



City of Alexandria, VA
Labor & Trades Pay Scale (City-VRS Participating Employees) (GSLT) - 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			15.2496	15.7833	16.3357	16.9075	17.4992	18.1117	18.5275	18.9533	19.3902	19.8365	20.2923	20.7591	21.2357	21.7240	22.2249	22.7360	23.2588	23.7938	24.3412	1
2		15.1731	15.9318	16.4894	17.0665	17.6640	18.2828	18.9220	19.3576	19.8027	20.2587	20.7241	21.2006	21.6892	22.1872	22.6977	23.2199	23.7539	24.3003	24.8592	25.4309	2
3	15.1219	15.8780	16.6719	17.2555	17.8594	18.4841	19.1308	19.8004	20.2561	20.7217	21.1982	21.6869	22.1850	22.6951	23.2174	23.7519	24.2970	24.8559	25.4274	26.0123	26.6107	3
4	15.8204	16.6114	17.4420	18.0526	18.6844	19.3381	20.0150	20.7158	21.1921	21.6794	22.1778	22.6879	23.2102	23.7434	24.2898	24.8482	25.4199	26.0046	26.6027	27.2147	27.8406	4
5	16.5078	17.3767	18.2455	18.8835	19.5446	20.2285	20.9365	21.6699	22.1681	22.6771	23.1994	23.7326	24.2790	24.8373	25.4078	25.9930	26.5901	27.2016	27.8272	28.4672	29.1219	5
6	17.3065	18.1719	19.0802	19.7482	20.4396	21.1548	21.8953	22.6612	23.1837	23.7169	24.2621	24.8193	25.3910	25.9750	26.5720	27.1837	27.8084	28.4479	29.1021	29.7714	30.4564	6
7	18.1129	19.0185	19.9692	20.6675	21.3911	22.1404	22.9147	23.7169	24.2621	24.8204	25.3910	25.9750	26.5732	27.1837	27.8097	28.4489	29.1027	29.7719	30.4568	31.1572	31.8738	7
8	18.9572	19.9052	20.9005	21.6325	22.3889	23.1728	23.9834	24.8228	25.3947	25.9784	26.5754	27.1871	27.8120	28.4523	29.1063	29.7758	30.4608	31.1613	31.8780	32.6113	33.3614	8
9	19.9076	20.9039	21.9486	22.7169	23.5117	24.3345	25.1861	26.0679	26.6673	27.2811	27.9086	28.5502	29.2075	29.8783	30.5657	31.2688	31.9879	32.7236	33.4763	34.2463	35.0338	9
10	20.7796	21.8181	22.9097	23.7107	24.5408	25.4007	26.2896	27.2088	27.8349	28.4754	29.1304	29.7999	30.4862	31.1870	31.9035	32.6381	33.3885	34.1563	34.9418	35.7455	36.5678	10
11	21.7602	22.8483	23.9908	24.8313	25.6999	26.5998	27.5308	28.4935	29.1497	29.8204	30.5054	31.2075	31.9253	32.6600	33.4101	34.1784	34.9650	35.7691	36.5918	37.4335	38.2945	11
12	22.7869	23.9255	25.1222	26.0013	26.9109	27.8530	28.8276	29.8372	30.5236	31.2258	31.9433	32.6779	33.4293	34.1990	34.9853	35.7901	36.6127	37.4547	38.3162	39.1974	40.0988	12
13	23.8640	25.0569	26.3090	27.2307	28.1835	29.1700	30.1905	31.2474	31.9662	32.7019	33.4535	34.2232	35.0109	35.8154	36.6393	37.4822	38.3436	39.2257	40.1278	41.0507	41.9949	13
14	25.0689	26.3222	27.6383	28.6057	29.6069	30.6428	31.7152	32.8251	33.5803	34.3520	35.1424	35.9515	36.7777	37.6233	38.4895	39.3748	40.2794	41.2059	42.1536	43.1231	44.1149	14
15	26.3188	27.6347	29.0160	30.0316	31.0822	32.1702	33.2966	34.4618	35.2544	36.0650	36.8948	37.7429	38.6113	39.4992	40.4087	41.3373	42.2879	43.2606	44.1696	45.2733	46.3148	15
16	27.6370	29.0183	30.4693	31.5355	32.6393	33.7816	34.9650	36.1879	37.0204	37.8719	38.7427	39.6344	40.5461	41.4785	42.4328	43.4085	44.4059	45.4272	46.4723	47.5410	48.6343	16
17	29.0172	30.4682	31.9917	33.1109	34.2703	35.4692	36.7103	37.9949	38.8694	39.7634	40.6777	41.6135	42.5701	43.5496	44.5507	45.5760	46.6243	47.6966	48.7937	49.9207	51.0640	17
