



City of Alexandria, VA
Sworn Fire Pay Scale (PSCF) - FY 2026
IAFF Local 2141
Annual Salary

Pay Increase	5%				3.50%				2.30%												Rank
Step	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18		
Fire Fighter I (01)	59,648.42	62,630.62	65,762.84	69,049.76	72,502.04	75,040.42	77,667.20	80,386.28	83,198.70	86,111.48	88,090.08	90,118.34	92,190.28	94,311.10	96,480.80	98,699.64	100,967.36	103,292.02	105,667.90	Fire Fighter I (01)	
Fire Fighter II (02)	62,628.28	65,757.64	69,047.16	72,498.92	76,124.10	78,789.36	81,544.84	84,400.68	87,355.06	90,412.66	92,491.88	94,617.64	96,795.40	99,019.18	101,297.56	103,627.16	106,011.36	108,449.38	110,944.34	Fire Fighter II (02)	
Fire Fighter III (03)	65,760.24	69,047.16	72,498.92	76,124.10	79,929.72	82,728.88	85,602.14	88,621.78	91,723.32	94,932.76	97,115.46	99,349.64	101,635.56	103,973.22	106,364.96	108,810.52	111,313.02	113,872.98	116,491.96	Fire Fighter III (03)	
Fire Fighter IV (04)	69,041.96	72,494.24	76,119.16	79,924.52	83,921.24	86,860.02	89,898.90	93,044.12	96,302.70	99,672.30	101,966.02	104,308.36	106,708.16	109,164.38	111,674.68	114,241.40	116,870.78	119,559.18	122,309.20	Fire Fighter IV (04)	
Fire Lieutenant (F&P) (05)	79,914.12	83,910.84	88,105.94	92,512.68	97,135.74	100,536.80	104,055.64	107,696.42	111,465.64	115,369.02	118,021.54	120,735.94	123,511.96	126,354.80	129,260.04	132,232.36	135,274.36	138,385.78	141,568.44	Fire Lieutenant (F&P) (05)	
EMS Lieutenant (F&P) (06)	79,914.12	83,910.84	88,105.94	92,512.68	97,135.74	100,536.80	104,055.64	107,696.42	111,465.64	115,369.02	118,021.54	120,735.94	123,511.96	126,354.80	129,260.04	132,232.36	135,274.36	138,385.78	141,568.44	EMS Lieutenant (F&P) (06)	
Fire Captain (07)	87,865.96	92,259.96	96,872.88	101,715.90	106,803.32	110,542.12	114,409.36	118,413.88	122,557.24	126,847.50	129,766.00	132,750.80	135,802.94	138,927.88	142,121.72	145,390.44	148,734.56	152,155.64	155,654.98	Fire Captain (07)	
EMS Captain (F&P) (08)	87,865.96	92,259.96	96,872.88	101,715.90	106,803.32	110,542.12	114,409.36	118,413.88	122,557.24	126,847.50	129,766.00	132,750.80	135,802.94	138,927.88	142,121.72	145,390.44	148,734.56	152,155.64	155,654.98	EMS Captain (F&P) (08)	

Effective 07/05/2025