

Pay Schedule C - Fire Bargaining Unit Salary Schedule* - Fiscal Year: 2027

Rank	Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	Longevity Step (19)
Firefighter/EMT	F1**	\$34.38	\$35.31	\$36.13	\$36.97	\$37.83	\$38.71	\$39.61	\$40.53	\$42.16	\$43.85	\$45.61	\$47.44	\$49.34	\$51.71	\$55.29
Fire Apparatus Driver/Operator	F2**	\$35.42	\$36.38	\$37.22	\$38.08	\$38.97	\$39.87	\$40.80	\$41.75	\$43.43	\$45.17	\$46.98	\$48.87	\$50.82	\$52.82	\$56.25
Fire Marshal	F3	\$37.31	\$38.32	\$39.21	\$40.12	\$41.05	\$42.01	\$42.98	\$43.98	\$45.75	\$47.58	\$49.49	\$51.48	\$53.54	\$55.64	\$57.70
Firefighter/Medic	F4	\$41.26	\$42.38	\$43.36	\$44.37	\$45.40	\$46.46	\$47.54	\$48.64	\$50.59	\$52.62	\$54.73	\$56.93	\$59.21	\$61.54	\$62.50
Fire/EMS Lieutenant	F5	\$42.98	\$44.15	\$45.17	\$46.22	\$47.29	\$48.39	\$49.52	\$50.67	\$52.70	\$54.82	\$57.02	\$59.30	\$61.68	\$64.09	\$65.39
Fire/EMS Captain I	F6	\$46.42	\$47.68	\$48.79	\$49.92	\$51.08	\$52.26	\$53.48	\$54.73	\$56.92	\$59.21	\$61.58	\$64.05	\$66.62	\$69.22	\$71.88
Fire/EMS Captain II	F7	\$50.14	\$51.50	\$52.70	\$53.92	\$55.17	\$56.44	\$57.76	\$59.11	\$61.48	\$63.95	\$66.51	\$69.18	\$71.95	\$76.19	\$78.85

*2080-hourly rates reflected above; shift conversion factors outlined within Collective Bargaining Agreement Between Arlington Professional Firefighters and Paramedics Assoc., IAFF Local 2800, and Arlington County Government.

**Grade adjustments in FY 2027 to accommodate new rank - Fire Apparatus Driver/Operator.