18	30.4705	31.9939	33.5935	34.7682	35.9853	37.2459	38.5487	39.8984	40.8165	41.7549	42.7149	43.6969	44.7027	45.7304	46.7822	47.8583	48.9595	50.0854	51.2375	52.4159	53.6214	18
19	31.9906	33.5899	35.2701	36.5039	37.7815	39.1034	40.4725	41.8888	42.8524	43.8379	44.8464	45.8775	46.9330	48.0126	49.1165	50.2465	51.4023	52.5843	53.7937	55.0310	56.2967	19
20	33.5886	35.2677	37.0313	38.3267	39.6693	41.0576	42.4941	43.9814	44.9923	46.0273	47.0863	48.1695	49.2766	50.4106	51.5696	52.7596	53.9690	55.2102	56.4799	57.7791	59.1080	20
21	35.2677	37.0313	38.8829	40.2432	41.6523	43.1105	44.6195	46.1806	47.2431	48.3299	49.4409	50.5782	51.7411	52.9316	54.1487	55.3946	56.6685	57.9720	59.3053	60.6694	62.0648	21
22	37.0288	38.8803	40.8248	42.2529	43.7317	45.2623	46.8463	48.4867	49.6013	50.7422	51.9101	53.1028	54.3248	55.5744	56.8519	58.1596	59.4973	60.8658	62.2656	63.6978	65.1627	22
23	38.8815	40.8248	42.8656	44.3662	45.9198	47.5267	49.1900	50.9114	52.0825	53.2801	54.5058	55.7604	57.0423	58.3536	59.6960	61.0688	62.4740	63.9108	65.3808	66.8846	68.4229	23
24	40.8234	42.8645	45.0079	46.5834	48.2128	49.9003	51.6471	53.4554	54.6843	55.9424	57.2282	58.5455	59.8915	61.2689	62.6780	64.1195	65.5945	67.1031	68.6464	70.2254	71.8404	24
25	42.8596	45.0031	47.2527	48.9066	50.6181	52.3900	54.2234	56.1221	57.4127	58.7336	60.0834	61.4658	62.8793	64.3259	65.8057	67.3183	68.8669	70.4508	72.0712	73.7288	75.4246	25
26	45.0043	47.2551	49.6169	51.3539	53.1511	55.0112	56.9376	58.9303	60.2849	61.6721	63.0906	64.5416	66.0252	67.5440	69.0976	70.6874	72.3134	73.9765	75.6781	77.4186	79.1992	26
27	47.1249	49.4807	51.9545	53.7738	55.6554	57.6033	59.6191	61.7059	63.1254	64.5777	66.0627	67.5825	69.1362	70.7259	72.3531	74.0178	75.7196	77.4614	79.2428	81.0654	82.9300	27
28	49.4807	51.9545	54.5529	56.4623	58.4382	60.4837	62.6008	64.7911	66.2820	67.8055	69.3654	70.9611	72.5932	74.2626	75.9707	77.7185	79.5060	81.3345	83.2052	85.1190	87.0767	28
29	51.9569	54.5553	57.2824	59.2872	61.3619	63.5102	65.7334	68.0337	69.5982	71.1989	72.8368	74.5123	76.2250	77.9789	79.7725	81.6073	83.4841	85.4042	87.3685	89.3779	91.4337	29
30	54.5516	57.2790	60.1437	62.2485	64.4271	66.6826	69.0155	71.4315	73.0746	74.7546	76.4747	78.2335	79.0332	81.8738	83.7567	85.6829	87.6540	89.6700	91.7325	93.8423	96.0007	30
31	57.2753	60.1389	63.1458	65.3569	67.6441	70.0118	72.4616	74.9984	76.7232	78.4881	80.2926	82.1392	84.0281	85.9619	87.9386	89.9616	92.0303	94.1470	96.3123	98.5276	100.7937	31
32	60.1389	63.1458	66.3039	68.6247	71.0263	73.5123	76.0851	78.7485	80.5591	82.4119	84.3079	86.2465	88.2307	90.2595	92.3355	94.4595	96.6319	98.8547	101.1284	103.4541	105.8337	32
33	63.1458	66.3039	69.6187	72.0552	74.5775	77.1878	79.8897	82.6855	84.5866	86.5324	88.5226	90.5588	92.6418	94.7719	96.9530	99.1820	101.4631	103.7969	106.1841	108.6265	111.1247	33
34	66.3039	69.6187	73.0998	75.6581	78.3060	81.0475	83.8834	86.8195	88.8168	90.8591	92.9495	95.0869	97.2737	99.5115	101.7995	104.1408	106.5364	108.9869	111.4935	114.0579	116.6812	34
35	69.6187	73.0998	76.7547	79.4408	82.2212	85.0994	88.0775	91.1607	93.2570	95.4028	97.5970	99.8418	102.1374	104.4869	106.8899	109.3480	111.8632	114.4360	117.0679	119.7606	122.5151	35

Effective 07/04/2026