

MEET AND CONFER  
AGREEMENT  
BETWEEN  
CITY OF DALLAS  
AND THE MEET AND CONFER TEAM CONSISTING  
OF  
DALLAS BLACK FIRE FIGHTERS ASSOCIATION,  
BLACK POLICE ASSOCIATION OF GREATER  
DALLAS, NATIONAL LATINO LAW  
ENFORCEMENT ORGANIZATION, THE DALLAS  
FRATERNAL ORDER OF POLICE LODGE 588, THE  
DALLAS POLICE ASSOCIATION, DALLAS  
HISPANIC FIREFIGHTERS ASSOCIATION, AND  
THE DALLAS FIRE FIGHTERS ASSOCIATION

EXPIRES SEPTEMBER 30, 2019

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## **PREAMBLE**

The City of Dallas, Texas ("City") and the Firefighter Employee Groups and the Police Officer Employee Groups ("Meet and Confer Team") in order to meet and discuss issues of mutual concern, as provided in Texas Local Government Code ("TLGC") Chapter 147, have reached the following Agreement through the process of Meet and Confer with the objective of fostering effective cooperation between the City and its Firefighters and Police Officers.

The Firefighter Employee Groups and the Police Officer Employee Groups recognize that the Dallas Police and Fire Pension Fund ("Pension") is facing serious financial challenges. The Firefighter Employee Groups and the Police Officer Employee Groups also recognize that many police officers and firefighters are suing the City for back pay in the pay referendum lawsuits arising from the 1979 pay referendum to increase pay for sworn ranks of the police and fire departments. The Firefighter Employee Groups and the Police Officer Employee Groups further recognize that the City may face serious financial challenges during the term of this Agreement, including but not limited to, requests for the City to increase its contributions to the Pension fund, the pay referendum lawsuits, and any statutory reductions to the municipal tax rates by the Texas Legislature in 2017.

The parties agree that it is in the best interest of the City, Firefighter Employee Groups, Police Officer Employee Groups, and the citizens of the City of Dallas to work together to seek solutions to the Pension issues that are mutually beneficial.

These efforts are non-binding and do not constitute meet and confer negotiations or bargaining. Further, this Preamble does not impair or in any way affect any management rights of the City and does not give the employee associations or the work groups any authority or veto power over the City's control of its public safety operations.

## **ARTICLE 1**

### **AUTHORITY AND RECOGNITION**

The City recognizes the Meet and Confer Team composed of the Police Officer Employee Groups and the Firefighter Employee Groups requested to be recognized by a majority of all Firefighters and all Police Officers pursuant to Section 147.0031, TLGC, as the sole and exclusive bargaining agent for all covered Firefighters and Police Officers, pursuant to Section 147.0035 of the TLGC, excluding Majors and above in the Police Department and Deputy Chiefs and above in the Fire-Rescue Department by mutual agreement.

## **ARTICLE 2**

### **DEFINITIONS**

"Agreement" refers to this Meet and Confer Agreement and only to this Meet and Confer Agreement, which is an Agreement that has been negotiated between the City of Dallas and the Meet and Confer Team pursuant to Chapter 147 of the TLGC.

“Firefighter Employee Group” means an organization as defined in Section 147.002(2), Texas Local Government Code.

“Police Officer Employee Group” means an organization as defined in Section 147.002(4), Texas Local Government Code.

“Business Day” means Monday through Friday during normal business hours of 8:00 o’clock a.m. to 5:00 o’clock p.m. and shall not include weekends, City holidays, or days on which the City is closed, except as otherwise specifically defined in this Agreement.

“Calendar Day” means each day inclusive of weekends and holidays.

“Police Chief” means the head of the Police Department of the City of Dallas, Texas.

“Fire Chief” means the head of the Fire-Rescue Department of the City of Dallas, Texas.

“City” means the City of Dallas, Texas.

“City Manager” means the City Manager of the City.

“Department” means the Fire-Rescue Department of the City and / or the Police Department of the City, as applicable.

“Police Officer” means a sworn police officer employed by the City who is covered by the Dallas Police and Fire Pension System and is classified by the City as nonexempt, as defined in Section 147.002(3) of the TLGC, not including a Police Officer with a rank above that of Captain, a Civilian, or a Municipal Marshal.

“Firefighter” means a firefighter employed by the City of Dallas who is covered by the Dallas Police and Fire Pension System and is classified by the City of Dallas as nonexempt, as defined in Section 147.002(1), of the TLGC not to include a firefighter above the rank of Battalion Chief or Section Chief, or Civilians.

“Officer” means a Police Officer and/or a Firefighter covered by this Agreement.

“Meet and Confer Team” means the Firefighter Employee Group and Police Officer Employee Group who are members of the Meet and Confer Team recognized as the sole and exclusive bargaining agent for all covered Firefighters and Police Officers by the City in Resolution Number 100534 adopted by the City Council on February 24, 2010 consisting of the Dallas Black Fire Fighters Association, Black Police Association of Greater Dallas, the National Latino Law Enforcement Organization formerly the National Latino Peace Officers Association of Greater Dallas, the Dallas Fraternal Order of Police Lodge 588, the Dallas Police Association, Dallas Hispanic Firefighters Association, and the Dallas Firefighters Association.

“Organization” means each Firefighter Employee Group and each Police Officer Employee Group who is a member of the Meet and Confer Team.

“Party” or “Parties” means the City and the Organizations who are members of the Meet and Confer Team.

“TLGC” means Texas Local Government Code.

“Uniformed salary schedule(s)” means the uniformed police salary schedule and the uniformed fire salary schedule for Police Officers/Firefighters, as applicable, covered by this Agreement.

### **ARTICLE 3**

#### **OPERATIONAL IMPROVEMENT INITIATIVES**

The unique point of view of employee associations provides opportunities for employee groups to provide input to city/departamental management in exploring improvements in service provision. Therefore, the parties to this Agreement commit to creating two work groups, one from each public safety dimension, meeting every other month, to discuss topics approved by the Chief of Police, the Chief of Fire, and/or the City Manager that are intended to increase operational efficiency and effectiveness within the provision of public safety services to the citizens of Dallas. Officer participants within the proposed groups (including the number of participants and the individuals assigned) must be mutually satisfactory to management and the employee associations. Input and suggestions from the Officer participants will be sought, however, the suggestions are non-binding and do not constitute meet and confer negotiations or bargaining. Further, this Article does not impair or in any way affect any management rights of the City and does not give the employee associations or the work groups any authority or veto power over the City's control of its public safety operations.

### **ARTICLE 4**

#### **TIME FOR MEET AND CONFER ACTIVITIES**

##### **Section 1. Time For Meet and Confer Activities.**

- A. In the calendar year in which this Agreement will terminate and after recognition by the City of the Meet and Confer Team for the next negotiation cycle, the City will create in the HRIS System an activity code for Meet and Confer activities. Representatives of each Police Officer Employee Group and each Firefighter Employee Group (hereinafter referred to as “Organization”) who are members of said Meet and Confer Team may use 50 hours of work time for use by the representatives of that Organization for negotiation activities described herein conducted during on duty hours. Hours designated for use for Meet and Confer activities will not carry over beyond the end of the calendar year in which negotiations commence.

- B. Each Organization will inform the City's designated representative and the head of the respective Department or designee of the name of the representative who can utilize this activity code for Meet and Confer purposes. The use of work time will be granted unless such use would interfere with the operational needs of the Department. If the Police Chief or Fire Chief declares an emergency, he or she may order the Organization's representative to report to work for the duration of the emergency.
- C. This work time used for Meet and Confer activities will count as hours worked for the purpose of calculating overtime. Hours will be utilized for the time an Organization's representative spends preparing for, traveling to and from and attending scheduled Meet and Confer negotiating meetings with the City.
- D. Except in the event of a declared emergency or when necessary to complete a call at the end of the workday, an Organization's representative using work time for the purpose of Meet and Confer activities under this Article shall not be required to work such additional hours for the City that would exceed the Department's daily restriction on the total of hours worked and hours worked in secondary employment.

**Section 2. Time Off Without Pay.**

The City Manager will consider requests for additional time off without pay to attend to other Meet and Confer business.

**ARTICLE 5**

**MANAGEMENT RIGHTS**

**Section 1.** Except as provided for by State or Federal law or as expressly modified, delegated, or abridged by the provisions of this Agreement, the City shall retain the sole, exclusive, and vested right, prerogative, power and authority to manage the Departments and the workforce in the Departments in all respects, including, but not limited to:

- 1. the right to hire, train, promote, demote, discipline, suspend, discharge, reprimand, assign, reassign, transfer, retain, or layoff employees;
- 2. the right to establish, eliminate, or modify the qualifications and minimum requirements for hiring, training, promotions, transfers, and job assignments and reassignments;
- 3. the right to establish, eliminate, classify, reclassify, or modify the number and types of positions and job classifications;
- 4. the right to assign and direct the work of Officers, including the scheduling and assignment and reassignment of duties, responsibilities and hours of work;
- 5. the right to establish, eliminate, or modify the methods, processes, means and personnel by which operations are to be carried out;
- 6. the right to establish, eliminate, modify, review, and enforce rules and standards governing job performance, personal conduct and appearance, uniforms and equipment, safety, training, education, attendance, discipline, and efficiency;



7. the right to establish, abolish, or modify processes and procedures for investigating and reviewing Officer conduct and complaints, relating to that conduct; and
8. the right to determine the wages, salaries, rates of pay, hours of work, and other terms of employment of the Officers and employees in the Departments.

**Section 2.** Except as provided for by State or Federal law or as expressly modified, delegated, or abridged by the provisions of this Agreement, the exclusive rights and prerogatives of management not expressly mentioned or described by this Article are nevertheless retained by the City and are not to be interpreted as having been diminished, waived, or ceded in any respect. If this Agreement does not, by its terms, expressly and specifically restrict, modify, or abridge a particular right or prerogative of management, then the City retains such right or prerogative of management, solely and exclusively subject to State or Federal law.

**Section 3.** Except as provided herein and excluding any existing agreements, the City agrees that, for the period of three years only from October 1, 2016 through September 30, 2019, it will not enter into a contract with a private entity to perform EMS services that are currently performed by the Dallas Fire-Rescue Department, subject to the following provisions. Nothing in this section precludes the City from entering into a contract with a private entity that provides EMS services for facilities or properties owned or leased by the City, such as the Convention Center and other City owned facilities and properties. Nothing in this section precludes the City from receiving or providing EMS services to or from another public entity under an inter-local agreement.

**Section 4.** The Parties to this Agreement agree to provide written notice to the other Parties 120 calendar days prior to seeking any changes or modifications to Chapter XVI of the Dallas City Charter during the term of this Agreement.

## **ARTICLE 6**

### **NO STRIKE, NO LOCK-OUT**

**Section 1.** The City agrees that it will not lock out any Police Officer or Firefighter.

**Section 2.** The Meet and Confer Team member Organizations agree that neither they, any one of the Organizations, nor any Police Officer or Firefighter will permit, sanction, call, encourage, support, acquiesce or engage in any strike; sit-down; slow-down; speed-up; sick-out; sympathy strike; or any other work stoppage or interference with the operation of the City for any reason.

**Section 3.** Firefighters and Police Officers of the City may not engage in strikes against the City. A Firefighter or Police Officer who participates in a strike forfeits all civil service rights, reemployment rights, and any other rights, benefits, or privileges the Firefighter or Police Officer enjoys as a result of employment or prior employment.



**Section 4.** In this Article, "strike" means failing to report for duty in concerted action with others, willfully being absent from an assigned position, stopping work, abstaining from the full, faithful, and proper performance of the duties of employment, or interfering with the operation of the City. However, this section does not prohibit a Firefighter or Police Officer from conferring with members of the City Council about conditions, compensation, rights, privileges, or obligations of employment.

**Section 5.** This Agreement may not be construed to interfere with the free speech right, guaranteed by the First Amendment of the United States Constitution, of an individual Firefighter or a Police Officer to endorse or dissent from this Meet and Confer Agreement.

## **ARTICLE 7**

### **WAGES**

Subject to all of the other provisions of this Agreement, the uniformed police salary schedule and the uniformed fire salary schedule for Police Officers/Firefighters covered by this Agreement shall be paid, during the existence of this Agreement, as follows:

**Section 1. General statement about Step numbering and Step annual salaries for the term of the Agreement**

The numbering of steps changes each year of this Agreement. For example, the annual salary for a Police Sergeant **Step 5 (P4-5)** on the FY16-17 pay schedule is \$68,784. That same salary, \$68,784 is a Police Sergeant **Step 3 (P4-3)** on the FY18-19 pay schedule.

In addition, the Pay Schedules for Fire Rescue Officer and Fire Prevention Officer ranks only have been revised to make the pay steps progress in sequential order.

*Because of renumbering and revision of the pay schedules, Officers should not rely on the STEP NUMBER in each fiscal year of the Agreement to determine how their annual salary will change over the term of this Agreement. Rather they should review Appendix A to determine the annual salary they will be moved to on their normal step date in each fiscal year.*

**Section 2: Changes to rules regarding pay Step eligibility for probationary Officers**

Effective the date of this Agreement, Officers in probationary status are eligible to receive a pay step increase(s) on the anniversary of their hire date regardless of their probationary status if they meet all other requirements of the City, Departments, and this Agreement.

Officers hired prior to October 1, 2015 who 'missed' a pay step increase because of the prior policy requiring Officers to have passed probation before being eligible to earn a pay step increase will not receive any additional steps to make up for the 'missed' pay step increase.

**Section 3: Changes to calculating promotional pay increases**

In the fiscal years in which pay steps are provided for in this Agreement, the pay step on promotion to a higher rank will be calculated at the amount of either A or B as follows:

- A. If the Officer is promoted *after* he or she has earned the pay step increase for the fiscal year in which the Officer is promoted, the promotional increase will be based on the step in the lower rank the Officer is in at the time of the promotion.

**Example A:**

- Hired on November 3<sup>rd</sup>
- Promoted on January 5<sup>th</sup>

Police Officer A is promoted to Senior Corporal on January 5, 2017. The officer received a pay step increase for FY16-17 effective November 3, 2016 (anniversary of hire date).

Because the officer promoted *after* receiving the pay step increase for FY16-17, the promotional increase will be calculated on the officer's step pay rate as a Police Officer at the time of the promotion.

- B. If the Officer is promoted *before* he or she has earned the pay step increase for the fiscal year in which the Officer is promoted, the promotional increase will be based on the step in the lower rank that the Officer *would have been* eligible to move to in the fiscal year if he or she had not promoted prior to the pay step increase date.

**Example B:**

- Hired on March 5<sup>th</sup>
- Promoted on January 5<sup>th</sup>

Police Officer B is promoted to Senior Corporal on January 5, 2017. The officer has not yet received a pay step increase for FY16-17 because the officer is not eligible for the pay step increase until the anniversary of hire (March 5, 2017).

Because the officer promoted *before* receiving the FY16-17 pay step increase, the promotional increase will be calculated on the step pay rate on the Police Officer pay schedule the officer would have been moved to on March 5, 2017.

- C. Officers will no longer be allowed to delay their promotion in order to earn their step in the lower rank prior to promoting.

**Section 4: Step and annual pay increases and Changes to Certification Pay**

During the term of this Agreement, Officers will receive step pay increases on their normal step date which is the anniversary of their hire date or the anniversary of their promotion date

(whichever is applicable). In addition, Officers must meet all requirements by the City, Departments and this Agreement to receive step pay increases.

There are two adjustments on the uniformed pay schedules effective at the beginning of each fiscal year of this Agreement.

1. The bottom step from each rank in the previous fiscal year is dropped.
2. A pay step that is 2% higher than the prior year's top step is added to each rank on the uniformed pay schedules

Uniformed pay schedules for all three years of the Agreement are included in Attachments A and B.

**A. For Fiscal Year 2016-2017, only:**

**1. Pay Increases**

- Officers will receive step and annual salary increases as shown on Appendix A.

**2. Officers hired on or after October 1, 2016:**

Except for lateral hires from other agencies, the starting annual step pay for Officers who are hired on or after October 1, 2016 but before a new Meet and Confer Agreement is approved by the Dallas City Council will be \$44,658 (P2-Step 1 or F2-Step 1 on the FY2015-2016 uniformed pay schedules).

- a. The base salary for Officers who are hired into the ranks of Police Officer or Fire Rescue Officer will be adjusted to \$46,870 (Steps P2-1B or FF2-1B on the FY16-17 applicable uniformed salary schedules) effective the first day of the first full uniformed pay period after the date of approval of a new Meet and Confer Agreement by the Dallas City Council.
- b. The base salary for Officers who are hired into the rank of Fire Prevention Officer rank will be adjusted to \$45,916 (Step FP2-1B on the FY 16-17 fire uniformed salary schedule (Prevention) effective the first day of the first full uniformed pay period after the date of approval of a new Meet and Confer Agreement by the Dallas City Council.

These officers *will not* receive retroactive payments for the time frame between their hire date and the adjustment to the new salary implemented after approval of the Meet and Confer Agreement by the Dallas City Council.

The starting annual salary for Officers hired after October 1, 2016 and after the date of approval of the new Meet and Confer Agreement by the Dallas City Council will \$46,870 for the ranks of Police Officer and Fire Rescue Officer (Steps P2-1B or FF2-1B on the FY16-17 uniformed salary schedules) and \$45,916 for the rank of Fire Prevention Officer (FP2-1B on the FY 16-17 fire uniformed salary schedule (Prevention)).

**3. Officers hired prior to October 1, 2016 and paid the annual salary for steps P2-1 or F2-1 on the FY15-16 uniformed pay schedules:**

Officers who were hired prior to October 1, 2016 and who are being paid at the Step 1 annual base salary (\$44,658) on the FY 15-16 uniformed salary schedules for the ranks of Police Officer (Grade P2), Fire and Rescue Officer (Grade F2), and Fire Prevention Officer (Grade F2) (including all Trainee Levels for those ranks) will remain at the same pay, \$44,658, (P2-1A, FF2-1A or FP2-1A on the FY2016-2017 uniformed salary schedules) until they receive their pay step increase(s) for FY 16-17 as shown in Appendix A.

Officers whose FY 16-17 step increase date occurs after October 1, 2016 but prior to the new Meet and Confer Agreement being approved by the Dallas City Council will have their pay adjusted to their new step and annual salary effective on their normal step increase date and they *will* receive retroactive payments based on their normal step increase date.

**B. For Fiscal Year 2017-2018 only:**

**1. Changes to Certification Pay**

Effective the first day of the first full uniformed pay period after January 1, 2018, monthly pay rates for Certification Pay (Texas Commission on Law Enforcement and Texas Commission on Fire Protection) will be adjusted as follows:

	<u>Intermediate</u>	<u>Advanced</u>	<u>Master</u>
Police Current	\$200/month		\$500/month
Police New	\$200/month	\$400/month	\$600/month
Fire Current	\$175/month	\$250/month	\$500/month
Fire New	\$200/month	\$400/month	\$600/month

Officers only receive pay for one certification based on the highest certification level on record with the relevant certifying agency.

