

Memorandum



CITY OF DALLAS

DATE December 7, 2018

TO Honorable Mayor and City Council

SUBJECT **Taking Care of Business – December 4, 2018**

Update Items

[Deck the Plaza: City Hall Lights](#)

I want to thank City Council for their support and attendance of Deck the Plaza: City Hall Lights on Friday, November 30, 2018. For the City's first illumination ceremony, we were fortunate to have inclement weather hold-off long enough for attendees to take advantage of the free beverages and snacks, listen to festive music, and have a chance to meet the man himself, Santa Claus. The event would not have been possible without the collaboration between the City and VisitDallas and its sponsors – Freeman, Oncor, Omni Hotels and Resorts, Centerplate, and Downtown Dallas Inc. The holiday tree and live oaks are scheduled to be illuminated everyday until January 5, 2019 between 6:00 pm and 12:00 am. Should you have any questions or concerns, please contact Kimberly Bizzor Tolbert, Chief of Staff.

[Encampment Resolution Schedule –December 4, 2018 and December 11, 2018](#)

The Office of Homeless Solutions (OHS) has scheduled the following sites for homeless encampment resolution on Tuesday, December 4 and December 11, 2018:

December 4, 2018	December 11, 2018
<ul style="list-style-type: none">• Interstate I-20 at Bonnieview Road (District 8)• Interstate I-30 at Jim Miller Road (District 7)• Interstate I-75 at St. Augustine (District 7)• Interstate I-30 at St Francis (District 7)	<ul style="list-style-type: none">• 4900 ERL Thornton Freeway (District 2)• 600 S. Peak St. (District 2)• 500 S. Hill Ave (District 2)• 1700 Chestnut St. (District 7)• 2929 Hickory St. (District 7)• 1400 S. St. Paul (District 2)• 1400 S. Harwood (District 2)• 1500 ERL Thornton Freeway (District 2)

OHS Street Outreach team will continue to engage with homeless individuals to provide notice of clean-up and connect to resources and shelter. OHS Community Mobilization staff are meeting with stakeholders to determine long-term sustainability of encampment sites and will provide periodic updates. Should you have any questions or concerns, please contact Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer or Monica Hardman, Managing Director of Office of Homeless Solutions.

New Items

[Passing of Former U.S. President George H.W. Bush](#)

On Wednesday, December 5, 2018 the federal government will be closed to observe a day of mourning for the passing of former President George H.W. Bush. Memorial activities will occur to honor the former President and flags have been lowered to half-staff. In addition, Governor Abbot has ordered Texas State agencies, offices and departments to be closed that day as well. Federal and state government operations will operate with skeletal crews on the day of mourning. The

DATE December 7, 2018
SUBJECT **Taking Care of Business – December 4, 2018**

order does not include schools, universities, and local municipalities. The City of Dallas will remain open for business. Should you have questions or concerns, please reach contact Brett Wilkinson, Managing Director of the Office of Strategic Partnerships and Government Affairs.

[DPD Service Pin Ceremony](#)

On Tuesday, December 11, 2018 at 11am, at DPD Headquarters (Media Conference Room), Council Members, city employees and residents are invited to attend the Service Pin Ceremony to recognize sworn and civilian employees for their time of service. The ceremony will honor the Non-Sworn Employee of the Month, Service Pin recipients with 20 years or more, and Police employees with safe driving records. Should you have any questions, please contact Dallas Police Chief Hall.

[DPD Holiday Event](#)

On Tuesday, December 11, 2018 at 1pm, at DPD Headquarters (Media Conference Room), Council Members, city employees and residents are invited to also join the Dallas Police Department in celebrating the holiday season by hosting a DPD Holiday Event. The celebration will include tree trimming, holiday carols by Sunset High School and holiday desserts. Each unit and substation will participate by decorating an ornament to represent their unit or substation. Should you have any questions, please contact Dallas Police Chief Hall.

[Department of Defense \(DOD\) Training Exercise](#)

On Thursday, December 6, 2018 from 7 pm – 10 pm, a Department of Defense (DOD) training exercise will be conducted at 7525 Scyene Road (vacant, old Doctor's Hospital). The training will consist of two scenarios spaced an hour apart. During each of the scenarios two military helicopters will transport personnel to the location, briefly land (to extract personnel) and depart the area. Each scenario will have approximately 65 military personnel, this includes the individuals already staged at the location and those that will be airlifted in by helicopter. Other than the energetic breach on an external door, all the training will be contained inside the vacant structure.

On Friday, December 7, 2018 from 12 pm – 6 pm, the exercise will be conducted at 2727 Turtle Creek (vacant, old Republic Bank). The training will incorporate energetic breaching and simunitions. All involved military personnel will be parked and staged inside the adjoining parking garage. The Dallas SWAT unit will provide an initial sweep of the buildings as well as site security for training. There will be safety officers at each location to prevent any unauthorized personnel from entering the site.

The DOD will notify surrounding residences and businesses of the training by going door to door prior to the start of the exercises. If an individual is not at a location, a handbill will be left. Dallas Police and Dallas Fire Rescue Communications will be notified prior to the training commencing. Dallas Public Information Office (PIO) has been in contact with the DOD PIO and will post information on Nextdoor to the affected neighborhoods.

More details concerning this exercise was provided in the memorandum distributed to City Council on November 30, 2018. Should you have any questions, please contact Assistant Chief Paul Stokes at 214-316-5014.

[Media Inquiries](#)

As of December 3rd, the City has received media requests from various news outlets regarding the following topics:

- Robot Delivery System

DATE December 7, 2018

SUBJECT **Taking Care of Business – December 4, 2018**

- Food Safety at American Airlines Center
- Northeast Dallas Condo Fire (DFR)

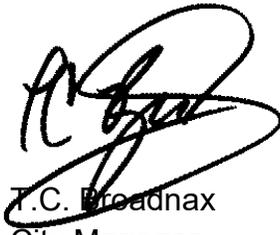
Please see the attached document compiling information provided to the media outlets for the week of November 27th – December 3rd for your reference and in the event you are contacted by the press. Should you have any questions or concerns, please contact Kimberly Bizor Tolbert, Chief of Staff.

Look Ahead

[City Council Briefings](#)

January 2, 2019

- Street Maintenance Update
- Infrastructure Update
- Small Cell Deployment Update



T.C. Broadnax
City Manager

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



**City of Dallas
Public Affairs & Outreach
Media Requests**

November 27 – December 3

Nov. 30, 2018, Paula Lavigne, ESPN: Greetings. ESPN has been working for a while on a story about food safety violations at sports venues. We are getting close to finishing up and I wanted to run the numbers we're going to use in the story by someone with your food safety inspection division. Every health department does things a little differently, so we just want to make sure we're not missing anything. The numbers below should reflect all inspections for 2016/2017, so please let us know if they don't. Anything designated as "priority" in the reports from your department were included in our tally of high-level violations.

American Airlines Center
Total routine inspections: 190
Total high-level violations: 124
Total operations inspected: 65

Thanks. You can reach me at 860-406-1980. We are trying to shore this up by tomorrow for publication soon.

- Paula

City Response: On September 13, 2017, The City of Dallas received an Open Records Request from ESPN regarding the American Airlines Center as noted below. We did provide information on the request. The attached information would not have changed.

C006955; Records Requested: I'm a data journalist working on a project for ESPN. I'd like to request all food inspection reports (ideally in digital form) for all locations at American Airlines Center from Jan. 1, 2016, to the present, and all complaints regarding food service at these venues from Jan. 1, 2014, to the present. I'm also requesting all photos or video files associated with those inspection reports. I'm interested in ALL facilities in this sports venue, including food carts, vendors and concessions, restaurants and kitchens that make food for players/suites/etc.

Nov. 30, 2018, Shawn Shinneman, D Magazine: I'm looking to check in on where things stand with the robot delivery system pilot project that was approved in October. Have the robots hit the ground yet? Where, if so? What companies have signed on to use them? It'd be great to hop on the phone with someone to discuss today.

City Response: There are currently no active robot delivery systems in the City at this time.



City of Dallas

Nov.26, 2018, Miguelangel Pinero Alvarez: This is a new case that I'm working on. Residents at Castle Place Apartments (3637 Almazan Dr, Tx 75220) are complaining about rats. According to them, the situation started four months ago with no definitive action taken so far for this problem to be solved. Even though residents assure they have reported several times, the Assistant Management of the complex told me either there was no report (Apt 102) or dogs have impeded them from executing inspections (Apt 101). I want to know whether the City is aware on this and the city's position about this situation. (Potential measures) As always, thank you very much.

City Response:

The City of Dallas did not receive any service requests regarding a rat infestation at the location mentioned (3637 Almazan Drive). However, Code Compliance employees will inspect the property today (Tuesday) and review the property's extermination records. If a rat infestation is discovered, a Notice of Violation will be issued, and a re-inspection scheduled.

Nov.26, 2018, Miguelangel Pinero Alvarez: Thank you very much. I will be waiting for the results of the inspection. I appreciate your response (This a follow up in regard to complaints of a rat infestation at Castle Place Apartments 3637 Almazan Dr, Tx 75220)

City Response:

Below are the results of today's inspection.

A City of Dallas Code Officer inspected 3637 Almazan Drive today. They noted the two units (101 & 102) which reported rats had less than sanitary kitchens. The clean units had no complaints regarding rats. Below is a recent extermination timeline and results list:

- On 10-09-2018 unit 101 was treated for rats. Could not treat unit 102 due to loose dog inside unit.
- On 11-20-2018 neither 101 or 102 were treated.
- On 11-27-2018, both units 101 and 102 were treated for rats. Exterminator noted that tenant in unit 102 needs to clean kitchen.



City of Dallas

Dallas Fire-Rescue Department

Media Requests: November 26th - December 2nd, 2018.

Tuesday, November 27th: All Media Outlets – Can we have more detail on a multiple alarm fire DFR is responding to?

City Response: The following was sent to all local, and some national, media –

Dallas: At 09:15 Dallas Fire-Rescue responded to a 911 call for a structure fire at the Cambridge Park Condominiums, located at 11450 Audelia Road, in Northeast Dallas. When firefighters arrived at the 3-story condominium complex, they observed flames coming from a first-floor balcony. They deployed hand-lines and initiated an offensive fire attack; but the flames were so well advanced that additional alarms had to be added; all the way up to an eventual fourth.

