

# City of Dallas

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## Meet & Confer and Uniformed Pay Concepts

February 2016



# Presentation Overview

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- Meet & Confer Overview
- Elements of Uniformed Pay
  - Steps
  - Special Pay
- Appendix – Special Pay Schedules

# What is Meet and Confer?

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- ❑ Meet and Confer is a process designed to provide employee groups and management an opportunity to reach an agreement on important employment issues.
- ❑ Unlike collective bargaining, meet and confer provides an opportunity, **not a requirement**, reach an agreement.

# Meet and Confer Overview

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Date	Action
<b>2009</b>	Texas State Legislature approved Meet and Confer for Dallas Police & Fire
<b>February 5, 2010</b>	Uniform Coalition Team submitted petition to City Manager to Meet and Confer
<b>Feb. 24, 2010</b>	Council accepted petition and authorized management team to begin discussions with the Uniform Coalition Team
<b>September 1, 2010</b>	Council approves 1 <sup>st</sup> Meet & Confer Agreement <ul style="list-style-type: none"><li>• Effective 10/1/2010 – 9/30/2013</li><li>• Includes six-month extension</li></ul>
<b>December 11, 2013</b>	Council approves 2 <sup>nd</sup> Meet & Confer Agreement <ul style="list-style-type: none"><li>• Effective 12/11/2013 – 9/30/2016</li></ul>

# Other Texas Cities Provisions for Uniformed Officer Agreements

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## **Austin**

- Meet & Confer – Police and EMS
- Collective Bargaining – Fire

## **Fort Worth**

- Meet & Confer – Police and Fire
  - EMS is outsourced

## **Houston**

- Meet & Confer – Police
- Collective Bargaining – Fire

## **San Antonio**

- Collective Bargaining – Police & Fire

# Summary

## 2010 Meet & Confer Agreement Overview

Year 1 (FY10-11)	Year 2 (FY11-12)	Year 3 (FY12-13)
<ul style="list-style-type: none"> <li>• 40 Hours Mandatory City Leave (aka "Furlough Days") <i>(Equates to a 1.9231% pay reduction)*</i></li> <li>• Comp Time for Overtime</li> <li>• Establish Phase Down Plan</li> <li>• Delay Fire Rookie Classes from Paramedic School</li> <li>• Reduce Number of Fire Rescue Replacements</li> <li>• Delay Truck 10 Implementation to Jan. 2011</li> <li>• Hiring for ½ Attrition in DPD</li> <li>• Modify Loss of Merit Step Procedure in DPD</li> <li>• Off Duty Jobs for Special Events</li> <li>• Time Off For Association Business</li> <li>• Reconfigure Fire Dispatch Schedule</li> <li>• Study Single Career Path in Fire</li> <li>• Suspend Fire Wellness Program</li> </ul>	<ul style="list-style-type: none"> <li>• 24 Hours Mandatory City Leave (aka "Furlough Days") <i>(Equates to a 1.1538% pay reduction)</i></li> <li>• Reinstate Merit Step Increase (If City Meets Revenue Trigger)               <ul style="list-style-type: none"> <li>– If revenue trigger is not met, a "Retention Incentive" will go into effect for recently hired officers</li> </ul> </li> </ul> <p style="color: red; text-align: center;"><b>Revenue triggers not met - Steps not reinstated. Retention incentive of \$1,000 provided to newly hired officers.</b></p>	<ul style="list-style-type: none"> <li>• Reinstate (or continue) Merit Step Increase (if City Meets Revenue Trigger)               <ul style="list-style-type: none"> <li>– If revenue trigger is not met, a "Retention Incentive" will go into effect for recently hired officers</li> </ul> </li> <li>• 3% Across The Board Pay Raise</li> <li>• 2 Additional Holidays for Uniformed Staff</li> <li>• Increase Education Incentive Pay (April 1<sup>st</sup>)</li> </ul>

\* Fire Personnel in the Emergency Response Bureau work a schedule that is not the 'Standard' 40/hrs per week. Because of this, all work hours must be adjusted to account for their modified schedule. For the purpose of this agreement, hours quoted are based on a standard work schedule.

