



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

Annual Salary

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						33,229.56	34,392.28	35,596.34	36,413.52	37,250.20	38,108.98	38,985.96	39,881.92	40,799.46	41,735.98	42,695.64	43,680.26	44,684.64	45,712.16	46,763.60	47,839.48	1
2					33,541.82	34,716.24	35,932.52	37,188.84	38,044.76	38,919.40	39,815.88	40,730.56	41,667.08	42,627.26	43,606.16	44,609.24	45,635.72	46,685.08	47,759.14	48,857.38	49,981.10	2
3			32,766.50	33,913.36	35,100.26	36,327.98	37,599.12	38,915.24	39,810.68	40,725.88	41,662.40	42,622.84	43,601.48	44,604.30	45,630.78	46,681.18	47,752.64	48,850.88	49,974.34	51,123.80	52,299.78	3
4		32,647.68	34,279.96	35,480.12	36,721.88	38,006.54	39,336.70	40,714.18	41,650.44	42,608.28	43,587.44	44,590.26	45,616.74	46,664.28	47,738.34	48,835.80	49,959.52	51,108.72	52,284.18	53,486.68	54,717.00	4
5	32,444.10	34,151.78	35,859.20	37,112.92	38,412.14	39,756.60	41,148.12	42,589.30	43,568.46	44,568.68	45,595.42	46,643.48	47,717.02	48,814.48	49,935.86	51,085.84	52,259.48	53,461.20	54,690.74	55,948.62	57,235.36	5
6	34,013.72	35,714.38	37,499.80	38,812.54	40,171.56	41,576.86	43,032.60	44,537.74	45,564.48	46,612.28	47,684.00	48,779.12	49,902.84	51,050.48	52,223.86	53,425.84	54,653.56	55,910.66	57,196.36	58,511.96	59,857.98	6
7	35,598.42	37,378.38	39,247.00	40,619.28	42,041.48	43,514.12	45,035.90	46,612.28	47,684.00	48,781.46	49,902.84	51,050.48	52,226.20	53,425.84	54,656.42	55,912.74	57,197.40	58,513.00	59,858.76	61,235.46	62,643.88	7
8	37,257.74	39,121.16	41,077.14	42,515.72	44,002.40	45,543.16	47,136.44	48,785.88	49,909.86	51,057.24	52,230.62	53,432.60	54,660.84	55,919.24	57,204.68	58,520.28	59,866.82	61,243.52	62,652.20	64,093.38	65,567.32	8
9	39,125.84	41,083.64	43,137.12	44,646.94	46,209.28	47,826.22	49,500.10	51,233.00	52,411.32	53,617.46	54,850.64	56,111.64	57,403.58	58,722.04	60,073.00	61,454.90	62,868.00	64,314.12	65,793.26	67,306.46	68,854.50	9
10	40,839.76	42,880.76	45,026.02	46,600.32	48,231.56	49,921.82	51,668.76	53,475.24	54,705.82	55,964.74	57,252.00	58,567.86	59,916.74	61,293.96	62,702.12	64,145.90	65,620.62	67,129.92	68,673.80	70,253.30	71,869.20	10
11	42,766.88	44,905.38	47,150.74	48,802.78	50,509.94	52,278.20	54,108.08	56,000.36	57,289.96	58,607.90	59,954.44	61,334.26	62,744.76	64,188.80	65,663.26	67,173.08	68,719.30	70,299.58	71,916.52	73,570.64	75,262.72	11
12	44,784.74	47,022.30	49,374.52	51,102.22	52,889.72	54,741.44	56,656.86	58,641.18	59,990.32	61,370.14	62,780.38	64,224.16	65,700.96	67,213.64	68,759.08	70,340.92	71,957.34	73,612.50	75,305.62	77,037.48	78,809.12	12
13	46,901.40	49,246.08	51,706.98	53,518.40	55,390.92	57,329.74	59,335.64	61,412.78	62,825.36	64,271.48	65,748.28	67,261.22	68,809.52	70,390.58	72,009.60	73,666.32	75,359.44	77,092.86	78,865.80	80,679.56	82,535.44	13
14	49,269.48	51,732.72	54,319.46	56,220.84	58,188.52	60,224.58	62,332.14	64,513.54	65,997.62	67,514.46	69,067.70	70,658.12	72,281.82	73,943.74	75,645.96	77,386.14	79,164.02	80,984.80	82,847.44	84,752.98	86,702.20	14
15	51,725.96	54,312.44	57,027.10	59,023.12	61,088.04	63,226.28	65,440.18	67,730.26	69,287.92	70,881.20	72,511.92	74,178.78	75,885.42	77,630.28	79,418.04	81,243.24	83,111.34	85,023.12	86,909.58	88,978.76	91,025.48	15
16	54,316.86	57,031.78	59,883.46	61,979.06	64,148.24	66,393.34	68,719.30	71,122.74	72,758.66	74,432.28	76,143.86	77,896.26	79,687.92	81,520.66	83,396.04	85,313.80	87,273.94	89,281.40	91,335.14	93,435.68	95,584.58	16
17	57,029.44	59,881.38	62,875.54	65,075.14	67,353.78	69,710.16	72,149.48	74,674.08	76,392.68	78,149.76	79,946.62	81,786.12	83,665.92	85,591.22	87,558.64	89,573.64	91,633.88	93,741.44	95,897.62	98,112.56	100,359.48	17
18	59,885.80	62,879.96	66,023.62	68,332.42	70,724.42	73,201.96	75,762.44	78,415.22	80,219.62	82,063.80	83,950.62	85,880.60	87,857.38	89,877.06	91,944.32	94,059.16	96,223.40	98,436.52	100,700.60	103,016.68	105,385.80	18
