

Pay Schedule B

Fire Bargaining Unit Salary Schedule*

Fiscal Year: 2026															
Rank	Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Firefighter/EMT	F2	\$32.70	\$33.46	\$34.23	\$35.02	\$35.83	\$36.66	\$37.51	\$38.38	\$39.92	\$41.52	\$43.19	\$44.92	\$46.72	\$49.45
Fire Marshal	F3	\$34.34	\$35.14	\$35.95	\$36.78	\$37.63	\$38.50	\$39.39	\$40.30	\$41.92	\$43.60	\$45.35	\$47.17	\$49.06	\$51.80
Firefighter/EMT III	F4	\$35.97	\$36.81	\$37.66	\$38.53	\$39.42	\$40.33	\$41.27	\$42.22	\$43.92	\$45.68	\$47.51	\$49.42	\$51.40	\$54.45
Fire/EMS Lieutenant	F5	\$37.61	\$38.48	\$39.37	\$40.28	\$41.21	\$42.16	\$43.14	\$44.14	\$45.91	\$47.75	\$49.67	\$51.66	\$53.73	\$59.35
Fire/EMS Captain I	F6	\$41.38	\$42.33	\$43.31	\$44.31	\$45.34	\$46.38	\$47.46	\$48.56	\$50.51	\$52.53	\$54.64	\$56.83	\$59.11	\$65.32
Fire/EMS Captain II	F7	\$45.52	\$46.57	\$47.65	\$48.75	\$49.88	\$51.02	\$52.21	\$53.42	\$55.57	\$57.80	\$60.11	\$62.52	\$65.03	\$72.76

*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.