

PUBLIC SAFETY AND CRIMINAL JUSTICE COMMITTEE
DALLAS CITY COUNCIL COMMITTEE AGENDA

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CITY SECRETARY
DALLAS, TEXAS

MONDAY, DECEMBER 10, 2018
CITY HALL
COUNCIL BRIEFING ROOM, 6ES
1500 MARILLA STREET
DALLAS, TEXAS 75201
11:00 A.M. – 12:30 P.M.

Chair, Council Member B. Adam McGough
Vice Chair, Council Member Philip T. Kingston
Domestic Violence Task Force Chair, Council Member Jennifer S. Gates
Mayor Pro Tem Casey Thomas
Deputy Mayor Pro Tem Adam Medrano
Council Member Sandy Greyson
Council Member Kevin Felder

Call to Order

1. November 26, 2018 PSCJ Committee Meeting Minutes
2. Municipal Court Review of Non-Adjudicated Cases Daisy Torres Fast, Assistant Director (I)
Court and Detention Services
3. Civil Service Rule XXIII Revision Angla Shaw, Assistant Chief
Dallas Police Department
4. DFR Wildland Response – California Wildfires 2018 Charlie Salazar, Deputy Chief
Dallas Fire-Rescue
5. High-Rise, Mass Violence Full Scale Exercise Tiffany Reid, Coordinator III
Office of Emergency Management
6. Committee Action Matrix Jon Fortune, Assistant City Manager
City Manager's Office
7. Upcoming Agenda Item(s) Jon Fortune, Assistant City Manager
City Manager's Office

December 12, 2018

- A. Agenda Item # 44 (File ID #18-1203): Authorize the (1) acceptance of a grant from the U.S. Department of Homeland Security (DHS), Federal Emergency Management Agency passed through the Texas Department of Public Safety, Texas Division of Emergency Management has made funding available to the City of Dallas under the FY 2018 Emergency Management Performance Grant Program (Federal/State Award ID No. EMT-2018-EP-00008, Grant No. 18TX-EMPG-0008/CFDA No. 97.042) to fund emergency preparedness operations and planning in an amount not to exceed \$148,559.50 for the period October 1, 2017 through March 31, 2019; (2) establishment of appropriations in an amount not to exceed \$148,559.50 in the DHS-FY 2018 Emergency Management Performance Grant 17-19 Fund; (3) receipt and deposit of grant funds in an amount not to exceed \$148,559.50 in the DHS-FY 2018 Emergency Management Performance Grant 17-19 Fund; and (4) execution of the grant agreement and all documents required by the grant agreement - Not to exceed \$148,559.50 - Financing: U.S. Department of Homeland Security Grant Funds
- B. Agenda Item # 45 (File ID #18-1232): Authorize the (1) acceptance of a grant from the U.S. Department of Homeland Security (DHS), Federal Emergency Management Agency passed through the Texas Office of the Governor-Homeland Security Grants Division for the FY 2018 Homeland Security Grant Program, which

includes the Urban Area Security Initiative and the State Homeland Security Grant Program (Federal/State Award ID No. EMW-2018-SS-00022-S01/ Grant Nos. 2980304, 2980704, 3176403, 3321902, 3418202, 3698801/CFDA No. 97.067) to provide funding for activities related to enhancing preparedness and building capacity to prepare for, prevent and respond to complex coordinated terrorist attacks in an amount not to exceed \$5,693,850.00 for the period September 1, 2018 through August 31, 2020; (2) establishment of appropriations in an amount not to exceed \$5,693,850.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund and the DHS-2018 State Homeland Security Grant 18-19 Fund; (3) receipt and deposit of grant funds in an amount not to exceed \$5,693,850.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund and the DHS-2018 State Homeland Security Grant 18-19 Fund; and (4) execution of the grant agreement and all documents required by the grant agreement - Not to exceed \$5,693,850.00 - Financing: U.S. Department of Homeland Security Grant Funds

- C. Agenda Item #49 (File ID #18-1323): Authorize a three-year service price agreement, with one two-year renewal option, for farrier services for the Police Department's Mounted Unit – Frank Schweighart, lowest responsible bidder of three - Not to exceed \$141,625.00 - Financing: General Fund
- D. Agenda Item #81 (File ID #18-1394): Ratify the Amended Meet and Confer Agreement between the City of Dallas and the Meet and Confer Team, made up of the Dallas Black Fire Fighters Association, Black Police Association of Greater Dallas, National Latino Law Enforcement Organization, Dallas Police Association, Dallas Hispanic Fire Fighters Association, and the Dallas Fire Fighter Association; and authorize the City Manager to enter into said Amended Meet and Confer Agreement, to be effective January 9, 2019 through September 30, 2019 - Financing: This action has no cost consideration (see Fiscal Information)
- E. Agenda Item #82 (File ID#18-430): Authorize (1) approval of revised salary schedules for Police and Fire uniform executive staff, for a 3% adjustment; and (2) implementing pay increases for Police and Fire uniform executive staff, effective January 9, 2019 - Financing: This action has no cost consideration to the City

BRIEFING MEMO

- 8. Installation of Art Crosswalks Memorandum dated December 06, 2018

Adjourn



B. Adam McGough, Chair
Public Safety and Criminal Justice Committee

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

- 1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
- 2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
- 3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
- 4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
- 5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
- 6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
- 7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex. Govt. Code §551.089]

NOTICE: Handgun Prohibition Notice for Meetings of Governmental Entities

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."

Public Safety and Criminal Justice Committee Meeting Minutes

Meeting Date: Monday, November 26, 2018

Convened: 11:02 A.M.

Adjourned: 12:43 P.M.

Committee Members Present:

Council Member B. Adam McGough, Chair
Council Member Philip T. Kingston, Vice Chair
Council Member Jennifer S. Gates
Mayor Pro Tem Casey Thomas
Deputy Mayor Pro Tem Adam Medrano
Council Member Sandy Greyson
Council Member Kevin Felder

Committee Members Absent:

Other Council Members Present:

Council Member Omar Narvaez

AGENDA:

Call to Order

1. October 22, 2018 PSCJ Committee Meeting Minutes

Presenter(s): Council Member B. Adam McGough, Chair

Information Only:

Action Taken/Committee Recommendation(s):

A motion was made to approve the October 22, 2018 meeting minutes.

Motion made by: CM Greyson

Item passed unanimously:

Item failed unanimously:

Motion Seconded by: CM Kingston

Item passed on a divided vote:

Item failed on a divided vote:

2. Public Safety Dashboards

Presenter(s): Chief U. Renee Hall, Dallas Police Department, David Pughes, Executive Assistant Chief, Dallas Police Department, Ted Padgett, Chief of Staff – Assistant Chief, Dallas Fire-Rescue

Information Only:

Action Taken/Committee Recommendation(s):

Staff briefed the committee on the October 2018 Public Safety Dashboards for the Dallas Police, Fire-Rescue, and the Court and Detention Services Departments. The dashboards are intended to provide a comprehensive snap shot of performance measures, critical areas of concerns and staffing levels each month. Chief Pughes noted an error on the Year to Date Crime Report, Homicide Offenses is listed at 16.5% clearance rate the correct number is 79%. The FY 17-18 hiring number is listed at 7 currently, DPD is at 29 with 81 possible future hires. The Committee inquired about DPD hiring goals; applicant flow is the same as last year, but more hiring needs to be done. DPD plans to publicize higher starting salary beginning in January 2019 to obtain additional applicants. DFR Chief Padgett highlighted the Optimal Ambulance Unit Hour Utilization Rate has decreased 52.20% from October 2017.

Motion made by:

Item passed unanimously:

Item failed unanimously:

Motion Seconded by:

Item passed on a divided vote:

Item failed on a divided vote:

3. Security Assessment of City Facilities

Presenter(s): Gary Lindsey, City Marshal, Dallas Marshal's Office

Information Only:

Action Taken/Committee Recommendation(s):

City Marshal, Gary Lindsey, briefed council on the process to select a consultant that will assist the City in analyzing the security needs of City facilities/structures. The briefing outlined the use of resources from the Department of Homeland Security (DHS), City staff, and a Security Consultant. Approximately \$1 million was included in the 2018-2109 budget for a facility security survey, a mail/package screening device and one security position. DHS has conducted security assessments and will train City staff to conduct surveys on facilities and public venues managed by the City. This partnership allows City staff to perform assessments in-house, which saves money to implement needed security improvements and enhancements. Staff recommendations include partnering with DHS to conduct two security assessments and training city staff and advertising a request for proposals for a security consultant to save money.

Motion made by:

Item passed unanimously:

Item failed unanimously:

Motion Seconded by:

Item passed on a divided vote:

Item failed on a divided vote:

4. The New Vice Unit

Presenter(s): Paul Stokes, Assistant Chief of Police, Dallas Police Department

Information Only:

Action Taken/Committee Recommendation(s):

Assistant Chief Paul Stokes briefed the committee on the New Vice Unit. He provided an overview of the history, actions to date, overarching philosophy, unit structure and key focal points of the new unit. The Unit was disbanded in November 2017 and a newly structured Vice Unit, consisting of 21 members, will begin on November 28, 2018 with new Standard Operating Procedures training plan and philosophy. Units are made up of two squads of enforcement detectives on rotating shifts focusing on street-level prostitution, human trafficking, and gambling locations. A licensing squad will focus on financial investigations (money laundering), as well as process all license applications for dancehalls, sexually-oriented businesses and billiard halls. Committee members asked about the differences in previous training and about the previous unit. No previous vice members will be allowed to join the new unit as DPD is striving for a new holistic approach.

Motion made by:

Item passed unanimously:

Item failed unanimously:

Motion Seconded by:

Item passed on a divided vote:

Item failed on a divided vote:

5. Fire Watch Procedures

Presenter(s): Deputy Chief Christopher Martinez, Dallas Fire-Rescue, Ted Padgett, Chief of Staff – Assistant Chief, Dallas Fire-Rescue

Information Only:

Action Taken/Committee Recommendation(s): The City of Dallas has received numerous questions and concerns related to Fire Watches and has an opportunity to review and potentially amend the existing protocols. Deputy Chief Christopher Martinez briefed the committee on the history of DFR Fire Watch operations, the associated Fire Watch fees directed by the City Council, Fire Watch procedures for index cities, and proposed option and recommendations. DFR personnel has conducted fire watch activities since 2000, with fees last being increased to \$150 in 2014 and are reexamined annually. Proposed Fire Watch options include a rate change (reduce the hourly Fire Watch fee based on a reduced level of cost recovery) or use alternative fire watch personnel. DFR recommends option number one: DFR recommends a rate reduction limited to no less than 50% of the full cost recovery, and a consistent approach with the least liability to the City and adheres to the specific requirements of the International Fire Code.

Next steps include creating an amendment adopted by council to change the current structure code. Staff will come back to council within 30 days with language.

Motion made by:
Item passed unanimously:
Item failed unanimously:

Motion Seconded by:
Item passed on a divided vote:
Item failed on a divided vote:

6. Committee Action Matrix

No questions were asked regarding the Committee Action Matrix.

7. Upcoming Agenda Items

Presenter(s): Chief U. Renee Hall, Dallas Police Department

Information Only:

Action Taken/Committee Recommendation(s): CM Greyson expressed concern with the backup material. The recommendation is that council award the contract to the only proposer, however, there are three proposers listed in the agenda information sheet. Staff noted the language was not clear. The only proposer refers to the individual who won based on the process. Due to the significant cost difference staff was asked why proposer one was chosen rather than the other two less expensive options. Staff responded when the individuals presented the group that one was able to provide a metric formula that ultimately affected the team’s decision. DPD currently has 2.7 million in confiscated funds, CM Greyson expressed concerns from funds taken from individuals who have not yet been convicted.

Motion made by:
Item passed unanimously:
Item failed unanimously:

Motion Seconded by:
Item passed on a divided vote:
Item failed on a divided vote:

8. Briefing Memo

Presenter(s): Chief U. Renee Hall, Dallas Police Department

Information Only:

On November 16, 2018 City Manager, T.C. Broadnax, provided a Citizen Review Board (CRB) Memo regarding a series of town hall meetings to gather input will take place over the next 90 days and results will be documented and presented to the Public Safety and Criminal Justice Committee for review and approval. Chair McGough asked staff to provide a full list of working groups and individuals who participated in the research and developed recommendations to improve the current CRB.

Motion made by:
Item passed unanimously:
Item failed unanimously:

Motion Seconded by:
Item passed on a divided vote:
Item failed on a divided vote:

APPROVED BY:

ATTEST:

B. Adam McGough, Chair
Public Safety and Criminal Justice Committee

Victoria Cruz, Coordinator
Public Safety and Criminal Justice Committee

Memorandum



CITY OF DALLAS

DATE December 07, 2018

TO Honorable Mayor and Members of the City Council

SUBJECT **Municipal Court Review of Non-Adjudicated Cases**

On Monday, December 10, 2018, you will be briefed by Daisy Torres Fast, Interim Assistant Director of Court & Detention Services, Rodney Patten, Chief Prosecutor, and Preston Robinson, the Administrative Judge of the Municipal Court.

This briefing will provide an overview of outstanding cases that have yet to be resolved. Included is the process for non-adjudicated cases, tools and options to encourage defendants to respond to their citation(s), practices of other Texas municipal courts and a recommendation to review these outstanding cases.

The briefing materials are attached for your review. Please contact me if you have any questions or need additional information.

A handwritten signature in cursive script that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (I)
Carol Smith, City Auditor (I)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager & Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

Municipal Court Review of Non-Adjudicated Cases

Public Safety and Criminal Justice Committee

December 10, 2018

**Daisy Torres Fast, Assistant Director (I)
Court and Detention Services**

**Rodney Patten, Chief Prosecutor
City Attorney's Office**

**Preston Robinson, Administrative Judge
Judiciary**



Presentation Overview

- Purpose
- Background
- Process for Non-Adjudicated Cases
- Recommendation
- Next Steps

Purpose

Provide an overview of outstanding cases that have not resulted in adjudication

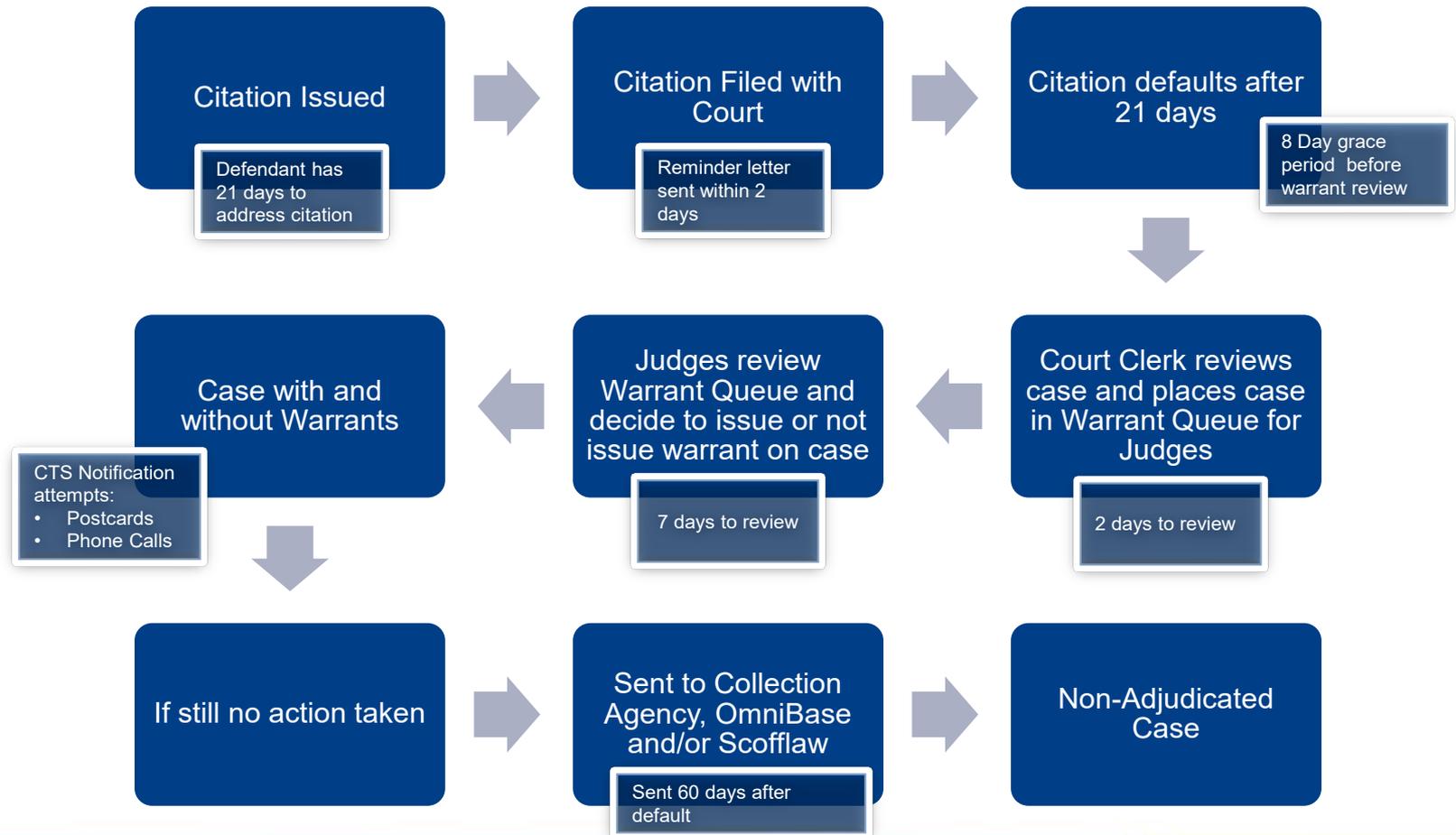
Background

Dallas Municipal Court

- Administers Traffic, Class C Misdemeanor and City Ordinance Citations
- Disposes of More Cases Each Year Than are Filed
- Offers Several Options to Resolve a Case:
 - In person
 - On-line
 - By mail
 - By phone, and
 - Cash payments at local retail stores via a call center

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Process for Non-Adjudicated Cases



Process for Non-Adjudicated Cases

- Dallas Municipal Court Encourages Response to Outstanding Cases Through
 - Both Internal and Third- Party Collections
 - A Hold on a Driver's License (Omnibase) and/or Vehicle Registration (Scofflaw)
 - Warrant Round-Ups
- Practices of Other Texas Municipal Courts
 - Standing Judicial Orders
 - Routine purging of cases
 - Written policies and procedures related to purging

Recommendation

- Dallas Municipal Court Will Use a Phased-In Approach to Administratively Address Cases That Fall in the Following Categories
 - Inactive Officers/Deceased Officers (Traffic Offenses only)
 - Cases without a Complaint (Charging Instrument)
 - Cases that are aged (i.e. >10 years) (62% of cases)
- Family Violence, Assault and Theft cases Will Be Excluded

Next Steps

Upcoming Initiatives

- Increase the focus on Warrant Round-Ups in FY 2018-19
- Continue collaboration with surrounding counties, especially Dallas County, to expedite disposition of City cases while defendant is in County Jail

Municipal Court Review of Non-Adjudicated Cases

Public Safety and Criminal Justice Committee

December 10, 2018

**Daisy Torres Fast, Assistant Director (I)
Court and Detention Services**

**Rodney Patten, Chief Prosecutor
City Attorney's Office**

**Preston Robinson, Administrative Judge
Judiciary**



Memorandum



DATE December 07, 2018

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Civil Service Rule XXIII Revision**

On Monday, December 10, 2018, you will be briefed on Civil Service Rule XXIII Revision by Assistant Chief of Police Angela Shaw of the Dallas Police Department. It is being proposed as an active, valid Texas Commission on Law Enforcement (TCOLE) license be accepted in lieu of the current forty-five (45) required hours of college. Currently, thirty-six (36) months of military service or law enforcement experience waives the college requirement.

The briefing materials are attached for your review.

Please contact me if you have any questions or need additional information.



Jon Fortune
Assistant City Manager

[Attachment]

cc: T.C. Broadnax, City Manager
Chris Caso, City Attorney (I)
Carol A. Smith, City Auditor (I)
Billierae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager & Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

Civil Service Rule XXIII Revision

**Public Safety and Criminal Justice
December 10, 2018**

**Assistant Chief Angela Shaw
Dallas Police Department**



Presentation Overview

- Background/History
- Purpose
- Issues/ Operational or Business Concerns
- Operational Impact
- Proposed Action
- Next Steps



Background/History

- Civil Service Rule XXIII – Requirements for Trainee Police Officer:
 - Defines education, experience, and other requirements for becoming a police officer in Dallas
- On June 11, 2018, the Civil Service Board convened and approved the following recommendations

Purpose

- To recruit more officers, the following civil service rule change will allow the hiring of all current licensed Texas Peace Officers
- This will allow Dallas to obtain experienced officers from other Departments in Texas

Issues/Operational Concerns

- Challenges

- Lateral transfer opportunities for young officers
 - FY 17-18 76 of 241 of officers leaving had 0-5 years (31%)
- Tenured officers from Dallas are utilizing transfers to other agencies as an alternative to the deferred retirement option plan (DROP)
 - FY 17-18 119 of 241 of officers leaving had 20+ years (49%)

- Competition between area agencies

- Many agencies hire a significant number of applicants that already possess a TCOLE law enforcement license

Proposed Action

- Revise Civil Service Rule XXIII:

Existing Requirements	Proposed Requirements
45 Semester hours of college; Or,	45 Semester hours of college; Or,
36 months active service in the Armed Forces; Or,	36 months active service in the Armed Forces; Or,
36 Months of fulltime certified law enforcement experience	36 Months of fulltime certified law enforcement experience; Or,
	Hold an active, valid TCOLE law enforcement license



Staff Recommendation

- Staff recommends the Public Safety and Criminal Justice Committee forward the following to City Council for consideration and approval:
 - Adoption of Revised Civil Service Rule XXIII

Next Steps

- Council Action
- Partner with local Regional Police Academies
- Streamline Academy
 - TCOLE certified officers require much less academy training
 - Cost savings to the City **\$39,946.10 (TCOLE & Salary)**
- Enhance Current Lateral Program
 - Meet & Confer

Civil Service Rule XXIII Revision

Public Safety and Criminal Justice
December 10, 2018

Assistant Chief Angela Shaw
Dallas Police Department



Memorandum



CITY OF DALLAS

DATE December 7, 2018

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Dallas Fire-Rescue's (DFR) Wildland Team-California**

On Monday, December 10, 2018, you will be briefed on Dallas Fire-Rescue's (DFR) Wildland Team and the significance of their two (2) Wildland Urban Interface (WUI) fire assignments to California by Special Operations-Deputy Chief, Charlie Salazar. An overview of the California Wildfires, Emergency Management Assistance Compact (EMAC), Texas Intrastate Fire Mutual Aid System (TIFMAS), and the DFR Wildland Team will be presented. The briefing will provide the details on each of the two (2) 2018 California WUI assignments.

Please contact me if you have questions or need additional information.

