

**SEPTEMBER 20, 2023 CITY COUNCIL BRIEFING AGENDA  
CERTIFICATION**

This certification is given pursuant to Chapter XI, Section 9 of the City Charter for the City Council Briefing Agenda dated September 20, 2023. We hereby certify, as to those contracts, agreements, or other obligations on this Agenda authorized by the City Council for which expenditures of money by the City are required, that all of the money required for those contracts, agreements, and other obligations is in the City treasury to the credit of the fund or funds from which the money is to be drawn, as required and permitted by the City Charter, and that the money is not appropriated for any other purpose.



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T.C. Broadnax  
City Manager

09/15/23

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Date



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Jack Ireland  
Chief Financial Officer

09/15/23

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Date



**RECEIVED**

2023 SEP 15 PM 10:03

**CITY SECRETARY  
DALLAS, TEXAS**

**City of Dallas**

*1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201*

**Public Notice**

**230823**

**POSTED** CITY SECRETARY  
DALLAS, TX



**COUNCIL BRIEFING AGENDA**

**September 20, 2023**

**9:00 AM**

(For General Information and Rules of Courtesy, Please See Opposite Side.)

(La Información General Y Reglas De Cortesía Que Deben Observarse

Durante Las Asambleas Del Consejo Municipal Aparecen En El Lado Opuesto, Favor De Leerlas.)

## **General Information**

The Dallas City Council regularly meets on Wednesdays beginning at 9:00 a.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council agenda meetings are broadcast live on [bit.ly/cityofdallastv](http://bit.ly/cityofdallastv) and on Time Warner City Cable Channel 16. Briefing meetings are held the first and third Wednesdays of each month. Council agenda (voting) meetings are held on the second and fourth Wednesdays. Anyone wishing to speak at a meeting should sign up with the City Secretary's Office by calling (214) 670-3738 by 5:00 p.m. of the last regular business day preceding the meeting. Citizens can find out the name of their representative and their voting district by calling the City Secretary's Office.

Sign interpreters are available upon request with a 48-hour advance notice by calling (214) 670-5208 V/TDD. The City of Dallas is committed to compliance with the Americans with Disabilities Act. **The Council agenda is available in alternative formats upon request.**

If you have any questions about this agenda or comments or complaints about city services, call 311.

## **Rules of Courtesy**

City Council meetings bring together citizens of many varied interests and ideas. To insure fairness and orderly meetings, the Council has adopted rules of courtesy which apply to all members of the Council, administrative staff, news media, citizens and visitors. These procedures provide:

- That no one shall delay or interrupt the proceedings, or refuse to obey the orders of the presiding officer.
- All persons should refrain from private conversation, eating, drinking and smoking while in the Council Chamber.
- Posters or placards must remain outside the Council Chamber.
- No cellular phones or audible beepers allowed in Council Chamber while City Council is in session.

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while

## **Información General**

El Ayuntamiento de la Ciudad de Dallas se reúne regularmente los miércoles en la Cámara del Ayuntamiento en el sexto piso de la Alcaldía, 1500 Marilla, a las 9 de la mañana. Las reuniones informativas se llevan a cabo el primer y tercer miércoles del mes. Estas audiencias se transmiten en vivo por la [bit.ly/cityofdallastv](http://bit.ly/cityofdallastv) y por cablevisión en la estación *Time Warner City Cable* Canal 16. El Ayuntamiento Municipal se reúne en el segundo y cuarto miércoles del mes para tratar asuntos presentados de manera oficial en la agenda para su aprobación. Toda persona que desee hablar durante la asamblea del Ayuntamiento, debe inscribirse llamando a la Secretaría Municipal al teléfono (214) 670-3738, antes de las 5:00 pm del último día hábil anterior a la reunión. Para enterarse del nombre de su representante en el Ayuntamiento Municipal y el distrito donde usted puede votar, favor de llamar a la Secretaría Municipal.

Intérpretes para personas con impedimentos auditivos están disponibles si lo solicita con 48 horas de anticipación llamando al (214) 670-5208 (aparato auditivo V/TDD). La Ciudad de Dallas se esfuerza por cumplir con el decreto que protege a las personas con impedimentos, *Americans with Disabilities Act*. **La agenda del Ayuntamiento está disponible en formatos alternos si lo solicita.**

Si tiene preguntas sobre esta agenda, o si desea hacer comentarios o presentar quejas con respecto a servicios de la Ciudad, llame al 311.

## **Reglas de Cortesía**

Las asambleas del Ayuntamiento Municipal reúnen a ciudadanos de diversos intereses e ideologías. Para asegurar la imparcialidad y el orden durante las asambleas, el Ayuntamiento ha adoptado ciertas reglas de cortesía que aplican a todos los miembros del Ayuntamiento, al personal administrativo, personal de los medios de comunicación, a los ciudadanos, y a visitantes. Estos reglamentos establecen lo siguiente:

- Ninguna persona retrasará o interrumpirá los procedimientos, o se negará a obedecer las órdenes del oficial que preside la asamblea.
- Todas las personas deben abstenerse de entablar conversaciones, comer, beber y fumar dentro de la cámara del Ayuntamiento.
- Anuncios y pancartas deben permanecer fuera de la cámara del Ayuntamiento.
- No se permite usar teléfonos celulares o enlaces electrónicos (*paggers*) audibles en la cámara del Ayuntamiento durante audiencias del Ayuntamiento Municipal

"Los ciudadanos y visitantes presentes durante las asambleas del Ayuntamiento Municipal deben de



attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

obedecer las mismas reglas de comportamiento, decoro y buena conducta que se aplican a los miembros del Ayuntamiento Municipal. Cualquier persona que haga comentarios impertinentes, utilice vocabulario obsceno o difamatorio, o que al dirigirse al Ayuntamiento lo haga en forma escandalosa, o si causa disturbio durante la asamblea del Ayuntamiento Municipal, será expulsada de la cámara si el oficial que este presidiendo la asamblea así lo ordena. Además, se le prohibirá continuar participando en la audiencia ante el Ayuntamiento Municipal. Si el oficial que preside la asamblea no toma acción, cualquier otro miembro del Ayuntamiento Municipal puede tomar medidas para hacer cumplir las reglas establecidas, y el voto afirmativo de la mayoría del Ayuntamiento Municipal precisara al oficial que este presidiendo la sesión a tomar acción." Según la sección 3.3 (c) de las reglas de procedimientos del Ayuntamiento.

## **Handgun Prohibition Notice for Meetings of Governmental Entities**

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

*"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."*

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

*"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."*

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

*"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."*

The City Council Briefing meeting will be held by videoconference and in the Council Chambers, 6th Floor at City Hall. Individuals who wish to speak in accordance with the City Council Rules of Procedure must sign up with the City Secretary's Office.

The public is encouraged to attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person following all current pandemic-related public health protocols.

The following videoconference link is available to the public to listen to the meeting and Public Affairs and Outreach will also stream the City Council Briefing on Spectrum Cable Channel 16 and [bit.ly/cityofdallastv](https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m8dde931dd3f73bbdb51e1fbc95840fd3):

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m8dde931dd3f73bbdb51e1fbc95840fd3>

Invocation and Pledge of Allegiance

Special Presentations

Open Microphone Speakers

### **VOTING AGENDA**

1. [23-2222](#) Approval of Minutes of the September 6, 2023 City Council Meeting
2. [23-2223](#) Consideration of appointments to boards and commissions and the evaluation and duties of board and commission members (List of nominees is available in the City Secretary's Office)

### **PUBLIC HEARING AND RELATED ACTIONS**

Note: Agenda Item No. 3 will be considered before Briefing A is heard.

