



City of Alexandria, VA
AFSCME Labor & Trades Pay Scale (City-VRS Participating Employees) - FY 2025

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						15.9757	16.5348	17.1136	17.5065	17.9088	18.3216	18.7433	19.1740	19.6151	20.0654	20.5268	21.0001	21.4830	21.9770	22.4825	22.9997	1
2					16.1259	16.6905	17.2752	17.8792	18.2908	18.7113	19.1422	19.5820	20.0322	20.4939	20.9645	21.4468	21.9402	22.4448	22.9611	23.4891	24.0294	2
3			15.7531	16.3045	16.8751	17.4654	18.0765	18.7092	19.1398	19.5798	20.0300	20.4917	20.9623	21.4444	21.9379	22.4429	22.9580	23.4860	24.0261	24.5788	25.1441	3
4		15.6960	16.4808	17.0577	17.6547	18.2724	18.9119	19.5741	20.0242	20.4847	20.9555	21.4376	21.9311	22.4348	22.9511	23.4788	24.0190	24.5715	25.1366	25.7148	26.3063	4
5	15.5981	16.4191	17.2400	17.8428	18.4674	19.1137	19.7827	20.4756	20.9464	21.4273	21.9209	22.4247	22.9409	23.4685	24.0076	24.5605	25.1247	25.7025	26.2936	26.8984	27.5170	5
6	16.3527	17.1704	18.0287	18.6599	19.3132	19.9889	20.6887	21.4124	21.9060	22.4098	22.9250	23.4515	23.9917	24.5435	25.1076	25.6855	26.2758	26.8801	27.4983	28.1307	28.7779	6
7	17.1146	17.9704	18.8687	19.5285	20.2123	20.9202	21.6519	22.4098	22.9250	23.4526	23.9917	24.5435	25.1087	25.6855	26.2771	26.8811	27.4988	28.1312	28.7783	29.4401	30.1172	7
8	17.9124	18.8082	19.7486	20.4403	21.1550	21.8958	22.6617	23.4548	23.9951	24.5467	25.1109	25.6888	26.2792	26.8843	27.5022	28.1348	28.7821	29.4440	30.1212	30.8141	31.5228	8
9	18.8105	19.7518	20.7390	21.4649	22.2160	22.9934	23.7981	24.6312	25.1977	25.7776	26.3705	26.9767	27.5979	28.2317	28.8812	29.5456	30.2250	30.9202	31.6314	32.3589	33.1031	9
10	19.6345	20.6157	21.6471	22.4040	23.1883	24.0009	24.8408	25.7093	26.3009	26.9061	27.5250	28.1576	28.8061	29.4682	30.1453	30.8394	31.5484	32.2740	33.0162	33.7756	34.5525	10
11	20.5610	21.5891	22.6686	23.4629	24.2836	25.1338	26.0135	26.9232	27.5433	28.1769	28.8242	29.4876	30.1658	30.8600	31.5689	32.2948	33.0381	33.7979	34.5752	35.3705	36.1840	11
12	21.5311	22.6069	23.7377	24.5684	25.4278	26.3180	27.2389	28.1929	28.8415	29.5049	30.1829	30.8770	31.5870	32.3143	33.0572	33.8177	34.5949	35.3906	36.2046	37.0372	37.8890	12
13	22.5488	23.6760	24.8591	25.7300	26.6303	27.5624	28.5267	29.5254	30.2045	30.8997	31.6098	32.3371	33.0815	33.8416	34.6200	35.4165	36.2305	37.0639	37.9163	38.7883	39.6805	13
14	23.6873	24.8715	26.1151	27.0292	27.9753	28.9541	29.9674	31.0161	31.7296	32.4589	33.2056	33.9702	34.7509	35.5499	36.3683	37.2049	38.0596	38.9350	39.8305	40.7466	41.6837	14
15	24.8683	26.1117	27.4169	28.3765	29.3692	30.3973	31.4616	32.5626	33.3115	34.0775	34.8615	35.6629	36.4834	37.3223	38.1817	39.0592	39.9574	40.8765	41.7354	42.7783	43.7623	15
16	26.1139	27.4191	28.7901	29.7976	30.8405	31.9199	33.0381	34.1936	34.9801	35.7847	36.6076	37.4501	38.3115	39.1926	40.0943	41.0163	41.9586	42.9237	43.9111	44.9210	45.9541	16
17	27.4180	28.7891	30.2286	31.2861	32.3816	33.5145	34.6872	35.9010	36.7273	37.5720	38.4359	39.3202	40.2240	41.1496	42.0955	43.0642	44.0548	45.0680	46.1046	47.1695	48.2498	17
