



City of Alexandria, VA  
Sworn Fire Pay Scale - FY 2023

Annual Salary

| Pay Increase Step | 5%        |            |            |            |            | 3.50%      |            |            |            |            | 2.30%      |            |            |            |            | Grade      |            |            |            |       |
|-------------------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------|
| Grade             | 00        | 01         | 02         | 03         | 04         | 05         | 06         | 07         | 08         | 09         | 10         | 11         | 12         | 13         | 14         | 15         | 16         | 17         | 18         | Grade |
| 1                 | 34,979.88 | 36,728.64  | 38,564.24  | 40,492.40  | 42,517.54  | 44,005.26  | 45,544.20  | 47,139.04  | 48,790.04  | 50,496.68  | 51,858.88  | 52,845.26  | 54,060.76  | 55,305.64  | 56,577.30  | 57,878.08  | 59,210.32  | 60,571.68  | 61,964.76  | 1     |
| 2                 | 36,509.72 | 38,335.70  | 40,251.64  | 42,264.30  | 44,377.32  | 45,930.82  | 47,537.88  | 49,203.44  | 50,924.64  | 52,706.68  | 53,919.84  | 55,160.04  | 56,428.84  | 57,727.02  | 59,054.84  | 60,411.26  | 61,802.00  | 63,224.20  | 64,678.38  | 2     |
| 3                 | 38,233.78 | 40,144.52  | 42,152.76  | 44,260.58  | 46,472.92  | 48,099.48  | 49,784.28  | 51,524.98  | 53,329.12  | 55,196.18  | 56,465.24  | 57,763.94  | 59,093.58  | 60,452.60  | 61,843.08  | 63,265.54  | 64,719.46  | 66,207.18  | 67,730.00  | 3     |
| 4                 | 40,035.06 | 42,038.36  | 44,129.28  | 46,346.56  | 48,663.42  | 50,367.72  | 52,130.52  | 53,953.90  | 55,843.06  | 57,797.74  | 59,127.64  | 60,486.66  | 61,877.40  | 63,301.94  | 64,755.86  | 66,246.44  | 67,770.56  | 69,329.00  | 70,923.58  | 4     |
| 5                 | 41,929.16 | 44,024.76  | 46,227.74  | 48,537.32  | 50,963.64  | 52,748.02  | 54,595.84  | 56,504.24  | 58,483.10  | 60,530.34  | 61,921.08  | 63,345.88  | 64,804.48  | 66,294.80  | 67,819.18  | 69,377.88  | 70,974.80  | 72,606.04  | 74,276.02  | 5     |
| 6                 | 44,046.60 | 46,247.24  | 48,561.76  | 50,987.82  | 53,538.16  | 55,412.50  | 57,350.28  | 59,358.78  | 61,437.48  | 63,586.38  | 65,047.58  | 66,545.44  | 68,074.50  | 69,688.84  | 71,242.60  | 72,880.86  | 74,558.64  | 76,272.56  | 78,026.78  | 6     |
| 7                 | 46,242.04 | 48,553.96  | 50,980.28  | 53,531.14  | 56,207.84  | 58,174.48  | 60,209.24  | 62,317.32  | 64,498.20  | 66,757.08  | 68,291.08  | 69,861.48  | 71,468.28  | 73,112.00  | 74,794.20  | 76,515.66  | 78,275.86  | 80,075.60  | 81,916.90  | 7     |
| 8                 | 48,558.90 | 50,985.48  | 53,535.56  | 56,212.52  | 59,022.86  | 61,089.60  | 63,226.54  | 65,438.88  | 67,729.22  | 70,099.64  | 71,711.64  | 73,362.38  | 75,049.52  | 76,775.92  | 78,540.80  | 80,347.28  | 82,195.10  | 84,086.60  | 86,020.74  | 8     |
| 9                 | 50,982.88 | 53,533.48  | 56,207.84  | 59,018.44  | 61,969.70  | 64,138.36  | 66,384.76  | 68,706.56  | 71,111.04  | 73,600.54  | 75,292.88  | 77,026.56  | 78,796.12  | 80,609.88  | 82,462.64  | 84,288.36  | 86,301.54  | 88,285.08  | 90,315.68  | 9     |
| 10                | 53,535.56 | 56,212.52  | 59,022.86  | 61,974.38  | 65,074.36  | 67,349.88  | 69,708.34  | 72,149.48  | 74,672.78  | 77,286.30  | 79,063.66  | 80,882.36  | 82,744.48  | 84,645.86  | 86,593.00  | 88,584.34  | 90,621.96  | 92,707.94  | 94,840.20  | 10    |