#### **Budget and Management Services**

3. [23-2374](#) A public hearing to receive comments on a \$0.7393 per \$100 valuation property tax rate for the 2023-24 fiscal year as discussed on August 23, 2023; City Council will vote to adopt a tax rate on Wednesday, September 20, 2023, at Dallas City Hall, City Council Chambers - Financing: No cost consideration to the City

**BUDGET BRIEFING**

Note: Briefing A will be heard before Agenda Item Nos. 4-10 are considered.

- A. [23-2291](#) FY 2023-24 Budget discussion and potential amendments  
\*For Briefing A budget purposes, the City Council will be sitting as a Committee of the Whole.

**Attachments:** [Memorandum](#)

**ITEMS FOR INDIVIDUAL CONSIDERATION**

Note: Agenda Item Nos. 4-10 are Fiscal Year 2023-24 Budget items.

**Budget and Management Services**

4. [23-2315](#) Final reading and adoption of the appropriation ordinance appropriating funds for the FY 2023-24 City of Dallas Operating, Capital, and Grant & Trust Budgets - Not to exceed \$4,898,376,958 - Financing: General Fund (\$1,837,576,470), General Obligation Debt Service Fund (\$420,687,511), Enterprise Funds (\$1,401,626,306), Grants, Trusts, and Other Funds (\$166,427,152), Capital Funds (\$797,119,446), Internal Service, and Other Funds (\$268,266,846), and Employee Retirement Fund (\$6,673,227)

**Attachments:** [Ordinance](#)

5. [23-2325](#) An ordinance setting the tax rate at \$0.7357 per \$100 assessed valuation, which includes \$0.5317 for the General Fund and \$0.204 for the Debt Service Fund, and levying ad valorem taxes for the City of Dallas, Texas, for FY 2023-24 - Estimated Levy: \$1,458,687,770 (see Fiscal Information)

**Attachments:** [Ordinance](#)

6. [23-2333](#) A resolution ratifying the increase in total property tax revenues reflected in the FY 2023-24 budget - Estimated Revenue: \$120,472,041 (100 percent collection rate)

**Attachments:** [Resolution](#)

7. [23-2328](#) An ordinance amending Chapters 2, 7, 8A, 12B, 15D, 16, 18, 27, 42B, 43A, 48B, 49, 50, 51A and 52 of the Dallas City Code to **(1)** adjust fees related to consumer affairs; **(2)** adjust rates and charges for sanitation collection and disposal of solid waste services; **(3)** adjusting fees for garage sale permits; **(4)** adjust rates and charges for floodplain and drainage management, and stormwater drainage; **(5)** adjust fees for animal adoption, breeding permit, dangerous dog registration, and aggressive dog registration; **(6)** adjust the registration fee and reinspection fee for boarding home facilities; **(7)** adjust the convenience store fee and inspection fee; **(8)** adjust the transport fee for emergency ambulance services; **(9)** adjust fees for open burning, public assembly fire inspection, hazardous materials, and high-rise building/residential inspections; **(10)** adjust the fee for tire businesses; **(11)** adjust the registration fee and reinspection fee for rental properties; **(12)** adjust the short-term rental registration and reinspection fee; **(13)** adjust the certification of manager of operations fee for swimming pools; **(14)** adjust the registration fee for vacant buildings and vacant lots; **(15)** adjust rates and charges for treated water service, wastewater service, wholesale water, and wastewater service to governmental entities, additional water meters, untreated water service, service connections, and fire hydrant usage; **(16)** adjust fees for wood vendors; **(17)** adjust the license fee for electronic repair establishments; **(18)** adjust the license fee for motor vehicle repair establishments; **(19)** adjust fees for home repair; **(20)** adjust the registration fee for credit access business; **(21)** adjust the municipal setting designation fee; **(22)** adjust the certificate of occupancy inspection fee; **(23)** providing a penalty not to exceed \$2,000; **(24)** providing a saving clause; **(25)** providing a severability clause; and **(26)** providing an effective date - Estimated Revenue: General Fund (\$3,578,603), Dallas Water Utilities Fund (\$23,617,429), Sanitation Operation Fund (\$6,016,297), and Stormwater Drainage Management Fund (\$7,660,230)

**Attachments:** [Ordinance](#)

8. [23-2317](#) An ordinance amending Sections 2-38, 2-39, and 2-53 of Chapter 2, "Administration"; amending Sections 9B-6 and 9B-7 of Chapter 9B, "Building Security"; amending Sections 13-7, 13-8, 13-9, 13-10, and 13-11 of Chapter 13, "Courts, Fines and Imprisonments"; amending Section 28-130, 28-130.7, and 28-130.12 of Chapter 28, "Motor Vehicles and Traffic," of the Dallas City Code; adding new Sections 2-175, 2-176, and 2-177 to Chapter 2, "Administration"; **(1)** assigning historic preservation duties to the Department of Planning and Urban Design; **(2)** creating the Office of the City Marshal; **(3)** renaming the Department of Court and Detention Services the Department of Dallas Municipal Court; **(4)** providing a saving clause; **(5)** providing a severability clause; and **(6)** providing an effective date - Financing: No cost consideration to the City.

**Attachments:** [Ordinance](#)

#### Department of Human Resources

9. [23-2330](#) Authorize **(1)** position changes; **(2)** approval of Civilian salary schedules for fiscal year 2023-24; **(3)** merit pay increases for civilian staff effective January 1, 2024, payable the first civilian pay period of the calendar year; **(4)** increase the minimum civilian hiring rate to \$18.50 effective January 1, 2024, payable the first civilian pay period of the calendar year; **(5)** adding new pay schedules for uniformed Fire and Police effective January 1, 2024, payable the first uniform pay period of the calendar year; and **(6)** adding new pay schedules for uniformed Fire and Police Executives effective January 1, 2024, payable the first uniform pay period of the calendar year - Financing: This action has no cost consideration to the City (any budget impact is contained in the FY 23-24 City Budget)

**Attachments:** [Resolution](#)  
[Attachment A](#)  
[Attachment A-1](#)  
[Attachment A-2](#)  
[Attachment B](#)  
[Attachment B-1](#)  
[Attachment B-2](#)  
[Attachment B-3](#)  
[Attachment B-4](#)  
[Attachment B-5](#)  
[Attachment B-6](#)  
[Attachment B-7](#)  
[Attachment B-8](#)  
[Attachment C](#)

10. [23-2396](#) Authorize (1) approval of the proposed plan design effective January 1, 2024; and (2) approval of the proposed health coverage plans, and 5% premium rate increase for employees and Pre65 retirees and their families - Financing: Employee Benefits Funds (\$134,878,640.00); Revenue: City Employee/Retiree Contributions (\$72,248,197.00) (see Fiscal Information)

**Attachments:** [Resolution](#)  
[City of Dallas Benefits Budget Overview](#)

## **BRIEFING**

Note: Briefing B will be heard following the Budget items.

- B. [23-2292](#) After Action Review Report (AAR) of May 3rd Ransomware Incident

**Attachments:** [Presentation](#)

### Closed Session

– Deliberation regarding security devices or security audits including: (1) security assessments or deployments relating to information resources technology; (2) network security information (3); the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices; or (4) a security audit regarding a recent ransomware attack security incident relating to the City's information resources technology. (Sec. 551.076 and Sec. 551.089 T.O.M.A.)

### Attorney Briefings (Sec. 551.071 T.O.M.A.)

– Seeking the advice of the city attorney regarding the ransomware attack.

– Legal issues related to the Texas Regulatory Consistency Act.

