



City of Alexandria, VA
Administrative & Technical Pay Scale (Non-VRS Participating Employees) (GNAD) - FY 2027
AFSCME Local 3001
 Annual Salary

Step Grade	5%		3.50%										2.30%								Grade	
	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19		20
1				31,206.50	32,298.76	33,429.24	34,641.62	35,853.48	36,677.16	37,520.08	38,384.32	39,268.06	40,170.52	41,095.08	42,038.10	43,005.04	43,996.16	45,007.56	46,042.62	47,102.12	48,185.02	1
2			31,501.34	32,604.00	33,786.22	34,968.70	36,192.52	37,457.94	38,319.84	39,201.24	40,103.70	41,025.40	41,968.68	42,935.62	43,921.80	44,932.42	45,965.92	47,023.34	48,104.68	49,211.24	50,343.28	2
3		31,393.18	32,962.80	34,158.28	35,354.28	36,591.36	37,871.08	39,196.30	40,098.76	41,020.72	41,963.74	42,930.94	43,917.64	44,926.96	45,961.24	47,018.92	48,097.92	49,204.48	50,336.26	51,494.04	52,678.60	3
4	31,240.04	32,802.12	34,528.52	35,737.00	36,987.60	38,281.88	39,621.40	41,008.50	41,952.04	42,916.64	43,902.82	44,912.92	45,946.68	47,002.28	48,083.88	49,189.40	50,321.70	51,478.70	52,662.74	53,874.08	55,112.98	4
5	32,678.36	34,398.52	36,118.68	37,381.50	38,690.08	40,044.42	41,445.82	42,897.40	43,883.84	44,891.34	45,925.36	46,980.70	48,062.04	49,167.82	50,297.26	51,455.30	52,637.78	53,848.34	55,086.72	56,353.44	57,649.80	5
6	34,259.94	35,972.82	37,771.24	39,093.86	40,462.24	41,877.68	43,344.08	44,860.14	45,894.42	46,949.50	48,028.76	49,132.20	50,263.98	51,419.42	52,601.64	53,812.20	55,049.28	56,315.48	57,610.28	58,935.76	60,291.14	6
7	35,855.56	37,649.30	39,530.40	40,913.08	42,345.94	43,828.98	45,361.94	46,949.50	48,028.76	49,134.54	50,263.98	51,419.42	52,603.98	53,812.20	55,051.62	56,317.04	57,611.32	58,936.28	60,291.40	61,678.50	63,097.06	7
8	37,527.10	39,404.04	41,374.06	42,823.56	44,320.38	45,872.84	47,477.30	49,139.48	50,271.00	51,426.96	52,608.92	53,819.48	55,056.30	56,324.32	57,618.60	58,943.82	60,299.98	61,687.08	63,105.64	64,557.22	66,042.08	8
9	39,408.72	41,381.34	43,448.86	44,970.12	46,543.90	48,172.28	49,858.12	51,603.50	52,790.40	54,005.64	55,247.40	56,517.50	57,819.06	59,146.88	60,507.72	61,899.76	63,323.00	64,779.26	66,269.32	67,793.44	69,352.66	9
10	41,135.12	43,191.20	45,352.32	46,937.80	48,580.74	50,282.96	52,042.90	53,862.38	55,101.54	56,369.56	57,666.44	58,991.66	60,350.42	61,737.26	63,156.08	64,610.26	66,095.38	67,615.34	69,170.66	70,761.34	72,388.94	10
11	43,076.54	45,230.38	47,491.60	49,156.12	50,875.24	52,656.76	54,500.42	56,405.18	57,704.40	59,031.96	60,388.38	61,778.08	63,199.24	64,653.16	66,138.28	67,659.28	69,216.16	70,807.88	72,436.52	74,102.86	75,806.90	11
12	45,108.70	47,382.90	49,731.50	51,472.20	53,272.70	55,137.42	57,066.88	59,065.24	60,424.00	61,813.96	63,234.60	64,689.04	66,176.50	67,700.10	69,257.24	70,849.48	72,478.12	74,145.24	75,850.32	77,594.92	79,379.56	12
