



City of Alexandria, VA
Administrative & Technical Pay Scale (Non-VRS Participating Employees) (GNAD) - FY 2027
AFSCME Local 3001
 Hourly Rate (2080 Hours per Year)

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				15.0031	15.5282	16.0717	16.6546	17.2372	17.6333	18.0385	18.4540	18.8789	19.3127	19.7572	20.2106	20.6755	21.1520	21.6382	22.1359	22.6452	23.1659	1
2			15.1449	15.6750	16.2434	16.8119	17.4003	18.0086	18.4230	18.8467	19.2806	19.7238	20.1772	20.6421	21.1162	21.6021	22.0990	22.6074	23.1273	23.6592	24.2035	2
3		15.0929	15.8475	16.4223	16.9972	17.5920	18.2072	18.8444	19.2783	19.7215	20.1749	20.6399	21.1142	21.5995	22.0967	22.6053	23.1240	23.6560	24.2001	24.7568	25.3263	3
4	15.0192	15.7702	16.6003	17.1812	17.7825	18.4048	19.0487	19.7156	20.1693	20.6330	21.1071	21.5927	22.0898	22.5973	23.1173	23.6487	24.1931	24.7494	25.3186	25.9010	26.4966	4
5	15.7108	16.5378	17.3647	17.9719	18.6010	19.2521	19.9259	20.6238	21.0980	21.5824	22.0795	22.5869	23.1068	23.6384	24.1814	24.7381	25.3066	25.8886	26.4840	27.0930	27.7163	5
6	16.4711	17.2946	18.1592	18.7951	19.4530	20.1335	20.8385	21.5674	22.0646	22.5719	23.0908	23.6212	24.1654	24.7209	25.2893	25.8712	26.4660	27.0747	27.6972	28.3345	28.9861	6
7	17.2383	18.1006	19.0050	19.6698	20.3586	21.0716	21.8086	22.5719	23.0908	23.6224	24.1654	24.7209	25.2904	25.8712	26.4671	27.0755	27.6977	28.3348	28.9863	29.6531	30.3351	7
8	18.0419	18.9443	19.8914	20.5882	21.3079	22.0543	22.8256	23.6247	24.1687	24.7245	25.2927	25.8747	26.4694	27.0790	27.7012	28.3384	28.9904	29.6572	30.3392	31.0371	31.7510	8
9	18.9465	19.8949	20.8889	21.6202	22.3769	23.1597	23.9702	24.8094	25.3800	25.9643	26.5612	27.1719	27.7976	28.4360	29.0903	29.7595	30.4438	31.1439	31.8602	32.5930	33.3426	9
10	19.7765	20.7650	21.8040	22.5662	23.3561	24.1745	25.0206	25.8954	26.4911	27.1007	27.7243	28.3614	29.0146	29.6814	30.3635	31.0626	31.7766	32.5074	33.2551	34.0199	34.8024	10
11	20.7099	21.7454	22.8325	23.6327	24.4593	25.3158	26.2021	27.1179	27.7425	28.3807	29.0329	29.7010	30.3842	31.0832	31.7973	32.5285	33.2770	34.0423	34.8253	35.6264	36.4456	11
12	21.6869	22.7706	23.9094	24.7463	25.6119	26.5084	27.4360	28.3968	29.0500	29.7183	30.4013	31.1005	31.8156	32.5481	33.2967	34.0622	34.8453	35.6468	36.4665	37.3053	38.1633	12
13	22.7120	23.8474	25.0390	25.9160	26.8231	27.7621	28.7333	29.7389	30.4230	31.1234	31.8386	32.5711	33.3206	34.0865	34.8704	35.6729	36.4925	37.3318	38.1904	39.0689	39.9674	13
14	23.8588	25.0516	26.3042	27.2248	28.1777	29.1637	30.1844	31.2405	31.9591	32.6938	33.4457	34.2161	35.0025	35.8073	36.6313	37.4741	38.3352	39.2168	40.1187	41.0415	41.9855	14
15	25.0483	26.3006	27.6151	28.5818	29.5817	30.6173	31.6894	32.7984	33.5525	34.3239	35.1138	35.9209	36.7474	37.5925	38.4580	39.3420	40.2466	41.1722	42.1192	43.0879	44.0789	15
16	26.3029	27.6174	28.9986	30.0133	31.0637	32.1509	33.2770	34.4411	35.2333	36.0438	36.8726	37.7210	38.5887	39.4763	40.3844	41.3130	42.2625	43.2345	44.2289	45.2460	46.2867	16
17	27.6163	28.9972	30.4472	31.5126	32.6159	33.7570	34.9381	36.1608	36.9932	37.8438	38.7139	39.6047	40.5153	41.4474	42.4003	43.3761	44.3736	45.3942	46.4382	47.5064	48.5989	17