### Adjournment

The above schedule represents an estimate of the order for the indicated briefings and is subject to change at any time. Current agenda information may be obtained by calling (214) 670-3100 during working hours.

Note: An expression of preference or a preliminary vote may be taken by the Council on any of the briefing items.

**EXECUTIVE SESSION NOTICE**

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]





# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

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**File #:** 23-2222

**Item #:** 1.

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**SUBJECT**

Approval of Minutes of the September 6, 2023 City Council Meeting





# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

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**File #:** 23-2223

**Item #:** 2.

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**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** N/A

**DEPARTMENT:** City Secretary's Office

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**SUBJECT**

Consideration of appointments to boards and commissions and the evaluation and duties of board and commission members (List of nominees is available in the City Secretary's Office)





Agenda Information Sheet

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**File #:** 23-2374

**Item #:** 3.

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**STRATEGIC PRIORITY:** Government Performance & Financial Management

**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** N/A

**DEPARTMENT:** Budget and Management Services

**EXECUTIVE:** Jack Ireland

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**SUBJECT**

A public hearing to receive comments on a \$0.7393 per \$100 valuation property tax rate for the 2023-24 fiscal year as discussed on August 23, 2023; City Council will vote to adopt a tax rate on Wednesday, September 20, 2023, at Dallas City Hall, City Council Chambers - Financing: No cost consideration to the City

**BACKGROUND**

The City Manager's recommended budget for FY 2023-24 set the property tax rate at \$0.7393 per \$100 assessed valuation, a \$0.0065 decrease from the FY 2022-23 property tax rate of \$0.7458 per \$100 assessed valuation.

To set a property tax rate above the FY 2023-24 calculated no-new-revenue tax rate of \$0.681396 per \$100 valuation, State law requires public notice and a public hearing on the tax rate. On August 23, 2023, the City Council authorized a public hearing to be held on Wednesday, September 20, 2023 to receive comments on a proposed tax rate of \$0.7393 per \$100 valuation; and a proposal to consider adoption of a \$0.7393 per \$100 valuation tax rate or a lower rate as may be proposed by the City Council on September 20, 2023.

The City published the required public notice in the official newspaper of Dallas Morning News, on the City's website, and on the City's free access TV.

The City also published the public notice in Al Día, the Dallas Voice, the Dallas Examiner, the Dallas Chinese News, and the Ngỳời Việt Dallas.

**PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

City Council was briefed on the City Manager's Recommended Biennial Budget for FY 2023-24 and FY 2024-25 which included a proposed tax rate of \$0.7393 per \$100 assessed valuation on August 8, 2023.

On August 23, 2023, City Council authorized a public hearing to be held on September 20, 2023, by Resolution No. 23-1125.

On September 6, 2023, City Council discussed budget amendments, reduced expenses and lowered the property tax rate by \$0.00361 from the City Manager's recommended property tax rate of \$0.7393 per \$100 assessed valuation to \$0.7357 per \$100 assessed valuation, and passed a budget ordinance on the first reading by Resolution No. 23-1195.

### **FISCAL INFORMATION**

No cost consideration to the City.



# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

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**File #:** 23-2291

**Item #:** A.

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FY 2023-24 Budget discussion and potential amendments

\*For Briefing A budget purposes, the City Council will be sitting as a Committee of the Whole.





# Memorandum



CITY OF DALLAS

DATE September 15, 2023

TO Honorable Mayor and Members of the City Council

SUBJECT **Final Steps to Adopt the FY 2023-24 Budget on September 20**

Thank you for your continued participation in the FY 2023-24 budget development process that will conclude next Wednesday, September 20. The City Manager's Recommended Biennial Budget for FY 2023-24 and FY 2024-25 was presented to the City Council on August 8. Following your community town hall meetings and much deliberation, a majority of the City Council supported five budget amendments on September 6. The five approved amendments (attached) were incorporated into the recommended budget and the City Council approved the budget on First Reading on September 6. The budget ordinance was advertised in the official newspaper of the City in compliance with the City Charter.

On September 20, prior to final consideration of the budget and property tax rate, a public hearing (Agenda Item 3) to receive comments on the property tax rate is required. This public hearing was authorized by the City Council on August 23 and advertised as required by State law.

Prior to approval of the budget on September 20, the City Council may make additional amendments as part of the budget discussion and Briefing A. Attached are three additional amendments that were received as of noon on Friday, September 15. The amendments are provided in the order in which they were received.

After the public hearing, and after consideration of amendments, there will be suite of budget-related items that must be approved. Because of varying legal requirements, items 4, 5, and 6 will require a record vote as indicated below; items 7, 8, 9, and 10 do not require a record vote.

- Agenda Item 4 - Final reading and adoption of the appropriation ordinance appropriating funds for the FY 2023-24 City of Dallas Operating, Capital, and Grant & Trust Budgets will be considered next Wednesday. This item requires a record vote and must be considered before approval of the tax rate. Per the Local Government Code (102.009), the governing body may levy taxes only in accordance with the budget. The total of \$4,623,436,885 reflects the City Manager's recommended budget as amended by the City Council. Additionally, Internal Service Funds and the Employee Retirement Fund are included in the budget ordinance for your approval resulting in a total of \$4,898,376,958. The Internal Service Funds and Employee Retirement Fund are not part of the budget document financial summaries to avoid double counting the revenue and expense but must be appropriated for separate expenditure through the budget ordinance.

- Agenda Item 5 - An ordinance setting the tax rate at \$0.7357 per \$100 assessed valuation, which includes \$0.5317 for the General Fund and \$0.2040 for Debt Service will be considered after approval of the budget. This item requires a record vote and 60 percent (9 votes) of the members of the City Council must vote in favor of the adoption of the tax rate.
  - The motion to adopt the tax rate must be made in the following form: “I move that the property tax rate be increased by the adoption of a tax rate of \$0.7357 per \$100 assessed valuation, which is effectively a 7.97% increase in the tax rate”.

This year’s levy to fund maintenance and operation expenditures exceeds last year’s maintenance and operations tax levy and therefore exceeds the no-new-revenue tax rate. The motion to adopt the tax rate requires the above statement, “increase in the tax rate” as specified in section 26.05(b) of the Property Tax Code even though **the proposed tax rate for FY 2023-24 is being reduced by \$0.0101 from \$0.7458 to \$0.7357 per \$100 assessed valuation.**

- Agenda Item 6 - A resolution to ratify the increase in total property tax revenues reflected in the FY 2023-24 budget requires a record vote. Per the Local Government Code (102.007), adoption of a budget that will require raising more revenue from property taxes than in the previous year requires a separate vote of the City Council to ratify the revenue increase reflected in the budget. This vote is in addition to and separate from the vote to set the tax rate.
- Agenda Item 7 - An ordinance amending Chapters 2, 7, 8A, 12B, 15D, 16, 18, 27, 42B, 43A, 48B, 49, 50, 51A and 52 of the Dallas City Code to amend fee, rates, and charges is required in support of the budget. A memorandum regarding this item was sent to the City Council on September 15 and can be found [here](#).
- Agenda Item 8 – An ordinance creating or renaming departments is presented for approval. Per City Charter Chapter X, Section 1, this item does not require a record vote. However, it does require three-fourths approval (11 votes). This item establishes the Office of the City Marshal, renames the Department of Court and Detention Services to Dallas Municipal Court, and assigns historic preservation functions in the Office of Management Services to the Department of Planning and Urban Design.
- Agenda Item 9 - Position changes, salary schedules, civilian merit and uniform salary increases, minimum hiring rate, and new pay schedules for uniform executives will be presented for approval in support of the budget.