At one point during the operation, a Mayday call was transmitted as a partial upper-floor collapse trapped three firefighters inside a second floor unit. A rapid rescue was made by the Rapid Intervention Team (RIT), already put in place for such a need, and all three firefighters were taken to local hospitals with non-life-threatening injuries. Two of the firefighters were discharged from the hospital later in the afternoon; while the third one, though stable and expected to recover, will be admitted for observation. One resident was also taken to a local hospital for smoke inhalation, and is expected to be okay. Approximately 100 firefighters worked tirelessly, using hand lines and ladder pipes from a defensive posture, before the fire was ultimately declared extinguished some 4 hours later.

The condominium building, housing 24 units, was completely destroyed, and according to the American Red Cross, displaced approximately 60 residents.

The damage prevented Fire Investigators from being able to make entry into the structure, so the cause remains undetermined.

Wednesday, November 28th: All Local Media Outlets – Can we speak with the firefighters who rescued the trapped firefighters at yesterday's fire?

City Response –

DFR Media Advisory

What: Media Availability with Rapid Intervention Team (RIT)

When: Friday, November 30th, at 9:00 a.m.

Where: Fire Station 19 (5600 East Grand Avenue, Dallas, TX 75223)

Details: On Tuesday, November 27th, Dallas Fire-Rescue worked tirelessly to extinguish a 4-alarm fire which consumed an entire building of condominiums. Early in the course of the 4 hour operation, a Mayday call went out over the radios after a partial upper-floor collapse trapped three firefighters inside of a condo unit. An already established Rapid Intervention Team (RIT) was able to find the firefighters and guide them all to safety, before they were taken to a local hospital for evaluation of non-life-threatening injuries ranging from bumps and bruises, to minor burns to smoke



City of Dallas

inhalation. Two of the firefighters were released later that day, while the third, who was admitted for overnight observation, was discharged the next day.

This Friday, November 30th, the team that rescued the firefighters will be available to speak about their efforts, while highlighting the importance of Mayday training, and the early establishment of a RIT, in the case that a rescue is required. In addition, they will also be able to educate you on some of the equipment they utilize as Urban Search and Rescue Technicians.

About the Rapid Intervention Team (RIT): The RIT is an engine or truck company designated by Command to standby for a rapid deployment during rescue situations. An Urban Search and Rescue team will respond to multiple alarm fires and serve as the RIT.

Friday, November 30th: All Local Media Outlets – DFR put on the aforementioned press conference/media availability in response to the multiple media requests for interviews with the team of firefighters who rescued the firefighter trapped in Tuesday's multiple-alarm fire. All the local media showed up; resulting in DFR and the City of Dallas receiving excellent coverage during the late afternoon/early evening news casts.

Memorandum



CITY OF DALLAS

DATE December 7, 2018

TO Honorable Mayor and Members of the City Council

SUBJECT **Bond Proceeds**

In 2006, city of Dallas voters approved a \$1.35 billion bond package which included plans for renovation or replacement of the Preston Royal branch of the Dallas Public Library. In 2010, the City used bond funds to purchase a piece of land at Forest Lane and Nuestra Drive, with the intention of constructing a new library at the site. The City no longer plans to build a library at the Forest and Nuestra site and now intends to sell the land at auction and use the money to renovate the existing Preston Royal branch. The proceeds of such a sale are termed "bond proceeds" because the land was purchased recently with tax-exempt bond funds which remain outstanding, and thus the potential uses for proceeds from the sale are constrained by Federal tax law and state law.

Under Federal tax law with this fact pattern, the City may use bond proceeds either to pay outstanding bonds that were issued for the original project, or to fund another capital project within two years of the sale of the land. State law similarly stipulates that the proceeds of the sale of a bond-financed asset should be used for another capital project within the same voted authority, or to pay outstanding bonds.

During the November 5 Government Performance & Financial Management committee, council members questioned staff about potential uses for proceeds from the sale of the Forest and Nuestra property. The City's bond counsel (Bracewell LLP) and the City Attorney affirm that the City should either pay off a portion of the original outstanding bonds that the proceeds originally came from (or any bonds that refunded those bonds), or use the proceeds for another capital library project in the City of Dallas within two years.

If you have questions, please contact Bob Coalter, Assistant Director for Treasury, or Jack Ireland, Director of Budget.

A handwritten signature in blue ink that reads "M. Elizabeth Reich".

M. Elizabeth Reich

Chief Financial Officer

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Carol A. Smith, City Auditor (Interim)
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
Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
Directors and Assistant Directors

Memorandum



CITY OF DALLAS

DATE December 6, 2018

TO Honorable Mayor and Members of the City Council

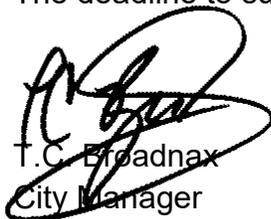
SUBJECT **Public Charge Comment Opportunity**

On October 10th, 2018, the U.S. Department of Homeland Security (DHS) issued a Notice of Proposed Rulemaking, “Inadmissibility on Public Charge Grounds”. In brief, the proposed rulemaking would make changes to “public charge” policies that govern how the use of public benefits such as Medicaid, Supplemental Nutrition Assistance Program (“SNAP”), formerly called “Food Stamps”; potentially, the Children’s Health Insurance Program (CHIP), and other non-cash benefits may affect individuals’ ability to enter the U.S. or adjust to legal permanent resident (LPR) status, such as obtaining a green card.

In summary, analysis by the City’s Office of Welcoming Communities and Immigrant Affairs concluded that this proposed rule would have a deleterious impact on the national and local economy as well as the health, welfare, safety of families who would be directly or indirectly impacted by the change in regulatory policy.

As such, Mayor Rawlings, on behalf of the City of Dallas, will submit comments (attached hereto) respectfully urging DHS to forego implementation of the new public charge rules. As a City Council member, you can amplify the City’s opposition to this proposed rule. In addition, community members are also encouraged to comment. Numerous civic organizations are submitting comments. If you are inclined to comment or would like to inform your district residents, feel free to simply refer to the Mayor’s comments in your response. Individuals are able to submit comments by visiting [regulations.gov](http://www.regulations.gov) and searching for Docket No. USCIS– 2010–0012, or by visiting the following link, <https://www.regulations.gov/comment?D=USCIS-2010-0012-0001>.

The deadline to submit comments is December 10, 2018.



T.C. Broadnax
City Manager

c: Chris Caso, City Attorney (I)
Carol A. 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
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

MICHAEL S. RAWLINGS
Mayor of Dallas



December 7, 2018

Honorable Lee Francis Cissna
Director, United States Citizenship and Immigration Services
Department of Homeland Security
20 Massachusetts Avenue NW
Washington, DC 20529-2140

**RE: DHS Docket No. USCIS-2010-0012, RIN 1615-AA22, Comments in Response to
Proposed Rulemaking: Inadmissibility on Public Charge Grounds**

Dear Director Cissna:

On behalf of the City of Dallas, I write in strong opposition to the Department of Homeland Security (DHS) Notice of Proposed Rulemaking, "Inadmissibility on Public Charge Grounds," which was published in the Federal Register on October 10, 2018. The proposed rule poses a serious threat to national economy and to the health, welfare, safety and economy of Dallas and I respectfully urge DHS to forego implementation of new public charge rules.

(1) Introduction

As Mayor of the 9th largest city in the United States, I am committed to harnessing the power of the robust Dallas economy to create long-term economic resilience and inclusiveness for all Dallas residents. This goal includes Dallas' immigrant community which makes up almost a quarter of our city's demographic.

Dallas is a vibrant and inclusive city where we celebrate diversity and believe that our community is at its best when all of our residents have the opportunity to achieve the American Dream. As of 2016, Dallas is home to 317,756 foreign-born individuals, accounting for 24 percent of the Dallas population.¹ If this proposed rule is implemented, many thousands of these Dallas residents could be chilled from accessing health care, nutrition, housing assistance, and other supports that make families and our city as a whole healthier and stronger. It could also negatively impact the Dallas economy, which greatly benefits from the contributions of our immigrant community.

In addition, I fear that the City and other local public agencies would be forced to shoulder the cost of addressing the harm caused by this rule and of its negative economic and public health impacts on Dallas residents. I also fear that this proposal, if implemented, could impose unfunded administrative burdens on Dallas and other local government agencies and public health and welfare service providers in our region.

¹ "New Americans in Dallas" (Feb. 28, 2018) <https://research.newamericaneconomy.org/report/new-americans-in-dallas/>

The City of Dallas recognizes that the establishment and administration of immigration laws and regulations is largely the domain of the federal government. However, the changes to the “public charge” test pose a serious threat to the health, welfare, safety, and economy of the City of Dallas. I must therefore express strong opposition to these proposed changes that I have reason to believe will have a deleterious impact my community. To this end, I respectfully urge DHS to forego implementation of new public charge rules.

This makes a difficult and complex immigration process even more difficult and a change that would impact our community and economy in a negative manner.

(2) The proposed rule makes the immigration process harder for Dallas families.

In general, the City agrees that an individual seeking to immigrate to the United States should be able to show under federal law that the individual will sustain herself or himself. However, the public charge changes outlined in this proposed rule go well beyond what is necessary to make such an assessment by codifying regulatory barriers vis-a-vis a framework that will inevitably vary from adjudicator to adjudicator and case to case, with similarly situated applicants receiving contrary decisions.

My understanding is that the public charge determination has long been based on a test where an individual must show when she/he is applying for residence or for a non-immigrant visa that she/he is not likely to rely on federal assistance for sustenance. This “self-sufficiency” definition in practice has largely been based on whether an individual has received long-term institutionalized medical care or triggered by cash assistance for income maintenance.

Under current policy, a sufficient Form I-864, *Affidavit of Support*, demonstrating a commitment from a sponsor to support the immigrant at the legally required levels, generally establishes to USCIS’s satisfaction that, under the totality of circumstances, an individual will not become a public charge. This adjudicative framework is straightforward and efficient and has largely yielded predictable, consistent public charge assessments. The proposed rule would replace this policy with a complex test requiring adjudicators to weigh a potentially unlimited number of “factors” including income, language, and medical backgrounds and apply a host of unclear “considerations,” without meaningfully distinguishing “factor” from “consideration” and often referring to specific criteria as both a factor *and* a consideration.

In the notice of proposed rulemaking, there are eleven major amendments to current rules that redefine public charge and public benefits, identifies new role of a sponsor, creates a positive and negative factoring test, creates a new “self-sufficiency” form, and creates a complex bond process. This proposed regulation goes well beyond what is necessary to definitively state what public charge means in terms of promoting self-sufficiency among intending immigrants who are not exempted from such examinations under statute. To my knowledge, a languages test for intending immigrants has never been considered a “negative factor” for migration. Under this process, appeals will escalate, further tying up limited agency resources.