18	28.9977	30.4496	31.9718	33.0900	34.2482	35.4479	36.6878	37.9724	38.8460	39.7390	40.6529	41.5875	42.5449	43.5229	44.5240	45.5479	46.5961	47.6677	48.7641	49.8856	51.0330	18
19	30.4461	31.9682	33.5675	34.7419	35.9574	37.2159	38.5188	39.8666	40.7838	41.7218	42.6816	43.6629	44.6675	45.6949	46.7453	47.8209	48.9209	50.0461	51.1971	52.3747	53.5792	19
20	31.9672	33.5650	35.2436	36.4764	37.7541	39.0756	40.4428	41.8584	42.8204	43.8055	44.8133	45.8442	46.8980	47.9773	49.0803	50.2087	51.3636	52.5452	53.7537	54.9901	56.2549	20
21	33.5650	35.2436	37.0056	38.3007	39.6416	41.0294	42.4657	43.9512	44.9625	45.9970	47.0541	48.1367	49.2435	50.3764	51.5348	52.7208	53.9329	55.1734	56.4425	57.7406	59.0685	21
22	35.2412	37.0035	38.8541	40.2132	41.6207	43.0775	44.5849	46.1462	47.2069	48.2928	49.4041	50.5395	51.7025	52.8917	54.1074	55.3519	56.6251	57.9273	59.2596	60.6226	62.0169	22
23	37.0046	38.8541	40.7965	42.2246	43.7031	45.2321	46.8154	48.4537	49.5684	50.7082	51.8746	53.0684	54.2890	55.5368	56.8146	58.1208	59.4582	60.8259	62.2248	63.6561	65.1201	23
24	38.8529	40.7951	42.8353	44.3345	45.8856	47.4914	49.1540	50.8746	52.0445	53.2418	54.4658	55.7192	57.0005	58.3114	59.6522	61.0241	62.4282	63.8639	65.3328	66.8355	68.3726	24
25	40.7907	42.8307	44.9717	46.5456	48.1746	49.8611	51.6060	53.4128	54.6413	55.8983	57.1830	58.4986	59.8440	61.2205	62.6289	64.0687	65.5426	67.0501	68.5922	70.1699	71.7838	25
26	42.8318	44.9740	47.2217	48.8748	50.5855	52.3557	54.1889	56.0855	57.3746	58.6949	60.0450	61.4260	62.8380	64.2832	65.7619	67.2750	68.8226	70.4054	72.0247	73.6814	75.3761	26
27	44.8499	47.0920	49.4466	51.1778	52.9687	54.8227	56.7409	58.7269	60.0783	61.4604	62.8736	64.3201	65.7987	67.3116	68.8602	70.4447	72.0645	73.7219	75.4175	77.1522	78.9266	27
28	47.0920	49.4466	51.9194	53.7365	55.6170	57.5640	59.5788	61.6636	63.0826	64.5324	66.0168	67.5356	69.0888	70.6777	72.3032	73.9667	75.6680	77.4083	79.1888	81.0101	82.8733	28
29	49.4489	51.9216	54.5174	56.4254	58.3999	60.4444	62.5602	64.7494	66.2384	67.7617	69.3209	70.9153	72.5455	74.2147	75.9217	77.6678	79.4542	81.2815	83.1511	85.0636	87.0200	29
30	51.9184	54.5138	57.2403	59.2435	61.3169	63.4637	65.6838	67.9833	69.5467	71.1461	72.7830	74.4569	76.1697	77.9215	79.7137	81.5470	83.4227	85.3416	87.3044	89.3124	91.3666	30
31	54.5104	57.2358	60.0977	62.2019	64.3785	66.6321	68.9637	71.3780	73.0196	74.6990	76.4166	78.1741	79.9718	81.8121	83.6938	85.6189	87.5876	89.6022	91.6631	93.7714	95.9284	31
32	57.2358	60.0977	63.1033	65.3119	67.5976	69.9636	72.4123	74.9470	76.6703	78.4335	80.2382	82.0830	83.9715	85.9024	87.8782	89.8998	91.9673	94.0826	96.2465	98.4602	100.7247	32
33	60.0977	63.1033	66.2578	68.5768	70.9773	73.4617	76.0332	78.6942	80.5035	82.3551	84.2494	86.1871	88.1696	90.1970	92.2728	94.3942	96.5650	98.7861	101.0582	103.3826	105.7603	33
34	63.1033	66.2578	69.5710	72.0060	74.5258	77.1354	79.8340	82.6284	84.5293	86.4730	88.4626	90.4968	92.5779	94.7077	96.8852	99.1135	101.3935	103.7255	106.1112	108.5518	111.0485	34
35	66.2578	69.5710	73.0496	75.6060	78.2522	80.9913	83.8257	86.7600	88.7553	90.7975	92.8857	95.0221	97.2068	99.4430	101.7298	104.0696	106.4631	108.9117	111.4166	113.9793	116.6007	35