DATE September 15, 2023  
SUBJECT **Final Steps to Adopt the FY 2023-24 Budget on September 20**  
PAGE **3 of 3**

- Agenda Item 10 – The Employee Health Benefit plan design effective January 1, 2024, health coverage plans, and premium rates will be presented for your approval.

**Please note, if agenda items 5, 6, or 7 fail and cause the budget to be out of balance, we will need to reconsider the final reading and adoption of the budget ordinance, agenda item 5.**

Please let me or Janette Weedon, Director of Budget and Management Services, know if you have any questions.



Jack Ireland  
Chief Financial Officer

Attachments

c: T.C. Broadnax, City Manager  
Tammy Palomino, Interim City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor Tolbert, Deputy City Manager  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager  
Dr. Robert Perez, Assistant City Manager  
Carl Simpson, Assistant City Manager  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors



### City Council Amendment - FY 2023-24 Budget

#### FY 2023-24 Budget Amendments - City Manager TC Broadnax - August 31, 2023

City Manager - TC Broadnax		Amendment Number	
		1	
Source of Funds	Amount	Use of Funds	Amount
Court & Detention Services - Transfer eight Court & Detention Services (City Detention Center, City Marshal's Office, Lew Sterrett Jail Contract, Security Services, School Crossing Guard Program, Sobering Center, Marshal's Park Enforcement, and Environmental Crimes Division) and establish a new office - City Marshal's Office. The remaining services (Municipal Court Services and Parking Adjudication Office) will be focused on court services.	31,014,617	City Marshal's Office - Transfer eight Court & Detention Services (City Detention Center, City Marshal's Office, Lew Sterrett Jail Contract, Security Services, School Crossing Guard Program, Sobering Center, Marshal's Park Enforcement, and Environmental Crimes Division) and establish the City Marshal's Office (ongoing cost of \$31,537,330 in FY 2024-25). This new office will better support Texas Commission on Law Enforcement (TCOLE) certified officers.	31,014,617
Total Source of Funds	31,014,617	Total Use of Funds	31,014,617
City Council Action (yes/no/withdrawn)	Y	Difference	0

#### FY 2023-24 Budget Amendments - Council Member Ridley - September 1, 2023

Council Member Lead - Ridley		Amendment Number	
		14	
Source of Funds	Amount	Use of Funds	Amount
Human Resources - Reduce the budget to the 2022-23 budget plus required contractual salary, benefit, and pension increases.	126,501	Decrease the tax rate.	126,501
Total Source of Funds	126,501	Total Use of Funds	126,501
City Council Action (yes/no/withdrawn)	Y	Difference	0

Council Member Lead - Ridley		Amendment Number	
		15	
Source of Funds	Amount	Use of Funds	Amount
Public Works - Reduce the budget for the Real Estate division within Public Works to forecast 2023 level, plus required contractual salary, benefit, and pension increases.	95,599	Decrease the tax rate.	95,599
Total Source of Funds	95,599	Total Use of Funds	95,599
City Council Action (yes/no/withdrawn)	Y	Difference	0

Council Member Lead - Ridley		Amendment Number	
		<b>18</b>	
Council Member Amendment: Willis			
Source of Funds	Amount	Use of Funds	Amount
Communications, Outreach, & Marketing - Reduce the budget to the 2022-23 forecast plus required contractual salary, benefit, and pension increases.	611,965	Public Works - Increase contribution to street maintenance	611,965
Retained \$100,000 for crisis communication, and \$100,000 for equitable language access.			
Total Source of Funds	611,965	Total Use of Funds	611,965
City Council Action (yes/no/withdrawn)	Y	Difference	0

**FY 2023-24 Budget Amendments - Council Member Bazaldua - September 6, 2023**

Council Member Lead - Bazaldua		Amendment Number	
		<b>28A</b>	
Source of Funds	Amount	Use of Funds	Amount
Public Works - Reduce allocation for Sidewalk Mater Plan Improvements.	1,000,000	Public Works - Add funding for PW 50/50 Sidewalk for City Side (using \$1M from Sidewalk Master Plan Improvements). #2 <b>One-Time.</b>	1,000,000
Non-Departmental - Eliminate Internal Contingency - use for items #42 & #43	1,000,000	City Attorney's Office - Add funding for CAO Short-term rental ordinance legal support. #7	36,770
Mayor and City Council - Eliminate one-time funding for Mayor Pro Tem/Deputy Mayor Pro Tem mid-election cycle office swaps. <b>One-Time.</b>	20,000	Code Compliance Services - Add funding to Code Compliance, 3 positions for Keep Dallas Beautiful Program. #12	400,000
Mayor and City Council - Remove funding from various office related expenses (previously allocated for Council Member Mileage Stipend).	168,000	Office of Environmental Quality & Sustainability - Add funding for Lawn Equipment Transition Program. <b>One-Time.</b>	750,000
Code Compliance - Eliminate additional demolition funding.	250,000	Office of Homeless Solutions - Add funding for solicitation of Sanction Encampment partnership. <b>One-Time.</b>	1,000,000
Non-Departmental - Eliminate funding for the IT Governance committee to use for the General Fund portion of Citywide IT projects.	1,000,000	Public Works - Add funding for street maintenance and resurfacing. <b>One-Time.</b>	2,500,000
Dallas Police Department - Reduce the number of Officers hired from 290 to 250 officers - ending FY24 with 3,144 officers. Reduce the class 398 and 399 from 42 to 22 - no change to remaining classes. <b>One-Time.</b>	3,150,200	Small Business Center - Add funding for Mobile Unit Refurbishment. <b>One-Time.</b>	349,000
Various - Eliminate [147] positions that have been vacant for 12+ months.	6,895,000	Dallas Police Department - Add funding for 80 flock cameras; add gun detection system. <b>One-Time.</b>	450,000
		Non-Departmental - Increase contracts with state lobbyists.	143,000
		Non-Departmental - Increase contracts with federal lobbyists (last increase 2008).	19,000
		Decrease the tax rate by 0.35 cents = total 1 cent reduction.	6,835,430
Total Source of Funds	13,483,200	Total Use of Funds	13,483,200
City Council Action (yes/no/withdrawn)	Y	Difference	0

## City Council Amendment - FY 2023-24 Budget

### FY 2023-24 Budget Amendments - Council Member West - September 14, 2023

Council Member Lead - West		Amendment Number	
		<b>1</b>	
Council Member Co-Sponsor(S): Willis			
Source of Funds	Amount	Use of Funds	Amount
Office of Arts and Culture - Eliminate the plan to reallocate \$190,000 from contractual art services to cost associated with moving the Office of Arts and Culture headquarters from the Majestic theater to another location.	190,000	Office of Arts and Culture - contract services to provide grants to arts and cultural organizations	190,000
Total Source of Funds		Total Use of Funds	
190,000		190,000	
City Council Action (yes/no/withdrawn)		Difference	
For Staff Use		0	

### FY 2023-24 Budget Amendments - Council Member Bazaldua - September 14, 2023

Council Member Lead - Bazaldua		Amendment Number	
		<b>2</b>	
Council Member Co-Sponsor(S):			
Source of Funds	Amount	Use of Funds	Amount
Public Works - Reduce additional contribution to Street Maintenance.	525,000	Dallas Animal Services - Add funding for After-Hours Vet Care.	150,000
<b>Staff comment: Amendment #18 approved by City Council on September 6 increased street maintenance funding in the amount of \$611,965.</b>		Code Compliance Services - Add additional funding for demolition.	250,000
		Human Resources - Add funding for Biennial Market Study (benchmarking).	75,000
		Human Resources - Add funding for training, development, mentoring program, and college & high school internship programs.	50,000
Total Source of Funds		Total Use of Funds	
525,000		525,000	
City Council Action (yes/no/withdrawn)		Difference	
For Staff Use		0	