This process has already played out for intending immigrants seeking a visa from abroad when the U.S. Department of State implemented significant changes to the Foreign Affairs Manual (FAM) that raised the public charge bar for immigrant visa applicants earlier this year. This shift prompted numerous improper visa denials on public charge grounds, barring affected individuals from entering the United States and reuniting with their families.² Making matters worse, those denials oftentimes result in revocations of visa applicants’ approved I-601A

² “AILA, CLINIC, and NILC Express Concerns Over Improper Public Charge Determinations and I-601A Revocations” (Aug. 28, 2018); <https://www.aila.org/advo-media/aila-correspondence/2018/aila-clinic-and-nilc-express-concerns-over>.

provisional waivers, compelling these individuals to seek I-601 provisional waivers instead, even when they promptly overcome the public charge findings by providing additional documentation. The I-601 application process typically lasts longer than a year, during which time these individuals must remain overseas, apart from their loved ones.

The proposed rule threatens to multiply these problems exponentially. DOS has indicated that it could further modify its own public charge guidance in response to DHS's final public charge rule.³ If consulates begin applying a standard similar to the one proposed by DHS, the more than one million individuals that seek visas from DOS annually would be subject to burdensome and arbitrary standards, with many finding themselves unfairly shut out of the country and unable to join their families. Overall legal immigration could drop sharply, with severe consequences for family unity and the national economy. The proposed rule would replace this policy with a complex test requiring adjudicators to weigh a potentially unlimited number of "factors" and apply a host of unclear "considerations," without meaningfully distinguishing "factor" from "consideration."

Combined with USCIS's new policy for placing individuals in removal/deportation proceedings, people who are entitled to lawful permanent residence will be too afraid to apply to adjust status, leading to more people in the US without status and to an overall decline in immigration to the United States at a time when demographic trends point to a need for continued immigration to sustain our economy and bolster retirement, health, and social safety net programs.

I would point out that the complexity of the new "public charge" tests outlined in the proposed rule as well as the complexity of the proposed rule overall run directly counter to overall Administration policy to reduce regulation and control regulatory costs.⁴ As DHS clearly outlines in this proposal, it would increase administrative costs for both DHS and visa applicants and will require DHS and other federal agencies to hire additional staff to administer the more complex public charge test.

(2) The proposed rule would negatively impact the Dallas economy.

Dallas is a diverse community, where nearly 43 percent of our households speak a language other than English. We regard this diversity as a cultural, economic and social asset. In Dallas, immigrants make up over 32 percent of our local workforce. Immigrants are over-represented in the STEM fields as well as the more laborious occupations of construction, hospitality and other service-related industries. They often create their own business and, in 2016, Immigrant households earned \$7.9 billion in household income. In 2017, the City established an office of Welcoming Communities and Immigrant Affairs to maximize the assets immigrants contribute, while also striving to ensure that immigrants have equitable access to services in our City.

In addition, immigrant households contributed \$1.9 billion to federal taxes and \$591.M went to state and local taxes. This left them with \$5.4 billion in spending power in the Dallas community. Not only do immigrants contribute to the local economy, they also support federal social programs. In 2016, they contributed \$847.7 million to Social Security and \$218.9 million to Medicare. Additionally, immigrants were responsible for 40 percent of overall population growth from 2011 to 2016. Despite the net contributions from immigrants in our community,

³ See "Exclusive: Trump administration may target immigrants who use food aid, other benefits" [Reuters](https://www.reuters.com/article/us-usa-immigration-services-exclusive/exclusive-trump-administration-may-target-immigrants-who-use-food-aid-other-benefits-idUSKBN1FS2ZK) (Feb. 8, 2018); <https://www.reuters.com/article/us-usa-immigration-services-exclusive/exclusive-trump-administration-may-target-immigrants-who-use-food-aid-other-benefits-idUSKBN1FS2ZK>.

⁴ Executive Order 13771, [Reducing Regulation and Controlling Costs](#), January 30, 2017

we know that newcomers are less likely to access public benefits, and although they may currently earn lower wages, they are contributing to their families and our community.

Over the last two decades, the size of the U.S.-born population with a high school degree or less has decreased. This is particularly evident among young workers, ages 25-44, the group typically most capable of doing physically demanding work. As this population declined, however, the number of jobs for workers with that education level held steady. Thus, real and persistent gaps in the American workforce have opened-up, especially in agriculture, hospitality, and meatpacking. Foreign-born workers, a group considerably more likely than natives to lack education beyond high school, step in to fill those jobs that would otherwise remain vacant. This situation is the case in Dallas where immigrants are represented at higher rates in the workforce than their demographic percentages in the overall population. According to the Dallas Federal Reserve, "An important benefit of immigration is the immigrant population's relative youth. In Texas and the rest of the country, immigrants are much more likely than U.S. natives to in their prime working years."⁵

By creating a much less welcoming environment in America to new immigrants, we might not only be closing doors on working-class immigrants, but highly-skilled immigrants who may no longer view the U.S. as a desirable home for their families and relatives. We have seen this scenario with foreign students, where the annual enrollment numbers have declined in recent years given to the changing climate at the national level.

(3) The proposed rule would negatively impact public health, welfare, and public safety in Dallas.

Investing in nutrition, health care, and other essential needs keeps children learning, parents working, families strong, and allows all of us to contribute fully to our communities. The policies articulated in the proposed rule would terrify immigrant families, discourage or prevent hard-working people from immigrating, and deter immigrant families, most of which in Dallas include U.S. citizen children, from seeking the help they need to lead a healthy and productive life.

The proposed rule would pressure large numbers of immigrants and their families to forego enrolling in vital programs such as nutrition assistance, health coverage and housing that their families are eligible for and need. Because the rules for determining whether someone is a "public charge" are technical and the circumstances under which such a determination is made are often confusing, the number of low-income immigrant families that choose not to receive benefits would likely exceed by a sizable amount the number that would ultimately be subject to a "public charge" determination.

The fear created by these rules would extend far beyond the individuals who forego benefits, harming entire communities as well as the infrastructure that serves all of us, such as schools, hospitals and clinics. All of these consequences are identified in the proposed rule itself, under costs; and a substantial body of evidence demonstrates that they are highly significant and damaging.

According to data from Manatt Health, if implemented, this rule could impact as many as **26 million people** in families nationwide, and 781,824 non-citizens families in Dallas County.⁶ Any

⁵ *Gone to Texas: Immigration and the Transformation of the Texas Economy*, Orrenius, Pia M., Zavadny, Madeline, LoPalo, Melissa.

⁶ "Public Charge Rule – Potentially Chilled Population Data Dashboard, by County" Manatt, <https://www.manatt.com/Insights/Articles/2018/Public-Charge-Rule-Potentially-Chilled-Population#DataDashboard>

families with non-citizen members could fear consequences of accessing health care and basic need programs.

The widespread “chilling effect” that causes families to withdraw from benefits due to fear is already evident as a result of more than 18 months of leaks and rumors about changes to public charge policy. Community providers have already reported changes in health care use, including decreased participation in Medicaid and other programs due to community fears stemming from the leaked draft regulations. For example, as reported by the *Dallas Morning News* in October 2018, local organizations such as Faith in Texas, a religious group that works with low-income families in North Texas, experienced an increase in the number of mixed-status families who reported they would likely stop using programs such as CHIP and SNAP. In addition, local non-profits and faith-based groups have seen an increase in the number of calls they are receiving about the proposed regulation, often from mothers with U.S.-born children who have stopped getting federally funded medical care or nutrition assistance.⁷ A 2018 survey of public health clinics found that $\frac{2}{3}$ of health providers reported an increase in parents fear about enrolling kids in Medicaid, and nearly $\frac{1}{2}$ of providers reported an increase in no shows. Likewise, fear has already been driving immigrant families—who are eligible to receive benefits for themselves or their children—to forgo vital health and nutrition assistance, jeopardizing the health of families and communities alike. Historical evidence from the 1996 PRWORA policy changes, which is cited in the NPRM itself, demonstrates that public information alone cannot prevent these damaging consequences, because of the complexity of immigration policies (greatly increased by this proposed rule), among other reasons. Even among groups of immigrants who were explicitly excluded from the 1996 eligibility changes, such as U.S citizen children in mixed status families, participation dropped dramatically.

The proposed rule would cause major harm to the children of immigrant parents, whether they are immigrants or citizens themselves. This is explicitly acknowledged in the cost-benefit analysis of the proposal. Children’s well-being is inseparable from their parents’ and families’ well-being, so help received by parents is central to children’s health and well-being in the short- and long-term. Children thrive when their parents can access needed health or mental health care, when their families have enough to eat, and a roof over their heads. Conversely, parents’ stress and health challenges impede effective caregiving and can undermine children’s development.

This rule is an attack on our Dallas families with immigrants. Immigrant children themselves may be directly impacted by the rule, and there is no way to harm our city’s immigrant parents without harming all of their children as well. Citizen-children with immigrant parents are a large and growing segment of the U.S. child population. Nearly 16 million citizen-children under age 18 in the United States—one out of every four children—have one or more parents who are foreign-born. According to the Migration Policy Institute, in Texas 34.7 percent or 2,412,318 out of 6,948,492 children under age 18 have one or more parents who are foreign-born. This is higher than the national average, which is 25.8 percent.⁸ Children in immigrant families are more likely to face certain hardships and are already less likely to secure help due in part to flawed eligibility rules that create barriers for immigrant families. However, like all children, children in immigrant

⁷ “U.S. citizen kids may go without medical care, food because their immigrant parents are afraid to accept help” (Oct. 9) Dallas News, <https://www.dallasnews.com/news/immigration/2018/10/09/immigrants-fear-using-publicaid-us-citizen-kids-will-hurt-chances-legal-status>

⁸ “State Demographics” Migration Policy Institute (2016), <https://www.migrationpolicy.org/data/state-profiles/state/demographics/TX/US/>

families benefit when they have access to programs and services that promote their development.