# Summary

## 2013 Meet & Confer Agreement Overview

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Year 1 (FY13-14)	Year 2 (FY14-15)	Year 3 (FY15-16)
<ul style="list-style-type: none"><li>• Merit Steps</li><li>• Add “Swift Water Pay” as a special pay item in Fire Department</li><li>• Revise “Phase Down” program</li></ul>	<ul style="list-style-type: none"><li>• Merit Steps</li><li>• 4% Across-the-Board Increase</li><li>• Eliminate two additional holidays awarded in 2010 Agreement</li></ul>	<ul style="list-style-type: none"><li>• Merit Steps</li></ul>

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# **ELEMENTS OF UNIFORMED PAY**

# Elements of Uniform Pay

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- Two components of Uniform Pay
  1. Steps
    - Sometimes referred to as 'base pay'
  2. Special Pay Items

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# STEPS

# What are “Steps”?

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- Police and Fire Uniformed officers are on a “Step” pay system.
- Each Rank (Police Officer, Sr. Corporal, Fire Fighter, etc.) has Steps.
  - The number of Steps ranges from 11 to 13, depending on the Rank

# Step Distribution

Step Distribution as of January 2016 (Does not include Executive Ranks)										
	Fire Ranks (Grades)					Police Ranks (Grades)				
Step	Fire Rescue Officer	Fire Driver/Engineer	Fire Lieutenant	Fire Captain	Fire Battalion Chief	Police Officer	Police Sr. Corporal	Police Sgt	Police Lieutenant	Police Captain
1	226					370				
2						168		1		
3		27	3			398	252	9		
4	64	119	11			112	47	35		
5		9	14	1		59	87	21	8	
6		12	26	13	1	39	114	41	9	
7	125	26	20	20	4	32	110	34	2	
8	264	33	21	12	3	45	114	36	10	
9	18	30	11	14	3	33	91	37	6	
10	24	18	14	3	3	23	67	38	7	
11	41	27	82	83	24	210	63	226	48	2
12	26	167					438			
13	37									
14	22									
15	207									

Data as of January 2016

  = Top Step for Rank

  = Ghost Steps (no longer in use)

# How do Officers get “Steps”?

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- ❑ Officers receive Step increases in two ways:
  - **‘Within-Rank Step increases’**
    - ❑ Awarded as part of the budgetary process.
    - ❑ Within-Rank Step increases are either ‘yes’ or ‘no’ and the award of the Step does not vary based on performance. As long as officers meet the minimum standards for the position, they may receive a Within-Rank Step increase.
    - ❑ Generally, Steps are about a 5% increase from the previous Step.
    - ❑ Once officers “Top Out” (i.e. hit the top Step of their Rank), they are not eligible for any more Within-Rank Step increases.
  - **‘Promotional Step increases’**
    - ❑ Awarded when officers promote to a new rank (Police Officer to Sr. Corporal, for example).
    - ❑ Officers’ pay is increased to the Step in the new rank that gives them at least a 4.5% pay increase.

# Other Important Step Concepts

## □ “Topped-Out”

- Once officers reach the top Step in their Rank, they are no longer eligible for additional Within-Rank Step increases. This is referred to as “topped-out”.

Step Eligible			% Topped Out
Fire	No	571	29.6%
	Yes	1356	
Police	No	937	26.9%
	Yes	2543	

← Not eligible for a Within-Rank Step increase

*Data as of January 2016 – Number of topped out officers should increase as more are given steps throughout FY15-16*

- The City occasionally adds Steps to the Pay Schedule to allow officers in Ranks to earn more money.
  - Last time steps were added was in FY07-08 and FY08-09 (one each year)
- Topped-out officers can also receive additional base pay with across-the-board increases – schedule shifts up by the percent increase
  - Pay schedule increased 4% on 4/1/15

# Other Important Step Concepts

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- “Compression/Decompression”
  - Currently, all Steps are one-year minimum Steps - this is the **minimum** number of years an Officer must be in the Step before being eligible for the next Within-Rank Step.
  - There have been other times when some Steps were one-year Steps while others were two-year Steps.
  - When all Steps became minimum one-year Steps (in FY07-08), it was referred to as “Compressing the Steps.”
  - If some Steps changed to two-year Steps again, this would be referred to as “Decompressing the Steps.”