### FY 2023-24 Budget Amendments - Council Member Willis - September 15, 2023

Council Member Lead - Willis		Amendment Number	
		<b>3</b>	
Council Member Co-Sponsor(S): West			
Source of Funds	Amount	Use of Funds	Amount
Office of Arts and Culture - Reduce funding planned for new capacity-building pilot and professional development of OAC staff. (FY24 enhancement - internal reallocation).	215,259	Office of Arts and Culture - stipends for employee parking at Majestic Theater	42,000
		Public Works - increase funding for street maintenance and improvements	173,259
Total Source of Funds		Total Use of Funds	
215,259		215,259	
City Council Action (yes/no/withdrawn)		Difference	
For Staff Use		0	







Agenda Information Sheet

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**File #:** 23-2315

**Item #:** 4.

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**STRATEGIC PRIORITY:** Government Performance & Financial Management

**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** N/A

**DEPARTMENT:** Budget and Management Services

**EXECUTIVE:** Jack Ireland

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**SUBJECT**

Final reading and adoption of the appropriation ordinance appropriating funds for the FY 2023-24 City of Dallas Operating, Capital, and Grant & Trust Budgets - Not to exceed \$4,898,376,958 - Financing: General Fund (\$1,837,576,470), General Obligation Debt Service Fund (\$420,687,511), Enterprise Funds (\$1,401,626,306), Grants, Trusts, and Other Funds (\$166,427,152), Capital Funds (\$797,119,446), Internal Service, and Other Funds (\$268,266,846), and Employee Retirement Fund (\$6,673,227)

**BACKGROUND**

In accordance with the Charter of the City of Dallas and prior to August 15, the City Manager recommended to the City Council a budget for the upcoming fiscal year. The fiscal year will begin on October 1, 2023 and end on September 30, 2024.

The City Manager presented the recommended annual budget for FY 2023-24 on August 8, 2023. The appropriation ordinance includes amendments that received support from at least eight City Council members through the straw poll process on September 6, 2023. The City Council approved the first reading and appropriation ordinance for the proposed FY 2023-24 Operating, Capital, and Grant & Trust Budgets by Resolution No. 23-1195. The proposed budget was published in the official newspaper of the City, in accordance with the City Charter. This action is the final reading and adoption of the appropriation ordinance for the FY 2023-24 budget.

**PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

City Council was briefed on the City Manager's Recommended Biennial Budget for FY 2023-24 and FY 2024-25 on August 8, 2023.

On February 22, 2023, City Council authorized a public hearing to be held on August 23, 2023 to receive comments on the FY 2023-24 Operating, Capital, and Grant & Trust Budgets by Resolution

No. 23-0274.

On August 23, 2023, City Council held a public hearing to receive comments on the proposed FY 2023-24 Operating, Capital, and Grant & Trust Budgets and authorized a public hearing to be held on September 20, 2023.

City Council was briefed on FY 2023-24 & FY 2024-25 Budget Amendments on September 6, 2023.

On September 6, 2023, City Council approved additional amendments and the first reading of the appropriation ordinance for the proposed FY 2023-24 Operating, Capital, and Grant & Trust Budgets by Resolution No. 23-1195.

### **FISCAL INFORMATION**

General Fund - \$1,837,576,470  
General Obligation Debt Service Fund - \$420,687,511  
Enterprise Funds - \$1,401,626,306  
Grants, Trust, and Other Funds - \$166,427,152  
Capital Funds - \$797,119,446  
Subtotal: \$4,623,436,885

Internal Service and Other Funds - \$268,266,846  
Employees Retirement Fund - \$6,673,227  
Subtotal: \$274,940,073

Grand Total: \$4,898,376,958

ORDINANCE NO. \_\_\_\_\_

**OPERATING AND CAPITAL BUDGETS’ APPROPRIATIONS ORDINANCE**

An ordinance appropriating funds for fiscal year 2023-24 for the maintenance and operation of various departments; authorizing the city manager to make certain adjustments; appropriating funds for public improvements to be financed from bond funds and other revenues of the city of Dallas for fiscal year 2023-24; providing for publication; and providing an effective date.

WHEREAS, the city council, in accordance with the Dallas City Charter, state law, and the ordinances of the city of Dallas, have given the required notices and have held the required public hearings regarding this ordinance; Now, Therefore,

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That for the purpose of providing the funds to be expended in the budget for the fiscal year beginning October 1, 2023 and ending September 30, 2024, the available revenues of the city of Dallas are hereby appropriated for the maintenance and operation of the various city departments and activities as follows:

<b><u>DEPARTMENT AND ACTIVITIES</u></b>	<b><u>PROPOSED</u></b> <b><u>2023-24</u></b>
Building Services	31,078,791
City Attorney's Office	23,799,058
City Auditor's Office	3,266,138
City Controller's Office	9,162,430
City Manager's Office	3,389,700
City Marshal’s Office	21,905,929
City Secretary's Office	3,509,388
Civil Service	2,762,162
Code Compliance	45,312,455
<del>Court and Detention Services</del> <u>Dallas Municipal Court</u>	8,370,959

Dallas Animal Services	19,030,051
Dallas Fire-Rescue	413,381,222
Dallas Police Department	656,936,353
Elections	1,946,292
Housing and Neighborhood Revitalization	6,920,100
Human Resources	9,061,760
Independent Audit	767,071
Judiciary	4,397,241
Lew Sterrett Jail Contract	8,594,776
Liability/Claims Fund Transfer	3,387,941
Library	43,489,755
Mayor and City Council	7,399,447
Non-Departmental	128,443,112
Office of Arts and Culture	23,180,773
Office of Budget and Management Services	4,420,110
Office of Data Analytics and Business Intelligence	6,108,162
Office of Economic Development	3,679,042
Office of Management Services	62,185,337
Park and Recreation	120,076,933
Planning and Urban Design	8,024,033
Procurement Services	3,500,823
Public Works	89,077,090
Salary and Benefit Stabilization	1,886,495
Transportation	59,125,541

**GENERAL FUND TOTAL** **1,837,576,470**

**GRANT, TRUST AND OTHER FUNDS** **PROPOSED**  
**2023-24**

City Attorney's Office  
 FY 2023-24 Community Development Block Grant  
 (CD23) 736,545

Convention and Event Services  
 Convention Hotel Tax Rebate (0756) 7,974,153  
 Sports Arena Lease Rental (0A71) 1,300,000

Dallas Police Department  
 American Rescue Plan Act (ARPA)(FC18) 8,500,000

Housing and Neighborhood Revitalization

FY 2023-24 Community Development Block Grant (CD23)	10,925,764
FY 2023-24 HOME Investment Partnership (HM23)	6,933,179
Emerging Developers Fund (0762)	500,000
Equity Fund (0722)	2,200,000

Information and Technology Services

Information Technology Equipment (0897)	7,831,054
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Library

Children Center Trust (0T22)	3,472
Edmond & Louise Kahn E. Trust (0208)	248,335
Hamon Trust (0458)	7,326
Meadows Fund (0734)	28,519
Parrill Estate (0716)	18,708

Office of Arts and Culture

OCA Hotel Occupancy Tax (0435)	6,747,040
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Office of Budget and Management Services

FY 2023-24 Community Development Block Grant (CD23)	1,249,991
FY 2023-24 Emergency Solutions Grant (ES23)	23,000
FY 2023-24 Housing Opportunities for Persons w/AIDS (HW23)	135,498
Revenue Stabilization (0731)	4,882,450