The monthly pay rate for the various levels of certification pay will only be changed two times per fiscal year. Pay rate changes will go into effect on the first day of the first full uniformed pay period after January 1st and June 1st of each fiscal year.

The Dallas Police Department and the Dallas Fire Rescue Department staff will download certification information from the Texas Commission on Law Enforcement and the Texas Commission on Fire Protection websites. These reports will be run the first Fridays in December and May of each fiscal year for pay changes going into effect in January and June.

Officers seeking increased pay due to certification upgrades must ensure the certifying agencies accurately reflect their certification level by the time the information is downloaded by the Police and Fire Departments in December and May of each year. The information

from the certifying agencies' websites is the final determination of certification pay levels. It is the officers' responsibility to ensure the information on the certifying agencies' websites is correct and the City is not accountable for any errors or delays in recording certification information by the respective commissions

**2. Pay Increases**

- Officers will receive step and annual salary increases as shown on Appendix A.

**3. Officers hired on or after October 1, 2017:**

Except for lateral hires from other agencies, the starting annual step pay for Officers who are hired into the ranks of Police Officer and Fire Rescue Officer who are hired on or after October 1, 2017 will be \$49,207 (Steps P2-1B or FF2-1B on the FY2017-2018 applicable uniformed salary schedules). Officers hired into the rank of Fire Prevention Officer will be paid \$48,371 (FP2-1B on the FY2017-2018 fire uniform salary schedule (Prevention)).

**4. Officers hired prior to October 1, 2017 and paid the annual salary for steps P2-1A, FF2-1A, or FP2-1A on the FY16-17 uniformed pay schedules:**

Officers hired into the rank of either Police Officer or Fire Rescue Officer prior to October 1, 2017 and who are being paid \$46,870 (Steps P2-1A or FF2-1A on the applicable FY16-17 uniformed salary schedules) and Officers hired into the rank of Fire Prevention Officer who are being paid \$45,916 (FP2-1A on the FY16-17 fire uniformed salary schedule (Prevention)) will remain at the same salary (P2-1A, FF2-1A, or FP2-1A on the FY17-18 uniformed salary schedules) until they receive their pay step and annual salary increase(s) for FY 17-18 as outlined in Appendix A.

**C. For Fiscal Year 2018-2019 only:**

**1. Pay Increases**

- Officers will receive step and annual salary increases as shown on Appendix A.

**2. Officers hired on or after October 1, 2018:**

Except for lateral hires from other agencies, the starting annual step pay for Officers who are hired on or after October 1, 2018, will be \$51,688 (Steps P2-1B, FF2-1B and FP2-1B on the FY2018-2019 applicable uniformed salary schedules).

**3. Officers hired prior to October 1, 2017 and paid the annual salary for steps P2-1A, FF2-1A, or FP2-1A on the FY17-18 uniformed pay schedules:**

Officers hired into the rank of Police Officer or Fire Rescue Officer prior to October 1, 2018 and who are being paid \$49,207 (Steps P2-1B or FF2-1B on the applicable FY 17-18 uniformed salary schedules) will remain at the same annual salary (P2-1A, FF2-1A, or FP2-1A on the FY2018-2019 uniformed salary schedules) until they receive their step pay increase(s) for FY 18-19 as outlined in Appendix A. Fire Prevention Officers who were hired prior to October 1, 2018 and who are being paid \$48,371 (Step FP2-1B on the

FY17-18 fire uniformed salary schedule (Prevention)) will remain at the same annual salary (FP2-1A on the FY 2018-2019 fire uniformed salary schedule) until they receive their step pay increase for FY18-19 as outlined in Appendix A.

**D. Scope of base pay salary adjustments**

This Agreement does not provide for pay steps or salary increases in any years other than in FY 2016-2017, FY 2017-2018, and FY 2018-2019. No further steps in pay after September 30, 2019 are provided for in this Agreement.

**Section 5: Provisions in the event of a final adverse judgment against the City on the 1979 pay referendum lawsuit(s)**

For the term of this Agreement, the Parties recognize that pending litigation based on the 1979 pay referendum could have an adverse financial impact on the City of Dallas. The Firefighter Employee Groups and Police Employee Groups recognize that they have no standing and are not a party to the litigation. If there is an adverse no longer appealable final money judgment against the City, the Parties agree that the City may freeze pay under this Agreement at the levels in place at the time of the signing of such adverse judgment on the merits against the City that disposes of all the parties and claims in any pay referendum case, and any additional pay adjustments included in the Agreement will be deemed null and void and will not be implemented.

The City shall notify the Firefighter Employee Groups and Police Employee Groups in writing at least thirty (30) calendar days in advance if the City intends to freeze the pay steps pursuant to this article. The parties shall meet and confer to reach a new agreement on pay. If there is no agreement within the thirty (30) calendar days, the City may freeze the pay steps for the duration of this Agreement.

**ARTICLE 8**

**EDUCATION INCENTIVE PAY**

Education Incentive Pay will be:

	Pay Rate			
	0 - 45 hours	45 hours or more	Max w/o Bachelors	Bachelor's Degree
	\$0	Every <u>additional</u> 3 hours credit above 45 hours - \$12 per month	\$240 per month	\$300 per month

Only college hours with a passing grade from a duly accredited university or college approved by the City of Dallas Civil Service Department prior to enrollment are eligible for Education Incentive Pay.



Education Incentive Pay is limited to a maximum of \$300 per month, regardless of the number of degrees or college credit hours earned by an Officer.

Education Incentive Pay changes become effective on the semester closing date. If the transcript does not have a semester closing date, any original catalog or other document from the institution that indicates a semester closing date will suffice.

To be paid as of the semester closing date, transcripts must be submitted to the Human Resources Department, City Hall, 6AN, within thirty (30) days of semester completion. If transcripts are not received by the City's Human Resources Department within 30 days of semester completion, regardless of the reason the transcripts are not submitted, Education Incentive Pay becomes effective the date the transcript was received by the City's Human Resources Department and no retroactive Education Incentive Pay for dates before receipt of the transcripts will be allowed.

## **ARTICLE 9**

### **DALLAS POLICE OFFICER CALL BACK**

The Dallas Police Department's police officer call back procedures require assigned police officers to be available by phone during the police officer's off-duty hours. The police officer is considered 'on-call' and must duly respond to any such business related calls by adhering to the police officer call back procedures.

Under this Agreement, if a police officer is called during call back hours for police related business questions, while ordinarily off duty, he/she will be compensated with either overtime or compensatory time for the amount of time of the phone call.

If a police officer is called between the hours of 10:00 PM – 6:00 AM and the circumstances do not require the police officer to report to duty for any reason such as investigation, arrest, interview, interrogation, etc. but can be handled during the course of the call over the phone, the police officer will be compensated a minimum of 0.5 hours of either overtime or compensatory time.

If any phone call during call back hours takes longer than 0.5 hours to complete, the police officer will be compensated for the amount of time it takes to conclude the duties of an on call police officer.

If a police officer is called into work during the call back hours, the police officer will be compensated from the time that the phone call begins to the time when the task is completed plus 0.5 hours for travel time to the police officers' residence.



## ARTICLE 10

### COMPENSATORY TIME

#### **Section 1.**     **Compensatory Time in General.**

As permitted by the Fair Labor Standards Act ("FLSA"), 29 U.S.C. § 207(o) and the Personnel Rules of the City, eligible Firefighters and Police Officers as defined in Article 2 of this Agreement may voluntarily elect to receive compensatory time in lieu of overtime with departmental approval. Such compensatory time will be at a rate of not less than one and one-half for each hour of employment for which overtime compensation is required by 29 U.S.C. 207. This Section does not apply to firefighters assigned to the Emergency Response Bureau working 2808 regularly scheduled hours per year.

#### **Section 2.**     **Miscellaneous Provisions.**

Firefighters' and Police Officers' requests to use accrued compensatory time are subject to the units' estimated manpower needs and may be scheduled from time to time, depending on manpower needs, within a reasonable period of time of their request, if the use does not unduly disrupt the operations of the Department.

## ARTICLE 11

### PHASE DOWN

The purpose of the Phase Down Program ("PDP" or "Phase Down") is two-fold. First, it provides Officers with the opportunity to receive payout of leave balances over time rather than in one lump sum payment. Secondly, Phase Down gives the City advance notice of an Officer's decision to terminate employment, which will afford the City the opportunity to better provide for future public safety staffing needs. Phase Down does not affect, in any manner, other City policies except as noted in this Article. Chapter 34 of the Dallas City Code imposes certain limitations on the amount of leave that is available to be paid to employees, based on the employee's position and hire date. All of these provisions continue to apply to all Officers who do not participate in Phase Down.

#### **Section 1.**     **Definitions.**

For purposes of this Article, the following definitions will apply in addition to the general definitions under Article 2 of this Agreement:

"2808 Firefighter" means a Firefighter employed in the Emergency Operations Bureau of the Fire-Rescue Department of the City whose work schedule and pay is based on 2808 paid hours annually on the date he or she enrolls in the PDP.

“Eligible Leave Time” means vacation leave time, attendance incentive leave time, compensatory time, and for Officers who are eligible to retire or have at least 20 years of service sick leave time, up to a maximum of 1,080 hours for 2808 Firefighters or up to a maximum of 720 hours for all other firefighters and police officers whose work schedules and pay is based on 2080 paid hours annually.

“Final Hourly Rate” means the Officer’s total pay including the applicable the base pay on the uniformed police and uniformed salary schedule and all special pay items for that Officer at the time the Officer enrolls in the PDP.

“Ninety (90) Day Notification Period” means a required advanced notice of ninety (90) calendar days, made by the employee to the employee’s respective departmental personnel/HR division, that advises the department of the employee’s intent to enter into the Phase Down Program and of the date the Officer plans to terminate employment and begin receiving PDP payments. The period is used for the Personnel Division to determine the employee’s eligibility to participate in the program.

## **Section 2.     Eligibility.**

Upon retirement, Officers that have completed 20 or more years of service with the Police or Fire Rescue Department will be eligible to participate in Phase Down. Notwithstanding the previous sentence, if an Officer’s employment is terminated for cause, he or she will not be eligible to participate in Phase Down.

## **Section 3.     Terms and Conditions of Phase Down.**

All Officers who elect to participate in Phase Down must enroll as indicated in the “Enrollment” section of this Article and agree to the following terms and conditions:

1. Enrollment in Phase Down is an IRREVOCABLE decision. Once an Officer submits an application and it is accepted by the City, the Officer agrees that he/she will not request or apply for any positions that involve providing paid services to the City.
2. An Officer becomes enrolled in Phase Down when the Officer completes, signs, and submits the enrollment form.
3. Each Officer who enrolls in Phase Down agrees to terminate employment with the City on the date specified in the Officer’s enrollment form, as submitted to the PDP.
4. Each Officer agrees that once employment is terminated in accordance with PDP enrollment, the Officer will no longer be employed by the City in any capacity and will not have any rights related to employment with the City, except as outlined in this Article.

5. Once an Officer terminates employment, as agreed under the PDP, the Officer:
  - a. Will not accrue any leave time (including, but not limited to sick time, vacation time, attendance incentive leave time, or compensatory time) in any form.
  - b. Will not be paid for any City Holidays.
  - c. Will not be eligible for Workers Compensation.
  - d. Will no longer be an active member of any pension plan sponsored by the City for purposes of accruing additional service, compensation, or contribution credits under such plan, effective on the retirement or termination date specified in the Officer's enrollment form.
  - e. Will not hold himself or herself out to be an Officer or, in any other capacity, a representative of the Department or City.
6. Except firefighters who work a schedule of 2808 hours per year ("2808 firefighter(s)"), each Officer will decide to participate either at the 40-hour level or the 80-hour level at the time of enrollment. Each 2808 Firefighter, however, will decide to participate either at the 54-hour level or the 108-hour level at the time of enrollment. Each Officer's total amount of Eligible Leave Time will be credited one-tenth of the participation level on each of ten workdays (including holidays which are unpaid for Officers participating in phase down) during the pay period. Officers Eligible Leave Time will be paid in each successive pay period until their Eligible Leave Time is fully paid. Officers will not have the option to stop and start payments or change the level of participation once their application has been approved.
  - a. Participation at the 80-hour Level: Hours will be credited to the PDP at the rate of eight hours on each of ten workdays (including holidays which are unpaid for Officers participating in Phase Down) during the pay period while the Officer is receiving PDP payments.
  - b. Participation at the 40-hour Level: Hours will be credited to the PDP at the rate of four hours on each of ten workdays (including holidays which are unpaid for Officers participating in Phase Down) during the pay period while the Officer is receiving PDP payments.
  - c. Participation at the 108-hour Level: Hours will be credited to the PDP at the rate of 10.8 hours on each of ten workdays (including holidays which are unpaid for Officers participating in Phase Down) during the pay period while the 2808 Firefighter is receiving PDP payments.
  - d. Participation at the 54-hour Level: Hours will be credited to the PDP at the rate of 5.4 hours on each of ten workdays (including holidays which are unpaid for

officers participating in Phase Down) weekday during the pay period while the 2808 Firefighter is receiving PDP payments.

7. Except 2808 firefighters, each Officer shall receive payment equal to the Officer's Final Hourly Rate multiplied by either 40 or 80 hours (depending on the Officer's election at the time of enrollment in the PDP) for each two-week pay period. 2808 Firefighters shall receive payment equal to the 2808 Firefighter's Final Hourly Rate multiplied by either 54 or 108 hours (depending on the 2808 Firefighter's election at the time of enrollment in the PDP) for each two-week pay period.
8. When an Officer's hours of Eligible Leave Time balances are reduced below the level selected for the two week pay period, the Officer will terminate participation in the PDP on the first day for which there are no hours available to be paid.
9. While participating in the PDP, Officers will be eligible to purchase healthcare benefits from the City at the same rates and at the same level of coverage as active employees of the City including any tobacco surcharges or premium reductions for attainment of wellness points (or activities), if available for active employees.
10. To continue health benefits coverage after the phase down period has ended, the officer must inform the City on the Enrollment form of their intention to continue in the retiree health plan after the Phase Down period is complete and all Eligible Leave Balances have been paid. Officers who do not select the option to continue in retiree coverage on the Enrollment form will not be allowed to opt in later. Retiree rates will apply for officers hired or rehired prior to January 1, 2010. Officers hired or rehired on or after January 1, 2010 who retire from the city may participate in the retiree health benefit program but the cost of continued health benefits coverage must be paid entirely by the person and no subsidy will be provided by the City for the coverage.
11. If an Officer dies while participating in Phase Down, any outstanding balances that would have been paid to the Officer during the remaining pay periods of the Officer's participation will be paid to a beneficiary(ies) designated on the PDP enrollment form. If no beneficiary is designated on the PDP enrollment form, the remaining amounts will be paid to the Officer's estate.

#### **Section 4. Enrollment.**

If an Officer desires to enroll in the PDP, the Officer shall:

1. Complete, date, sign, and submit an enrollment form.

2. The Officer shall state and affirm the following on the enrollment form:
  - a. The date the Officer plans to terminate employment and begin receiving PDP payments. The date must be at least 90 calendar days after the date the Officer signs and submits the PDP enrollment form.
  - b. The Officer has read and understands all the Terms and Conditions of the PDP included in this Article.
  - c. The Officer agrees to update City on any changes to the Officer's name, address, or phone number provided on the enrollment form.
  - d. The Officer understands that the decision to enroll in the PDP is IRREVOCABLE and effective on the date the officer's application is signed and submitted.
3. An Officer who is within the (90) Day Notification period and who becomes the subject of an administrative or criminal complaint may, at the Officer's request, have the notification period deferred until the final disposition and adjudication of the complaint. Once the disposition or adjudication of the complaint is completed the Officer shall have the (90) day notification period reinstated to commence from the date of the adjudication or final disposition of the complaint through the remaining number of days for the required (90) day period, prior to entering the Phase Down Program.
4. The Officer agrees not to perform any paid services for the City at any time in the future after the date of termination specified on the enrollment form. Nothing herein prohibits a police officer from serving as a police reserve officer during phase down.

## **ARTICLE 12**

### **TRAINEE FIRE-RESCUE OFFICERS AND TRAINEE FIRE PREVENTION RESCUE OFFICERS**

When Trainee Fire-Rescue Officers ("TFRO") have completed fire recruit training and are certified by the State of Texas as Firefighter/Emergency Medical Technicians ("EMT"), they will become Probationary Fire-Rescue Officers ("PFRO"). PFRO's will be assigned to the Emergency Response Bureau for a six month evaluation period. If the PFRO successfully completes, the PFRO training they will be promoted to the rank of Fire Rescue Officer ("FRO"). FROs hired during this agreement will attend paramedic school at the Department's discretion. FROs will be required to pass paramedic school and maintain their paramedic certification as a condition of continued employment with the Dallas Fire-Rescue Department.

When the Trainee Fire Prevention Officers ("TFPO") have completed their inspection recruit training and are certified by the Texas Commission on Fire Protection (TCFP) as an Inspector I, Inspector II, and Plans Examiner they will become Probationary Fire Prevention Officers ("PFPO"). PFPOs will be assigned to an Inspection and Life Safety Education (I&LSE) Field group for a six month evaluation period. If the PFPO successfully completes the PFPO training they will be promoted to the rank of Fire Prevention Officer (FPO). FPOs will be required maintain their TCFP Inspector I, II, and Plans Examiner certification as a condition of continued employment with the Dallas Fire-Rescue Department.

## **ARTICLE 13**

### **EXTRA JOBS FOR CITY PERMITTED SPECIAL EVENTS**

This Article applies only to special events permitted under Chapter 42A of the Dallas City Code ("Special Events Ordinance"). Under this Special Events Ordinance, special event permittees that are required to provide security and/or emergency medical services at a special event must hire sworn Dallas Police personnel and sworn Dallas Fire-Rescue personnel. Sworn personnel working special events will do so in an off-duty capacity in compliance with the Dallas Police Department General Orders and Code of Conduct or the Dallas Fire-Rescue Rules and Regulations (whichever applies), except that the parties agree that certain types of special events regulated under the Special Events Ordinance may be staffed with on-duty sworn personnel, with the approval of the Chief of Police, the Chief of Dallas Fire-Rescue, or the City Manager. The types of special events where on-duty sworn personnel may be used include, but are not limited to, community-oriented events such as parades; events with a scheduled duration of four hours or less; events with fewer than 1,000 participants/spectators; and/or events that do not involve the consumption or sale of alcohol.

## **ARTICLE 14**

### **TRADE TIME POLICY**

It is the intent of the parties that this Article be in accordance with section 7(p)(3) of the FLSA and 29 C.F.R. 553.31 of the Code of Federal Regulations.