# How much do Within-Rank Step increases cost?

- ❑ Each Step is approximately 5% more than the prior Step.
- ❑ When City staff presents the cost of Steps, they provide two numbers:
  1. The first year cost of the Steps (\$7.75M)
  2. The full year cost of the Step (\$15.5M)

Dept	Count	Step Cost	OT (7.5%)	Pension	Medicare	Total
Fire	1356	\$ 3,887,441	\$ 291,558	\$ 1,149,225	\$ 60,595	\$ 5,388,820
Police	2543	\$ 7,286,608	\$ 546,496	\$ 2,154,104	\$ 113,580	\$ 10,100,787
<b>Total</b>	<b>3899</b>	<b>\$ 11,174,050</b>	<b>\$ 838,054</b>	<b>\$ 3,303,328</b>	<b>\$ 174,175</b>	<b>\$ 15,489,607</b>

**Full Year Cost of Steps**



*Officers receive their Within-Rank Step increases throughout the year - either their hire date or their last promotion date. Because of this, the 1<sup>st</sup> year cost of a Step increase is about half the full year cost.*

***The first year cost of Within-Rank Step increases is half the full-year cost.***

# What does the Police "Pay Schedule" look like?

Attachment A  
(Meet and Confer)

CITY OF DALLAS  
UNIFORMED POLICE SALARY SCHEDULE  
Effective October 1, 2015

Rank

Grade/Step

Pay (monthly and annual) associated with the Grade/Step. Generally, each Step is 5% more than the prior Step.

