

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 <i>New</i>	\$200/month	\$400/month	\$600/month
Fire Current	\$175/month	\$250/month	\$500/month
Fire <i>New</i>	\$200/month	\$400/month	\$600/month

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

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

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

Officers seeking increased pay due to certification upgrades must ensure the certifying agencies accurately reflect their certification level by the time the information is downloaded by the Police and Fire Departments in December and May of each year. The information from the certifying agencies' websites is the final determination of certification pay levels. It is the officers' responsibility to ensure the information on the certifying agencies' websites is correct and the City is not accountable for any errors or delays in recording certification information by the respective commissions

2. Pay Increases

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

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

~~3.~~

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

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

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

C. For Fiscal Year 2018-2019 only:

1. Pay Increases

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

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

2.

Except for lateral hires from other agencies, the starting annual step pay for Officers who are hired on or after October 1, 2018, will be \$51,688 (Steps P2-1B, FF2-1B and FP2-1B on the October 1, 2018 FY2018-2019 applicable uniformed salary schedules (—Attachments C & D—). Those Officers' annual salary will be adjusted to \$60,000 effective January 9, 2019; however, their pay step number will remain the same.

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

3.

Officers hired into the rank of Police Officer or Fire Rescue Officer prior to October 1, 2018 and who are being paid \$49,207 (Steps P2-1B or FF2-1B on the applicable FY 17-18 uniformed salary schedules) will be paid according to the annual pay and step progression charts included in Appendix B. remain at the same annual salary (P2-1A, FF2-1A, or FP2-1A on the FY2018-2019 uniformed salary schedules) until they receive their step pay increase(s) for FY 18-19 as outlined in Appendix A. Fire Prevention Officers who were hired prior to October 1, 2018 and who are being paid \$48,371 (Step FP2-1B on the FY17-18 fire uniformed salary schedule (Prevention)) will remain at the same annual salary (FP2-1A on the FY 2018-2019 fire uniformed salary schedule) until they receive their step pay increase for FY18-19 as outlined in Appendix A.

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

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

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

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

D. Scope of base pay salary adjustments

D:

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

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

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

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

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

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



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

Attachment A
 (Meet and Confer)

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

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

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

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

46013	Police Lieutenant, 1 Year	P5 - 1	\$5,697	\$68,364
46013	Police Lieutenant, 1 Year	P5 - 2	\$5,982	\$71,779
46013	Police Lieutenant, 1 Year	P5 - 3	\$6,280	\$75,366
46013	Police Lieutenant, 1 Year	P5 - 4	\$6,594	\$79,123
46013	Police Lieutenant, 1 Year	P5 - 5	\$6,923	\$83,078
46013	Police Lieutenant, 1 Year	P5 - 6	\$7,269	\$87,230
46013	Police Lieutenant, 1 Year	P5 - 7	\$7,633	\$91,591
46013	Police Lieutenant, 1 Year	P5 - 8	\$8,014	\$96,170
46013	Police Lieutenant, 1 Year	P5 - 9	\$8,174	\$98,094
46013	Police Lieutenant, 1 Year	P5 - 10	\$8,338	\$100,056
46013	Police Lieutenant, 1 Year	P5 - 11	\$8,505	\$102,057

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

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



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

Attachment B
(Meet and Confer)

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44100	Fire & Rescue Officer Pay FF2-1A	FF2-1A	\$4,101	\$49,207
44100	Fire & Rescue Officer Pay FF2-1B	FF2-1B	\$4,307	\$51,688
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 2	\$4,522	\$54,263
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 3	\$4,748	\$56,971
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 4	\$4,987	\$59,840
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 5	\$5,234	\$62,812
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 6	\$5,496	\$65,956
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 7	\$5,772	\$69,260
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 8	\$6,060	\$72,718
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 9	\$6,181	\$74,172
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 10	\$6,305	\$75,656
44002	Fire & Rescue Officer, 1 Yr.	FF2 - 11	\$6,431	\$77,169