Office of Management Services

Comprehensive Environmental and Climate Action Plan (0739)	750,000
FY 2023-24 Community Development Block Grant (CD23)	1,359,002
FY 2023-24 Emergency Solutions Grant (ES23)	1,218,010
FY 2023-24 Housing Opportunities for Persons w/AIDS (HW23)	9,469,115

Office of Economic Development

Dallas Downtown Improvement District (9P02)	11,845,311
Deep Ellum Public Improvement District (9P01)	1,704,975
Infrastructure Investment Fund (5117)	5,987,810

Klyde Warren Park/Dallas Arts District Public Improvement District (9P03)	1,993,474
Knox Street Public Improvement District (9P04)	644,887
Lake Highlands Public Improvement District (9P05)	1,250,871
Midtown Improvement District (9P15)	1,545,922
North Lake Highlands Public Improvement District (9P06)	737,183
Oak Lawn-Hi Line Public Improvement District (9P07)	627,332
Prestonwood Public Improvement District (9P08)	515,664
Sales Tax Agreement Fund (0680)	779,747
South Side Public Improvement District (9P10)	387,905
Tourism Public Improvement District (9P11)	21,179,944
University Crossing Public Improvement District (9P12)	1,267,205
Uptown Public Improvement District (9P13)	3,721,550
<u>Park and Recreation</u>	
Equity Fund (0722)	2,500,000
FY 2023-24 Community Development Block Grant (CD23)	738,301
Golf Improvement Trust (0332)	4,252,156
PKR Program Fund (0395)	932,775
Southern Skates Roller Rink (0327)	74,396
White Rock Lake Beautification Fund (9P30)	6,596
<u>Public Works</u>	
American Rescue Plan Act (ARPA) (FC18)	8,500,000
DART Public Transportation System Projects Fund (Operating) (0726)	200,000
Equity Fund (0722)	3,000,000
<u>Transportation</u>	
American Rescue Plan Act (ARPA) (FC18)	8,301,863
Bike Lane Fund (0791)	1,681,719
Dallas Streetcar System Fund (0992)	1,727,060
DART Public Transportation System Projects Fund (Operating) (0726)	4,750,000
Equity Fund (0722)	2,000,000
Freeway Traffic Signals (0670)	531,345
 <b>GRANT, TRUST, AND OTHER FUNDS GRAND TOTAL</b>	 <b>166,427,152</b>



<b><u>ENTERPRISE FUNDS</u></b>	<b><u>PROPOSED</u></b> <b><u>2023-24</u></b>
Aviation	
Aviation Operations	184,286,553
Transportation Regulation	546,131
Convention and Event Services	137,145,998
Dallas Water Utilities	
Stormwater Drainage Management	80,093,972
Water Utilities	791,275,376
Development Services	53,952,347
Municipal Radio	636,398
Sanitation Services	153,689,531
<b>ENTERPRISE FUNDS TOTAL</b>	<b>1,401,626,306</b>
<b><u>INTERNAL SERVICE/OTHER FUNDS</u></b>	<b><u>PROPOSED</u></b> <b><u>2023-24</u></b>
Employee Benefits	2,175,603
Equipment and Fleet Management	71,794,210
Express Business Center	2,152,280
Information and Technology Services	
911 System Operations	12,866,761
Information Technology	131,784,124
Radio Services	18,873,781
Office of Bond and Construction Management	
Office of Management Services	3,599,027
Park and Recreation	4,503,977
Public Works	13,940,473
Office of Risk Management	6,576,610
<b>INTERNAL SERVICE/OTHER FUNDS TOTAL</b>	<b>268,266,846</b>
<b>ENTERPRISE/INTERNAL SERVICE/OTHER FUNDS GRAND TOTAL</b>	<b>1,669,893,152</b>



SECTION 2. That, in conformity with Chapter XI of the Charter of the City of Dallas, the transfer of an unencumbered balance of an appropriation made for the use of a department, division, or purpose to any other department, division, or purpose, or an increase in appropriation, may be made by the city council upon written recommendation of the city manager.

SECTION 3. That the city manager is hereby authorized to make the following adjustments:

(1) Reduce the allowed expenditures of departments or activities if, in the judgment of the city manager, actual or probable receipts are less than the amount estimated and appropriated for expenditures.

(2) Transfer appropriations budgeted for one account classification or activity to another within any individual department or activity listed in Section 1.

(3) Transfer appropriations from the Salary and Benefit Stabilization to any individual department or activity listed in Section 1, to be used for salaries and benefits.

SECTION 4. That the city manager is hereby authorized, upon written notice to the city controller, to make the following adjustments:

(1) Transfer internal service fund equity from unanticipated excesses to contributing funds.

(2) Transfer funds, not to exceed \$19,333,500, from the Convention Center Operating Fund 0080, Department CCT, Unit 7840, Object 3870, to the 2009 Convention Center Debt Service Fund 0980, Department CCT, Unit P505, Revenue Source 9219, for the payment of debt service on Hotel Occupancy Tax Revenue Refunding Bonds, Series 2021 for improvements to the Dallas Civic Center Convention Complex.

(3) Transfer funds, not to exceed \$3,387,941, from the General Fund 0001, Department BMS, Unit 1997, Object 3621 to the Liability Reserve Fund 0192, Department ORM, Unit 3890, Revenue Source 8525, for payment of small and large claims against the city.

(4) Transfer funds, not to exceed \$27,936,001 from the Water Utilities Operating Fund 0100, Department DWU, Unit 7015, Object 3690, in the amounts not to exceed \$9,000,000 to the Public/Private Partnership Fund 0352, Department ECO, Unit P151, Revenue Source 9201 and \$18,936,001 to the General Fund 0001, Department BMS, Unit 1991, Revenue Source 9201, as payment in lieu of taxes by the water utilities department to support economic initiatives of the city.

(5) Transfer funds, not to exceed \$7,829,027, from the Convention and Event Services Operating Fund 0080 Department CCT, Unit 7840, Object 3690 to the OCA Hotel Occupancy Fund 0435, Department OCA, Unit 1841, Revenue Source 9201, for the promotion of cultural arts.

(6) Transfer funds, not to exceed \$779,747, from the General Fund 0001 Department BMS, Unit 1991, Object 3690, to the Economic Development Tax Agreement Fund 0680 Department ECO, Unit 6696, Revenue Source 9201, for sales tax rebates in accordance with the terms of the sales tax grant agreement pursuant to Chapter 380 of the Texas Local Government Code.

(7) Transfer funds, not to exceed \$446,883, from the City of Dallas Regional Center Fund 0067, Department ECO, Unit P682, Object 3090, to the General Fund 0001, Department ECO, Unit (Various), Object 5011, in support of economic development activities.

(8) Transfer funds, not to exceed \$200,000, from the New Markets Tax Credit Fund 0065, Department ECO, Unit P607, Object 3899, to the General Fund 0001, Department ECO, Unit (Various), Object 5011, in support of economic development activities.

(9) Transfer funds, not to exceed \$100,000, from the Clean Energy Program Fund 0750, Department ECO, Unit W183, Object 3899 to the General Fund 0001, Department ECO, Unit (Various), Object 5011 to reimburse the General Fund for costs incurred in administering the Dallas PACE Program.

(10) Transfer funds, not to exceed \$2,500,000, from the General Fund 0001, Department TRN, Unit 1579, Object 3637, to the Bike Lane Fund 0791, Department TRN, Unit W660, Revenue Source 9236, for the purpose of citywide bike lanes.