19	62,873.20	66,016.60	69,318.60	71,743.88	74,254.70	76,852.62	79,543.36	82,326.92	84,220.76	86,157.76	88,139.74	90,166.44	92,240.72	94,362.58	96,532.02	98,752.94	101,024.30	103,347.40	105,724.58	108,156.36	110,644.04	19
20	66,014.00	69,314.18	72,780.24	75,326.16	77,964.90	80,693.08	83,516.68	86,439.86	88,426.52	90,460.76	92,542.06	94,670.68	96,846.88	99,075.34	101,353.46	103,684.36	106,069.08	108,508.40	111,003.88	113,557.08	116,169.04	20
21	69,314.18	72,780.24	76,419.20	79,092.78	81,862.04	84,728.28	87,693.84	90,761.84	92,850.16	94,986.06	97,169.80	99,404.76	101,690.42	104,030.16	106,422.42	108,870.84	111,374.64	113,936.42	116,556.96	119,237.56	121,980.30	21
22	72,775.30	76,414.26	80,235.74	83,042.44	85,949.24	88,957.18	92,070.16	95,294.42	97,484.92	99,727.16	102,022.44	104,366.60	106,768.22	109,224.18	111,735.00	114,305.10	116,934.22	119,623.66	122,374.98	125,189.48	128,068.98	22
23	76,416.60	80,235.74	84,246.76	87,196.20	90,249.38	93,407.34	96,676.58	100,059.70	102,361.48	104,715.00	107,124.16	109,589.74	112,109.40	114,686.52	117,324.74	120,022.76	122,784.48	125,608.34	128,497.46	131,452.88	134,476.42	23
24	80,233.14	84,244.68	88,457.20	91,553.80	94,755.96	98,072.52	101,505.56	105,059.50	107,475.16	109,947.50	112,474.70	115,063.52	117,709.02	120,416.14	123,185.40	126,018.36	128,917.62	131,882.40	134,915.56	138,018.92	141,193.00	24
25	84,235.06	88,447.58	92,869.14	96,119.40	99,483.28	102,965.72	106,569.06	110,300.84	112,837.40	115,433.24	118,086.28	120,802.76	123,581.12	126,423.96	129,332.58	132,305.42	135,348.98	138,461.96	141,646.44	144,904.50	148,237.18	25
26	88,450.18	92,873.56	97,515.34	100,929.40	104,461.50	108,117.36	111,903.48	115,819.86	118,482.00	121,208.36	123,996.34	126,848.02	129,763.92	132,748.98	135,802.16	138,926.84	142,122.76	145,391.22	148,735.34	152,156.16	155,655.76	26
27	92,617.72	97,247.80	102,109.80	105,685.32	109,383.56	113,211.80	117,173.42	121,274.92	124,064.72	126,919.00	129,837.50	132,824.64	135,878.08	139,002.50	142,200.50	145,472.34	148,817.24	152,240.14	155,741.56	159,323.58	162,988.28	27
28	97,247.80	102,109.80	107,216.72	110,969.56	114,852.66	118,872.78	123,033.82	127,338.38	130,268.84	133,263.00	136,328.66	139,464.78	142,672.40	145,953.34	149,310.46	152,745.58	156,258.70	159,852.42	163,529.08	167,290.24	171,137.98	28
29	102,114.48	107,221.40	112,581.04	116,521.34	120,598.92	124,821.06	129,190.36	133,711.24	136,786.26	139,932.00	143,151.32	146,443.96	149,810.44	153,257.52	156,782.60	160,388.54	164,077.16	167,850.80	171,711.54	175,660.68	179,701.08	29
30	107,214.12	112,574.28	118,204.58	122,341.18	126,623.12	131,056.12	135,640.96	140,389.34	143,618.54	146,920.28	150,301.06	153,757.76	157,294.80	160,912.44	164,612.76	168,398.62	172,272.62	176,234.76	180,288.42	184,434.90	188,677.06	30
31	112,567.00	118,195.22	124,104.76	128,450.40	132,945.80	137,599.02	142,413.96	147,399.72	150,789.34	154,258.00	157,804.66	161,434.00	165,146.28	168,946.96	172,831.88	176,807.80	180,873.42	185,033.68	189,289.36	193,643.32	198,096.86	31
32	118,195.22	124,104.76	130,311.48	134,872.92	139,592.96	144,478.88	149,535.36	154,770.20	158,328.30	161,970.12	165,696.18	169,506.22	173,405.96	177,393.32	181,473.24	185,647.80	189,917.52	194,286.04	198,754.66	203,325.72	208,002.60	32
33	124,104.76	130,311.48	136,826.56	141,615.24	146,572.14	151,702.46	157,012.70	162,507.80	166,244.00	170,068.08	173,979.78	177,981.70	182,075.40	186,261.92	190,548.28	194,929.28	199,412.46	203,999.38	208,691.08	213,491.20	218,401.30	33
34	130,311.48	136,826.56	143,668.20	148,696.34	153,900.24	159,288.22	164,861.84	170,632.28	174,557.76	178,571.64	182,680.16	186,880.98	191,178.78	195,576.68	200,073.64	204,675.38	209,383.46	214,199.44	219,125.92	224,166.02	229,321.56	34
35	136,826.56	143,668.20	150,851.48	156,130.52	161,594.94	167,251.76	173,104.88	179,164.44	183,284.66	187,501.86	191,814.22	196,226.16	200,737.68	205,355.54	210,078.18	214,909.24	219,852.36	224,908.84	230,081.80	235,373.84	240,787.56	35

Effective 07/06/2024