Attachment B

CITY OF DALLAS
UNIFORMED FIRE RESCUE SALARY SCHEDULE
Effective January 1, 2026

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44100	**Fire - Rescue Officer (Meet & Confer Market Survey Salary)***	**1 F Start**	**$6,577**	**$78,924**
44100	Fire - Rescue Officer Year 0 - 1**	1 FF Start	$6,769	$81,232
44002	Fire - Rescue Officer Year 1 - 2	1 FF - 1	$6,769	$81,232
44002	Fire - Rescue Officer Year 2 - 3	1 FF - 2	$6,967	$83,608
44002	Fire - Rescue Officer Year 3 - 4	1 FF - 3	$7,171	$86,054
44002	Fire - Rescue Officer Year 4 - 5	1 FF - 4	$7,381	$88,571
44002	Fire - Rescue Officer Year 5 - 6	1 FF - 5	$7,597	$91,161
44002	Fire - Rescue Officer Year 6 - 7	1 FF - 6	$7,819	$93,828
44002	Fire - Rescue Officer Year 7 - 8	1 FF - 7	$8,048	$96,572
44002	Fire - Rescue Officer Year 8 - 9	1 FF - 8	$8,283	$99,397
44002	Fire - Rescue Officer Year 9***	1 FF - 9	$8,525	$102,304
44004	Fire Driver - Engineer Year 0 - 1	2 FF Start	$8,739	$104,862
44004	Fire Driver - Engineer Year 1 - 2	2 FF - 1	$8,926	$107,113
44004	Fire Driver - Engineer Year 2 - 3	2 FF - 2	$9,118	$109,413
44004	Fire Driver - Engineer Year 3 - 4***	2 FF - 3	$9,314	$111,762
	Fire Second Driver is an Obsolete Rank			
44026	Fire Second Driver Year 9***	**S** FF - 9	$8,525	$102,304
	Pay rates for all steps except the top step are eliminated because all employees in this rank are at the top pay step in the rank.			

CLASS CODE	RANK		GRADE-STEP	MONTH	ANNUAL
44006	Fire Lieutenant	Year 0 - 1	3 FF Start	$9,546	$114,556
44006	Fire Lieutenant	Year 1 - 2	3 FF - 1	$9,785	$117,420
44006	Fire Lieutenant	Year 2 - 3	3 FF - 2	$10,030	$120,356
44006	Fire Lieutenant	Year 3***	3 FF - 3	$10,280	$123,365
44007	Fire Captain	Year 0 - 1	4 FF Start	$10,537	$126,449
44007	Fire Captain	Year 1 - 2	4 FF - 1	$10,801	$129,610
44007	Fire Captain	Year 2 - 3	4 FF - 2	$11,071	$132,850
44007	Fire Captain	Year 3***	4 FF - 3	$11,348	$136,171
44008	Fire Battalion / Section Chief	Year 0 - 1	5 FF Start	$11,631	$139,576
44008	Fire Battalion / Section Chief	Year 1 - 2	5 FF - 1	$11,922	$143,065
44008	Fire Battalion / Section Chief	Year 2 - 3	5 FF - 2	$12,220	$146,642
44008	Fire Battalion / Section Chief	Year 3***	5 FF - 3	$12,526	$150,308

* For use in the compensation calculation set forth in Article. 7, Section 3. (1).

**If the City Manager determines that the compensation calculation described in Section 3 of this Article is not sufficiently competitive for starting pay, the City Manager may, in their discretion, enhance the compensation by placing the start step Officers (year 0-1) at step 1.
This enhancement is only for FY 2025-2026 and only for the ranks of Police Officer, Fire-Rescue Officer, Fire Prevention Officer, and Single Function Paramedic and does not impact the compensation calculation for any other step or rank.

***Includes all members who have served up to this year and more.

An Officer's Step Pay Adjustment shall become effective on the first day of the first full uniformed pay period following the Officer's Step Eligibility Date.
An Officer's Market Based Pay Adjustment shall become effective on the first day of the first full uniformed pay period following January 1, 2026 (January 14, 2026).