A handwritten signature in cursive script that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

c: Chris Caso, City Attorney (I)
Carol A. Smith, City Auditor (I)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager

Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager & Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

California Wildfires 2018

Public Safety and Criminal Justice Committee

December 10, 2018

**Charlie Salazar, Deputy Chief
Special Operations
Dallas-Fire Rescue (DFR)**





Overview

- California Wildfires
- EMAC (Emergency Management Assistance Compact) State to State Mutual Aid
- TIFMAS (Texas Intrastate Fire Mutual Aid System)
- DFR Wildland Team



Purpose:

Importance of California Assignment

- Provide assistance
- Gain experience
- Determine and test team capabilities
- Identify training and resource gaps
- **Protect the City of Dallas's Wildland Urban Interface (WUI) community through a well trained and tested DFR-Wildland Team***

Carr Fire (Northern California)

- July 23, 2018
- Shasta County (Whiskeytown/Redding)
- 229,651 Acres/1,604 Structures
- Eight (8) civilian fatalities/three (3) FF fatalities
- Fire was caused by mechanical failure







Carr Fire (DFR Wildland Team)





Woolsey Fire (Southern California)

- November 8, 2018
- Los Angeles/Ventura Counties
(Malibu/Pepperdine University)
- 96,949 Acres burned/1,500 structures destroyed
- Three (3) civilian fatalities, three (3) FF's injured
- Cause is under investigation









Woolsey Fire (DFR Wildland Team)





TIFMAS Resources

Carr Fire

- 5 Task Forces
- 25 Engines
- 100 Firefighters

Woolsey Fire

- 10 Task Forces
- 50 Engines
- 200 Firefighters*



DFR Wildland Team Resources

Carr Fire

- Tender (2000 Gal)
- 2 Type-III Engines
- 11 DFR WUI FF's

Woolsey Fire

- Task Force (TF)*
- 1 TF Leader Vehicle
- 1 Type-I Engine
- 2 Type-III Engines
- 2 Type-VI
- 16 DFR WUI FF's

Tactical Tender (2000 Gal)



Type I Engine



Type III Engines



Type VI Engine





Provide Assistance

- Reciprocate assistance
- Hurricane Harvey agencies from all over the country assisted Texas
- Citizens were grateful





Gain Experience

- Large scale on the job training
- Type 1 Incident experience
- WUI capabilities are tested (arduous conditions)
- Joint operations with Cal-Fire (best practices)
- This experience is used when addressing WUI threats in the city of Dallas





Determine and Test Capabilities

- Team adapted and performed well
- Type of heavy equipment was adequate
- Important to maintain equipment (state of readiness)
- Important to keep high physical standards





Training Gaps

- More Engine-Bosses
- Share experiences with members who did not go on either assignment
- More sawyers
- Work with the state to get task-books signed off





Resource Gaps

- Designated Strike Team Leader Vehicle replacement (soon)
- Type-III fire engines (Long term)
- Type VI fire engines (soon)
- Crew bus (intermediate)





Lessons Learned

- WUI mitigation is important (CWPP)
- **Evacuation** in large scale wind driven events is critical
- Lots of resources required
- Training and experience gained is cost neutral (reimbursed).
- Unified Command and ICS is important

Dallas Fire-Rescue Wildland Team

- Team is highly trained and dedicated
- Team is eager to help and continue learning
- Team wanted to **thank you** all for the opportunity to serve and represent the DFR Department, City of Dallas, and State of Texas



Questions?



California Wildfires 2018

Public Safety and Criminal Justice Committee

December 10, 2018

**Charlie Salazar, Deputy Chief
Special Operations
Dallas-Fire Rescue (DFR)**



Memorandum



CITY OF DALLAS

DATE December 7, 2018

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **High-Rise Mass Violence Full Scale Exercise**

On Monday, December 10, 2018, you will be briefed by Tiffany Reid, Training & Exercise Coordinator, from the Office of Emergency Management on an upcoming full-scale exercise at Renaissance Tower involving Dallas Fire-Rescue Department, Dallas Police Department, and the Office of Emergency Management. Assistant Emergency Manager, Kevin Oden, Assistant Chief, Brett Stidham, and Assistant Chief, Paul Stokes, will also be present at this presentation. The briefing will outline the exercise scenario and objectives the exercise will accomplish.

The presentation will provide background information, objectives for the exercise, the exercise scenario, the benefits of conducting this exercise, and information on how you can observe the exercise.

The briefing materials are attached for your review. Please contact me if you have any questions or need additional information.

A handwritten signature in black ink that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (I)
Carol A. Smith, City Auditor (I)
Billierae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

High-Rise Mass Violence Full Scale Exercise

Public Safety & Criminal Justice

December 10, 2018



City of Dallas

Office of Emergency Management
Dallas Police Department
Dallas Fire-Rescue

Presentation Overview

- Background/History
- Purpose
- Operational Priorities
- Steps Taken
- Proposed Action
- Next Steps
- Exercise Information



Background/ History

- Over 300 mass shootings occurred in the United States in 2018, 54% of those shootings were tied to domestic violence
- The likelihood of an event happening isn't a matter of *IF*, it's *WHEN*. An April 2018 [report](#) from the Federal Bureau of Investigation shows that in 2016 and 2017 the state of Texas had the most active shooter incidents than any other State
- It is these incidences that has propelled the City of Dallas agencies to focus our attention on mass violence response and prevention.



Purpose

The purpose of this exercise is to test the following capabilities of Dallas' Public Safety departments:

Coordination between fire and police departments

Get familiar with facility floor plan apps for the downtown buildings

Train on SWAT tactics using new equipment purchased with UASI grant funds

Coordination between the city and private partners

Train on high rise response

Search and Rescue

SWAT negotiations with a hostage multi-stimuli scenario

Exercise Information

- **Location:** Renaissance Tower
1201 Elm St. Dallas
- **Time:** 0800-1200
- **Agencies:** DFR, DPD, OEM,
Renaissance Tower
- **Scenario:** Active shooter–
Hostage– Fire– Negotiation



Operational Priorities

- Improve response personnel's familiarity with the floor plan application being utilized by downtown buildings
- Utilization of specialized equipment
- High rises have unique challenges when it comes to response tactics



6

Steps Taken

- OEM has moved away from singular exercises and focuses on joint response exercises
- DPD has purchased SWAT gear to better respond to incidences
- Renaissance Tower (and many other down town high-rises) has purchased an emergency preparedness application for their building
- Fire and police are being educated on the floor plan applications

Proposed Actions

- Joint full scale and functional exercises that test the capabilities of each department
- Evaluate for gaps in response capabilities and create trainings and exercises accordingly
- Joint training on Highrise tactics
- Joint training on floor plan applications
- More training on floor plan applications

Next Steps

- Conduct two dry-runs of the FSX
- Invite downtown partners and City Management to observe the exercise
- Develop an After Action Report (AAR) based on findings from the exercise
- Address areas for improvement through future trainings
- Prepare first responders for larger scale active shooter exercise in May

High-Rise Active Shooter Full Scale Exercise

**Public Safety & Criminal
Justice**

December 10, 2018



City of Dallas

**Office of Emergency Management
Dallas Police Department
Dallas Fire-Rescue**

Memorandum



DATE December 07, 2018

TO Honorable Members of the Public Safety and Criminal Justice Committee

SUBJECT **Committee Action Matrix**

Attached is the Public Safety and Criminal Justice Committee Action Matrix.

Please contact me if you have any questions or need additional information.



Jon Fortune
Assistant City Manager

[Attachment]

cc: T.C. Broadnax, City Manager
Chris Caso, City Attorney (I)
Carol A. Short, City Auditor (I)
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager & Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

Public Safety and Criminal Justice Committee Action Matrix					
	Requestor	Request	Request Date	Staff/Dept Responsible	Status
1	Kingston	Provide sample of body camera footage of a juvenile citation to committee	6/25/2018	Chief Stokes	Pending
2	Kingston	Would like to see committee briefed further on implicit bias as we have significant disparate results of arrests and we can show that with data as a next step	9/24/2018	Chief Hall	Pending
3	Felder	Please check with Bell Helicopter for sUAS	10/22/2018	Chief Stokes	Completed
4	Kingston	Please provide Vice Unit SOP's	11/26/2018	Chief Stokes	Provided via email
5	Kingston	What metrics should this committee be looking for to see if the unit is working?	11/26/2018	Chief Stokes	Pending



Agenda Information Sheet

File #: 18-1203

Item #: 44.

STRATEGIC PRIORITY: Public Safety
AGENDA DATE: December 12, 2018
COUNCIL DISTRICT(S): All
DEPARTMENT: Office of Emergency Management
EXECUTIVE: Jon Fortune

SUBJECT

Authorize the **(1)** acceptance of a grant from the U.S. Department of Homeland Security (DHS), Federal Emergency Management Agency passed through the Texas Department of Public Safety, Texas Division of Emergency Management has made funding available to the City of Dallas under the FY 2018 Emergency Management Performance Grant Program (Federal/State Award ID No. EMT-2018-EP-00008, Grant No. 18TX-EMPG-0008/CFDA No. 97.042) to fund emergency preparedness operations and planning in an amount not to exceed \$148,559.50 for the period October 1, 2017 through March 31, 2019; **(2)** establishment of appropriations in an amount not to exceed \$148,559.50 in the DHS-FY 2018 Emergency Management Performance Grant 17-19 Fund; **(3)** receipt and deposit of grant funds in an amount not to exceed \$148,559.50 in the DHS-FY 2018 Emergency Management Performance Grant 17-19 Fund; and **(4)** execution of the grant agreement and all documents required by the grant agreement - Not to exceed \$148,559.50 - Financing: U.S. Department of Homeland Security Grant Funds

BACKGROUND

The Emergency Management Performance Grant No. 18TX-EMPG-0008 is a yearly grant from the U.S. Department of Homeland Security passed through the Texas Department of Public Safety, Texas Division of Emergency Management and awarded to local emergency management departments to help develop and maintain the capabilities to respond to all-hazards incidents. Funds are used to help cover salaries for the City's Office of Emergency Management Staff and other costs associated with running the emergency management program.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

On January 23, 2013, City Council authorized a contract award for the acceptance of a grant from the U.S. of Homeland Security under the Emergency Management Performance Grant Program for the period October 1, 2011 through March 31, 2013, by Resolution No. 13-0249.

On October 8, 2013, City Council authorized a contract award for the acceptance of a grant from the U.S. of Homeland Security under the Emergency Management Performance Grant Program for the period October 1, 2012 through March 31, 2014, by Resolution No. 13-1760.

On August 12, 2015, City Council authorized a contract award for the acceptance of a grant from the U.S. of Homeland Security under the Emergency Management Performance Grant Program for the period October 1, 2014 through March 31, 2016, by Resolution No. 15-1382.

On August 10, 2016, City Council authorized a contract award for the acceptance of a grant from the U.S. of Homeland Security passed through the Texas Department of Public Safety, Texas Division of Emergency Management under the Emergency Management Performance Grant Program for the period October 1, 2015 through March 31, 2017, by Resolution No. 16-1194.

On January 10, 2018, City Council authorized a contract award for the acceptance of a grant from the U.S. of Homeland Security (DHS), Federal Emergency Management Agency, passed through the Texas Department of Public Safety, Texas Division of Emergency Management under the FY 2017 Emergency Management Performance Program for the period October 1, 2016 through March 31, 2018, by Resolution No. 18-0083.

Information about this item will be provided to the Public Safety and Criminal Justice Committee on December 10, 2018.

FISCAL INFORMATION

U.S. Department of Homeland Security Grant Funds - \$148,559.50

December 12, 2018

WHEREAS, the U.S. Department of Homeland Security through the Texas Department of Public Safety, Texas Division of Emergency Management has made funding available to the City of Dallas under the Emergency Management Performance Grant Program to fund emergency preparedness operations and planning; and

WHEREAS, grant funds will be used for operating expenses related to emergency response activities; and

WHEREAS, the City of Dallas will benefit from increased preparedness throughout the city.

Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That the City Manager is hereby authorized to accept a grant from the U.S. Department of Homeland Security (DHS), Federal Emergency Management Agency passed through the Texas Department of Public Safety, Texas Division of Emergency Management has made funding available to the City of Dallas under the FY 2018 Emergency Management Performance Grant Program (Federal/State Award ID No. EMT-2018-EP-00008, Grant No. 18TX-EMPG-0008/CFDA No. 97.042) to fund emergency preparedness operations and planning in an amount not to exceed \$148,559.50 for the period October 1, 2017 through March 31, 2019; and sign the grant agreement and all documents required by the grant agreement, approved as to form by the City Attorney.

SECTION 2. That the City Manager is hereby authorized to establish appropriations in an amount not to exceed \$148,559.50 in the DHS-FY 2018 Emergency Management Performance Grant Program 17-19 Fund, Fund F571, Department MGT, Unit 3804, Object 3099.

SECTION 3. That the Chief Financial Officer is hereby authorized to receive and deposit grant funds in an amount not to exceed \$148,559.50 in the DHS-FY 2018 Emergency Management Performance Grant Program 17-19 Fund, Fund F571, Department MGT, Unit 3804, Revenue Code 6506.

SECTION 4. That the Chief Financial Officer is hereby authorized to disburse funds in an amount not to exceed \$148,559.50 from the DHS-FY 2018 Emergency Management Performance Grant Program 17-19 Fund, Fund F571, Department MGT, Unit 3804, Object 3099.

SECTION 5. That the City Manager is hereby authorized to reimburse to the Department of Homeland Security any expenditure identified as ineligible. The City Manager shall notify the appropriate City Council Committee of expenditures identified as ineligible not later than 30 days after the reimbursement.

December 12, 2018

SECTION 6. That the City Manager shall keep the appropriate City Council Committee informed of all final granting agency monitoring reports not later than 30 days after the receipt of the report.

SECTION 7. That the City Manager or his designee is authorized to provide additional information, make adjustments, and take other actions related to the implementation or termination of the grant as may be necessary to satisfy the U.S. Department of Homeland Security and Federal Emergency Management Agency.

SECTION 8. That this contract is designated as Contract No. MGT-2019-00008507.

SECTION 9. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.



Agenda Information Sheet

File #: 18-1232

Item #: 45.

STRATEGIC PRIORITY: Public Safety
AGENDA DATE: December 12, 2018
COUNCIL DISTRICT(S): All
DEPARTMENT: Office of Emergency Management
EXECUTIVE: Jon Fortune

SUBJECT

Authorize the **(1)** acceptance of a grant from the U.S. Department of Homeland Security (DHS), Federal Emergency Management Agency passed through the Texas Office of the Governor-Homeland Security Grants Division for the FY 2018 Homeland Security Grant Program, which includes the Urban Area Security Initiative and the State Homeland Security Grant Program (Federal/State Award ID No. EMW-2018-SS-00022-S01/ Grant Nos. 2980304, 2980704, 3176403, 3321902, 3418202, 3698801/CFDA No. 97.067) to provide funding for activities related to enhancing preparedness and building capacity to prepare for, prevent and respond to complex coordinated terrorist attacks in an amount not to exceed \$5,693,850.00 for the period September 1, 2018 through August 31, 2020; **(2)** establishment of appropriations in an amount not to exceed \$5,693,850.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund and the DHS-2018 State Homeland Security Grant 18-19 Fund; **(3)** receipt and deposit of grant funds in an amount not to exceed \$5,693,850.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund and the DHS-2018 State Homeland Security Grant 18-19 Fund; and **(4)** execution of the grant agreement and all documents required by the grant agreement - Not to exceed \$5,693,850.00 - Financing: U.S. Department of Homeland Security Grant Funds

BACKGROUND

The Department of Homeland Security (DHS) was created in 2002 and began releasing funds to state and local governments through grant programs. Since 2003, the City of Dallas has received over \$100 million in grant funds under the initiatives that make up the Homeland Security Grant Program. In 2017, the City of Dallas was awarded funds under the Urban Areas Security Initiative (UASI). In order to facilitate the distribution of these federal funds, each State is required to establish a State Administrative Agency (SAA) to administer and distribute the grant funding to local governments. In Texas, the SAA has been established within the Texas Office of the Governor.

These initiatives provide funding for equipment acquisition, and planning and training activities to increase the ability of the City of Dallas to prevent, protect against, respond to, and recover from natural and man-made disasters all linked to a terrorism nexus. Some of the activities that these

funds support include planning and training for first responders and departmental staff, as well as for citizens participating in the Citizen Emergency Response Team and a public awareness campaign. Additionally, these funds are also used to assist departments with meeting national, state and regional preparedness goals through the procurement of equipment for various initiatives such as increasing interoperability during incidents.

Each initiative focuses on a component of the overall needs of Dallas to respond in conjunction with state and federal agencies during times of natural and man-made disasters. UASI focuses on the unique planning, equipment, training, and exercise needs of high-threat, high-density urban areas, with specific carve outs for Law Enforcement (LE) activities and Management and Administration (M&A) of the grant.

Previous funding from the Homeland Security Grant Program has been used for equipment and programs to support public safety and homeland security initiatives.

Listed below are the levels of funding for each initiative:

Homeland Security Grant Program Total:	\$5,693,850.00
UASI	\$2,690,850.00
UASI-LE	\$2,685,000.00
UASI-M&A	\$ 258,000.00
State Homeland Security Grant	\$ 60,000.00

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

On November 12, 2014, City Council authorized the acceptance of the 2014 Homeland Security Grant from the Department of Homeland Security, which includes the Urban Area Security Initiative and the State Homeland Security Grant Program (Grant No. EMW-2014-SS-00029) to provide funding for equipment acquisition, planning and training activities to enable the City to respond to natural and man-made disasters for the period September 1, 2014 through June 30, 2016; and execution of the grant agreement by Resolution No. 14-1902.

On January 13, 2016, City Council authorized the acceptance of the 2015 Homeland Security Grant from the Department of Homeland Security, which includes the Urban Area Security Initiative and the State Homeland Security Grant Program (Grant No. EMW-2015-SS-00080-S01) to provide funding for equipment acquisition, planning and training activities to enable the City to respond to natural and man-made disasters for the period September 1, 2015 through May 31, 2018; and execution of the grant agreement by Resolution No. 16-0083.

On November 9, 2016, City Council authorized the acceptance of the 2016 Homeland Security Grant from the Department of Homeland Security, which includes the Urban Area Security Initiative (Grant No. EMW-2016-SS-00056-S01) to provide funding for equipment acquisition, planning and training activities to enable the City to respond to natural and man-made disasters for the period October 1, 2016 through November 30, 2018; and execution of the grant agreement by Resolution No. 16-1805.

On November 8, 2017, City Council authorized the acceptance of a grant from the U.S. Homeland Security, Federal Emergency Management Agency passed through the Texas Office of the Governor-

Homeland Security Grants Division for the FY 2017 Homeland Security Grant, which includes the Urban Area Security Initiative and the State Homeland Security Program (Federal/State Award ID No. EMW-2017-SS-00005/Grant Nos. 2979903, 2980303, 2980503, 2980703, 3176402, 3321901, 3418201, 3418301/CFDA No. 97.067) to provide funding for activities related to enhancing preparedness and building capacity to prepare for, prevent and respond to complex coordinated terrorist for the period September 1, 2017 through February 29, 2020; and execution of the grant agreement by Resolution No. 17-1737.

Information about this item will be provided to the Public Safety and Criminal Justice Committee on December 10, 2018.

FISCAL INFORMATION

U.S. Department of Homeland Security Grant Funds - \$5,693,850.00

December 12, 2018

WHEREAS, the U.S. Department of Homeland Security has made funding available to the City of Dallas, under the FY 2018 Homeland Security Grant Program to build our capacity to prevent, protect against, respond to, and recover from a terrorist attack or natural disaster; and

WHEREAS, grant funds will be used for operating expenses related to emergency preparedness and response activities; and

WHEREAS, the City of Dallas will benefit from increased preparedness throughout the city and region.

Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That the City Manager is hereby authorized to accept a grant from the U.S. Department of Homeland Security (DHS), Federal Emergency Management Agency passed through the Texas Office of the Governor-Homeland Security Grants Division for the FY 2018 Homeland Security Grant Program, which includes the Urban Area Security Initiative and the State Homeland Security Grant Program (Federal/State Award ID No. EMW-2018-SS-00022-S01/ Grant Nos. 2980304, 2980704, 3176403, 3321902, 3418202, 3698801/CFDA No. 97.067) to provide funding for activities related to enhancing preparedness and building capacity to prepare for, prevent and respond to complex coordinated terrorist attacks in an amount not to exceed \$5,693,850.00 for the period September 1, 2018 through August 31, 2020; and sign the grant agreement and all documents required by the grant agreement, approved as to form by the City Attorney.

SECTION 2. That the City Manager is hereby authorized to establish appropriations in an amount not to exceed \$2,690,850.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund, Fund F568, Department MGT, Unit 3713, Object 3099.

SECTION 3. That the City Manager is hereby authorized to establish appropriations in an amount not to exceed \$2,685,000.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund, Fund F568, Department MGT, Unit 3714, Object 3099.

SECTION 4. That the City Manager is hereby authorized to establish appropriations in an amount not to exceed \$258,000.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund, Fund F568, Department MGT, Unit 3716, Object 3099.

SECTION 5. That the City Manager is hereby authorized to establish appropriations in an amount not to exceed \$60,000.00 in the DHS-2018 State Homeland Security Grant 18-19 Fund, Fund F569, Department MGT, Unit 3802, Object 3099.

December 12, 2018

SECTION 6. That the Chief Financial Officer is hereby authorized to receive and deposit grant funds in an amount not to exceed \$2,690,850.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund, Fund F568, Department MGT, Unit 3713, Revenue Code 6506.

SECTION 7. That the Chief Financial Officer is hereby authorized to receive and deposit grant funds in an amount not to exceed \$2,685,000.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund, Fund F568, Department MGT, Unit 3714, Revenue Code 6506.

SECTION 8. That the Chief Financial Officer is hereby authorized to receive and deposit grant funds in an amount not to exceed \$258,000.00 in the DHS-FY18 Homeland Security Grant 18-20 Fund, Fund F568, Department MGT, Unit 3716, Revenue Code 6506.

SECTION 9. That the Chief Financial Officer is hereby authorized to receive and deposit grant funds in an amount not to exceed \$60,000.00 in the DHS-2018 State Homeland Security Grant 18-19 Fund, Fund F569, Department MGT, Unit 3802, Revenue Code 6506.

SECTION 10. That the Chief Financial Officer is hereby authorized to disburse funds in an amount not to exceed \$2,690,850.00 from the DHS-FY18 Homeland Security Grant 18-20 Fund, Fund F568, Department MGT, Unit 3713, Object 3099.

SECTION 11. That the Chief Financial Officer is hereby authorized to disburse funds in an amount not to exceed \$2,685,000.00 from the DHS-FY18 Homeland Security Grant 18-20 Fund, Fund F568, Department MGT, Unit 3714, Object 3099.

SECTION 12. That the Chief Financial Officer is hereby authorized to disburse funds in an amount not to exceed \$258,000.00 from the DHS-FY18 Homeland Security Grant 18-20 Fund, Fund F568, Department MGT, Unit 3716, Object 3099.

SECTION 13. That the Chief Financial Officer is hereby authorized to disburse funds in an amount not to exceed \$60,000.00 from the DHS-2018 State Homeland Security Grant 18-19 Fund, Fund F569, Department MGT, Unit 3802, Object 3099.

SECTION 14. That the City Manager is hereby authorized to reimburse to the U.S. Department of Homeland Security any expenditure identified as ineligible or in the event of loss of funds. The City Manager shall notify the appropriate City Council Committee of expenditures identified as ineligible not later than 30 days after the reimbursement.

