

**City of Alexandria, Virginia
 FY 2023 Proposed Operating Budget & CIP
 Budget Questions & Answers**

April 8, 2022

Question: What are the FY22 benchmark survey results for hours worked for Firefighters?

Response: The following tables illustrate the difference between Alexandria firefighter salaries and the comparative benchmark before and after the 6 percent pay scale adjustment proposed in the budget. It should be noted that the analysis was conducted prior to the release of other jurisdictions’ proposed budgets and does not include the impact of any pay scale adjustments included within those budgets.

Before

Classification Title	Average			Hourly Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
FIRE BATTALION CHIEF	-13.72%	-8.90%	-6.18%	-18.31%	-13.38%	-10.59%
FIRE CAPTAIN	-13.78%	-9.02%	-6.33%	-18.62%	-13.74%	-10.99%
FIRE LIEUTENANT (F&P)	-9.58%	-5.00%	-2.42%	-14.22%	-9.53%	-6.88%
FIRE LIEUTENANT (VRS)	-6.87%	-2.41%	0.10%	-11.40%	-6.83%	-4.24%
FIRE FIGHTER IV	-3.54%	0.75%	3.17%	-7.78%	-3.38%	-0.90%
FIRE FIGHTER III	-14.50%	-8.61%	-5.29%	-14.50%	-8.61%	-5.29%
FIRE FIGHTER II						
FIRE FIGHTER I	-9.85%	-6.86%	-5.17%	-14.30%	-11.30%	-9.61%
	-10.26%	-5.72%	-3.16%	-14.16%	-9.54%	-6.93%

After

Classification Title	Salary			Hourly Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
FIRE BATTALION CHIEF	-7.28%	-2.74%	-0.17%	-11.62%	-6.96%	-4.33%
FIRE CAPTAIN	-7.34%	-2.85%	-0.31%	-11.91%	-7.30%	-4.70%
FIRE LIEUTENANT (F&P)	-3.37%	0.94%	3.37%	-7.75%	-3.33%	-0.83%
FIRE LIEUTENANT (VRS)	-0.82%	3.38%	5.76%	-5.09%	-0.78%	1.66%
FIRE FIGHTER IV	2.32%	6.37%	8.65%	-1.68%	2.47%	4.81%
FIRE FIGHTER III	-8.02%	-2.46%	0.67%	-8.02%	-2.46%	0.67%
FIRE FIGHTER II						
FIRE FIGHTER I	-3.64%	-0.81%	0.78%	-7.83%	-5.00%	-3.41%
	-4.02%	0.26%	2.68%	-7.70%	-3.34%	-0.88%