**Minimum** number of years an officer has to be in the Step before they are eligible for the next Step

**Important!**

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL	CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46101	Police Officer Trainee I	P2 - 1	\$3,722	\$44,658	46011	Police Sergeant, Start	P4 - 1	\$4,395	\$52,742
46102	Police Officer Trainee II	P2 - 1	\$3,722	\$44,658	46011	Police Sergeant, 1 Year	P4 - 2	\$4,716	\$56,598
46103	Police Officer Trainee III	P2 - 1	\$3,722	\$44,658	46011	Police Sergeant, 1 Year	P4 - 3	\$4,952	\$59,426
46004	Police Officer	P2 - 1	\$3,722	\$44,659	46011	Police Sergeant, 1 Year	P4 - 4	\$5,200	\$62,394
46004	Police Officer, 1 Year	P2 - 2	\$3,906	\$46,870	46011	Police Sergeant, 1 Year	P4 - 5	\$5,460	\$65,519
46004	Police Officer, 1 Year	P2 - 3	\$4,101	\$49,207	46011	Police Sergeant, 1 Year	P4 - 6	\$5,732	\$68,784
46004	Police Officer, 1 Year	P2 - 4	\$4,307	\$51,688	46011	Police Sergeant, 1 Year	P4 - 7	\$6,020	\$72,245
46004	Police Officer, 1 Year	P2 - 5	\$4,522	\$54,263	46011	Police Sergeant, 1 Year	P4 - 8	\$6,321	\$75,856
46004	Police Officer, 1 Year	P2 - 6	\$4,748	\$56,971	46011	Police Sergeant, 1 Year	P4 - 9	\$6,637	\$79,639
46004	Police Officer, 1 Year	P2 - 7	\$4,987	\$59,840	46011	Police Sergeant, 1 Year	P4 - 10	\$6,968	\$83,621
46004	Police Officer, 1 Year	P2 - 8	\$5,234	\$62,812	46011	Police Sergeant	P4 - 11	\$7,317	\$87,802
46004	Police Officer, 1 Year	P2 - 9	\$5,496	\$65,956					
46004	Police Officer, 1 Year	P2 - 10	\$5,772	\$69,260	46013	Police Lieutenant, Start	P5 - 1	\$4,823	\$57,875
46004	Police Officer	P2 - 11	\$6,060	\$72,718	46013	Police Lieutenant, 1 Year	P5 - 2	\$5,167	\$62,001
46005	Police Corporal, 1 Year	P2 - 4	\$4,307	\$51,688	46013	Police Lieutenant, 1 Year	P5 - 3	\$5,425	\$65,096
46005	Police Corporal, 1 Year	P2 - 5	\$4,522	\$54,263	46013	Police Lieutenant, 1 Year	P5 - 4	\$5,697	\$68,364
46005	Police Corporal, 1 Year	P2 - 6	\$4,748	\$56,971	46013	Police Lieutenant, 1 Year	P5 - 5	\$5,982	\$71,779
46005	Police Corporal, 1 Year	P2 - 7	\$4,987	\$59,840	46013	Police Lieutenant, 1 Year	P5 - 6	\$6,280	\$75,366
46005	Police Corporal, 1 Year	P2 - 8	\$5,234	\$62,812	46013	Police Lieutenant, 1 Year	P5 - 7	\$6,594	\$79,123
46005	Police Corporal, 1 Year	P2 - 9	\$5,496	\$65,956	46013	Police Lieutenant, 1 Year	P5 - 8	\$6,923	\$83,078
46005	Police Corporal, 1 Year	P2 - 10	\$5,772	\$69,260	46013	Police Lieutenant, 1 Year	P5 - 9	\$7,269	\$87,230
46005	Police Corporal	P2 - 11	\$6,060	\$72,718	46013	Police Lieutenant, 1 Year	P5 - 10	\$7,633	\$91,591
46016	Police Senior Corporal, Start	P3 - 1	\$3,826	\$45,916	46013	Police Lieutenant	P5 - 11	\$8,014	\$96,170
46016	Police Senior Corporal, 1 Year	P3 - 2	\$4,031	\$48,371	46014	Police Captain, Start	P6 - 1	\$5,292	\$63,500
46016	Police Senior Corporal, 1 Year	P3 - 3	\$4,307	\$51,688	46014	Police Captain, 1 Year	P6 - 2	\$5,669	\$68,025
46016	Police Senior Corporal, 1 Year	P3 - 4	\$4,522	\$54,263	46014	Police Captain, 1 Year	P6 - 3	\$5,951	\$71,410
46016	Police Senior Corporal, 1 Year	P3 - 5	\$4,748	\$56,971	46014	Police Captain, 1 Year	P6 - 4	\$6,250	\$74,996
46016	Police Senior Corporal, 1 Year	P3 - 6	\$4,987	\$59,840	46014	Police Captain, 1 Year	P6 - 5	\$6,563	\$78,759
46016	Police Senior Corporal, 1 Year	P3 - 7	\$5,234	\$62,812	46014	Police Captain, 1 Year	P6 - 6	\$6,890	\$82,685
46016	Police Senior Corporal, 1 Year	P3 - 8	\$5,496	\$65,956	46014	Police Captain, 1 Year	P6 - 7	\$7,234	\$86,812
46016	Police Senior Corporal, 1 Year	P3 - 9	\$5,771	\$69,248	46014	Police Captain, 1 Year	P6 - 8	\$7,597	\$91,163
46016	Police Senior Corporal, 1 Year	P3 - 10	\$6,060	\$72,718	46014	Police Captain, 1 Year	P6 - 9	\$7,977	\$95,729
46016	Police Senior Corporal, 1 Year	P3 - 11	\$6,363	\$76,355	46014	Police Captain, 1 Year	P6 - 10	\$8,376	\$100,515
46016	Police Senior Corporal	P3 - 12	\$6,681	\$80,173	46014	Police Captain	P6 - 11	\$8,795	\$105,541

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.

# What does the Fire "Pay Schedule" look like?

Attachment B  
(Meet and Confer)