The value of access to public benefits has been documented repeatedly. Multiple studies confirm that early childhood or prenatal access to Medicaid and SNAP improves health and reduces reliance on cash assistance. Children of immigrants who participate in the Supplemental Nutrition Assistance Program (SNAP, formerly food stamps) are more likely to be in good or excellent health, be food secure, and reside in stable housing. Compared to children in immigrant families without SNAP, families with children who participate in the program have more resources to afford medical care and prescription medications. An additional year of SNAP eligibility for young children with immigrant parents is associated with significant health benefits in later childhood and adolescence. Children in immigrant families with health insurance coverage are more likely to have a usual source of care and receive regular health care visits, and are less likely to have unmet care needs. Children with access to Medicaid have fewer absences from school, are more likely to graduate from high school and college, and are more likely to have higher paying jobs as adults. Children whose families receive housing assistance are more likely to have a healthy weight and to rate higher on measures of well-being—especially when housing assistance is accompanied by food assistance.

A recent report by Georgetown University Center for Children and Families found that Texas has the highest rate of uninsured children in the United States, at 21 percent. Between 2016 and 2017, Texas saw an increase of nearly 83,000 uninsured children.⁹ Research demonstrates that safety net programs such as SNAP and Medicaid have short and long-term health benefits and are crucial levers to reducing the intergenerational transmission of poverty. For example, according to the Center on Budget and Policy Priorities, economic security and health programs lifted 36 million people above the poverty line in 2016, including 7 million children. Specifically, a study assessing the impact of expanding SNAP benefits found that disadvantaged children who had access to food stamps (now known as SNAP) in early childhood and whose mothers had access during pregnancy experienced better outcomes as adults related to health and education compared to children who didn't have access.¹⁰

The proposed changes would harm a broad swath of children and families in our city. Children in immigrant families do not live in isolation. They live and grow up in communities where their individual success is critical to the strength of the country's future workforce and collective economic security. When families have access to housing assistance, they have more resources to cover the cost of nutritious foods, health care, and other necessities. Where families live is also directly tied to where they work. If parents lose access to affordable housing, they may also be at risk of losing their jobs. As compared to children without health insurance, children enrolled in Medicaid in their early years have better health, educational, and employment outcomes not only in childhood but as adults. By making health insurance accessible to children and parents, Medicaid keeps families healthy and also protects them from financial hardship. For millions of families, Medicaid is a lifeline that keeps them living above the poverty threshold. America's future depends on ensuring that all children succeed. We need to invest in children, rather than put their healthy development and education at risk by

⁹ "Nation's Progress on Children's Health Coverage Reverse Course" (Nov. 2018), Georgetown University Center for Children and Families, https://ccf.georgetown.edu/wp-content/uploads/2018/11/UninsuredKids2018_Final_asof1128743pm.pdf

¹⁰ "Economic Security, Health Programs Reduce Poverty and Hardship, with Long-Term Benefits" (Feb. 2018) Center on Budget and Policy Priorities, <https://www.cbpp.org/blog/economic-security-health-programs-reduce-poverty-and-hardship-with-long-term-benefits>

destabilizing their families. Forcing parents to choose between their ability to remain with or reunite their family and their children's access to critical benefits is short-sighted and will harm all of us.

At FR 51174, the Department specifically requests comment on whether the Children's Health Insurance Program (CHIP) should be included in a public charge determination. For many of the same reasons that Dallas opposes the inclusion of Medicaid, the City adamantly oppose the inclusion of CHIP. Making the receipt of CHIP a negative factor in the public charge assessment or including it in the "public charge" definition, would exacerbate the problems with this rule by extending its reach further to exclude moderate income working families – and applicants likely to earn a moderate income at some point in the future. Including CHIP in a public charge determination would likely lead to many eligible children foregoing health care benefits, both because of the direct inclusion in the public charge determination as well as the chilling effect detailed elsewhere in these comments. Nearly 9 million children across the U.S. depend on CHIP for their health care. Due to the chilling effect of the rule, many eligible citizen children likely would forego CHIP—and health care services altogether—if their parents think they will be subject to a public charge determination.

In addition to the great harm that would be caused by the inclusion of CHIP, this would be counter to Congress' explicit intent in expanding coverage to lawfully present children and pregnant women. Section 214 of the 2009 Children's Health Insurance Program Reauthorization Act (CHIPRA) gave states a new option to cover, with regular federal matching dollars, lawfully residing children and pregnant women under Medicaid and CHIP during their first five years in the U.S. This was enacted because Congress recognized the public health, economic, and social benefits of ensuring that these populations have access to care. Moreover, Congress left it to the discretion to the states to decide whether or not to provide this coverage to pregnant women and children. Overall, we believe the benefits of excluding CHIP and Medicaid strongly outweigh their inclusion in a public charge determination. We firmly recommend that DHS continue to exclude CHIP from consideration in a public charge determination in the final rule but also exclude receipt of receipt of Medicaid for the same reasons.

(4) The proposed rule has already had a negative impact on the Dallas community.

Since the beginning of 2018, the City as well as local leaders in the social services and philanthropy sectors have received mixed messages that the public charge definition would be expanded to include a motley number of social programs which included everything from WIC to school lunch to Pell Grant.

It was thus a great relief when the proposed rule published in the Federal Register in October 2018 excluded many of the essential programs that exist to combat poverty in Dallas. Nevertheless, the current proposal dramatically expands the eligibility burden on the intending immigrant that changes the fundamental notion of a nation proud of its immigrant heritage to one that may be viewed as closing the door on any individual likely to use more than a minimal amount of public assistance.

Indeed, these mixed messages have already impacted these efforts in Dallas (an impact I cannot help but suspect the Administration intended). They have created a chill in our immigrant community, creating fear and confusion and discouraging people from seeking benefits for which they are eligible, including nutrition and health care benefits for United States citizen children of immigrants. In addition, the proposal dramatically expands the eligibility burden on the intending immigrant that changes the fundamental notion of a nation proud of its immigrant heritage to one that may be viewed as closing the door on any individual likely to use more than a minimal amount of public assistance.

This chill has already made a difficult and complex immigration process even more difficult. I fear that if implemented, the expanded public charge test would further exacerbate the difficulty and complexity of our immigration process, with significant negative impact on our community and economy. (I cannot help but think that for the authors of this proposal view such an outcome as positive. Indeed, I fear that purpose of this proposal is to make the immigration process even more complex and expensive to discourage immigration to the United States and to sow fear among immigrants residing in the United States.)

Notwithstanding local efforts to educate diverse communities about the proposed public charge rule, there is great uncertainty and confusion about what the proposed rule means and how it will be implemented. As has been well-documented, widespread misinformation and confusion created by drafts of the rule leaked to the press have resulted in a marked decline in the use of a wide variety of life-sustaining benefits by immigrant families,¹¹ and have caused instability and anxiety among individuals with lawful status - including those in exempt categories such as refugees.¹²

Notwithstanding Dallas' commitment to addressing poverty from a child-centered approach, we have seen how changing immigration policies at the federal level have caused a chilling effect on many members of our community. Our childhood wellness programs have reported a dip in families seeking services and are hearing stories like new mothers returning breast pumps for fear of being reported. We strongly oppose any effort to include the CHIP program in the list of programs that are considered public benefits.

(5) The proposed rule would negatively impact the national economy.

By creating a much less welcoming environment for new immigrants, we might not only be closing doors on working-class immigrants, but also on highly-skilled immigrants who may no longer view our nation as a desirable home for their families and relatives. We have already seen this scenario unfold with respect to foreign students studying at United States colleges and universities, whose numbers have alarmingly declined in recent years due to the Administration's hostility to immigrants. Historically, our nation's colleges and universities have been a magnet for the best and brightest from around the world. In addition to high profile examples such as Noble Prize winners, many of these students have contributed to our nation's success. There are literally tens of thousands of examples of foreign students becoming Americans and making major contributions to our economy and our society.

At the broadest level, like many developed "western" nations, the United States has an aging population. Though the aging of our population is not as pronounced as it is in other nations, we are clearly and rapidly becoming an unbalanced society in which the number of working age adults is too small to provide retirement and health benefits and take care of a disproportionately large population of retired persons. A reduction in immigration, which DHS predicts at several points that implementation of this proposal will lead to, will only exacerbate the economic and budgetary challenges of this demographic change.

¹¹ See Migration Policy Institute, "Chilling Effects: The Expected Public Charge Rule and Its Impact on Legal Immigrant Families' Public Benefits Use," (June 2018), available at https://www.immigrationresearch-info.org/system/files/Chilling_Effects_Public_Charge_Rule.pdf.

¹² See the Henry J Kaiser Family Foundation, "Living in an Immigrant Family in America: How Fear and Toxic Stress are Affecting Daily Life, Well-Being, & Health," (December 2017), available at <https://www.kff.org/report-section/living-in-an-immigrant-family-in-america-issue-brief/>

(6) Conclusion

In Dallas, our long-term growth depends on the well-being, physical and mental health and happiness of all our children and all our families. These attempts to curtail long-term immigration in the U.S. are impacting our ability to plan for a future where all children can pursue their rights to life, liberty and happiness, and thus prepare for the emerging economy.

Thank you for the opportunity to submit comments on the proposed rule. Please do not hesitate to contact the City via the Office of Welcoming Communities if you have any questions or need any further information.

Sincerely,



Michael S. Rawlings
Mayor of Dallas

Memorandum



CITY OF DALLAS

DATE December 5, 2018

TO Honorable Mayor and Members of the City Council

SUBJECT **Agenda Item 59 for December 12, 2018 Council Agenda**

At our October 2, 2017 Government Performance & Financial Management Committee Meeting a question was asked about agenda item number 59 on the December 12, 2018 agenda. This is a three-year master agreement for oil, grease, and lubricants which had an overall M/WBE participation of 3.83%. More specifically, concerns were expressed regarding additional outreach to Mays Chemical, an M/WBE chemical supply company. On December 4, 2018, staff sent an email to Korbin Mays asking him, first, if he was receiving the solicitation notifications from the City. Mr. Mays confirmed that he was receiving the notifications and thanked staff for their assistance. Staff also asked him if he could have supplied the oil, grease, and lubricants for the contract in question. Mr. Mays said that oil, grease, and lubricants are not their bread and butter items.

Finally, regarding their M/WBE certification, Mays Chemical is certified by the National Minority Supplier Development Council (NMSDC) but not with either of our three local certification agencies (North Central Regional Certification Agency, DFW Minority Supplier Development Council, and Women's Business Council Southwest). Since Mays Chemical is certified with NMSDC, staff encouraged Mr. Mays to reach out to the DFW Minority Supplier Development Council (DFWMSDC) to seek a reciprocal certification. A contact from DFWMSDC was copied on the email so they could begin facilitating the reciprocal certification process.