13	47,240.96	49,602.54	52,081.12	53,905.28	55,792.10	57,745.22	59,765.16	61,856.86	63,279.84	64,736.62	66,224.34	67,747.94	69,306.90	70,899.92	72,530.38	74,199.58	75,904.40	77,650.04	79,435.98	81,263.26	83,132.14	13
14	49,626.20	52,107.38	54,712.84	56,627.48	58,609.72	60,660.60	62,783.50	64,980.24	66,474.98	68,003.00	69,567.16	71,169.54	72,805.20	74,479.08	76,193.00	77,946.18	79,737.32	81,570.84	83,447.00	85,366.32	87,329.84	14
15	52,100.36	54,705.30	57,439.46	59,450.04	61,530.04	63,683.88	65,913.90	68,220.62	69,789.20	71,393.66	73,036.60	74,715.42	76,434.54	78,192.40	79,992.64	81,831.36	83,712.98	85,638.28	87,608.04	89,622.78	91,684.06	15
16	54,709.98	57,444.14	60,317.14	62,427.56	64,612.60	66,873.82	69,216.16	71,637.54	73,285.16	74,971.00	76,695.06	78,459.68	80,264.60	82,110.60	83,999.50	85,931.04	87,906.00	89,927.76	91,996.06	94,111.68	96,276.44	16
17	57,441.80	60,314.28	63,330.28	65,546.26	67,841.02	70,214.56	72,671.30	75,214.36	76,945.96	78,715.00	80,524.86	82,377.88	84,271.72	86,210.54	88,192.52	90,222.34	92,297.14	94,420.04	96,591.56	98,813.26	101,085.66	17
18	60,319.48	63,335.22	66,501.24	68,827.20	71,236.36	73,731.58	76,310.52	78,982.54	80,799.68	82,657.12	84,557.98	86,502.00	88,493.34	90,527.58	92,609.92	94,739.58	96,919.94	99,148.92	101,429.38	103,762.10	106,148.64	18
19	63,327.94	66,493.96	69,820.40	72,263.10	74,791.34	77,409.02	80,119.00	82,922.58	84,830.20	86,781.24	88,777.78	90,818.78	92,908.40	95,045.34	97,230.12	99,467.42	101,755.42	104,095.94	106,490.02	108,939.48	111,444.84	19
20	66,491.88	69,815.20	73,306.74	75,870.86	78,528.58	81,277.30	84,120.92	87,065.42	89,066.38	91,115.44	93,211.56	95,356.04	97,547.84	99,792.68	102,086.92	104,434.20	106,836.34	109,294.12	111,807.80	114,379.46	117,010.14	20
21	69,815.20	73,306.74	76,971.70	79,665.56	82,454.58	85,341.10	88,328.76	91,418.60	93,522.00	95,673.76	97,872.58	100,124.44	102,426.48	104,782.86	107,192.28	109,659.16	112,180.38	114,760.62	117,400.40	120,100.50	122,862.48	21
22	73,301.80	76,967.28	80,816.58	83,643.56	86,571.16	89,601.20	92,736.54	95,984.20	98,190.30	100,448.92	102,760.58	105,122.16	107,541.20	110,014.84	112,543.34	115,131.90	117,780.26	120,488.68	123,260.02	126,095.06	128,995.10	22
23	76,969.62	80,816.58	84,856.72	87,827.22	90,902.50	94,082.82	97,375.98	100,783.80	103,102.22	105,473.16	107,899.22	110,382.22	112,921.12	115,516.44	118,174.42	120,891.16	123,673.16	126,517.82	129,427.48	132,404.74	135,449.86	23
24	80,813.98	84,853.86	89,097.32	92,215.76	95,442.10	98,782.06	102,240.32	105,819.22	108,252.56	110,742.84	113,288.76	115,896.04	118,561.04	121,287.66	124,076.68	126,930.18	129,850.76	132,836.86	135,892.12	139,017.84	142,215.06	24