| 11                | 56,207.84 | 59,018.44  | 61,969.70  | 65,067.08  | 68,320.20  | 70,712.20  | 73,187.40  | 75,749.96  | 78,400.14  | 81,144.70  | 83,009.42  | 84,920.42  | 86,872.76  | 88,871.38  | 90,916.02  | 93,006.94  | 95,143.88  | 97,334.38  | 99,573.24  | 11    |
| 12                | 59,015.84 | 61,964.76  | 65,064.74  | 68,317.34  | 71,733.48  | 74,245.08  | 76,841.44  | 79,532.70  | 82,316.52  | 85,197.84  | 87,157.20  | 89,160.50  | 91,212.42  | 93,308.28  | 95,455.10  | 97,650.28  | 99,896.68  | 102,194.30 | 104,545.22 | 12    |
| 13                | 61,967.36 | 65,064.74  | 68,317.34  | 71,733.48  | 75,319.40  | 77,957.10  | 80,685.28  | 83,510.44  | 86,432.84  | 89,457.16  | 91,514.02  | 93,619.24  | 95,773.60  | 97,976.32  | 100,230.00 | 102,534.64 | 104,892.84 | 107,304.86 | 109,772.78 | 13    |
| 14                | 65,059.80 | 68,312.92  | 71,728.54  | 75,314.72  | 79,080.82  | 81,850.08  | 84,713.72  | 87,677.72  | 90,748.32  | 93,923.44  | 96,084.82  | 98,292.22  | 100,553.44 | 102,867.96 | 105,233.44 | 107,652.48 | 110,130.02 | 112,663.20 | 115,254.62 | 14    |
| 15                | 68,315.26 | 71,731.14  | 75,317.32  | 79,083.16  | 83,036.46  | 85,944.04  | 88,951.72  | 92,063.40  | 95,287.14  | 98,620.60  | 100,888.84 | 103,210.64 | 105,583.40 | 108,012.32 | 110,497.14 | 113,037.86 | 115,639.16 | 118,298.96 | 121,019.86 | 15    |
| 16                | 71,726.46 | 75,312.12  | 79,078.48  | 83,033.86  | 87,183.72  | 90,235.08  | 93,393.30  | 96,663.58  | 100,045.14 | 103,548.64 | 105,928.94 | 108,364.88 | 110,859.32 | 113,407.32 | 116,016.16 | 118,685.32 | 121,413.24 | 124,206.94 | 127,063.56 | 16    |
| 17                | 75,304.84 | 79,070.94  | 83,023.98  | 87,176.70  | 91,533.26  | 94,738.02  | 98,054.06  | 101,484.76 | 105,036.62 | 108,714.84 | 111,214.22 | 113,772.10 | 116,387.96 | 119,067.00 | 121,804.54 | 124,605.52 | 127,472.02 | 130,404.04 | 133,403.14 | 17    |
| 18                | 79,073.54 | 83,026.84  | 87,179.30  | 91,538.20  | 96,113.94  | 99,478.60  | 102,960.26 | 106,563.08 | 110,293.04 | 114,153.52 | 116,779.26 | 119,466.10 | 122,213.00 | 125,023.86 | 127,899.72 | 130,841.62 | 133,851.64 | 136,929.26 | 140,078.64 | 18    |
| 19                | 82,798.04 | 86,938.54  | 91,285.48  | 95,849.00  | 100,643.14 | 104,166.14 | 107,810.56 | 111,583.94 | 115,488.62 | 119,531.36 | 122,281.38 | 125,094.06 | 127,970.18 | 130,914.68 | 133,924.44 | 137,004.66 | 140,155.86 | 143,379.60 | 146,677.18 | 19    |
| 20                | 86,938.54 | 91,285.48  | 95,849.00  | 100,643.14 | 105,673.62 | 109,374.20 | 113,200.62 | 117,163.80 | 121,265.30 | 125,507.72 | 128,395.80 | 131,347.32 | 134,369.30 | 137,459.40 | 140,619.96 | 143,856.18 | 147,164.94 | 150,549.36 | 154,011.78 | 20    |
| 21                | 91,287.82 | 95,860.70  | 100,645.48 | 105,678.30 | 110,961.50 | 114,846.68 | 118,865.50 | 123,025.24 | 127,330.84 | 131,787.50 | 134,819.10 | 137,921.16 | 141,091.60 | 144,337.18 | 147,658.68 | 151,052.46 | 154,526.84 | 158,081.04 | 161,717.14 | 21    |
| 22                | 95,849.00 | 100,641.06 | 105,673.62 | 110,956.82 | 116,504.44 | 120,581.76 | 124,802.34 | 129,171.38 | 133,690.96 | 138,371.22 | 141,553.62 | 144,809.34 | 148,139.94 | 151,546.20 | 155,032.28 | 158,598.96 | 162,245.72 | 165,977.76 | 169,795.08 | 22    |

Effective 06/25/2022