City of Alexandria, VA
Sworn Fire Marshal/Medic Pay Scale (FMMC) - FY 2027
IAFF Local 2141
Annual Salary

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)	61,771.06	64,859.08	68,102.32	71,507.54	75,082.28	77,709.06	80,430.48	83,244.46	86,158.28	89,174.28	91,224.64	93,322.84	95,470.44	97,665.88	99,910.98	102,208.60	104,561.08	106,965.82	109,425.68	**Medic II (02)**
Medic III (03)	64,859.08	68,102.32	71,507.54	75,082.28	78,836.42	81,595.80	84,451.64	87,408.10	90,466.48	93,634.84	95,787.38	97,989.84	100,245.08	102,549.98	104,907.66	107,322.28	109,789.16	112,313.50	114,897.12	**Medic III (03)**
Medic IV (04)	68,097.64	71,502.60	75,077.34	78,831.74	82,773.08	85,669.22	88,667.80	91,770.90	94,983.98	98,306.52	100,569.82	102,881.48	105,249.04	107,668.60	110,146.14	112,678.28	115,270.22	117,921.44	120,634.02	**Medic IV (04)**
Fire Lieutenant (VRS) (05)	78,821.86	82,763.20	86,899.28	91,244.40	95,807.40	99,160.10	102,631.88	106,224.82	109,941.26	113,787.96	116,407.46	119,084.68	121,823.26	124,624.76	127,491.00	130,421.72	133,423.42	136,491.16	139,630.66	**Fire Lieutenant (VRS) (05)**
EMS Lieutenant (VRS) (06)	78,821.86	82,763.20	86,899.28	91,244.40	95,807.40	99,160.10	102,631.88	106,224.82	109,941.26	113,787.96	116,407.46	119,084.68	121,823.26	124,624.76	127,491.00	130,421.72	133,423.42	136,491.16	139,630.66	**EMS Lieutenant (VRS) (06)**
EMS Captain (VRS) (07)	86,664.50	90,997.40	95,547.40	100,325.16	105,341.34	109,028.92	112,842.60	116,794.60	120,880.24	125,110.70	127,989.94	130,933.66	133,944.46	137,025.46	140,175.62	143,401.44	146,699.54	150,074.60	153,525.84	**EMS Captain (VRS) (07)**
Fire Captain (VRS) (11)	86,664.50	90,997.40	95,547.40	100,325.16	105,341.34	109,028.92	112,842.60	116,794.60	120,880.24	125,110.70	127,989.94	130,933.66	133,944.46	137,025.46	140,175.62	143,401.44	146,699.54	150,074.60	153,525.84	**Fire Captain (VRS) (11)**
Deputy Fire Marshal I (08)	68,097.64	71,502.60	75,077.34	78,831.74	82,773.08	85,669.22	88,667.80	91,770.90	94,983.98	98,306.52	100,569.82	102,881.48	105,249.04	107,668.60	110,146.14	112,678.28	115,270.22	117,921.44	120,634.02	**Deputy Fire Marshal I (08)**
Deputy Fire Marshal II (09)	71,504.68	75,079.68	78,834.34	82,775.16	86,914.36	89,954.80	93,103.14	96,361.20	99,733.66	103,225.98	105,601.08	108,028.70	110,512.74	113,055.02	115,654.24	118,315.60	121,037.80	123,821.36	126,669.40	**Deputy Fire Marshal II (09)**
Deputy Fire Marshal III (10)	75,075.00	78,829.40	82,770.74	86,909.16	91,254.54	94,447.08	97,753.24	101,175.62	104,718.12	108,382.82	110,874.92	113,423.96	116,033.32	118,702.48	121,431.96	124,225.66	127,082.02	130,005.72	132,995.72	**Deputy Fire Marshal III (10)**

Effective 07/04/2026