SECTION 15. That the City Manager shall keep the appropriate City Council Committee informed of all final granting agency monitoring reports not later than 30 days after the receipt of the report.

December 12, 2018

SECTION 16. That the City Manager or his designee is authorized to provide additional information, make adjustments, and take other actions related to the implementation or termination of the grant as may be necessary to satisfy the U.S. Department of Homeland Security and Federal Emergency Management Agency.

SECTION 17. That this contract is designated as Contract No. MGT-2019-00008530.

SECTION 18. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.



Agenda Information Sheet

File #: 18-1323

Item #: 49.

STRATEGIC PRIORITY: Public Safety
AGENDA DATE: December 12, 2018
COUNCIL DISTRICT(S): All
DEPARTMENT: Office of Procurement Services
EXECUTIVE: Elizabeth Reich

SUBJECT

Authorize a three-year service price agreement, with one two-year renewal option, for farrier services for the Police Department's Mounted Unit - Frank Schweighart, lowest responsible bidder of three - Not to exceed \$141,625.00 - Financing: General Fund

BACKGROUND

This action does not encumber funds; the purpose of a service price agreement is to establish firm pricing for services, for a specific term, which are ordered on an as needed basis.

This service price agreement will provide farrier services to the Police Department's Mounted Squad. Farrier service is vital to maintaining the health of the horses due to the longevity of service of a police mount and the wear and tear inflicted upon their feet through the course of operations. The Mounted Squad currently stables 12 horses, which assist the Police Department's Patrol Divisions in all aspects of their operations including community engagement, protests, and special events. The horses must be ready to respond in emergency situations and adverse work conditions such as traveling over hard, rough surfaces, or in wet environments. This unnatural wear and tear inflicted upon the hooves of the horses cause them to be worn down more quickly. The farrier's job is to ensure the horses' feet are kept healthy, securely shod with metal shoes, and correctly trimmed, thus allowing them to work without injury.

As part of the solicitation process and in an effort to increase competition, the Office of Procurement Services used its procurement system to send out 285 email bid notifications to vendors registered under respective commodities. To further increase competition, the Office of Procurement Services uses historical solicitation information, the internet, and vendor contact information obtained from user departments to contact additional vendors by phone. Additionally, in an effort to secure more bids, the Office of Business Diversity sent notifications to 25 chambers of commerce and advocacy groups to ensure maximum vendor outreach.

On November 10, 2015, City Council authorized the wage floor rate of \$10.94, by Resolution No. 15-2141; the selected vendor meets this requirement.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

Information about this item will be provided to the Public Safety and Criminal Justice Committee on December 10, 2018.

FISCAL INFORMATION

General Fund - \$141,625.00

FY 2018-19 \$47,208.00

FY 2019-20 \$47,208.00

FY 2020-21 \$47,209.00

M/WBE INFORMATION

In accordance with the City’s Business Inclusion and Development Plan adopted on October 22, 2008, by Resolution No. 08-2826, as amended, the M/WBE participation on this contract is as follows:

Contract Amount	Category	M/WBE Goal	M/WBE %	M/WBE \$
\$141,625.00	Other Services	18.00%	0.00%	\$0.00
• M/WBE goal waived due to no M/WBE availability				

PROCUREMENT INFORMATION

Method of Evaluation for Award Type:

Low Bid	<ul style="list-style-type: none"> • Recommended vendor is based on the lowest competitive quoted price, who is also technically and financially capable of performing and completing the contract, and otherwise meets all material specification requirements • Negotiations are not allowed
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The Office of Procurement Services received the following bids from solicitation number BT1801. We opened them on May 25, 2018. We recommend the City Council award this service price agreement in its entirety to the lowest responsive and responsible bidder.

*Denotes successful bidder

<u>Bidders</u>	<u>Address</u>	<u>Amount</u>
*Frank Schweighart	1973 Adams Ranch Road Caddo Mills, TX 75135	\$141,625.00

Eddie Oglesby Farrier Services	478 Hornik Road Ennis, TX 75119	\$150,150.00
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Judd Gregory	2465 FM 2862 Anna, TX 75409	Non-responsive**
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**Judd Gregory was deemed non-responsive due to not meeting specifications.

OWNER

Frank Schweighart

Frank Schweighart, President

December 12, 2018

WHEREAS, on July 20, 2015, Administrative Action No. 15-6317 authorized the purchase of farrier services for the Police Department's mounted squad with Eddie Oglesby, in an amount no to exceed \$58,800.00; and

WHEREAS, on April 10, 2018, Administrative Action No. 18-5568 authorized to extend and increase the service contract for one year for farrier services for the Police Department's mounted squad with Eddie Oglesby, in the amount not to exceed \$58,800.00, increasing the contract amount from \$11,200.00 to \$70,000.00.

Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That the City Manager is hereby authorized to sign a service price agreement with Frank Schweighart (VC19360), approved as to form by the City Attorney, for farrier services for the Police Department's Mounted Unit for a term of three years, with one two-year renewal option, in an amount not to exceed \$141,625.00. If the service was bid or proposed on as needed, unit price basis for performance of specified tasks, payment to Frank Schweighart shall be based only on the amount of the services directed to be performed by the City and properly performed by Frank Schweighart under the contract.

SECTION 2. That the Chief Financial Officer is hereby authorized to disburse funds in an amount not to exceed \$141,625.00 to Frank Schweighart from Service Price Agreement No. DPD-2019-00008272.

SECTION 3. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.



Agenda Information Sheet

File #: 18-1394

Item #: 81.

STRATEGIC PRIORITY: Public Safety
AGENDA DATE: December 12, 2018
COUNCIL DISTRICT(S): N/A
DEPARTMENT: City Manager's Office
EXECUTIVE: Jon Fortune

SUBJECT

Ratify the Amended Meet and Confer Agreement between the City of Dallas and the Meet and Confer Team, made up of the Dallas Black Fire Fighters Association, Black Police Association of Greater Dallas, National Latino Law Enforcement Organization, Dallas Police Association, Dallas Hispanic Fire Fighters Association, and the Dallas Fire Fighter Association; and authorize the City Manager to enter into said Amended Meet and Confer Agreement, to be effective January 9, 2019 through September 30, 2019 - Financing: This action has no cost consideration to the City (see Fiscal Information)

BACKGROUND

In 2009, the Texas State Legislature enacted Chapter 147 of the Texas Local Government Code which permits police and fire sworn employee groups to meet with designated management teams to discuss employment matters such as wages, benefits, and working conditions.

This process, called "Meet and Confer," is designed to allow police and fire sworn employee groups and management an opportunity to reach an agreement on important employment issues. Unlike collective bargaining, meet and confer provides an opportunity, not a requirement, for the City to reach an agreement with its police and fire sworn employee groups.

On February 5, 2010, the police and fire sworn employee team submitted a petition to the City Manager asking the City to grant recognition of their police and fire meet and confer team and to begin negotiations. On February 24, 2010, City Council authorized recognition of the 2010 Police and Fire Meet and Confer Team and authorized the City Manager to establish a management meet and confer team to begin negotiations by Resolution No. 10-0534.

On September 1, 2010, City Council ratified and authorized the City's first Meet and Confer Agreement with sworn police and fire officers for three years, commencing on September 1, 2010, by Resolution No. 10-2259. The Agreement expired on September 30, 2013 but included a six-month extension unless superseded by another agreement.

On December 11, 2013, City Council ratified and authorized the City's second Meet and Confer Agreement with sworn police and fire officers for three years, commencing on October 1, 2013, by Resolution No. 13-2060. The Agreement expired on September 30, 2016 but included a six-month extension unless superseded by another agreement.

On December 14, 2016, City Council ratified and authorized the City's third Meet and Confer Agreement with sworn police and fire officers for three years, commencing on October 1, 2016, by Resolution No. 16-2002. The Agreement expires on September 30, 2019.

On September 18, 2018, City Council adopted the budget for FY 2018-2019, which provided for pay increases for police officers and firefighters above that which was provided for in the 3rd year of the 2016 Meet and Confer Agreement by Resolution No. 18-922. The City Council approved a budget that raised base salaries to \$60,000 and provided an additional 3% increase. As a result, the City entered into limited negotiations with the Meet and Confer Team to amend the current Meet and Confer Agreement to implement the pay increases upon the terms and conditions approved by the Dallas City Council on September 18, 2018.

On September 27, 2018, the City of Dallas received notification that the composition of the Meet and Confer Team has changed as a result of the dissolution of the Dallas Fraternal Order of Police Lodge 588 and its merger into the National Latino Law Enforcement Officers Organization.

On November 14, 2018, City Council authorized the withdrawal of recognition of the 2010 Police and Fire Meet and Confer Team and recognized the 2018 Police and Fire Meet and Confer Team by Resolution No. 18-1205.

Under Chapter 147 of the Texas Local Government Code, the agreement by the Meet and Confer Team must be in writing and ratified through a voting process by all sworn police and fire officers and ratified by the City Council. At the time of this posting, the City has not received the ratified agreement voted on by all sworn police and fire officers. The City will provide the agreement to Council as soon as it receives the results of the election.

It is recommended that the City Council approve the amended agreement and authorize the City Manager to enter into the amended agreement with the police and fire sworn employee groups.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

City Council was briefed on the Meet and Confer process on December 2, 2009.

On February 24, 2010, City Council authorized recognition of the 2010 Police and Fire Meet and Confer Team, and authorized establishment of a management meet and confer team by Resolution No. 10-0534.

City Council was briefed on the proposed three-year agreement (effective October 1, 2010 through September 30, 2013) between the City and the Police and Fire Meet and Confer team on August 4, 2010.

On September 1, 2010, City Council ratified and authorized the City's first Meet and Confer Agreement with sworn police and fire officers for three years by Resolution No. 10-2259.

On November 6, 2013, City Council was briefed on the proposed three-year agreement (effective December 11, 2013 through September 30, 2016) between the City and the Police and Fire Meet and Confer Team.

On December 11, 2013, City Council ratified and authorized the City's second Meet and Confer Agreement with sworn police and fire officers for three years by Resolution No. 13-2060.

City Council was briefed on the proposed three-year agreement (effective October 1, 2016 through September 30, 2019) between the City and the Police and Fire Meet and Confer Team on December 7, 2016.

On December 14, 2016, City Council ratified and authorized the City's third Meet and Confer Agreement with sworn police and fire officers for three years by Resolution No. 16-2002.

On September 18, 2018, City Council adopted the budget for FY 2018-2019, which provided for pay increases for police officers and firefighters.

On November 14, 2018, City Council authorized the withdrawal of recognition of the 2010 Police and Fire Meet and Confer Team and recognized the 2018 Police and Fire Meet and Confer Team by Resolution No. 18-1631.

FISCAL INFORMATION

This action has no cost consideration to the City. However, as part of Ordinance 30991, City Council approved \$15,203,914.00 in uniform pay increases as follows: \$7,268,267.00 to increase starting pay to \$60,000.00 effective January 9, 2019; and \$7,935,647.00 for a 3% across the board pay increase for uniformed personnel making more than \$60,000.00 effective January 9, 2019.

December 12, 2018

WHEREAS, the 2009 Texas State Legislature enacted House Bill 2307 authorizing police and fire groups to meet with designated management teams to discuss employment matters such as wages, benefits, and working conditions; and

WHEREAS, on November 14, 2018, City Council authorized the withdrawal of recognition of the 2018 Police and Fire Meet and Confer Team and authorized the City Manager to create a management meet and confer team for negotiations by Resolution No. 18-1205; and

WHEREAS, Chapter 147 of the Texas Local Government Code provides an opportunity, not a requirement, for the City to reach an agreement with its police and fire sworn employees; and

WHEREAS, all agreements must be in writing and ratified through a voting process by all police and fire officers and approved by the governing body; and

WHEREAS, a written amended agreement effective January 9, 2019 through September 30, 2019 has been developed and presented to both the sworn police and fire officers and the City Council for approval; and

WHEREAS, Chapter 147 of the Texas Local Government Code requires that 65 percent of the sworn police and fire officers must approve the agreement; and

WHEREAS, at least 65 percent of the sworn police and fire officers voted to approve the agreement.

Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That the City approves the amended agreement between the City of Dallas and the Meet and Confer Team made up of the Dallas Black Fire Fighters Association, Black Police Association of Greater Dallas, National Latino Law Enforcement Organization, Dallas Police Association, Dallas Hispanic Fire Fighters Association, and the Dallas Fire Fighter Association effective January 9, 2019 through September 30, 2019.

SECTION 2. That the City Manager is hereby authorized to sign and execute the Amended Meet and Confer Agreement between the City of Dallas and the Meet and Confer Team made up of the Dallas Black Fire Fighters Association, Black Police Association of Greater Dallas, National Latino Law Enforcement Organization, Dallas Police Association, Dallas Hispanic Fire Fighters Association, and the Dallas Fire Fighter Association, approved as to form by the City Attorney.

December 12, 2018

SECTION 3. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.

ARTICLE 2

DEFINITIONS

“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 ~~18-1631~~ adopted by the City Council on November 14, 2018 consisting of the Dallas Black Fire Fighters Association, the Dallas Hispanic Firefighters Association, the Dallas Firefighters Association, the 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, and~~ the Dallas Police Association, ~~Dallas Hispanic Firefighters Association, and the Dallas Firefighters Association.~~

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 3-4 (P4-34)** on the ~~FY18~~FY17-19-18 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 for FY 16-17 and FY 17-18 to determine the annual salary they will be moved to on their normal step date ~~in each fiscal year, in FY 16-17 and FY 17-18.~~ -They should review Appendix B to determine the changes to their annual salary in FY 18-19 as the amendment of this Agreement deletes the FY 2018-2019 salary and steps in Appendix A and replaces and supersedes them in Appendix B.

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 3rd**
- **Promoted on January 5th**

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 5th**
- **Promoted on January 5th**

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~~ FY 16-17 and FY 17-18, and for the period from October 1, 2018 through January 8, 2019, of the Agreement are included in Attachments A and B.

Effective January 9, 2019, the pay steps on the October 1, 2018 through January 8, 2019 uniformed pay schedules (Attachments A & B) will be increased 3%. Any steps below \$60,000 annually after the 3% increase will be adjusted to \$60,000 annually. See Attachments C and D for the January 9, 2019 uniformed pay schedules.

Effective October 1, 2018, the pay and step progression charts for FY 18-19 that are included in Appendix A are deleted and replaced and superseded by the pay and step progression charts included in Appendix B effective October 1, 2018.

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:

~~3.~~

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~~B.

2. Officers hired on or after October 1, 2018 through January 8, 2019:

2.

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 October 1, 2018 FY2018-2019 applicable uniformed salary schedules (—Attachments C & D—). Those Officers' annual salary will be adjusted to \$60,000 effective January 9, 2019; however, their pay step number will remain the same.

3. Officers hired prior to October 1, 2017-2018 and paid the annual salary for steps P2-1A1B, FF2-1A1B, or FP2-1A-1B on the FY17-18 uniformed pay schedules:

3.

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 be paid according to the annual pay and step progression charts included in Appendix B. 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.

4. Officers hired on or after January 9, 2019:

Except for lateral hires from other agencies, the starting annual step pay for Officers who are hired on or after January 9, 2019, will be \$60,000 (Steps P2-1B, FF2-1B and FP2-1B on the January 9, 2019 FY 18-19 applicable uniformed salary schedules). This Agreement does not provide for any additional pay or step adjustments for Officers hired on or after January 9, 2019.

5. Four Officers identified by the Meet and Confer Team in the ranks of Police Senior Corporal and Fire Driver Engineer, who after receiving their annual steps and any applicable pay increases through the amendments to Article 7 of this Agreement approved by the Dallas City Council on (date), may remain below the P3-4 or FF3-4 step. The four Officers' pay step will be moved to the P3-4 or FF3-4 pay step on January 9, 2019, or their step date, whichever comes later.

The adjustment to the pay step described in section (C)(5) of this Article is intended to address only the four Officers identified by the Meet and Confer Team and does not apply to any other Officers. The Parties agree that the City has no intention or obligation to make any adjustments to any other Officer's pay or step. The Parties further agree that the City has no intention or obligation to adjust or modify any Officer's pay or step to address any unexpected compression or other unintended outcomes that could occur when implementing the amendments to Article 7 of this Agreement.

D. Scope of base pay salary adjustments

D:

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.

Nothing in this Agreement or any City of Dallas documents, including but not limited to, the Personnel Rules, Administrative Directives, General Orders, or Manual of Procedures requires or implies that the pay differentials between pay steps **within the ranks** that existed prior to January 9, 2019 pay adjustment will be maintained or that Officers' salaries will be changed to maintain pay step differentials that existed prior to the January 9, 2019 pay adjustment.

Nothing in this Agreement or any City of Dallas documents, including but not limited to, the Personnel Rules, Administrative Directives, General Orders, or Manual of Procedures requires or implies that the pay differentials between pay steps **between the ranks** that existed prior to January 9, 2019 pay adjustment will be maintained or that Officers' salaries will be changed to maintain pay step differentials that existed prior to the January 9, 2019 pay adjustment.

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.



CITY OF DALLAS
UNIFORMED POLICE SALARY SCHEDULE
 Effective October 1, 2018 - January 8, 2019

Attachment A
 (Meet and Confer)

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
<i>*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.</i>				

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	\$75,366
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
<i>*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.</i>				

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.



CITY OF DALLAS
UNIFORM FIRE SALARY SCHEDULE
 Effective October 1, 2018 - January 8, 2019

Attachment B
(Meet and Confer)

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	\$51,688
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	\$75,656
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 11	\$6,431	\$77,169

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44006	Fire Lieutenant, Start	FF4 - 1	\$5,200	\$62,394
44006	Fire Lieutenant, 1 Yr.	FF4 - 2	\$5,460	\$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	\$75,856
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
44007	Fire Captain, 1 Yr.	FF5 - 5	\$6,923	\$83,078
44007	Fire Captain, 1 Yr.	FF5 - 6	\$7,269	\$87,230
44007	Fire Captain, 1 Yr.	FF5 - 7	\$7,633	\$91,591
44007	Fire Captain, 1 Yr.	FF5 - 8	\$8,014	\$96,170
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	\$102,056

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
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 5	\$7,597	\$91,163
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 6	\$7,977	\$95,729
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 7	\$8,376	\$100,515
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

Fire Second Driver is an Obsolete Rank*

44026	Fire Second Driver, 1 Yr.	FF2 - 11	\$6,430.73	\$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

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.



CITY OF DALLAS
UNIFORM FIRE SALARY SCHEDULE
 Effective October 1, 2018 - January 8, 2019

Attachment B
(Meet and Confer)

PREVENTION

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44200	Fire Prevention Officer Pay FP2-1A	FP2-1A	\$4,031	\$48,371
44200	Fire Prevention Officer Pay FP2-1B	FP2-1B	\$4,307	\$51,688
44005	Fire Prevention Officer, 1 Yr.	FP2 - 2	\$4,522	\$54,263
44005	Fire Prevention Officer, 1 Yr.	FP2 - 3	\$4,748	\$56,971
44005	Fire Prevention Officer, 1 Yr.	FP2 - 4	\$4,987	\$59,840
44005	Fire Prevention Officer, 1 Yr.	FP2 - 5	\$5,234	\$62,812
44005	Fire Prevention Officer, 1 Yr.	FP2 - 6	\$5,496	\$65,956
44005	Fire Prevention Officer, 1 Yr.	FP2 - 7	\$5,772	\$69,260
44005	Fire Prevention Officer, 1 Yr.	FP2 - 8	\$6,060	\$72,718
44005	Fire Prevention Officer, 1 Yr.	FP2 - 9	\$6,181	\$74,172
44005	Fire Prevention Officer, 1 Yr.	FP2 - 10	\$6,305	\$75,656
44005	Fire Prevention Officer, 1 Yr.	FP2 - 11	\$6,431	\$77,169

44014	Fire Senior Prevention Officer, Start	FP3 - 1	\$4,522	\$54,263
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 2	\$4,748	\$56,971
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 3	\$4,987	\$59,840
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 4	\$5,234	\$62,812
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 5	\$5,496	\$65,956
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 6	\$5,771	\$69,248
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	\$62,394
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 2	\$5,460	\$65,519
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 3	\$5,732	\$68,784
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 4	\$6,020	\$72,245
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 5	\$6,321	\$75,856
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 6	\$6,637	\$79,639
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 7	\$6,968	\$83,620
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 8	\$7,317	\$87,801
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 9	\$7,463	\$89,557
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 10	\$7,612	\$91,348

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	\$98,094
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	\$6,563	\$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	\$8,971	\$107,652
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 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
46100	Police Officer Pay P2-1A	P2-1A	\$5,000	\$60,000
46100	Police Officer Pay P2-1B	P2-1B	\$5,000	\$60,000
46004	Police Officer, 1 Year	P2 - 2	\$5,000	\$60,000
46004	Police Officer, 1 Year	P2 - 3	\$5,000	\$60,000
46004	Police Officer, 1 Year	P2 - 4	\$5,136	\$61,635
46004	Police Officer, 1 Year	P2 - 5	\$5,391	\$64,696
46004	Police Officer, 1 Year	P2 - 6	\$5,661	\$67,935
46004	Police Officer, 1 Year	P2 - 7	\$5,945	\$71,338
46004	Police Officer, 1 Year	P2 - 8	\$6,242	\$74,899
46004	Police Officer, 1 Year	P2 - 9	\$6,366	\$76,397
46004	Police Officer, 1 Year	P2 - 10	\$6,494	\$77,926
46004	Police Officer, 1 Year	P2 - 11	\$6,624	\$79,484

Police Corporal is an Obsolete Rank*				
46005	Police Corporal, 1 Year	P2 - 11	\$6,624	\$79,484
<i>*Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.</i>				

46016	Police Senior Corporal, 1 Year	P3 - 1	\$5,000	\$60,000
46016	Police Senior Corporal, 1 Year	P3 - 2	\$5,000	\$60,000
46016	Police Senior Corporal, 1 Year	P3 - 3	\$5,136	\$61,635
46016	Police Senior Corporal, 1 Year	P3 - 4	\$5,391	\$64,696
46016	Police Senior Corporal, 1 Year	P3 - 5	\$5,661	\$67,935
46016	Police Senior Corporal, 1 Year	P3 - 6	\$5,945	\$71,338
46016	Police Senior Corporal, 1 Year	P3 - 7	\$6,242	\$74,899
46016	Police Senior Corporal, 1 Year	P3 - 8	\$6,554	\$78,645
46016	Police Senior Corporal, 1 Year	P3 - 9	\$6,881	\$82,578
46016	Police Senior Corporal, 1 Year	P3 - 10	\$7,019	\$84,229
46016	Police Senior Corporal, 1 Year	P3 - 11	\$7,159	\$85,914
46016	Police Senior Corporal, 1 Year	P3 - 12	\$7,303	\$87,632