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44006	Fire Lieutenant, Start	FF4 - 1	\$5,200	\$62,394
44006	Fire Lieutenant, 1 Yr.	FF4 - 2	\$5,460	\$65,519
44006	Fire Lieutenant, 1 Yr.	FF4 - 3	\$5,732	\$68,784
44006	Fire Lieutenant, 1 Yr.	FF4 - 4	\$6,020	\$72,245
44006	Fire Lieutenant, 1 Yr.	FF4 - 5	\$6,321	\$75,856
44006	Fire Lieutenant, 1 Yr.	FF4 - 6	\$6,637	\$79,639
44006	Fire Lieutenant, 1 Yr.	FF4 - 7	\$6,968	\$83,620
44006	Fire Lieutenant, 1 Yr.	FF4 - 8	\$7,317	\$87,801
44006	Fire Lieutenant, 1 Yr.	FF4 - 9	\$7,463	\$89,557
44006	Fire Lieutenant, 1 Yr.	FF4 - 10	\$7,612	\$91,348
44006	Fire Lieutenant, 1 Yr.	FF4 - 11	\$7,765	\$93,175

44007	Fire Captain, Start	FF5 - 1	\$5,697	\$68,364
44007	Fire Captain, 1 Yr.	FF5 - 2	\$5,982	\$71,779
44007	Fire Captain, 1 Yr.	FF5 - 3	\$6,280	\$75,366
44007	Fire Captain, 1 Yr.	FF5 - 4	\$6,594	\$79,123
44007	Fire Captain, 1 Yr.	FF5 - 5	\$6,923	\$83,078
44007	Fire Captain, 1 Yr.	FF5 - 6	\$7,269	\$87,230
44007	Fire Captain, 1 Yr.	FF5 - 7	\$7,633	\$91,591
44007	Fire Captain, 1 Yr.	FF5 - 8	\$8,014	\$96,170
44007	Fire Captain, 1 Yr.	FF5 - 9	\$8,174	\$98,093
44007	Fire Captain, 1 Yr.	FF5 - 10	\$8,338	\$100,055
44007	Fire Captain, 1 Yr.	FF5 - 11	\$8,505	\$102,056

44008	Fire Battalion / Section Chief, Start	FF6 - 1	\$6,250	\$74,996
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 2	\$6,563	\$78,759
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 3	\$6,890	\$82,685
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 4	\$7,234	\$86,812
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 5	\$7,597	\$91,163
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 6	\$7,977	\$95,729
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 7	\$8,376	\$100,515
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 8	\$8,795	\$105,541
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 9	\$8,971	\$107,652
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 10	\$9,150	\$109,805
44008	Fire Battalion / Section Chief, 1 Yr.	FF6 - 11	\$9,333	\$112,001

Fire Second Driver is an Obsolete Rank*

44026	Fire Second Driver, 1 Yr.	FF2 - 11	\$6,430.73	\$77,169
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**Pay rates for all except the top step eliminated because all employees in this rank are at the top pay step in the rank.*

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

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



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

Attachment B
(Meet and Confer)

PREVENTION

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

44014	Fire Senior Prevention Officer, Start	FP3 - 1	\$4,522	\$54,263
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 2	\$4,748	\$56,971
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 3	\$4,987	\$59,840
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 4	\$5,234	\$62,812
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 5	\$5,496	\$65,956
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 6	\$5,771	\$69,248
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 7	\$6,060	\$72,718
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 8	\$6,363	\$76,355
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 9	\$6,681	\$80,173
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 10	\$6,815	\$81,776
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 11	\$6,951	\$83,412
44014	Fire Senior Prevention Officer, 1 Yr.	FP3 - 12	\$7,090	\$85,080

44015	Fire Prevention Lieutenant, Start	FP4 - 1	\$5,200	\$62,394
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 2	\$5,460	\$65,519
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 3	\$5,732	\$68,784
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 4	\$6,020	\$72,245
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 5	\$6,321	\$75,856
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 6	\$6,637	\$79,639
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 7	\$6,968	\$83,620
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 8	\$7,317	\$87,801
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 9	\$7,463	\$89,557
44015	Fire Prevention Lieutenant, 1 Yr.	FP4 - 10	\$7,612	\$91,348