#### **Section 1. Firefighter Provisions.**

The Parties agree to maintain, for the duration of this Agreement, the trade time policy currently in existence in Dallas Fire-Rescue (DFR), which allows an employee to work another employee's shift. Under this arrangement, the substitute employee who is working does not receive pay; rather the employee whose shift is being worked receives the pay.

A substituting firefighter who performs work in the same capacity as the absent fire fighter may agree, solely at his/her option with the City's approval, to work for the absent firefighter with the absent officer receiving the pay. The substituting firefighter must work the same capacity and have the ability to perform the duties the absent firefighter would otherwise regularly perform. The hours worked by the substituting firefighter will be excluded by the City from the



calculation of the hours for which the substituting firefighter would otherwise be entitled to compensation. If a firefighter substitutes for another, the absent firefighter will be credited for the time worked by the substituting firefighter for the hour the substituting firefighter worked for the absent firefighter. The substituting firefighter must get approval by the absent firefighter's supervisor before the substitution occurs. Exceptions to this requirement would necessitate the approval of an Assistant Chief.

## **Section 2. Police Officer Provisions.**

The Parties agree to maintain for the duration of this Agreement, the trade time policy currently in existence in the Dallas Police Department (DPD) that will allow an employee to work another employee's shift. Under this arrangement, the employee whose shift is being worked will receive the pay.

A substituting officer who performs work in the same capacity as the absent officer may agree solely at his or her option with the City's approval, to work for the absent officer with the absent officer receiving the pay. The substituting officer must work the same capacity and have the ability to perform the duties the absent officer would otherwise regularly perform (e.g. patrol officer for patrol officer, detective for detective). The hours worked by the substituting officer will be excluded by the City from the calculation of the hours for which the substituting officer would otherwise be entitled to compensation. If an officer substitutes for another, the absent officer will be credited as if he or she worked his or her normal work schedules for that shift. The substituting officer must get approval by the absent officer's supervisor before the substitution occurs. Exceptions to this requirement would necessitate the approval of a Bureau Commander.

The maximum number of hours the substituting officer will be allowed to work, including off-duty jobs, is governed by the number of hours allowed by the off-duty job policy in place at the time of the substitution. Officers are prohibited from taking leave time in order to work for an absent officer. Officers will still be required to follow all leave time policies in the City's personnel rules and DPD's General Orders.

## **ARTICLE 15**

### **CATASTROPHIC LEAVE POOL PROGRAM**

#### **Section 1. Program Overview.**

The Catastrophic Leave Pool program for both Dallas Police Department (DPD) and Dallas Fire-Rescue (DFR) allows Officers the opportunity to assist fellow Officers by making donations of accrued vacation, attendance incentive leave (AIL), compensatory leave and/or personal sick leave available to Officers in need because of a catastrophic illness or injury.

Program guidelines under which the donated hours are allocated to eligible Officers have been. Any amendments or revisions to previously established guidelines must be submitted to the Police Chief, the Fire Chief, the City Attorney's Office, and the City Manager's Office who will ultimately approve and adopt amendments and revisions to the final procedures and guidelines.



**Section 2. Definitions.**

All proposed definitions submitted by the Meet and Confer Organizations for this CLP, including the definition of a qualifying catastrophic injury or illness, must receive the approval of the Chief of Police, the Chief of Dallas Fire-Rescue, the City Attorney's Office, and the City Manager's Office.

**Section 3. Eligibility.**

Eligibility requirements for the CLP include:

1. The Officer requesting hours from the CLP must be a full time Officer who has completed their academy training;
2. The Officer must submit a proper application established under the approved final guidelines and procedures;
3. The Officer or a qualified family member must be suffering from a catastrophic illness or injury;
4. The Officer must provide a statement from a licensed physician as required by the approved final guidelines and procedures; and
5. The Officer requesting hours from the CLP must meet any other eligibility requirements as set forth by the approved final guidelines and procedures.

**Section 4. Family and Medical Leave Act (FMLA) considerations.**

This program does not circumvent the application of FMLA nor does it alter or revise any City procedures for application and use of FMLA.

Applications for FMLA must be submitted in accordance with the provisions of Administrative Directive 3-72.

Applications for the CLP must be submitted in accordance with the approved final guidelines and procedures for this program.

The use of the leave hours donated under the CLP will be coordinated with FMLA benefits as set forth by City procedures and guidelines.

Approval or use of catastrophic leave hours shall not provide any additional benefits or entitlements established under federal or state law.

## **Section 5. Catastrophic Leave Committee.**

The review and approval of applications for catastrophic leave donations must be submitted to a Catastrophic Leave Committee comprised of at least one (1) representative from each of the Employee Groups who are members of the Meet and Confer Team. The Catastrophic Leave Committee will be responsible for reviewing and approving applications for requested catastrophic leave hours as set forth in the approved final guidelines.

## **Section 6. Guidelines.**

Specific stipulations of the guidelines to be established must include the following:

- Only vacation, AIL, compensatory and personal sick leave hours may be donated.
- The maximum amount of personal sick leave an Officer may contribute is eight (8) hours per fiscal year.
- Until a Human Capital Management (HCM) (aka 'payroll system') is implemented for purposes of determining eligibility for Attendance Incentive Leave, donation of sick leave hours to the Catastrophic Leave Bank will be treated as if the sick leave hours were taken by the donating officer.
- Every effort will be made to program the new Human Resources Capital Management System (HCM) to allow sick leave donations to the catastrophic leave bank to not count against donating officers for purposes of determining eligibility for Attendance Incentive Leave. Although the implementation date for the review for the new HCM has not been finalized, it is not anticipated to be implemented prior to October, 2018.
- Application for donation of sick leave hours will only be accepted from October 1st through November 30th each calendar year.
- The minimum amount of accumulated vacation leave time an Officer may contribute is two (2) hours.
- No transfer of monetary value will occur from the donation but only hours as contributed by the donating Officer.
- A Contributing Officer's accrued leave balance will be reduced by the number of leave hours donated by that Officer.
- Direct donation to specific Officers is not permissible.
- All donations must be made to the CLP and allocated to eligible Officers according to approved final guidelines and procedures.

- Donated leave hours allocated by the Catastrophic Leave Committee to an eligible Officer will become part of the Officer's estate in the event of his or her death.
- Allocation of hours from the CLP can be made available only to those Officers who have completely exhausted all accumulated leave time (accrued sick and vacation leave, AIL, compensatory time) and who are not otherwise receiving any related compensable benefits such as disability or workers' compensation.
- The maximum allocation allowed for use by any Officer is four hundred (400) hours per qualifying injury or illness.
- The Catastrophic Leave Committee will render a decision to the applying Officer within timelines established in the approved final guidelines and procedures.
- Provisions for membership and terms of Catastrophic Leave Committee members will be set forth in the approved final guidelines and procedures.
- All Catastrophic Leave Committee members must complete HIPAA training in order to serve on the Committee and must execute a confidentiality agreement.

## **ARTICLE 16**

### **TAKE HOME VEHICLE PROGRAM**

Administrative Directive 6-2, Fleet and Equipment Utilization, requires that police officers using City vehicles for call back responsibilities who live more than 25 miles from their work address find an alternate storage location on City property for the vehicle rather than taking the vehicle to their home. Under this Agreement, police officers who take home vehicles on a rotating basis for call back purposes will be allowed to take the vehicle to their homes if they live within 30 miles of the Central Patrol Division. The 30 miles will be measured using a straight line from the Officer's residence to the Central Patrol Division rather than using mapping software that calculates driving distance. Police officers who live further than 30 miles from the Central Patrol Division will still be required to find an alternate storage location on City property as outlined by the Administrative Directive.

## **ARTICLE 17**

### **PAY STEP ELIGIBILITY**

Under this Agreement, Police Officers and Fire Fighters who are otherwise eligible to receive a pay step and who receive disciplinary suspension of thirty-days or more issued after October 1, 2015 will not receive a step pay increase when the disciplinary action(s) occurs within one (1) year prior to their pay step eligibility date. Officers will lose their pay step based on the initial disciplinary action. If the 30 days or more suspension is overturned on appeal, they may receive their pay step increase if it is reduced to less than 30 days, and they meet all other requirement for step pay increases.

Officers who lose their pay step increase for disciplinary actions as outlined above will receive the step(s) they otherwise would have received the following year unless disqualified for a subsequent suspension of thirty days or more. For example, if the city awards two steps in year one and one step in year two and an officer misses the steps in year one due to disciplinary action(s), the officer will not receive the two steps in year one. However, assuming the officer otherwise qualifies for steps in year two of the agreement, the officer will receive three steps in year two (two for the year one steps and one for the year two step).

This change is effective for performance rating periods starting October 1, 2015. This Article does not modify any pay step increase requirements in place for the period prior to October 1, 2015, and is only related to losing a pay step based on disciplinary action(s). Officers must still meet established performance standards to qualify for a pay step increase. This Agreement does not provide for pay steps in any years other than in FY 2016-2017, FY 2017-2018, and FY 2018-2019.

## **ARTICLE 18**

### **MAINTENANCE OF CERTAIN PAY AND BENEFITS**

**Section 1.** As set forth in written City or Department rules and procedures as of September 30, 2016, the following programs and/or pay will remain unchanged except as modified by the Meet and Confer Agreement of 2010 and this Agreement for the duration of this Agreement:

- Education Incentive Pay
- Language Skills Assignment Pay
- TCOLE Certification Pay
- Aircraft Rescue (ARFF) Assignment Pay
- TCFP Firefighter and Fire Inspector Certification Pay
- Arson Investigator Assignment Pay
- EMS Assignment Pay
- Hazardous Material Response Team (HAZMAT) Assignment Pay
- Fire Instructor Assignment Pay
- Paramedic Certification Pay
- Urban Search and Rescue (USAR) Assignment Pay
- Swift Water Assignment Pay
- Detective Assignment Pay
- Police - Field Training officer Assignment Pay (including and in addition to the 0.6 hours of overtime pay for training and 1.0 hours of overtime pay to complete the DOR and End of Phase Evaluation Report)
- Narcotics Hazardous Material Interdiction Team Assignment Pay
- Patrol Duty Assignment Pay
- Retention Incentive Pay, not including the retention incentive pay provided for newly hired Officers when steps were not reinstated that was included in the 2010 Meet and Confer Agreement
- Longevity Pay

Down Payment Assistance Program  
 Shift Assignment Pay  
 Mileage Reimbursement  
 Costs of Uniforms  
 Costs of Ballistic Vests  
 Costs of Reflective Vests  
 Costs of Wet Weather Items  
 Costs of Cold Weather Items  
 Costs of Duty Gear  
 Costs of Duty Weapons and Ammunition  
 Costs of Personal Protective Equipment  
 Costs of SCBA/Face Pieces  
 Free parking at work stations (except that Officers will continue to pay parking at City facilities currently requiring payment, including but not limited to Dallas City Hall, the Jack Evans Police Building, Dallas Convention Center)  
 Parking Reimbursement  
 Costs of Cellular Telephones for Assigned Personnel  
 Minimum Call Back Time, In-Service Training Pay, and  
 Off-Duty Standby Travel Time  
 DPD Minimum Court Time Policy  
 DPD sick leave policy  
 DPD vacation leave accrual policy  
 DPD policy for police officers permanently restricted from the performance patrols  
 DFR Reassignment Policy (Work Location Assignment), effective the date of ratification of Meet and Confer through September 30, 2019

**Section 2.** Except for special circumstances or emergencies as determined by the Police Chief, DPD General Orders 407.01 and 407.03 and General Orders 500.00-515.00 in effect at the time of execution of this Agreement will remain unchanged for the duration of this Agreement, unless the Chief sends the president of each Police Officer Employee Group that is a member of the Meet and Confer Team 30 calendar days' written notice that he or she intends to implement a new procedure or amend the existing procedures. If the Chief sends notice to the president of each Police Officer Employee Groups, any of the Police Officer Employee Groups may, within 7 calendar days after receiving the Chief's notice, submit a written request to the Chief to meet and discuss the changes to the General Orders listed above with the Chief. The Police Chief shall schedule a meeting within 30 calendar days of date of the Chief's notice, and the final decision shall be within the sole discretion of the Police Chief.

**Section 3.** The City may change any part of the health benefits program including, but not limited to, plan design, coverage, co-pays, deductibles, premiums, out-of-pocket maximums, administrators, and provider networks for Officers to the extent that the same changes are applied to the health benefits programs offered to all other City employees.

**Section 4.** The protection of the pay and benefits listed in this Article is the sole purpose of this Article. No other aspects of wages, benefits or other conditions of employment are protected under this Article.

## **ARTICLE 19**

### **DUES DEDUCTION**

The City agrees to maintain the current dues deduction policy for the Firefighter Employee Groups and Police Officer Employee Groups during the term of this Agreement.

## **ARTICLE 20**

### **Modified Hiring Process for Lateral Entry Police Officers ("LEPOs")**

The Police Chief shall establish requirements and standards for applicants for lateral hiring from other law enforcement agencies. The requirements may be modified by the Police Chief in conjunction with other applicable City rules and procedures, but shall include at least the following:

1. At the time of application, each LEPO applicant must:
  - a. Have thirty-six (36) months of full-time certified law enforcement experience (from date of receipt of license) with a city, county or state law enforcement agency and be currently employed or separated with no pending disciplinary actions or investigations for misconduct or criminal activity from any law enforcement agency for no more than 4 months prior to the date of application.
    - i. Time served as a reserve officer or other type of unpaid peace officer will not be used to calculate an applicant's total time on active service for either qualification for the lateral entry program or for computing compensation.
  - b. Be at least twenty-one and one-half (21½) years of age and not have reached forty-five (45) years of age on the date the written examination is given.
  - c. Have obtained a high school diploma or a GED prior to date of application.
  - d. Meet the same hiring requirements as all other police officer applicants.
  - e. Have obtained a peace officer license from the Texas Commission on Law Enforcement ("TCOLE") through one of the following methods:
    - i. Already hold an active peace officer license from TCOLE.
    - ii. Out-of-state LEPO applicants without a TCOLE license may obtain a TCOLE license directly from TCOLE prior to being offered employment with the Department, or
    - iii. Out of state LEPO applicants without a TCOLE license may attend the full Dallas Police Department Recruit Training Academy to obtain a TCOLE license and must attain a TCOLE basic peace officer license.
2. The Police Chief, or his/her designee, at his or her sole discretion can determine whether any LEPO applicant meets the eligibility standards established by the Police Chief, and as set out in this Agreement.
3. Each LEPO applicant will be subject to the same hiring process as other applicants who apply with the Department.



4. The Police Chief or his/her designee shall establish the training requirements for a Modified Training Academy for LEPOs. All LEPOs hired through the Modified Hiring Process must successfully complete the Modified Training Academy. The Police Chief may determine that a LEPO hired for a LEPO class should complete additional training, as required by the Police Chief, up to and including the full training academy curriculum. LEPO trainees will be paid in accordance with section (8) below during their training.
5. All LEPO hires will serve the same probationary period as outlined by Department rules and City of Dallas Personnel Rules. The Department will follow the City's process in the event that a probationary employee is unable to satisfactorily perform duties or training during the probationary period.
6. Each LEPO trainee will be assigned to a Field Training Officer (FTO) for a minimum of 8 weeks and must successfully complete the field training program.
7. Regardless of any rank or position the officer previously held in another law enforcement agency, a LEPO trainee who successfully completes the Modified Training Academy will be placed in the classification of Police Officer.
8. LEPOs will be hired into the Police Officer rank of the City of Dallas' Uniformed Police Salary Schedule. The LEPO will be placed in the salary schedule as if his or her full years of service with the previous law enforcement department(s) had been with the Dallas Police Department, up to a maximum of five years.
  - a. Only full years of service will be counted when determining the grade/step the LEPO is placed into upon being hired.
  - b. The LEPO's date of appointment used to determine future pay step increases in the Police Officer rank will be the date of hire he or she is hired on the Dallas Police Department, and the appointment dates from other law enforcement will not be considered.
    - i. Eligibility for step increases will conform to the policies established for all Dallas Police Department officers.
  - c. A LEPO's period of service used to determine the pay rate the officer is placed on the City of Dallas' Uniformed Police Salary Schedule will also be used to determine the officer's rate of pay for Patrol Pay, if applicable.
  - d. Seniority will be determined based on the LEPO's date of hire with the Dallas Police Department. Only time served as a sworn member of the Dallas Police Department will be used to determine seniority.
9. Only time served as a sworn member of the Dallas Police Department will be used to calculate eligibility for promotional exams.
10. The Police Chief may suspend or terminate the lateral entry police officer program at any time.



## ARTICLE 21

### LIMITATIONS AND EXCLUSIONS OF AGREEMENT

**Section 1:** Notwithstanding any provision in the entirety of this Agreement, neither this Agreement nor any provision of this Agreement makes any statute, ordinance, charter provision or other written rule, order, or policy a contract or a contractual obligation. In particular, notwithstanding any provision in the entirety of this Agreement, nothing in this Agreement grants any rights or imposes any obligations based wholly or partly, or directly or indirectly, on City of Dallas Ordinance No. 16084 (1979) or any resolution implementing the ordinance. Nothing in this Agreement waives the City's governmental immunity from suit or liability in any action asserting a right or claim based wholly or partly, or directly or indirectly, on City of Dallas Ordinance No. 16084 or any resolution implementing the ordinance. Nothing in this Agreement provides any arguments, rights, or claims based wholly or partly, or directly or indirectly, on City Ordinance No. 16084 or any resolution implementing the ordinance. Nothing in this Agreement waives any arguments, rights, or claims asserted, prior to the effective date of this Agreement, by any claimants or plaintiffs, in any now existing litigation based wholly or partly, or directly or indirectly, on City of Dallas Ordinance No. 16084 or any resolution implementing the ordinance. Nothing in this Agreement waives any defenses, rights, or remedies asserted, or that could be asserted, by any defendants in any pending or future litigation based wholly or partly, or directly or indirectly, on City of Dallas Ordinance No. 16084 or any resolution implementing the ordinance. No Article of this Agreement, other than this Article 21 applies retroactively or otherwise affects any pending or future litigation involving City of Dallas Ordinance No. 16084.

**Section 2.** Notwithstanding any provision in the entirety of this Agreement, this Agreement is made for the sole benefit of the Parties. No other person or entity shall have any rights or remedies under or by reason of this Agreement, nor shall anything in this Agreement be construed to confer upon any person or entity, whether or not a Party to this Agreement, the rights or remedies of a third-party beneficiary. This Agreement is enforceable only by the Parties to this Agreement and only in the manner provided in section 147.007 of the Texas Local Government Code and by no other provision of federal or state law.

