



**City of Alexandria, VA**  
**AFSCME Labor & Trades Pay Scale (Non-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						15.4870	16.0486	16.6100	16.9917	17.3822	17.7826	18.1920	18.6101	19.0383	19.4753	19.9233	20.3824	20.8510	21.3306	21.8213	22.3231	1
2					15.6524	16.2002	16.7672	17.3535	17.7527	18.1610	18.5791	19.0061	19.4430	19.8911	20.3480	20.8161	21.2950	21.7849	22.2859	22.7985	23.3228	2
3				15.8248	16.3787	16.9519	17.5448	18.1588	18.5769	19.0040	19.4409	19.8890	20.3459	20.8137	21.2927	21.7828	22.2827	22.7953	23.3196	23.8560	24.4047	3
4			15.9963	16.5561	17.1356	17.7352	18.3557	18.9984	19.4354	19.8823	20.3392	20.8071	21.2861	21.7752	22.2763	22.7884	23.3128	23.8489	24.3975	24.9586	25.5326	4
5		15.9361	16.7329	17.3180	17.9242	18.5516	19.2009	19.8735	20.3304	20.7971	21.2762	21.7651	22.2662	22.7784	23.3017	23.8381	24.3858	24.9466	25.5204	26.1073	26.7079	5
6	15.8719	16.6654	17.4985	18.1112	18.7452	19.4010	20.0804	20.7827	21.2618	21.7507	22.2507	22.7618	23.2862	23.8216	24.3691	24.9300	25.5031	26.0896	26.6896	27.3035	27.9315	6
7	16.6111	17.4420	18.3136	18.9542	19.6179	20.3049	21.0151	21.7507	22.2507	22.7630	23.2862	23.8216	24.3703	24.9300	25.5041	26.0904	26.6900	27.3038	27.9317	28.5743	29.2314	7
8	17.3855	18.2550	19.1677	19.8391	20.5327	21.2518	21.9952	22.7651	23.2895	23.8250	24.3725	24.9334	25.5064	26.0938	26.6934	27.3074	27.9356	28.5782	29.2354	29.9079	30.5958	8
9	18.2572	19.1711	20.1289	20.8336	21.5627	22.3171	23.0981	23.9068	24.4566	25.0197	25.5949	26.1834	26.7863	27.4015	28.0319	28.6767	29.3362	30.0108	30.7010	31.4072	32.1295	9
10	19.0569	20.0095	21.0106	21.7452	22.5063	23.2950	24.1102	24.9533	25.5273	26.1148	26.7156	27.3295	27.9589	28.6016	29.2587	29.9325	30.6205	31.3247	32.0452	32.7822	33.5362	10
11	19.9564	20.9542	22.0017	22.7729	23.5694	24.3946	25.2487	26.1313	26.7332	27.3482	27.9766	28.6204	29.2787	29.9523	30.6404	31.3450	32.0663	32.8038	33.5582	34.3301	35.1197	11
12	20.8978	21.9421	23.0395	23.8459	24.6801	25.5440	26.4379	27.3636	27.9932	28.6371	29.2952	29.9690	30.6580	31.3639	32.0852	32.8230	33.5775	34.3498	35.1398	35.9480	36.7748	12
13	21.8857	22.9798	24.1280	24.9731	25.8472	26.7520	27.6879	28.6569	29.3162	29.9910	30.6802	31.3860	32.1083	32.8463	33.6018	34.3750	35.1648	35.9736	36.8010	37.6474	38.5133	13
14	22.9908	24.1401	25.3472	26.2343	27.1525	28.1027	29.0861	30.1039	30.7964	31.5043	32.2289	32.9712	33.7290	34.5046	35.2986	36.1107	36.9404	37.7900	38.6591	39.5483	40.4579	14
15	24.1369	25.3438	26.6104	27.5420	28.5054	29.5033	30.5365	31.6051	32.3318	33.0752	33.8364	34.6141	35.4105	36.2247	37.0588	37.9106	38.7823	39.6742	40.5867	41.5202	42.4752	15
16	25.3459	26.6126	27.9435	28.9213	29.9335	30.9811	32.0663	33.1880	33.9514	34.7324	35.5311	36.3485	37.1848	38.0400	38.9151	39.8099	40.7248	41.6615	42.6197	43.5999	44.6027	16
17	26.6115	27.9423	29.3394	30.3661	31.4292	32.5288	33.6670	34.8452	35.6472	36.4670	37.3054	38.1638	39.0412	39.9395	40.8576	41.7979	42.7592	43.7426	44.7486	45.7779	46.8307	17
18	27.9445	29.3418	30.8086	31.8860	33.0022	34.1582	35.3529	36.5909	37.4327	38.2932	39.1738	40.0743	40.9969	41.9394	42.9041	43.8908	44.9007	45.9334	46.9899	48.0706	49.1762	18