The Office of Business Diversity continues to work with M/WBEs to build capacity, create opportunities, and ensure diversity compliance. Please let me know if you have any questions or need additional information.

A handwritten signature in blue ink that reads "Zarin D. Gracey".

Zarin D. Gracey
Interim Managing Director
Office of Business Diversity

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

Memorandum



CITY OF DALLAS

DATE December 7, 2018

TO Honorable Mayor and Members of the City Council

SUBJECT **Agenda Item 66**

On December 12, 2018 the Dallas City Council will consider Agenda Item 66, which is a resolution authorizing the approval of the Verizon Place as an Authorized Public Facility Improvement Corporation Project at Dallas/Fort Worth International Airport (DFW Airport). After the agenda was posted, it was necessary to make changes to the resolution. The updated resolution is attached for your review.

D/FW Airport staff will present the item in closed session during the Mobility Solutions, Infrastructure and Sustainability Committee on Monday, December 10. Councilmember Kleinman will offer the substitute motion on Wednesday, December 12.

Please let me know if you have any questions or require additional information.

A handwritten signature in blue ink, appearing to read 'Kimberly Bizer Tolbert', written over a large, stylized blue scribble.

Kimberly Bizer Tolbert
Chief of Staff, City Manger

cc: T.C. Broadnax, City Manager
Chris Caso, City Attorney (I)
Carol A. Smith, City Auditor (I)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Majed A. Al-Ghafry, Assistant 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

CITY OF DALLAS RESOLUTION NO. _____

CITY OF FORT WORTH RESOLUTION NO. _____

RESOLUTION MAKING CERTAIN FINDINGS OF CERTAIN DALLAS/FORT WORTH INTERNATIONAL AIRPORT FACILITIES AS "APPROVED AIRPORT PROJECTS" AND RELATED MATTERS

WHEREAS, with the approval of the Cities of Dallas and Fort Worth, Texas (the "Cities"), the Dallas-Fort Worth International Airport Public Facility Improvement Corporation (the "Corporation") was duly incorporated and is a validly existing Texas non-profit airport facility financing corporation pursuant to Chapter 22, Texas Transportation Code, as amended (the "Act");

WHEREAS the Cities are the joint owners of the real property and improvements known as the Dallas-Fort Worth International Airport (the "Airport")

WHEREAS the Corporation's Articles of Incorporation, in Article IV(e), provide that the Corporation shall have and may exercise all of the powers granted to non-profit corporations by the Texas Non-Profit Corporation Act, Article 1396-1.01 *et seq.*, Vernon's Texas Civil Statutes, as amended, and by all other laws applicable to non-profit corporations (the "Non-Profit Act")

WHEREAS the Corporation proposes to assume a lease currently known as "Airport Board Agreement No. 25452" ("the Lease") as the lessee.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS THAT:

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FORT WORTH THAT:

Section 1. The Cities hereby approve the assumption of the Lease by the Corporation for all purposes currently set forth in the Lease and determines that this assumption is consistent with and in furtherance of the purposes of the Corporation as defined under Article IV(e) of the Corporation's Articles of Incorporation.

Section 2. In the event the Corporation wishes to use the land and facilities under the Lease for a use not listed under, or currently prohibited by the Lease, the Corporation is required to seek additional approval by each of the Cities in accordance with Article IV of the Corporation's Articles of Incorporation.

Section 3. The Cities have been provided a copy of the actions taken by the Corporation, the PFIC and the Airport with respect to the Lease, and the Cities hereby approve of such actions.

Section 4. This Resolution, when duly passed by both Cities, shall be in full force and effect.

PASSED BY THE FORT WORTH CITY COUNCIL THIS _____ DAY OF _____, 2018.

David Cooke
City Manager
City of Fort Worth, Texas

APPROVED AS TO FORM AND LEGALITY:

Sarah J. Fullenwider
City Attorney
City of Fort Worth, Texas

THE STATE OF TEXAS §
COUNTY OF TARRANT §
CITY OF FORT WORTH §

I, Mary J. Kayser, City Secretary of the City of Fort Worth, Texas, do hereby certify:

1. That the above and foregoing is a true and correct copy of an Ordinance, duly presented and passed by the City Council of the City of Fort Worth, Texas, at a regular meeting held on _____, 2018, as same appears of record in the Office of the City Secretary.

2. That said meeting was open to the public, and public notice of the time, place and purpose of said meeting was given, all as required by Chapter 551, Texas Government Code, as amended.

WITNESS MY HAND and the Official Seal of the City of Fort Worth, Texas, this ___ day of _____, 2018.

City Secretary,
City of Fort Worth, Texas

(SEAL)

APPROVED AND ADOPTED BY THE DALLAS CITY COUNCIL THIS _____, 2018.

CITY OF DALLAS:
T.C BROADNAX,
City Manager

APPROVED AS TO FORM:
CHRISTOPHER J. CASO
Interim City Attorney

By: _____
City Manager

By: _____
Assistant City Attorney

THE STATE OF TEXAS §
COUNTY OF DALLAS §
CITY OF DALLAS §

I, Bilierae Johnson, City Secretary of the City of Dallas, Texas, do hereby certify:

1. That the above and foregoing is a true and correct copy of an excerpt from the minutes of the City Council of the City of Dallas, had in regular meeting, _____, 2018, confirming the passage of resolution making findings of certain DFW Airport facilities to be "Public Facilities" is duly of record in the minutes of said City Council.

2. That said meeting was open to the public, and public notice of the time, place and purpose of said meeting was given, all as required by Chapter 551, Texas Government Code, as amended.

WITNESS MY HAND and seal of the City of Dallas, Texas, this ____ day of _____, 2018.

City Secretary,
City of Dallas, Texas

(SEAL)

Memorandum



CITY OF DALLAS

DATE December 7, 2018

TO Honorable Mayor and Members of the City Council

SUBJECT **December 12, 2018 Agenda Item # 81- Attachment**

On December 12, 2018, City Council will vote on Agenda Item #81, to 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.

Earlier this year, 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. 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 City Council on September 18, 2018

Attached is the amended Meet and Confer Agreement and corresponding pay charts. Officers and firefighters will be voting on ratifying the agreement through Monday, December 10, 2018. A follow-up email will be sent to the City Council when voting has ended.

If you have any questions, please do not hesitate to contact me at 214-670-5299.

Sincerely,

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 and Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

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

Fire Second Driver is an Obsolete Rank*

44026	Fire Second Driver, 1 Yr.	FF2 - 11	\$6,430.73	\$77,169
-------	---------------------------	----------	------------	----------

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

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

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44006	Fire Lieutenant, Start	FF4 - 1	\$5,200	\$62,394
44006	Fire Lieutenant, 1 Yr.	FF4 - 2	\$5,460	\$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

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.



CITY OF DALLAS
UNIFORMED POLICE SALARY SCHEDULE
 Effective January 9, 2019

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.



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

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
UNIFORM FIRE SALARY SCHEDULE
 Effective January 9, 2019

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)					
Police 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
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)					
Police 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
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	\$49,207	FF2 - 1A	\$49,207	FF2 - 2	\$54,263	FF2 - 2	\$60,000
Hired in FY18-19	N/A					FF2 - 1B	\$51,688	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	\$49,207	FF2 - 1A	\$49,207	FF2 - 1A	\$60,000	FF2 - 2	\$60,000
Hired in FY18-19	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)					
Fire 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
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)					
Fire 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
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)					
Fire Captain 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 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 - 10	\$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)					
Fire Captain 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 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 - 10	\$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	\$83,621	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)												
Fire Prevention Captain Rank	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 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 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
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
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
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
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
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
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
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
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
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
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

Fire Prevention Captain Rank (Officers with a Step Date AFTER 1-9-2019)												
Fire Prevention Captain Rank	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 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 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
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
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
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
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
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
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
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
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
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
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

**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)												
Fire Prevention Section Chief Rank	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)	
							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)												
Fire Prevention Section Chief Rank	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)	
							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

Memorandum



CITY OF DALLAS

DATE December 7, 2018

TO Honorable Mayor and Members of the City Council

SUBJECT **December 12, 2018 Agenda Item No. 36 – Correction Memo**

Please note the correction to the December 12, 2018 Agenda Item No. 36:

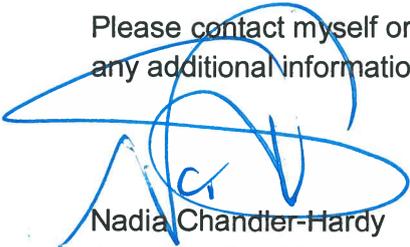
SUBJECT

Authorize ~~the (1)~~ to rescind Resolution No. 18-1368, previously approved on September 26, 2018, for the acceptance of a donation in the amount of \$75,000.00 from TXU Energy to provide temporary financial assistance through the Martin Luther King, Jr. Community Center to individuals and families who are experiencing a temporary financial crisis; ~~(12)~~ the acceptance of donations in an amount not to exceed ~~\$50,000.00– \$125,000.00~~ in the ~~WDMPC Energy Emergency Assistance Fund~~ from TXU Energy to provide temporary financial assistance through the West Dallas Multipurpose Center and the Martin Luther King, Jr. Community Center to individuals and families who are experiencing a temporary financial crisis; ~~(23)~~ the receipt and deposit of funds in an amount not to exceed ~~\$50,000.00–\$125,000.00~~ in the ~~WDMPC OCC Energy Emergency Assistance Fund~~; and ~~(34)~~ the establishment of appropriations in an amount not to exceed ~~\$50,000.00–\$125,000.00~~ in the ~~WDMPC OCC Energy Emergency Assistance Fund~~ - Not to exceed ~~\$50,000.00–\$125,000.00~~ - Financing: ~~WDMPC OCC Energy Emergency Assistance Fund~~

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

Information about this item was presented to the Human and Social Needs Committee on December 3, 2018.

Please contact myself or Jessica Galleshaw, Director of Office of Community Care, if you require any additional information.



Nadia Chandler-Hardy

Assistant City Manager and Chief Resilience Officer

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

Joey Zapata, Assistant City Manager
Jon Fortune, Assistant City Manager
Majed A. Al-Ghafry, Assistant City Manager
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistants

Memorandum



CITY OF DALLAS

DATE December 7, 2018

TO Honorable Mayor and Members of the City Council

SUBJECT M/WBE Participation for December 12, 2018 Council Agenda

For your information staff is providing you with the summary below of M/WBE participation for the voting items scheduled for the December 12, 2018 Council Agenda. The total contract award amount, consisting of 37 agenda items is \$69.00M. M/WBE was applicable to only 27 of the 37 agenda items. For these items, construction and architectural and engineering items have an overall M/WBE participation of \$4.30M out of \$17.58M or 24.43%, while goods and services items have an overall participation of \$166K out of \$20.50M or 0.81%. Goods and service items have a lower M/WBE participation due to the specialized nature of the specifications requested in each contract, and participation on those contracts is limited to availability of M/WBE vendors who provide the good or service.