(11) Transfer funds, not to exceed \$1,721,043, from the General Fund 0001, Department TRN, Unit 3671, Object 3690, to the Dallas Streetcar System Fund 0992, Department TRN, Unit W670, Revenue Source 7051, for streetcar operations and maintenance.

(12) Transfer funds, not to exceed \$2,375,000, from the Information Technology Operating Fund 0198, Department DSV, Units 1622, 1641, and 1667, Object 3690, to the Information Technology Equipment Fund 0897, Department DSV, Units 3717, 3718, and 5319 for information technology servers, computers, storage, network and other IT equipment including related software, hardware, and implementation services.

(13) Transfer funds, not to exceed \$750,000, from the General Fund 0001, Department MGT, Unit 5602, Object 3690, to the Comprehensive Environmental and Climate Action Plan Fund 0739, Department MGT, Unit 5823, Revenue Source 9201, for an equipment exchange program.

(14) Transfer funds, not to exceed \$500,000, from the General Fund 0001, Department HOU, Unit 5510, Object 3690, to the Emerging Developers Fund 0762, Department HOU, Unit 5818, Revenue Source 9201, for affordable housing.

(15) Transfer funds, not to exceed \$5,987,810, from the General Fund 0001, Department BMS, Unit 1991, Object 3690, to the Infrastructure Investment Fund 5117, Unit X037, Department ECO, Revenue Source 9201, for infrastructure projects in areas of the City that lack infrastructure or that have outdated or undersized infrastructure.

(16) Transfer funds, not to exceed \$2,200,000, from the General Fund 0001, Department HOU, Unit 4285, Object 3690, to the Equity Fund 0722, Department HOU, Units 2399 and 7300, Revenue Source 9201, for various equity-related activities.

(17) Transfer funds, not to exceed \$3,000,000, from the General Fund 0001, Department PBW, Unit 3008, Object 3690, to the Equity Fund 0722, Department PBW, Units 7301 and 7302, Revenue Source 9201, for various equity-related activities.

(18) Transfer funds, not to exceed \$2,500,000, from the General Fund 0001, Department PKR, Unit 5002, Object 3690, to the Equity Fund 0722, Department PKR, Units 2382 and 2398, Revenue Source 9201, for various equity-related activities.

(19) Transfer funds, not to exceed \$2,000,000, from the General Fund 0001, Department TRN, Unit 3180, Object 3637, to the Equity Fund 0722, Department TRN, Unit 7303, Revenue Source 9201, for various equity-related activities.

(20) Transfer funds, not to exceed \$4,882,450, to the General Fund 0001, Department BMS, Unit 1999, Revenue Source 9229, from the Revenue Stabilization Fund 0731, Department BMS, Unit 5353, Object 3690, to support general fund operations.

(21) Transfer funds, not to exceed \$1,300,000, to the General Fund 0001, Department BMS, Unit 1999, Revenue Source 9229, from the Sports Arena Lease Fund 0A71, Department CCT, Unit 8851, Object 3690, to support general fund operations.

(22) Transfer funds, not to exceed \$4,950,000, from the DART Public Transportation System Projects Fund TN20, Department TRN, Unit W976, Object 3690, to the DART Public Transportation System Projects Fund (Operating) Fund 0726, in the amounts of \$4,750,000 to Department TRN, Units 7304, 7305, and 7306, Revenue Source 9201, and \$200,000 to Department PBW, Unit 7307, Revenue Source 9201, for transportation services.

(23) Transfer and administer gifts and bequests to the city in accordance with the terms and conditions accompanying the gifts or bequests and, for this purpose, the appropriation of donated amounts is hereby made.

(24) Decrease appropriation of any fund described in Section 1 to reduce expenditures within the fund when, in the judgment of the city manager, actual or probable receipts are less than the amount estimated and appropriated for expenditures.

SECTION 5. That the city manager is hereby authorized, upon written notice to the city controller, to transfer funds between the Employee Benefits Fund 0260 and other employee benefit funds for the purpose of allocating employee and retiree revenues to the appropriate claims funds and maximizing investment yields.

SECTION 6. That, in conformity with Chapter 40A, "Retirement," of the Dallas City Code, as amended, an appropriation of \$6,673,227 is established in the Employees' Retirement Fund Trust Fund 0275, Department ERF, Unit 5821, to provide for costs of administration of the employees' retirement fund office, with services to be paid out of income from investments.

SECTION 7. That the city manager is hereby authorized to make payments, in a total amount not to exceed \$5,496,250, for the City's allocations as part of the approved Dallas Central Appraisal District, Collin Central Appraisal District, Denton Central Appraisal District, and

Rockwall Central Appraisal District 2024 budgets, pursuant to Section 6.06 of the Texas Property Tax Code.

SECTION 8. That, for the purpose of establishing reserves, the increase or reduction of restricted fund balances may be by city council resolution upon written recommendation of the city manager.

SECTION 9. That the projects listed in Section 10 are hereby adopted as the capital budget of the city of Dallas for public improvements to be financed from the proceeds of bond funds and with funds from other sources for the fiscal year beginning October 1, 2023 and ending September 30, 2024.

SECTION 10. (a) That the following amounts are hereby appropriated from the funds indicated for the projects listed in the FY 2023-24 capital budget:

<b><u>CAPITAL FUNDS</u></b>	<b><u>PROPOSED</u></b> <b><u>2023-24</u></b>
From the General Capital Reserve Fund (0625)	3,500,000
From the 2022C Water Revenue Bonds TWDB L1001532 Fund (1200)	73,300,000
From the 2022C Water Revenue Bonds TWDB L1001533 Fund (1201)	4,500,000
From the 2022C Water Revenue Bonds TWDB LM221535 Fund (1202)	34,000,000
From the 2024 Certificates of Obligation Fund (0798)	78,500,000
From the 2024 Equipment Acquisition Notes Fund (0775)	30,509,900
From the 2024 Master Lease-Equipment Fund (ML24)	26,990,100

From the Aviation Capital Construction Fund (0131)	11,300,044
From the Capital Construction Fund for City and Cultural Facilities (0671)	9,500,000
From the Convention Center Capital Construction Fund (0082)	78,300,000
From the Cypress Waters Tax Increment Financing District Fund (0066)	7,711,415
From the DART Transportation Projects Fund (TN20)	71,550,000
From the Davis Art Garden Tax Increment Financing District Fund (0060)	3,379,333
From the Downtown Connection Tax Increment Financing District Fund (0044)	35,921,316
From the Downtown Connection TIF District – Newpark Sub-District (0045)	5,000
From the Farmers Market Tax Increment Financing District Fund (0036)	3,765,578
From the Fort Worth Avenue Tax Increment Financing District Fund (0058)	4,864,295
From the Grand Park South Tax Increment Financing District Fund (0054)	643,504
From the Mall Area Redevelopment Tax Increment Financing District Fund (0049)	1,127,174
From the Oak Cliff Gateway Tax Increment Financing District Fund (0034)	10,225,534
From the Public/Private Partnership Fund (0352)	9,000,000

From the Sanitation Capital Improvement Fund (0593)	13,800,000
From the Sports Arena Lease Rental Fund (0A71)	5,000,000
From the Storm Drainage Management Capital Construction Fund (0063)	35,057,497
From the Street and Alley Improvement Fund (0715)	30,889,554
From the University Tax Increment Financing District Fund (0051)	2,533,624
From the Vickery Meadow Tax Increment Financing District Fund (0048)	3,595,578
From the Wastewater Construction Fund (0103)	14,600,000
From the Wastewater Capital Improvement Series F Fund (4116)	40,150,000
From the Wastewater Capital Improvement Series G Fund (5116)	57,000,000
From the Water and Wastewater Public Art Fund (0121)	50,000
From the Water Construction Fund (0102)	33,200,000
From the Water Capital Improvement Series F Fund (4115)	36,950,000
From the Water Capital Improvement Series G Fund (5115)	25,700,000
<b>CAPITAL FUNDS TOTAL</b>	<b>797,119,446</b>



(b) That in order to reimburse and finance certain 2017 General Obligation (GO) bond funds capital project expenditures authorized in section (a) (Street & Transportation Improvements 1V22, Park and Recreation Facilities 1V00, Fair Park 1V02, Flood Control 1V23, Library 1V42, Cultural Facilities 1V49, Public Safety 1V33, City Facilities 1V60, Economic Development 1V52, and Homeless Assistance 1V43), the City intends to issue one or more commercial paper notes as part of the General Obligation Commercial Paper Notes Series A, and Series B, and use the proceeds thereof to reimburse disbursements incurred.