19	29.3383	30.8052	32.3462	33.4779	34.6493	35.8618	37.1174	38.4161	39.3000	40.2038	41.1286	42.0743	43.0423	44.0324	45.0446	46.0811	47.1409	48.2252	49.3344	50.4691	51.6298	19
20	30.8041	32.3439	33.9613	35.1494	36.3806	37.6540	38.9714	40.3354	41.2625	42.2117	43.1828	44.1762	45.1917	46.2317	47.2946	48.3820	49.4949	50.6335	51.7980	52.9893	54.2081	20
21	32.3439	33.9613	35.6593	36.9071	38.1993	39.5367	40.9207	42.3522	43.3266	44.3234	45.3421	46.3854	47.4518	48.5436	49.6599	50.8026	51.9707	53.1660	54.3889	55.6398	56.9195	21
22	33.9591	35.6571	37.4405	38.7501	40.1063	41.5102	42.9628	44.4672	45.4893	46.5358	47.6066	48.7008	49.8214	50.9674	52.1389	53.3380	54.5649	55.8198	57.1037	58.4171	59.7606	22
23	35.6583	37.4405	39.3123	40.6883	42.1131	43.5865	45.1121	46.6907	47.7650	48.8633	49.9873	51.1377	52.3138	53.5161	54.7475	56.0062	57.2950	58.6129	59.9609	61.3401	62.7508	23
24	37.4393	39.3109	41.2768	42.7215	44.2161	45.7636	47.3656	49.0237	50.1510	51.3048	52.4841	53.6920	54.9267	56.1899	57.4820	58.8039	60.1568	61.5404	62.9558	64.4038	65.8851	24
25	39.3066	41.2724	43.3355	44.8522	46.4219	48.0470	49.7284	51.4696	52.6533	53.8646	55.1025	56.3703	57.6666	58.9931	60.3504	61.7376	63.1580	64.6107	66.0966	67.6169	69.1721	25
26	41.2735	43.3377	45.5037	47.0967	48.7450	50.4509	52.2173	54.0450	55.2872	56.5594	57.8604	59.1911	60.5518	61.9445	63.3693	64.8273	66.3186	67.8439	69.4043	71.0006	72.6337	26
27	43.2182	45.3787	47.6476	49.3158	51.0415	52.8281	54.6766	56.5903	57.8924	59.2243	60.5860	61.9800	63.4047	64.8627	66.3549	67.8816	69.4426	71.0397	72.6736	74.3452	76.0551	27
28	45.3787	47.6476	50.0304	51.7815	53.5935	55.4697	57.4111	59.4201	60.7874	62.1846	63.6149	65.0784	66.5752	68.1062	69.6726	71.2756	72.9150	74.5920	76.3076	78.0628	79.8582	28
29	47.6498	50.0326	52.5338	54.3725	56.2751	58.2453	60.2840	62.3937	63.8284	65.2963	66.7987	68.3352	69.9060	71.5146	73.1595	74.8420	76.5634	78.3243	80.1258	81.9687	83.8539	29
30	50.0294	52.5304	55.1577	57.0881	59.0861	61.1546	63.2941	65.5098	67.0165	68.5576	70.1350	71.7480	73.3984	75.0865	76.8134	78.5800	80.3875	82.2366	84.1281	86.0630	88.0424	30
31	52.5272	55.1533	57.9112	59.9388	62.0363	64.2079	66.4546	68.7810	70.3629	71.9812	73.6364	75.3299	77.0622	78.8356	80.6488	82.5038	84.4009	86.3423	88.3282	90.3598	92.4383	31
32	55.1533	57.9112	60.8074	62.9357	65.1382	67.4181	69.7778	72.2203	73.8808	75.5798	77.3189	79.0966	80.9164	82.7771	84.6809	86.6290	88.6213	90.6596	92.7447	94.8779	97.0601	32
33	57.9112	60.8074	63.8473	66.0817	68.3949	70.7889	73.2668	75.8311	77.5745	79.3588	81.1840	83.0513	84.9619	86.9154	88.9156	90.9599	93.0517	95.1920	97.3815	99.6213	101.9125	33
34	60.8074	63.8473	67.0398	69.3861	71.8143	74.3289	76.9294	79.6221	81.4540	83.3269	85.2440	87.2043	89.2098	91.2619	93.3603	95.5075	97.7045	99.9517	102.2506	104.6024	107.0082	34
35	63.8473	67.0398	70.3918	72.8553	75.4052	78.0447	80.7759	83.6034	85.5261	87.4940	89.5063	91.5650	93.6701	95.8250	98.0286	100.2832	102.5897	104.9492	107.3630	109.8325	112.3585	35

Effective 07/06/2024