



City of Alexandria, VA  
 Sworn Fire Pay Scale (PSCF) - FY 2027  
 IAFF Local 2141  
 Hourly Rate (2080 Hours per Year)

Pay Increase Step Rank	5%																	3.50%																	2.30%																	Rank				
	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	00	01	02	03	04	05	06	07	08	09	10	11	12		13	14	15	16
<b>Fire Fighter I (01)</b>	28.9639	30.4120	31.9329	33.5290	35.2054	36.4379	37.7134	39.0338	40.3994	41.8137	42.7745	43.7594	44.7654	45.7953	46.8489	47.9263	49.0274	50.1562	51.3099	30.4108	31.9303	33.5277	35.2038	36.9641	38.8120	40.1712	41.5664	43.0327	44.5387	46.0971	47.1570	48.2418	49.3519	50.4870	51.6484	52.8358	54.0511	55.2941	56.5658	50.3190	51.4767	52.6605	53.8720	<b>Fire Fighter I (01)</b>												
<b>Fire Fighter II (02)</b>	30.4108	31.9303	33.5277	35.2038	36.9641	38.8120	40.1712	41.5664	43.0327	44.5387	46.0971	47.1570	48.2418	49.3519	50.4870	51.6484	52.8358	54.0511	55.2941	56.5658	31.9317	33.5277	35.2038	36.9641	38.8120	40.1712	41.5664	43.0327	44.5387	46.0971	47.1570	48.2418	49.3519	50.4870	51.6484	52.8358	54.0511	55.2941	56.5658	51.4767	52.6605	53.8720	<b>Fire Fighter II (02)</b>													
<b>Fire Fighter III (03)</b>	31.9317	33.5277	35.2038	36.9641	38.8120	40.1712	41.5664	43.0327	44.5387	46.0971	47.1570	48.2418	49.3519	50.4870	51.6484	52.8358	54.0511	55.2941	56.5658	33.5251	35.2015	36.9617	38.8096	40.7502	42.1772	43.6528	45.1801	46.7624	48.3986	49.5123	50.6498	51.8150	53.0077	54.2266	55.4730	56.7498	58.0552	59.3905	52.6605	53.8720	<b>Fire Fighter III (03)</b>															
<b>Fire Fighter IV (04)</b>	33.5251	35.2015	36.9617	38.8096	40.7502	42.1772	43.6528	45.1801	46.7624	48.3986	49.5123	50.6498	51.8150	53.0077	54.2266	55.4730	56.7498	58.0552	59.3905	35.2044	40.7451	42.7822	44.9220	47.1669	48.8184	50.5271	52.2949	54.1252	56.0206	57.3085	58.6266	59.9745	61.3550	62.7656	64.2089	65.6861	67.1969	68.7423	53.8720	55.2941	56.5658	<b>Fire Fighter IV (04)</b>														
<b>Fire Lieutenant (F&amp;P) (05)</b>	35.2044	40.7451	42.7822	44.9220	47.1669	48.8184	50.5271	52.2949	54.1252	56.0206	57.3085	58.6266	59.9745	61.3550	62.7656	64.2089	65.6861	67.1969	68.7423	38.8044	40.7451	42.7822	44.9220	47.1669	48.8184	50.5271	52.2949	54.1252	56.0206	57.3085	58.6266	59.9745	61.3550	62.7656	64.2089	65.6861	67.1969	68.7423	56.5658	58.0552	59.3905	<b>Fire Lieutenant (F&amp;P) (05)</b>														
<b>EMS Lieutenant (F&amp;P) (06)</b>	38.8044	40.7451	42.7822	44.9220	47.1669	48.8184	50.5271	52.2949	54.1252	56.0206	57.3085	58.6266	59.9745	61.3550	62.7656	64.2089	65.6861	67.1969	68.7423	42.6657	44.7993	47.0392	49.3909	51.8612	53.6767	55.5545	57.4990	59.5110	61.5942	63.0114	64.4607	65.9428	67.4601	69.0111	70.5983	72.2221	73.8832	75.5824	59.3905	60.7423	<b>EMS Lieutenant (F&amp;P) (06)</b>															
<b>Fire Captain (07)</b>	42.6657	44.7993	47.0392	49.3909	51.8612	53.6767	55.5545	57.4990	59.5110	61.5942	63.0114	64.4607	65.9428	67.4601	69.0111	70.5983	72.2221	73.8832	75.5824	44.7993	47.0392	49.3909	51.8612	53.6767	55.5545	57.4990	59.5110	61.5942	63.0114	64.4607	65.9428	67.4601	69.0111	70.5983	72.2221	73.8832	75.5824	68.7423	70.1969	71.6969	<b>Fire Captain (07)</b>															
<b>EMS Captain (F&amp;P) (08)</b>	44.7993	47.0392	49.3909	51.8612	53.6767	55.5545	57.4990	59.5110	61.5942	63.0114	64.4607	65.9428	67.4601	69.0111	70.5983	72.2221	73.8832	75.5824	44.7993	47.0392	49.3909	51.8612	53.6767	55.5545	57.4990	59.5110	61.5942	63.0114	64.4607	65.9428	67.4601	69.0111	70.5983	72.2221	73.8832	75.5824	71.6969	73.1969	74.7423	<b>EMS Captain (F&amp;P) (08)</b>																

Effective 07/04/2026