



City of Alexandria, VA
AFSMCE Labor & Trades Pay Scale (Non-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						32,212.96	33,381.14	34,548.80	35,342.84	36,155.08	36,987.86	37,839.36	38,709.06	39,599.56	40,508.52	41,440.36	42,395.34	43,370.08	44,367.70	45,388.20	46,432.10	1
2					32,556.94	33,696.52	34,875.88	36,095.28	36,925.72	37,774.88	38,644.58	39,532.74	40,441.44	41,373.54	42,323.84	43,297.54	44,293.60	45,312.54	46,354.62	47,420.88	48,511.32	2
3				32,915.48	34,067.80	35,259.90	36,493.08	37,770.20	38,639.90	39,528.32	40,437.02	41,369.12	42,319.42	43,292.60	44,288.92	45,308.12	46,348.12	47,414.12	48,504.82	49,620.48	50,761.88	3
4			33,272.20	34,436.74	35,642.10	36,889.32	38,179.96	39,516.62	40,425.58	41,355.08	42,305.64	43,278.82	44,275.14	45,292.52	46,334.60	47,399.82	48,490.52	49,605.66	50,746.80	51,913.94	53,107.86	4
5		33,147.14	34,804.38	36,021.44	37,282.44	38,587.38	39,937.82	41,336.88	42,287.18	43,258.02	44,254.60	45,271.46	46,313.80	47,379.02	48,467.64	49,583.30	50,722.36	51,888.98	53,082.38	54,303.08	55,552.38	5
6	33,013.50	34,663.98	36,396.88	37,671.40	38,990.12	40,354.08	41,767.18	43,228.12	44,224.44	45,241.56	46,281.56	47,344.44	48,435.40	49,548.98	50,687.78	51,854.40	53,046.50	54,266.42	55,514.42	56,791.28	58,097.52	6
7	34,551.14	36,279.36	38,092.34	39,424.84	40,805.18	42,234.14	43,711.46	45,241.56	46,281.56	47,347.04	48,435.40	49,548.98	50,690.12	51,854.40	53,048.58	54,267.98	55,515.20	56,791.80	58,098.04	59,434.44	60,801.26	7
8	36,161.84	37,970.40	39,868.92	41,265.38	42,708.12	44,203.64	45,750.12	47,351.46	48,442.16	49,556.00	50,694.80	51,861.42	53,053.26	54,275.00	55,522.22	56,799.34	58,106.10	59,442.76	60,809.58	62,208.38	63,639.16	8
9	37,975.08	39,875.94	41,868.06	43,333.94	44,850.52	46,419.62	48,044.10	49,726.04	50,869.78	52,041.08	53,237.34	54,461.42	55,715.40	56,995.12	58,306.30	59,647.64	61,019.40	62,422.36	63,858.08	65,327.08	66,829.36	9
10	39,638.30	41,619.76	43,702.10	45,230.12	46,813.00	48,453.60	50,149.32	51,902.76	53,096.68	54,318.68	55,568.50	56,845.36	58,154.46	59,491.38	60,858.20	62,259.60	63,690.64	65,155.48	66,654.12	68,187.08	69,755.40	10
11	41,509.26	43,584.84	45,763.64	47,367.58	49,024.30	50,740.82	52,517.40	54,353.00	55,605.16	56,884.36	58,191.38	59,530.38	60,899.80	62,300.68	63,731.98	65,197.60	66,697.80	68,231.80	69,801.16	71,406.66	73,049.08	11
12	43,467.32	45,639.62	47,922.16	49,599.42	51,334.66	53,131.52	54,990.78	56,916.34	58,225.96	59,565.22	60,934.12	62,335.52	63,768.64	65,236.86	66,737.32	68,271.84	69,841.20	71,447.48	73,090.68	74,771.84	76,491.48	12
13	45,522.36	47,797.88	50,186.24	51,944.10	53,762.28	55,644.16	57,590.78	59,606.30	60,977.80	62,381.28	63,814.92	65,282.88	66,785.16	68,320.20	69,891.64	71,500.00	73,142.68	74,825.14	76,546.08	78,306.54	80,107.56	13
14	47,820.76	50,211.46	52,722.28	54,567.24	56,477.20	58,453.72	60,499.14	62,616.06	64,056.46	65,528.84	67,036.06	68,580.20	70,156.32	71,769.62	73,421.14	75,110.36	76,835.98	78,603.20	80,410.98	82,260.36	84,152.38	14
15	50,204.70	52,715.00	55,349.58	57,287.36	59,291.18	61,366.76	63,515.92	65,738.66	67,250.04	68,796.52	70,379.66	71,997.38	73,653.84	75,347.48	77,082.20	78,854.10	80,667.08	82,522.44	84,420.44	86,362.12	88,348.52	15
16	52,719.42	55,354.26	58,122.48	60,156.20	62,261.68	64,440.74	66,697.80	69,031.04	70,618.86	72,243.34	73,904.74	75,604.88	77,344.28	79,123.20	80,943.46	82,804.54	84,707.48	86,655.92	88,649.08	90,687.74	92,773.72	16
17	55,351.92	58,119.88	61,025.90	63,161.54	65,372.84	67,659.80	70,027.36	72,478.12	74,146.28	75,851.36	77,595.18	79,380.60	81,205.80	83,074.16	84,983.86	86,939.58	88,939.24	90,984.66	93,077.14	95,217.98	97,407.96	17
18	58,124.56	61,030.84	64,081.94	66,322.88	68,644.68	71,049.16	73,533.98	76,109.02	77,860.12	79,649.96	81,481.40	83,354.44	85,273.50	87,233.90	89,240.58	91,292.76	93,393.56	95,541.42	97,738.94	99,986.90	102,286.60	18