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44016	Fire Prevention Captain, Start	FP5 - 1	\$5,697	\$68,364
44016	Fire Prevention Captain, 1 Yr.	FP5 - 2	\$5,982	\$71,779
44016	Fire Prevention Captain, 1 Yr.	FP5 - 3	\$6,280	\$75,366
44016	Fire Prevention Captain, 1 Yr.	FP5 - 4	\$6,594	\$79,123
44016	Fire Prevention Captain, 1 Yr.	FP5 - 5	\$6,923	\$83,078
44016	Fire Prevention Captain, 1 Yr.	FP5 - 6	\$7,269	\$87,230
44016	Fire Prevention Captain, 1 Yr.	FP5 - 7	\$7,633	\$91,591
44016	Fire Prevention Captain, 1 Yr.	FP5 - 8	\$8,014	\$96,170
44016	Fire Prevention Captain, 1 Yr.	FP5 - 9	\$8,174	\$98,094
44016	Fire Prevention Captain, 1 Yr.	FP5 - 10	\$8,338	\$100,056
44016	Fire Prevention Captain, 1 Yr.	FP5 - 11	\$8,505	\$102,057

44025	Fire Prevention Section Chief, Start	FP6 - 1	\$6,250	\$74,996
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 2	\$6,563	\$78,759
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 3	\$6,890	\$82,685
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 4	\$7,234	\$86,812
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 5	\$7,597	\$91,163
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 6	\$7,977	\$95,729
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 7	\$8,376	\$100,515
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 8	\$8,795	\$105,541
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 9	\$8,971	\$107,652
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 10	\$9,150	\$109,805
44025	Fire Prevention Section Chief, 1 Yr.	FP6 - 11	\$9,333	\$112,001

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



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)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
Police Officer Rank	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary		
Police Officer, 1 Year	P2 - 1	\$44,658	P2 - 2	\$49,207	P2 - 2	\$51,688	P2 - 1B	\$51,688	P2 - 3	\$56,971		
Police Officer, 1 Year	P2 - 2	\$46,870	P2 - 3	\$51,688	P2 - 3	\$54,263	P2 - 2	\$54,263	P2 - 4	\$59,840		
Police Officer, 1 Year	P2 - 3	\$49,207	P2 - 4	\$54,263	P2 - 4	\$56,971	P2 - 3	\$56,971	P2 - 5	\$62,812		
Police Officer, 1 Year	P2 - 4	\$51,688	P2 - 5	\$56,971	P2 - 5	\$59,840	P2 - 4	\$59,840	P2 - 6	\$65,956		
Police Officer, 1 Year	P2 - 5	\$54,263	P2 - 6	\$59,840	P2 - 6	\$62,812	P2 - 5	\$62,812	P2 - 7	\$69,260		
Police Officer, 1 Year	P2 - 6	\$56,971	P2 - 7	\$62,812	P2 - 7	\$65,956	P2 - 6	\$65,956	P2 - 8	\$72,718		
Police Officer, 1 Year	P2 - 7	\$59,840	P2 - 8	\$65,956	P2 - 8	\$69,260	P2 - 7	\$69,260	P2 - 9	\$74,172		
Police Officer, 1 Year	P2 - 8	\$62,812	P2 - 9	\$69,260	P2 - 9	\$72,718	P2 - 8	\$72,718	P2 - 10	\$75,656		
Police Officer, 1 Year	P2 - 9	\$65,956	P2 - 10	\$72,718	P2 - 10	\$74,172	P2 - 9	\$74,172	P2 - 11	\$77,169		
Police Officer, 1 Year	P2 - 10	\$69,260	P2 - 11	\$74,172	P2 - 11	\$75,656	P2 - 10	\$75,656	P2 - 11	\$77,169		
Police Officer, 1 Year	P2 - 11	\$72,718	P2 - 11	\$74,172	P2 - 11	\$75,656	P2 - 10	\$75,656	P2 - 11	\$77,169		