## ARTICLE 22

### COMPLETE AGREEMENT

**Section 1.** The Parties agree that each has had the full and unrestricted right and opportunity to make, advance, and discuss all matters properly within the province of bargaining for a Meet and Confer Agreement. This Agreement constitutes the full and complete Agreement of the Parties and there are no other terms or agreements, oral or written, except as herein contained. No alteration, amendment or variation of this Agreement's terms shall bind the Parties unless made, executed and voted on by the Parties as required by Chapter 147 of the Texas Local Government Code. A failure of the City or Meet and Confer Team to insist in any one or more instances upon performance of any terms or condition of this Agreement shall not be considered as a waiver or relinquishment of the right of the City or the Meet and Confer Team to future

performance of any such term or condition, and the obligations of the City and the Meet and Confer Team to such future performance shall continue in full force and effect.

## **ARTICLE 23**

### **SAVINGS CLAUSE**

#### **Section 1. Savings Clause.**

Should any provision of this Agreement be found to be inoperative, void or invalid by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, it being the intention of the Parties that no portion of this Agreement or provision herein shall become inoperative or fail by reason of the invalidity of any other portion or provision.

#### **Section 2. Preemption of Statutes and Ordinances.**

During the term of this Agreement only, the provisions of this Agreement shall supersede and preempt the provisions of any statute, or local ordinance that conflicts with any provision of this Agreement, including for example and not by way of limitation, any contrary provisions of Texas Local Government Code Chapters 141, 142, 147 of the Texas Local Government Code and of City of Dallas Ordinance No. 16084 (1979) that may impose, contain, incorporate, or constitute part of any enforceable obligations on the City. This preemption and supersession provision is authorized by Section 147.011 of the Texas Local Government Code, and the parties have expressly agreed that each and every provision involving or creating such a conflict shall have the effect of preempting and superseding the statutory standard or result that would otherwise obtain in the absence of this Agreement. This provision is of the essence to the bargain and agreement of which this provision is part.

#### **Section 3. Change in Authorized Representative.**

During the term of this Agreement, if there is a petition for withdrawal of recognition of the Meet and Confer Team pursuant to Section 147.0034 of the Texas Local Government Code, then it will be the City's option to continue the terms of this Agreement or to cancel the Agreement. In addition, the City may withdraw recognition as provided by the petition, or order a certification election in accordance with Section 147.0032 regarding whether to do so.

## **ARTICLE 24**

### **DURATION AND TERMINATION**

**Section 1.** This Agreement shall be effective as of the date of the City Council passes a resolution ratifying this Agreement. All pay increases, leave, or changes in benefits, shall be implemented in accordance with the respective timelines outlined herein. This Agreement shall remain in effect until the 30th day of September, 2019, or until such time as it is superseded by a

new Agreement between the Parties, whichever occurs later, provided however, that in no event shall this Agreement continue in effect after March 31, 2020.

**Section 2.** The Parties to this Agreement may mutually agree in advance to enter into negotiations to amend this Agreement before the expiration date, provided that the Parties shall meet on or before January 15, 2019, to amend, renew, or extend this Agreement.

**Section 3.** City presently intends to continue this Agreement each fiscal year through its term, to pay all payments due, and to fully and promptly perform all of the obligations of the City under this Agreement. All obligations of the City shall be paid only out of current revenues, reasonably anticipated and appropriated for such purpose by the City Council, in compliance with the Texas Constitution, Article XI, Sections 5 and 7. In the event that the City cannot meet its funding obligations, as provided in the State Constitution, this entire Agreement becomes null and void. In the event the City Council fails to appropriate funds in any fiscal year of this Agreement in an amount sufficient to meet City obligations hereunder, this Agreement shall terminate and shall be null and void in its entirety on the first date that such funding is not met pursuant to this Agreement. If at any time during the term of this Agreement, or any extension thereof, the electorate of the City subjects the Government of the City to a rollback election; and, as a result of such rollback election, the City suffers a reduction in revenues due to a reduction in the tax rate, the Meet and Confer Team agrees to reopen the salary and other compensation provisions of this Agreement for the purpose of renegotiating the same. If 60 calendar days after these negotiations begin, no agreement has been reached; this Agreement shall terminate and be null and void in its entirety.

**Section 4. Benefit of the Bargain**

(a) In the event that the Texas Legislature amends any provision of Texas Local Government Code Chapter 141 or 142 or any other statute that adds or increases compensation or benefits for Officers during the term of this Agreement, any such amendment shall not be applicable to the Officers covered by this Agreement, unless the City Council adopts such amendments by Resolution or Ordinance. Examples of wages and benefits include, but are not limited to, base salary, longevity, assignment pay, sick leave, and vacation, health insurance and equipment provision mandates,

(b) During the negotiation of this Agreement, the Parties have agreed on the stated enhancements to employee compensation and benefits, in reliance on the costs of those enhancements. The Parties acknowledge that this Agreement would not have been reached, as reflected in this document, if the cost to the City had been higher. In the event of any proceeding in which the Officers assert the right to additional compensation or pay enhancements based on the provisions of this Agreement, the decision-maker in any administrative proceeding or court shall consider the cost of the contractual pay and benefits enhancements as part of the mutual agreement and meeting of the minds that resulted in approval of this Agreement by both parties.

**ARTICLE 25**

**NOTICE**

Except as otherwise provided herein, any notice, demand, request or other communication hereunder given or made by either Party to the other shall be in writing and shall be deemed to be delivered whether actually received or not, when deposited in the United States mail, postage prepaid, certified mail, return receipt requested, addressed to the Parties hereto at the respective addresses set out below, or at such other address as they may provide by written notice to the other Party.

A. If to City:  
A.C. Gonzalez  
City Manager  
Dallas City Hall, 4DN  
Dallas, Texas 75201

B. If to Meet and Confer Team  
Michael Pottorff  
Chairman Meet and Confer Team  
1414 North Washington Street  
Dallas, Texas 75204

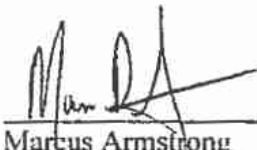
IN WITNESS WHEREOF, THE PARTIES HAVE CAUSED TO HAVE THIS AGREEMENT  
TO BE SIGNED BY THEIR DULY AUTHORIZED REPRESENTATIVES ON THIS \_\_\_\_  
DAY OF \_\_\_\_\_ 2016.



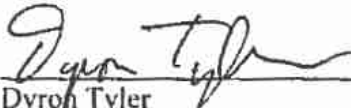
CITY OF DALLAS

A.C. Gonzalez  
City Manager

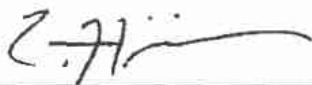
MEET AND CONFER TEAM



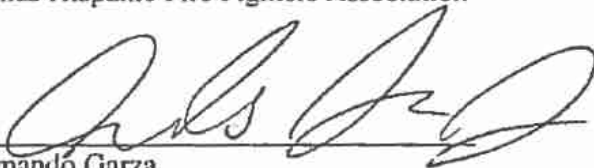
Marcus Armstrong  
President  
Dallas Black Fire Fighters Association



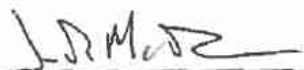
Dyron Tyler  
Representative  
Dallas Black Fire Fighters Association



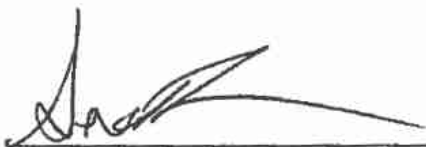
Christian Hinojosa  
President  
Dallas Hispanic Fire Fighters Association



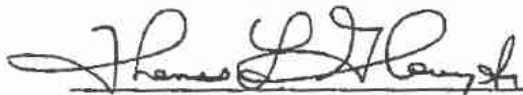
Armando Garza  
Representative  
Dallas Hispanic Fire Fighters Association



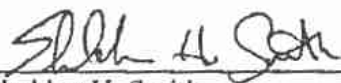
James McDade  
President  
Dallas Fire Fighters Association



Scott Clumpner  
Representative  
Dallas Fire Fighters Association



Thomas Glover  
President  
Black Police Association of Greater Dallas



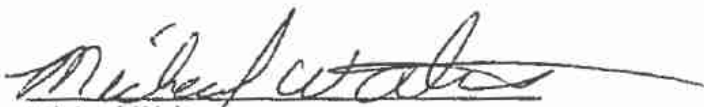
Sheldon H. Smith  
Representative  
Black Police Association of Greater Dallas



George Aranda  
President  
National Latino Law Enforcement Organization



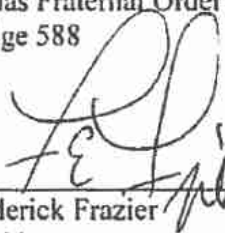
Raul Galvan  
Representative  
National Latino Law Enforcement Organization




Michael Walton  
President  
Dallas Fraternal Order of Police  
Lodge 588



Michael Pottorff  
Representative  
Dallas Fraternal Order of Police  
Lodge 588



Frederick Frazier  
President  
Dallas Police Association



James Parnell  
Representative  
Dallas Police Association



**APPENDIX A**  
**POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT**

The charts below indicate how Officers' pay will be adjusted each year of the 2016 Meet & Confer Agreement. Because steps are being dropped and added each year, Officers should **NOT** focus on the the STEP NUMBERS but rather on the Annual Salary in each fiscal year.

These charts should be read left to right to determine pay adjustments each fiscal year. For example, a Police Officer who is paid at Step 6 at the end FY15-16 (P2-6 at \$56,971) will be moved to P2-7 (\$62,812) in FY16-17, then to P2-7 (\$65,956) in FY17-18, then to P2-8 (\$72,718) in FY18-19.

Police Officer Rank (Officers Hired Prior to 10/1/16)										
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Pay Rates & Steps will Progress each fiscal year as shown on the chart below.			FY15-17		FY17-18		FY18-19			
Police Officer Rank	Grade & Step	Annual Salary	FY15-17		FY17-18		FY18-19			
Police Officer, 1 Year	P2 - 1	\$44,658	P2 - 2	\$49,207	P2 - 2	\$51,688	P2 - 3	\$56,971		
Police Officer, 1 Year	P2 - 2	\$46,870	P2 - 3	\$51,688	P2 - 3	\$54,263	P2 - 4	\$59,840		
Police Officer, 1 Year	P2 - 3	\$49,207	P2 - 4	\$54,263	P2 - 4	\$56,971	P2 - 5	\$62,812		
Police Officer, 1 Year	P2 - 4	\$51,688	P2 - 5	\$56,971	P2 - 5	\$59,840	P2 - 6	\$65,956		
Police Officer, 1 Year	P2 - 5	\$54,263	P2 - 6	\$59,840	P2 - 6	\$62,812	P2 - 7	\$69,260		
Police Officer, 1 Year	P2 - 6	\$56,971	P2 - 7	\$62,812	P2 - 7	\$65,956	P2 - 8	\$72,718		
Police Officer, 1 Year	P2 - 7	\$59,840	P2 - 8	\$65,956	P2 - 8	\$69,260	P2 - 9	\$74,172		
Police Officer, 1 Year	P2 - 8	\$62,812	P2 - 9	\$69,260	P2 - 9	\$72,718	P2 - 10	\$75,656		
Police Officer, 1 Year	P2 - 9	\$65,956	P2 - 10	\$72,718	P2 - 10	\$74,172	P2 - 11	\$77,169		
Police Officer, 1 Year	P2 - 10	\$69,260	P2 - 11	\$74,172	P2 - 11	\$75,656	P2 - 11	\$77,169		
Police Officer, 1 Year	P2 - 11	\$72,718	P2 - 11	\$74,172	P2 - 11	\$75,656	P2 - 11	\$77,169		
Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.										

<b>Police Officer Rank (Officers Hired After 10/1/16)</b>									
	FY15-16		FY16-17		FY17-18		FY18-19		
Police Officer Rank			Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	
Hired in FY16-17*	N/A		P2-1B	\$46,870	P2-1B	\$49,207	P2 - 2	\$54,263	
Hired in FY17-18					P2-1B	\$49,207	P2 - 2	\$54,263	
Hired in FY18-19							P2-1B	\$51,688	

\* Police Officers hired after October 1, 2016 but prior to the City Council approval of the 2016 Meet & Confer Agreement will start at the P2, Step 1 Rate on the FY15-16 Pay Schedule (\$44,658). After approval of the new Agreement, their salary will be adjusted to the P2-1B pay rate of \$46,870 on the FY16-17 pay schedule, however, there will not be any retroactive pay for the time after they were hired to the time the Agreement was approved by the Dallas City Council. Officers hired after the 2016 Agreement is approved by the Dallas City Council will start at the P2-1B rate of \$46,870 on the FY15-17 Pay Schedule.

**APPENDIX A**  
**POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT**

<b>Police Corporal Rank (Obsolete Rank)</b>									
<b>Police Corporal Rank</b>	<b>IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Pay Rates &amp; Steps will Progress each fiscal year as shown on the chart below.</b>		<b>FY16-17</b>		<b>FY17-18</b>		<b>FY18-19</b>		
	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	
Police Corporal, 1 Year	P2 - 11	\$72,718	P2 - 11	\$74,172	P2 - 11	\$75,656	P2 - 11	\$77,169	

Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.

<b>Police Senior Corporal Rank</b>									
<b>Police Sr. Corporal Rank</b>	<b>IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Pay Rates &amp; Steps will Progress each fiscal year as shown on the chart below.</b>		<b>FY16-17</b>		<b>FY17-18</b>		<b>FY18-19</b>		
	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	
Police Senior Corporal, 1 Year	P3 - 1	\$45,916	P3 - 2	\$51,688	P3 - 2	\$54,263	P3 - 3	\$59,840	
Police Senior Corporal, 1 Year	P3 - 2	\$48,371	P3 - 3	\$54,263	P3 - 3	\$56,971	P3 - 4	\$62,812	
Police Senior Corporal, 1 Year	P3 - 3	\$51,688	P3 - 4	\$56,971	P3 - 4	\$59,840	P3 - 5	\$65,956	
Police Senior Corporal, 1 Year	P3 - 4	\$54,263	P3 - 5	\$59,840	P3 - 5	\$62,812	P3 - 6	\$69,248	
Police Senior Corporal, 1 Year	P3 - 5	\$56,971	P3 - 6	\$62,812	P3 - 6	\$65,956	P3 - 7	\$72,718	
Police Senior Corporal, 1 Year	P3 - 6	\$59,840	P3 - 7	\$65,956	P3 - 7	\$69,248	P3 - 8	\$76,355	
Police Senior Corporal, 1 Year	P3 - 7	\$62,812	P3 - 8	\$69,248	P3 - 8	\$72,718	P3 - 9	\$80,173	
Police Senior Corporal, 1 Year	P3 - 8	\$65,956	P3 - 9	\$72,718	P3 - 9	\$76,355	P3 - 10	\$81,776	
Police Senior Corporal, 1 Year	P3 - 9	\$69,248	P3 - 10	\$76,355	P3 - 10	\$80,173	P3 - 11	\$83,412	
Police Senior Corporal, 1 Year	P3 - 10	\$72,718	P3 - 11	\$80,173	P3 - 11	\$81,776	P3 - 12	\$85,080	
Police Senior Corporal, 1 Year	P3 - 11	\$76,355	P3 - 12	\$81,776	P3 - 12	\$83,412	P3 - 12	\$85,080	
Police Senior Corporal, 1 Year	P3 - 12	\$80,173	P3 - 12	\$81,776	P3 - 12	\$83,412	P3 - 12	\$85,080	

Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.

**APPENDIX A**  
**POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT**

<b>Police Sergeant Rank</b>										
<b>Police Sergeant Rank</b>	<b>IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Pay Rates &amp; Steps will Progress each fiscal year as shown on the chart below.</b>		<b>FY16-17</b>		<b>FY17-18</b>		<b>FY18-19</b>			
	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>		
Police Sergeant, 1 Year	P4 - 1	\$52,742	P4 - 2	\$59,426	P4 - 2	\$62,394	P4 - 3	\$68,784		
Police Sergeant, 1 Year	P4 - 2	\$56,598	P4 - 3	\$62,394	P4 - 3	\$65,519	P4 - 4	\$72,245		
Police Sergeant, 1 Year	P4 - 3	\$59,426	P4 - 4	\$65,519	P4 - 4	\$68,784	P4 - 5	\$75,856		
Police Sergeant, 1 Year	P4 - 4	\$62,394	P4 - 5	\$68,784	P4 - 5	\$72,245	P4 - 6	\$79,839		
Police Sergeant, 1 Year	P4 - 5	\$65,519	P4 - 6	\$72,245	P4 - 6	\$75,856	P4 - 7	\$83,621		
Police Sergeant, 1 Year	P4 - 6	\$68,784	P4 - 7	\$75,856	P4 - 7	\$79,839	P4 - 8	\$87,802		
Police Sergeant, 1 Year	P4 - 7	\$72,245	P4 - 8	\$79,839	P4 - 8	\$83,621	P4 - 9	\$89,558		
Police Sergeant, 1 Year	P4 - 8	\$75,856	P4 - 9	\$83,621	P4 - 9	\$87,802	P4 - 10	\$91,349		
Police Sergeant, 1 Year	P4 - 9	\$79,839	P4 - 10	\$87,802	P4 - 10	\$89,558	P4 - 11	\$93,176		
Police Sergeant, 1 Year	P4 - 10	\$83,621	P4 - 11	\$89,558	P4 - 11	\$91,349	P4 - 11	\$93,176		
Police Sergeant, 1 Year	P4 - 11	\$87,802	P4 - 11	\$89,558	P4 - 11	\$91,349	P4 - 11	\$93,176		

Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.

<b>Police Lieutenant Rank</b>										
<b>Police Lieutenant Rank</b>	<b>IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Pay Rates &amp; Steps will Progress each fiscal year as shown on the chart below.</b>		<b>FY16-17</b>		<b>FY17-18</b>		<b>FY18-19</b>			
	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>	<b>Grade &amp; Step</b>	<b>Annual Salary</b>		
Police Lieutenant, 1 Year	P5 - 1	\$57,875	P5 - 2	\$65,096	P5 - 2	\$68,364	P5 - 3	\$75,366		
Police Lieutenant, 1 Year	P5 - 2	\$62,001	P5 - 3	\$68,364	P5 - 3	\$71,779	P5 - 4	\$79,123		
Police Lieutenant, 1 Year	P5 - 3	\$65,096	P5 - 4	\$71,779	P5 - 4	\$75,366	P5 - 5	\$83,078		
Police Lieutenant, 1 Year	P5 - 4	\$68,364	P5 - 5	\$75,366	P5 - 5	\$79,123	P5 - 6	\$87,230		
Police Lieutenant, 1 Year	P5 - 5	\$71,779	P5 - 6	\$79,123	P5 - 6	\$83,078	P5 - 7	\$91,591		
Police Lieutenant, 1 Year	P5 - 6	\$75,366	P5 - 7	\$83,078	P5 - 7	\$87,230	P5 - 8	\$96,170		
Police Lieutenant, 1 Year	P5 - 7	\$79,123	P5 - 8	\$87,230	P5 - 8	\$91,591	P5 - 9	\$98,094		
Police Lieutenant, 1 Year	P5 - 8	\$83,078	P5 - 9	\$91,591	P5 - 9	\$96,170	P5 - 10	\$100,056		
Police Lieutenant, 1 Year	P5 - 9	\$87,230	P5 - 10	\$96,170	P5 - 10	\$98,094	P5 - 11	\$102,057		
Police Lieutenant, 1 Year	P5 - 10	\$91,591	P5 - 11	\$98,094	P5 - 11	\$100,056	P5 - 11	\$102,057		
Police Lieutenant, 1 Year	P5 - 11	\$96,170	P5 - 11	\$98,094	P5 - 11	\$100,056	P5 - 11	\$102,057		

Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.