19	61,023.56	64,074.92	67,280.20	69,633.98	72,070.44	74,592.44	77,204.14	79,905.54	81,744.00	83,623.80	85,547.54	87,514.44	89,527.88	91,587.34	93,692.82	95,848.74	98,053.02	100,308.52	102,615.50	104,975.78	107,389.88	19
20	64,072.58	67,275.26	70,639.40	73,110.70	75,671.70	78,320.32	81,060.46	83,897.58	85,826.00	87,800.44	89,820.12	91,886.60	93,998.84	96,162.04	98,372.82	100,634.56	102,949.34	105,317.68	107,739.84	110,217.64	112,752.90	20
21	67,275.26	70,639.40	74,171.24	76,766.82	79,454.44	82,236.44	85,115.16	88,092.68	90,119.38	92,192.62	94,311.62	96,481.58	98,699.64	100,970.74	103,292.54	105,669.46	108,099.16	110,585.28	113,128.86	115,730.68	118,392.56	21
22	70,634.98	74,166.82	77,876.24	80,600.26	83,421.00	86,341.32	89,362.52	92,491.88	94,617.64	96,794.36	99,021.78	101,297.56	103,628.46	106,012.14	108,448.86	110,943.04	113,494.94	116,105.08	118,775.80	121,507.62	124,302.10	22
23	74,169.16	77,876.24	81,769.48	84,631.56	87,595.30	90,659.92	93,833.22	97,116.76	99,351.20	101,635.56	103,973.48	106,366.52	108,812.60	111,313.54	113,874.80	116,493.00	119,173.60	121,914.78	124,718.62	127,587.46	130,521.56	23
24	77,873.64	81,766.62	85,855.64	88,860.72	91,969.54	95,188.34	98,520.50	101,969.40	104,314.08	106,713.88	109,166.98	111,679.36	114,247.64	116,874.94	119,562.56	122,312.06	125,126.04	128,003.98	130,947.96	133,959.80	137,041.06	24
25	81,757.78	85,846.54	90,137.84	93,292.68	96,557.50	99,937.76	103,435.02	107,056.82	109,518.76	112,038.42	114,613.20	117,250.12	119,946.58	122,705.70	125,528.78	128,414.26	131,368.64	134,390.36	137,480.98	140,643.10	143,878.02	25
26	85,848.88	90,142.52	94,647.80	97,961.24	101,389.60	104,937.82	108,611.88	112,413.60	114,997.48	117,643.50	120,349.58	123,117.54	125,947.64	128,844.56	131,808.04	134,840.68	137,942.74	141,115.26	144,360.84	147,681.30	151,078.20	26
27	89,893.96	94,387.80	99,107.06	102,576.76	106,166.32	109,882.50	113,727.38	117,707.72	120,416.14	123,186.44	126,018.88	128,918.40	131,881.88	134,914.52	138,018.14	141,193.78	144,440.66	147,762.68	151,161.14	154,638.12	158,194.66	27
28	94,387.80	99,107.06	104,063.18	107,705.52	111,474.48	115,377.08	119,415.14	123,593.86	126,437.74	129,344.02	132,318.94	135,363.02	138,476.52	141,661.00	144,919.06	148,253.30	151,663.20	155,151.36	158,719.86	162,370.52	166,105.16	28
29	99,111.48	104,067.86	109,270.20	113,094.80	117,052.26	121,150.12	125,390.72	129,779.00	132,763.02	135,816.20	138,941.40	142,137.32	145,404.48	148,750.42	152,171.76	155,671.36	159,251.82	162,914.44	166,661.56	170,495.00	174,416.06	29
30	104,061.10	109,263.18	114,728.12	118,743.30	122,899.14	127,201.62	131,651.78	136,260.28	139,394.32	142,599.86	145,880.80	149,235.84	152,668.62	156,179.92	159,771.82	163,446.40	167,206.00	171,052.18	174,986.50	179,011.04	183,128.14	30
31	109,256.68	114,718.76	120,455.40	124,672.60	129,035.40	133,552.38	138,225.62	143,064.48	146,354.78	149,721.00	153,163.66	156,686.14	160,289.48	163,978.10	167,749.40	171,607.80	175,553.82	179,591.88	183,722.76	187,948.28	192,271.56	31
32	114,718.76	120,455.40	126,479.34	130,906.36	135,487.56	140,229.70	145,137.72	150,218.12	153,671.96	157,205.88	160,823.26	164,520.98	168,306.06	172,176.42	176,136.22	180,188.32	184,332.20	188,572.02	192,909.08	197,345.98	201,885.06	32
33	120,455.40	126,479.34	132,802.28	137,450.04	142,261.34	147,240.86	152,394.84	157,728.74	161,354.96	165,066.20	168,862.72	172,746.60	176,720.70	180,783.98	184,944.50	189,196.54	193,547.64	197,999.36	202,553.52	207,212.20	211,978.00	33
34	126,479.34	132,802.28	139,442.68	144,323.14	149,373.64	154,604.06	160,013.10	165,614.02	169,424.32	173,319.90	177,307.52	181,384.84	185,556.28	189,824.70	194,189.32	198,655.60	203,225.36	207,899.64	212,681.30	217,572.94	222,577.16	34
35	132,802.28	139,442.68	146,414.84	151,538.92	156,842.92	162,333.08	168,013.82	173,895.02	177,894.34	181,987.52	186,173.00	190,455.20	194,833.86	199,316.00	203,899.54	208,589.16	213,386.68	218,294.44	223,315.04	228,451.60	233,705.68	35

Effective 07/06/2024