



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

Pay Increase 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				15.2630	15.8166	16.3903	16.9846	17.5788	17.9828	18.3960	18.8197	19.2531	19.6956	20.1488	20.6112	21.0853	21.5712	22.0671	22.5747	23.0940	23.6251	1
2		15.3535	15.4130	15.9720	16.5553	17.1451	17.7451	18.3656	18.7881	19.2202	19.6627	20.1147	20.5770	21.0512	21.5348	22.0302	22.5370	23.0555	23.5858	24.1283	24.6831	2
3		16.0828	16.1616	16.7478	17.3340	17.9406	18.5681	19.2179	19.6604	20.1124	20.5748	21.0490	21.5326	22.0277	22.5345	23.0533	23.5824	24.1249	24.6797	25.2474	25.8281	3
4	15.2787	16.0828	16.9293	17.5217	18.1350	18.7696	19.4263	20.1065	20.5690	21.0420	21.5255	22.0207	22.5276	23.0452	23.5756	24.1176	24.6725	25.2398	25.8205	26.4144	27.0217	4
5	16.0222	16.8655	17.7089	18.3280	18.9696	19.6337	20.3208	21.0326	21.5162	22.0101	22.5171	23.0345	23.5649	24.1069	24.6608	25.2284	25.8081	26.4016	27.0089	27.6301	28.2657	5
6	16.7977	17.6374	18.5191	19.1676	19.8385	20.5325	21.2516	21.9948	22.5019	23.0193	23.5485	24.0893	24.6444	25.2110	25.7905	26.3841	26.9905	27.6113	28.2463	28.8959	29.5606	6
7	17.5799	18.4594	19.3817	20.0597	20.7621	21.4892	22.2408	23.0193	23.5485	24.0907	24.6444	25.2110	25.7917	26.3841	26.9917	27.6121	28.2467	28.8963	29.5608	30.2409	30.9364	7
8	18.3995	19.3197	20.2856	20.9962	21.7302	22.4913	23.2781	24.0928	24.6479	25.2146	25.7940	26.3877	26.9940	27.6157	28.2503	28.9002	29.5649	30.2450	30.9406	31.6523	32.3803	8
9	19.3221	20.2892	21.3029	22.0487	22.8204	23.6187	24.4453	25.3011	25.8831	26.4789	27.0878	27.7105	28.3486	28.9997	29.6669	30.3493	31.0472	31.7612	32.4917	33.2390	34.0035	9
10	20.1684	21.1766	22.2361	23.0135	23.8190	24.6537	25.5164	26.4087	27.0162	27.6380	28.2738	28.9235	29.5896	30.2697	30.9652	31.6783	32.4065	33.1517	33.9142	34.6942	35.4922	10
11	21.1204	22.1763	23.2849	24.1012	24.9441	25.8175	26.7213	27.6554	28.2925	28.9433	29.6084	30.2897	30.9864	31.6993	32.4275	33.1732	33.9365	34.7171	35.5155	36.3324	37.1681	11
12	22.1167	23.2219	24.3833	25.2368	26.1196	27.0339	27.9798	28.9596	29.6259	30.3073	31.0038	31.7169	32.4461	33.1932	33.9565	34.7374	35.5359	36.3532	37.1893	38.0447	38.9197	12
13	23.1622	24.3201	25.5352	26.4297	27.3547	28.3123	29.3028	30.3284	31.0261	31.7403	32.4696	33.2166	33.9810	34.7621	35.5616	36.3799	37.2158	38.0718	38.9474	39.8432	40.7596	13
14	24.3317	25.5481	26.8255	27.7644	28.7362	29.7418	30.7826	31.8598	32.5926	33.3418	34.1087	34.8942	35.6962	36.5171	37.3574	38.2168	39.0950	39.9941	40.9139	41.8550	42.8176	14
15	25.5447	26.8220	28.1625	29.1484	30.1680	31.2240	32.3176	33.4484	34.2175	35.0043	35.8099	36.6330	37.4758	38.3375	39.2202	40.1217	41.0443	41.9882	42.9539	43.9419	44.9526	15
16	26.8242	28.1647	29.5733	30.6081	31.6794	32.7881	33.9365	35.1237	35.9317	36.7581	37.6034	38.4685	39.3536	40.2587	41.1849	42.1318	43.1000	44.0914	45.1055	46.1429	47.2042	16
17	28.1636	29.5720	31.0506	32.1372	33.2623	34.4260	35.6306	36.8775	37.7263	38.5939	39.4812	40.3897	41.3182	42.2689	43.2406	44.2357	45.2532	46.2939	47.3586	48.4479	49.5621	17