18	28.7912	30.2307	31.7421	32.8521	34.0021	35.1933	36.4242	37.6996	38.5671	39.4537	40.3609	41.2888	42.2391	43.2101	44.2040	45.2208	46.2613	47.3252	48.4137	49.5272	50.6663	18
19	30.2275	31.7388	33.3263	34.4922	35.6994	36.9484	38.2420	39.5802	40.4908	41.4220	42.3749	43.3492	44.3465	45.3666	46.4096	47.4774	48.5694	49.6863	50.8291	51.9982	53.1942	19
20	31.7375	33.3241	34.9905	36.2145	37.4831	38.7948	40.1522	41.5576	42.5127	43.4907	44.4914	45.5148	46.5610	47.6324	48.7276	49.8482	50.9947	52.1675	53.3673	54.5948	55.8505	20
21	33.3241	34.9905	36.7400	38.0254	39.3568	40.7347	42.1605	43.6355	44.6395	45.6664	46.7162	47.7908	48.8896	50.0145	51.1646	52.3418	53.5455	54.7771	56.0370	57.3258	58.6444	21
22	34.9881	36.7376	38.5749	39.9243	41.3217	42.7679	44.2645	45.8146	46.8677	47.9458	49.0493	50.1763	51.3309	52.5116	53.7187	54.9544	56.2184	57.5114	58.8341	60.1873	61.5716	22
23	36.7387	38.5749	40.5033	41.9212	43.3891	44.9074	46.4791	48.1056	49.2122	50.3438	51.5020	52.6874	53.8987	55.1377	56.4061	57.7033	59.0310	60.3886	61.7776	63.1985	64.6521	23
24	38.5736	40.5022	42.5275	44.0162	45.5557	47.1503	48.8008	50.5094	51.6707	52.8594	54.0744	55.3190	56.5909	57.8924	59.2237	60.5858	61.9796	63.4050	64.8633	66.3552	67.8813	24
25	40.4976	42.5229	44.6486	46.2113	47.8285	49.5028	51.2351	53.0292	54.2487	55.4967	56.7722	58.0783	59.4140	60.7808	62.1791	63.6084	65.0716	66.5682	68.0993	69.6656	71.2679	25
26	42.5241	44.6508	46.8824	48.5238	50.2219	51.9795	53.7997	55.6826	56.9625	58.2733	59.6136	60.9846	62.3865	63.8216	65.2895	66.7917	68.3282	69.8996	71.5074	73.1520	74.8345	26
27	44.5278	46.7538	49.0913	50.8103	52.5882	54.4287	56.3334	58.3052	59.6465	61.0188	62.4219	63.8580	65.3260	66.8281	68.3656	69.9386	71.5467	73.1924	74.8757	76.5979	78.3597	27
28	46.7538	49.0913	51.5465	53.3507	55.2176	57.1504	59.1509	61.2204	62.6292	64.0687	65.5426	67.0504	68.5925	70.1699	71.7839	73.4354	75.1244	76.8521	78.6197	80.4280	82.2779	28
29	49.0935	51.5487	54.1255	56.0199	57.9802	60.0101	62.1108	64.2843	65.7626	67.2750	68.8227	70.4058	72.0242	73.6815	75.3762	77.1099	78.8832	80.6975	82.5536	84.4523	86.3947	29
30	51.5452	54.1223	56.8291	58.8179	60.8765	63.0077	65.2120	67.4949	69.0474	70.6348	72.2601	73.9220	75.6225	77.3617	79.1408	80.9609	82.8234	84.7283	86.6771	88.6706	90.7101	30
31	54.1188	56.8246	59.6658	61.7550	63.9162	66.1534	68.4682	70.8652	72.4949	74.1625	75.8676	77.6125	79.3973	81.2245	83.0923	85.0038	86.9584	88.9585	91.0045	93.0977	95.2389	31
32	56.8246	59.6658	62.6498	64.8427	67.1120	69.4610	71.8920	74.4087	76.1194	77.8702	79.6616	81.4934	83.3683	85.2853	87.2468	89.2538	91.3065	93.4067	95.5551	97.7527	100.0012	32
33	59.6658	62.6498	65.7820	68.0842	70.4674	72.9339	75.4869	78.1287	79.9250	81.7635	83.6441	85.5681	87.5363	89.5490	91.6098	93.7160	95.8714	98.0766	100.3323	102.6400	105.0006	33
34	62.6498	65.7820	69.0712	71.4886	73.9905	76.5809	79.2605	82.0348	83.9220	85.8518	87.8270	89.8466	91.9129	94.0273	96.1893	98.4016	100.6651	102.9805	105.3490	107.7721	110.2508	34
35	65.7820	69.0712	72.5247	75.0628	77.6899	80.4095	83.2235	86.1367	88.1176	90.1451	92.2184	94.3395	96.5085	98.7286	100.9991	103.3218	105.6983	108.1293	110.6163	113.1605	115.7632	35

Effective 07/06/2024