



City of Alexandria, VA  
General Salary Pay Scale (City-VRS Participating Employees) - FY 2025

Annual Salary

| Pay Increase | 5%         |            |            |            | 3.50%      |            |            |            | 2.30%      |            |            |            |            |            |            |            |            |            |            |            |            |    |  |  |  |  |  |  |  |
|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----|--|--|--|--|--|--|--|
| Step         |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            |            | Grade      |    |  |  |  |  |  |  |  |
| Grade        | 00         | 01         | 02         | 03         | 04         | 05         | 06         | 07         | 08         | 09         | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | 19         | 20         |    |  |  |  |  |  |  |  |
| 1            |            |            |            |            | 31,988.06  | 33,148.44  | 34,308.30  | 35,509.24  | 36,324.60  | 37,159.20  | 38,015.64  | 38,890.80  | 39,784.42  | 40,699.88  | 41,634.06  | 42,591.38  | 43,573.40  | 44,575.44  | 45,600.36  | 46,649.46  | 47,722.48  | 1  |  |  |  |  |  |  |  |
| 2            |            |            |            | 32,288.82  | 33,459.92  | 34,631.48  | 35,844.64  | 37,097.84  | 37,951.94  | 38,824.50  | 39,718.38  | 40,630.98  | 41,565.16  | 42,523.00  | 43,499.56  | 44,500.30  | 45,523.92  | 46,570.94  | 47,642.14  | 48,737.78  | 49,858.90  | 2  |  |  |  |  |  |  |  |
| 3            |            |            | 32,686.42  | 33,830.42  | 35,014.46  | 36,239.32  | 37,507.08  | 38,820.08  | 39,713.44  | 40,626.30  | 41,560.48  | 42,518.58  | 43,494.88  | 44,495.36  | 45,519.24  | 46,567.04  | 47,635.90  | 48,731.54  | 49,851.88  | 50,999.00  | 52,171.86  | 3  |  |  |  |  |  |  |  |
| 4            |            | 32,567.86  | 34,196.24  | 35,393.02  | 36,631.92  | 37,913.72  | 39,240.50  | 40,614.60  | 41,548.52  | 42,504.02  | 43,480.84  | 44,481.32  | 45,505.20  | 46,550.14  | 47,621.60  | 48,716.46  | 49,837.32  | 50,983.66  | 52,156.52  | 53,355.90  | 54,583.10  | 4  |  |  |  |  |  |  |  |
| 5            | 32,364.80  | 34,068.32  | 35,771.32  | 37,022.44  | 38,318.28  | 39,659.36  | 41,047.24  | 42,485.04  | 43,462.12  | 44,459.74  | 45,483.88  | 46,529.08  | 47,600.28  | 48,695.14  | 49,813.66  | 50,960.78  | 52,131.56  | 53,330.42  | 54,556.84  | 55,811.86  | 57,095.48  | 5  |  |  |  |  |  |  |  |
| 6            | 33,930.52  | 35,627.28  | 37,408.02  | 38,717.64  | 40,073.28  | 41,475.20  | 42,927.30  | 44,428.80  | 45,453.20  | 46,498.40  | 47,567.26  | 48,660.04  | 49,780.90  | 50,925.68  | 52,096.20  | 53,295.32  | 54,520.18  | 55,773.90  | 57,056.74  | 58,368.70  | 59,711.60  | 6  |  |  |  |  |  |  |  |
| 7            | 35,511.32  | 37,287.12  | 39,151.06  | 40,519.96  | 41,938.78  | 43,407.78  | 44,925.92  | 46,498.40  | 47,567.26  | 48,662.12  | 49,780.90  | 50,925.68  | 52,098.28  | 53,295.32  | 54,522.78  | 55,775.98  | 57,057.78  | 58,369.74  | 59,712.38  | 61,085.70  | 62,490.74  | 7  |  |  |  |  |  |  |  |