18	29.5744	31.0532	32.6055	33.7458	34.9271	36.1505	37.4149	38.7250	39.6160	40.5267	41.4586	42.4116	43.3880	44.3855	45.4065	46.4507	47.5196	48.6125	49.7306	50.8743	52.0444	18
19	31.0495	32.6019	34.2328	35.4305	36.6703	37.9534	39.2822	40.6567	41.5922	42.5487	43.5274	44.5282	45.5528	46.6006	47.6718	48.7687	49.8904	51.0379	52.2118	53.4127	54.6411	19
20	32.6007	34.2304	35.9421	37.1995	38.5025	39.8502	41.2444	42.6879	43.6691	44.6737	45.7014	46.7527	47.8275	48.9282	50.0531	51.2039	52.3817	53.5867	54.8191	56.0799	57.3698	20
21	34.2304	35.9421	37.7391	39.0597	40.4273	41.8427	43.3074	44.8224	45.8536	46.9086	47.9867	49.0908	50.2194	51.3749	52.5563	53.7657	55.0019	56.2669	57.5611	58.8850	60.2393	21
22	35.9398	37.7368	39.6242	41.0102	42.4455	43.9313	45.4686	47.0607	48.1425	49.2500	50.3833	51.5413	52.7212	53.9401	55.1799	56.4489	57.7474	59.0754	60.4343	61.8243	63.2461	22
23	37.7381	39.6242	41.6052	43.0614	44.5693	46.1287	47.7433	49.4139	50.5509	51.7132	52.9029	54.1203	55.3650	56.6374	57.9407	59.2728	60.6367	62.0315	63.4581	64.9178	66.4107	23
24	39.6230	41.6037	43.6843	45.2132	46.7950	48.4328	50.1282	51.8831	53.0761	54.2972	55.5452	56.8236	58.1303	59.4672	60.8347	62.2336	63.6654	65.1298	66.6277	68.1601	69.7278	24
25	41.5991	43.6796	45.8630	47.4682	49.1295	50.8493	52.6288	54.4716	55.7243	57.0063	58.3163	59.6581	61.0300	62.4339	63.8703	65.3385	66.8416	68.3791	69.9517	71.5607	73.2065	25
26	43.6808	45.8654	48.1578	49.8437	51.5581	53.3934	55.2629	57.1971	58.5118	59.8582	61.2351	62.6435	64.0835	65.5574	67.0654	68.6084	70.1867	71.8009	73.4523	75.1417	76.8700	26
27	45.7389	48.0254	50.4266	52.1922	54.0185	55.9093	57.8656	59.8909	61.2689	62.6786	64.1197	65.5950	67.1027	68.6458	70.2251	71.8407	73.4929	75.1831	76.9123	78.6814	80.4910	27
28	48.0254	50.4266	52.9484	54.8017	56.7193	58.7050	60.7596	62.8858	64.3329	65.8115	67.3252	68.8741	70.4582	72.0785	73.7363	75.4328	77.1678	78.9426	80.7583	82.6158	84.5159	28
29	50.4290	52.9508	55.5979	57.5437	59.5574	61.6424	63.8001	66.0328	67.5512	69.1047	70.6948	72.3208	73.9833	75.6857	77.4265	79.2072	81.0290	82.8925	84.7992	86.7495	88.7447	29
30	52.9474	55.5943	58.3747	60.4177	62.5323	64.7215	66.9857	69.3306	70.9253	72.5562	74.2256	75.9327	77.6794	79.4659	81.2936	83.1632	85.0761	87.0330	89.0348	91.0826	93.1775	30
31	55.5909	58.3701	61.2889	63.4347	65.6546	67.9528	70.3306	72.7927	74.4668	76.1795	77.9312	79.7235	81.5568	83.4337	85.3526	87.3159	89.3236	91.3782	93.4799	95.6300	97.8298	31
32	58.3701	61.2889	64.3540	66.6064	68.9374	71.3503	73.8476	76.4326	78.1899	79.9879	81.8286	83.7100	85.6358	87.6051	89.6199	91.6816	93.7902	95.9473	98.1541	100.4116	102.7212	32
33	61.2889	64.3540	67.5712	69.9359	72.3841	74.9177	77.5400	80.2540	82.0990	83.9874	85.9191	87.8953	89.9174	91.9848	94.1016	96.2651	98.4789	100.7441	103.0613	105.4317	107.8566	33
34	64.3540	67.5712	70.9499	73.4330	76.0029	78.6641	81.4164	84.2661	86.2048	88.1870	90.2158	92.2905	94.4130	96.5847	98.8055	101.0780	103.4031	105.7814	108.2144	110.7034	113.2494	34
35	67.5712	70.9499	74.4974	77.1046	79.8032	82.5966	85.4871	88.4796	90.5144	92.5971	94.7267	96.9055	99.1334	101.4140	103.7461	106.1322	108.5732	111.0704	113.6250	116.2385	118.9119	35

Effective 07/04/2026