



City of Alexandria, VA
Administrative & Technical Pay Scale (City-VRS Participating Employees) (GSAD) - 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				15.4387	15.9987	16.5790	17.1591	17.7597	18.1674	18.5850	19.0134	19.4510	19.8980	20.3558	20.8231	21.3018	21.7930	22.2941	22.8068	23.3315	23.8681	1
2			15.3416	16.1491	16.7348	17.3207	17.9275	18.5543	18.9815	19.4179	19.8650	20.3213	20.7885	21.2676	21.7561	22.2565	22.7686	23.2922	23.8279	24.3759	24.9366	2
3		15.5245	16.3479	16.9200	17.5123	18.1248	18.7590	19.4156	19.8624	20.3190	20.7862	21.2654	21.7537	22.2541	22.7662	23.2903	23.8248	24.3728	24.9332	25.5068	26.0934	3
4	15.4741	16.2886	17.1030	17.7017	18.3212	18.9623	19.6259	20.3132	20.7804	21.2581	21.7467	22.2471	22.7592	23.2818	23.8177	24.3653	24.9259	25.4992	26.0858	26.6857	27.2994	4
5	16.1871	17.0391	17.8909	18.5165	19.1646	19.8354	20.5295	21.2487	21.7373	22.2363	22.7486	23.2713	23.8070	24.3546	24.9141	25.4878	26.0732	26.6729	27.2863	27.9139	28.5559	5
6	16.9702	17.8188	18.7093	19.3644	20.0425	20.7436	21.4698	22.2208	22.7331	23.2560	23.7905	24.3369	24.8976	25.4701	26.0556	26.6553	27.2679	27.8950	28.5366	29.1928	29.8644	6
7	17.7608	18.6490	19.5811	20.2659	20.9754	21.7101	22.4695	23.2560	23.7905	24.3381	24.8976	25.4701	26.0567	26.6553	27.2693	27.8961	28.5371	29.1933	29.8649	30.5517	31.2543	7
8	18.5887	19.5183	20.4942	21.2120	21.9537	22.7225	23.5174	24.3404	24.9011	25.4735	26.0590	26.6588	27.2713	27.8994	28.5405	29.1971	29.8689	30.5557	31.2585	31.9775	32.7130	8
9	19.5207	20.4975	21.5221	22.2754	23.0547	23.8615	24.6966	25.5612	26.1491	26.7509	27.3662	27.9953	28.6399	29.2976	29.9717	30.6611	31.3662	32.0876	32.8257	33.5806	34.3530	9
10	20.3758	21.3941	22.4644	23.2499	24.0638	24.9072	25.7787	26.6801	27.2940	27.9220	28.5643	29.2208	29.8937	30.5809	31.2835	32.0037	32.7396	33.4926	34.2628	35.0508	35.8571	10
11	21.3374	22.4043	23.5245	24.3488	25.2004	26.0827	26.9957	27.9398	28.5832	29.2408	29.9124	30.6010	31.3047	32.0251	32.7608	33.5142	34.2855	35.0741	35.8807	36.7059	37.5503	11
12	22.3440	23.4604	24.6340	25.4961	26.3880	27.3117	28.2673	29.2574	29.9304	30.6188	31.3225	32.0429	32.7795	33.5344	34.3054	35.0946	35.9011	36.7267	37.5716	38.4356	39.3196	12
13	23.4002	24.5699	25.7977	26.7015	27.6358	28.6031	29.6038	30.6401	31.3450	32.0664	32.8032	33.5580	34.3305	35.1193	35.9272	36.7537	37.5985	38.4633	39.3479	40.2528	41.1786	13
14	24.5817	25.8106	27.1011	28.0497	29.0316	30.0473	31.0989	32.1872	32.9276	33.6844	34.4593	35.2529	36.0630	36.8921	37.7415	38.6096	39.4966	40.4050	41.3343	42.2851	43.2575	14
15	25.8073	27.0975	28.4521	29.4479	30.4781	31.5450	32.6495	33.7920	34.5693	35.3641	36.1778	37.0094	37.8608	38.7314	39.6233	40.5339	41.4660	42.4198	43.3111	44.3934	45.4147	15
16	27.0999	28.4543	29.8771	30.9226	32.0050	33.1251	34.2855	35.4846	36.3008	37.1358	37.9898	38.8641	39.7581	40.6724	41.6081	42.5650	43.5428	44.5444	45.5690	46.6171	47.6892	16
17	28.4532	29.8761	31.3699	32.4675	33.6042	34.7798	35.9969	37.2564	38.1140	38.9905	39.8871	40.8048	41.7428	42.7033	43.6849	44.6902	45.7182	46.7696	47.8454	48.9503	50.0716	17
