Attachment B

CITY OF DALLAS
UNIFORMED POLICE SALARY SCHEDULE
Effective January 1, 2026

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46100	**Police Officer (Meet & Confer Market Survey Salary)***	**1 P Start**	**$6,577**	**$78,924**
46100	Police Officer Year 0 - 1**	1 P Start	$6,769	$81,232
46004	Police Officer Year 1 - 2	1 P - 1	$6,769	$81,232
46004	Police Officer Year 2 - 3	1 P - 2	$6,967	$83,608
46004	Police Officer Year 3 - 4	1 P - 3	$7,171	$86,054
46004	Police Officer Year 4 - 5	1 P - 4	$7,381	$88,571
46004	Police Officer Year 5 - 6	1 P - 5	$7,597	$91,161
46004	Police Officer Year 6 - 7	1 P - 6	$7,819	$93,828
46004	Police Officer Year 7 - 8	1 P - 7	$8,048	$96,572
46004	Police Officer Year 8 - 9	1 P - 8	$8,283	$99,397
46004	Police Officer Year 9***	1 P - 9	$8,525	$102,304
46016	Police Senior Corporal Year 0 - 1	2 P Start	$8,739	$104,862
46016	Police Senior Corporal Year 1 - 2	2 P - 1	$8,926	$107,113
46016	Police Senior Corporal Year 2 - 3	2 P - 2	$9,118	$109,413
46016	Police Senior Corporal Year 3 - 4***	2 P - 3	$9,314	$111,762

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46011	Police Sergeant Year 0 - 1	3 P Start	$9,546	$114,556
46011	Police Sergeant Year 1 - 2	3 P - 1	$9,785	$117,420
46011	Police Sergeant Year 2 - 3	3 P - 2	$10,030	$120,356
46011	Police Sergeant Year 3***	3 P - 3	$10,280	$123,365
46013	Police Lieutenant Year 0 - 1	4 P Start	$10,537	$126,449
46013	Police Lieutenant Year 1 - 2	4 P - 1	$10,801	$129,610
46013	Police Lieutenant Year 2 - 3	4 P - 2	$11,071	$132,850
46013	Police Lieutenant Year 3***	4 P - 3	$11,348	$136,171
	Police Captain is an Obsolete Rank			
46014	Police Captain Year 3***	S P - 3	$12,526	$150,308
Pay rates for all steps except the top step are eliminated because all employees in this rank are at the top pay step in the rank.				

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

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

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

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