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46011	Police Sergeant, 1 Year	P4 - 1	\$5,356	\$64,266
46011	Police Sergeant, 1 Year	P4 - 2	\$5,624	\$67,485
46011	Police Sergeant, 1 Year	P4 - 3	\$5,904	\$70,848
46011	Police Sergeant, 1 Year	P4 - 4	\$6,201	\$74,412
46011	Police Sergeant, 1 Year	P4 - 5	\$6,511	\$78,132
46011	Police Sergeant, 1 Year	P4 - 6	\$6,836	\$82,028
46011	Police Sergeant, 1 Year	P4 - 7	\$7,177	\$86,130
46011	Police Sergeant, 1 Year	P4 - 8	\$7,536	\$90,436
46011	Police Sergeant, 1 Year	P4 - 9	\$7,687	\$92,245
46011	Police Sergeant, 1 Year	P4 - 10	\$7,841	\$94,089
46011	Police Sergeant, 1 Year	P4 - 11	\$7,998	\$95,971

46013	Police Lieutenant, 1 Year	P5 - 1	\$5,868	\$70,414
46013	Police Lieutenant, 1 Year	P5 - 2	\$6,161	\$73,932
46013	Police Lieutenant, 1 Year	P5 - 3	\$6,469	\$77,627
46013	Police Lieutenant, 1 Year	P5 - 4	\$6,791	\$81,497
46013	Police Lieutenant, 1 Year	P5 - 5	\$7,131	\$85,570
46013	Police Lieutenant, 1 Year	P5 - 6	\$7,487	\$89,847
46013	Police Lieutenant, 1 Year	P5 - 7	\$7,862	\$94,339
46013	Police Lieutenant, 1 Year	P5 - 8	\$8,255	\$99,055
46013	Police Lieutenant, 1 Year	P5 - 9	\$8,420	\$101,037
46013	Police Lieutenant, 1 Year	P5 - 10	\$8,588	\$103,057
46013	Police Lieutenant, 1 Year	P5 - 11	\$8,760	\$105,118

Police Captain is an Obsolete Rank*				
46014	Police Captain, 1 Year	P6 - 11	\$9,613	\$115,361
<i>*Pay rates for all except the top step eliminated because all employees in</i>				

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	\$5,000	\$60,000
44100	Fire & Rescue Officer Pay FF2-1B	FF2-1B	\$5,000	\$60,000
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 2	\$5,000	\$60,000
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 3	\$5,000	\$60,000
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 4	\$5,136	\$61,635
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 5	\$5,391	\$64,696
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 6	\$5,661	\$67,935
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 7	\$5,945	\$71,338
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 8	\$6,242	\$74,899
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 9	\$6,366	\$76,397
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 10	\$6,494	\$77,926
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 11	\$6,624	\$79,484

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44006	Fire Lieutenant, Start	FF4 - 1	\$5,356	\$64,266
44006	Fire Lieutenant, 1 Yr.	FF4 - 2	\$5,624	\$67,485
44006	Fire Lieutenant, 1 Yr.	FF4 - 3	\$5,904	\$70,848
44006	Fire Lieutenant, 1 Yr.	FF4 - 4	\$6,201	\$74,412
44006	Fire Lieutenant, 1 Yr.	FF4 - 5	\$6,511	\$78,132
44006	Fire Lieutenant, 1 Yr.	FF4 - 6	\$6,836	\$82,028
44006	Fire Lieutenant, 1 Yr.	FF4 - 7	\$7,177	\$86,130
44006	Fire Lieutenant, 1 Yr.	FF4 - 8	\$7,536	\$90,436
44006	Fire Lieutenant, 1 Yr.	FF4 - 9	\$7,687	\$92,245
44006	Fire Lieutenant, 1 Yr.	FF4 - 10	\$7,841	\$94,089
44006	Fire Lieutenant, 1 Yr.	FF4 - 11	\$7,998	\$95,971

44007	Fire Captain, Start	FF5 - 1	\$5,868	\$70,414
44007	Fire Captain, 1 Yr.	FF5 - 2	\$6,161	\$73,932
44007	Fire Captain, 1 Yr.	FF5 - 3	\$6,469	\$77,627
44007	Fire Captain, 1 Yr.	FF5 - 4	\$6,791	\$81,497
44007	Fire Captain, 1 Yr.	FF5 - 5	\$7,131	\$85,570
44007	Fire Captain, 1 Yr.	FF5 - 6	\$7,487	\$89,847
44007	Fire Captain, 1 Yr.	FF5 - 7	\$7,862	\$94,339
44007	Fire Captain, 1 Yr.	FF5 - 8	\$8,255	\$99,055
44007	Fire Captain, 1 Yr.	FF5 - 9	\$8,420	\$101,036
44007	Fire Captain, 1 Yr.	FF5 - 10	\$8,588	\$103,057
44007	Fire Captain, 1 Yr.	FF5 - 11	\$8,760	\$105,118

44008	Fire Battalion / Section Chief, Start	FF6 - 1	\$6,437	\$77,246
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 2	\$6,760	\$81,122
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 3	\$7,097	\$85,165
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 4	\$7,451	\$89,416
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 5	\$7,825	\$93,898
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 6	\$8,217	\$98,601
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 7	\$8,628	\$103,530
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 8	\$9,059	\$108,707
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 9	\$9,240	\$110,881
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 10	\$9,425	\$113,099
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 11	\$9,613	\$115,361

Fire Second Driver is an Obsolete Rank*				
44026	Fire Second Driver, 1 Yr.	FF2 - 11	\$6,624	\$79,484

**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	\$5,000	\$60,000
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 2	\$5,000	\$60,000
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 3	\$5,136	\$61,635
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 4	\$5,391	\$64,696
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 5	\$5,661	\$67,935
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 6	\$5,945	\$71,338
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 7	\$6,242	\$74,899
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 8	\$6,554	\$78,645
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 9	\$6,881	\$82,578
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 10	\$7,019	\$84,229
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 11	\$7,159	\$85,914
44004	Fire Driver - Engineer, 1 Yr.	FF3 - 12	\$7,303	\$87,632

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.



CITY OF DALLAS
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PREVENTION

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44200	Fire Prevention Officer Pay FP2-1A	FP2-1A	\$5,000	\$60,000
44200	Fire Prevention Officer Pay FP2-1B	FP2-1B	\$5,000	\$60,000
44005	Fire Prevention Officer, 1 Yr.	FP2 - 2	\$5,000	\$60,000
44005	Fire Prevention Officer, 1 Yr.	FP2 - 3	\$5,000	\$60,000
44005	Fire Prevention Officer, 1 Yr.	FP2 - 4	\$5,136	\$61,635
44005	Fire Prevention Officer, 1 Yr.	FP2 - 5	\$5,391	\$64,696
44005	Fire Prevention Officer, 1 Yr.	FP2 - 6	\$5,661	\$67,935
44005	Fire Prevention Officer, 1 Yr.	FP2 - 7	\$5,945	\$71,338
44005	Fire Prevention Officer, 1 Yr.	FP2 - 8	\$6,242	\$74,899
44005	Fire Prevention Officer, 1 Yr.	FP2 - 9	\$6,366	\$76,397
44005	Fire Prevention Officer, 1 Yr.	FP2 - 10	\$6,494	\$77,925
44005	Fire Prevention Officer, 1 Yr.	FP2 - 11	\$6,624	\$79,484
44014	Fire Senior Prevention Officer, Start	FP3 - 1	\$5,000	\$60,000
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 2	\$5,000	\$60,000
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 3	\$5,136	\$61,635
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 4	\$5,391	\$64,696
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 5	\$5,661	\$67,935
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 6	\$5,945	\$71,338
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 7	\$6,242	\$74,899
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 8	\$6,554	\$78,645
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 9	\$6,881	\$82,578
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 10	\$7,019	\$84,229
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 11	\$7,159	\$85,914
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 12	\$7,303	\$87,632
44015	Fire Prevention Lieutenant, Start	FP4 - 1	\$5,356	\$64,266
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 2	\$5,624	\$67,485
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 3	\$5,904	\$70,848
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 4	\$6,201	\$74,412
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 5	\$6,511	\$78,132
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 6	\$6,836	\$82,029
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 7	\$7,177	\$86,130
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 8	\$7,536	\$90,436
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 9	\$7,687	\$92,245
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 10	\$7,841	\$94,089
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 11	\$7,998	\$95,971

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44016	Fire Prevention Captain, Start	FP5 - 1	\$5,868	\$70,414
44016	Fire Prevention Captain, 1 Yr.	FP5 - 2	\$6,161	\$73,932
44016	Fire Prevention Captain, 1 Yr.	FP5 - 3	\$6,469	\$77,627
44016	Fire Prevention Captain, 1 Yr.	FP5 - 4	\$6,791	\$81,497
44016	Fire Prevention Captain, 1 Yr.	FP5 - 5	\$7,131	\$85,570
44016	Fire Prevention Captain, 1 Yr.	FP5 - 6	\$7,487	\$89,847
44016	Fire Prevention Captain, 1 Yr.	FP5 - 7	\$7,862	\$94,339
44016	Fire Prevention Captain, 1 Yr.	FP5 - 8	\$8,255	\$99,055
44016	Fire Prevention Captain, 1 Yr.	FP5 - 9	\$8,420	\$101,037
44016	Fire Prevention Captain, 1 Yr.	FP5 - 10	\$8,588	\$103,057
44016	Fire Prevention Captain, 1 Yr.	FP5 - 11	\$8,760	\$105,118
44025	Fire Prevention Section Chief, Start	FP6 - 1	\$6,437	\$77,246
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 2	\$6,760	\$81,122
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 3	\$7,097	\$85,165
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 4	\$7,451	\$89,416
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 5	\$7,825	\$93,898
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 6	\$8,217	\$98,601
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 7	\$8,628	\$103,530
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 8	\$9,059	\$108,707
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 9	\$9,240	\$110,881
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 10	\$9,425	\$113,099
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 11	\$9,613	\$115,361

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.

APPENDIX B
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 in the pay schedules but should rather focus on the Annual Salary in each fiscal year.

These charts should be read left to right to determine pay adjustments for 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 with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
Police Officer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Police Officer, 1 Year	P2 - 1	\$44,658	P2 - 2	\$49,207	P2 - 2	\$51,688	P2 - 1B	\$51,688	P2 - 3	\$56,971	P2 - 3	\$60,000
Police Officer, 1 Year	P2 - 2	\$46,870	P2 - 3	\$51,688	P2 - 3	\$54,263	P2 - 2	\$54,263	P2 - 4	\$59,840	P2 - 4	\$61,635
Police Officer, 1 Year	P2 - 3	\$49,207	P2 - 4	\$54,263	P2 - 4	\$56,971	P2 - 3	\$56,971	P2 - 5	\$62,812	P2 - 5	\$64,696
Police Officer, 1 Year	P2 - 4	\$51,688	P2 - 5	\$56,971	P2 - 5	\$59,840	P2 - 4	\$59,840	P2 - 6	\$65,956	P2 - 6	\$67,935
Police Officer, 1 Year	P2 - 5	\$54,263	P2 - 6	\$59,840	P2 - 6	\$62,812	P2 - 5	\$62,812	P2 - 7	\$69,260	P2 - 7	\$71,338
Police Officer, 1 Year	P2 - 6	\$56,971	P2 - 7	\$62,812	P2 - 7	\$65,956	P2 - 6	\$65,956	P2 - 8	\$72,718	P2 - 8	\$74,899
Police Officer, 1 Year	P2 - 7	\$59,840	P2 - 8	\$65,956	P2 - 8	\$69,260	P2 - 7	\$69,260	P2 - 9	\$74,172	P2 - 9	\$76,397
Police Officer, 1 Year	P2 - 8	\$62,812	P2 - 9	\$69,260	P2 - 9	\$72,718	P2 - 8	\$72,718	P2 - 10	\$75,656	P2 - 10	\$77,926
Police Officer, 1 Year	P2 - 9	\$65,956	P2 - 10	\$72,718	P2 - 10	\$74,172	P2 - 9	\$74,172	P2 - 11	\$77,169	P2 - 11	\$79,484
Police Officer, 1 Year	P2 - 10	\$69,260	P2 - 11	\$74,172	P2 - 11	\$75,656	P2 - 10	\$75,656	P2 - 11	\$77,169	P2 - 11	\$79,484
Police Officer, 1 Year	P2 - 11	\$72,718	P2 - 11	\$74,172	P2 - 11	\$75,656	P2 - 10	\$75,656	P2 - 11	\$77,169	P2 - 11	\$79,484

Police Officer Rank (Officers Hired Prior to 10/1/16 with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)	
Police Officer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Police Officer, 1 Year	P2 - 1	\$44,658	P2 - 2	\$49,207	P2 - 2	\$51,688	P2 - 1B	\$51,688	P2 - 1B	\$60,000	P2 - 3	\$60,000
Police Officer, 1 Year	P2 - 2	\$46,870	P2 - 3	\$51,688	P2 - 3	\$54,263	P2 - 2	\$54,263	P2 - 2	\$60,000	P2 - 4	\$61,635
Police Officer, 1 Year	P2 - 3	\$49,207	P2 - 4	\$54,263	P2 - 4	\$56,971	P2 - 3	\$56,971	P2 - 3	\$60,000	P2 - 5	\$64,696
Police Officer, 1 Year	P2 - 4	\$51,688	P2 - 5	\$56,971	P2 - 5	\$59,840	P2 - 4	\$59,840	P2 - 4	\$61,635	P2 - 6	\$67,935
Police Officer, 1 Year	P2 - 5	\$54,263	P2 - 6	\$59,840	P2 - 6	\$62,812	P2 - 5	\$62,812	P2 - 5	\$64,696	P2 - 7	\$71,338
Police Officer, 1 Year	P2 - 6	\$56,971	P2 - 7	\$62,812	P2 - 7	\$65,956	P2 - 6	\$65,956	P2 - 6	\$67,935	P2 - 8	\$74,899
Police Officer, 1 Year	P2 - 7	\$59,840	P2 - 8	\$65,956	P2 - 8	\$69,260	P2 - 7	\$69,260	P2 - 7	\$71,338	P2 - 9	\$76,397
Police Officer, 1 Year	P2 - 8	\$62,812	P2 - 9	\$69,260	P2 - 9	\$72,718	P2 - 8	\$72,718	P2 - 8	\$74,899	P2 - 10	\$77,926
Police Officer, 1 Year	P2 - 9	\$65,956	P2 - 10	\$72,718	P2 - 10	\$74,172	P2 - 9	\$74,172	P2 - 9	\$76,397	P2 - 11	\$79,484
Police Officer, 1 Year	P2 - 10	\$69,260	P2 - 11	\$74,172	P2 - 11	\$75,656	P2 - 10	\$75,656	P2 - 10	\$77,926	P2 - 11	\$79,484
Police Officer, 1 Year	P2 - 11	\$72,718	P2 - 11	\$74,172	P2 - 11	\$75,656	P2 - 10	\$75,656	P2 - 10	\$77,926	P2 - 11	\$79,484

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

Police Officer Rank (Officers Hired After 10/1/2016)						FY18-19 (Step Date before 1-9-19 or hire date between 10/1/2018 and 1/8/2019)										
	FY15-16		FY16-17			FY17-18			On 10/1/18 (or hire date for officers hired in FY18-19 before 1-9-2019) (Step Number Changes; but Pay is the Same.)			On Step Date (2 Step Increase)			On 1/9/2019 (3% (or \$60,000) increase))	
Police Officer Rank	N/A		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary
Hired in FY16-17*			P2-1B	\$46,870		P2-1B	\$49,207		P2 - 1A	\$49,207		P2 - 2	\$54,263		P2-2	\$60,000
Hired in FY17-18						P2-1B	\$49,207		P2 - 1A	\$49,207		P2 - 2	\$54,263		P2-2	\$60,000
Hired in FY18-19									P2 - 1B	\$51,688		N/A			P2-1B	\$60,000

* 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 FY16-17 Pay Schedule.

Police Officer Rank (Officers Hired After 10/1/2016)						FY18-19 (Step Date after 1-9-19 or hire date on or after 1/9/2019)										
	FY15-16		FY16-17			FY17-18			On 10/1/18 (Step Number Changes; but Pay is the Same.)			On 1/9/2019 (3% (or \$60,000) increase))			On Step Date (or Hire Date for Officers hired after 1/9/19) (2 Step Increase)	
Police Officer Rank	N/A		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary
Hired in FY16-17*			P2-1B	\$46,870		P2-1B	\$49,207		P2 - 1A	\$49,207		P2 - 1A	\$60,000		P2 - 2	\$60,000
Hired in FY17-18						P2-1B	\$49,207		P2 - 1A	\$49,207		P2 - 1A	\$60,000		P2 - 2	\$60,000
Hired in FY18-19									N/A			N/A		P2 - 1B	\$60,000	

* 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 FY16-17 Pay Schedule.

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

Police Corporal Rank (Officers with a Step Date PRIOR TO 1-9-2019)															
	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)			FY17-18			FY18-19 (Step Date <u>Before</u> 1-9-19)					
									On 10/1/18 (Step Number Changes; but Pay is the Same.)	On Step Date (2 Step Increase)	On 1/9/2019 (3% (or \$60,000) increase))				
Police Corporal Rank	Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary	Grade & Step	Annual Salary		
Police Corporal, 1 Year	P2 - 11	\$72,718		P2 - 11	\$74,172		P2 - 11	\$75,656		P2 - 10	\$75,656	P2 - 10	\$77,169	P2 - 11	\$79,484

Police Corporal Rank (Officers with a Step Date AFTER 1-9-2019)															
	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)			FY17-18			FY18-19 (Step Date <u>after</u> 1-9-19)					
									On 10/1/18 (Step Number Changes; but Pay is the Same.)	On 1/9/2019 (3% (or \$60,000) increase))	On Step Date (2 Step Increase)				
Police Corporal Rank	Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary		Grade & Step	Annual Salary	Grade & Step	Annual Salary		
Police Corporal, 1 Year	P2 - 11	\$72,718		P2 - 11	\$74,172		P2 - 11	\$75,656		P2 - 10	\$75,656	P2 - 11	\$77,925	P2 - 11	\$79,484

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

Police Senior Corporal Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date before 1-9-19)					
Police Sr. Corporal Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
							Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Police Sr. Corporal, 1 Year	P3 - 1	\$45,916	P3 - 2	\$51,688	P3 - 2	\$54,263	P3 - 1	\$54,263	P3 - 3	\$59,840	P3 - 3	\$61,635
Police Sr. Corporal, 1 Year	P3 - 2	\$48,371	P3 - 3	\$54,263	P3 - 3	\$56,971	P3 - 2	\$56,971	P3 - 4	\$62,812	P3 - 4	\$64,696
Police Sr. Corporal, 1 Year	P3 - 3	\$51,688	P3 - 4	\$56,971	P3 - 4	\$59,840	P3 - 3	\$59,840	P3 - 5	\$65,956	P3 - 5	\$67,935
Police Sr. Corporal, 1 Year	P3 - 4	\$54,263	P3 - 5	\$59,840	P3 - 5	\$62,812	P3 - 4	\$62,812	P3 - 6	\$69,248	P3 - 6	\$71,325
Police Sr. Corporal, 1 Year	P3 - 5	\$56,971	P3 - 6	\$62,812	P3 - 6	\$65,956	P3 - 5	\$65,956	P3 - 7	\$72,718	P3 - 7	\$74,899
Police Sr. Corporal, 1 Year	P3 - 6	\$59,840	P3 - 7	\$65,956	P3 - 7	\$69,248	P3 - 6	\$69,248	P3 - 8	\$76,355	P3 - 8	\$78,646
Police Sr. Corporal, 1 Year	P3 - 7	\$62,812	P3 - 8	\$69,248	P3 - 8	\$72,718	P3 - 7	\$72,718	P3 - 9	\$80,173	P3 - 9	\$82,578
Police Sr. Corporal, 1 Year	P3 - 8	\$65,956	P3 - 9	\$72,718	P3 - 9	\$76,355	P3 - 8	\$76,355	P3 - 10	\$81,776	P3 - 10	\$84,229
Police Sr. Corporal, 1 Year	P3 - 9	\$69,248	P3 - 10	\$76,355	P3 - 10	\$80,173	P3 - 9	\$80,173	P3 - 11	\$83,412	P3 - 11	\$85,914
Police Sr. Corporal, 1 Year	P3 - 10	\$72,718	P3 - 11	\$80,173	P3 - 11	\$81,776	P3 - 10	\$81,776	P3 - 12	\$85,080	P3 - 12	\$87,632
Police Sr. Corporal, 1 Year	P3 - 11	\$76,355	P3 - 12	\$81,776	P3 - 12	\$83,412	P3 - 11	\$83,412	P3 - 12	\$85,080	P3 - 12	\$87,632
Police Sr. Corporal, 1 Year	P3 - 12	\$80,173	P3 - 12	\$81,776	P3 - 12	\$83,412	P3 - 11	\$83,412	P3 - 12	\$85,080	P3 - 12	\$87,632

Police Senior Corporal Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date after 1-9-19)					
Police Sr. Corporal Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)	
							Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Police Sr. Corporal, 1 Year	P3 - 1	\$45,916	P3 - 2	\$51,688	P3 - 2	\$54,263	P3 - 1	\$54,263	P3 - 1	\$60,000	P3 - 3	\$61,635
Police Sr. Corporal, 1 Year	P3 - 2	\$48,371	P3 - 3	\$54,263	P3 - 3	\$56,971	P3 - 2	\$56,971	P3 - 2	\$60,000	P3 - 4	\$64,696
Police Sr. Corporal, 1 Year	P3 - 3	\$51,688	P3 - 4	\$56,971	P3 - 4	\$59,840	P3 - 3	\$59,840	P3 - 3	\$61,635	P3 - 5	\$67,935
Police Sr. Corporal, 1 Year	P3 - 4	\$54,263	P3 - 5	\$59,840	P3 - 5	\$62,812	P3 - 4	\$62,812	P3 - 4	\$64,696	P3 - 6	\$71,325
Police Sr. Corporal, 1 Year	P3 - 5	\$56,971	P3 - 6	\$62,812	P3 - 6	\$65,956	P3 - 5	\$65,956	P3 - 5	\$67,935	P3 - 7	\$74,899
Police Sr. Corporal, 1 Year	P3 - 6	\$59,840	P3 - 7	\$65,956	P3 - 7	\$69,248	P3 - 6	\$69,248	P3 - 6	\$71,325	P3 - 8	\$78,646
Police Sr. Corporal, 1 Year	P3 - 7	\$62,812	P3 - 8	\$69,248	P3 - 8	\$72,718	P3 - 7	\$72,718	P3 - 7	\$74,899	P3 - 9	\$82,578
Police Sr. Corporal, 1 Year	P3 - 8	\$65,956	P3 - 9	\$72,718	P3 - 9	\$76,355	P3 - 8	\$76,355	P3 - 8	\$78,646	P3 - 10	\$84,229
Police Sr. Corporal, 1 Year	P3 - 9	\$69,248	P3 - 10	\$76,355	P3 - 10	\$80,173	P3 - 9	\$80,173	P3 - 9	\$82,578	P3 - 11	\$85,914
Police Sr. Corporal, 1 Year	P3 - 10	\$72,718	P3 - 11	\$80,173	P3 - 11	\$81,776	P3 - 10	\$81,776	P3 - 10	\$84,229	P3 - 12	\$87,632
Police Sr. Corporal, 1 Year	P3 - 11	\$76,355	P3 - 12	\$81,776	P3 - 12	\$83,412	P3 - 11	\$83,412	P3 - 11	\$85,914	P3 - 12	\$87,632
Police Sr. Corporal, 1 Year	P3 - 12	\$80,173	P3 - 12	\$81,776	P3 - 12	\$83,412	P3 - 11	\$83,412	P3 - 11	\$85,914	P3 - 12	\$87,632