As a reminder, the current M/WBE goals are:

Architecture & Engineering	Construction	Professional Services	Other Services	Goods
25.6%	25.0%	36.3%	23.8%	18.0%

2017 Bond Program

The Office of Business Diversity continues to work diligently with the Bond Program Office to ensure, not only that the M/WBE goals were met, but to also include diverse teams on the bond program projects. This agenda includes 15 agenda items that are funded by 2017 bond funds. We are pleased to announce that, in addition to each item exceeding the M/WBE goal, three of the 15 agenda items have 100.00% minority participation. These 15 items total \$4.26M with an overall M/WBE participation of \$2.47M or 58.05%.

Highlighted Items

Agenda Item No 48 Authorize a three-year service price agreement in the amount of \$6.88M for fire extinguisher and sprinkler system maintenance and repairs. This item has specialized federal certification requirements which limit available M/WBEs. Therefore, this item resulted in \$0.00 participation or 0.00% M/WBE participation on a 23.80% goal.

DATE
SUBJECT

December 7, 2018
December 12, 2018 Council Agenda M/WBE Participation Overview

Agenda Item No 76 Authorize a professional services contract in the amount of \$1.70M with Gresham Smith to provide engineering services required for the investigation/study, preliminary design, development of construction plans and specifications, bid phase services, construction administration and start-up of the storm water facilities improvements. **This item includes participation from four M/WBE vendors, resulting in \$608K participation or 35.77% M/WBE participation on a 25.66% goal.**

For voting items scheduled on the December 12, 2018 Council Agenda, **the Office of Business Diversity (OBD) has identified eight new prime contractors that have never done business with the City.** These new companies are a result of OBD's continued effort to increase opportunity and competition through the expansion of the outreach program. We continue to make consistent progress on diversity participation across City contracting opportunities.

Please feel free to contact me if you have any questions or should you require additional information.



Zarin D. Gracey
Interim Managing Director
Office of Business Diversity

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 Bizer Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant 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

Running Total M/WBE Participation by Agenda Item - 12/12/2018

Agenda #	GOBDS															
	B Total	H Total	A Total	N Total	W Total	M/WBE Total	Non Total	Total	B Total	H Total	A Total	N Total	W Total	M/WBE Total	Non Total	Total
8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	102,399	9,720	1,183,588	172,075	53,902	166,021	172,075	53,902	166,021	166,021	166,021	172,075	53,902	166,021	166,021	172,075
M/WBE APPLIED	102,399	9,720	1,183,588	172,075	53,902	166,021	172,075	53,902	166,021	166,021	166,021	172,075	53,902	166,021	166,021	172,075

Agenda #	CONSTRUCTION and A&E															
	B Total	H Total	A Total	N Total	W Total	M/WBE Total	Non Total	Total	B Total	H Total	A Total	N Total	W Total	M/WBE Total	Non Total	Total
12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	516,665	1,265,764	1,183,588	172,075	1,174,705	4,295,885	13,288,094	1,174,705	4,295,885	4,295,885	4,295,885	13,288,094	1,174,705	4,295,885	13,288,094	17,583,979
M/WBE APPLIED	516,665	1,265,764	1,183,588	172,075	1,174,705	4,295,885	13,288,094	1,174,705	4,295,885	4,295,885	4,295,885	13,288,094	1,174,705	4,295,885	13,288,094	17,583,979

TOTAL M/WBE APPLIED GOAL																	
TOTAL	B Total	H Total	A Total	N Total	W Total	M/WBE Total	Non Total	Total	TOTAL	B Total	H Total	A Total	N Total	W Total	M/WBE Total	Non Total	Total
TOTAL	619,064	1,275,484	1,183,588	172,075	1,225,607	4,475,818	6,499,352	68,972,169	TOTAL	619,064	1,275,484	1,183,588	172,075	1,225,607	4,475,818	6,499,352	68,972,169
M/WBE APPLIED	619,064	1,275,484	1,183,588	172,075	1,225,607	4,475,818	6,499,352	68,972,169	M/WBE APPLIED	619,064	1,275,484	1,183,588	172,075	1,225,607	4,475,818	6,499,352	68,972,169



City of Dallas

OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
8	\$375,075.00	COOP	N/A	N/A	N/A
Subject:	Authorize a thirty-month service contract for the continued use of cloud services and support for the budget preparation and management system with Oracle America, Inc., through the Department of Information Resources, State of Texas Cooperative - Not to exceed \$375,075.00 - Financing: Data Services Fund (subject to annual appropriations)				
The Business Inclusion and Development Plan does not apply to Cooperative Purchasing Agreements (COOPs).					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
10	\$225,000.00	Other Services	23.80%	This item 22.22% WF Overall Item 15.11% WF	\$50,000.00
Subject:	Authorize Supplemental Agreement No. 2 to exercise the second of two, one-year renewal options to the consultant contract with Holmes Murphy & Associates, to provide benefits consulting services and auditing services of medical and pharmacy benefit plans, extending the term from November 1, 2018 through October 31, 2019 - Not to exceed \$225,000, from \$900,000 to \$1,125,000 - Financing: Employee Benefits Current Funds (subject to annual appropriations)				
This contract does not meet the M/WBE goal, but complies with good faith efforts.					
Supplemental Agreement No. 2 – 15.11% Overall M/WBE participation PPC- Partners Plus Consulting, WF, 22.22% - Consulting					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
11	\$600,000.00	COOP	N/A	N/A	N/A
Subject:	Authorize a service agreement with Union Pacific Railroad Company to review and approve the engineer design plan for three proposed grade-separated crossings under the railroad track of Union Pacific Railroad for Herbert, Bataan, and Amonette Streets in the area between Singleton Boulevard and Commerce Street from Sylvan Avenue to Beckley Avenue - Not to exceed \$600,000.00 - Financing: Streets and Transportation Improvements Fund (2012 Bond Funds)				
The Business Inclusion and Development Plan does not apply to Cooperative Purchasing Agreements (COOPs).					
This is a Service Agreement with Union Pacific Railroad Company, which is equivalent to a COOP					



OBD AGENDA ITEM MATRIX

Council Agenda December 12, 2018 Business Development & Procurement Services

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
12	\$505,500.00	Architecture & Engineering	25.66%	59.83% WF, HF, HM	\$302,463.00
Subject:	Authorize an architectural services contract with PGAL, Inc. for architectural, engineering design, and construction administration services for 6 th Floor Renovation and Major Maintenance at the J. Erick Jonsson Central Library, 1515 Young Street - Not to exceed \$505,500.00 - Financing: Library Facilities Fund (2006 Bond Funds) (\$406,510.40) and Library € Fund (2017 Bond Funds) (\$98,989.60)				
This contract exceeds the M/WBE goal. 720 Design, WF, 27.49% - Library Consultant DryTec, HF, 14.24% - Roof Consulting MEPCE, Inc. WF, 12.27% - MEP Engineering Moye Consulting, WF, 4.15% - IT APR, HM, 1.68% - Cost Estimating					
Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
13	\$203,037.15	Architecture & Engineering	25.66%	100.00% HM, BM	\$203,037.15
Subject:	Authorize a professional services contract with Pacheco Koch Consulting Engineers, Inc. for the engineering design for the street reconstruction project on Bradford Drive from Maple Springs Boulevard to Hedgerow Drive - Not to exceed \$203,037.15 - Financing: Street and Transportation (A) Fund (2017 Bond Funds) (\$171,990.45) and Water Capital Improvement Fund (\$31,046.70)				
This contract exceeds the M/WBE goal. Pacheco Koch Consulting Engineers, HM, 97.64% - Project Management and Design Alliance Geotechnical Group, BM, 2.36% - Geotechnical					
Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
14	\$294,574.00	Architecture & Engineering	25.66%	26.11% IM, HM	\$76,900.00
Subject:	Authorize a professional services contract with Kimley-Horn and Associates, Inc. for the engineering design for Complete Street improvements, including bike lanes, on Abrams Road from Gaston Avenue to South Beacon Street - Not to exceed \$294,574.00 - Financing: Street and Transportation (A) Fund (2017 Bond Funds)				
This contract exceeds the M/WBE goal. ARS Engineers, IM, 24.75% - Surveying Gorrondona & Associates, HM, 1.36% - Geotechnical					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
15	\$369,805.90	Architecture & Engineering	25.66%	25.80% PM	\$95,400.00
Subject:	Authorize a professional services contract with Huitt-Zollars, Inc. for the engineering design for Complete Street improvements, including bike lanes, on Columbia Avenue/Main Street from South Beacon Street to Deep Ellum - Not to exceed \$369,805.90 - Financing: Street and Transportation (A) Fund (2017 Bond Funds)				
This contract exceeds the M/WBE goal.					
Lim & Associates, PM, 25.80% - Surveying					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
16	\$256,636.68	Architecture & Engineering	25.66%	93.33% WF, NM	\$239,526.68
Subject:	Authorize a professional services contract with VRX, Inc. for the engineering design of the West Red Bird Lane Bridge over Woody Branch Creek Project - Not to exceed \$256,636.68 - Financing: Street and Transportation (A) Fund (2017 Bond Funds)				
This contract exceeds the M/WBE goal.					
VRX, Inc. WF, 67.67% - Engineering Design Nathan D Maier, WF, 18.44% - Engineering Design PJB Surveying, LLC, NM, 7.22% - Survey					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
17	\$226,278.00	Architecture & Engineering	25.66%	89.39% PM, HF, HM, IM	\$202,278.00
Subject:	Authorize a professional services contract with IEA, Inc. for the engineering design of the Jefferson/Twelfth Connector Lane Diet/Removal Project - Not to exceed \$226,278.00 - Financing: Street and Transportation (A) Fund (2017 Bond Funds) (\$204,278.00) and Water Utilities Capital Construction Funds (\$22,000.00)				
This contract exceeds the M/WBE goal.					
IEA, Inc., IM, 51.23% - Civil Engineering Lim & Associates, PM, 20.11% - Surveying Urban Engineers, HF 14.58% - Urban Design Gorrondona & Associates, HM, 3.47% - Geotechnical					



