City of Alexandria, VA
Sworn Fire Pay Scale (PSCF) - 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
Fire Fighter I (01)	28.6771	30.1109	31.6167	33.1970	34.8568	36.0771	37.3400	38.6473	39.9994	41.3997	42.3510	43.3261	44.3222	45.3419	46.3850	47.4518	48.5420	49.6596	50.8019	**Fire Fighter I (01)**
Fire Fighter II (02)	30.1097	31.6142	33.1957	34.8552	36.5981	37.8795	39.2042	40.5772	41.9976	43.4676	44.4673	45.4893	46.5363	47.6054	48.7008	49.8208	50.9670	52.1391	53.3386	**Fire Fighter II (02)**
Fire Fighter III (03)	31.6155	33.1957	34.8552	36.5981	38.4277	39.7735	41.1549	42.6066	44.0977	45.6407	46.6901	47.7642	48.8633	49.9871	51.1370	52.3127	53.5159	54.7466	56.0057	**Fire Fighter III (03)**
Fire Fighter IV (04)	33.1932	34.8530	36.5957	38.4253	40.3467	41.7596	43.2206	44.7328	46.2994	47.9194	49.0221	50.1483	51.3020	52.4829	53.6897	54.9238	56.1879	57.4804	58.8025	**Fire Fighter IV (04)**
Fire Lieutenant (F&P) (05)	38.4202	40.3417	42.3586	44.4772	46.6999	48.3350	50.0268	51.7771	53.5893	55.4659	56.7411	58.0461	59.3807	60.7475	62.1442	63.5732	65.0357	66.5316	68.0617	**Fire Lieutenant (F&P) (05)**
EMS Lieutenant (F&P) (06)	38.4202	40.3417	42.3586	44.4772	46.6999	48.3350	50.0268	51.7771	53.5893	55.4659	56.7411	58.0461	59.3807	60.7475	62.1442	63.5732	65.0357	66.5316	68.0617	**EMS Lieutenant (F&P) (06)**
Fire Captain (07)	42.2433	44.3557	46.5735	48.9019	51.3477	53.1452	55.0045	56.9297	58.9218	60.9844	62.3875	63.8225	65.2899	66.7922	68.3278	69.8993	71.5070	73.1517	74.8341	**Fire Captain (07)**
EMS Captain (F&P) (08)	42.2433	44.3557	46.5735	48.9019	51.3477	53.1452	55.0045	56.9297	58.9218	60.9844	62.3875	63.8225	65.2899	66.7922	68.3278	69.8993	71.5070	73.1517	74.8341	**EMS Captain (F&P) (08)**

Effective 07/05/2025