| 8            | 37,166.74  | 39,025.48  | 40,976.52  | 42,411.72  | 43,894.76  | 45,431.88  | 47,021.00  | 48,666.80  | 49,787.66  | 50,932.44  | 52,102.96  | 53,302.08  | 54,526.94  | 55,782.74  | 57,064.54  | 58,377.28  | 59,720.44  | 61,093.76  | 62,499.06  | 63,936.60  | 65,407.16  | 8  |  |  |  |  |  |  |  |
| 9            | 39,030.16  | 40,983.28  | 43,031.56  | 44,538.00  | 46,096.18  | 47,709.22  | 49,378.94  | 51,107.68  | 52,283.14  | 53,486.42  | 54,716.48  | 55,974.36  | 57,263.18  | 58,578.52  | 59,926.10  | 61,304.62  | 62,714.34  | 64,156.82  | 65,632.58  | 67,141.88  | 68,686.28  | 9  |  |  |  |  |  |  |  |
| 10           | 40,739.66  | 42,775.72  | 44,916.04  | 46,486.44  | 48,113.78  | 49,799.88  | 51,542.66  | 53,344.72  | 54,572.18  | 55,827.72  | 57,112.12  | 58,424.60  | 59,770.10  | 61,144.20  | 62,548.98  | 63,989.12  | 65,460.20  | 66,965.86  | 68,505.84  | 70,081.44  | 71,693.44  | 10 |  |  |  |  |  |  |  |
| 11           | 42,662.36  | 44,795.40  | 47,035.56  | 48,683.44  | 50,386.44  | 52,150.28  | 53,975.74  | 55,863.34  | 57,149.82  | 58,464.64  | 59,807.80  | 61,184.24  | 62,591.36  | 64,031.76  | 65,502.84  | 67,009.02  | 68,551.08  | 70,127.72  | 71,740.76  | 73,390.72  | 75,078.90  | 11 |  |  |  |  |  |  |  |
| 12           | 44,675.02  | 46,907.38  | 49,253.88  | 50,977.42  | 52,760.76  | 54,607.80  | 56,518.28  | 58,497.92  | 59,843.42  | 61,220.12  | 62,626.98  | 64,067.38  | 65,540.28  | 67,049.32  | 68,590.86  | 70,168.80  | 71,781.32  | 73,432.32  | 75,121.54  | 76,848.98  | 78,616.46  | 12 |  |  |  |  |  |  |  |
| 13           | 46,787.00  | 49,125.70  | 51,580.36  | 53,387.62  | 55,255.72  | 57,189.60  | 59,190.56  | 61,262.76  | 62,671.96  | 64,114.44  | 65,587.60  | 67,096.64  | 68,641.30  | 70,218.20  | 71,833.58  | 73,486.14  | 75,175.36  | 76,904.36  | 78,673.14  | 80,482.48  | 82,333.42  | 13 |  |  |  |  |  |  |  |
| 14           | 49,149.10  | 51,606.36  | 54,186.60  | 56,083.30  | 58,046.30  | 60,077.16  | 62,180.04  | 64,355.72  | 65,836.16  | 67,349.36  | 68,898.70  | 70,485.48  | 72,105.02  | 73,763.04  | 75,461.10  | 77,196.86  | 78,970.32  | 80,786.68  | 82,644.90  | 84,545.76  | 86,490.04  | 14 |  |  |  |  |  |  |  |
| 15           | 51,599.60  | 54,179.32  | 56,887.74  | 58,878.82  | 60,938.54  | 63,071.84  | 65,280.28  | 67,564.64  | 69,118.66  | 70,708.04  | 72,334.60  | 73,997.56  | 75,700.04  | 77,440.48  | 79,223.56  | 81,044.60  | 82,908.28  | 84,815.12  | 86,597.16  | 88,761.40  | 90,802.92  | 15 |  |  |  |  |  |  |  |
| 16           | 54,184.26  | 56,892.16  | 59,737.08  | 61,827.48  | 63,991.46  | 66,231.10  | 68,551.08  | 70,948.80  | 72,580.82  | 74,250.28  | 75,957.70  | 77,705.68  | 79,493.18  | 81,321.24  | 83,192.20  | 85,105.28  | 87,060.48  | 89,063.00  | 91,111.80  | 93,207.40  | 95,350.84  | 16 |  |  |  |  |  |  |  |
