City of Alexandria, VA
Sworn Fire Pay Scale (PSCF) - 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
Fire Fighter I (01)	20.4836	21.5079	22.5833	23.7121	24.8976	25.7694	26.6714	27.6053	28.5710	29.5712	30.2508	30.9472	31.6587	32.3870	33.1322	33.8942	34.6729	35.4712	36.2871	**Fire Fighter I (01)**
Fire Fighter II (02)	21.5069	22.5816	23.7112	24.8966	26.1415	27.0568	28.0030	28.9838	29.9983	31.0484	31.7624	32.4924	33.2402	34.0039	34.7863	35.5863	36.4049	37.2422	38.0989	**Fire Fighter II (02)**
Fire Fighter III (03)	22.5825	23.7112	24.8966	26.1415	27.4484	28.4096	29.4037	30.4333	31.4983	32.6005	33.3500	34.1174	34.9024	35.7051	36.5264	37.3663	38.2256	39.1047	40.0040	**Fire Fighter III (03)**
Fire Fighter IV (04)	23.7095	24.8950	26.1397	27.4466	28.8191	29.8283	30.8719	31.9520	33.0710	34.2281	35.0158	35.8203	36.6442	37.4877	38.3498	39.2313	40.1342	41.0574	42.0018	**Fire Fighter IV (04)**
Fire Lieutenant (F&P) (05)	27.4430	28.8155	30.2561	31.7694	33.3571	34.5250	35.7335	36.9837	38.2781	39.6185	40.5293	41.4615	42.4149	43.3911	44.3888	45.4095	46.4541	47.5225	48.6155	**Fire Lieutenant (F&P) (05)**
EMS Lieutenant (F&P) (06)	27.4430	28.8155	30.2561	31.7694	33.3571	34.5250	35.7335	36.9837	38.2781	39.6185	40.5293	41.4615	42.4149	43.3911	44.3888	45.4095	46.4541	47.5225	48.6155	**EMS Lieutenant (F&P) (06)**
Fire Captain (07)	30.1737	31.6826	33.2668	34.9299	36.6770	37.9608	39.2890	40.6640	42.0870	43.5603	44.5625	45.5875	46.6356	47.7087	48.8055	49.9281	51.0765	52.2512	53.4529	**Fire Captain (07)**
EMS Captain (F&P) (08)	30.1737	31.6826	33.2668	34.9299	36.6770	37.9608	39.2890	40.6640	42.0870	43.5603	44.5625	45.5875	46.6356	47.7087	48.8055	49.9281	51.0765	52.2512	53.4529	**EMS Captain (F&P) (08)**

Effective 07/05/2025