

**FY2024 Fire Fighters Local 1563 Pay Schedule  
80 Hour Scale**

**Effective July 06, 2023**

| <b>FFII</b> |          |          |          |          |          |          |          |          |          |          |
|-------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Grade       | Step 0   | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   |
| F-01        | \$51,783 | \$53,595 | \$55,471 | \$57,413 | \$59,422 | \$61,502 | \$63,654 | \$65,882 | \$68,188 | \$70,575 |
| Hourly      | \$24.896 | \$25.767 | \$26.669 | \$27.602 | \$28.568 | \$29.568 | \$30.603 | \$31.674 | \$32.783 | \$33.930 |
|             |          |          |          |          |          |          |          |          |          |          |
| Grade       | Step 10  | Step 11  | Step 12  | Step 13  | Step 14  | Step 15  | Step 16  | Step 17  | Step 18  | Step 19  |
| F-01        | \$73,045 | \$75,601 | \$78,247 | \$80,986 | \$83,821 | \$86,754 | \$89,791 | \$92,933 | \$96,186 | \$99,553 |
| Hourly      | \$35.118 | \$36.347 | \$37.619 | \$38.936 | \$40.299 | \$41.709 | \$43.169 | \$44.679 | \$46.243 | \$47.862 |

| <b>FFIII</b> |          |          |          |          |          |          |          |          |           |           |
|--------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
| Grade        | Step 0   | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   | Step 7   | Step 8    | Step 9    |
| F-02         | \$54,372 | \$56,275 | \$58,245 | \$60,283 | \$62,393 | \$64,577 | \$66,837 | \$69,176 | \$71,598  | \$74,103  |
| Hourly       | \$26.140 | \$27.055 | \$28.002 | \$28.982 | \$29.997 | \$31.047 | \$32.133 | \$33.258 | \$34.422  | \$35.626  |
|              |          |          |          |          |          |          |          |          |           |           |
| Grade        | Step 10  | Step 11  | Step 12  | Step 13  | Step 14  | Step 15  | Step 16  | Step 17  | Step 18   | Step 19   |
| F-02         | \$76,697 | \$79,381 | \$82,160 | \$85,035 | \$88,012 | \$91,092 | \$94,280 | \$97,580 | \$100,995 | \$104,530 |
| Hourly       | \$36.874 | \$38.164 | \$39.500 | \$40.882 | \$42.313 | \$43.794 | \$45.327 | \$46.913 | \$48.555  | \$50.255  |

| <b>FF LT</b> |           |           |           |           |           |           |           |          |          |           |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|-----------|
| Grade        | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12  | Step 13  | Step 14   |
| F-05         | \$74,627  | \$77,239  | \$79,942  | \$82,740  | \$85,636  | \$88,633  | \$91,735  | \$94,946 | \$98,269 | \$101,708 |
| Hourly       | \$35.878  | \$37.134  | \$38.434  | \$39.779  | \$41.171  | \$42.612  | \$44.103  | \$45.647 | \$47.245 | \$48.898  |
|              |           |           |           |           |           |           |           |          |          |           |
| Grade        | Step 15   | Step 16   | Step 17   | Step 18   | Step 19   | Step 20   | Step 21   |          |          |           |
| F-05         | \$105,268 | \$108,953 | \$112,766 | \$116,713 | \$120,798 | \$125,026 | \$129,402 |          |          |           |
| Hourly       | \$50.610  | \$52.381  | \$54.214  | \$56.112  | \$58.076  | \$60.109  | \$62.213  |          |          |           |

| <b>FF Capt</b> |           |           |           |           |           |           |           |           |           |           |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade          | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   |
| F-06           | \$85,938  | \$88,945  | \$92,058  | \$95,281  | \$98,615  | \$102,067 | \$105,639 | \$109,337 | \$113,163 | \$117,124 |
| Hourly         | \$41.316  | \$42.762  | \$44.259  | \$45.808  | \$47.411  | \$49.071  | \$50.788  | \$52.566  | \$54.405  | \$56.310  |
|                |           |           |           |           |           |           |           |           |           |           |
| Grade          | Step 17   | Step 18   | Step 19   | Step 20   | Step 21   |           |           |           |           |           |
| F-06           | \$121,223 | \$125,466 | \$129,858 | \$134,403 | \$139,107 |           |           |           |           |           |
| Hourly         | \$58.280  | \$60.320  | \$62.432  | \$64.617  | \$66.878  |           |           |           |           |           |