APPENDIX A  
POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT

Police Captain Rank (Obsolete Rank)									
Police Captain Rank	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Pay Rates & Steps will Progress each fiscal year as shown on the chart below.		FY16-17		FY17-18		FY18-19		
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	
Police Captain, 1 Year	P6 - 11	\$105,541	P6 - 11	\$107,652	P6 - 11	\$109,805	P6 - 11	\$112,001	

Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.

**APPENDIX A**  
**POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT**

The charts below indicate how Officers' pay will be adjusted each year of the 2016 Meet & Confer Agreement. Because steps are being dropped and added each year, Officers should NOT focus on the the STEP NUMBERS but rather on the Annual Salary in each fiscal year.

These charts should be read left to right to determine pay adjustments each fiscal year. For example, a Fire Rescue Officer who is paid at Step 10 at the end FY15-16 (F2-10 at \$56,971) will be moved to FF2-7 (\$62,812) in FY16-17, then to FF2-7 (\$65,956) in FY17-18, then to FF2-8 (\$72,718) in FY18-19.

<b>Fire Rescue Officer Rank</b> <b>(Officers Hired Prior to 10/1/16)</b>									
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.			FY16-17		FY17-18		FY18-19		
Fire Rescue Officer Rank	Grade & Step	Annual Salary		Grade & Step Annual Salary		Grade & Step Annual Salary		Grade & Step Annual Salary	
Fire Rescue Officer, 1 Year	F2 - 1	\$44,658		FF2 - 2 \$49,207		FF2 - 2 \$51,688		FF2 - 3 \$56,971	
Fire Rescue Officer, 1 Year	F2 - 2								
Fire Rescue Officer, 1 Year	F2 - 3								
Fire Rescue Officer, 1 Year	F2 - 4	\$46,870		FF2 - 3 \$51,688		FF2 - 3 \$54,263		FF2 - 4 \$59,840	
Fire Rescue Officer, 1 Year	F2 - 5								
Fire Rescue Officer, 1 Year	F2 - 6								
Fire Rescue Officer, 1 Year	F2 - 7	\$49,207		FF2 - 4 \$54,263		FF2 - 4 \$56,971		FF2 - 5 \$62,812	
Fire Rescue Officer, 1 Year	F2 - 8	\$51,688		FF2 - 5 \$56,971		FF2 - 5 \$59,840		FF2 - 6 \$65,956	
Fire Rescue Officer, 1 Year	F2 - 9	\$54,263		FF2 - 6 \$59,840		FF2 - 6 \$62,812		FF2 - 7 \$69,200	
Fire Rescue Officer, 1 Year	F2 - 10	\$56,971		FF2 - 7 \$62,812		FF2 - 7 \$65,956		FF2 - 8 \$72,718	
Fire Rescue Officer, 1 Year	F2 - 11	\$59,840		FF2 - 8 \$65,956		FF2 - 8 \$69,200		FF2 - 9 \$74,172	
Fire Rescue Officer, 1 Year	F2 - 12	\$62,812		FF2 - 9 \$69,200		FF2 - 9 \$72,718		FF2 - 10 \$75,856	
Fire Rescue Officer, 1 Year	F2 - 13	\$65,956		FF2 - 10 \$72,718		FF2 - 10 \$74,172		FF2 - 11 \$77,169	
Fire Rescue Officer, 1 Year	F2 - 14	\$69,200		FF2 - 11 \$74,172		FF2 - 11 \$76,856		FF2 - 11 \$77,169	
Fire Rescue Officer, 1 Year	F2 - 15	\$72,718		FF2 - 11 \$74,172		FF2 - 11 \$75,856		FF2 - 11 \$77,169	

Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.

<b>Fire Rescue Officer Rank</b> <b>(Officers Hired After 10/1/16)</b>									
FY16-17		FY17-18		FY18-19		FY19-20		FY20-21	
Fire Rescue Officer Rank	Grade & Step Annual Salary	Fire Rescue Officer Rank	Grade & Step Annual Salary	Fire Rescue Officer Rank	Grade & Step Annual Salary	Fire Rescue Officer Rank	Grade & Step Annual Salary	Fire Rescue Officer Rank	Grade & Step Annual Salary
Hired in FY16-17*	N/A		FF2-1B \$46,870		FF2-1B \$49,207		FF2-2 \$54,263		FF2-2 \$59,840
Hired in FY17-18			FF2-1B \$49,207		FF2-1B \$51,688		FF2-2 \$56,971		FF2-3 \$62,812
Hired in FY18-19					FF2-1B \$51,688		FF2-2 \$54,263		FF2-3 \$59,840

\*Fire Rescue Officers hired after October 1, 2016 but prior to the City Council approval of the 2016 Meet & Confer Agreement will start at the F2, Step 1 Rate on the FY15-16 Pay Schedule (\$44,658). After approval of the new Agreement, their salary will be adjusted to the FF2-1B pay rate of \$46,870 on the FY16-17 pay schedule; however, there will not be any retroactive pay for the time after they were hired to the time the Agreement was approved by the Dallas City Council. Officers hired after the Agreement is approved by the Dallas City Council will start at the FF2-1B rate of \$46,870 on the FY16-17 Pay Schedule.

APPENDIX A  
POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT

Fire Second Driver Rank (Obsolete Rank)										
Fire Second Driver Rank	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.		FY16-17		FY17-18		FY18-19			
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Second Driver, 1 Year	F2 - 15	\$72,718	FF2 - 11	\$74,172	FF2 - 11	\$75,656	FF2 - 11	\$77,169		

Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.

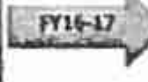

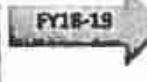
Fire Driver - Engineer										
Fire Driver - Engineer Rank	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.		FY16-17		FY17-18		FY18-19			
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Driver - Engineer, 1 Yr.	F3 - 1	\$45,916	FF3 - 2	\$51,088	FF3 - 2	\$54,263	FF3 - 3	\$58,840	FF3 - 3	\$59,840
Fire Driver - Engineer, 1 Yr.	F3 - 2	\$48,371	FF3 - 3	\$54,263	FF3 - 3	\$56,971	FF3 - 4	\$62,812	FF3 - 4	\$63,812
Fire Driver - Engineer, 1 Yr.	F3 - 3	\$51,608	FF3 - 4	\$56,971	FF3 - 4	\$59,840	FF3 - 5	\$65,956	FF3 - 5	\$66,956
Fire Driver - Engineer, 1 Yr.	F3 - 4	\$54,263	FF3 - 5	\$59,840	FF3 - 5	\$62,812	FF3 - 6	\$68,248	FF3 - 6	\$69,248
Fire Driver - Engineer, 1 Yr.	F3 - 5	\$56,971	FF3 - 6	\$62,812	FF3 - 6	\$65,956	FF3 - 7	\$72,718	FF3 - 7	\$73,718
Fire Driver - Engineer, 1 Yr.	F3 - 6	\$59,840	FF3 - 7	\$65,956	FF3 - 7	\$68,248	FF3 - 8	\$76,355	FF3 - 8	\$77,355
Fire Driver - Engineer, 1 Yr.	F3 - 7	\$62,812	FF3 - 8	\$68,248	FF3 - 8	\$72,718	FF3 - 9	\$80,173	FF3 - 9	\$81,173
Fire Driver - Engineer, 1 Yr.	F3 - 8	\$65,956	FF3 - 9	\$72,718	FF3 - 9	\$76,355	FF3 - 10	\$88,776	FF3 - 10	\$89,776
Fire Driver - Engineer, 1 Yr.	F3 - 9	\$68,248	FF3 - 10	\$76,355	FF3 - 10	\$80,173	FF3 - 11	\$93,412	FF3 - 11	\$94,412
Fire Driver - Engineer, 1 Yr.	F3 - 10	\$72,718	FF3 - 11	\$80,173	FF3 - 11	\$84,412	FF3 - 12	\$98,080	FF3 - 12	\$99,080
Fire Driver - Engineer, 1 Yr.	F3 - 11	\$76,355	FF3 - 12	\$84,412	FF3 - 12	\$88,776				
Fire Driver - Engineer, 1 Yr.	F3 - 12	\$80,173	FF3 - 12	\$88,776	FF3 - 12	\$93,412				

Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.






APPENDIX A  
POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT

Fire Lieutenant Rank									
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY16-16, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.			FY16-17		FY17-18		FY18-19		
Fire Lieutenant Rank	Grade & Step	Pay Rate	Grade & Step	Pay Rate	Grade & Step	Pay Rate	Grade & Step	Pay Rate	
Fire Lieutenant, 1 Year	F4 - 1	\$52,742	FF4 - 2	\$59,426	FF4 - 2	\$62,394	FF4 - 3	\$65,764	
Fire Lieutenant, 1 Year	F4 - 2	\$56,519	FF4 - 3	\$62,324	FF4 - 3	\$65,519	FF4 - 4	\$72,245	
Fire Lieutenant, 1 Year	F4 - 3	\$59,426	FF4 - 4	\$65,519	FF4 - 4	\$68,784	FF4 - 5	\$75,856	
Fire Lieutenant, 1 Year	F4 - 4	\$62,324	FF4 - 5	\$68,784	FF4 - 5	\$72,245	FF4 - 6	\$79,639	
Fire Lieutenant, 1 Year	F4 - 5	\$65,519	FF4 - 6	\$72,245	FF4 - 6	\$75,856	FF4 - 7	\$83,620	
Fire Lieutenant, 1 Year	F4 - 6	\$68,784	FF4 - 7	\$75,856	FF4 - 7	\$79,639	FF4 - 8	\$87,801	
Fire Lieutenant, 1 Year	F4 - 7	\$72,245	FF4 - 8	\$79,639	FF4 - 8	\$83,620	FF4 - 9	\$90,557	
Fire Lieutenant, 1 Year	F4 - 8	\$75,856	FF4 - 9	\$83,620	FF4 - 9	\$87,801	FF4 - 10	\$94,348	
Fire Lieutenant, 1 Year	F4 - 9	\$79,639	FF4 - 10	\$87,801	FF4 - 10	\$90,557	FF4 - 11	\$97,175	
Fire Lieutenant, 1 Year	F4 - 10	\$83,620	FF4 - 11	\$90,557	FF4 - 11	\$94,348	FF4 - 11	\$97,175	
Fire Lieutenant, 1 Year	F4 - 11	\$87,801	FF4 - 11	\$90,557	FF4 - 11	\$94,348	FF4 - 11	\$97,175	
Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.									

Fire Captain Rank									
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY16-16, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.			FY16-17		FY17-18		FY18-19		
Fire Captain Rank	Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary	
Fire Captain, 1 Year	F5 - 1	\$57,875		FF5 - 2	\$65,096		FF5 - 2	\$68,364	
Fire Captain, 1 Year	F5 - 2	\$62,001		FF5 - 3	\$68,364		FF5 - 3	\$71,779	
Fire Captain, 1 Year	F5 - 3	\$65,096		FF5 - 4	\$71,779		FF5 - 4	\$75,366	
Fire Captain, 1 Year	F5 - 4	\$68,364		FF5 - 5	\$75,366		FF5 - 5	\$79,123	
Fire Captain, 1 Year	F5 - 5	\$71,779		FF5 - 6	\$79,123		FF5 - 6	\$83,078	
Fire Captain, 1 Year	F5 - 6	\$75,366		FF5 - 7	\$83,078		FF5 - 7	\$87,230	
Fire Captain, 1 Year	F5 - 7	\$79,123		FF5 - 8	\$87,230		FF5 - 8	\$91,591	
Fire Captain, 1 Year	F5 - 8	\$83,078		FF5 - 9	\$91,591		FF5 - 9	\$96,170	
Fire Captain, 1 Year	F5 - 9	\$87,230		FF5 - 10	\$96,170		FF5 - 10	\$100,955	
Fire Captain, 1 Year	F5 - 10	\$91,591		FF5 - 11	\$100,955		FF5 - 11	\$105,956	
Fire Captain, 1 Year	F5 - 11	\$96,170		FF5 - 11	\$105,956		FF5 - 11	\$111,175	
Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.									

**APPENDIX A  
POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT**

Fire Battalion / Section Chief Rank											
Fire Battalion / Section Chief Rank	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.			FY16-17			FY17-18			FY18-19	
	Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary
Fire Battalion / Section Chief, 1 Year	FF6 - 1	\$63,500		FF6 - 2	\$71,410		FF6 - 2	\$74,996		FF6 - 3	\$82,685
Fire Battalion / Section Chief, 1 Year	FF6 - 2	\$68,025		FF6 - 3	\$74,998		FF6 - 3	\$78,750		FF6 - 4	\$86,812
Fire Battalion / Section Chief, 1 Year	FF6 - 3	\$71,410		FF6 - 4	\$78,759		FF6 - 4	\$82,685		FF6 - 5	\$91,163
Fire Battalion / Section Chief, 1 Year	FF6 - 4	\$74,996		FF6 - 5	\$82,685		FF6 - 5	\$86,812		FF6 - 6	\$95,729
Fire Battalion / Section Chief, 1 Year	FF6 - 5	\$78,759		FF6 - 6	\$86,812		FF6 - 6	\$91,163		FF6 - 7	\$100,515
Fire Battalion / Section Chief, 1 Year	FF6 - 6	\$82,685		FF6 - 7	\$91,163		FF6 - 7	\$95,729		FF6 - 8	\$105,541
Fire Battalion / Section Chief, 1 Year	FF6 - 7	\$86,812		FF6 - 8	\$95,729		FF6 - 8	\$100,515		FF6 - 9	\$107,652
Fire Battalion / Section Chief, 1 Year	FF6 - 8	\$91,163		FF6 - 9	\$100,515		FF6 - 9	\$105,541		FF6 - 10	\$109,805
Fire Battalion / Section Chief, 1 Year	FF6 - 9	\$95,729		FF6 - 10	\$105,541		FF6 - 10	\$107,652		FF6 - 11	\$112,001
Fire Battalion / Section Chief, 1 Year	FF6 - 10	\$100,515		FF6 - 11	\$107,652		FF6 - 11	\$109,805		FF6 - 11	\$112,001
Fire Battalion / Section Chief, 1 Year	FF6 - 11	\$105,541		FF6 - 11	\$107,652		FF6 - 11	\$109,805		FF6 - 11	\$112,001
Officers will have their pay adjusted effective on their normal pay step increase date (anniversary of their hire date or anniversary of their promotion date). Officers whose pay step increase date occurred prior to the Dallas City Council approval of the 2016 Meet & Confer Agreement will have their pay adjusted retroactive to their normal pay step increase date.											

**APPENDIX A  
POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT**

The charts below indicate how Officers' pay will be adjusted each year of the 2016 Meet & Confer Agreement. Because steps are being dropped and added each year, Officers should **NOT** focus on the the STEP NUMBERS but rather on the Annual Salary in each fiscal year.



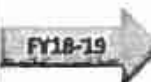
These charts should be read left to right to determine pay adjustments each fiscal year. For example, a Fire Prevention Officer who is paid at Step 10 at the end FY15-16 (F2-10 at \$56,971) will be moved to FP2-7 (\$62,812) in FY16-17, then to FP2-7 (\$65,956) in FY17-18, then to FP2-8 (\$72,718) in FY18-19.

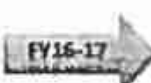
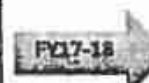
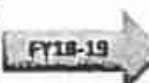
<b>Fire Prevention Officer Rank (Officers Hired Prior to 10/1/16)</b>									
Fire Prevention Officer Rank	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY16-16, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.		FY16-17		FY17-18		FY18-19		
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	
Fire Prevention Officer, 1 Year	F2 - 1	\$44,658	FP2 - 2	\$48,371	FP2 - 2	\$51,688	FP2 - 3	\$56,971	
Fire Prevention Officer, 1 Year	F2 - 2		FP2 - 3	\$51,688	FP2 - 3	\$54,263	FP2 - 4	\$59,840	
Fire Prevention Officer, 1 Year	F2 - 3	\$45,916							
Fire Prevention Officer, 1 Year	F2 - 4								
Fire Prevention Officer, 1 Year	F2 - 5								
Fire Prevention Officer, 1 Year	F2 - 6	\$48,371	FP2 - 4	\$54,263	FP2 - 4	\$58,971	FP2 - 5	\$62,812	
Fire Prevention Officer, 1 Year	F2 - 7		FP2 - 5	\$58,971	FP2 - 5	\$59,840	FP2 - 6	\$65,956	
Fire Prevention Officer, 1 Year	F2 - 8	\$51,688	FP2 - 6	\$59,840	FP2 - 6	\$62,812	FP2 - 7	\$69,260	
Fire Prevention Officer, 1 Year	F2 - 9	\$54,263	FP2 - 7	\$62,812	FP2 - 7	\$65,956	FP2 - 8	\$72,718	
Fire Prevention Officer, 1 Year	F2 - 10	\$56,971	FP2 - 8	\$65,956	FP2 - 8	\$69,260	FP2 - 9	\$74,172	
Fire Prevention Officer, 1 Year	F2 - 11	\$59,840	FP2 - 9	\$69,260	FP2 - 9	\$72,718	FP2 - 10	\$75,658	
Fire Prevention Officer, 1 Year	F2 - 12	\$62,812	FP2 - 10	\$72,718	FP2 - 10	\$74,172	FP2 - 11	\$77,169	
Fire Prevention Officer, 1 Year	F2 - 13	\$65,956	FP2 - 11	\$74,172	FP2 - 11	\$75,658	FP2 - 11	\$77,169	
Fire Prevention Officer, 1 Year	F2 - 14	\$68,263	FP2 - 11	\$74,172	FP2 - 11	\$75,658	FP2 - 11	\$77,169	
Fire Prevention Officer, 1 Year	F2 - 15	\$72,718							

<b>Fire Prevention Officer Rank (Officers Hired After 10/1/16)</b>									
Fire Prevention Officer Rank	FY16-16		FY16-17		FY17-18		FY18-19		
	N/A		Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	
Hired in FY16-17*			FP2-1B	\$45,916	FP2-1B	\$48,371	FP2 - 2	\$54,263	
Hired in FY17-18					FP2-1B	\$48,371	FP2 - 2	\$54,263	
Hired in FY18-19							FP2-1B	\$51,688	




\*Fire Prevention Officers hired after October 1, 2016 but prior to the City Council approval of the 2016 Meet & Confer Agreement will start at the F2, Step 1 Rate on the FY15-16 Pay Schedule (\$44,658). After approval of the new Agreement, their salary will be adjusted to the FP2-1B pay rate of \$45,916 on the FY16-17 pay schedule, however, there will not be any retroactive pay for the time after they were hired to the time the Agreement was approved by the Dallas City Council. Officers hired after the Agreement is approved by the Dallas City Council will start at the FP2-1B rate of \$45,916 on the FY16-17 Pay Schedule.