CITY OF DALLAS  
UNIFORM FIRE SALARY SCHEDULE  
Effective October 1, 2015

PREVENTION

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL	CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44201	Fire Prevention Officer Trainee I	F2 - 1	\$3,722	\$44,658	44016	Fire Prevention Captain, Start	F5 - 1	\$4,637	\$57,875
44202	Fire Prevention Officer Trainee II	F2 - 1	\$3,722	\$44,658	44016	Fire Prevention Captain, 1 Yr.	F5 - 2	\$4,968	\$62,001
44203	Fire Prevention Officer Trainee III	F2 - 1	\$3,722	\$44,658	44016	Fire Prevention Captain, 1 Yr.	F5 - 3	\$5,216	\$65,096
					44016	Fire Prevention Captain, 1 Yr.	F5 - 4	\$5,478	\$68,364
44005	Fire Prevention Officer, Start	F2 - 3	\$3,826	\$45,916	44016	Fire Prevention Captain, 1 Yr.	F5 - 5	\$5,752	\$71,779
44005	Fire Prevention Officer, 1 Yr.	F2 - 6	\$4,031	\$48,371	44016	Fire Prevention Captain, 1 Yr.	F5 - 6	\$6,039	\$75,366
44005	Fire Prevention Officer, 1 Yr.	F2 - 8	\$4,307	\$51,688	44016	Fire Prevention Captain, 1 Yr.	F5 - 7	\$6,340	\$79,123
44005	Fire Prevention Officer, 1 Yr.	F2 - 9	\$4,522	\$54,263	44016	Fire Prevention Captain, 1 Yr.	F5 - 8	\$6,657	\$83,078
44005	Fire Prevention Officer, 1 Yr.	F2 - 10	\$4,748	\$56,971	44016	Fire Prevention Captain, 1 Yr.	F5 - 9	\$6,990	\$87,230
44005	Fire Prevention Officer, 1 Yr.	F2 - 11	\$4,987	\$59,840	44016	Fire Prevention Captain, 1 Yr.	F5 - 10	\$7,339	\$91,591
44005	Fire Prevention Officer, 1 Yr.	F2 - 12	\$5,234	\$62,812	44016	Fire Prevention Captain	F5 - 11	\$7,706	\$96,170
44005	Fire Prevention Officer, 1 Yr.	F2 - 13	\$5,496	\$65,956					
44005	Fire Prevention Officer, 1 Yr.	F2 - 14	\$5,772	\$69,260	44025	Fire Prevention Section Chief, Start	F6 - 1	\$5,088	\$63,500
44005	Fire Prevention Officer	F2 - 15	\$6,060	\$72,718	44025	Fire Prevention Section Chief, 1 Yr.	F6 - 2	\$5,451	\$68,025
					44025	Fire Prevention Section Chief, 1 Yr.	F6 - 3	\$5,722	\$71,410
44014	Fire Senior Prevention Officer, Start	F3 - 1	\$3,826	\$45,916	44025	Fire Prevention Section Chief, 1 Yr.	F6 - 4	\$6,009	\$74,996
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 2	\$4,031	\$48,371	44025	Fire Prevention Section Chief, 1 Yr.	F6 - 5	\$6,311	\$78,759
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 3	\$4,307	\$51,688	44025	Fire Prevention Section Chief, 1 Yr.	F6 - 6	\$6,625	\$82,685
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 4	\$4,522	\$54,263	44025	Fire Prevention Section Chief, 1 Yr.	F6 - 7	\$6,956	\$86,812
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 5	\$4,748	\$56,971	44025	Fire Prevention Section Chief, 1 Yr.	F6 - 8	\$7,305	\$91,163
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 6	\$4,987	\$59,840	44025	Fire Prevention Section Chief, 1 Yr.	F6 - 9	\$7,671	\$95,729
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 7	\$5,234	\$62,812	44025	Fire Prevention Section Chief, 1 Yr.	F6 - 10	\$8,054	\$100,515
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 8	\$5,496	\$65,956	44025	Fire Prevention Section Chief	F6 - 11	\$8,456	\$105,541
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 9	\$5,771	\$69,248					
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 10	\$6,060	\$72,718					
44014	Fire Senior Prevention Officer, 1 Yr.	F3 - 11	\$6,363	\$76,355					
44014	Fire Senior Prevention Officer	F3 - 12	\$6,681	\$80,173					
44015	Fire Prevention Lieutenant, Start	F4 - 1	\$4,395	\$52,742					
44015	Fire Prevention Lieutenant, 1 Yr.	F4 - 2	\$4,716	\$56,598					
44015	Fire Prevention Lieutenant, 1 Yr.	F4 - 3	\$4,952	\$59,426					
44015	Fire Prevention Lieutenant, 1 Yr.	F4 - 4	\$5,200	\$62,394					
44015	Fire Prevention Lieutenant, 1 Yr.	F4 - 5	\$5,460	\$65,519					
44015	Fire Prevention Lieutenant, 1 Yr.	F4 - 6	\$5,732	\$68,784					
44015	Fire Prevention Lieutenant, 1 Yr.	F4 - 7	\$6,020	\$72,245					
44015	Fire Prevention Lieutenant, 1 Yr.	F4 - 8	\$6,321	\$75,856					
44015	Fire Prevention Lieutenant, 1 Yr.	F4 - 9	\$6,637	\$79,639					
44015	Fire Prevention Lieutenant, 1 Yr.	F4 - 10	\$6,968	\$83,620					
44015	Fire Prevention Lieutenant	F4 - 11	\$7,317	\$87,801					

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.