NOTES: See Next Page

**FY2024 Fire Fighters Local 1563 Pay Schedule  
80 Hour Scale**

**Effective July 6, 2023**

| <b>FF/PM</b> |          |          |          |          |           |           |           |           |           |          |          |
|--------------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|----------|----------|
| Grade        | Step 0   | Step 1   | Step 2   | Step 3   | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9   | Step 10  |
| F-4P         | \$62,572 | \$64,618 | \$66,735 | \$68,927 | \$71,195  | \$73,543  | \$75,972  | \$78,487  | \$81,090  | \$83,784 | \$86,572 |
| Hourly       | \$30.083 | \$31.066 | \$32.084 | \$33.138 | \$34.228  | \$35.357  | \$36.525  | \$37.734  | \$38.986  | \$40.281 | \$41.621 |
|              |          |          |          |          |           |           |           |           |           |          |          |
| Grade        | Step 11  | Step 12  | Step 13  | Step 14  | Step 15   | Step 16   | Step 17   | Step 18   | Step 19   | Step 20  | Step 21  |
| F-4P         | \$89,458 | \$92,444 | \$95,536 | \$98,735 | \$102,046 | \$105,474 | \$109,021 | \$112,692 | \$116,492 |          |          |
| Hourly       | \$43.009 | \$44.444 | \$45.931 | \$47.469 | \$49.061  | \$50.709  | \$52.414  | \$54.179  | \$56.006  |          |          |

| <b>Fire LT/PM</b> |           |           |           |           |           |           |          |          |           |           |           |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|-----------|-----------|-----------|
| Grade             | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | Step 11  | Step 12  | Step 13   | Step 14   | Step 15   |
| F-5P              | \$78,749  | \$81,361  | \$84,064  | \$86,862  | \$89,758  | \$92,755  | \$95,858 | \$99,068 | \$102,391 | \$105,831 | \$109,391 |
| Hourly            | \$37.860  | \$39.116  | \$40.415  | \$41.761  | \$43.153  | \$44.594  | \$46.086 | \$47.629 | \$49.226  | \$50.880  | \$52.592  |
|                   |           |           |           |           |           |           |          |          |           |           |           |
| Grade             | Step 16   | Step 17   | Step 18   | Step 19   | Step 20   | Step 21   |          |          |           |           |           |
| F-5P              | \$113,075 | \$116,888 | \$120,835 | \$124,920 | \$129,148 | \$133,524 |          |          |           |           |           |
| Hourly            | \$54.363  | \$56.196  | \$58.094  | \$60.058  | \$62.090  | \$64.194  |          |          |           |           |           |

| <b>Fire Capt/PM</b> |           |           |           |           |           |           |           |           |           |           |           |
|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade               | Step 7    | Step 8    | Step 9    | Step 10   | Step 11   | Step 12   | Step 13   | Step 14   | Step 15   | Step 16   | Step 17   |
| F-6P                | \$90,060  | \$93,068  | \$96,181  | \$99,403  | \$102,738 | \$106,189 | \$109,762 | \$113,459 | \$117,286 | \$121,247 | \$125,346 |
| Hourly              | \$43.298  | \$44.744  | \$46.241  | \$47.790  | \$49.393  | \$51.052  | \$52.770  | \$54.548  | \$56.388  | \$58.292  | \$60.263  |
|                     |           |           |           |           |           |           |           |           |           |           |           |
| Grade               | Step 18   | Step 19   | Step 20   | Step 21   |           |           |           |           |           |           |           |
| F-6P                | \$129,589 | \$133,980 | \$138,525 | \$143,229 |           |           |           |           |           |           |           |
| Hourly              | \$62.302  | \$64.413  | \$66.599  | \$68.860  |           |           |           |           |           |           |           |

**NOTES:**

This pay schedule applies to employees in the classifications of Firefighter II, Firefighter III, Fire Lieutenant, Fire Captain, Firefighter/Emergency Medical Technician-Paramedic, Fire Lieutenant/Emergency Medical Technician-Paramedic, Fire Captain/Emergency Medical Technician-Paramedic

Implements negotiated pay schedule effective with the pay period beginning July 6, 2023.

Employees who achieve a satisfactory performance review shall receive an increase in pay, not to exceed maximum of grade in accordance with the Memorandum of Agreement between Anne Arundel County and Local 1563 Anne Arundel County Professional Fire Fighters, International Association of Fire Fighters, AFL-CIO-CLC effective July 1, 2023; only once every 12 months.

Hourly pay rate determined as follows, rounded to 3 decimal places:

For a 80 hour bi-weekly work schedule, divide annual pay by 2080 hours

For a 84 hour bi-weekly work schedule, divide annual pay by 2184 hours