APPENDIX A  
POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT

Fire Senior Prevention Officer Rank											
	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY16-18, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.			FY16-17			FY17-18			FY18-19	
Fire Senior Prevention Officer Rank	Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary
Fire Senior Prevention Officer, 1 Year	F3 - 1	\$45,816		FP3 - 2	\$51,688		FP3 - 2	\$54,263		FP3 - 3	\$59,840
Fire Senior Prevention Officer, 1 Year	F3 - 2	\$46,371		FP3 - 3	\$54,263		FP3 - 3	\$56,971		FP3 - 4	\$62,612
Fire Senior Prevention Officer, 1 Year	F3 - 3	\$51,688		FP3 - 4	\$56,971		FP3 - 4	\$59,840		FP3 - 5	\$65,956
Fire Senior Prevention Officer, 1 Year	F3 - 4	\$54,263		FP3 - 5	\$59,840		FP3 - 5	\$62,612		FP3 - 6	\$69,248
Fire Senior Prevention Officer, 1 Year	F3 - 5	\$56,971		FP3 - 6	\$62,612		FP3 - 6	\$65,956		FP3 - 7	\$72,718
Fire Senior Prevention Officer, 1 Year	F3 - 6	\$59,840		FP3 - 7	\$65,956		FP3 - 7	\$69,248		FP3 - 8	\$76,355
Fire Senior Prevention Officer, 1 Year	F3 - 7	\$62,612		FP3 - 8	\$69,248		FP3 - 8	\$72,718		FP3 - 9	\$80,173
Fire Senior Prevention Officer, 1 Year	F3 - 8	\$65,956		FP3 - 9	\$72,718		FP3 - 9	\$76,355		FP3 - 10	\$81,776
Fire Senior Prevention Officer, 1 Year	F3 - 9	\$69,248		FP3 - 10	\$76,355		FP3 - 10	\$80,173		FP3 - 11	\$83,412
Fire Senior Prevention Officer, 1 Year	F3 - 10	\$72,718		FP3 - 11	\$80,173		FP3 - 11	\$81,776		FP3 - 12	\$85,080
Fire Senior Prevention Officer, 1 Year	F3 - 11	\$76,355		FP3 - 12	\$81,776		FP3 - 12	\$83,412		FP3 - 12	\$85,080
Fire Senior Prevention Officer, 1 Year	F3 - 12	\$80,173		FP3 - 12	\$81,776		FP3 - 12	\$83,412		FP3 - 12	\$85,080

Fire Prevention Lieutenant Rank											
	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY16-18, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.			FY16-17			FY17-18			FY18-19	
Fire Prevention Lieutenant Rank	Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary
Fire Prevention Lieutenant, 1 Year	F4 - 1	\$52,742		FP4 - 2	\$59,426		FP4 - 2	\$62,394		FP4 - 3	\$68,784
Fire Prevention Lieutenant, 1 Year	F4 - 2	\$55,598		FP4 - 3	\$62,394		FP4 - 3	\$65,519		FP4 - 4	\$72,245
Fire Prevention Lieutenant, 1 Year	F4 - 3	\$59,425		FP4 - 4	\$65,519		FP4 - 4	\$68,784		FP4 - 5	\$75,656
Fire Prevention Lieutenant, 1 Year	F4 - 4	\$62,394		FP4 - 5	\$68,784		FP4 - 5	\$72,245		FP4 - 6	\$79,639
Fire Prevention Lieutenant, 1 Year	F4 - 5	\$65,519		FP4 - 6	\$72,245		FP4 - 6	\$75,656		FP4 - 7	\$83,620
Fire Prevention Lieutenant, 1 Year	F4 - 6	\$68,784		FP4 - 7	\$75,656		FP4 - 7	\$79,639		FP4 - 8	\$87,801
Fire Prevention Lieutenant, 1 Year	F4 - 7	\$72,245		FP4 - 8	\$79,639		FP4 - 8	\$83,620		FP4 - 9	\$89,557
Fire Prevention Lieutenant, 1 Year	F4 - 8	\$75,656		FP4 - 9	\$83,620		FP4 - 9	\$87,801		FP4 - 10	\$91,348
Fire Prevention Lieutenant, 1 Year	F4 - 9	\$79,639		FP4 - 10	\$87,801		FP4 - 10	\$89,557		FP4 - 11	\$93,175
Fire Prevention Lieutenant, 1 Year	F4 - 10	\$83,620		FP4 - 11	\$89,557		FP4 - 11	\$91,348		FP4 - 11	\$93,175
Fire Prevention Lieutenant, 1 Year	F4 - 11	\$87,801		FP4 - 11	\$89,557		FP4 - 11	\$91,348		FP4 - 11	\$93,175

**APPENDIX A**  
**POLICE AND FIRE ANNUAL PAY AND STEP PROGRESSION DURING TERM OF THE AGREEMENT**

Fire Prevention Captain Rank											
	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY16-16, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.			FY16-17			FY17-18			FY18-19	
Fire Prevention Captain Rank	Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary
Fire Prevention Captain, 1 Year	FP5 - 1	\$57,875		FP5 - 2	\$55,096		FP5 - 2	\$58,364		FP5 - 3	\$75,366
Fire Prevention Captain, 1 Year	FP5 - 2	\$62,001		FP5 - 3	\$68,364		FP5 - 3	\$71,779		FP5 - 4	\$79,123
Fire Prevention Captain, 1 Year	FP5 - 3	\$65,096		FP5 - 4	\$71,779		FP5 - 4	\$75,366		FP5 - 5	\$83,078
Fire Prevention Captain, 1 Year	FP5 - 4	\$68,364		FP5 - 5	\$75,366		FP5 - 5	\$79,123		FP5 - 6	\$87,230
Fire Prevention Captain, 1 Year	FP5 - 5	\$71,779		FP5 - 6	\$79,123		FP5 - 6	\$83,078		FP5 - 7	\$91,591
Fire Prevention Captain, 1 Year	FP5 - 6	\$75,366		FP5 - 7	\$83,078		FP5 - 7	\$87,230		FP5 - 8	\$96,170
Fire Prevention Captain, 1 Year	FP5 - 7	\$79,123		FP5 - 8	\$87,230		FP5 - 8	\$91,591		FP5 - 9	\$98,094
Fire Prevention Captain, 1 Year	FP5 - 8	\$83,078		FP5 - 9	\$91,591		FP5 - 9	\$96,170		FP5 - 10	\$100,056
Fire Prevention Captain, 1 Year	FP5 - 9	\$87,230		FP5 - 10	\$96,170		FP5 - 10	\$98,094		FP5 - 11	\$102,057
Fire Prevention Captain, 1 Year	FP5 - 10	\$91,591		FP5 - 11	\$98,094		FP5 - 11	\$100,056		FP5 - 11	\$102,057
Fire Prevention Captain, 1 Year	FP5 - 11	\$96,170		FP5 - 11	\$98,094		FP5 - 11	\$100,056		FP5 - 11	\$102,057

Fire Prevention Section Chief Rank											
	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY16-16, your Annual Salary & Steps will Progress each fiscal year as shown on the chart below.		FY16-17		FY17-18		FY18-19				
Fire Prevention Section Chief Rank	Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary			
Fire Prevention Section Chief, 1 Year	FP6 - 1	\$63,500		FP6 - 2	\$71,410		FP6 - 2	\$74,996			
Fire Prevention Section Chief, 1 Year	FP6 - 2	\$68,025		FP6 - 3	\$74,996		FP6 - 3	\$78,759		FP6 - 4	\$86,812
Fire Prevention Section Chief, 1 Year	FP6 - 3	\$71,410		FP6 - 4	\$78,759		FP6 - 4	\$82,665		FP6 - 5	\$91,163
Fire Prevention Section Chief, 1 Year	FP6 - 4	\$74,996		FP6 - 5	\$82,665		FP6 - 5	\$86,812		FP6 - 6	\$95,729
Fire Prevention Section Chief, 1 Year	FP6 - 5	\$78,759		FP6 - 6	\$86,812		FP6 - 6	\$91,163		FP6 - 7	\$100,515
Fire Prevention Section Chief, 1 Year	FP6 - 6	\$82,665		FP6 - 7	\$91,163		FP6 - 7	\$95,729		FP6 - 8	\$105,541
Fire Prevention Section Chief, 1 Year	FP6 - 7	\$86,812		FP6 - 8	\$95,729		FP6 - 8	\$100,515		FP6 - 9	\$107,652
Fire Prevention Section Chief, 1 Year	FP6 - 8	\$91,163		FP6 - 9	\$100,515		FP6 - 9	\$105,541		FP6 - 10	\$109,805
Fire Prevention Section Chief, 1 Year	FP6 - 9	\$95,729		FP6 - 10	\$105,541		FP6 - 10	\$107,652		FP6 - 11	\$112,001
Fire Prevention Section Chief, 1 Year	FP6 - 10	\$100,515		FP6 - 11	\$107,652		FP6 - 11	\$109,805		FP6 - 11	\$112,001
Fire Prevention Section Chief, 1 Year	FP6 - 11	\$105,541		FP6 - 11	\$107,652		FP6 - 11	\$109,805		FP6 - 11	\$112,001



Attachment A  
(Meet and Confer)

CITY OF DALLAS  
UNIFORMED POLICE SALARY SCHEDULE  
October 1, 2016

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46100	Police Officer Pay P2-1A	P2-1A	\$3,722	\$44,658
46100	Police Officer Pay P2-1B	P2-1B	\$3,906	\$46,870
46004	Police Officer, 1 Year	P2 - 2	\$4,101	\$49,207
46004	Police Officer, 1 Year	P2 - 3	\$4,307	\$51,688
46004	Police Officer, 1 Year	P2 - 4	\$4,522	\$54,263
46004	Police Officer, 1 Year	P2 - 5	\$4,748	\$56,971
46004	Police Officer, 1 Year	P2 - 6	\$4,987	\$59,840
46004	Police Officer, 1 Year	P2 - 7	\$5,234	\$62,812
46004	Police Officer, 1 Year	P2 - 8	\$5,496	\$65,956
46004	Police Officer, 1 Year	P2 - 9	\$5,772	\$69,260
46004	Police Officer, 1 Year	P2 - 10	\$6,060	\$72,718
46004	Police Officer, 1 Year	P2 - 11	\$6,181	\$74,172

**Police Corporal is an Obsolete Rank\***

46005	Police Corporal, 1 Year	P2 - 11	\$6,181	\$74,172
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\*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.

46016	Police Senior Corporal, 1 Year	P3 - 1	\$4,031	\$48,371
46016	Police Senior Corporal, 1 Year	P3 - 2	\$4,307	\$51,688
46016	Police Senior Corporal, 1 Year	P3 - 3	\$4,522	\$54,263
46016	Police Senior Corporal, 1 Year	P3 - 4	\$4,748	\$56,971
46016	Police Senior Corporal, 1 Year	P3 - 5	\$4,987	\$59,840
46016	Police Senior Corporal, 1 Year	P3 - 6	\$5,234	\$62,812
46016	Police Senior Corporal, 1 Year	P3 - 7	\$5,496	\$65,956
46016	Police Senior Corporal, 1 Year	P3 - 8	\$5,771	\$69,248
46016	Police Senior Corporal, 1 Year	P3 - 9	\$6,060	\$72,718
46016	Police Senior Corporal, 1 Year	P3 - 10	\$6,363	\$76,355
46016	Police Senior Corporal, 1 Year	P3 - 11	\$6,681	\$80,173
46016	Police Senior Corporal, 1 Year	P3 - 12	\$6,815	\$81,776

46011	Police Sergeant, 1 Year	P4 - 1	\$4,716	\$56,598
46011	Police Sergeant, 1 Year	P4 - 2	\$4,952	\$59,426
46011	Police Sergeant, 1 Year	P4 - 3	\$5,200	\$62,394
46011	Police Sergeant, 1 Year	P4 - 4	\$5,460	\$65,519
46011	Police Sergeant, 1 Year	P4 - 5	\$5,732	\$68,784
46011	Police Sergeant, 1 Year	P4 - 6	\$6,020	\$72,245
46011	Police Sergeant, 1 Year	P4 - 7	\$6,321	\$75,856
46011	Police Sergeant, 1 Year	P4 - 8	\$6,637	\$79,639
46011	Police Sergeant, 1 Year	P4 - 9	\$6,968	\$83,621
46011	Police Sergeant, 1 Year	P4 - 10	\$7,317	\$87,802
46011	Police Sergeant, 1 Year	P4 - 11	\$7,463	\$89,558

46013	Police Lieutenant, 1 Year	P5 - 1	\$5,167	\$62,001
46013	Police Lieutenant, 1 Year	P5 - 2	\$5,425	\$65,096
46013	Police Lieutenant, 1 Year	P5 - 3	\$5,697	\$68,364
46013	Police Lieutenant, 1 Year	P5 - 4	\$5,982	\$71,779
46013	Police Lieutenant, 1 Year	P5 - 5	\$6,280	\$75,366
46013	Police Lieutenant, 1 Year	P5 - 6	\$6,594	\$79,123
46013	Police Lieutenant, 1 Year	P5 - 7	\$6,923	\$83,078
46013	Police Lieutenant, 1 Year	P5 - 8	\$7,269	\$87,230
46013	Police Lieutenant, 1 Year	P5 - 9	\$7,633	\$91,591
46013	Police Lieutenant, 1 Year	P5 - 10	\$8,014	\$96,170
46013	Police Lieutenant, 1 Year	P5 - 11	\$8,174	\$98,094

**Police Captain is an Obsolete Rank\***

46014	Police Captain, 1 Year	P6 - 11	\$8,971	\$107,652
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\*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.

The number of years indicated beside the Rank indicate the minimum number of years that an officer must be in the Step prior to being eligible for the next Step in the Rank. If officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step (if they meet the eligibility requirements). Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year; however there may be years in which double step pay increases are given, in which case officers may skip steps.



**Attachment A**  
(Meet and Confer)

**CITY OF DALLAS**  
**UNIFORMED POLICE SALARY SCHEDULE**  
October 1, 2017

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46100	Police Officer Pay P2-1A	P2-1A	\$3,906	\$46,870
46100	Police Officer Pay P2-1B	P2-1B	\$4,101	\$49,207
46004	Police Officer, 1 Year	P2 - 2	\$4,307	\$51,888
46004	Police Officer, 1 Year	P2 - 3	\$4,522	\$54,263
46004	Police Officer, 1 Year	P2 - 4	\$4,748	\$56,971
46004	Police Officer, 1 Year	P2 - 5	\$4,987	\$59,840
46004	Police Officer, 1 Year	P2 - 6	\$5,234	\$62,812
46004	Police Officer, 1 Year	P2 - 7	\$5,496	\$65,956
46004	Police Officer, 1 Year	P2 - 8	\$5,772	\$69,260
46004	Police Officer, 1 Year	P2 - 9	\$6,060	\$72,718
46004	Police Officer, 1 Year	P2 - 10	\$6,181	\$74,172
46004	Police Officer, 1 Year	P2 - 11	\$6,305	\$75,656

**Police Corporal is an Obsolete Rank\***

46005	Police Corporal, 1 Year	P2 - 11	\$6,305	\$75,656
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\*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.

46016	Police Senior Corporal, 1 Year	P3 - 1	\$4,307	\$51,888
46016	Police Senior Corporal, 1 Year	P3 - 2	\$4,522	\$54,263
46016	Police Senior Corporal, 1 Year	P3 - 3	\$4,748	\$56,971
46016	Police Senior Corporal, 1 Year	P3 - 4	\$4,987	\$59,840
46016	Police Senior Corporal, 1 Year	P3 - 5	\$5,234	\$62,812
46016	Police Senior Corporal, 1 Year	P3 - 6	\$5,496	\$65,956
46016	Police Senior Corporal, 1 Year	P3 - 7	\$5,771	\$69,248
46016	Police Senior Corporal, 1 Year	P3 - 8	\$6,060	\$72,718
46016	Police Senior Corporal, 1 Year	P3 - 9	\$6,363	\$76,355
46016	Police Senior Corporal, 1 Year	P3 - 10	\$6,681	\$80,173
46016	Police Senior Corporal, 1 Year	P3 - 11	\$6,815	\$81,776
46016	Police Senior Corporal, 1 Year	P3 - 12	\$6,951	\$83,412

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46011	Police Sergeant, 1 Year	P4 - 1	\$4,952	\$59,426
46011	Police Sergeant, 1 Year	P4 - 2	\$5,200	\$62,394
46011	Police Sergeant, 1 Year	P4 - 3	\$5,460	\$65,519
46011	Police Sergeant, 1 Year	P4 - 4	\$5,732	\$68,784
46011	Police Sergeant, 1 Year	P4 - 5	\$6,020	\$72,245
46011	Police Sergeant, 1 Year	P4 - 6	\$6,321	\$75,856
46011	Police Sergeant, 1 Year	P4 - 7	\$6,637	\$79,639
46011	Police Sergeant, 1 Year	P4 - 8	\$6,968	\$83,621
46011	Police Sergeant, 1 Year	P4 - 9	\$7,317	\$87,802
46011	Police Sergeant, 1 Year	P4 - 10	\$7,463	\$89,558
46011	Police Sergeant, 1 Year	P4 - 11	\$7,612	\$91,349

46013	Police Lieutenant, 1 Year	P5 - 1	\$5,425	\$65,096
46013	Police Lieutenant, 1 Year	P5 - 2	\$5,697	\$68,364
46013	Police Lieutenant, 1 Year	P5 - 3	\$5,982	\$71,779
46013	Police Lieutenant, 1 Year	P5 - 4	\$6,280	\$75,366
46013	Police Lieutenant, 1 Year	P5 - 5	\$6,594	\$79,123
46013	Police Lieutenant, 1 Year	P5 - 6	\$6,923	\$83,078
46013	Police Lieutenant, 1 Year	P5 - 7	\$7,269	\$87,230
46013	Police Lieutenant, 1 Year	P5 - 8	\$7,633	\$91,591
46013	Police Lieutenant, 1 Year	P5 - 9	\$8,014	\$96,170
46013	Police Lieutenant, 1 Year	P5 - 10	\$8,174	\$98,094
46013	Police Lieutenant, 1 Year	P5 - 11	\$8,338	\$100,056

**Police Captain is an Obsolete Rank\***

46014	Police Captain, 1 Year	P6 - 11	\$9,150	\$109,805
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\*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.