OBD AGENDA ITEM MATRIX

Council Agenda December 12, 2018 Business Development & Procurement Services

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
18	\$146,575.85	Architecture & Engineering	25.66%	33.72% PM	\$49,420.00
Subject:	Authorize a professional services contract with Huitt-Zollars, Inc. for the engineering design of streetscape/urban design and sidewalk improvements for Project Group 17-1011 (list attached to the Agenda Information Sheet) - Not to exceed \$146,575.85 - Financing: Street and Transportation (A) Fund (2017 Bond Funds)				
This contract exceeds the M/WBE goal.					
Lim & Associates, PM, 33.72% - Surveying					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
19	\$382,301.23	Architecture & Engineering	25.66%	29.57% NM, HM, IM, WF	\$113,045.00
Subject:	Authorize a professional services contract with Freese & Nichols, Inc. for the engineering design of Street Reconstruction Group 17-1020 (list attached to the Agenda Information Sheet) - Not to exceed \$382,301.23 - Financing: Street and Transportation (A) Fund (2017 Bond Funds) (\$339,984.23) and Water Utilities Capital Construction Funds (\$42,317.00)				
This contract exceeds the M/WBE goal.					
PJB Surveying, NM, 14.34% - Survey					
Urban Engineers, HM, 10.06% - Wastewater Design					
HVJ North Texas, IM, 4.74%- Geotechnical					
K+K Associates, WF, .42% - TDLR/ADA Coordination					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
20	\$189,166.31	Architecture & Engineering	25.66%	*100.00% PM, HM, BM	\$175,255.00
Subject:	Authorize a professional services contract with Henry Nguyen Consulting, LLC, for the engineering design of Alley Reconstruction Group 17-1202 (list attached to the Agenda Information Sheet) - Not to exceed \$189,166.31 - Financing: Street and Transportation (A) Fund (2017 Bond Funds)				
This contract exceeds the M/WBE goal.					
Henry Nguyen, PM, 73.64% - Civil Design					
Salcedo Group, HM, 17.80% - Surveying Services					
TSIT Geotechncal, BM, 8.56% - Geotechnical					
*\$13,911.31 of the total contract amount is a reimbursable, therefore will not be sub-contracted out.					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
21	\$232,852.00	Architecture & Engineering	25.66%	100.00% PM, IM, BM, HM	\$232,852.00
Subject:	Authorize a professional services contract with Lim & Associates, Inc. for the engineering design of Alley Reconstruction Group 17-4001 (list attached to the Agenda Information Sheet) - Not to exceed \$232,852.00 - Financing: Street and Transportation (A) Fund (2017 Bond Funds) (\$211,900.00) and Water Utilities Capital Construction Funds (\$20,952.00)				
This contract exceeds the M/WBE goal.					
IEA, Inc., IM, 74.14% - Civil Engineering Pacheco Koch, HM, 12.71% - Civil Engineering Lim & Associates, PM, 8.64% - Surveying T Smith Inspections, BM, 4.51% - Geotechnical					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
22	\$639,023.53	Architecture & Engineering	25.66%	25.91% HM, WF	\$165,579.00
Subject:	Authorize a professional services contract with Walter P. Moore and Associates, Inc. for the engineering design of Target Neighborhood Group 17-5001 (list attached to the Agenda Information Sheet) - Not to exceed \$639,023.53 - Financing: Street and Transportation Fund (2017 Bond Funds) (\$565,613.10) and Water Utilities Capital Improvement Funds (\$73,410.43)				
This contract exceeds the M/WBE goal.					
Gorronдона & Associates, HM, 14.09% - Survey VRX, Inc., WF, 9.69% - Environmental Soloray Engineering, HM, 2.12% - SUE					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
23	\$181,176.00	Architecture & Engineering	25.66%	65.27% HF, NM, BM	\$118,247.00
Subject:	Authorize a professional services contract with WSP USA, Inc. for the engineering design of Street Reconstruction Group 17-8005 (list attached to the Agenda Information Sheet) - Not to exceed \$181,176.00 - Financing: Street and Transportation (A) Fund (2017 Bond Funds) (\$142,301.00) and Water Utilities Capital Construction Funds (\$38,875.00)				
This contract exceeds the M/WBE goal.					
PJB Surveying, NM, 22.37% - Surveying Urban Engineers, HF, 20.71% - Water IMS Engineering, BM, 9.55% - Roadway Design Alliance Geotechnical Group, BM, 4.79% - Geotechnical Whitehawk Engineering, NM, 4.78% - Bicycle Development SE3, BM, 3.06%- Hydraulics					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
24	\$228,317.80	Architecture & Engineering	25.66%	100.00% IF, HF, NM, BM	\$228,317.80
Subject:	Authorize a professional services contract with Lina T. Ramey and Associates for the engineering design of Street Reconstruction Group 17-10005 (list attached to the Agenda Information Sheet) - Not to exceed \$228,317.80 - Financing: Street and Transportation (A) Fund (2017 Bond Funds) (\$165,617.80) and Water Utilities Capital Improvement Funds (\$62,700.00)				
This contract exceeds the M/WBE goal.					
Lina T. Ramey and Associates, IF, 43.06% - Paving, Drainage Urban Engineers, HF, 24.18% - Water PJB Surveying, NM, 21.04% - Surveying Alliance Geotechnical Group, BM, 11.72% - Geotechnical					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
46	\$514,138.88	Other Services	N/A	N/A	N/A
Subject:	Authorize a two-year service contract for licenses, maintenance, and support for McAfee VirusScan ® Threat Management software - Kudelski Security, Inc. most advantageous proposer of three - Not to exceed \$514,138.88 - Financing: Data Services Fund (subject to annual appropriations)				
M/WBE Goal Waived due to no M/WBE availability					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
47	\$4,573,891.92	Other Services	N/A	N/A	N/A
Subject:	Authorize a three-year service price agreement for citywide overhead door repair, maintenance, parts, and labor - Miner Ltd. dba Overhead Door Co. of Dallas, lowest responsible bidder of two - Not to exceed \$4,573,891.92 - Financing: General Fund (\$3,816,373.85), Convention and Event Services Fund (\$423,086.80), Dallas Water Utilities Fund (\$315,072.43), Aviation Fund (\$10,826.84), and Stormwater Drainage Management Fund (\$8,532.00)				
M/WBE Goal Waived due to no M/WBE availability					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
48	\$6,877,812.97	Other Services	23.80%	0.00%	\$0.00
Subject:	Authorize a three-year service price agreement for fire extinguisher and sprinkler system maintenance and repairs - American Fire Protection Group, Inc. in the amount of \$5,051,309.56 and Safety Control LLC in the amount of \$1,826,503.41, lowest responsible bidders of seven - Total not to exceed \$6,877,812.97 - Financing: General Fund (\$3,359,052.08), Convention and Event Services Fund (\$3,084,187.70), Sanitation Services Fund (\$222,302.77), Dallas Water Utilities Fund (\$134,042.50), Aviation Fund (\$45,643.00), Communication Service Fund (\$21,124.90), and Storm water Drainage Management Fund (\$11,460.02)				
This contract does not meet the M/WBE goal, but complies with good faith efforts.					
Safety Control, LLC contacted MWBE's however, firms were not DOT certified testing facilities. American Fire Protection Group contacted MWBE's, but companies were not interested or prices were higher than current suppliers.					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
49	\$141,625.00	Other Services	N/A	N/A	N/A
Subject:	Authorize a three-year service price agreement with one two-year renewal option for farrier services for the Dallas Police Department Mounted Unit - Frank Schweighart in the amount of \$141,625.00, lowest responsible bidder of three - Not to exceed \$141,625.00 - Financing: General Fund				
M/WBE Goal Waived due to no M/WBE availability					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
50	\$473,021.58	Other Services	N/A	N/A	N/A
Subject:	Authorize a three-year services contract for maintenance and support of Orion Communications software applications for Police and Court and Detention Services - Orion Communications - sole source - Not to exceed \$473,022.00 - Financing: Data Services Fund (subject to annual appropriations)				
Orion Communications is providing a three-year services contract for maintenance and support of Orion Communications software applications and is the sole source provider. No sub-contracting opportunities are available.					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
51	\$2,920,342.10	COOP	N/A	N/A	N/A
Subject:	Authorize a five-year service price agreement for the rental of uniforms - Cintas Corporation No. 2, through the U.S. Communities Government Purchasing Alliance cooperative agreement - Estimated amount of \$2,920,342.10 - Financing: General Funds (\$1,763,372.89), Sanitation Current Funds (\$906,675.58) and Aviation Current Funds (\$250,293.63) (subject to annual appropriations)				
The Business Inclusion and Development Plan does not apply to Cooperative Purchasing Agreements (COOPs).					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
52	\$99,419.00	Other Services	N/A	N/A	N/A
Subject:	Authorize a five-year service contract for South Dallas/Fair Park Public Improvement Development Manager - South Side Quarter Development Corporation, most advantageous proposer of two - Not to exceed 10% of the annual assessment, estimated to be \$99,419.00, for administrative fees over the five-year term - Financing: Cost consideration to others				
M/WBE goal does not pertain to Non-Profit contracts					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
53	\$200,850.00	Goods	18.00%	1.94% WF	\$3,902.48
Subject:	Authorize a one-year master agreement for the purchase of ozone electrode module assemblies and parts for Dallas Water Utilities - Fin-Tek Corporation in the amount of \$127,950 and Xylem Water Solutions USA, Inc. in the amount of \$72,900, lowest responsible bidders of two - Estimated amount of \$200,850 - Financing: Water Utilities Current Funds				
This contract does not meet the M/WBE goal, but complies with good faith efforts.					
Langham Logistics, WF, 1.94% - Shipping Xylem Water Solutions USA, Inc. included freight in their pricing					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
54	\$235,000.00	Goods	18.00%	0.00%	\$0.00
Subject:	Authorize a one-year master agreement for cast iron fittings - large for Dallas Water Utilities - Fortiline, Inc., lowest responsible bidder of two - Estimated amount of \$235,000 - Financing: Water Utilities Current Funds				
This contract does not meet the M/WBE goal, but complies with good faith efforts.					
Fortiline is a distributor and products will be shipped directly from the manufacturer.					



