

FY 2026 Arlington County Pay Scales (Effective July 1, 2025)

Grade	Hourly Rates			Annual Rates		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	\$16.08	\$20.51	\$24.93	\$33,446.40	\$42,650.40	\$51,854.40
2	\$16.90	\$21.54	\$26.18	\$35,152.00	\$44,803.20	\$54,454.40
3	\$17.74	\$22.62	\$27.50	\$36,899.20	\$47,049.60	\$57,200.00
4	\$18.63	\$23.75	\$28.87	\$38,750.40	\$49,400.00	\$60,049.60
5	\$19.56	\$24.94	\$30.32	\$40,684.80	\$51,875.20	\$63,065.60
6	\$20.54	\$26.19	\$31.83	\$42,723.20	\$54,464.80	\$66,206.40
7	\$21.57	\$27.50	\$33.43	\$44,865.60	\$57,200.00	\$69,534.40
8	\$22.65	\$28.88	\$35.11	\$47,112.00	\$60,070.40	\$73,028.80
9	\$23.78	\$30.33	\$36.87	\$49,462.40	\$63,076.00	\$76,689.60
10	\$24.98	\$31.85	\$38.72	\$51,958.40	\$66,248.00	\$80,537.60
11	\$26.23	\$33.45	\$40.66	\$54,558.40	\$69,565.60	\$84,572.80
12	\$27.56	\$35.14	\$42.71	\$57,324.80	\$73,080.80	\$88,836.80
13	\$28.93	\$36.89	\$44.85	\$60,174.40	\$76,731.20	\$93,288.00
14	\$30.38	\$38.74	\$47.10	\$63,190.40	\$80,579.20	\$97,968.00
15	\$31.92	\$40.70	\$49.47	\$66,393.60	\$84,645.60	\$102,897.60
16	\$33.51	\$42.73	\$51.94	\$69,700.80	\$88,868.00	\$108,035.20
17	\$35.19	\$44.87	\$54.54	\$73,195.20	\$93,319.20	\$113,443.20
18	\$36.96	\$47.13	\$57.29	\$76,876.80	\$98,020.00	\$119,163.20
19	\$38.81	\$49.48	\$60.15	\$80,724.80	\$102,918.40	\$125,112.00
20	\$40.75	\$51.96	\$63.16	\$84,760.00	\$108,066.40	\$131,372.80
21	\$42.80	\$54.58	\$66.35	\$89,024.00	\$113,516.00	\$138,008.00
22	\$44.95	\$57.31	\$69.66	\$93,496.00	\$119,194.40	\$144,892.80
23	\$47.19	\$60.17	\$73.15	\$98,155.20	\$125,153.60	\$152,152.00
24	\$49.56	\$63.19	\$76.81	\$103,084.80	\$131,424.80	\$159,764.80
25	\$52.04	\$66.35	\$80.66	\$108,243.20	\$138,008.00	\$167,772.80
26	\$54.64	\$69.67	\$84.69	\$113,651.20	\$144,903.20	\$176,155.20
27	\$57.37	\$73.15	\$88.92	\$119,329.60	\$152,141.60	\$184,953.60
28	\$60.26	\$76.83	\$93.39	\$125,340.80	\$159,796.00	\$194,251.20
29	\$63.27	\$80.67	\$98.06	\$131,601.60	\$167,783.20	\$203,964.80
30	\$66.43	\$84.70	\$102.96	\$138,174.40	\$176,165.60	\$214,156.80
31	\$70.43	\$89.80	\$109.16	\$146,494.40	\$186,773.60	\$227,052.80
32	\$74.65	\$95.18	\$115.70	\$155,272.00	\$197,964.00	\$240,656.00
33	\$79.13	\$100.90	\$122.66	\$164,590.40	\$209,861.60	\$255,132.80
34	\$83.88	\$106.95	\$130.01	\$174,470.40	\$222,445.60	\$270,420.80
35	\$88.91	\$113.37	\$137.82	\$184,932.80	\$235,799.20	\$286,665.60
36	\$94.26	\$120.19	\$146.11	\$196,060.80	\$249,984.80	\$303,908.80
37	\$99.92	\$127.40	\$154.88	\$207,833.60	\$264,992.00	\$322,150.40
38	\$105.91	\$135.03	\$164.15	\$220,292.80	\$280,862.40	\$341,432.00
39	\$112.28	\$143.16	\$174.03	\$233,542.40	\$297,762.40	\$361,982.40
40	\$119.02	\$151.75	\$184.48	\$247,561.60	\$315,640.00	\$383,718.40

*Some grade minimums fall below the County Living Wage of \$17.00. The Living Wage should be applied in these cases.