

**FY2027 Fire Fighters Local 1563 Pay Schedule
80 Hour Scale**

Effective July 02, 2026

FFII											
Grade	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
F-01	\$57,671	\$59,632	\$61,659	\$63,756	\$65,923	\$68,165	\$70,482	\$72,879	\$75,357	\$77,919	
Hourly	\$27.726	\$28.669	\$29.644	\$30.652	\$31.694	\$32.772	\$33.886	\$35.038	\$36.229	\$37.461	
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	\$80,568	\$83,307	\$86,140	\$89,069	\$92,097	\$95,228	\$98,466	\$101,814	\$105,275	\$108,855	\$112,556
Hourly	\$38.735	\$40.052	\$41.413	\$42.821	\$44.277	\$45.783	\$47.339	\$48.949	\$50.613	\$52.334	\$54.113

FFIII										
Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
F-02	\$65,359	\$67,581	\$69,879	\$72,255	\$74,711	\$77,252	\$79,878	\$82,594	\$85,402	\$88,306
Hourly	\$31.423	\$32.491	\$33.596	\$34.738	\$35.919	\$37.140	\$38.403	\$39.709	\$41.059	\$42.455
Grade	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	
F-02	\$91,308	\$94,413	\$97,623	\$100,942	\$104,374	\$107,923	\$111,592	\$115,386	\$119,309	
Hourly	\$43.898	\$45.391	\$46.934	\$48.530	\$50.180	\$51.886	\$53.650	\$55.474	\$57.360	

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	\$83,888	\$86,740	\$89,689	\$92,738	\$95,892	\$99,152	\$102,523	\$106,009	\$109,613	\$113,340
Hourly	\$40.331	\$41.702	\$43.120	\$44.586	\$46.102	\$47.669	\$49.290	\$50.966	\$52.699	\$54.490
Grade	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21			
F-05	\$117,194	\$121,178	\$125,298	\$129,558	\$133,963	\$138,518	\$143,228			
Hourly	\$56.343	\$58.259	\$60.240	\$62.288	\$64.405	\$66.595	\$68.859			

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	\$96,864	\$100,158	\$103,563	\$107,084	\$110,725	\$114,490	\$118,382	\$122,407	\$126,569	\$130,872
Hourly	\$46.569	\$48.153	\$49.790	\$51.483	\$53.233	\$55.043	\$56.915	\$58.850	\$60.850	\$62.919
Grade	Step 17	Step 18	Step 19	Step 20	Step 21					
F-06	\$135,322	\$139,923	\$144,680	\$149,599	\$154,686					
Hourly	\$65.059	\$67.271	\$69.558	\$71.923	\$74.368					

NOTES: See Next Page

**FY2027 Fire Fighters Local 1563 Pay Schedule
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Effective July 2, 2026

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	\$71,225	\$73,459	\$75,769	\$78,158	\$80,628	\$83,182	\$85,823	\$88,554	\$91,377	\$94,297	\$97,316
Hourly	\$34.243	\$35.317	\$36.428	\$37.576	\$38.764	\$39.991	\$41.261	\$42.574	\$43.931	\$45.335	\$46.786
Grade	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	
F-4P	\$100,437	\$103,665	\$107,002	\$110,453	\$114,021	\$117,710	\$121,525	\$125,470	\$129,549	\$133,766	
Hourly	\$48.287	\$49.839	\$51.443	\$53.102	\$54.818	\$56.592	\$58.426	\$60.322	\$62.283	\$64.311	

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	\$89,396	\$92,248	\$95,197	\$98,247	\$101,400	\$104,660	\$108,031	\$111,517	\$115,122	\$118,848	\$122,702
Hourly	\$42.979	\$44.350	\$45.768	\$47.234	\$48.750	\$50.317	\$51.938	\$53.614	\$55.347	\$57.139	\$58.991
Grade	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21					
F-5P	\$126,687	\$130,807	\$135,067	\$139,472	\$144,026	\$148,736					
Hourly	\$60.907	\$62.888	\$64.936	\$67.054	\$69.243	\$71.508					

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	\$102,373	\$105,666	\$109,071	\$112,592	\$116,233	\$119,998	\$123,891	\$127,916	\$132,077	\$136,381	\$140,830
Hourly	\$49.218	\$50.801	\$52.438	\$54.131	\$55.881	\$57.691	\$59.563	\$61.498	\$63.499	\$65.568	\$67.707
Grade	Step 18	Step 19	Step 20	Step 21							
F-6P	\$145,431	\$150,189	\$155,108	\$160,194							
Hourly	\$69.919	\$72.206	\$74.571	\$77.016							

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 2, 2026.

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, 2026; 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