18	29.8783	31.3722	32.9405	34.0925	35.2859	36.5222	37.7996	39.1230	40.0232	40.9433	41.8848	42.8477	43.8339	44.8416	45.8730	46.9281	48.0080	49.1120	50.2418	51.3972	52.5792	18
19	31.3687	32.9371	34.5846	35.7946	37.0472	38.3435	39.6859	41.0745	42.0196	42.9859	43.9747	44.9859	46.0209	47.0795	48.1620	49.2701	50.4032	51.5623	52.7482	53.9615	55.2026	19
20	32.9358	34.5823	36.3115	37.5819	38.8984	40.2595	41.6682	43.1267	44.1178	45.1327	46.1712	47.2333	48.3189	49.4309	50.5674	51.7303	52.9202	54.1372	55.3824	56.6561	57.9591	20
21	34.5823	36.3115	38.1271	39.4612	40.8428	42.2727	43.7524	45.2830	46.3249	47.3905	48.4800	49.5952	50.7355	51.9028	53.0964	54.3180	55.5671	56.8452	58.1528	59.4903	60.8586	21
22	36.3091	38.1247	40.0314	41.4318	42.8818	44.3826	45.9358	47.5444	48.6372	49.7561	50.9013	52.0707	53.2690	54.4942	55.7469	57.0292	58.3410	59.6828	61.0555	62.4598	63.8963	22
23	38.1259	40.0314	42.0324	43.5040	45.0273	46.6030	48.2430	49.9218	51.0703	52.2446	53.4466	54.6767	55.9338	57.2195	58.5358	59.8819	61.2598	62.6687	64.1102	65.5846	67.0931	23
24	40.0300	42.0314	44.1331	45.6781	47.2758	48.9307	50.6432	52.4165	53.6216	54.8551	56.1160	57.4076	58.7275	60.0783	61.4598	62.8734	64.3197	65.7990	67.3123	68.8605	70.4444	24
25	42.0267	44.1284	46.3343	47.9561	49.6343	51.3719	53.1696	55.0314	56.2970	57.5920	58.9157	60.2712	61.6572	63.0757	64.5268	66.0100	67.5284	69.0817	70.6705	72.2960	73.9587	25
26	44.1297	46.3367	48.6526	50.3559	52.1181	53.9420	55.8309	57.7850	59.1131	60.4735	61.8644	63.2872	64.7420	66.2313	67.7546	69.3135	70.9080	72.5388	74.2073	75.9139	77.6600	26
27	46.2091	48.5191	50.9448	52.7287	54.5737	56.4838	58.4604	60.5065	61.8986	63.3226	64.7788	66.2691	67.7925	69.3513	70.9468	72.5793	74.2480	75.9558	77.7028	79.4899	81.3183	27
28	48.5191	50.9448	53.4926	55.3650	57.3024	59.3082	61.3843	63.5319	64.9939	66.4877	68.0172	69.5821	71.1823	72.8192	74.4942	76.2082	77.9608	79.7537	81.5882	83.4647	85.3844	28
29	50.9471	53.4950	56.1691	58.1350	60.1694	62.2759	64.4560	66.7115	68.2455	69.8150	71.4212	73.0640	74.7436	76.4634	78.2222	80.0213	81.8615	83.7444	85.6705	87.6409	89.6567	29
30	53.4914	56.1657	58.9748	61.0386	63.1749	65.3866	67.6741	70.0433	71.6544	73.3017	74.9883	76.7131	78.4778	80.2826	82.1289	84.0177	85.9505	87.9274	89.9498	92.0184	94.1350	30
31	56.1622	58.9702	61.9187	64.0866	66.3294	68.6511	71.0533	73.5408	75.2321	76.9626	78.7321	80.5428	82.3951	84.2913	86.2296	88.2133	90.2417	92.3173	94.4405	96.6128	98.8349	31
32	58.9702	61.9187	65.0152	67.2908	69.6459	72.0836	74.6064	77.2181	78.9934	80.8103	82.6694	84.5702	86.5160	88.5054	90.5408	92.6238	94.7538	96.9334	99.1628	101.4435	103.7769	32
33	61.9187	65.0152	68.2657	70.6548	73.1280	75.6877	78.3370	81.0786	82.9427	84.8506	86.8022	88.7989	90.8414	92.9301	95.0687	97.2545	99.4912	101.7797	104.1205	106.5153	108.9650	33
34	65.0152	68.2657	71.6790	74.1877	76.7840	79.4722	82.2531	85.1321	87.0906	89.0932	91.1431	93.2389	95.3833	97.5775	99.8211	102.1169	104.4659	106.8687	109.3266	111.8412	114.4134	34
35	68.2657	71.6790	75.2630	77.8969	80.6231	83.4455	86.3657	89.3890	91.4446	93.5486	95.7002	97.9015	100.1523	102.4563	104.8124	107.2229	109.6890	112.2118	114.7928	117.4330	120.1339	35

Effective 07/04/2026