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

Police Sergeant Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
Police Sergeant Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
							Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Police Sergeant, 1 Year	P4-1	\$52,472	P4-2	\$59,426	P4-2	\$62,394	P4-1	\$62,394	P4-3	\$68,784	P4-3	\$70,848
Police Sergeant, 1 Year	P4-2	\$56,598	P4-3	\$62,394	P4-3	\$65,519	P4-2	\$65,519	P4-4	\$72,245	P4-4	\$74,412
Police Sergeant, 1 Year	P4-3	\$59,426	P4-4	\$65,519	P4-4	\$68,784	P4-3	\$68,784	P4-5	\$75,856	P4-5	\$78,132
Police Sergeant, 1 Year	P4-4	\$62,394	P4-5	\$68,784	P4-5	\$72,245	P4-4	\$72,245	P4-6	\$79,639	P4-6	\$82,028
Police Sergeant, 1 Year	P4-5	\$65,519	P4-6	\$72,245	P4-6	\$75,856	P4-5	\$75,856	P4-7	\$83,621	P4-7	\$86,130
Police Sergeant, 1 Year	P4-6	\$68,784	P4-7	\$75,856	P4-7	\$79,639	P4-6	\$79,639	P4-8	\$87,802	P4-8	\$90,436
Police Sergeant, 1 Year	P4-7	\$72,245	P4-8	\$79,639	P4-8	\$83,621	P4-7	\$83,621	P4-9	\$89,558	P4-9	\$92,245
Police Sergeant, 1 Year	P4-8	\$75,856	P4-9	\$83,521	P4-9	\$87,802	P4-8	\$87,802	P4-10	\$91,349	P4-10	\$94,089
Police Sergeant, 1 Year	P4-9	\$79,639	P4-10	\$87,802	P4-10	\$89,558	P4-9	\$89,558	P4-11	\$93,176	P4-11	\$95,971
Police Sergeant, 1 Year	P4-10	\$83,261	P4-11	\$89,558	P4-11	\$91,349	P4-10	\$91,349	P4-11	\$93,176	P4-11	\$95,971
Police Sergeant, 1 Year	P4-11	\$87,802	P4-11	\$89,558	P4-11	\$91,349	P4-10	\$91,349	P4-11	\$93,176	P4-11	\$95,971

Police Sergeant Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
Police Sergeant Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)	
							Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Police Sergeant, 1 Year	P4-1	\$52,472	P4-2	\$59,426	P4-2	\$62,394	P4-1	\$62,394	P4-1	\$64,266	P4-3	\$70,848
Police Sergeant, 1 Year	P4-2	\$56,598	P4-3	\$62,394	P4-3	\$65,519	P4-2	\$65,519	P4-2	\$67,485	P4-4	\$74,412
Police Sergeant, 1 Year	P4-3	\$59,426	P4-4	\$65,519	P4-4	\$68,784	P4-3	\$68,784	P4-3	\$70,848	P4-5	\$78,132
Police Sergeant, 1 Year	P4-4	\$62,394	P4-5	\$68,784	P4-5	\$72,245	P4-4	\$72,245	P4-4	\$74,412	P4-6	\$82,028
Police Sergeant, 1 Year	P4-5	\$65,519	P4-6	\$72,245	P4-6	\$75,856	P4-5	\$75,856	P4-5	\$78,132	P4-7	\$86,130
Police Sergeant, 1 Year	P4-6	\$68,784	P4-7	\$75,856	P4-7	\$79,639	P4-6	\$79,639	P4-6	\$82,028	P4-8	\$90,436
Police Sergeant, 1 Year	P4-7	\$72,245	P4-8	\$79,639	P4-8	\$83,621	P4-7	\$83,621	P4-7	\$86,130	P4-9	\$92,245
Police Sergeant, 1 Year	P4-8	\$75,856	P4-9	\$83,521	P4-9	\$87,802	P4-8	\$87,802	P4-8	\$90,436	P4-10	\$94,089
Police Sergeant, 1 Year	P4-9	\$79,639	P4-10	\$87,802	P4-10	\$89,558	P4-9	\$89,558	P4-9	\$92,245	P4-11	\$95,971
Police Sergeant, 1 Year	P4-10	\$83,261	P4-11	\$89,558	P4-11	\$91,349	P4-10	\$91,349	P4-10	\$94,089	P4-11	\$95,971
Police Sergeant, 1 Year	P4-11	\$87,802	P4-11	\$89,558	P4-11	\$91,349	P4-10	\$91,349	P4-10	\$94,089	P4-11	\$95,971

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

Police Lieutenant Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
Police Lieutenant Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
							Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Police Lieutenant, 1 Year	P5 - 1	\$57,875	P5 - 2	\$65,096	P5 - 2	\$68,364	P5 - 1	\$68,364	P5 - 3	\$75,366	P5 - 3	\$77,627
Police Lieutenant, 1 Year	P5 - 2	\$62,001	P5 - 3	\$68,364	P5 - 3	\$71,779	P5 - 2	\$71,779	P5 - 4	\$79,123	P5 - 4	\$81,497
Police Lieutenant, 1 Year	P5 - 3	\$65,096	P5 - 4	\$71,779	P5 - 4	\$75,366	P5 - 3	\$75,366	P5 - 5	\$83,078	P5 - 5	\$85,570
Police Lieutenant, 1 Year	P5 - 4	\$68,364	P5 - 5	\$75,366	P5 - 5	\$79,123	P5 - 4	\$79,123	P5 - 6	\$87,230	P5 - 6	\$89,847
Police Lieutenant, 1 Year	P5 - 5	\$71,779	P5 - 6	\$79,123	P5 - 6	\$83,078	P5 - 5	\$83,078	P5 - 7	\$91,591	P5 - 7	\$94,339
Police Lieutenant, 1 Year	P5 - 6	\$75,366	P5 - 7	\$83,078	P5 - 7	\$87,230	P5 - 6	\$87,230	P5 - 8	\$96,170	P5 - 8	\$99,055
Police Lieutenant, 1 Year	P5 - 7	\$79,123	P5 - 8	\$87,230	P5 - 8	\$91,591	P5 - 7	\$91,591	P5 - 9	\$98,094	P5 - 9	\$101,037
Police Lieutenant, 1 Year	P5 - 8	\$83,078	P5 - 9	\$91,591	P5 - 9	\$96,170	P5 - 8	\$96,170	P5 - 10	\$100,056	P5 - 10	\$103,057
Police Lieutenant, 1 Year	P5 - 9	\$87,230	P5 - 10	\$96,170	P5 - 10	\$98,094	P5 - 9	\$98,094	P5 - 11	\$102,057	P5 - 11	\$105,118
Police Lieutenant, 1 Year	P5 - 10	\$91,591	P5 - 11	\$98,094	P5 - 11	\$100,056	P5 - 10	\$100,056	P5 - 11	\$102,057	P5 - 11	\$105,118
Police Lieutenant, 1 Year	P5 - 11	\$96,170	P5 - 11	\$98,094	P5 - 11	\$100,056	P5 - 10	\$100,056	P5 - 11	\$102,057	P5 - 11	\$105,118

Police Lieutenant Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
Police Lieutenant Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)	
							Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Police Lieutenant, 1 Year	P5 - 1	\$57,875	P5 - 2	\$65,096	P5 - 2	\$68,364	P5 - 1	\$68,364	P5 - 1	\$70,414	P5 - 3	\$77,627
Police Lieutenant, 1 Year	P5 - 2	\$62,001	P5 - 3	\$68,364	P5 - 3	\$71,779	P5 - 2	\$71,779	P5 - 2	\$73,932	P5 - 4	\$81,497
Police Lieutenant, 1 Year	P5 - 3	\$65,096	P5 - 4	\$71,779	P5 - 4	\$75,366	P5 - 3	\$75,366	P5 - 3	\$77,627	P5 - 5	\$85,570
Police Lieutenant, 1 Year	P5 - 4	\$68,364	P5 - 5	\$75,366	P5 - 5	\$79,123	P5 - 4	\$79,123	P5 - 4	\$81,497	P5 - 6	\$89,847
Police Lieutenant, 1 Year	P5 - 5	\$71,779	P5 - 6	\$79,123	P5 - 6	\$83,078	P5 - 5	\$83,078	P5 - 5	\$85,570	P5 - 7	\$94,339
Police Lieutenant, 1 Year	P5 - 6	\$75,366	P5 - 7	\$83,078	P5 - 7	\$87,230	P5 - 6	\$87,230	P5 - 6	\$89,847	P5 - 8	\$99,055
Police Lieutenant, 1 Year	P5 - 7	\$79,123	P5 - 8	\$87,230	P5 - 8	\$91,591	P5 - 7	\$91,591	P5 - 7	\$94,339	P5 - 9	\$101,037
Police Lieutenant, 1 Year	P5 - 8	\$83,078	P5 - 9	\$91,591	P5 - 9	\$96,170	P5 - 8	\$96,170	P5 - 8	\$99,055	P5 - 10	\$103,057
Police Lieutenant, 1 Year	P5 - 9	\$87,230	P5 - 10	\$96,170	P5 - 10	\$98,094	P5 - 9	\$98,094	P5 - 9	\$101,037	P5 - 11	\$105,118
Police Lieutenant, 1 Year	P5 - 10	\$91,591	P5 - 11	\$98,094	P5 - 11	\$100,056	P5 - 10	\$100,056	P5 - 10	\$103,057	P5 - 11	\$105,118
Police Lieutenant, 1 Year	P5 - 11	\$96,170	P5 - 11	\$98,094	P5 - 11	\$100,056	P5 - 10	\$100,056	P5 - 10	\$103,057	P5 - 11	\$105,118

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

Police Captain Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.		FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
Police Captain Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	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	P6-10	\$109,805	P6-11	\$112,001	P6-11	\$115,361

Police Captain Rank (Officers with a Step Date AFTER 1-9-2019)												
	IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.		FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)	
Police Captain Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	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	P6-10	\$109,805	P6-10	\$113,099	P6-11	\$115,361

**APPENDIX B
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 in the pay schedules but should rather focus 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.

Fire Rescue Officer Rank (Officers Hired Prior to 10/1/16 with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
Fire Rescue Officer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase))	
							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 - 1B	\$51,688	FF2 - 3	\$56,971	FF2 - 3	\$60,000
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 - 2	\$54,263	FF2-4	\$59,840	FF2-4	\$61,635
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 - 3	\$56,971	FF2-5	\$62,812	FF2-5	\$64,696
Fire Rescue Officer, 1 Year	F2 - 8	\$51,688	FF2 - 5	\$56,971	FF2 - 5	\$59,840	FF2 - 4	\$59,840	FF2-6	\$65,956	FF2-6	\$67,935
Fire Rescue Officer, 1 Year	F2 - 9	\$54,263	FF2 - 6	\$59,840	FF2 - 6	\$62,812	FF2 - 5	\$62,812	FF2-7	\$69,260	FF2-7	\$71,338
Fire Rescue Officer, 1 Year	F2 - 10	\$56,971	FF2 - 7	\$62,812	FF2 - 7	\$65,956	FF2 - 6	\$65,956	FF2-8	\$72,718	FF2-8	\$74,899
Fire Rescue Officer, 1 Year	F2 - 11	\$59,840	FF2 - 8	\$65,956	FF2 - 8	\$69,260	FF2 - 7	\$69,260	FF2-9	\$74,172	FF2-9	\$76,397
Fire Rescue Officer, 1 Year	F2 - 12	\$62,812	FF2 - 9	\$69,260	FF2 - 9	\$72,718	FF2 - 8	\$72,718	FF2-10	\$75,656	FF2-10	\$77,926
Fire Rescue Officer, 1 Year	F2 - 13	\$65,956	FF2 - 10	\$72,718	FF2 - 10	\$74,172	FF2 - 9	\$74,172	FF2-11	\$77,169	FF2-11	\$79,484
Fire Rescue Officer, 1 Year	F2 - 14	\$69,260	FF2 - 11	\$74,172	FF2 - 11	\$75,656	FF2 - 10	\$75,656	FF2-11	\$77,169	FF2-11	\$79,484
Fire Rescue Officer, 1 Year	F2 - 15	\$72,718	FF2 - 11	\$74,172	FF2 - 11	\$75,656	FF2 - 10	\$75,656	FF2-11	\$77,169	FF2-11	\$79,484

Fire Rescue Officer Rank (Officers Hired Prior to 10/1/16 with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
Fire Rescue Officer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase))		On Step Date (2 Step Increase)	
							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 - 1B	\$51,688	FF2 - 1B	\$60,000	FF2-3	\$60,000
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 - 2	\$54,263	FF2 - 2	\$60,000	FF2-4	\$61,635
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 - 3	\$56,971	FF2 - 3	\$60,000	FF2-5	\$64,696
Fire Rescue Officer, 1 Year	F2 - 8	\$51,688	FF2 - 5	\$56,971	FF2 - 5	\$59,840	FF2 - 4	\$59,840	FF2 - 4	\$61,635	FF2-6	\$67,935
Fire Rescue Officer, 1 Year	F2 - 9	\$54,263	FF2 - 6	\$59,840	FF2 - 6	\$62,812	FF2 - 5	\$62,812	FF2 - 5	\$64,696	FF2-7	\$71,338
Fire Rescue Officer, 1 Year	F2 - 10	\$56,971	FF2 - 7	\$62,812	FF2 - 7	\$65,956	FF2 - 6	\$65,956	FF2 - 6	\$67,935	FF2-8	\$74,899
Fire Rescue Officer, 1 Year	F2 - 11	\$59,840	FF2 - 8	\$65,956	FF2 - 8	\$69,260	FF2 - 7	\$69,260	FF2 - 7	\$71,338	FF2-9	\$76,397
Fire Rescue Officer, 1 Year	F2 - 12	\$62,812	FF2 - 9	\$69,260	FF2 - 9	\$72,718	FF2 - 8	\$72,718	FF2 - 8	\$74,899	FF2-10	\$77,926
Fire Rescue Officer, 1 Year	F2 - 13	\$65,956	FF2 - 10	\$72,718	FF2 - 10	\$74,172	FF2 - 9	\$74,172	FF2 - 9	\$76,397	FF2-11	\$79,484
Fire Rescue Officer, 1 Year	F2 - 14	\$69,260	FF2 - 11	\$74,172	FF2 - 11	\$75,656	FF2 - 10	\$75,656	FF2 - 10	\$77,926	FF2-11	\$79,484
Fire Rescue Officer, 1 Year	F2 - 15	\$72,718	FF2 - 11	\$74,172	FF2 - 11	\$75,656	FF2 - 10	\$75,656	FF2 - 10	\$77,926	FF2-11	\$79,484

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

Fire Rescue Officer Rank (Officers Hired After 10/1/16)					FY18-19 (Step Date before 1-9-19 or hire date between 10/1/2018 and 1/8/2019)						
Fire Rescue Officer Rank	FY15-16	FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		On 10/1/18 (or hire date for officers hired in FY18-19 before 1-9-2019) (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase))	
		Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Hired in FY16-17*	N/A	FF2-1B	\$46,870	FF2-1B	\$49,207	FF2 - 1A	\$49,207	FF2 - 2	\$54,263	FF2 - 2	\$60,000
Hired in FY17-18	N/A	FF2-1B	\$46,870	FF2-1B	\$49,207	FF2 - 1A	\$49,207	FF2 - 2	\$54,263	FF2 - 2	\$60,000
Hired in FY18-19	N/A	FF2-1B	\$46,870	FF2-1B	\$49,207	FF2 - 1B	\$51,688	N/A	N/A	FF2 - 1B	\$60,000

*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 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 rate of \$46,870 on the FY16-17 Pay Schedule.

Fire Rescue Officer Rank (Officers Hired After 10/1/16)					FY18-19 (Step Date after 1-9-19 or hire date on or after 1/9/2019)						
Fire Rescue Officer Rank	FY15-16	FY16-17		FY17-18		On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase))		On Step Date (or Hire Date for Officers hired after 1/9/19) (2 Step Increase)	
		Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Hired in FY16-17*	N/A	FF2-1B	\$46,870	FF2-1B	\$49,207	FF2 - 1A	\$49,207	FF2 - 1A	\$60,000	FF2 - 2	\$60,000
Hired in FY17-18	N/A	FF2-1B	\$46,870	FF2-1B	\$49,207	FF2 - 1A	\$49,207	FF2 - 1A	\$60,000	FF2 - 2	\$60,000
Hired in FY18-19	N/A	FF2-1B	\$46,870	FF2-1B	\$49,207	N/A	N/A	N/A	N/A	FF2 - 1B	\$60,000

*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 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 rate of \$46,870 on the FY16-17 Pay Schedule.

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

Fire Second Driver Rank (Officers with a Step Date PRIOR TO 1-9-2019)													
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)						
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase))		
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	
Fire Second Driver	FF2 - 11	\$72,718	FF2 - 11	\$74,172	FF2 - 11	\$75,656	FF2 - 10	\$75,656	FF2 - 10	\$77,169	FF2 - 11	\$79,484	
Fire Second Driver, 1 Year	FF2 - 11	\$72,718	FF2 - 11	\$74,172	FF2 - 11	\$75,656	FF2 - 10	\$75,656	FF2 - 10	\$77,169	FF2 - 11	\$79,484	

Fire Second Driver Rank (Officers with a Step Date AFTER 1-9-2019)													
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)						
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase))		On Step Date (2 Step Increase)		
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	
Fire Second Driver Rank	FF2 - 11	\$72,718	FF2 - 11	\$74,172	FF2 - 11	\$75,656	FF2 - 10	\$75,656	FF2 - 11	\$77,926	FF2 - 11	\$79,484	
Fire Second Driver, 1 Year	FF2 - 11	\$72,718	FF2 - 11	\$74,172	FF2 - 11	\$75,656	FF2 - 10	\$75,656	FF2 - 11	\$77,926	FF2 - 11	\$79,484	

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

Fire Driver - Engineer Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
			Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)	
Fire Driver - Engineer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Driver - Engineer, 1 Year	FF3 - 1	\$45,916	FF3 - 2	\$51,688	FF3 - 2	\$54,263	FF3 - 1	\$54,263	FF3 - 3	\$61,635	FF3 - 3	\$61,635
Fire Driver - Engineer, 1 Year	FF3 - 2	\$48,371	FF3 - 3	\$54,263	FF3 - 3	\$56,971	FF3 - 2	\$56,971	FF3 - 4	\$64,696	FF3 - 4	\$64,696
Fire Driver - Engineer, 1 Year	FF3 - 3	\$51,688	FF3 - 4	\$59,840	FF3 - 4	\$59,840	FF3 - 3	\$59,840	FF3 - 5	\$67,935	FF3 - 5	\$67,935
Fire Driver - Engineer, 1 Year	FF3 - 4	\$54,263	FF3 - 5	\$59,840	FF3 - 5	\$62,812	FF3 - 4	\$62,812	FF3 - 6	\$71,325	FF3 - 6	\$71,325
Fire Driver - Engineer, 1 Year	FF3 - 5	\$56,971	FF3 - 6	\$62,812	FF3 - 6	\$65,956	FF3 - 5	\$65,956	FF3 - 7	\$74,899	FF3 - 7	\$74,899
Fire Driver - Engineer, 1 Year	FF3 - 6	\$59,840	FF3 - 7	\$65,956	FF3 - 7	\$69,248	FF3 - 6	\$69,248	FF3 - 8	\$78,645	FF3 - 8	\$78,645
Fire Driver - Engineer, 1 Year	FF3 - 7	\$62,812	FF3 - 8	\$69,248	FF3 - 8	\$72,718	FF3 - 7	\$72,718	FF3 - 9	\$82,578	FF3 - 9	\$82,578
Fire Driver - Engineer, 1 Year	FF3 - 8	\$65,956	FF3 - 9	\$72,718	FF3 - 9	\$76,355	FF3 - 8	\$76,355	FF3 - 10	\$84,229	FF3 - 10	\$84,229
Fire Driver - Engineer, 1 Year	FF3 - 9	\$69,248	FF3 - 10	\$76,355	FF3 - 10	\$80,173	FF3 - 9	\$80,173	FF3 - 11	\$85,914	FF3 - 11	\$85,914
Fire Driver - Engineer, 1 Year	FF3 - 10	\$72,718	FF3 - 11	\$80,173	FF3 - 11	\$81,776	FF3 - 10	\$81,776	FF3 - 12	\$87,632	FF3 - 12	\$87,632
Fire Driver - Engineer, 1 Year	FF3 - 11	\$76,355	FF3 - 12	\$81,776	FF3 - 12	\$83,412	FF3 - 11	\$83,412	FF3 - 12	\$85,080	FF3 - 12	\$87,632
Fire Driver - Engineer, 1 Year	FF3 - 12	\$80,173	FF3 - 12	\$81,776	FF3 - 12	\$83,412	FF3 - 12	\$83,412	FF3 - 12	\$85,080	FF3 - 12	\$87,632

Fire Driver Engineer Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
			Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)	
Fire Driver - Engineer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Driver - Engineer, 1 Year	FF3 - 1	\$45,916	FF3 - 2	\$51,688	FF3 - 2	\$54,263	FF3 - 1	\$54,263	FF3 - 1	\$60,000	FF3 - 3	\$61,635
Fire Driver - Engineer, 1 Year	FF3 - 2	\$48,371	FF3 - 3	\$54,263	FF3 - 3	\$56,971	FF3 - 2	\$56,971	FF3 - 2	\$60,000	FF3 - 4	\$64,696
Fire Driver - Engineer, 1 Year	FF3 - 3	\$51,688	FF3 - 4	\$59,840	FF3 - 4	\$59,840	FF3 - 3	\$59,840	FF3 - 3	\$61,635	FF3 - 5	\$67,935
Fire Driver - Engineer, 1 Year	FF3 - 4	\$54,263	FF3 - 5	\$59,840	FF3 - 5	\$62,812	FF3 - 4	\$62,812	FF3 - 4	\$64,696	FF3 - 6	\$71,325
Fire Driver - Engineer, 1 Year	FF3 - 5	\$56,971	FF3 - 6	\$62,812	FF3 - 6	\$65,956	FF3 - 5	\$65,956	FF3 - 5	\$67,935	FF3 - 7	\$74,899
Fire Driver - Engineer, 1 Year	FF3 - 6	\$59,840	FF3 - 7	\$65,956	FF3 - 7	\$69,248	FF3 - 6	\$69,248	FF3 - 6	\$71,325	FF3 - 8	\$78,645
Fire Driver - Engineer, 1 Year	FF3 - 7	\$62,812	FF3 - 8	\$69,248	FF3 - 8	\$72,718	FF3 - 7	\$72,718	FF3 - 7	\$74,899	FF3 - 9	\$82,578
Fire Driver - Engineer, 1 Year	FF3 - 8	\$65,956	FF3 - 9	\$72,718	FF3 - 9	\$76,355	FF3 - 8	\$76,355	FF3 - 8	\$78,645	FF3 - 10	\$84,229
Fire Driver - Engineer, 1 Year	FF3 - 9	\$69,248	FF3 - 10	\$76,355	FF3 - 10	\$80,173	FF3 - 9	\$80,173	FF3 - 9	\$82,578	FF3 - 11	\$85,914
Fire Driver - Engineer, 1 Year	FF3 - 10	\$72,718	FF3 - 11	\$80,173	FF3 - 11	\$81,776	FF3 - 10	\$81,776	FF3 - 10	\$84,229	FF3 - 12	\$87,632
Fire Driver - Engineer, 1 Year	FF3 - 11	\$76,355	FF3 - 12	\$81,776	FF3 - 12	\$83,412	FF3 - 11	\$83,412	FF3 - 11	\$85,914	FF3 - 12	\$87,632
Fire Driver - Engineer, 1 Year	FF3 - 12	\$80,173	FF3 - 12	\$81,776	FF3 - 12	\$83,412	FF3 - 12	\$83,412	FF3 - 11	\$85,914	FF3 - 12	\$87,632

