



City of Alexandria, VA
Fire Marshal/Medic Pay Scale (FMMC) - FY 2026
IAFF Local 2141
Hourly Rate (2080 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)	29.4036	30.8736	32.4173	34.0382	35.7399	36.9902	38.2856	39.6251	41.0122	42.4478	43.4238	44.4225	45.4448	46.4898	47.5585	48.6522	49.7720	50.9167	52.0876	Medic II (02)	
Medic III (03)	30.8736	32.4173	34.0382	35.7399	37.5268	38.8403	40.1997	41.6070	43.0629	44.5710	45.5956	46.6441	47.7176	48.8148	49.9370	51.0863	52.2607	53.4623	54.6921	Medic III (03)	
Medic IV (04)	32.4150	34.0359	35.7375	37.5247	39.4007	40.7793	42.2067	43.6838	45.2133	46.7949	47.8722	48.9726	50.0995	51.2513	52.4306	53.6359	54.8697	56.1317	57.4229	Medic IV (04)	
Lieutenant (VRS) (05)	37.5199	39.3960	41.3649	43.4332	45.6051	47.2011	48.8538	50.5640	52.3331	54.1641	55.4110	56.6853	57.9890	59.3226	60.6869	62.0820	63.5108	64.9711	66.4654	Fire Lieutenant (VRS) (05)	
Lieutenant (VRS) (06)	37.5199	39.3960	41.3649	43.4332	45.6051	47.2011	48.8538	50.5640	52.3331	54.1641	55.4110	56.6853	57.9890	59.3226	60.6869	62.0820	63.5108	64.9711	66.4654	EMS Lieutenant (VRS) (06)	
EMS Captain (07)	41.2531	43.3156	45.4815	47.7557	50.1435	51.8987	53.7142	55.5952	57.5401	59.5539	60.9244	62.3256	63.7588	65.2253	66.7249	68.2604	69.8303	71.4368	73.0797	EMS Captain (07)	
Fire Captain (VRS) (11)	41.2531	43.3156	45.4815	47.7557	50.1435	51.8987	53.7142	55.5952	57.5401	59.5539	60.9244	62.3256	63.7588	65.2253	66.7249	68.2604	69.8303	71.4368	73.0797	Fire Captain (11)	
Deputy Fire Marshal I (08)	32.4150	34.0359	35.7375	37.5247	39.4007	40.7793	42.2067	43.6838	45.2133	46.7949	47.8722	48.9726	50.0995	51.2513	52.4306	53.6359	54.8697	56.1317	57.4229	Deputy Fire Marshal I (08)	
Deputy Fire Marshal II (09)	34.0369	35.7386	37.5258	39.4018	41.3720	42.8193	44.3179	45.8688	47.4742	49.1365	50.2670	51.4227	52.6050	53.8152	55.0525	56.3193	57.6151	58.9401	60.2958	Deputy Fire Marshal II (09)	
Deputy Fire Marshal III (10)	35.7363	37.5235	39.3996	41.3695	43.4380	44.9577	46.5314	48.1605	49.8468	51.5912	52.7774	53.9908	55.2330	56.5035	57.8027	59.1326	60.4922	61.8839	63.3072	Deputy Fire Marshal III (10)	

Effective 07/05/2025