The number of years indicated beside the Rank indicate the minimum number of years that an officer must be in the Step prior to being eligible for the next Step in the Rank. If officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step (if they meet the eligibility requirements). Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year; however there may be years in which double step pay increases are given, in which case officers may skip steps.

Attachment A  
(Meet and Confer)

CITY OF DALLAS  
UNIFORMED POLICE SALARY SCHEDULE  
October 1, 2018

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46100	Police Officer Pay P2-1A	P2-1A	\$4,101	\$49,207
46100	Police Officer Pay P2-1B	P2-1B	\$4,307	\$51,688
46004	Police Officer, 1 Year	P2 - 2	\$4,522	\$54,263
46004	Police Officer, 1 Year	P2 - 3	\$4,748	\$56,971
46004	Police Officer, 1 Year	P2 - 4	\$4,987	\$59,840
46004	Police Officer, 1 Year	P2 - 5	\$5,234	\$62,812
46004	Police Officer, 1 Year	P2 - 6	\$5,496	\$65,956
46004	Police Officer, 1 Year	P2 - 7	\$5,772	\$69,260
46004	Police Officer, 1 Year	P2 - 8	\$6,060	\$72,718
46004	Police Officer, 1 Year	P2 - 9	\$6,181	\$74,172
46004	Police Officer, 1 Year	P2 - 10	\$6,305	\$75,656
46004	Police Officer, 1 Year	P2 - 11	\$6,431	\$77,169

**Police Corporal is an Obsolete Rank\***

46005	Police Corporal, 1 Year	P2 - 11	\$6,431	\$77,169
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\*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.

46016	Police Senior Corporal, 1 Year	P3 - 1	\$4,522	\$54,263
46016	Police Senior Corporal, 1 Year	P3 - 2	\$4,748	\$56,971
46016	Police Senior Corporal, 1 Year	P3 - 3	\$4,987	\$59,840
46016	Police Senior Corporal, 1 Year	P3 - 4	\$5,234	\$62,812
46016	Police Senior Corporal, 1 Year	P3 - 5	\$5,496	\$65,956
46016	Police Senior Corporal, 1 Year	P3 - 6	\$5,771	\$69,248
46016	Police Senior Corporal, 1 Year	P3 - 7	\$6,060	\$72,718
46016	Police Senior Corporal, 1 Year	P3 - 8	\$6,363	\$76,355
46016	Police Senior Corporal, 1 Year	P3 - 9	\$6,681	\$80,173
46016	Police Senior Corporal, 1 Year	P3 - 10	\$6,815	\$81,776
46016	Police Senior Corporal, 1 Year	P3 - 11	\$6,951	\$83,412
46016	Police Senior Corporal, 1 Year	P3 - 12	\$7,090	\$85,080

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46011	Police Sergeant, 1 Year	P4 - 1	\$5,200	\$62,394
46011	Police Sergeant, 1 Year	P4 - 2	\$5,460	\$65,519
46011	Police Sergeant, 1 Year	P4 - 3	\$5,732	\$68,784
46011	Police Sergeant, 1 Year	P4 - 4	\$6,020	\$72,245
46011	Police Sergeant, 1 Year	P4 - 5	\$6,321	\$75,856
46011	Police Sergeant, 1 Year	P4 - 6	\$6,637	\$79,639
46011	Police Sergeant, 1 Year	P4 - 7	\$6,968	\$83,621
46011	Police Sergeant, 1 Year	P4 - 8	\$7,317	\$87,802
46011	Police Sergeant, 1 Year	P4 - 9	\$7,463	\$89,558
46011	Police Sergeant, 1 Year	P4 - 10	\$7,612	\$91,349
46011	Police Sergeant, 1 Year	P4 - 11	\$7,765	\$93,176

46013	Police Lieutenant, 1 Year	P5 - 1	\$5,697	\$68,364
46013	Police Lieutenant, 1 Year	P5 - 2	\$5,982	\$71,779
46013	Police Lieutenant, 1 Year	P5 - 3	\$6,280	\$75,368
46013	Police Lieutenant, 1 Year	P5 - 4	\$6,594	\$79,123
46013	Police Lieutenant, 1 Year	P5 - 5	\$6,923	\$83,078
46013	Police Lieutenant, 1 Year	P5 - 6	\$7,269	\$87,230
46013	Police Lieutenant, 1 Year	P5 - 7	\$7,633	\$91,591
46013	Police Lieutenant, 1 Year	P5 - 8	\$8,014	\$96,170
46013	Police Lieutenant, 1 Year	P5 - 9	\$8,174	\$98,094
46013	Police Lieutenant, 1 Year	P5 - 10	\$8,338	\$100,056
46013	Police Lieutenant, 1 Year	P5 - 11	\$8,505	\$102,057

**Police Captain is an Obsolete Rank\***

46014	Police Captain, 1 Year	P6 - 11	\$9,333	\$112,001
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\*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.

The number of years indicated beside the Rank indicate the minimum number of years that an officer must be in the Step prior to being eligible for the next Step in the Rank. If officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step (if they meet the eligibility requirements). Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year; however there may be years in which double step pay increases are given, in which case officers may skip steps.

**POLICE SPECIAL PAY**  
Effective October 1, 2016

**TCOLE Certification Pay (applicable to all ranks)**

	Intermediate	Advanced	Master
Police Current	\$200/month	\$500/month	\$500/month
* Police New	\$200/month	\$400/month	\$600/month

Note: \*New rates for Certification pay are effective the first day of the first uniformed pay period after January 1, 2018. The "Police Current" rates will be in effect until that time.

**Detective Assignment Pay**

Rate: \$100 per month for assignment to investigative duties as a Detective

**Educational Incentive Pay (applicable to all ranks)**

	Pay Rate				Max w/o Bachelors	Bachelors Degree
	0 - 45 hours	45 - 90 hours	90 - 105 hours	105 hours or more		
Effective April 1, 2013	0	Every additional 3 hours credit - \$12 per month	Every additional 3 hours credit - \$12 per month	0	\$240 per month	\$300 per month

**Field Training Officer Pay (applicable to Police Senior Corporal)**

Rate: \$100 per month for assignment as Field Training Officer

**Narcotics Hazardous Material Interdiction Team**

Applicable to selected positions in Narcotics Division (Clandestine Lab Squad) as determined by the Police Chief and approved by the Director of Human Resources.

Rate: Ranks of Sergeant and below: \$100/month

**Patrol Duty Pay (applicable to ranks of Police Officer and Police Corporal)**

Paid for assignment to a Patrol, Traffic, Special Operations Divisions and Gang Unit according to the following

6 Years Service	\$100 per month
8 Years Service	\$125 per month
10 Years Service	\$150 per month

**Retention Incentive (applicable to all ranks)**

Rate: \$5,000 lump sum

Must have completed 5 continuous years of service as a uniformed employee and be hired after 9/30/06 based on adjusted date of appointment as uniformed employee, excluding any breaks in service due to disciplinary action, reappointment, or reinstatement.

**Retention Incentive (applicable to all ranks)**

Rate: \$3,000 lump sum

Must have completed 10 continuous years of service as a uniformed employee and be hired after 9/30/07 based on adjusted date of appointment as uniformed employee, excluding any breaks in service due to disciplinary action, reappointment, or reinstatement.

**Service Pay (applicable to all ranks) - Article 1269q, V.T.C.S.**

Rate: \$4 per month for each year of service completed

Maximum: \$100 per month for 25 years of service

**Shift Assignment Pay rates (Applicable to All Uniformed Police Ranks):**

- \* 3.5% for officers assigned to a shift where at least half of the shift is between the hours of 6:00PM and 6:00AM, or
- \* 6.5% for officers assigned to First Watch

**POLICE SPECIAL PAY**  
**Effective October 1, 2016**

**Down Payment**

**Assistance Program**      Rate: \$6,000 one time lump sum compensation  
The Police Down Payment Assistance Program provides qualified police officers compensation of \$6,000 to be used towards their down payment and non-recurring closing costs as described below and is available throughout the City of Dallas

**HOW DO I QUALIFY?**

To qualify for the program, you must meet the following requirements:

1. An Applicant must be a sworn police officer employed by the City of Dallas and have successfully completed the City of Dallas' Police Academy.
2. Applicants have not owned a home, condominium or townhome in the City of Dallas in the last twelve months
3. Applicants must qualify for a fixed-rate first mortgage from a private lender.
4. Applicants must sign an Affidavit of intent to live at the homestead for five years and to reimburse the City \$1,200 for each year the recipient does not occupy the purchased homestead.

**HOW LONG IS THE PROCESS?**

After you have completed the application and submitted all supplemental documentation to the department designated by the City Manager, staff will need to verify the information and determine whether or not you are eligible for the program. The process time is approximately 10 to 15 business days. If you qualify, a Certificate of Eligibility will be sent to you and/or your lender. A check or wire transfer will be sent to the title company at closing with the Affidavit for execution by the Applicant.

**GENERAL PROGRAM GUIDELINES**

All applications are subject to the following program guidelines. These are general guidelines and may or may not be complete.

1. Applicants currently living in a rental situation or similar non-ownership situation are eligible for consideration under the program. Applicants having owned a home, condominium or townhome in the last 12 months within the City of Dallas are not eligible for consideration. The program is not intended to assist current homeowners purchase a new home.
2. Only Single Family Homes, Condominiums and Townhomes are eligible for consideration. New construction is eligible under this program but must be completed within 120 days of determination of eligibility by the department designated by the City Manager.
3. All homes must be occupied by the Applicant/recipient for a period of five (5) years from the date of purchase and will be verified by the City annually.
4. Applicants are allowed to have co-signers on the first lien loan.
5. The down payment assistance compensation is taxable to the employee and subject to withholding for Medicare, and the City will pay its pension contribution on the \$6,000.
6. The City requires all first lien loans to be at a fixed rate of interest.
7. The property to be purchased must meet the minimum property requirements of the Code Compliance Department and will be inspected by the City or its representatives for compliance.
8. It is the applicant's responsibility to verify that the property to be purchased is located within the City of Dallas
9. Applications will be accepted by the department designated by the City Manager beginning at 8:30 A.M. , May 15, 2008

Attachment B  
(Meet and Confer)

CITY OF DALLAS  
UNIFORM FIRE SALARY SCHEDULE  
Effective October 1, 2016

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44100	Fire & Rescue Officer Pay FF2-1A	FF2-1A	\$3,722	\$44,658
44100	Fire & Rescue Officer Pay FF2-1B	FF2-1B	\$3,906	\$46,870
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 2	\$4,101	\$49,207
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 3	\$4,307	\$51,688
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 4	\$4,522	\$54,263
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 5	\$4,748	\$56,971
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 6	\$4,987	\$59,840
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 7	\$5,234	\$62,812
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 8	\$5,496	\$65,956
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 9	\$5,772	\$69,260
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 10	\$6,060	\$72,718
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 11	\$6,181	\$74,172

**Fire Second Driver is an Obsolete Rank\***

44026	Fire Second Driver, 1 Yr.	FF2 - 11	\$6,181	\$74,172
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\*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.

44004	Fire Driver - Engineer, Start	FF3 - 1	\$4,031	\$48,371
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 2	\$4,307	\$51,688
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 3	\$4,522	\$54,263
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 4	\$4,748	\$56,971
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 5	\$4,987	\$59,840
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 6	\$5,234	\$62,812
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 7	\$5,496	\$65,956
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 8	\$5,771	\$69,248
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 9	\$6,060	\$72,718
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 10	\$6,363	\$76,355
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 11	\$6,681	\$80,173
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 12	\$6,815	\$81,776

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44006	Fire Lieutenant, Start	FF4 - 1	\$4,716	\$55,598
44006	Fire Lieutenant, 1 Yr.	FF4 - 2	\$4,952	\$59,426
44006	Fire Lieutenant, 1 Yr.	FF4 - 3	\$5,200	\$62,394
44006	Fire Lieutenant, 1 Yr.	FF4 - 4	\$5,460	\$65,519
44006	Fire Lieutenant, 1 Yr.	FF4 - 5	\$5,732	\$68,784
44006	Fire Lieutenant, 1 Yr.	FF4 - 6	\$6,020	\$72,245
44006	Fire Lieutenant, 1 Yr.	FF4 - 7	\$6,321	\$75,856
44006	Fire Lieutenant, 1 Yr.	FF4 - 8	\$6,637	\$79,639
44006	Fire Lieutenant, 1 Yr.	FF4 - 9	\$6,968	\$83,620
44006	Fire Lieutenant, 1 Yr.	FF4 - 10	\$7,317	\$87,801
44006	Fire Lieutenant, 1 Yr.	FF4 - 11	\$7,463	\$89,557

44007	Fire Captain, Start	FF5 - 1	\$5,167	\$82,001
44007	Fire Captain, 1 Yr.	FF5 - 2	\$5,425	\$85,096
44007	Fire Captain, 1 Yr.	FF5 - 3	\$5,697	\$88,364
44007	Fire Captain, 1 Yr.	FF5 - 4	\$5,982	\$91,779
44007	Fire Captain, 1 Yr.	FF5 - 5	\$6,280	\$95,366
44007	Fire Captain, 1 Yr.	FF5 - 6	\$6,594	\$99,123
44007	Fire Captain, 1 Yr.	FF5 - 7	\$6,923	\$103,078
44007	Fire Captain, 1 Yr.	FF5 - 8	\$7,269	\$107,230
44007	Fire Captain, 1 Yr.	FF5 - 9	\$7,633	\$111,591
44007	Fire Captain, 1 Yr.	FF5 - 10	\$8,014	\$116,170
44007	Fire Captain, 1 Yr.	FF5 - 11	\$8,174	\$118,093

44008	Fire Battalion / Section Chief, Start	FF6 - 1	\$5,669	\$68,025
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 2	\$5,951	\$71,410
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 3	\$6,250	\$74,996
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 4	\$6,563	\$78,759
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 5	\$6,890	\$82,685
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 6	\$7,234	\$86,812
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 7	\$7,597	\$91,163
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 8	\$7,977	\$95,729
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 9	\$8,376	\$100,515
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 10	\$8,795	\$105,541
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 11	\$8,971	\$107,652

The number of years indicated beside the Rank indicate the minimum number of years that an officer must be in the Step prior to being eligible for the next Step in the Rank. If officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step (if they meet the eligibility requirements). Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year; however there may be years in which double step pay increases are given, in which case officers may skip steps.



Attachment B  
(Meet and Confer)

CITY OF DALLAS  
UNIFORM FIRE SALARY SCHEDULE  
Effective October 1, 2016

PREVENTION

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44200	Fire Prevention Officer Pay FP2-1A	FP2-1A	\$3,722.00	\$44,658
44200	Fire Prevention Officer Pay FP2-1B	FP2-1B	\$3,826.00	\$45,916

44005	Fire Prevention Officer, 1 Yr.	FP2 - 2	\$4,031	\$48,371
44005	Fire Prevention Officer, 1 Yr.	FP2 - 3	\$4,307	\$51,688
44005	Fire Prevention Officer, 1 Yr.	FP2 - 4	\$4,522	\$54,263
44005	Fire Prevention Officer, 1 Yr.	FP2 - 5	\$4,748	\$56,971
44005	Fire Prevention Officer, 1 Yr.	FP2 - 6	\$4,987	\$59,840
44005	Fire Prevention Officer, 1 Yr.	FP2 - 7	\$5,234	\$62,812
44005	Fire Prevention Officer, 1 Yr.	FP2 - 8	\$5,496	\$65,956
44005	Fire Prevention Officer, 1 Yr.	FP2 - 9	\$5,772	\$69,260
44005	Fire Prevention Officer, 1 Yr.	FP2 - 10	\$6,060	\$72,718
44005	Fire Prevention Officer, 1 Yr.	FP2 - 11	\$6,181	\$74,172

44014	Fire Senior Prevention Officer, Start	FP3 - 1	\$4,031	\$48,371
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 2	\$4,307	\$51,688
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 3	\$4,522	\$54,263
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 4	\$4,748	\$56,971
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 5	\$4,987	\$59,840
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 6	\$5,234	\$62,812
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 7	\$5,496	\$65,956
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 8	\$5,771	\$69,248
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 9	\$6,060	\$72,718
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 10	\$6,363	\$76,355
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 11	\$6,681	\$80,173
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 12	\$6,815	\$81,776

44015	Fire Prevention Lieutenant, Start	FP4 - 1	\$4,716	\$56,598
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 2	\$4,952	\$59,426
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 3	\$5,200	\$62,394
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 4	\$5,460	\$65,519
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 5	\$5,732	\$68,784
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 6	\$6,020	\$72,245
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 7	\$6,321	\$75,856
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 8	\$6,637	\$79,639
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 9	\$6,968	\$83,620
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 10	\$7,317	\$87,801
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 11	\$7,463	\$89,557

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44016	Fire Prevention Captain, Start	FP5 - 1	\$5,167	\$62,001
44016	Fire Prevention Captain, 1 Yr.	FP5 - 2	\$5,425	\$65,096
44016	Fire Prevention Captain, 1 Yr.	FP5 - 3	\$5,697	\$68,364
44016	Fire Prevention Captain, 1 Yr.	FP5 - 4	\$5,982	\$71,779
44016	Fire Prevention Captain, 1 Yr.	FP5 - 5	\$6,280	\$75,366
44016	Fire Prevention Captain, 1 Yr.	FP5 - 6	\$6,594	\$79,123
44016	Fire Prevention Captain, 1 Yr.	FP5 - 7	\$6,923	\$83,078
44016	Fire Prevention Captain, 1 Yr.	FP5 - 8	\$7,269	\$87,230
44016	Fire Prevention Captain, 1 Yr.	FP5 - 9	\$7,633	\$91,591
44016	Fire Prevention Captain, 1 Yr.	FP5 - 10	\$8,014	\$96,170
44016	Fire Prevention Captain, 1 Yr.	FP5 - 11	\$8,174	\$98,094
44025	Fire Prevention Section Chief, Start	FP6 - 1	\$5,669	\$68,025
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 2	\$5,951	\$71,410
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 3	\$6,250	\$74,996
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 4	\$6,563	\$78,759
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 5	\$6,890	\$82,685
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 6	\$7,234	\$86,812
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 7	\$7,597	\$91,163
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 8	\$7,977	\$95,729
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 9	\$8,376	\$100,515
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 10	\$8,795	\$105,541
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 11	\$8,971	\$107,652

The number of years indicated beside the Rank indicate the minimum number of years that an officer must be in the Step prior to being eligible for the next Step in the Rank. If officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step (if they meet the eligibility requirements). Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year; however there may be years in which double step pay increases are given, in which case officers may skip steps.