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

Fire Lieutenant Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
Fire Lieutenant Rank			Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Lieutenant, 1 Year	FF4 - 1	\$52,742	FF4 - 2	\$59,426	FF4 - 2	\$62,394	FF4 - 1	\$62,394	FF4 - 3	\$68,784	FF4 - 3	\$70,848
Fire Lieutenant, 1 Year	FF4 - 2	\$56,598	FF4 - 3	\$62,394	FF4 - 3	\$65,519	FF4 - 2	\$65,519	FF4 - 4	\$72,245	FF4 - 4	\$74,412
Fire Lieutenant, 1 Year	FF4 - 3	\$59,428	FF4 - 4	\$65,519	FF4 - 4	\$68,784	FF4 - 3	\$68,784	FF4 - 5	\$75,856	FF4 - 5	\$78,132
Fire Lieutenant, 1 Year	FF4 - 4	\$62,394	FF4 - 5	\$68,784	FF4 - 5	\$72,245	FF4 - 4	\$72,245	FF4 - 6	\$79,639	FF4 - 6	\$82,028
Fire Lieutenant, 1 Year	FF4 - 5	\$65,519	FF4 - 6	\$72,245	FF4 - 6	\$75,856	FF4 - 5	\$75,856	FF4 - 7	\$83,621	FF4 - 7	\$86,130
Fire Lieutenant, 1 Year	FF4 - 6	\$68,784	FF4 - 7	\$75,856	FF4 - 7	\$79,639	FF4 - 6	\$79,639	FF4 - 8	\$87,802	FF4 - 8	\$90,436
Fire Lieutenant, 1 Year	FF4 - 7	\$72,245	FF4 - 8	\$79,639	FF4 - 8	\$83,620	FF4 - 7	\$83,621	FF4 - 9	\$89,558	FF4 - 9	\$92,245
Fire Lieutenant, 1 Year	FF4 - 8	\$75,856	FF4 - 9	\$83,620	FF4 - 9	\$87,801	FF4 - 8	\$87,802	FF4 - 10	\$91,349	FF4 - 10	\$94,089
Fire Lieutenant, 1 Year	FF4 - 9	\$79,639	FF4 - 10	\$87,801	FF4 - 10	\$89,557	FF4 - 9	\$89,558	FF4 - 11	\$93,176	FF4 - 11	\$95,971
Fire Lieutenant, 1 Year	FF4 - 10	\$83,620	FF4 - 11	\$89,557	FF4 - 11	\$91,348	FF4 - 10	\$91,349	FF4 - 11	\$93,176	FF4 - 11	\$95,971
Fire Lieutenant, 1 Year	FF4 - 11	\$87,801	FF4 - 11	\$89,557	FF4 - 11	\$91,348	FF4 - 10	\$91,349	FF4 - 11	\$93,176	FF4 - 11	\$95,971

Fire Lieutenant Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)	
Fire Lieutenant Rank			Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Lieutenant, 1 Year	FF4 - 1	\$52,742	FF4 - 2	\$59,426	FF4 - 2	\$62,394	FF4 - 1	\$62,394	FF4 - 1	\$64,266	FF4 - 3	\$70,848
Fire Lieutenant, 1 Year	FF4 - 2	\$56,598	FF4 - 3	\$62,394	FF4 - 3	\$65,519	FF4 - 2	\$65,519	FF4 - 2	\$67,485	FF4 - 4	\$74,412
Fire Lieutenant, 1 Year	FF4 - 3	\$59,428	FF4 - 4	\$65,519	FF4 - 4	\$68,784	FF4 - 3	\$68,784	FF4 - 3	\$70,848	FF4 - 5	\$78,132
Fire Lieutenant, 1 Year	FF4 - 4	\$62,394	FF4 - 5	\$68,784	FF4 - 5	\$72,245	FF4 - 4	\$72,245	FF4 - 4	\$74,412	FF4 - 6	\$82,028
Fire Lieutenant, 1 Year	FF4 - 5	\$65,519	FF4 - 6	\$72,245	FF4 - 6	\$75,856	FF4 - 5	\$75,856	FF4 - 5	\$78,132	FF4 - 7	\$86,130
Fire Lieutenant, 1 Year	FF4 - 6	\$68,784	FF4 - 7	\$75,856	FF4 - 7	\$79,639	FF4 - 6	\$79,639	FF4 - 6	\$82,028	FF4 - 8	\$90,436
Fire Lieutenant, 1 Year	FF4 - 7	\$72,245	FF4 - 8	\$79,639	FF4 - 8	\$83,620	FF4 - 7	\$83,621	FF4 - 7	\$86,130	FF4 - 9	\$92,245
Fire Lieutenant, 1 Year	FF4 - 8	\$75,856	FF4 - 9	\$83,620	FF4 - 9	\$87,801	FF4 - 8	\$87,802	FF4 - 8	\$90,436	FF4 - 10	\$94,089
Fire Lieutenant, 1 Year	FF4 - 9	\$79,639	FF4 - 10	\$87,801	FF4 - 10	\$89,557	FF4 - 9	\$89,558	FF4 - 9	\$92,245	FF4 - 11	\$95,971
Fire Lieutenant, 1 Year	FF4 - 10	\$83,620	FF4 - 11	\$89,557	FF4 - 11	\$91,348	FF4 - 10	\$91,349	FF4 - 10	\$94,089	FF4 - 11	\$95,971
Fire Lieutenant, 1 Year	FF4 - 11	\$87,801	FF4 - 11	\$89,557	FF4 - 11	\$91,348	FF4 - 10	\$91,349	FF4 - 10	\$94,090	FF4 - 11	\$95,971

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

Fire Captain Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-2019)					
			Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)	
Fire Captain Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Captain	FF5 - 1	\$57,875	FF5 - 2	\$65,096	FF5 - 2	\$68,364	FF5 - 1	\$68,364	FF5 - 3	\$75,366	FF5 - 3	\$77,627
Fire Captain	FF5 - 2	\$62,001	FF5 - 3	\$68,364	FF5 - 3	\$71,779	FF5 - 2	\$71,779	FF5 - 4	\$79,123	FF5 - 4	\$81,497
Fire Captain	FF5 - 3	\$65,096	FF5 - 4	\$71,779	FF5 - 4	\$75,366	FF5 - 3	\$75,366	FF5 - 5	\$83,078	FF5 - 5	\$85,570
Fire Captain	FF5 - 4	\$68,364	FF5 - 5	\$75,366	FF5 - 5	\$79,123	FF5 - 4	\$79,123	FF5 - 6	\$87,230	FF5 - 6	\$89,847
Fire Captain	FF5 - 5	\$71,779	FF5 - 6	\$79,123	FF5 - 6	\$83,078	FF5 - 5	\$83,078	FF5 - 7	\$91,591	FF5 - 7	\$94,339
Fire Captain	FF5 - 6	\$75,366	FF5 - 7	\$83,078	FF5 - 7	\$87,230	FF5 - 6	\$87,230	FF5 - 8	\$96,170	FF5 - 8	\$99,055
Fire Captain	FF5 - 7	\$79,123	FF5 - 8	\$87,230	FF5 - 8	\$91,591	FF5 - 7	\$91,591	FF5 - 9	\$98,093	FF5 - 9	\$101,036
Fire Captain	FF5 - 8	\$83,078	FF5 - 9	\$91,591	FF5 - 9	\$96,170	FF5 - 8	\$96,170	FF5 - 10	\$100,055	FF5 - 10	\$103,057
Fire Captain	FF5 - 9	\$87,230	FF5 - 10	\$96,170	FF5 - 10	\$98,093	FF5 - 9	\$98,093	FF5 - 11	\$102,056	FF5 - 11	\$105,118
Fire Captain	FF5 - 10	\$91,591	FF5 - 11	\$98,093	FF5 - 11	\$100,055	FF5 - 10	\$100,055	FF5 - 11	\$102,056	FF5 - 11	\$105,118
Fire Captain	FF5 - 11	\$96,170	FF5 - 11	\$98,093	FF5 - 11	\$100,055	FF5 - 11	\$100,055	FF5 - 11	\$102,056	FF5 - 11	\$105,118

Fire Captain Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-2019)					
			Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase))	
Fire Captain Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Captain	FF5 - 1	\$57,875	FF5 - 2	\$65,096	FF5 - 2	\$68,364	FF5 - 1	\$68,364	FF5 - 1	\$70,414	FF5 - 3	\$77,627
Fire Captain	FF5 - 2	\$62,001	FF5 - 3	\$68,364	FF5 - 3	\$71,779	FF5 - 2	\$71,779	FF5 - 2	\$73,932	FF5 - 4	\$81,497
Fire Captain	FF5 - 3	\$65,096	FF5 - 4	\$71,779	FF5 - 4	\$75,366	FF5 - 3	\$75,366	FF5 - 3	\$77,627	FF5 - 5	\$85,570
Fire Captain	FF5 - 4	\$68,364	FF5 - 5	\$75,366	FF5 - 5	\$79,123	FF5 - 4	\$79,123	FF5 - 4	\$81,497	FF5 - 6	\$89,847
Fire Captain	FF5 - 5	\$71,779	FF5 - 6	\$79,123	FF5 - 6	\$83,078	FF5 - 5	\$83,078	FF5 - 5	\$85,570	FF5 - 7	\$94,339
Fire Captain	FF5 - 6	\$75,366	FF5 - 7	\$83,078	FF5 - 7	\$87,230	FF5 - 6	\$87,230	FF5 - 6	\$89,847	FF5 - 8	\$99,055
Fire Captain	FF5 - 7	\$79,123	FF5 - 8	\$87,230	FF5 - 8	\$91,591	FF5 - 7	\$91,591	FF5 - 7	\$94,339	FF5 - 9	\$101,036
Fire Captain	FF5 - 8	\$83,078	FF5 - 9	\$91,591	FF5 - 9	\$96,170	FF5 - 8	\$96,170	FF5 - 8	\$99,055	FF5 - 10	\$103,057
Fire Captain	FF5 - 9	\$87,230	FF5 - 10	\$96,170	FF5 - 10	\$98,093	FF5 - 9	\$98,093	FF5 - 9	\$101,036	FF5 - 11	\$105,118
Fire Captain	FF5 - 10	\$91,591	FF5 - 11	\$98,093	FF5 - 11	\$100,055	FF5 - 10	\$100,055	FF5 - 10	\$103,057	FF5 - 11	\$105,118
Fire Captain	FF5 - 11	\$96,170	FF5 - 11	\$98,093	FF5 - 11	\$100,055	FF5 - 11	\$100,055	FF5 - 10	\$103,057	FF5 - 11	\$105,118

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

Fire Battalion Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
Fire Battalion Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase))	
							Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Battalion / Section Chief	FF6 - 1	\$63,500	FF6 - 2	\$71,410	FF6 - 2	\$74,996	FF6 - 1	\$74,996	FF6 - 3	\$82,685	FF6 - 3	\$85,165
Fire Battalion / Section Chief	FF6 - 2	\$68,025	FF6 - 3	\$74,996	FF6 - 3	\$78,759	FF6 - 2	\$78,759	FF6 - 4	\$86,812	FF6 - 4	\$89,416
Fire Battalion / Section Chief	FF6 - 3	\$71,410	FF6 - 4	\$78,759	FF6 - 4	\$82,685	FF6 - 3	\$82,685	FF6 - 5	\$91,163	FF6 - 5	\$93,898
Fire Battalion / Section Chief	FF6 - 4	\$74,996	FF6 - 5	\$82,685	FF6 - 5	\$86,812	FF6 - 4	\$86,812	FF6 - 6	\$95,729	FF6 - 6	\$98,601
Fire Battalion / Section Chief	FF6 - 5	\$78,759	FF6 - 6	\$86,812	FF6 - 6	\$91,163	FF6 - 5	\$91,163	FF6 - 7	\$100,515	FF6 - 7	\$103,530
Fire Battalion / Section Chief	FF6 - 6	\$82,685	FF6 - 7	\$91,163	FF6 - 7	\$95,729	FF6 - 6	\$95,729	FF6 - 8	\$105,541	FF6 - 8	\$108,707
Fire Battalion / Section Chief	FF6 - 7	\$86,812	FF6 - 8	\$95,729	FF6 - 8	\$100,515	FF6 - 7	\$100,515	FF6 - 9	\$107,652	FF6 - 9	\$110,881
Fire Battalion / Section Chief	FF6 - 8	\$91,163	FF6 - 9	\$100,515	FF6 - 9	\$105,541	FF6 - 8	\$105,541	FF6 - 10	\$109,805	FF6 - 10	\$113,099
Fire Battalion / Section Chief	FF6 - 9	\$95,729	FF6 - 10	\$105,541	FF6 - 10	\$107,652	FF6 - 9	\$107,652	FF6 - 11	\$112,001	FF6 - 11	\$115,361
Fire Battalion / Section Chief	FF6 - 10	\$100,515	FF6 - 11	\$107,652	FF6 - 11	\$109,805	FF6 - 10	\$109,805	FF6 - 11	\$112,001	FF6 - 11	\$115,361
Fire Battalion / Section Chief	FF6 - 11	\$105,541	FF6 - 11	\$107,652	FF6 - 11	\$109,805	FF6 - 10	\$109,805	FF4 - 11	\$112,001	FF4 - 11	\$115,361

Fire Battalion Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
Fire Battalion Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase))		On Step Date (2 Step Increase)	
							Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Battalion / Section Chief	FF6 - 1	\$63,500	FF6 - 2	\$71,410	FF6 - 2	\$74,996	FF6 - 1	\$74,996	FF6 - 1	\$77,246	FF6 - 3	\$85,165
Fire Battalion / Section Chief	FF6 - 2	\$68,025	FF6 - 3	\$74,996	FF6 - 3	\$78,759	FF6 - 2	\$78,759	FF6 - 2	\$81,122	FF6 - 4	\$89,416
Fire Battalion / Section Chief	FF6 - 3	\$71,410	FF6 - 4	\$78,759	FF6 - 4	\$82,685	FF6 - 3	\$82,685	FF6 - 3	\$85,165	FF6 - 5	\$93,898
Fire Battalion / Section Chief	FF6 - 4	\$74,996	FF6 - 5	\$82,685	FF6 - 5	\$86,812	FF6 - 4	\$86,812	FF6 - 4	\$89,416	FF6 - 6	\$98,601
Fire Battalion / Section Chief	FF6 - 5	\$78,759	FF6 - 6	\$86,812	FF6 - 6	\$91,163	FF6 - 5	\$91,163	FF6 - 5	\$93,898	FF6 - 7	\$103,530
Fire Battalion / Section Chief	FF6 - 6	\$82,685	FF6 - 7	\$91,163	FF6 - 7	\$95,729	FF6 - 6	\$95,729	FF6 - 6	\$98,601	FF6 - 8	\$108,707
Fire Battalion / Section Chief	FF6 - 7	\$86,812	FF6 - 8	\$95,729	FF6 - 8	\$100,515	FF6 - 7	\$100,515	FF6 - 7	\$103,530	FF6 - 9	\$110,881
Fire Battalion / Section Chief	FF6 - 8	\$91,163	FF6 - 9	\$100,515	FF6 - 9	\$105,541	FF6 - 8	\$105,541	FF6 - 8	\$108,707	FF6 - 10	\$113,099
Fire Battalion / Section Chief	FF6 - 9	\$95,729	FF6 - 10	\$105,541	FF6 - 10	\$107,652	FF6 - 9	\$107,652	FF6 - 9	\$110,881	FF6 - 11	\$115,361
Fire Battalion / Section Chief	FF6 - 10	\$100,515	FF6 - 11	\$107,652	FF6 - 11	\$109,805	FF6 - 10	\$109,805	FF6 - 10	\$113,099	FF6 - 11	\$115,361
Fire Battalion / Section Chief	FF6 - 11	\$105,541	FF6 - 11	\$107,652	FF6 - 11	\$109,805	FF6 - 10	\$109,805	FF6 - 10	\$113,099	FF4 - 11	\$115,361

**APPENDIX B
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 in the pay schedules but should rather focus 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 FP2-10 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.

Fire Prevention Officer Rank (Officers Hired Prior to 10/1/16 with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date before 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
Fire Prevention Officer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Prevention Officer	FP2 - 1	\$44,658	FP2 - 2	\$48,371	FP2 - 2	\$51,688	FP2 - 1B	\$51,688	FP2 - 3	\$56,971	FP2 - 3	\$60,000
Fire Prevention Officer	FP2 - 2				FP2 - 3	\$51,688			FP2 - 4	\$59,840	FP2 - 4	\$61,635
Fire Prevention Officer	FP2 - 3	\$45,916					FP2 - 2	\$54,263	FP2 - 4	\$59,840	FP2 - 4	\$61,635
Fire Prevention Officer	FP2 - 4											
Fire Prevention Officer	FP2 - 5	\$48,371	FP2 - 4	\$54,263	FP2 - 4	\$56,971	FP2 - 3	\$56,971	FP2 - 5	\$62,812	FP2 - 5	\$64,696
Fire Prevention Officer	FP2 - 6											
Fire Prevention Officer	FP2 - 7											
Fire Prevention Officer	FP2 - 8	\$51,688	FP2 - 5	\$59,840	FP2 - 5	\$59,840	FP2 - 4	\$59,840	FP2 - 6	\$65,956	FP2 - 6	\$67,935
Fire Prevention Officer	FP2 - 9	\$54,263	FP2 - 6	\$59,840	FP2 - 6	\$62,812	FP2 - 5	\$62,812	FP2 - 7	\$69,260	FP2 - 7	\$71,338
Fire Prevention Officer	FP2 - 10	\$56,971	FP2 - 7	\$62,812	FP2 - 7	\$65,956	FP2 - 6	\$65,956	FP2 - 8	\$72,718	FP2 - 8	\$74,899
Fire Prevention Officer	FP2 - 11	\$59,840	FP2 - 8	\$65,956	FP2 - 8	\$69,260	FP2 - 7	\$69,260	FP2 - 9	\$74,172	FP2 - 9	\$76,397
Fire Prevention Officer	FP2 - 12	\$62,812	FP2 - 9	\$69,260	FP2 - 9	\$72,718	FP2 - 8	\$72,718	FP2 - 10	\$75,656	FP2 - 10	\$77,926
Fire Prevention Officer	FP2 - 13	\$65,956	FP2 - 10	\$72,718	FP2 - 10	\$74,172	FP2 - 9	\$74,172	FP2 - 11	\$77,169	FP2 - 11	\$79,484
Fire Prevention Officer	FP2 - 14	\$69,260	FP2 - 11	\$74,172	FP2 - 11	\$75,656	FP2 - 10	\$75,656	FP2 - 11	\$77,169	FP2 - 11	\$79,484
Fire Prevention Officer	FP2 - 15	\$72,718	FP2 - 11	\$74,172	FP2 - 11	\$75,656	FP2 - 10	\$75,656	FP2 - 11	\$77,169	FP2 - 11	\$79,484

Fire Prevention Officer Rank (Officers Hired Prior to 10/1/16 with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date after 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)	
Fire Prevention Officer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Prevention Officer	FP2 - 1	\$44,658	FP2 - 2	\$48,371	FP2 - 2	\$51,688	FP2 - 1B	\$51,688	FP2 - 1B	\$60,000	FP2 - 3	\$60,000
Fire Prevention Officer	FP2 - 2				FP2 - 3	\$51,688			FP2 - 2	\$60,000	FP2 - 4	\$61,635
Fire Prevention Officer	FP2 - 3	\$45,916					FP2 - 2	\$54,263	FP2 - 2	\$60,000	FP2 - 4	\$61,635
Fire Prevention Officer	FP2 - 4											
Fire Prevention Officer	FP2 - 5	\$48,371	FP2 - 4	\$54,263	FP2 - 4	\$56,971	FP2 - 3	\$56,971	FP2 - 3	\$60,000	FP2 - 5	\$64,696
Fire Prevention Officer	FP2 - 6											
Fire Prevention Officer	FP2 - 7											
Fire Prevention Officer	FP2 - 8	\$51,688	FP2 - 5	\$59,840	FP2 - 5	\$59,840	FP2 - 4	\$59,840	FP2 - 4	\$61,635	FP2 - 6	\$67,935
Fire Prevention Officer	FP2 - 9	\$54,263	FP2 - 6	\$59,840	FP2 - 6	\$62,812	FP2 - 5	\$62,812	FP2 - 5	\$64,696	FP2 - 7	\$71,338
Fire Prevention Officer	FP2 - 10	\$56,971	FP2 - 7	\$62,812	FP2 - 7	\$65,956	FP2 - 6	\$65,956	FP2 - 6	\$67,935	FP2 - 8	\$74,899
Fire Prevention Officer	FP2 - 11	\$59,840	FP2 - 8	\$65,956	FP2 - 8	\$69,260	FP2 - 7	\$69,260	FP2 - 7	\$71,338	FP2 - 9	\$76,397
Fire Prevention Officer	FP2 - 12	\$62,812	FP2 - 9	\$69,260	FP2 - 9	\$72,718	FP2 - 8	\$72,718	FP2 - 8	\$74,900	FP2 - 10	\$77,926
Fire Prevention Officer	FP2 - 13	\$65,956	FP2 - 10	\$72,718	FP2 - 10	\$74,172	FP2 - 9	\$74,172	FP2 - 9	\$76,397	FP2 - 11	\$79,484
Fire Prevention Officer	FP2 - 14	\$69,260	FP2 - 11	\$74,172	FP2 - 11	\$75,656	FP2 - 10	\$75,656	FP2 - 10	\$77,926	FP2 - 11	\$79,484
Fire Prevention Officer	FP2 - 15	\$72,718	FP2 - 11	\$74,172	FP2 - 11	\$75,656	FP2 - 10	\$75,656	FP2 - 10	\$77,926	FP2 - 11	\$79,484

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

Fire Prevention Officer Rank (Officers Hired After 10/1/16)				FY18-19 (Step Date before 1-9-19 or hire date between 10/1/2018 and 1/8/2019)							
Fire Prevention Officer Rank	FY15-16	FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		On 10/1/18 (or hire date for officers hired in FY18-19 before 1-9-2019) (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
		Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Hired in FY16-17*	N/A	FP2 - 1B	\$46,870	FP2 - 1B	\$48,371	FP2 - 1A	\$48,371	FP2 - 2	\$54,263	FP2 - 2	\$60,000
Hired in FY17-18		FP2 - 1B	\$46,870	FP2 - 1B	\$48,371	FP2 - 1A	\$48,371	FP2 - 2	\$54,263	FP2 - 2	\$60,000
Hired in FY18-19						FP2 - 1B	\$51,688		N/A	FP2 - 1B	\$60,000

*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 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 FY16-17 Pay Schedule.