| 17           | 56,890.08  | 59,735.00  | 62,721.88  | 64,916.28  | 67,188.94  | 69,539.60  | 71,972.94  | 74,491.56  | 76,206.00  | 77,958.66  | 79,751.10  | 81,586.18  | 83,461.56  | 85,381.92  | 87,344.66  | 89,354.46  | 91,410.02  | 93,512.12  | 95,663.10  | 97,872.58  | 100,114.30 | 17 |  |  |  |  |  |  |  |
| 18           | 59,739.42  | 62,726.04  | 65,862.16  | 68,165.24  | 70,551.52  | 73,023.08  | 75,577.32  | 78,223.34  | 80,023.32  | 81,863.08  | 83,745.48  | 85,670.52  | 87,642.36  | 89,657.36  | 91,719.42  | 93,829.32  | 95,988.36  | 98,195.76  | 100,454.38 | 102,764.74 | 105,128.14 | 18 |  |  |  |  |  |  |  |
| 19           | 62,719.28  | 65,855.40  | 69,149.34  | 71,568.38  | 74,073.22  | 76,664.90  | 79,348.88  | 82,125.42  | 84,014.84  | 85,947.16  | 87,924.20  | 89,945.96  | 92,015.30  | 94,131.96  | 96,296.20  | 98,511.66  | 100,777.30 | 103,094.94 | 105,465.88 | 107,891.94 | 110,373.64 | 19 |  |  |  |  |  |  |  |
| 20           | 65,852.54  | 69,144.66  | 72,602.14  | 75,142.08  | 77,774.32  | 80,495.74  | 83,312.58  | 86,228.48  | 88,210.20  | 90,239.50  | 92,315.86  | 94,439.54  | 96,610.02  | 98,833.28  | 101,105.68 | 103,430.60 | 105,809.86 | 108,243.20 | 110,732.70 | 113,279.40 | 115,884.86 | 20 |  |  |  |  |  |  |  |
| 21           | 69,144.66  | 72,602.14  | 76,232.26  | 78,899.60  | 81,662.10  | 84,521.06  | 87,479.60  | 90,539.80  | 92,622.92  | 94,753.88  | 96,932.16  | 99,161.92  | 101,441.86 | 103,775.88 | 106,162.16 | 108,604.60 | 111,102.16 | 113,657.70 | 116,272.00 | 118,946.36 | 121,682.08 | 21 |  |  |  |  |  |  |  |
| 22           | 72,597.46  | 76,227.32  | 80,039.70  | 82,839.64  | 85,738.90  | 88,739.56  | 91,845.00  | 95,061.46  | 97,246.50  | 99,483.54  | 101,773.10 | 104,111.54 | 106,507.18 | 108,957.16 | 111,461.48 | 114,025.60 | 116,648.22 | 119,331.16 | 122,075.72 | 124,883.72 | 127,755.68 | 22 |  |  |  |  |  |  |  |
| 23           | 76,229.66  | 80,039.70  | 84,040.84  | 86,983.00  | 90,028.64  | 93,179.06  | 96,439.98  | 99,814.78  | 102,111.10 | 104,459.16 | 106,862.34 | 109,321.94 | 111,835.36 | 114,405.98 | 117,037.96 | 119,729.48 | 122,484.18 | 125,301.28 | 128,183.38 | 131,131.52 | 134,147.52 | 23 |  |  |  |  |  |  |  |
| 24           | 80,036.84  | 84,038.76  | 88,240.88  | 91,329.94  | 94,524.30  | 97,833.06  | 101,257.26 | 104,802.62 | 107,212.30 | 109,678.66 | 112,199.88 | 114,782.20 | 117,421.20 | 120,121.82 | 122,884.06 | 125,710.52 | 128,602.24 | 131,560.00 | 134,585.88 | 137,681.44 | 140,847.98 | 24 |  |  |  |  |  |  |  |
| 25           | 84,029.14  | 88,231.26  | 92,641.90  | 95,884.36  | 99,239.92  | 102,714.04 | 106,308.54 | 110,030.96 | 112,561.54 | 115,150.88 | 117,797.42 | 120,507.40 | 123,279.00 | 126,115.08 | 129,016.42 | 131,981.98 | 135,018.00 | 138,123.44 | 141,300.12 | 144,550.12 | 147,875.00 | 25 |  |  |  |  |  |  |  |
| 26           | 88,234.12  | 92,646.84  | 97,276.92  | 100,682.66 | 104,206.18 | 107,852.94 | 111,629.70 | 115,536.46 | 118,192.36 | 120,911.96 | 123,692.92 | 126,537.84 | 129,446.72 | 132,424.24 | 135,470.14 | 138,587.02 | 141,775.14 | 145,035.80 | 148,371.86 | 151,784.10 | 155,275.38 | 26 |  |  |  |  |  |  |  |
