



City of Alexandria, VA
Labor & Trades Pay Scale (Non-VRS Participating Employees) (GNLT) - 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				31,747.04	32,898.58	34,091.72	35,328.02	36,563.80	37,804.12	38,263.68	39,148.08	40,046.50	40,966.90	41,909.40	42,871.40	43,857.32	44,868.20	45,899.62	46,955.48	48,035.52	49,140.26	1
2			32,059.04	33,221.76	34,455.72	35,661.86	36,909.86	38,200.50	39,079.30	39,978.12	40,898.52	41,838.68	42,800.16	43,786.60	44,792.28	45,822.92	46,876.96	47,955.44	49,058.36	50,186.76	51,340.90	2
3		31,935.28																				3
4	31,779.80	33,452.12	35,212.84	36,445.24	37,720.80	39,040.82	40,406.60	41,821.52	42,783.52	43,767.36	44,773.04	45,803.16	46,857.46	47,934.12	49,037.30	50,164.66	51,318.80	52,498.68	53,706.64	54,941.90	56,205.24	4
5	33,326.28	35,080.24	36,834.46	38,122.24	39,456.82	40,838.20	42,267.16	43,747.86	44,753.80	45,781.06	46,835.62	47,911.76	49,014.94	50,142.30	51,294.36	52,475.02	53,680.90	54,915.38	56,178.46	57,470.66	58,792.76	5
6	34,939.32	36,685.74	38,519.78	39,868.66	41,264.08	42,707.60	44,203.38	45,749.08	46,803.90	47,880.04	48,980.88	50,105.64	51,260.30	52,438.88	53,644.24	54,878.98	56,140.24	57,431.40	58,752.20	60,103.42	61,486.10	6
7	36,566.14	38,395.50	40,314.04	41,724.28	43,185.22	44,697.64	46,260.76	47,880.04	48,980.88	50,108.76	51,260.30	52,438.88	53,646.84	54,878.98	56,142.84	57,433.22	58,753.24	60,104.20	61,486.36	62,901.02	64,347.66	7
8	38,270.96	40,185.08	42,194.10	43,672.20	45,198.92	46,781.80	48,418.50	50,112.92	51,267.58	52,446.42	53,651.52	54,886.52	56,147.52	57,440.76	58,760.52	60,112.52	61,494.94	62,909.60	64,356.50	65,836.68	67,350.92	8
9	40,190.02	42,201.64	44,309.98	45,861.40	47,466.38	49,127.00	50,846.12	52,626.34	53,836.90	55,076.06	56,342.52	57,637.84	58,965.14	60,319.48	61,707.10	63,126.44	64,578.28	66,063.40	67,582.84	69,137.12	70,727.28	9
10	41,950.22	44,047.38	46,251.14	47,868.08	49,543.52	51,279.80	53,074.06	54,930.20	56,193.80	57,487.04	58,809.40	60,160.88	61,546.42	62,961.08	64,407.72	65,890.76	67,405.52	68,955.64	70,541.64	72,164.04	73,823.88	10
11	43,930.38	46,126.60	48,432.54	50,130.60	51,883.78	53,700.40	55,580.20	57,523.18	58,848.40	60,201.96	61,585.42	63,002.68	64,451.66	65,934.44	67,449.20	69,000.36	70,587.92	72,211.62	73,872.24	75,571.34	77,309.70	11
12	46,002.84	48,301.50	50,717.16	52,492.44	54,328.82	56,230.46	58,197.88	60,236.02	61,621.82	63,039.08	64,487.80	65,971.10	67,487.94	69,041.96	70,629.52	72,253.74	73,914.62	75,614.76	77,353.64	79,133.08	80,953.08	12
13	48,177.48	50,585.86	53,113.32	54,973.88	56,897.88	58,889.48	60,949.72	63,083.02	64,534.34	66,019.72	67,536.82	69,090.58	70,680.48	72,305.22	73,968.18	75,670.14	77,408.76	79,189.24	81,010.54	82,873.96	84,780.02	13
14	50,610.04	53,140.10	55,797.04	57,749.90	59,771.40	61,862.84	64,027.86	66,268.28	67,792.66	69,350.84	70,946.20	72,580.04	74,248.20	75,952.62	77,703.34	79,490.84	81,317.60	83,187.78	85,100.86	87,058.40	89,060.66	14
15	53,133.08	55,789.76	58,578.00	60,628.62	62,749.44	64,945.92	67,220.66	69,572.62	71,172.40	72,808.84	74,484.54	76,196.64	77,949.56	79,742.00	81,578.12	83,453.24	85,372.04	87,335.56	89,344.06	91,399.10	93,501.46	15
16	55,794.44	58,582.68	61,512.36	63,664.90	65,893.10	68,199.30	70,587.92	73,057.40	74,738.04	76,456.90	78,215.02	80,014.48	81,855.54	83,738.20	85,664.54	87,634.04	89,648.00	91,710.06	93,819.44	95,977.18	98,184.84	16
17	58,580.34	61,509.76	64,585.30	66,845.48	69,185.48	71,606.08	74,111.70	76,705.20	78,470.60	80,275.26	82,121.00	84,010.68	85,941.96	87,919.26	89,940.50	92,010.36	94,126.76	96,291.26	98,505.94	100,771.58	103,099.22	17
18	61,514.70	64,590.76	67,819.44	70,191.16	72,648.42	75,193.04	77,822.94	80,548.00	82,401.28	84,295.64	86,233.94	88,216.18	90,247.04	92,321.84	94,445.52	96,611.56	98,840.82	101,144.00	103,439.70	105,818.44	108,252.30	18