Fire Prevention Officer Rank (Officers Hired After 10/1/16)				FY18-19 (Step Date after 1-9-19 or hire date on or after 1/9/2019)							
Fire Prevention Officer Rank	FY15-16	FY16-17		FY17-18		On 10/1/18 (Step Number Changes; but Pay is the Same.)		1/9/2019 (3% (or \$60,000) increase)		(On Step Date (or Hire Date for Officers hired after 1/9/2019) (2 Step Increase)	
		Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Hired in FY16-17*	N/A	FP2 - 1B	\$46,870	FP2 - 1B	\$48,371	FP2 - 1A	\$48,371	FP2 - 1A	\$60,000	FP2 - 2	\$60,000
Hired in FY17-18		FP2 - 1B	\$46,870	FP2 - 1B	\$48,371	FP2 - 1A	\$48,371	FP2 - 1A	\$60,000	FP2 - 2	\$60,000
Hired in FY18-19						N/A		N/A		FP2 - 1B	\$60,000

*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 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 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 rate of \$46,870 on the FY16-17 Pay Schedule.

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

Fire Senior Prevention Officer Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
Fire Senior Prevention Officer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Senior Prevention Officer	FP3 - 1	\$45,916	FP3 - 2	\$51,688	FP3 - 2	\$54,263	FP3 - 1	\$54,263	FP3 - 3	\$59,840	FP3 - 3	\$61,635
Fire Senior Prevention Officer	FP3 - 2	\$48,371	FP3 - 3	\$54,263	FP3 - 3	\$56,971	FP3 - 2	\$56,971	FP3 - 4	\$62,812	FP3 - 4	\$64,696
Fire Senior Prevention Officer	FP3 - 3	\$51,688	FP3 - 4	\$56,971	FP3 - 4	\$59,840	FP3 - 3	\$59,840	FP3 - 5	\$65,956	FP3 - 5	\$67,935
Fire Senior Prevention Officer	FP3 - 4	\$54,263	FP3 - 5	\$59,840	FP3 - 5	\$62,812	FP3 - 4	\$62,812	FP3 - 6	\$69,248	FP3 - 6	\$71,325
Fire Senior Prevention Officer	FP3 - 5	\$56,971	FP3 - 6	\$62,812	FP3 - 6	\$65,956	FP3 - 5	\$65,956	FP3 - 7	\$72,718	FP3 - 7	\$74,899
Fire Senior Prevention Officer	FP3 - 6	\$59,840	FP3 - 7	\$65,956	FP3 - 7	\$69,248	FP3 - 6	\$69,248	FP3 - 8	\$76,355	FP3 - 8	\$78,645
Fire Senior Prevention Officer	FP3 - 7	\$62,812	FP3 - 8	\$69,248	FP3 - 8	\$72,718	FP3 - 7	\$72,718	FP3 - 9	\$80,173	FP3 - 9	\$82,578
Fire Senior Prevention Officer	FP3 - 8	\$65,956	FP3 - 9	\$72,718	FP3 - 9	\$76,355	FP3 - 8	\$76,355	FP3 - 10	\$81,776	FP3 - 10	\$84,229
Fire Senior Prevention Officer	FP3 - 9	\$69,248	FP3 - 10	\$76,355	FP3 - 10	\$80,173	FP3 - 9	\$80,173	FP3 - 11	\$83,412	FP3 - 11	\$85,914
Fire Senior Prevention Officer	FP3 - 10	\$72,718	FP3 - 11	\$80,173	FP3 - 11	\$81,776	FP3 - 10	\$81,776	FP3 - 12	\$85,080	FP3 - 12	\$87,632
Fire Senior Prevention Officer	FP3 - 11	\$76,355	FP3 - 12	\$81,776	FP3 - 12	\$83,412	FP3 - 11	\$83,412	FP3 - 12	\$85,080	FP3 - 12	\$87,632
Fire Senior Prevention Officer	FP3 - 12	\$80,173	FP2 - 12	\$81,776	FP2 - 12	\$83,412	FP3 - 11	\$83,412	FP3 - 12	\$85,080	FP3 - 12	\$87,632

Fire Senior Prevention Officer Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)	
Police Sr. Prevention Officer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Senior Prevention Officer	FP3 - 1	\$45,916	FP3 - 2	\$51,688	FP3 - 2	\$54,263	FP3 - 1	\$54,263	FP3 - 1	\$60,000	FP3 - 3	\$61,635
Fire Senior Prevention Officer	FP3 - 2	\$48,371	FP3 - 3	\$54,263	FP3 - 3	\$56,971	FP3 - 2	\$56,971	FP3 - 2	\$60,000	FP3 - 4	\$64,696
Fire Senior Prevention Officer	FP3 - 3	\$51,688	FP3 - 4	\$56,971	FP3 - 4	\$59,840	FP3 - 3	\$59,840	FP3 - 3	\$61,635	FP3 - 5	\$67,935
Fire Senior Prevention Officer	FP3 - 4	\$54,263	FP3 - 5	\$59,840	FP3 - 5	\$62,812	FP3 - 4	\$62,812	FP3 - 4	\$64,696	FP3 - 6	\$71,325
Fire Senior Prevention Officer	FP3 - 5	\$56,971	FP3 - 6	\$62,812	FP3 - 6	\$65,956	FP3 - 5	\$65,956	FP3 - 5	\$67,935	FP3 - 7	\$74,899
Fire Senior Prevention Officer	FP3 - 6	\$59,840	FP3 - 7	\$65,956	FP3 - 7	\$69,248	FP3 - 6	\$69,248	FP3 - 6	\$71,325	FP3 - 8	\$78,645
Fire Senior Prevention Officer	FP3 - 7	\$62,812	FP3 - 8	\$69,248	FP3 - 8	\$72,718	FP3 - 7	\$72,718	FP3 - 7	\$74,900	FP3 - 9	\$82,578
Fire Senior Prevention Officer	FP3 - 8	\$65,956	FP3 - 9	\$72,718	FP3 - 9	\$76,355	FP3 - 8	\$76,355	FP3 - 8	\$78,646	FP3 - 10	\$84,229
Fire Senior Prevention Officer	FP3 - 9	\$69,248	FP3 - 10	\$76,355	FP3 - 10	\$80,173	FP3 - 9	\$80,173	FP3 - 9	\$82,578	FP3 - 11	\$85,914
Fire Senior Prevention Officer	FP3 - 10	\$72,718	FP3 - 11	\$80,173	FP3 - 11	\$81,776	FP3 - 10	\$81,776	FP3 - 10	\$84,229	FP3 - 12	\$87,632
Fire Senior Prevention Officer	FP3 - 11	\$76,355	FP3 - 12	\$81,776	FP3 - 12	\$83,412	FP3 - 11	\$83,412	FP3 - 11	\$85,914	FP3 - 12	\$87,632
Fire Senior Prevention Officer	FP3 - 12	\$80,173	FP2 - 12	\$81,776	FP2 - 12	\$83,412	FP3 - 11	\$83,412	FP3 - 11	\$85,914	FP3 - 12	\$87,632

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

Fire Prevention Lieutenant Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase))	
Fire Prevention Lieutenant Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Prevention Lieutenant	FP4 - 1	\$52,742	FP4 - 2	\$59,425	FP4 - 2	\$62,394	FP4 - 1	\$62,394	FP4 - 3	\$68,784	FP4 - 3	\$70,848
Fire Prevention Lieutenant	FP4 - 2	\$56,598	FP4 - 3	\$62,394	FP4 - 3	\$65,519	FP4 - 2	\$65,519	FP4 - 4	\$72,245	FP4 - 4	\$74,412
Fire Prevention Lieutenant	FP4 - 3	\$59,425	FP4 - 4	\$65,519	FP4 - 4	\$68,784	FP4 - 3	\$68,784	FP4 - 5	\$75,856	FP4 - 5	\$78,132
Fire Prevention Lieutenant	FP4 - 4	\$62,394	FP4 - 5	\$68,784	FP4 - 5	\$72,245	FP4 - 4	\$72,245	FP4 - 6	\$79,639	FP4 - 6	\$82,028
Fire Prevention Lieutenant	FP4 - 5	\$65,519	FP4 - 6	\$72,245	FP4 - 6	\$75,856	FP4 - 5	\$75,856	FP4 - 7	\$83,621	FP4 - 7	\$86,130
Fire Prevention Lieutenant	FP4 - 6	\$68,784	FP4 - 7	\$75,856	FP4 - 7	\$79,639	FP4 - 6	\$79,639	FP4 - 8	\$87,802	FP4 - 8	\$90,436
Fire Prevention Lieutenant	FP4 - 7	\$72,245	FP4 - 8	\$79,639	FP4 - 8	\$83,621	FP4 - 7	\$83,621	FP4 - 9	\$89,558	FP4 - 9	\$92,245
Fire Prevention Lieutenant	FP4 - 8	\$75,856	FP4 - 9	\$83,620	FP4 - 9	\$87,801	FP4 - 8	\$87,802	FP4 - 10	\$91,349	FP4 - 10	\$94,089
Fire Prevention Lieutenant	FP4 - 9	\$79,639	FP4 - 10	\$87,801	FP4 - 10	\$89,557	FP4 - 9	\$89,558	FP4 - 11	\$93,176	FP4 - 11	\$95,971
Fire Prevention Lieutenant	FP4 - 10	\$83,620	FP4 - 11	\$89,557	FP4 - 11	\$91,348	FP4 - 10	\$91,349	FP4 - 11	\$93,176	FP4 - 11	\$95,971
Fire Prevention Lieutenant	FP4 - 11	\$87,801	FP4 - 11	\$89,557	FP4 - 11	\$91,348	FP4 - 10	\$91,349	FP4 - 11	\$93,176	FP4 - 11	\$95,971

Fire Prevention Lieutenant Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15-16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase))		On Step Date (2 Step Increase)	
Fire Prevention Lieutenant Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Prevention Lieutenant	FP4 - 1	\$52,742	FP4 - 2	\$59,425	FP4 - 2	\$62,394	FP4 - 1	\$62,394	FP4 - 1	\$64,266	FP4 - 3	\$70,848
Fire Prevention Lieutenant	FP4 - 2	\$56,598	FP4 - 3	\$62,394	FP4 - 3	\$65,519	FP4 - 2	\$65,519	FP4 - 2	\$67,485	FP4 - 4	\$74,412
Fire Prevention Lieutenant	FP4 - 3	\$59,425	FP4 - 4	\$65,519	FP4 - 4	\$68,784	FP4 - 3	\$68,784	FP4 - 3	\$70,848	FP4 - 5	\$78,132
Fire Prevention Lieutenant	FP4 - 4	\$62,394	FP4 - 5	\$68,784	FP4 - 5	\$72,245	FP4 - 4	\$72,245	FP4 - 4	\$74,412	FP4 - 6	\$82,028
Fire Prevention Lieutenant	FP4 - 5	\$65,519	FP4 - 6	\$72,245	FP4 - 6	\$75,856	FP4 - 5	\$75,856	FP4 - 5	\$78,132	FP4 - 7	\$86,130
Fire Prevention Lieutenant	FP4 - 6	\$68,784	FP4 - 7	\$75,856	FP4 - 7	\$79,639	FP4 - 6	\$79,639	FP4 - 6	\$82,028	FP4 - 8	\$90,436
Fire Prevention Lieutenant	FP4 - 7	\$72,245	FP4 - 8	\$79,639	FP4 - 8	\$83,620	FP4 - 7	\$83,621	FP4 - 7	\$86,130	FP4 - 9	\$92,245
Fire Prevention Lieutenant	FP4 - 8	\$75,856	FP4 - 9	\$83,620	FP4 - 9	\$87,801	FP4 - 8	\$87,802	FP4 - 8	\$90,436	FP4 - 10	\$94,089
Fire Prevention Lieutenant	FP4 - 9	\$79,639	FP4 - 10	\$87,801	FP4 - 10	\$89,557	FP4 - 9	\$89,558	FP4 - 9	\$92,245	FP4 - 11	\$95,971
Fire Prevention Lieutenant	FP4 - 10	\$83,620	FP4 - 11	\$89,557	FP4 - 11	\$91,348	FP4 - 10	\$91,349	FP4 - 10	\$94,089	FP4 - 11	\$95,971
Fire Prevention Lieutenant	FP4 - 11	\$87,801	FP4 - 11	\$89,557	FP4 - 11	\$91,348	FP4 - 10	\$91,349	FP4 - 10	\$94,089	FP4 - 11	\$95,971

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

Fire Prevention Captain Rank (Officers with a Step Date PRIOR TO 1-9-2019)														
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)							
			On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)							
Fire Prevention Captain Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Prevention Captain	FP5 - 1	\$57,875	FP5 - 2	\$65,096	FP5 - 2	\$68,364	FP5 - 1	\$68,364	FP5 - 3	\$75,366	FP5 - 3	\$77,627	FP5 - 3	\$77,627
Fire Prevention Captain	FP5 - 2	\$62,001	FP5 - 3	\$68,364	FP5 - 3	\$71,779	FP5 - 2	\$71,779	FP5 - 4	\$79,123	FP5 - 4	\$81,497	FP5 - 4	\$81,497
Fire Prevention Captain	FP5 - 3	\$65,096	FP5 - 4	\$71,779	FP5 - 4	\$75,366	FP5 - 3	\$75,366	FP5 - 5	\$83,078	FP5 - 5	\$85,570	FP5 - 5	\$85,570
Fire Prevention Captain	FP5 - 4	\$68,364	FP5 - 5	\$75,366	FP5 - 5	\$79,123	FP5 - 4	\$79,123	FP5 - 6	\$87,230	FP5 - 6	\$89,847	FP5 - 6	\$89,847
Fire Prevention Captain	FP5 - 5	\$71,779	FP5 - 6	\$79,123	FP5 - 6	\$83,078	FP5 - 5	\$83,078	FP5 - 7	\$91,591	FP5 - 7	\$94,339	FP5 - 7	\$94,339
Fire Prevention Captain	FP5 - 6	\$75,366	FP5 - 7	\$83,078	FP5 - 7	\$87,230	FP5 - 6	\$87,230	FP5 - 8	\$96,170	FP5 - 8	\$99,055	FP5 - 8	\$99,055
Fire Prevention Captain	FP5 - 7	\$79,123	FP5 - 8	\$87,230	FP5 - 8	\$91,591	FP5 - 7	\$91,591	FP5 - 9	\$98,094	FP5 - 9	\$101,037	FP5 - 9	\$101,037
Fire Prevention Captain	FP5 - 8	\$83,078	FP5 - 9	\$91,591	FP5 - 9	\$96,170	FP5 - 8	\$96,170	FP5 - 10	\$100,056	FP5 - 10	\$103,057	FP5 - 10	\$103,057
Fire Prevention Captain	FP5 - 9	\$87,230	FP5 - 10	\$96,170	FP5 - 10	\$98,094	FP5 - 9	\$98,094	FP5 - 11	\$102,057	FP5 - 11	\$105,118	FP5 - 11	\$105,118
Fire Prevention Captain	FP5 - 10	\$91,591	FP5 - 11	\$98,094	FP5 - 11	\$100,056	FP5 - 10	\$100,056	FP5 - 11	\$102,057	FP5 - 11	\$105,118	FP5 - 11	\$105,118
Fire Prevention Captain	FP5 - 11	\$96,170	FP5 - 11	\$98,094	FP5 - 11	\$100,056	FP5 - 10	\$100,056	FP5 - 11	\$102,057	FP5 - 11	\$105,118	FP5 - 11	\$105,118

Fire Prevention Captain Rank (Officers with a Step Date AFTER 1-9-2019)														
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)							
			On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)							
Fire Prevention Captain Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Prevention Captain	FP5 - 1	\$57,875	FP5 - 2	\$65,096	FP5 - 2	\$68,364	FP5 - 1	\$68,364	FP5 - 1	\$70,415	FP5 - 3	\$77,627	FP5 - 3	\$77,627
Fire Prevention Captain	FP5 - 2	\$62,001	FP5 - 3	\$68,364	FP5 - 3	\$71,779	FP5 - 2	\$71,779	FP5 - 2	\$73,932	FP5 - 4	\$81,497	FP5 - 4	\$81,497
Fire Prevention Captain	FP5 - 3	\$65,096	FP5 - 4	\$71,779	FP5 - 4	\$75,366	FP5 - 3	\$75,366	FP5 - 3	\$77,627	FP5 - 5	\$85,570	FP5 - 5	\$85,570
Fire Prevention Captain	FP5 - 4	\$68,364	FP5 - 5	\$75,366	FP5 - 5	\$79,123	FP5 - 4	\$79,123	FP5 - 4	\$81,497	FP5 - 6	\$89,847	FP5 - 6	\$89,847
Fire Prevention Captain	FP5 - 5	\$71,779	FP5 - 6	\$79,123	FP5 - 6	\$83,078	FP5 - 5	\$83,078	FP5 - 5	\$85,570	FP5 - 7	\$94,339	FP5 - 7	\$94,339
Fire Prevention Captain	FP5 - 6	\$75,366	FP5 - 7	\$83,078	FP5 - 7	\$87,230	FP5 - 6	\$87,230	FP5 - 6	\$89,847	FP5 - 8	\$99,055	FP5 - 8	\$99,055
Fire Prevention Captain	FP5 - 7	\$79,123	FP5 - 8	\$87,230	FP5 - 8	\$91,591	FP5 - 7	\$91,591	FP5 - 7	\$94,339	FP5 - 9	\$101,037	FP5 - 9	\$101,037
Fire Prevention Captain	FP5 - 8	\$83,078	FP5 - 9	\$91,591	FP5 - 9	\$96,170	FP5 - 8	\$96,170	FP5 - 8	\$99,055	FP5 - 10	\$103,057	FP5 - 10	\$103,057
Fire Prevention Captain	FP5 - 9	\$87,230	FP5 - 10	\$96,170	FP5 - 10	\$98,094	FP5 - 9	\$98,094	FP5 - 9	\$101,037	FP5 - 11	\$105,118	FP5 - 11	\$105,118
Fire Prevention Captain	FP5 - 10	\$91,591	FP5 - 11	\$98,094	FP5 - 11	\$100,056	FP5 - 10	\$100,056	FP5 - 10	\$103,057	FP5 - 11	\$105,118	FP5 - 11	\$105,118
Fire Prevention Captain	FP5 - 11	\$96,170	FP5 - 11	\$98,094	FP5 - 11	\$100,056	FP5 - 10	\$100,056	FP5 - 10	\$103,057	FP5 - 11	\$105,118	FP5 - 11	\$105,118

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

Fire Prevention Section Chief Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-19)					
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
Fire Prevention Section Chief Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Prevention Section Chief	FP6 - 1	\$63,500	FP6 - 2	\$71,410	FP6 - 2	\$74,996	FP6 - 1	\$74,996	FP5 - 3	\$82,685	FP5 - 3	\$85,165
Fire Prevention Section Chief	FP6 - 2	\$68,025	FP6 - 3	\$74,996	FP6 - 3	\$78,759	FP6 - 2	\$78,759	FP5 - 4	\$86,812	FP5 - 4	\$89,416
Fire Prevention Section Chief	FP6 - 3	\$71,410	FP6 - 4	\$78,759	FP6 - 4	\$82,685	FP6 - 3	\$82,685	FP5 - 5	\$91,163	FP5 - 5	\$93,898
Fire Prevention Section Chief	FP6 - 4	\$74,996	FP6 - 5	\$82,685	FP6 - 5	\$86,812	FP6 - 4	\$86,812	FP5 - 6	\$95,729	FP5 - 6	\$98,601
Fire Prevention Section Chief	FP6 - 5	\$78,759	FP6 - 6	\$86,812	FP6 - 6	\$91,163	FP6 - 5	\$91,163	FP5 - 7	\$100,515	FP5 - 7	\$103,530
Fire Prevention Section Chief	FP6 - 6	\$82,685	FP6 - 7	\$91,163	FP6 - 7	\$95,729	FP6 - 6	\$95,729	FP5 - 8	\$105,541	FP5 - 8	\$108,707
Fire Prevention Section Chief	FP6 - 7	\$86,812	FP6 - 8	\$95,729	FP6 - 8	\$100,515	FP6 - 7	\$100,515	FP5 - 9	\$107,652	FP5 - 9	\$110,881
Fire Prevention Section Chief	FP6 - 8	\$91,163	FP6 - 9	\$100,515	FP6 - 9	\$105,541	FP6 - 8	\$105,541	FP5 - 10	\$109,805	FP5 - 10	\$113,099
Fire Prevention Section Chief	FP6 - 9	\$95,729	FP6 - 10	\$105,541	FP6 - 10	\$107,652	FP6 - 9	\$107,652	FP5 - 11	\$112,001	FP5 - 11	\$115,361
Fire Prevention Section Chief	FP6 - 10	\$100,515	FP6 - 11	\$107,652	FP6 - 11	\$109,805	FP6 - 10	\$109,805	FP5 - 11	\$112,001	FP5 - 11	\$115,361
Fire Prevention Section Chief	FP6 - 11	\$105,541	FP6 - 11	\$107,652	FP6 - 11	\$109,805	FP6 - 10	\$109,805	FP5 - 11	\$112,001	FP5 - 11	\$115,361

Fire Prevention Section Chief Rank (Officers with a Step Date AFTER 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>after</u> 1-9-19)					
	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	On 10/1/18 (Step Number Changes; but Pay is the Same.)		On 1/9/2019 (3% (or \$60,000) increase)		On Step Date (2 Step Increase)	
Fire Prevention Section Chief Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Prevention Section Chief	FP6 - 1	\$63,500	FP6 - 2	\$71,410	FP6 - 2	\$74,996	FP6 - 1	\$74,996	FP6 - 1	\$77,246	FP5 - 3	\$85,165
Fire Prevention Section Chief	FP6 - 2	\$68,025	FP6 - 3	\$74,996	FP6 - 3	\$78,759	FP6 - 2	\$78,759	FP6 - 2	\$81,122	FP5 - 4	\$89,416
Fire Prevention Section Chief	FP6 - 3	\$71,410	FP6 - 4	\$78,759	FP6 - 4	\$82,685	FP6 - 3	\$82,685	FP6 - 3	\$85,166	FP5 - 5	\$93,898
Fire Prevention Section Chief	FP6 - 4	\$74,996	FP6 - 5	\$82,685	FP6 - 5	\$86,812	FP6 - 4	\$86,812	FP6 - 4	\$89,416	FP5 - 6	\$98,601
Fire Prevention Section Chief	FP6 - 5	\$78,759	FP6 - 6	\$86,812	FP6 - 6	\$91,163	FP6 - 5	\$91,163	FP6 - 5	\$93,898	FP5 - 7	\$103,530
Fire Prevention Section Chief	FP6 - 6	\$82,685	FP6 - 7	\$91,163	FP6 - 7	\$95,729	FP6 - 6	\$95,729	FP6 - 6	\$98,601	FP5 - 8	\$108,707
Fire Prevention Section Chief	FP6 - 7	\$86,812	FP6 - 8	\$95,729	FP6 - 8	\$100,515	FP6 - 7	\$100,515	FP6 - 7	\$103,530	FP5 - 9	\$110,881
Fire Prevention Section Chief	FP6 - 8	\$91,163	FP6 - 9	\$100,515	FP6 - 9	\$105,541	FP6 - 8	\$105,541	FP6 - 8	\$108,707	FP5 - 10	\$113,099
Fire Prevention Section Chief	FP6 - 9	\$95,729	FP6 - 10	\$105,541	FP6 - 10	\$107,652	FP6 - 9	\$107,652	FP6 - 9	\$110,881	FP5 - 11	\$115,361
Fire Prevention Section Chief	FP6 - 10	\$100,515	FP6 - 11	\$107,652	FP6 - 11	\$109,805	FP6 - 10	\$109,805	FP6 - 10	\$113,099	FP5 - 11	\$115,361
Fire Prevention Section Chief	FP6 - 11	\$105,541	FP6 - 11	\$107,652	FP6 - 11	\$109,805	FP6 - 10	\$109,805	FP6 - 10	\$113,099	FP5 - 11	\$115,361



Agenda Information Sheet

File #: 18-1430

Item #: 82.