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

**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										
Fire Rescue Officer, 1 Year	F2 - 2		FF2 - 2	\$49,207	FF2 - 2	\$51,688						
Fire Rescue Officer, 1 Year	F2 - 3											
Fire Rescue Officer, 1 Year	F2 - 4	\$46,870	FF2 - 3	\$51,688	FF2 - 3	\$54,263						
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										
Fire Rescue Officer, 1 Year	F2 - 2		FF2 - 2	\$49,207	FF2 - 2	\$51,688			FF2 - 1B	\$51,688	FF2 - 1B	\$60,000
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
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)					
							On 10/1/18 (Step Number Changes; but Pay is the Same.)		On Step Date (2 Step Increase)		On 1/9/2019 (3% (or \$60,000) increase)	
Fire Lieutenant Rank			Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary	Grade & Step	Annual Salary
Fire Lieutenant, 1 Year	FF4 - 1	\$52,742	FF4 - 2	\$59,426	FF4 - 2	\$62,394	FF4 - 1	\$62,394	FF4 - 3	\$68,784	FF4 - 3	\$70,848
Fire Lieutenant, 1 Year	FF4 - 2	\$56,598	FF4 - 3	\$62,394	FF4 - 3	\$65,519	FF4 - 2	\$65,519	FF4 - 4	\$72,245	FF4 - 4	\$74,412
Fire Lieutenant, 1 Year	FF4 - 3	\$59,428	FF4 - 4	\$65,519	FF4 - 4	\$68,784	FF4 - 3	\$68,784	FF4 - 5	\$75,856	FF4 - 5	\$78,132
Fire Lieutenant, 1 Year	FF4 - 4	\$62,394	FF4 - 5	\$68,784	FF4 - 5	\$72,245	FF4 - 4	\$72,245	FF4 - 6	\$79,639	FF4 - 6	\$82,028
Fire Lieutenant, 1 Year	FF4 - 5	\$65,519	FF4 - 6	\$72,245	FF4 - 6	\$75,856	FF4 - 5	\$75,856	FF4 - 7	\$83,621	FF4 - 7	\$86,130
Fire Lieutenant, 1 Year	FF4 - 6	\$68,784	FF4 - 7	\$75,856	FF4 - 7	\$79,639	FF4 - 6	\$79,639	FF4 - 8	\$87,802	FF4 - 8	\$90,436
Fire Lieutenant, 1 Year	FF4 - 7	\$72,245	FF4 - 8	\$79,639	FF4 - 8	\$83,620	FF4 - 7	\$83,621	FF4 - 9	\$89,558	FF4 - 9	\$92,245
Fire Lieutenant, 1 Year	FF4 - 8	\$75,856	FF4 - 9	\$83,620	FF4 - 9	\$87,801	FF4 - 8	\$87,802	FF4 - 10	\$91,349	FF4 - 10	\$94,089
Fire Lieutenant, 1 Year	FF4 - 9	\$79,639	FF4 - 10	\$87,801	FF4 - 10	\$89,557	FF4 - 9	\$89,558	FF4 - 11	\$93,176	FF4 - 11	\$95,971
Fire Lieutenant, 1 Year	FF4 - 10	\$83,620	FF4 - 11	\$89,557	FF4 - 11	\$91,348	FF4 - 10	\$91,349	FF4 - 11	\$93,176	FF4 - 11	\$95,971
Fire Lieutenant, 1 Year	FF4 - 11	\$87,801	FF4 - 11	\$89,557	FF4 - 11	\$91,348	FF4 - 10	\$91,349	FF4 - 11	\$93,176	FF4 - 11	\$95,971

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

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

Fire Captain Rank (Officers with a Step Date PRIOR TO 1-9-2019)												
IF YOU'RE PAID AT THIS STEP AND ANNUAL SALARY IN FY15 16, your Annual Salary will Progress each fiscal year as shown on the chart below.			FY16-17 (2 Step Increase)		FY17-18 (1 Step Increase)		FY18-19 (Step Date <u>before</u> 1-9-2019)					
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	\$83,620	FP4 - 7	\$83,621	FP4 - 9	\$89,558	FP4 - 9	\$92,245
Fire Prevention Lieutenant	FP4 - 8	\$75,856	FP4 - 9	\$83,620	FP4 - 9	\$87,801	FP4 - 8	\$87,802	FP4 - 10	\$91,349	FP4 - 10	\$94,089
Fire Prevention Lieutenant	FP4 - 9	\$79,639	FP4 - 10	\$87,801	FP4 - 10	\$89,557	FP4 - 9	\$89,558	FP4 - 11	\$93,176	FP4 - 11	\$95,971
Fire Prevention Lieutenant	FP4 - 10	\$83,620	FP4 - 11	\$89,557	FP4 - 11	\$91,348	FP4 - 10	\$91,349	FP4 - 11	\$93,176	FP4 - 11	\$95,971
Fire Prevention Lieutenant	FP4 - 11	\$87,801	FP4 - 11	\$89,557	FP4 - 11	\$91,348	FP4 - 10	\$91,349	FP4 - 11	\$93,176	FP4 - 11	\$95,971

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

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

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

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