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CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44100	Fire & Rescue Officer Pay FF2-1A	FF2-1A	\$3,906	\$46,870
44100	Fire & Rescue Officer Pay FF2-1B	FF2-1B	\$4,101	\$49,207
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 2	\$4,307	\$51,688
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 3	\$4,522	\$54,263
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 4	\$4,748	\$56,971
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 5	\$4,987	\$59,840
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 6	\$5,234	\$62,812
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 7	\$5,496	\$65,956
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 8	\$5,772	\$69,260
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 9	\$6,060	\$72,718
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 10	\$6,181	\$74,172
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 11	\$6,305	\$75,656

**Fire Second Driver is an Obsolete Rank\***

44026	Fire Second Driver, 1 Yr.	FF2 - 11	\$6,305	\$75,656
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\*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.

44004	Fire Driver - Engineer, Start	FF3 - 1	\$4,307	\$51,688
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 2	\$4,522	\$54,263
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 3	\$4,748	\$56,971
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 4	\$4,987	\$59,840
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 5	\$5,234	\$62,812
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 6	\$5,496	\$65,956
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 7	\$5,771	\$69,248
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 8	\$6,060	\$72,718
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 9	\$6,363	\$76,355
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 10	\$6,681	\$80,173
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 11	\$6,815	\$81,776
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 12	\$6,951	\$83,412

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44006	Fire Lieutenant, Start	FF4 - 1	\$4,952	\$59,426
44006	Fire Lieutenant, 1 Yr.	FF4 - 2	\$5,200	\$62,394
44006	Fire Lieutenant, 1 Yr.	FF4 - 3	\$5,460	\$65,519
44006	Fire Lieutenant, 1 Yr.	FF4 - 4	\$5,732	\$68,784
44006	Fire Lieutenant, 1 Yr.	FF4 - 5	\$6,020	\$72,245
44006	Fire Lieutenant, 1 Yr.	FF4 - 6	\$6,321	\$75,856
44006	Fire Lieutenant, 1 Yr.	FF4 - 7	\$6,637	\$79,639
44006	Fire Lieutenant, 1 Yr.	FF4 - 8	\$6,968	\$83,620
44006	Fire Lieutenant, 1 Yr.	FF4 - 9	\$7,317	\$87,801
44006	Fire Lieutenant, 1 Yr.	FF4 - 10	\$7,463	\$89,557
44006	Fire Lieutenant, 1 Yr.	FF4 - 11	\$7,612	\$91,348

44007	Fire Captain, Start	FF5 - 1	\$5,425	\$65,096
44007	Fire Captain, 1 Yr.	FF5 - 2	\$5,697	\$68,364
44007	Fire Captain, 1 Yr.	FF5 - 3	\$5,982	\$71,779
44007	Fire Captain, 1 Yr.	FF5 - 4	\$6,280	\$75,366
44007	Fire Captain, 1 Yr.	FF5 - 5	\$6,594	\$79,123
44007	Fire Captain, 1 Yr.	FF5 - 6	\$6,923	\$83,078
44007	Fire Captain, 1 Yr.	FF5 - 7	\$7,269	\$87,230
44007	Fire Captain, 1 Yr.	FF5 - 8	\$7,633	\$91,591
44007	Fire Captain, 1 Yr.	FF5 - 9	\$8,014	\$96,170
44007	Fire Captain, 1 Yr.	FF5 - 10	\$8,174	\$98,093
44007	Fire Captain, 1 Yr.	FF5 - 11	\$8,338	\$100,055

44008	Fire Battalion / Section Chief, Start	FF6 - 1	\$5,951	\$71,410
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 2	\$6,250	\$74,996
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 3	\$6,563	\$78,759
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 4	\$6,890	\$82,685
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 5	\$7,234	\$86,812
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 6	\$7,597	\$91,163
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 7	\$7,977	\$95,729
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 8	\$8,376	\$100,515
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 9	\$8,795	\$105,541
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 10	\$8,971	\$107,652
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 11	\$9,150	\$109,805

The number of years indicated beside the Rank indicate the minimum number of years that an officer must be in the Step prior to being eligible for the next Step in the Rank. If officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step (if they meet the eligibility requirements). Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year; however, there may be years in which double step pay increases are given, in which case officers may skip steps.

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PREVENTION

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44200	Fire Prevention Officer Pay FP2-1A	FP2-1A	\$3,826	\$45,916
44200	Fire Prevention Officer Pay FP2-1B	FP2-1B	\$4,031	\$48,371
44005	Fire Prevention Officer, 1 Yr.	FP2 - 2	\$4,307	\$51,688
44005	Fire Prevention Officer, 1 Yr.	FP2 - 3	\$4,522	\$54,263
44005	Fire Prevention Officer, 1 Yr.	FP2 - 4	\$4,748	\$56,971
44005	Fire Prevention Officer, 1 Yr.	FP2 - 5	\$4,987	\$59,840
44005	Fire Prevention Officer, 1 Yr.	FP2 - 6	\$5,234	\$62,812
44005	Fire Prevention Officer, 1 Yr.	FP2 - 7	\$5,496	\$65,956
44005	Fire Prevention Officer, 1 Yr.	FP2 - 8	\$5,772	\$69,260
44005	Fire Prevention Officer, 1 Yr.	FP2 - 9	\$6,060	\$72,718
44005	Fire Prevention Officer, 1 Yr.	FP2 - 10	\$6,181	\$74,172
44005	Fire Prevention Officer, 1 Yr.	FP2 - 11	\$6,305	\$75,656

44014	Fire Senior Prevention Officer, Start	FP3 - 1	\$4,307	\$51,688
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 2	\$4,522	\$54,263
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 3	\$4,748	\$56,971
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 4	\$4,987	\$59,840
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 5	\$5,234	\$62,812
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 6	\$5,496	\$65,956
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 7	\$5,771	\$69,248
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 8	\$6,060	\$72,718
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 9	\$6,363	\$76,355
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 10	\$6,681	\$80,173
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 11	\$6,815	\$81,776
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 12	\$6,951	\$83,412

44015	Fire Prevention Lieutenant, Start	FP4 - 1	\$4,952	\$59,426
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 2	\$5,200	\$62,394
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 3	\$5,460	\$65,519
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 4	\$5,732	\$68,784
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 5	\$6,020	\$72,245
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 6	\$6,321	\$75,856
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 7	\$6,637	\$79,639
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 8	\$6,966	\$83,620
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 9	\$7,317	\$87,801
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 10	\$7,463	\$89,557
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 11	\$7,612	\$91,348

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44016	Fire Prevention Captain, Start	FP5 - 1	\$5,425	\$65,095
44016	Fire Prevention Captain, 1 Yr.	FP5 - 2	\$5,697	\$68,364
44016	Fire Prevention Captain, 1 Yr.	FP5 - 3	\$5,982	\$71,779
44016	Fire Prevention Captain, 1 Yr.	FP5 - 4	\$6,280	\$75,366
44016	Fire Prevention Captain, 1 Yr.	FP5 - 5	\$6,594	\$79,123
44016	Fire Prevention Captain, 1 Yr.	FP5 - 6	\$6,923	\$83,078
44016	Fire Prevention Captain, 1 Yr.	FP5 - 7	\$7,269	\$87,230
44016	Fire Prevention Captain, 1 Yr.	FP5 - 8	\$7,633	\$91,591
44016	Fire Prevention Captain, 1 Yr.	FP5 - 9	\$8,014	\$96,170
44016	Fire Prevention Captain, 1 Yr.	FP5 - 10	\$8,174	\$98,094
44016	Fire Prevention Captain, 1 Yr.	FP5 - 11	\$8,338	\$100,056

44025	Fire Prevention Section Chief, Start	FP6 - 1	\$6,951	\$71,410
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 2	\$6,250	\$74,996
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 3	\$6,563	\$78,759
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 4	\$6,890	\$82,685
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 5	\$7,234	\$86,812
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 6	\$7,597	\$91,163
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 7	\$7,977	\$95,729
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 8	\$8,376	\$100,515
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 9	\$8,795	\$105,541
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 10	\$9,171	\$107,652
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 11	\$9,150	\$109,805

The number of years indicated beside the Rank indicate the minimum number of years that an officer must be in the Step prior to being eligible for the next Step in the Rank. If officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step (if they meet the eligibility requirements). Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year; however there may be years in which double step pay increases are given, in which case officers may skip steps.

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CITY OF DALLAS  
UNIFORM FIRE SALARY SCHEDULE  
Effective October 1, 2018

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44100	Fire & Rescue Officer Pay FF2-1A	FF2-1A	\$4,101	\$49,207
44100	Fire & Rescue Officer Pay FF2-1B	FF2-1B	\$4,307	\$51,888
44002	Fire & Rescue Officer, 1 Yr.	FF2-2	\$4,522	\$54,263
44002	Fire & Rescue Officer, 1 Yr.	FF2-3	\$4,748	\$56,971
44002	Fire & Rescue Officer, 1 Yr.	FF2-4	\$4,987	\$59,840
44002	Fire & Rescue Officer, 1 Yr.	FF2-5	\$5,234	\$62,812
44002	Fire & Rescue Officer, 1 Yr.	FF2-6	\$5,496	\$65,956
44002	Fire & Rescue Officer, 1 Yr.	FF2-7	\$5,772	\$69,260
44002	Fire & Rescue Officer, 1 Yr.	FF2-8	\$6,060	\$72,718
44002	Fire & Rescue Officer, 1 Yr.	FF2-9	\$6,181	\$74,172
44002	Fire & Rescue Officer, 1 Yr.	FF2-10	\$6,305	\$75,658
44002	Fire & Rescue Officer, 1 Yr.	FF2-11	\$6,431	\$77,169

Fire Second Driver is an Obsolete Rank\*

44026	Fire Second Driver, 1 Yr.	FF2-11	\$6,431	\$77,169
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\*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.

44004	Fire Driver - Engineer, Start	FF3-1	\$4,522	\$54,263
44004	Fire Driver - Engineer, 1 Yr.	FF3-2	\$4,748	\$56,971
44004	Fire Driver - Engineer, 1 Yr.	FF3-3	\$4,987	\$59,840
44004	Fire Driver - Engineer, 1 Yr.	FF3-4	\$5,234	\$62,812
44004	Fire Driver - Engineer, 1 Yr.	FF3-5	\$5,496	\$65,956
44004	Fire Driver - Engineer, 1 Yr.	FF3-6	\$5,771	\$69,248
44004	Fire Driver - Engineer, 1 Yr.	FF3-7	\$6,060	\$72,718
44004	Fire Driver - Engineer, 1 Yr.	FF3-8	\$6,363	\$76,355
44004	Fire Driver - Engineer, 1 Yr.	FF3-9	\$6,681	\$80,173
44004	Fire Driver - Engineer, 1 Yr.	FF3-10	\$6,815	\$81,776
44004	Fire Driver - Engineer, 1 Yr.	FF3-11	\$6,951	\$83,412
44004	Fire Driver - Engineer, 1 Yr.	FF3-12	\$7,090	\$85,080

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44006	Fire Lieutenant, Start	FF4-1	\$5,200	\$62,394
44006	Fire Lieutenant, 1 Yr.	FF4-2	\$5,480	\$65,519
44006	Fire Lieutenant, 1 Yr.	FF4-3	\$5,732	\$68,784
44006	Fire Lieutenant, 1 Yr.	FF4-4	\$6,020	\$72,245
44006	Fire Lieutenant, 1 Yr.	FF4-5	\$6,321	\$75,858
44006	Fire Lieutenant, 1 Yr.	FF4-6	\$6,637	\$79,639
44006	Fire Lieutenant, 1 Yr.	FF4-7	\$6,968	\$83,620
44006	Fire Lieutenant, 1 Yr.	FF4-8	\$7,317	\$87,801
44006	Fire Lieutenant, 1 Yr.	FF4-9	\$7,463	\$89,557
44006	Fire Lieutenant, 1 Yr.	FF4-10	\$7,612	\$91,348
44006	Fire Lieutenant, 1 Yr.	FF4-11	\$7,765	\$93,175

44007	Fire Captain, Start	FF5-1	\$5,697	\$68,364
44007	Fire Captain, 1 Yr.	FF5-2	\$5,982	\$71,779
44007	Fire Captain, 1 Yr.	FF5-3	\$6,280	\$75,366
44007	Fire Captain, 1 Yr.	FF5-4	\$6,594	\$79,123
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44007	Fire Captain, 1 Yr.	FF5-9	\$8,174	\$98,093
44007	Fire Captain, 1 Yr.	FF5-10	\$8,338	\$100,055
44007	Fire Captain, 1 Yr.	FF5-11	\$8,505	\$102,058

44008	Fire Battalion / Section Chief, Start	FF6-1	\$6,250	\$74,996
44008	Fire Battalion / Section Chief, 1 Yr.	FF6-2	\$6,563	\$78,759
44008	Fire Battalion / Section Chief, 1 Yr.	FF6-3	\$6,890	\$82,685
44008	Fire Battalion / Section Chief, 1 Yr.	FF6-4	\$7,234	\$86,812
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44008	Fire Battalion / Section Chief, 1 Yr.	FF6-8	\$8,795	\$105,541
44008	Fire Battalion / Section Chief, 1 Yr.	FF6-9	\$8,971	\$107,652
44008	Fire Battalion / Section Chief, 1 Yr.	FF6-10	\$9,150	\$109,805
44008	Fire Battalion / Section Chief, 1 Yr.	FF6-11	\$9,333	\$112,001

The number of years indicated beside the Rank indicate the maximum number of years that an officer must be in the Step prior to being eligible for the next Step in the Rank. If officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step (if they meet the eligibility requirements). Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year; however there may be years in which double step pay increases are given, in which case officers may skip steps.

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44014	Fire Senior Prevention Officer, Start	FP3 - 1	\$4,522	\$54,263
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44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 3	\$4,987	\$59,840
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44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 7	\$6,060	\$72,718
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 8	\$6,363	\$76,355
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 9	\$6,681	\$80,173
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 10	\$6,815	\$81,776
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 11	\$6,951	\$83,412
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 12	\$7,090	\$85,080
44015	Fire Prevention Lieutenant, Start	FP4 - 1	\$5,200	\$82,394
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 2	\$5,460	\$85,519
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 3	\$5,732	\$88,784
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 4	\$6,020	\$92,245
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 5	\$6,321	\$95,856
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 6	\$6,637	\$99,639
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 7	\$6,968	\$103,620
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 8	\$7,317	\$107,801
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 9	\$7,683	\$112,157
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 10	\$7,812	\$113,448

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44016	Fire Prevention Captain, Start	FP5 - 1	\$5,697	\$68,364
44016	Fire Prevention Captain, 1 Yr.	FP5 - 2	\$5,982	\$71,779
44016	Fire Prevention Captain, 1 Yr.	FP5 - 3	\$6,280	\$75,366
44016	Fire Prevention Captain, 1 Yr.	FP5 - 4	\$6,594	\$79,123
44016	Fire Prevention Captain, 1 Yr.	FP5 - 5	\$6,923	\$83,078
44016	Fire Prevention Captain, 1 Yr.	FP5 - 6	\$7,269	\$87,230
44016	Fire Prevention Captain, 1 Yr.	FP5 - 7	\$7,633	\$91,591
44016	Fire Prevention Captain, 1 Yr.	FP5 - 8	\$8,014	\$96,170
44016	Fire Prevention Captain, 1 Yr.	FP5 - 9	\$8,174	\$98,064
44016	Fire Prevention Captain, 1 Yr.	FP5 - 10	\$8,338	\$100,056
44016	Fire Prevention Captain, 1 Yr.	FP5 - 11	\$8,505	\$102,057
44025	Fire Prevention Section Chief, Start	FP6 - 1	\$6,250	\$74,996
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 2	\$6,583	\$78,759
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 3	\$6,890	\$82,685
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 4	\$7,234	\$86,812
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 5	\$7,597	\$91,163
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 6	\$7,977	\$95,729
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 7	\$8,376	\$100,515
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 8	\$8,795	\$105,541
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 9	\$9,211	\$110,852
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 10	\$9,150	\$109,805
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 11	\$9,333	\$112,001

The number of years indicated beside the Rank indicate the minimum number of years that an officer must be in the Step prior to being eligible for the next Step in the Rank. If officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step (if they meet the eligibility requirement). Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year; however there may be years in which double step pay increases are given, in which case officers may skip steps.



**FIRE SPECIAL PAY**  
Effective October 1, 2016

**Service Pay (applicable to all ranks)** - Article 1269q, V.T.C.S.

Rate: \$4 per month for each year completed

Maximum \$100 per month for 25 years of service

**Educational Incentive Pay (applicable to all ranks)**

	Pay Rate					
	0 - 45 hours	45 - 90 hours	90 - 105 hours	105 hours or more	Max w/o Bachelors	Bachelors Degree
Effective April 1, 2013	0	Every additional 3 hours credit - \$12 per month	Every additional 3 hours credit - \$12 per month	0	\$240 per month	\$300 per month

**Certification & Assignment Pay:** Employees may only receive two (2) certification or assignment pays at one time. Employee may select the two certification/assignment pays to be received.

**Aircraft Rescue (ARFF)** - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

**Arson Investigator** - applicable only when assigned as Arson Investigator by Fire Chief; \$175 per month

**EMS Assignment Pay**

Applicable to non-supervisory, EMS Lieutenant and Captain rank, and Battalion Chief assigned to EMS. Paid for ambulance assignment as follows:

Initial Certification - 4 Years	\$200 per month	8 Years & 1 Day - 11 Years	\$300 per month
4 Years & 1 Day - 6 Years	\$250 per month	11 Years & 1 Day - 14 Years	\$350 per month
6 Years & 1 Day - 8 Years	\$275 per month	14 Years & 1 Day +	\$400 per month

**Firefighter/Fire Inspector Certification** - applicable to employees of all ranks who meet certification requirements (Eligible employees may receive certification pay for either Firefighter or Fire Inspector, but not both)

	Intermediate	Advanced	Master
Fire Current	\$175/month	\$250/month	\$500/month
* Fire New	\$200/month	\$400/month	\$600/month

Note: \*New rates for Certification pay are effective the first day of the first uniformed pay period after January 1, 2018.

**Fire Instructor** - applicable only when assigned as Fire Instructor by Fire Chief; \$175 per month

**Hazardous Material Response Team (HAZMAT)** - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

**Paramedic Certification** - applicable to selected positions in the Fire Rescue Department as determined by the Fire Chief.

(Certification pay is included in assignment pay for regular paramedic assignments.)

Rate: \$75 per month

**Swift Water Rescue (SWR)** - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

**Urban Search and Rescue (USAR)** - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month