



City of Alexandria, VA
Fire Marshal/Medic Pay Scale (FMMC) - FY 2026
IAFF Local 2141
Hourly Rate (2912 Hours per Year)

Pay Increase	5%				3.50%				2.30%												
Step																					
Rank	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	Rank	
Medic II (02)	21.0026	22.0525	23.1551	24.3130	25.5285	26.4215	27.3468	28.3037	29.2943	30.3199	31.0171	31.7304	32.4606	33.2070	33.9704	34.7515	35.5514	36.3690	37.2054	Medic II (02)	
Medic III (03)	22.0525	23.1551	24.3130	25.5285	26.8049	27.7431	28.7141	29.7193	30.7592	31.8364	32.5683	33.3172	34.0840	34.8677	35.6692	36.4902	37.3291	38.1874	39.0658	Medic III (03)	
Medic IV (04)	23.1536	24.3113	25.5268	26.8034	28.1433	29.1280	30.1475	31.2027	32.2952	33.4249	34.1944	34.9804	35.7854	36.6080	37.4504	38.3113	39.1926	40.0941	41.0163	Medic IV (04)	
Lieutenant (VRS) (05)	26.7999	28.1400	29.5463	31.0238	32.5751	33.7151	34.8956	36.1171	37.3809	38.6887	39.5793	40.4894	41.4207	42.3734	43.3478	44.3442	45.3649	46.4080	47.4753	Fire Lieutenant (VRS) (05)	
Lieutenant (VRS) (06)	26.7999	28.1400	29.5463	31.0238	32.5751	33.7151	34.8956	36.1171	37.3809	38.6887	39.5793	40.4894	41.4207	42.3734	43.3478	44.3442	45.3649	46.4080	47.4753	EMS Lieutenant (VRS) (06)	
EMS Captain (07)	29.4665	30.9398	32.4868	34.1111	35.8168	37.0705	38.3674	39.7109	41.1001	42.5385	43.5175	44.5182	45.5420	46.5895	47.6606	48.7575	49.8787	51.0263	52.1999	EMS Captain (07)	
Captain (VRS) (11)	29.4665	30.9398	32.4868	34.1111	35.8168	37.0705	38.3674	39.7109	41.1001	42.5385	43.5175	44.5182	45.5420	46.5895	47.6606	48.7575	49.8787	50.9847	52.1999	Fire Captain (VRS) (11)	

Effective 07/05/2025