STRATEGIC PRIORITY: Government Performance and Financial Management

AGENDA DATE: December 12, 2018

COUNCIL DISTRICT(S): N/A

DEPARTMENT: Department of Human Resources

EXECUTIVE: T.C. Broadnax

SUBJECT

Authorize **(1)** approval of revised salary schedules for Police and Fire uniform executive staff, for a 3% adjustment; and **(2)** implementing pay increases for Police and Fire uniform executive staff, effective January 9, 2019 - Financing: This action has no cost consideration to the City

BACKGROUND

This item will authorize a 3% adjustment for all Fire and Police uniform executive staff, effective January 9, 2019.

City Council has recommended a three percent (3%) adjustment for Police and Fire uniform employees, as will be amended in the current Meet and Confer Agreement. This item is to address the compensation for Police and Fire uniformed executive staff, this requested adjustment would be the same as the three percent (3%) that was approved for Police and Fire uniform employees and will be effective January 9, 2019. The FY 2018-19 budget included this three percent (3%) adjustment for Police and Fire executive pay.

It is necessary to ratify this action and to amend the Police and Fire uniformed salary schedules together with the budget providing for these changes.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

This item has no prior action.

FISCAL INFORMATION

This action has no cost consideration to the City. Funding for this item is included as part of the adoption for the FY 2018-19 budget.

December 12, 2018

WHEREAS, it is considered desirable and necessary to ratify these actions and to amend the Police and Fire executive pay schedules together with the budget providing for these changes.

Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That the Police uniform executive salary schedule reflect a three percent (3%) adjustment. (**Attachment B-4**)

SECTION 2. That the Fire uniform executive salary schedule reflect a three percent (3%) adjustment. (**Attachment B-5**)

SECTION 3. That the pay increase for Police uniform executive staff be effective January 9, 2019.

SECTION 4. That the pay increase for Fire uniform executive staff be effective January 9, 2019.

SECTION 5. That the City Manager or designee be authorized, upon recommendation from the Director of Human Resources, to make any administrative changes necessary to maintain equity.

SECTION 6. That this resolution shall take effect immediately from and after its passage in accordance with the provision of the Charter of the City of Dallas, and it is accordingly so resolved.

Attachment B-4

**CITY OF DALLAS
EXECUTIVE
UNIFORM POLICE SALARY SCHEDULE**
Effective January 9, 2019

CLASS CODE	RANK	GRADE-STEP	MONTHLY	ANNUAL
46017	Police Major, 1 Year	P6 - 1	\$6,437	\$77,246
46017	Police Major, 1 Year	P6 - 2	\$6,760	\$81,122
46017	Police Major, 1 Year	P6 - 3	\$7,097	\$85,166
46017	Police Major, 1 Year	P6 - 4	\$7,451	\$89,416
46017	Police Major, 1 Year	P6 - 5	\$7,825	\$93,898
46017	Police Major, 1 Year	P6 - 6	\$8,217	\$98,601
46017	Police Major, 1 Year	P6 - 7	\$8,628	\$103,530
46017	Police Major, 1 Year	P6 - 8	\$9,059	\$108,707
46017	Police Major, 1 Year	P6 - 9	\$9,240	\$110,881
46018	Police Major, 1 Year	P6 - 10	\$9,425	\$113,099
46019	Police Major	P6 - 11	\$9,613	\$115,361

CLASS CODE	RANK	GRADE-STEP	MONTHLY	ANNUAL
46027	Police Assistant Chief, 1 Year	P8 - 1	\$6,993	\$83,913
46027	Police Assistant Chief, 1 Year	P8 - 2	\$7,342	\$88,109
46027	Police Assistant Chief, 1 Year	P8 - 3	\$7,710	\$92,514
46027	Police Assistant Chief, 1 Year	P8 - 4	\$8,107	\$97,287
46027	Police Assistant Chief, 1 Year	P8 - 5	\$8,513	\$102,151
46027	Police Assistant Chief, 1 Year	P8 - 6	\$8,938	\$107,259
46027	Police Assistant Chief, 1 Year	P8 - 7	\$9,385	\$112,622
46027	Police Assistant Chief, 1 Year	P8 - 8	\$9,857	\$118,286
46027	Police Assistant Chief, 1 Year	P8 - 9	\$10,350	\$124,200
46027	Police Assistant Chief, 1 Year	P8 -10	\$10,868	\$130,411
46027	Police Assistant Chief, 1 Year	P8 -11	\$11,411	\$136,932
46027	Police Assistant Chief, 1 Year	P8 -12	\$11,982	\$143,778
46027	Police Assistant Chief, 1 Year	P8 -13	\$12,221	\$146,654
46028	Police Assistant Chief	P8 -14	\$12,466	\$149,587
46029	Police Assistant Chief	P8 -15	\$12,715	\$152,579

24433	Police Deputy Chief, 1 Year	P7 - 1	\$7,124	\$85,489
24433	Police Deputy Chief, 1 Year	P7 - 2	\$7,480	\$89,764
24433	Police Deputy Chief, 1 Year	P7 - 3	\$7,854	\$94,252
24433	Police Deputy Chief, 1 Year	P7 - 4	\$8,247	\$98,961
24433	Police Deputy Chief, 1 Year	P7 - 5	\$8,659	\$103,913
24433	Police Deputy Chief, 1 Year	P7 - 6	\$9,092	\$109,109
24433	Police Deputy Chief, 1 Year	P7 - 7	\$9,547	\$114,564
24433	Police Deputy Chief, 1 Year	P7 - 8	\$9,738	\$116,856
24434	Police Deputy Chief	P7 - 9	\$9,933	\$119,193
24434	Police Deputy Chief	P7 - 10	\$10,131	\$121,577

24312	Police Chief, 1 Year	P9 - 1	\$9,072	\$108,860
24312	Police Chief, 1 Year	P9 - 2	\$9,511	\$114,132
24312	Police Chief, 1 Year	P9 - 3	\$9,987	\$119,839
24312	Police Chief, 1 Year	P9 - 4	\$10,486	\$125,831
24312	Police Chief, 1 Year	P9 - 5	\$11,010	\$132,123
24312	Police Chief, 1 Year	P9 - 6	\$11,561	\$138,729
24312	Police Chief, 1 Year	P9 - 7	\$12,139	\$145,665
24312	Police Chief, 1 Year	P9 - 8	\$12,746	\$152,948
24312	Police Chief, 1 Year	P9 - 9	\$13,383	\$160,596
24312	Police Chief, 1 Year	P9 - 10	\$14,052	\$168,626
24312	Police Chief, 1 Year	P9 - 11	\$14,755	\$177,057
24312	Police Chief, 1 Year	P9 - 12	\$15,493	\$185,910
24312	Police Chief, 1 Year	P9 - 13	\$16,267	\$195,206
24312	Police Chief, 1 Year	P9 - 14	\$17,080	\$204,966
24312	Police Chief, 1 Year	P9 - 15	\$17,934	\$215,214
24312	Police Chief, 1 Year	P9 - 16	\$18,293	\$219,518
24313	Police Chief, 1 Year	P9 - 17	\$18,659	\$223,909
24313	Police Chief	P9 - 18	\$19,032	\$228,387

The police and fire chiefs will receive any additional holidays granted to other police and fire personnel under a meet and confer or collective bargaining agreement for the same length of time that the other police and fire personnel receive the additional holidays under the meet and confer or collective bargaining agreement.

Although pay steps for uniformed staff generally occur in one-year increments, 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. 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.

**CITY OF DALLAS
EXECUTIVE
UNIFORM FIRE SALARY SCHEDULE**
Effective January 9, 2019

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTHLY</u>	<u>ANNUAL</u>
24447	Fire Deputy Chief, 1 Year	F7 - 1	\$7,124	\$85,489
24447	Fire Deputy Chief, 1 Year	F7 - 2	\$7,480	\$89,764
24447	Fire Deputy Chief, 1 Year	F7 - 3	\$7,854	\$94,252
24447	Fire Deputy Chief, 1 Year	F7 - 4	\$8,247	\$98,961
24447	Fire Deputy Chief, 1 Year	F7 - 5	\$8,659	\$103,913
24447	Fire Deputy Chief, 1 Year	F7 - 6	\$9,092	\$109,109
24447	Fire Deputy Chief, 1 Year	F7 - 7	\$9,547	\$114,564
24447	Fire Deputy Chief, 1 Year	F7 - 8	\$9,738	\$116,856
24448	Fire Deputy Chief	F7 - 9	\$9,933	\$119,193
24449	Fire Deputy Chief	F7 - 10	\$10,131	\$121,577
44011	Fire Assistant Chief, 1 Year	F8 - 1	\$6,993	\$ 83,913
44011	Fire Assistant Chief, 1 Year	F8 - 2	\$7,342	\$ 88,109
44011	Fire Assistant Chief, 1 Year	F8 - 3	\$7,710	\$ 92,514
44011	Fire Assistant Chief, 1 Year	F8 - 4	\$8,107	\$ 97,287
44011	Fire Assistant Chief, 1 Year	F8 - 5	\$8,513	\$ 102,151
44011	Fire Assistant Chief, 1 Year	F8 - 6	\$8,938	\$ 107,259
44011	Fire Assistant Chief, 1 Year	F8 - 7	\$9,385	\$ 112,622
44011	Fire Assistant Chief, 1 Year	F8 - 8	\$9,857	\$ 118,286
44011	Fire Assistant Chief, 1 Year	F8 - 9	\$10,350	\$ 124,200
44011	Fire Assistant Chief, 1 Year	F8 - 10	\$10,868	\$ 130,411
44011	Fire Assistant Chief, 1 Year	F8 - 11	\$11,411	\$ 136,932
44011	Fire Assistant Chief, 1 Year	F8 - 12	\$11,982	\$ 143,778
44011	Fire Assistant Chief, 1 Year	F8 - 13	\$12,221	\$ 146,654
44011	Fire Assistant Chief	F8 - 14	\$12,466	\$ 149,587
44011	Fire Assistant Chief	F8 - 15	\$12,715	\$ 152,579

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTHLY</u>	<u>ANNUAL</u>
24311	Fire Chief, 1 Year	F9 - 1	\$9,072	\$ 108,860
24311	Fire Chief, 1 Year	F9 - 2	\$9,511	\$ 114,132
24311	Fire Chief, 1 Year	F9 - 3	\$9,987	\$ 119,839
24311	Fire Chief, 1 Year	F9 - 4	\$10,486	\$ 125,831
24311	Fire Chief, 1 Year	F9 - 5	\$11,010	\$ 132,123
24311	Fire Chief, 1 Year	F9 - 6	\$11,561	\$ 138,729
24311	Fire Chief, 1 Year	F9 - 7	\$12,139	\$ 145,665
24311	Fire Chief, 1 Year	F9 - 8	\$12,746	\$ 152,948
24311	Fire Chief, 1 Year	F9 - 9	\$13,383	\$ 160,596
24311	Fire Chief, 1 Year	F9 - 10	\$14,052	\$ 168,626
24311	Fire Chief, 1 Year	F9 - 11	\$14,755	\$ 177,057
24311	Fire Chief, 1 Year	F9 - 12	\$15,493	\$ 185,910
24311	Fire Chief, 1 Year	F9 - 13	\$16,267	\$ 195,206
24311	Fire Chief, 1 Year	F9 - 14	\$17,080	\$ 204,966
24311	Fire Chief, 1 Year	F9 - 15	\$17,934	\$ 215,214
24311	Fire Chief, 1 Year	F9 - 16	\$18,293	\$ 219,518
24311	Fire Chief	F9 - 17	\$18,659	\$ 223,908
24311	Fire Chief	F9 - 18	\$19,032	\$ 228,387

The police and fire chiefs will receive any additional holidays granted to other police and fire personnel under a meet and confer or collective bargaining agreement for the same length of time that the other police and fire personnel receive the additional holidays under the meet and confer or collective bargaining agreement.

Although pay steps for uniformed staff generally occur in one-year increments, 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. 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.

Memorandum



CITY OF DALLAS

DATE December 6, 2018

TO Honorable Members of Public Safety and Criminal Justice Committee

SUBJECT **Installation of Art Crosswalks**

Last year, the Department of Transportation entered into an agreement with Uptown Dallas, Inc. for the installation of the first colored thermoplastic art crosswalk in the City of Dallas at the intersection of Lemmon East and McKinney Avenue. This agreement (see attached) was specifically tailored to Uptown Dallas, Inc. The Department of Transportation did not formalize the agreement for public use but it provides guidelines for financial responsibility, installation, maintenance, and removal of crosswalk enhancements. Other similar requests are currently in the process of review.

The agreement included the following requirements:

- 1) Enhancements must comply with the *Texas Manual on Uniform Traffic Control Devices*.
- 2) Enhancements shall be applied using thermoplastic, skid-resistant materials or other materials approved by the Department of Transportation.
- 3) Enhancements may not cover or interfere with existing pavers or other crosswalk enhancements or street car tracks.
- 4) Enhancements may not contain numbering, text, or a sign of any type.
- 5) Enhancements must be maintained by the proposing entity.

The insurance requirements are also attached. Typically, requests can be generated by Councilmembers, homeowners' associations, public improvement districts and other interested groups. The Department of Transportation will review these requests on a case-by-case basis and they will be subject to the above requirements.

Parties interested in pursuing art crosswalks may contact Steve Cherryholmes in the Transportation Operations Division of the Department of Transportation at (214)-670-6904.

A handwritten signature in blue ink, appearing to read 'Majed Al-Ghafry'.

Majed Al-Ghafry, P.E.
Assistant City Manager

[Attachments]

c: Honorable Mayor and Members of the City Council
T.C. Broadnax, City Manager
Chris Caso, City Attorney (I)
Carol Smith, City Auditor (I)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge

Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

April 13, 2017

Katy Slade
Uptown Dallas, Inc.
3600 McKinney Avenue, Suite 210
Dallas, Texas 75204



Re: Crosswalk enhancements at Lemmon Avenue East and McKinney Avenue

Dear Ms. Slade:

This agreement serves as a response to Uptown Dallas, Inc.'s ("UDI") request to make certain crosswalk enhancements in the form of art installations within the existing crosswalks at the intersection of Lemmon Avenue East and McKinney Avenue. The City of Dallas ("City") agrees to allow the installation, maintenance, and removal of crosswalk enhancements upon consideration of UDI agreeing to the following conditions:

1. UDI is financially responsible for the installation, maintenance, and removal of the crosswalk enhancements. There is no cost to the City.
2. UDI will comply with the insurance requirements outlined in Exhibit A.
3. UDI will obtain a permit from the Department of Mobility and Street Services for the installation, maintenance, or removal of the crosswalk enhancements if required by the Dallas Development Code.
4. The crosswalk enhancements must comply with the Texas Manual on Uniform Traffic Control Devices.
5. The crosswalk enhancements will be applied using thermoplastic, skid-resistant materials or other materials approved by the Department of Mobility and Street Services.
6. The crosswalk enhancements may not cover or interfere with existing pavers or other crosswalk enhancements or street car tracts.
7. The crosswalk enhancements may not contain numbering, text, or a sign of any type.
8. UDI must maintain the crosswalk enhancements. If the City makes a written request for repair/upkeep of the crosswalk enhancements and UDI fails to make the necessary repairs/upkeep, the City will remove the crosswalk enhancements at the expense of UDI.

9. UDI must remove the crosswalk enhancements within 15 days upon written request of the City of Dallas. If UDI fails to remove the crosswalk enhancements on or before the expiration of 15 days, the City shall remove the crosswalk enhancements at the expense of UDI.

10. UDI agrees to defend, indemnify, and hold the City, its officers, agents, and employees harmless from and against all claims, liabilities, lawsuits, judgments, costs, and expenses arising out of or in conjunction with this agreement. The provisions of this paragraph are solely for the benefit of the parties to this agreement and are not intended to create or grant any rights, contractual or otherwise, to any other person or entity.

This agreement is made effective _____, 2017, by and between Uptown Dallas, Inc. and the City of Dallas.

CITY OF DALLAS

UPTOWN DALLAS, INC.

REPRESENTATIVE NAME

REPRESENTATIVE NAME

REPRESENTATIVE SIGNATURE

REPRESENTATIVE SIGNATURE

Insurance Requirements

SECTION A. Prior to the approval of this contract by the CITY, CONTRACTOR shall procure, pay for and maintain the following insurance written by companies approved by the State of Texas and acceptable to CITY. The insurance shall be evidenced by delivery to the CITY, at the address shown in REQUIRED PROVISIONS b.(i), certificates of insurance executed by the insurer or its authorized agent stating coverages, limits, expiration dates and compliance with all applicable required provisions. Upon request, the CITY shall be entitled to receive without expense, copies of the policies and all endorsements. CITY HAS NO DUTY TO PAY OR PERFORM UNDER THIS CONTRACT OR AGREEMENT UNTIL SUCH CERTIFICATE HAS BEEN DELIVERED TO THE CITY and no officer or employee shall have authority to waive this requirement.

SECTION B. The CITY reserves the right to review the insurance requirements of this section during the effective period of the contract and to modify insurance coverages and their limits when deemed necessary and prudent by City's Office of Risk Management based upon economic conditions, recommendation of professional insurance advisors, changes in statutory law, court decisions or other relevant factors. The CONTRACTOR agrees to make any reasonable request for deletion, revision or modification of particular policy terms, conditions, limitations, or exclusions (except where policy provisions are established by law or regulation binding upon either party to the contract). Upon request by CITY, CONTRACTOR shall exercise reasonable efforts to accomplish such changes in policy coverages and shall pay the cost thereof.

SECTION C. REQUIRED PROVISIONS

CONTRACTOR agrees that with respect to the below required insurance, all insurance contracts and certificate(s) of insurance will contain and state, in writing, the following required provisions:

- a. Name the City of Dallas and its officers, employees and elected representatives as additional insureds to all applicable coverages.
- b. State that coverage shall not be canceled except after thirty (30) days written notice to:
 - (i) Department of Streets, Attention: Aurobindo Majumdar, Project Manager, Buyer, 1500 Marilla, L1B-South, Dallas, Texas 75201 and
 - (ii) Director, Office of Risk Management, 1500 Marilla, 6A-South, Dallas, Texas 75201.
- c. Waive subrogation against the City of Dallas, its officers and employees, for bodily injury (including death), property damage or any other loss.
- d. Provide that the CONTRACTOR'S insurance is primary insurance as respects the CITY, its officers, employees and elected representatives.
- e. Ensure that all certificates of insurance identify the service or product being provided and name the City department shown in REQUIRED PROVISIONS b.(i) as the Certificate Holder.

SECTION D. INSURANCE COVERAGE REQUIRED

CONSTRUCTION INSURANCE REQUIREMENTS

Subject to CONTRACTOR'S right to maintain reasonable deductibles, CONTRACTOR shall obtain and maintain in full force and effect for the duration of this contract and any extension hereof, at CONTRACTOR'S sole expense, insurance coverage in the following type(s) and amounts:

1. **Workers' Compensation within the regulations of the Texas Workers' Compensation Act. The minimum policy limits for Employers Liability are:**

Bodily Injury by Accident: \$1,000,000 Each Accident

Bodily Injury by Disease: \$1,000,000 Policy Limit

Bodily Injury by Disease: \$1,000,000 Each Employee

2. **If vehicles will be used in the performance of services under the contract, then, Business Automobile Liability Insurance covering owned, hired, and non-owned vehicles, with a minimum combined bodily injury (including death) and property damage limit of \$1,000,000 per occurrence.**
3. **Commercial General Liability Insurance including, but not limited to, Premises/Operations, Personal & Advertising Injury, Products/Completed Operations, Independent Contractors and Contractual Liability with minimum combined bodily injury (including death) and property damage limits of \$1,000,000 per occurrence, \$2,000,000 products/completed operations aggregate, \$2,000,000 general aggregate. The policy shall include endorsement CG2503 Amendment of limits (designated project or premises) in order to extend the policy's limits specifically to the City's project. If this insurance is written on a claims-made form, coverage shall be continuous (by renewal or extended reporting period) for not less than twenty-four (24) months following completion of the contract and acceptance by the City. Coverage, including any renewals, shall have the same retroactive date as the original policy applicable to this contract.**

SECTION E. (1) Without limiting any of the other obligations or liabilities of the CONTRACTOR, the CONTRACTOR shall require each Subcontractor performing work under the contract, at the Subcontractor's own expense, to maintain during the term of the contract, levels of insurance that are necessary and appropriate for the services being performed, comply with all applicable laws and are consistent with industry standards. The Subcontractor's liability insurance shall name the CONTRACTOR as an additional insured. (2) The CONTRACTOR shall obtain and monitor the certificates of insurance from each Subcontractor. The CONTRACTOR must retain the certificates of insurance for the duration of the contract and shall have the responsibility of enforcing insurance requirements among its subcontractors. The CITY shall be entitled, upon request and without expense, to receive copies of these certificates.

SECTION F. Approval, disapproval or failure to act by the CITY regarding any insurance supplied by the CONTRACTOR or its subcontractors shall not relieve the CONTRACTOR of full responsibility or liability for damages and accidents as set forth in the contract documents. Neither shall the bankruptcy, insolvency nor denial of liability by the insurance company exonerate the CONTRACTOR from liability.

SECTION G. INDEMNITY

The CONTRACTOR agrees to defend, indemnify and hold CITY, its officers, agents and employees, harmless against any and all claims, lawsuits, judgments, costs and expenses for personal injury (including death), property damage or other harm for which recovery of damages is sought, suffered by any person or persons, that may arise out of or be occasioned by CONTRACTOR'S breach of any of the terms or provisions of this contract, or by any negligent or strictly liable act or omission of CONTRACTOR, its officers, agents, employees, or subcontractors, in the performance of this contract; except that the indemnity provided for in this paragraph shall not apply to any liability resulting from the sole negligence or fault of CITY, its officers, agents or employees and in the event of joint and concurrent negligence or fault of CONTRACTOR and CITY, responsibility and indemnity, if any, shall be apportioned comparatively in accordance with the laws of the State of Texas, without waiving any governmental immunity available to the CITY under Texas law and without waiving any defenses of the parties under Texas law. The provisions of this paragraph are solely for the benefit of the parties hereto and are not intended to create or grant any rights, contractual or otherwise, to any other person or entity.