



City of Alexandria, VA
Sworn Fire Marshal/Medic Pay Scale (FMMC) - FY 2026
IAFF Local 2141
Hourly Rate (2548 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)	24.0030	25.2030	26.4631	27.7863	29.1754	30.1961	31.2536	32.3470	33.4794	34.6512	35.4480	36.2633	37.0978	37.9508	38.8233	39.7161	40.6302	41.5647	42.5205	Medic II (02)
Medic III (03)	25.2030	26.4631	27.7863	29.1754	30.6341	31.7063	32.8161	33.9649	35.1534	36.3845	37.2209	38.0768	38.9532	39.8488	40.7649	41.7031	42.6618	43.6427	44.6466	Medic III (03)
Medic IV (04)	26.4612	27.7844	29.1735	30.6324	32.1639	33.2892	34.4545	35.6602	36.9088	38.1999	39.0794	39.9777	40.8976	41.8378	42.8005	43.7844	44.7916	45.8218	46.8758	Medic IV (04)
Fire Lieutenant (VRS) (05)	30.6285	32.1600	33.7672	35.4557	37.2287	38.5315	39.8806	41.2767	42.7209	44.2156	45.2335	46.2737	47.3380	48.4266	49.5403	50.6792	51.8455	53.0377	54.2574	Fire Lieutenant (VRS) (05)
EMS Lieutenant (VRS) (06)	30.6285	32.1600	33.7672	35.4557	37.2287	38.5315	39.8806	41.2767	42.7209	44.2156	45.2335	46.2737	47.3380	48.4266	49.5403	50.6792	51.8455	53.0377	54.2574	EMS Lieutenant (VRS) (06)
EMS Captain (VRS) (07)	33.6760	35.3597	37.1278	38.9843	40.9335	42.3663	43.8484	45.3839	46.9715	48.6154	49.7342	50.8781	52.0480	53.2451	54.4693	55.7228	57.0043	58.3157	59.6569	EMS Captain (VRS) (07)
Fire Captain (VRS) (11)	33.6760	35.3597	37.1278	38.9843	40.9335	42.3663	43.8484	45.3839	46.9715	48.6154	49.7342	50.8781	52.0480	53.2451	54.4693	55.7228	57.0043	58.3157	59.6569	Fire Captain (VRS) (11)

Effective 10/11/2025