

**WHEREAS**, the City Council of the City of Dallas has adopted Position Classification Assignments for the fiscal year beginning October 1, 2008; and

**WHEREAS**, it is necessary to authorize an amendment to the FY2008-09 Position Classification Assignments to include two unpaid furlough days for all City of Dallas civilian employees for July 6, 2009 and September 4, 2009 to become effective May 27, 2009; and

**WHEREAS**, it is necessary to authorize the City Manager to make operational and scheduling changes necessary to implement the furlough days; and

**WHEREAS**, it is necessary to authorize changes in the Police Uniform Special Pay to reflect the elimination of the Graduation Incentive Pay and Incentive Pay for Completion of Probation and Police Trainee III Assignment effective with all recruits starting with Class 316 and any subsequent police recruit classes; and

**WHEREAS**, it is hereby necessary to ratify these actions and to amend the FY2008-09 Position Classification Assignments;

**NOW THEREFORE,**

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

**Section 1.** That the City Manager is authorized to amend the Position Classification Assignments (PCA) for the FY2008-09 to include two unpaid furlough days for all City of Dallas civilian employees for July 6, 2009 and September 4, 2009, to become effective May 27, 2009; upon City Council approval. (See Attachment A)

**Section 2.** That the City Manager is authorized the Uniformed Police Pay be revised to eliminate the Graduation Incentive Pay and Incentive Pay for Completion of Probation and Police Trainee III Assignment from the Uniform Police Special Pay, effective with all recruits starting in Class 316 and any subsequent police recruit classes. (See Attachment B)

**Section 3.** That the changes reflected in Attachment B which amends Attachment B to the FY2008-09 Position Classification Assignments are effective with all police recruits starting with Class 316 and subsequent police recruits classes and supersede any previous police special pay.

**Section 4.** That the City Manager or designee be authorized, upon recommendation of a department director or his designee to make any operational and scheduling changes necessary to implement the furlough days, including but not limited to, the ability to reschedule employees' furlough days should the City's operational requirements mandate that the employees work on either July 6, 2009 and/or September 4, 2009.

COUNCIL CHAMBER

**09-1372**

May 27, 2009

**Section 5.** That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.

Distribution:

Human Resources Department - 6AN

APPROVED BY  
CITY COUNCIL

MAY 27 2009

  
City Secretary

CITY OF DALLAS  
MISCELLANEOUS SALARY SCHEDULE  
Effective May 27, 2009

09-1372

CLASS CODE	TITLE	MINIMUM	MAXIMUM	
06004	Director of Medical Emergency Services	Salary Determined By Council or Board		
22202	Associate Municipal Judge	Salary Determined By City Secretary		
22204	Administrative Judge	Salary Determined By Council or Board		
24001	Council Member/Mayor (Non-employee)	Salary Determined By Council or Board		
24100	City Manager	Salary Determined By Council or Board		
24120	Executive General Manager	Salary Determined By Council		
24121	General Manager	Salary Determined By Council		
24300	City Attorney	Salary Determined By Council		
24301	City Auditor	Salary Determined By Council		
24302	City Secretary*	Salary Determined By Council or Board		
24304	Secretary to Civil Service Board	Salary Determined By City Charter		
24307	Employee Retirement Fund Administrator	Salary Determined By City Manager		
24309	Employee Retirement Fund Investment Officer	Salary Determined By Council or Board		
24322	Park and Recreation Director	Salary Determined By Council or Board		
24324	Police and Fire Pension Fund Administrator	Salary Determined By City Manager		
24413	Aquarium and Zoo Director	Salary Determined By City Manager		
24423	Municipal Judge	Salary Determined By Council or Board		
24460	Employee Retirement Fund Compliance Officer	Salary Determined By Council or Board		
24718	Park and Recreation Assistant Director	Salary Determined By Council or Board		
24722	Civil Service Assistant Director	Salary Determined By Council or Board		
24725	Assistant City Secretary*	Salary Determined By Council or Board		
24741	Employee Retirement Fund Assistant Administrator	Salary Determined By Council or Board		
74003	WRR-FM Manager	** Range - Annual - Monthly - Biweekly	66,617.22 5,551.44 2,582.20	109,918.26 9,159.86 4,227.63
76200	Sales Manager	** Range - Annual - Monthly - Biweekly	25,254.86 2,104.57 971.34	31,568.56 2,630.71 1,214.18
76203	Sales Representative	1,000 - 3,000 draw against commission		
80120	SYEP Participant (paid hourly)	Effective 7/24/09	6.55 7.25	7.86 8.25
76802	Temporary Help	Hourly Salary Varies By Assignment		

**ASSIGNMENT PAY:**

Language Skills	\$110, \$150/month
Shift Pay (see Police for First Watch Pay)	2% of Pay
Lew Sterrett Clerical Personnel	\$50 / month
Dallas Zoo Emergency Weapons Team	\$300 semi-annually

\*Other positions in City Secretary's Office included on civilian Salary Schedule

\*\* Eligible for commission

**Furlough Days**

July 6, 2009 &amp; September 4, 2009

or as designated by the City Manager or designee upon recommendation of a department director or his designee, including but not limited to, the ability to reschedule employees' furlough dates should the City's operational requirements mandate that the employees work on either July 6 or September 4, 2009.  
**Furlough days must be taken by September 30, 2009.**

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

Rate: TCLEOSE Intermediate Certification: \$200 per month  
TCLEOSE Master Certification: \$500 per month

Note: Certification requirements and TCLEOSE verification must be completed by 10/31/07 in order to receive payment

**Detective Assignment Pay (applicable to Police Senior Corporal)**

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

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

Rate: \$4 per month for each 3 semester hours of college credit earned after the first 45 hours up to 45 hours (90 hours total)  
Maximum: \$60 for 45 hours (90 total), or \$100 per month for Bachelor's Degree

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

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

**First Watch Assignment Pay (applicable to all ranks)**

Rate: 6.5% for First Watch from 12:00 midnight to 8:00am

**Eliminate Graduation Incentive Pay and Incentive Pay for Completion of Probation & Police Trainee III assignment beginning with all recruits starting with Class 316 and any subsequent police recruit classes.**

**Graduation Incentive Pay**

Rate: \$6,000 total lump sum payable one time per employee.  
Must have graduated from the Police Academy after February 1, 2006. Applicable to Police Trainee I & Lateral Entry Officers. Paid upon graduation.

**Incentive Pay for Completion of Probation & Police Trainee III assignment**

Rate: \$4,000 lump sum payable one time per employee.  
Must have successfully completed probation and the Police Trainee III assignment and been assigned to Police Officer, Grade P-2 after April 1, 2006.

**Narcotics Hazardous Material Interdiction Team**

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

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

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

schedule:

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

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

Rate: \$5,000 lump sum.  
Must have completed 5 continuous years of service as a uniformed employee after 9/30/06 based on adjusted date of appointment as uniformed employee, excluding any breaks in service due to disciplinary action, reappointment, or reinstatement.

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

Rate: \$3,000 lump sum.  
Must have completed 10 continuous years of service as a uniformed employee after 9/30/07 based on adjusted date of appointment as uniformed employee, excluding any breaks in service due to disciplinary action, reappointment, or reinstatement.

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

Rate \$4 per month for each year of service completed  
Maximum: \$100 per month for 25 years of service

**Shift Assignment Pay**

Rate: 3.5% for uniformed Police