19	64,582.96	67,811.90	71,204.12	73,695.44	76,274.12	78,943.02	81,707.08	84,566.04	86,511.88	88,501.40	90,536.94	92,618.76	94,749.72	96,929.30	99,157.24	101,439.00	103,771.98	106,158.78	108,600.44	111,098.52	113,653.54	19
20	67,809.56	71,199.18	74,759.62	77,374.96	80,085.20	82,888.52	85,788.30	88,790.78	90,831.78	92,921.40	95,058.86	97,245.72	99,481.20	101,770.76	104,110.50	106,504.06	108,954.04	111,460.44	114,023.78	116,646.14	119,329.08	20
21	71,199.18	74,759.62	78,497.38	81,244.28	84,086.68	87,032.92	90,079.34	93,230.54	95,375.54	97,569.94	99,812.44	102,108.76	104,456.30	106,859.74	109,317.00	111,832.46	114,403.90	117,035.10	119,727.14	122,480.80	125,297.64	21
22	74,754.68	78,492.44	82,418.44	85,301.32	88,286.64	91,377.00	94,574.74	97,886.36	100,136.40	102,440.00	104,797.16	107,205.80	109,672.68	112,195.46	114,774.14	117,413.66	120,114.54	122,876.78	125,703.24	128,594.44	131,551.94	22
23	78,495.30	82,418.44	86,538.92	89,567.66	92,704.04	95,947.80	99,305.96	102,780.86	105,145.82	107,563.56	110,037.98	112,570.12	115,159.20	117,805.74	120,516.76	123,287.32	126,124.44	129,025.52	131,992.90	135,028.92	138,134.36	23
24	82,415.84	86,535.80	90,863.24	94,043.56	97,333.60	100,740.12	104,266.76	107,916.90	110,398.34	112,938.28	115,534.12	118,193.14	120,910.92	123,691.88	126,536.28	129,445.94	132,423.98	135,469.88	138,585.72	141,773.06	145,033.72	24
25	86,526.18	90,853.62	95,395.04	98,733.96	102,189.36	105,766.44	109,467.80	113,300.98	115,906.44	118,573.00	121,297.80	124,088.90	126,942.40	129,862.46	132,850.12	135,904.08	139,030.58	142,228.58	145,499.64	148,846.36	152,269.52	25
26	90,855.96	95,399.98	100,168.12	103,675.00	107,303.30	111,058.22	114,946.78	118,970.02	121,704.44	124,505.16	127,369.06	130,298.48	133,293.68	136,359.34	139,495.98	142,705.42	145,988.44	149,345.82	152,780.68	156,294.84	159,889.60	26
27	95,136.86	99,892.78	104,887.38	108,559.88	112,358.48	116,291.24	120,360.50	124,573.02	127,439.26	130,371.54	133,369.08	136,437.60	139,573.72	142,783.16	146,068.26	149,428.76	152,865.18	156,380.90	159,977.48	163,657.26	167,421.28	27
28	99,892.78	104,887.38	110,132.62	113,987.64	117,976.04	122,106.40	126,380.02	130,802.36	133,812.38	136,887.92	140,036.52	143,258.18	146,553.16	149,923.28	153,371.40	156,900.12	160,508.92	164,200.66	167,977.16	171,840.76	175,793.02	28
29	104,892.32	110,137.56	115,643.58	119,691.00	123,879.34	128,216.14	132,704.26	137,348.12	140,506.60	143,737.88	147,045.08	150,427.16	153,885.16	157,426.36	161,047.12	164,751.08	168,540.32	172,416.40	176,382.44	180,438.96	184,589.08	29
30	110,130.54	115,636.04	121,419.48	125,668.92	130,067.08	134,620.72	139,330.36	144,207.70	147,524.52	150,917.00	154,389.30	157,940.12	161,573.10	165,289.02	169,090.74	172,979.56	176,958.34	181,028.64	185,192.28	189,451.86	193,809.20	30
31	115,629.02	121,409.86	127,480.86	131,944.28	136,561.62	141,341.72	146,287.70	151,408.92	154,890.84	158,453.36	162,097.00	165,824.88	169,638.04	173,542.20	177,533.46	181,617.02	185,793.14	190,066.76	194,438.14	198,910.40	203,485.88	31
32	121,409.86	127,480.86	133,856.32	138,541.26	143,389.74	148,408.52	153,603.06	158,979.86	162,634.94	166,374.78	170,203.54	174,116.80	178,122.36	182,218.66	186,409.34	190,697.78	195,083.72	199,570.28	204,160.58	208,856.18	213,660.20	32
33	127,480.86	133,856.32	140,548.20	145,466.62	150,558.98	155,828.92	161,283.20	166,928.32	170,765.92	174,693.74	178,711.78	182,822.12	187,028.14	191,328.28	195,731.38	200,231.46	204,836.06	209,547.78	214,367.40	219,298.04	224,341.78	33
34	133,856.32	140,548.20	147,575.74	152,740.64	158,085.98	163,621.38	169,346.06	175,273.54	179,305.88	183,428.96	187,648.76	191,964.24	196,379.04	200,896.28	205,515.44	210,242.24	215,078.50	220,025.26	225,085.90	230,262.02	235,558.70	34
35	140,548.20	147,575.74	154,954.54	160,377.62	165,990.76	171,800.98	177,813.22	184,037.62	188,269.90	192,602.02	197,031.64	201,563.44	206,197.42	210,941.12	215,791.94	220,755.08	225,832.36	231,026.38	236,340.00	241,776.08	247,336.70	35

Effective 07/04/2026