← Important!

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# **SPECIAL PAY**

# What is “Special Pay”?

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- In addition to ‘Step’ Pay (often called ‘base pay’), officers are also eligible for a variety of “Special Pay” items
- Special Pay items include:
  - Up to \$3,600 per year - Education Incentive Pay
  - Up to \$6,000 per year - Certification Pay
  - Up to \$1,200 per year - Service Pay (also called Longevity Pay)
  - \$1,200 per year - Detective Assignment Pay
  - \$1,200 per year - Field Training Officer Pay
  - Up to \$1,800 per year - Patrol Duty Pay
  - 3.5% or 6.5% of pay - Police Shift Assignment Pay
  - Up to \$4,200 per year - Aircraft Rescue (ARFF) Pay
  - Up to \$4,800 per year - EMS Assignment Pay
  - \$2,100 per year - Arson Investigator Pay
  - Up to \$4,200 per year - HAZMAT Pay
  - Up to \$4,200 per year - Urban Search and Rescue Pay
- Special Pay items are a large component of officers’ pay
  - **Fire special pay averages \$7,711 per year**
  - **Police special pay averages \$7,755 per year**
  - See next page for Special Pay by rank

# Base and Special Pay averages by Rank

Average Pay for Uniformed Officers as of January, 2016					
	Rank	Number of Officers	Average Base Pay	Average Special Pay	Average Total Pay
<b>Fire</b>	F2 - Fire Rescue Officer	1054	\$ 55,347	\$ 6,423	\$ 61,770
	F3 - Fire Driver Engineer	468	\$ 67,799	\$ 8,653	\$ 76,453
	F4 - Fire Lieutenant	202	\$ 78,488	\$ 9,385	\$ 87,873
	F5 - Fire Captain	146	\$ 89,788	\$ 10,225	\$ 100,013
	F6 - Battalion/Section Chief	38	\$ 100,661	\$ 11,713	\$ 112,374
	F7 - Deputy Chief	12	\$ 104,453	\$ 10,877	\$ 115,330
	F8 - Assistant Chief	6	\$ 122,789	\$ 11,732	\$ 134,521
	F9 - Chief	1	\$ 189,520	\$ 5,544	\$ 195,064
	<b>Average for all Fire Ranks</b>	<b>1927</b>	<b>\$ 64,886</b>	<b>\$ 7,711</b>	<b>\$ 72,597</b>
<b>Police</b>	P2 - Trainee/Offier	1489	\$ 53,040	\$ 5,914	\$ 58,953
	P3 - Senior Corporal	1383	\$ 67,160	\$ 8,874	\$ 76,033
	P4 - Sergeant	478	\$ 79,761	\$ 9,504	\$ 89,265
	P5 - Lieutenant	90	\$ 89,136	\$ 10,309	\$ 99,444
	P6 - Captain/Major	15	\$ 99,435	\$ 10,845	\$ 110,281
	P7 - Deputy Chief	15	\$ 106,481	\$ 11,085	\$ 117,566
	P8 - Assistant Chief	9	\$ 124,225	\$ 11,094	\$ 135,318
	P9 - Chief	1	\$ 208,945	\$ 10,800	\$ 219,746
	<b>Average for all Police Ranks</b>	<b>3480</b>	<b>\$ 63,914</b>	<b>\$ 7,755</b>	<b>\$ 71,669</b>

