 | 35.9527 | 37.2104 | 38.5139 | 39.8617 | 41.2564 | 42.7004 | 43.6818 | 44.6867 | 45.7149 | 46.7665 | 47.8414 | 48.9423  | 50.0676  | 51.2190  | 52.3971  | 53.6021  | 54.8349  | 56.0962  | 57.3864  | 20 |       |  |  |
| 21           | 34.2405 | 35.9527 | 37.7504 | 39.0711 | 40.4391 | 41.8549 | 43.3199 | 44.8355 | 45.8671 | 46.9222 | 48.0009 | 49.1050 | 50.2341 | 51.3899  | 52.5716  | 53.7812  | 55.0180  | 56.2835  | 57.5780  | 58.9023  | 60.2571  | 21 |       |  |  |
| 22           | 35.9503 | 37.7479 | 39.6357 | 41.0222 | 42.4580 | 43.9440 | 45.4818 | 47.0745 | 48.1566 | 49.2643 | 50.3982 | 51.5561 | 52.7425 | 53.9557  | 55.1960  | 56.4656  | 57.7644  | 59.0930  | 60.4520  | 61.8425  | 63.2648  | 22 |       |  |  |
| 23           | 37.7490 | 39.6357 | 41.6171 | 43.0740 | 44.5823 | 46.1424 | 47.7573 | 49.4285 | 50.5655 | 51.7283 | 52.9183 | 54.1363 | 55.3809 | 56.6540  | 57.9573  | 59.2901  | 60.6544  | 62.0493  | 63.4765  | 64.9365  | 66.4300  | 23 |       |  |  |
| 24           | 39.6344 | 41.6160 | 43.6970 | 45.2266 | 46.8085 | 48.4469 | 50.1428 | 51.8984 | 53.0916 | 54.3130 | 55.5614 | 56.8403 | 58.1471 | 59.4844  | 60.8524  | 62.2519  | 63.6840  | 65.1486  | 66.6470  | 68.1800  | 69.7480  | 24 |       |  |  |
| 25           | 41.6113 | 43.6923 | 45.8764 | 47.4821 | 49.1438 | 50.8641 | 52.6441 | 54.4875 | 55.7405 | 57.0229 | 58.3334 | 59.6755 | 61.0479 | 62.4523  | 63.8890  | 65.3576  | 66.8611  | 68.3988  | 69.9720  | 71.5814  | 73.2278  | 25 |       |  |  |
| 26           | 43.6935 | 45.8787 | 48.1717 | 49.8582 | 51.6030 | 53.4089 | 55.2792 | 57.2139 | 58.5290 | 59.8758 | 61.2530 | 62.6617 | 64.1021 | 65.5767  | 67.0850  | 68.6285  | 70.2072  | 71.8218  | 73.4739  | 75.1637  | 76.8924  | 26 |       |  |  |
| 27           | 45.7523 | 48.0395 | 50.4413 | 52.2076 | 54.0344 | 55.9255 | 57.8826 | 59.9086 | 61.2868 | 62.6968 | 64.1385 | 65.6141 | 67.1225 | 68.6659  | 70.2457  | 71.8619  | 73.5142  | 75.2052  | 76.9348  | 78.7043  | 80.5146  | 27 |       |  |  |
| 28           | 48.0395 | 50.4413 | 52.9640 | 54.8178 | 56.7361 | 58.7220 | 60.7775 | 62.9040 | 64.3515 | 65.8306 | 67.3450 | 68.8943 | 70.4788 | 72.0996  | 73.7580  | 75.4549  | 77.1903  | 78.9655  | 80.7817  | 82.6398  | 84.5405  | 28 |       |  |  |
| 29           | 50.4436 | 52.9663 | 55.6140 | 57.5604 | 59.5747 | 61.6604 | 63.8188 | 66.0521 | 67.5711 | 69.1251 | 70.7153 | 72.3420 | 74.0049 | 75.7077  | 77.4490  | 79.2304  | 81.0525  | 82.9167  | 84.8238  | 86.7747  | 88.7706  | 29 |       |  |  |
| 30           | 52.9627 | 55.6107 | 58.3919 | 60.4354 | 62.5506 | 64.7404 | 67.0053 | 69.3510 | 70.9462 | 72.5773 | 74.2473 | 75.9549 | 77.7021 | 79.4891  | 81.3172  | 83.1873  | 85.1010  | 87.0583  | 89.0607  | 91.1090  | 93.2046  | 30 |       |  |  |
| 31           | 55.6071 | 58.3873 | 61.3066 | 63.4533 | 65.6739 | 67.9726 | 70.3511 | 72.8140 | 74.4885 | 76.2020 | 77.9540 | 79.7468 | 81.5807 | 83.4582  | 85.3773  | 87.3414  | 89.3498  | 91.4049  | 93.5071  | 95.6579  | 97.8580  | 31 |       |  |  |
| 32           | 58.3873 | 61.3066 | 64.3727 | 66.6259 | 68.9576 | 71.3712 | 73.8690 | 76.4549 | 78.2127 | 80.0116 | 81.8523 | 83.7345 | 85.6609 | 87.6306  | 89.6461  | 91.7083  | 93.8174  | 95.9754  | 98.1829  | 100.4409 | 102.7512 | 32 |       |  |  |
| 33           | 61.3066 | 64.3727 | 67.5910 | 69.9565 | 72.4053 | 74.9396 | 77.5628 | 80.2772 | 82.1229 | 84.0120 | 85.9443 | 87.9212 | 89.9435 | 92.0116  | 94.1291  | 96.2932  | 98.5079  | 100.7737 | 103.0914 | 105.4626 | 107.8881 | 33 |       |  |  |
| 34           | 64.3727 | 67.5910 | 70.9707 | 73.4545 | 76.0252 | 78.6869 | 81.4402 | 84.2908 | 86.2299 | 88.2127 | 90.2422 | 92.3174 | 94.4405 | 96.6131  | 98.8345  | 101.1076 | 103.4334 | 105.8125 | 108.2461 | 110.7358 | 113.2827 | 34 |       |  |  |
| 35           | 67.5910 | 70.9707 | 74.5191 | 77.1270 | 79.8264 | 82.6208 | 85.5121 | 88.5055 | 90.5408 | 92.6241 | 94.7544 | 96.9338 | 99.1625 | 101.4436 | 103.7766 | 106.1631 | 108.6050 | 111.1029 | 113.6582 | 116.2724 | 118.9467 | 35 |       |  |  |