

**Collective Bargaining Agreement Between Arlington County Government and
Arlington Professional Firefighters and Paramedics Assoc., IAFF Local 2800**

Appendix A - Pay Schedule A

**Fire Bargaining Unit Salary Schedule*
Fiscal Years: 2024, 2025, and 2026**

Rank	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Firefighter/EMT	F2(FD2)	\$ 28.85	\$ 30.01	\$ 31.22	\$ 32.47	\$ 33.77	\$ 35.13	\$ 36.54
Fire Marshal	F3(FD3)	\$ 30.30	\$ 31.52	\$ 32.79	\$ 34.11	\$ 35.48	\$ 36.90	\$ 38.38
Firefighter/EMT III	F4(FD4)	\$ 31.74	\$ 33.02	\$ 34.35	\$ 35.73	\$ 37.16	\$ 38.65	\$ 40.20
Fire/EMS Lieutenant	F5(FD5)	\$ 33.18	\$ 34.52	\$ 35.91	\$ 37.35	\$ 38.85	\$ 40.41	\$ 42.03
Fire/EMS Captain I	F6(FD6)	\$ 36.50	\$ 37.98	\$ 39.51	\$ 41.10	\$ 42.75	\$ 44.46	\$ 46.24
Fire/EMS Captain II	F7(FD7)	\$ 40.15	\$ 41.78	\$ 43.47	\$ 45.21	\$ 47.03	\$ 48.92	\$ 50.88

Rank	Grade	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Firefighter/EMT	F2(FD2)	\$ 38.01	\$ 39.54	\$ 41.13	\$ 42.78	\$ 44.50	\$ 46.28	\$ 48.70
Fire Marshal	F3(FD3)	\$ 39.92	\$ 41.52	\$ 43.19	\$ 44.92	\$ 46.73	\$ 48.60	\$ 51.05
Firefighter/EMT III	F4(FD4)	\$ 41.82	\$ 43.50	\$ 45.25	\$ 47.06	\$ 48.95	\$ 50.91	\$ 53.70
Fire/EMS Lieutenant	F5(FD5)	\$ 43.72	\$ 45.48	\$ 47.30	\$ 49.20	\$ 51.18	\$ 53.23	\$ 58.60
Fire/EMS Captain I	F6(FD6)	\$ 48.10	\$ 50.03	\$ 52.04	\$ 54.13	\$ 56.30	\$ 58.56	\$ 64.57
Fire/EMS Captain II	F7(FD7)	\$ 52.92	\$ 55.04	\$ 57.25	\$ 59.55	\$ 61.94	\$ 64.42	\$ 72.01

*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