25	84,844.76	89,087.96	93,541.24	96,814.90	100,203.22	103,711.14	107,340.48	111,098.52	113,653.80	116,268.36	118,940.64	121,677.14	124,475.52	127,338.64	130,268.06	133,263.00	136,328.66	139,464.26	142,671.88	145,953.34	149,310.20	25
26	89,090.04	93,545.92	98,221.24	101,659.48	105,217.84	108,899.96	112,712.86	116,657.84	119,339.22	122,085.34	124,893.60	127,766.08	130,703.04	133,709.16	136,784.70	139,932.00	143,151.06	146,443.18	149,811.48	153,257.26	156,782.34	26
27	93,287.74	97,951.36	102,848.98	106,449.72	110,175.00	114,031.32	118,021.02	122,151.90	124,962.76	127,837.58	130,777.14	133,785.86	136,861.40	140,008.18	143,229.32	146,525.08	149,894.16	153,341.50	156,868.40	160,476.68	164,167.38	27
28	97,951.36	102,848.98	107,992.30	111,771.92	115,683.36	119,733.12	123,923.80	128,260.34	131,211.86	134,227.34	137,314.84	140,474.10	143,704.60	147,009.72	150,390.76	153,850.84	157,389.44	161,009.16	164,712.60	168,501.06	172,376.36	28
29	102,853.66	107,996.98	113,396.14	117,364.78	121,471.74	125,724.30	130,125.32	134,678.70	137,775.82	140,944.44	144,187.42	147,503.72	150,894.64	154,366.68	157,917.24	161,548.92	165,264.84	169,065.52	172,954.34	176,932.34	181,001.60	29
30	107,990.22	113,388.60	119,059.72	123,226.48	127,539.10	132,004.60	136,622.20	141,405.16	144,657.24	147,983.94	151,388.64	154,870.30	158,433.08	162,076.72	165,804.60	169,617.76	173,519.32	177,510.58	181,593.10	185,769.74	190,042.58	30
31	113,381.58	119,050.36	125,003.32	129,379.90	133,907.28	138,594.82	143,444.60	148,466.24	151,880.82	155,373.92	158,946.58	162,602.18	166,341.24	170,169.22	174,083.00	178,087.26	182,182.26	186,372.68	190,659.30	195,044.46	199,531.02	31
32	119,050.36	125,003.32	131,254.76	135,848.70	140,603.06	145,524.34	150,617.48	155,889.76	159,474.12	163,141.68	166,895.56	170,732.64	174,660.72	178,676.94	182,786.76	186,991.48	191,291.88	195,691.86	200,192.72	204,797.32	209,507.48	32
33	125,003.32	131,254.76	137,816.12	142,639.64	147,632.68	152,800.44	158,149.16	163,684.04	167,447.28	171,298.66	175,238.70	179,269.22	183,392.82	187,609.76	191,927.32	196,340.04	200,855.20	205,475.14	210,201.16	215,035.86	219,981.32	33
34	131,254.76	137,816.12	144,707.68	149,772.48	155,013.56	160,441.58	166,054.72	171,867.02	175,820.84	179,863.84	184,002.26	188,233.24	192,561.98	196,992.12	201,521.32	206,156.08	210,898.48	215,749.04	220,711.40	225,787.64	230,980.88	34
35	137,816.12	144,707.68	151,943.22	157,260.48	162,764.68	168,461.80	174,357.56	180,460.80	184,610.92	188,858.80	193,202.36	197,646.02	202,190.04	206,841.44	211,597.88	216,464.82	221,443.30	226,536.44	231,746.58	237,076.84	242,529.56	35