OBD AGENDA ITEM MATRIX

Council Agenda December 12, 2018 Business Development & Procurement Services

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
55	\$19,290,317.04	COOP	N/A	N/A	N/A
Subject:	<p>Authorize a one-year master agreement for the purchase of (1) 109 pieces of fleet vehicles and equipment with Chastang Ford in the amount of \$6,349,447.00, Holt Texas, Ltd. in the amount of \$3,630,411.00, Austin Truck and Equipment dba Freightliner of Austin in the amount of \$1,602,825.00, Sam Pack's Five Star Ford in the amount of \$1,288,680.76, Southwest International Trucks, Inc. in the amount of \$1,169,307.00, Kirby-Smith Machinery in the amount of \$548,135.00, Kinloch Equipment & Supply, Inc. in the amount of \$264,106.00, Freedom Chevrolet in the amount of \$243,646.50, Rush Truck Centers Of Texas, LP in the amount of \$230,142.68, Grande Truck Center in the amount of \$144,073.00, BTE Body Co., Inc. in the amount of \$117,676.00, and Magnum Trailers dba Magnum Custom Trailer Mfg. Co., Inc. in the amount of \$17,608.50 through the Texas Association of School Boards cooperative agreement, (2) 73 pieces of fleet vehicles with Sam Pack's Five Star Ford in the amount of \$2,866,548.43 through the Texas Smart Buy cooperative agreement; (3) 4 pieces of fleet equipment with Dickson Equipment Co., Inc. in the amount of \$469,462.71 and Holt Texas Ltd. in the amount of \$85,169.00 through the Sourcewell cooperative agreement; and (4) 9 pieces of fleet vehicles with Longhorn Harley-Davidson in the amount of \$263,078.46 through the Dallas-Fort Worth Airport Interlocal agreement - Total not to exceed \$19,290,317.04 - Financing: Sanitation Master Lease-Equipment Fund (\$7,990,451.43), Master Lease-Equipment Fund (\$4,849,600.31), Sanitation Waste Cell Sinking Fund (\$4,553,720.93), Water & Sewer Revenue Fund (\$1,264,443.96), Fleet Capital Purchase Fund (\$575,455.41), and Airport Revenue Fund (\$56,645.00)</p>				
<p>The Business Inclusion and Development Plan does not apply to Cooperative Purchasing Agreements (COOPs).</p>					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
56	\$995,947.18	Goods	18.00%	0.00%	\$0.00
Subject:	<p>Authorize a three-year master agreement for the purchase of clamps, couplings, sleeves and adapters for Dallas Water Utilities - Fortiline, Inc. in the amount of \$693,015.12, Core & Main, LP in the amount of \$199,421.30 and Powerseal Pipeline Products Corp. in the amount of \$103,510.76, lowest responsible bidders of four - Estimated amount of \$995,947.18 - Financing: Water Utilities Current Funds</p>				
<p>This contract does not meet the M/WBE goal, but complies with good faith efforts.</p>					
<p>Fortiline, Inc. is a distributor and products will ship directly from the manufacturer. Core and Main, LP has their own trucks for local delivery, but most deliveries will ship directly from the manufacturer. Powerseal Pipeline Products Corp provided a good faith effort, but subcontractor prices exceeded the prices of their current freight companies.</p>					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
57	\$1,897,169.40	Goods	N/A	N/A	N/A
Subject:	Authorize a three-year master agreement for the purchase of deicing chemicals for the Department of Aviation - Nachurs Alpine Solutions in an estimated amount of \$793,800.00, Cryotech Deicing Technology in the estimated amount of \$379,620.00, The Bargain Source in an estimated amount of \$365,909.40, and Berven Industries, LLC dba New Deal Deicing in the estimated amount of \$357,840.00, lowest responsible bidders of four - Total estimated amount \$1,897,169.40 - Financing: Aviation Fund				
MWBE goal waived due to no availability.					
Deicing chemicals are specific from each vendor and cannot be cross contaminated with any products previously hauled in the fluid trucks. The airport delivery method is to deliver within 24 hours of placement for use during storm conditions. Breven Industries, LLC is a prime contractor performing 18.86% of the contract and is in the process of applying for minority certification.					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
58	\$9,283,565.00	Goods	18.00%	0.10% HM	\$9,720.00
Subject:	Authorize a three-year master agreement for the purchase of electrical supplies with Crawford Electric Supply Co. in the amount of \$6,874,091.00, Elliot Electric Supply Inc. Inc. in the amount of \$1,448,206.00, Graybar Electric Company, Inc. in the amount of \$907,268.00; and Dealers Electrical Supply in the amount of \$54,000 lowest responsible bidder of eight - Not to exceed \$9,283,565.00 - Financing: General Fund (\$4,178,950.00), Dallas Water Utilities Fund (\$4,283,415.00), Aviation Fund (\$388,000.00), Stormwater Drainage Management Fund (\$313,000), Convention and Event Services Fund (\$120,000.00)				
This contract does not meet the M/WBE goal, but complies with good faith efforts.					
Moreno Supply, Inc. (HM) will provide parts to Dealer's Electrical Supply					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
59	\$2,671,103.66	Goods	18.00%	3.83% BM	\$102,398.96
Subject:	Authorize a three-year master agreement for oil, grease and lubricants for use citywide - Western Marketing in the amount of \$2,106,742.04, NCH Corporation dba Certified Laboratories in the amount of \$365,625.85, and Schaeffer Manufacturing Company in the amount of \$198,735.77, lowest responsible bidders of three - Total not to exceed \$2,671,103.66 - Financing: General Current Funds (\$1,424,212.10), Water Utilities Current Funds (\$925,255.61), Sanitation Services Current Funds (\$161,806.80), Stormwater Drainage Management Fund (\$100,169.42) Convention and Event Services Current Funds (\$38,059.19), and Aviation Current Funds (\$21,600.54)				
This contract does not meet the M/WBE goal, but complies with good faith efforts.					
Western Marketing will subcontract with Rely Supply, BM 3.83%					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
67	\$168,050.00	Architecture & Engineering	25.66%	25.74% PM, HM	\$43,250.00
Subject:	Authorize a professional services contract with Dunaway Associates, L.P. for schematic design, design development, construction documents, procurement and construction observation phases for the Flag Pole Hill - Phase 1 Master Plan Implementation project located at 8015 Doran Circle - Not to exceed \$168,050.00 - Financing: 2017 Bond Funds				
This contract exceeds the M/WBE goal.					
Lim & Associates, PM, 13.38% - Surveying Gorrondona & Associates, HM, 6.84% - Geotechnical Charles Gojer & Associates, HM, 5.50% - Structural					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
68	\$238,815.00	Architecture & Engineering	25.66%	95.73% HF, WF, BM, NM	\$228,615.00
Subject:	Authorize a professional services contract with Urban Engineers Group, Inc. for schematic design, design development, construction documents, procurement and construction observation phases for Elmwood Trail Phase Three located north of the existing Elmwood Parkway Trail Phase One - Not to exceed \$238,815.00 - Financing: 2017 Bond Funds				
This contract exceeds the M/WBE goal.					
Urban Engineers, HF, 70.05% - Civil Engineering Dal-Tech Engineering, WF, 13.40% - Surveying Support APM & Associates, BM, 10.46% - Structural Engineering MS Dallas Reprographics, WF, 1.17% - Reproduction SM Architects, NM, 0.62% - TDLR Inspections					

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
72	\$78,579.48	Construction	25.00%	This Item 8.70% HM Overall Item 24.04% HM	\$6,838.20
Subject:	Authorize an increase in the construction contract with A S Con, Inc. to provide additional tree removal on the dam, reinforcement, gabion mattress, rill expansion, re-routing of electrical service, cleaning and painting of light pole bases, and landscape modifications at Kidd Springs Park located at 700 West Canty Street - Not to exceed \$78,579.48, from \$726,578.00 to \$805,157.48 - Financing: 2006 Bond Funds				
This contract does not meet the M/WBE goal, but complies with good faith efforts.					
Change Order No. 1 - 24.04% Overall M/WBE participation Berumen Construction, HM, 8.70% - Concrete					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	DBE Goal	DBE%	DBE \$
76	\$1,700,000.00	Architecture & Engineering	25.66%	35.77% PM, HM, IM	\$608,052.00
Subject:	Authorize a professional services contract with Gresham Smith to provide engineering services required for the investigation/study, preliminary design, development of construction plans and specifications, bid phase services, construction administration and start-up of the stormwater facilities improvements at the Southside Wastewater Treatment Plant - Not to exceed \$1,700,000.00 - Financing: Water Utilities Capital Construction Funds				
This contract exceeds the M/WBE goal.					
Gupta & Associates, PM, 12.88% - Electrical Instrumentation Signature Automation, HM, 9.31% - Electrical Instrumentation Pacheco Koch, HM, 6.83% - Civil Engineering, Survey and Mapping 2M Associates, IM, 6.73% - Mechanical, Civil Engineering, Structural Investigations					

Agenda Item #	Contract Amount	Category	DBE Goal	DBE%	DBE \$
77	\$6,058,100.25	Construction	4.00%	6.63% BM	\$401,850.00
Subject:	Authorize (1) a construction contract for the Trinity Skyline Trail from Sylvan Avenue to the City of Irving's Campion Trail - Texas Standard Construction, Ltd. in the amount of \$5,878,100.25, lowest responsible bidder of ten; and (2) payment to the Texas Department of Transportation in the amount of \$180,000.00 - Total not to exceed \$6,058,100.25 - Financing: TXDOT Transportation Advance Management System Fund (\$2,649,163.95), Stormwater Drainage Management Capital Construction Fund (\$2,329,439.54), and 2012 Bond Funds (\$1,079,496.76)				
This contract exceeds the DBE goal of 4.00% and has an Overall DBE participation of 6.63%					
Kenyatta Sand & Gravel, BM, 6.63% - Hauling and Excavating					



OBD AGENDA ITEM MATRIX

**Council Agenda December 12, 2018
Business Development & Procurement Services**

Agenda Item #	Contract Amount	Category	M/WBE Goal	M/WBE%	M/WBE \$
78	\$255,190.16	Construction	25.00%	This Item 71.34% HM, WF Overall Item 47.87% HM, WF, PM	\$182,063.82
Subject:	Authorize an increase in the construction services contract with BAR Constructors, Inc. to add increased scope of work associated with the construction of the Levee Drainage System - Sump A Improvements also referred to as the Able No. 3 Pump Station - Not to exceed \$255,190.16, from \$69,250,327.90 to \$69,505,518.06 - Financing: 2012 Bond Funds				
This contract exceeds the M/WBE goal.					
Change order No. 3 – 47.87% Overall M/WBE participation BAR Constructors, Inc., HM, 68.42% - General Contractor NOW Specialties, Inc., WF, 2.92% - Material					