

**FY2026 Fire Fighters Local 1563 Pay Schedule
80 Hour Scale**

Effective July 03, 2025

FFII											
Grade	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
F-01	\$56,402	\$58,320	\$60,303	\$62,353	\$64,473	\$66,665	\$68,932	\$71,275	\$73,699	\$76,204	
Hourly	\$27.116	\$28.038	\$28.992	\$29.977	\$30.997	\$32.050	\$33.140	\$34.267	\$35.432	\$36.637	
Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
F-01	\$78,795	\$81,474	\$84,244	\$87,109	\$90,070	\$93,133	\$96,299	\$99,573	\$102,959	\$106,460	\$110,079
Hourly	\$37.882	\$39.170	\$40.502	\$41.879	\$43.303	\$44.775	\$46.298	\$47.872	\$49.500	\$51.183	\$52.923

FFIII											
Grade	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
F-02	\$59,222	\$61,236	\$63,318	\$65,470	\$67,696	\$69,998	\$72,378	\$74,839	\$77,383	\$80,014	
Hourly	\$28.472	\$29.440	\$30.441	\$31.476	\$32.546	\$33.653	\$34.797	\$35.980	\$37.203	\$38.468	
Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
F-02	\$82,735	\$85,548	\$88,457	\$91,464	\$94,574	\$97,789	\$101,114	\$104,552	\$108,107	\$111,783	\$115,583
Hourly	\$39.776	\$41.129	\$42.527	\$43.973	\$45.468	\$47.014	\$48.613	\$50.265	\$51.975	\$53.742	\$55.569

46	FF LT										
	Grade	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
	F-05	\$80,892	\$83,642	\$86,486	\$89,426	\$92,467	\$95,611	\$98,861	\$102,223	\$105,698	\$109,292
	Hourly	\$38.890	\$40.213	\$41.580	\$42.993	\$44.455	\$45.967	\$47.529	\$49.146	\$50.816	\$52.544
	Grade	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21			
	F-05	\$113,008	\$116,850	\$120,823	\$124,931	\$129,179	\$133,571	\$138,112			
	Hourly	\$54.331	\$56.178	\$58.088	\$60.063	\$62.105	\$64.217	\$66.400			

FF Capt										
Grade	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
F-06	\$92,972	\$96,133	\$99,402	\$102,781	\$106,276	\$109,889	\$113,626	\$117,489	\$121,483	\$125,614
Hourly	\$44.698	\$46.218	\$47.789	\$49.414	\$51.094	\$52.831	\$54.628	\$56.485	\$58.405	\$60.391
Grade	Step 17	Step 18	Step 19	Step 20	Step 21					
F-06	\$129,885	\$134,301	\$138,867	\$143,589	\$148,471					
Hourly	\$62.445	\$64.568	\$66.763	\$69.033	\$71.380					

NOTES: See Next Page

**FY2026 Fire Fighters Local 1563 Pay Schedule
80 Hour Scale**

Effective July 3, 2025

FF/PM											
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	\$69,000	\$71,165	\$73,403	\$75,717	\$78,110	\$80,584	\$83,143	\$85,788	\$88,524	\$91,352	\$94,277
Hourly	\$33.173	\$34.214	\$35.290	\$36.402	\$37.553	\$38.742	\$39.973	\$41.244	\$42.560	\$43.919	\$45.325
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	\$97,300	\$100,427	\$103,660	\$107,003	\$110,460	\$114,034	\$117,730	\$121,551	\$125,503	\$129,588	
Hourly	\$46.779	\$48.282	\$49.837	\$51.444	\$53.106	\$54.824	\$56.601	\$58.438	\$60.338	\$62.302	

Fire LT/PM											
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	\$86,228	\$88,978	\$91,822	\$94,763	\$97,803	\$100,947	\$104,198	\$107,559	\$111,035	\$114,628	\$118,344
Hourly	\$41.456	\$42.778	\$44.145	\$45.559	\$47.021	\$48.532	\$50.095	\$51.711	\$53.382	\$55.110	\$56.896
Grade	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21					
F-5P	\$122,187	\$126,159	\$130,267	\$134,515	\$138,907	\$143,449					
Hourly	\$58.744	\$60.653	\$62.628	\$64.671	\$66.782	\$68.966					

Fire Capt/PM											
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	\$98,309	\$101,470	\$104,738	\$108,118	\$111,612	\$115,226	\$118,962	\$122,825	\$126,820	\$130,950	\$135,221
Hourly	\$47.264	\$48.784	\$50.355	\$51.980	\$53.660	\$55.397	\$57.193	\$59.050	\$60.971	\$62.957	\$65.010
Grade	Step 18	Step 19	Step 20	Step 21							
F-6P	\$139,637	\$144,204	\$148,925	\$153,807							
Hourly	\$67.133	\$69.329	\$71.599	\$73.946							

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 3, 2025.

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, 2025; 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