| 27           | 92,391.52  | 97,010.16  | 101,860.20 | 105,426.88 | 109,116.02 | 112,934.90 | 116,887.16 | 120,978.26 | 123,761.56 | 126,608.82 | 129,520.04 | 132,499.90 | 135,545.80 | 138,662.68 | 141,852.62 | 145,116.66 | 148,453.24 | 151,867.82 | 155,360.92 | 158,934.10 | 162,589.70 | 27 |  |  |  |  |  |  |  |
| 28           | 97,010.16  | 101,860.20 | 106,954.38 | 110,698.12 | 114,571.86 | 118,582.36 | 122,733.00 | 127,027.16 | 129,950.34 | 132,937.22 | 135,995.08 | 139,123.92 | 142,323.48 | 145,596.36 | 148,945.42 | 152,372.22 | 155,876.76 | 159,461.64 | 163,129.20 | 166,881.26 | 170,719.64 | 28 |  |  |  |  |  |  |  |
| 29           | 101,864.88 | 106,959.32 | 112,305.96 | 116,236.38 | 120,304.08 | 124,515.82 | 128,874.72 | 133,384.42 | 136,451.64 | 139,589.84 | 142,801.36 | 146,085.94 | 149,444.10 | 152,882.60 | 156,399.36 | 159,996.46 | 163,675.72 | 167,440.52 | 171,291.64 | 175,231.16 | 179,261.68 | 29 |  |  |  |  |  |  |  |
| 30           | 106,952.04 | 112,298.94 | 117,915.72 | 122,042.18 | 126,313.46 | 130,735.54 | 135,309.20 | 140,046.14 | 143,267.54 | 146,561.22 | 149,933.42 | 153,381.80 | 156,910.26 | 160,519.06 | 164,210.28 | 167,987.04 | 171,851.42 | 175,804.20 | 179,847.72 | 183,983.80 | 188,215.56 | 30 |  |  |  |  |  |  |  |
| 31           | 112,291.92 | 117,906.36 | 123,801.60 | 128,136.32 | 132,620.54 | 137,262.84 | 142,065.56 | 147,039.10 | 150,420.92 | 153,881.00 | 157,418.82 | 161,039.32 | 164,742.76 | 168,533.82 | 172,409.64 | 176,375.68 | 180,431.16 | 184,581.28 | 188,826.56 | 193,169.86 | 197,612.74 | 31 |  |  |  |  |  |  |  |
| 32           | 117,906.36 | 123,801.60 | 129,992.98 | 134,542.98 | 139,251.58 | 144,125.80 | 149,169.80 | 154,391.64 | 157,941.16 | 161,573.88 | 165,291.10 | 169,091.78 | 172,982.16 | 176,959.64 | 181,029.42 | 185,194.10 | 189,453.16 | 193,810.76 | 198,268.46 | 202,828.60 | 207,494.04 | 32 |  |  |  |  |  |  |  |
| 33           | 123,801.60 | 129,992.98 | 136,492.20 | 141,268.92 | 146,213.86 | 151,331.70 | 156,628.68 | 162,110.52 | 165,837.62 | 169,652.34 | 173,554.42 | 177,546.46 | 181,630.28 | 185,806.66 | 190,082.36 | 194,452.70 | 198,924.96 | 203,500.44 | 208,180.96 | 212,969.12 | 217,867.26 | 33 |  |  |  |  |  |  |  |
| 34           | 129,992.98 | 136,492.20 | 143,316.68 | 148,332.60 | 153,523.76 | 158,898.74 | 164,458.84 | 170,215.24 | 174,130.84 | 178,135.10 | 182,233.48 | 186,423.90 | 190,711.56 | 195,098.54 | 199,584.84 | 204,174.88 | 208,871.52 | 213,675.80 | 218,590.06 | 223,617.94 | 228,761.00 | 34 |  |  |  |  |  |  |  |
| 35           | 136,492.20 | 143,316.68 | 150,482.54 | 155,748.84 | 161,199.74 | 166,842.78 | 172,681.60 | 178,726.34 | 182,836.68 | 187,043.48 | 191,345.18 | 195,746.46 | 200,246.80 | 204,853.48 | 209        |            |            |            |            |            |            |    |  |  |  |  |  |  |  |

Effective 06/22/2024