

**APPENDIX "A"**  
**to the**  
**AGREEMENT**  
**by and between**  
**THE CITY OF ARLINGTON, WASHINGTON**  
**and**  
**ARLINGTON POLICE OFFICERS ASSOCIATION**

**(Representing the Law Enforcement Officers)**

**January 01, 2025 through December 31, 2026**

THIS APPENDIX is supplemental to the AGREEMENT by and between the CITY OF ARLINGTON, WASHINGTON, hereinafter referred to as the City, and ARLINGTON POLICE OFFICERS ASSOCIATION, hereinafter referred to as the Association.

A.1 Effective January 01, 2025, the wages below reflect a wage increase of 5% for Officers and 3% for Sergeants. The monthly rates of pay for employees covered by this Agreement shall be as follows:

**POLICE OFFICER**

Step A	Step B	Step C	Step D	Step E	Step F
0-12 M	13-24 M	25-36 M	37-48 M	49-60 M	61+ M
\$7,262	\$7,604	\$7,962	\$8,339	\$8,730	\$9,143

**SERGEANT**

Step B	Step C	Step D	Step E	Step F
0-6 M	7-18 M	19-30 M	31-42 M	43+ M
\$9,524	\$9,954	\$10,400	\$10,872	\$11,358

A.2 Effective January 01, 2026, the wages below reflect a wage increase of Officers 4% and Sergeants 3%. The monthly rates of pay for employees covered by this Agreement shall be as follows:

**POLICE OFFICER**

Step A	Step B	Step C	Step D	Step E	Step F
0-12 M	13-24 M	25-36 M	37-48 M	49-60 M	61+ M
\$7,552	\$7,908	\$8,280	\$8,673	\$9,079	\$9,509

**SERGEANT**

Step B	Step C	Step D	Step E	Step F
0-6 M	7-18 M	19-30 M	31-42 M	43+ M
\$9,810	\$10,253	\$10,712	\$11,198	\$11,699