# Base & Special Pay for Topped Out Officers, by Rank

Average Pay for Topped Out Uniformed Officers as of January, 2016					
	Rank	Number of Officers	Average Base Pay	Average Special Pay	Average Total Pay
<b>Fire</b>	F2 - Fire Fighter - Step 15	207	\$ 72,718	\$ 9,326	\$ 82,044
	F3 - Fire Driver/Engineer - Step 12	167	\$ 80,172	\$ 9,090	\$ 89,262
	F4 - Fire Lieutenant - Step 11	82	\$ 87,801	\$ 9,540	\$ 97,341
	F5 - Fire Captain - Step 11	83	\$ 96,170	\$ 10,332	\$106,502
	F6 - Fire Battalion/Section Chief - Step 11	24	\$105,541	\$ 11,232	\$116,772
	F7 - Fire Deputy Chief - Step 10	5	\$111,228	\$ 10,551	\$121,779
	F8 - Fire Assistant Chief - Step 14	None Topped Out in this Rank			
	F9 - Fire Chief - Step 16	None Topped Out in this Rank			
<b>Police</b>	Police Officer - Step 11	210	\$ 72,718	\$ 10,895	\$ 83,613
	Police Sr. Corporal - Step 12	438	\$ 80,172	\$ 10,330	\$ 90,503
	Police Sergeant - Step 11	226	\$ 87,802	\$ 9,852	\$ 97,654
	Police Lieutenant - Step 11	48	\$ 96,170	\$ 10,409	\$106,579
	Police Captain/Major - Step 11	5	\$105,540	\$ 10,762	\$116,302
	Police Deputy Chief - Step 10	8	\$111,228	\$ 11,124	\$122,352
	Police Assistant Chief - Step 15	1	\$139,591	\$ 12,120	\$151,711
	Police Chief - Step 18	1	\$208,945	\$ 10,800	\$219,746

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# **CITY OF DALLAS SPECIAL PAY SCHEDULES**

# Dallas Police Department Special Pays

**Attachment B**

**POLICE SPECIAL PAY**

Effective October 1, 2015

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

Rate: TCLEOSE Intermediate Certification: \$200 per month

TCLEOSE Master Certification: \$500 per month

Note: Certification requirements and TCLEOSE verification must be completed by 9/30/13 in order to receive payment

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

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

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

	Pay Rate					
	0 - 45 hours	45 - 90 hours	90 - 105 hours	105 hours or more	Max w/o Bachelors	Bachelors Degree
Effective April 1, 2013	0	Every additional 3 hours credit - \$12 per month	Every additional 3 hours credit - \$12 per month	0	\$240 per month	\$300 per month

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

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

**Narcotics Hazardous Material Interdiction Team**

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

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

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

Paid for assignment to a Patrol, Traffic, Special Operations Divisions and Gang Unit according to the following schedule:

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

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

Rate: \$5,000 lump sum.

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

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

Rate: \$3,000 lump sum.

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

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

Rate: \$4 per month for each year of service completed

Maximum: \$100 per month for 25 years of service

**Shift Assignment Pay**

Rate: 3.5% for uniformed Police

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

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

# Dallas Fire Rescue Special Pays

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

Rate: \$4 per month for each year completed

Maximum \$100 per month for 25 years of service

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

	Pay Rate					
	0 - 45 hours	45 - 90 hours	90 - 105 hours	105 hours or more	Max w/o Bachelors	Bachelors Degree
Effective April 1, 2013	0	Every additional 3 hours credit - \$12 per month	Every additional 3 hours credit - \$12 per month	0	\$240 per month	\$300 per month

**Certification & Assignment Pay:** Employees may only receive two (2) certification or assignment pays at one time. Employee may select the two certification/assignment pays to be received.

**Aircraft Rescue (ARFF)** - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

**Arson Investigator** - applicable only when assigned as Arson Investigator by Fire Chief; \$175 per month

**EMS Assignment Pay**

Applicable to non-supervisory, EMS Lieutenant and Captain rank; and Battalion Chief assigned to EMS.

Paid for ambulance assignment as follows:

Initial Certification - 4 Years	\$200 per month	8 Years & 1 Day - 11 Years	\$300 per month
4 Years & 1 Day - 6 Years	\$250 per month	11 Years & 1 Day - 14 Years	\$350 per month
6 Years & 1 Day - 8 Years	\$275 per month	14 Years & 1 Day +	\$400 per month

**Firefighter/Fire Inspector Certification** - applicable to employees of all ranks who meet certification requirements

(Eligible employees may receive certification pay for either Firefighter or Fire Inspector, but not both)

Intermediate: \$175 per Month

Advanced: \$250 per Month

Master: \$500 per Month

**Fire Instructor** - applicable only when assigned as Fire Instructor by Fire Chief; \$175 per month

**Hazardous Material Response Team (HAZMAT)**: applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

**Paramedic Certification** - applicable to selected positions in the Fire Rescue Department as determined by the Fire Chief and approved by the Director of Human Resources.

(Certification pay is included in assignment pay for regular paramedic assignments.)

Rate: \$75 per month

**Swift Water Rescue (SWR)** - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

**Urban Search and Rescue (USAR)** - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month