(c) That in order to reimburse and finance the lease/purchase acquisition of equipment authorized in section (a) (2024 Master Lease-Equipment ML24), the City intends to execute, acknowledge and deliver a Schedule A (as defined in the Master Equipment Lease/Purchase Agreement) pertaining to such equipment including all attachments, financing statements and schedules thereto.

(d) That the following amounts are hereby appropriated from the funds indicated for payment of the FY 2023-24 Debt Service Budget:

<b><u>DEBT SERVICE FUNDS</u></b>	<b><u>PROPOSED</u></b> <b><u>2023-24</u></b>
From the General Obligation Debt Service Fund (0981)	420,687,511
<b>DEBT SERVICE FUNDS TOTAL</b>	<b>420,687,511</b>

(e) That these appropriations and all previous appropriated funds for these projects remain in force until each project is completed or terminated.

(f) That the appropriations listed in Subsections (a) and (d) may be increased by the city council upon the recommendation of the city manager.

SECTION 11. That a project will be considered completed when the requisitioning authority informs the city manager of completion by written notice. Any remaining unencumbered balance in an appropriation for a project that has been completed shall then revert to the appropriate fund.

SECTION 12. That the city manager is authorized to make the following adjustments:

(1) Transfer amounts from one project appropriation to another within the same fund, provided that the total appropriation for each fund is not exceeded by this action.

(2) Decrease appropriation of any fund described in Section 10 to reduce expenditures within the fund when, in the judgment of the city manager, actual or probable receipts are less than the amount estimated and appropriated for expenditures.

SECTION 13. That the city manager is hereby authorized, upon written notice to the city controller, to make the following adjustments:

(1) Transfer funds, not to exceed \$2,370,000, to the General Fund 0001, in the amounts of \$200,000 from the Oak Cliff Gateway Tax Increment Financing District Fund 0034; \$200,000 from the City Center Tax Increment Financing District Fund 0035; \$145,000 from the Farmers Market Tax Increment Financing District Fund 0036; \$185,000 from the Sports Arena Tax Increment Financing District Fund 0038; \$225,000 from the Downtown Connection Tax Increment Financing District Fund 0044; \$100,000 from the Southwestern Medical Tax Increment Financing District Fund 0046; \$75,000 from the Vickery Meadow Tax Increment Financing District Fund 0048; \$100,000 from the Mall Area Tax Increment Financing District Fund 0049; \$115,000 from the Design District Tax Increment Financing District Fund 0050; \$100,000 from the University Tax Increment Financing District Fund 0051; \$110,000 from the Skillman Corridor Tax Increment Financing District Fund 0052; \$125,000 from the Grand Park South Tax Increment

Financing District Fund 0054; \$125,000 from the Deep Ellum Tax Increment Financing District Fund 0056; \$110,000 from the Fort Worth Avenue Tax Increment Financing District Fund 0058; \$135,000 from the Davis Garden Tax Increment Financing District Fund 0060; \$150,000 from the Transit-Oriented Development Tax Increment Financing District Fund 0062; \$100,000 from the Maple/Mockingbird Tax Increment Financing District Fund 0064; and \$70,000 from the Cypress Waters Tax Increment Financing District Fund 0066, for reimbursement of tax increment financing administration costs. Transfer funds not to exceed \$25,000 to the General Fund 0001 from the Downtown Connection TIF District-Newpark Sub-District Fund, Fund 0045 for reimbursement of tax increment financing administration costs.

(2) Transfer funds, not to exceed \$47,850,000, from the Water Utilities Operating Fund 0100, in the amounts of \$33,200,000 to the Water Construction Fund 0102; \$14,600,000 to the Wastewater Construction Fund 0103; and \$50,000 to the Water and Wastewater Public Art Fund 0121, for projects listed in the FY 2023-24 Capital Budget.

(3) Transfer funds, not to exceed \$6,736,469, from the Storm Drainage Management Operating Fund 0061 to the Storm Drainage Management Capital Construction Fund 0063, for projects listed in the FY 2023-24 Capital Budget.

(4) Transfer funds, not to exceed \$3,500,000, from the General Capital Reserve Fund 0625 to the Capital Construction Fund 0671 for the purpose of maintenance and repair of city facilities.

(5) Transfer funds, not to exceed \$5,000,000, from the Sports Arena Lease Fund OA71, Department CCT, Unit 8851, Object 3690, to the Capital Construction Fund 0671, for the purpose of maintenance and repair for city facilities.

(6) Transfer funds, not to exceed \$1,000,000, from the General Fund 0001, Department BSD, to the Capital Construction Fund 0671, for the purpose of maintenance and repair of city facilities.

(7) Transfer funds, not to exceed \$9,755,173, from the Water Utilities Operating Fund 0100 to the Street and Alley Improvement Fund 0715, for the purpose of funding citywide street and alley improvement projects.

(8) Transfer funds, not to exceed \$4,167,318, from the Sanitation Enterprise Fund 0440 to the Street and Alley Improvement Fund 0715, for the purpose of funding citywide street and alley improvement projects.

(9) Transfer funds, not to exceed \$14,400,000 to the Street and Alley Improvement Fund 0715, in the amounts of \$5,900,000 from the General Fund 0001 and \$8,500,000 from the American Rescue Plan Act Fund FC18, for the purpose of funding citywide street, alley, and sidewalk improvement projects.

(10) Transfer funds, not to exceed \$3,086,651, from the Stormwater Operations Fund 0061 to the Street and Alley Improvement Fund 0715, for the purpose of funding sidewalks and neighborhood infrastructure.

(11) Transfer funds, not to exceed \$32,983,295, from the Convention Center Operating Fund 0080 to the Convention Center Capital Construction Fund 0082, for projects listed in the FY 2023-24 Capital Budget.

(12) Transfer funds, not to exceed \$13,884,695, from the Sanitation Services Fund 0440 in the amounts of \$10,583,107 to the Sanitation Capital Improvement Fund 0593, and \$3,301,588 to the Designated Environmental Protection/Closure/Post Closure Reserve Fund 0442, for capital improvements and equipment.

(13) Transfer funds, not to exceed \$18,001,096, to the General Obligation Debt Service Fund 0981, from any internal service or enterprise fund incurring civilian payroll costs based on the pro-rata allocation of the actual civilian payroll costs incurred during fiscal year 2023-24, for payment of debt service on the Pension Obligation Bonds Series 2005A and 2005B.

SECTION 14. That the city manager is authorized to make the following adjustments:

(1) Transfer amounts from one project appropriation to another within the same fund, provided that the total appropriation for each fund is not exceeded by this action.

(2) Decrease appropriation of any fund described in Section 9 and in any General Obligation Bond Program Funds to reduce expenditures within the fund when, in the judgment of the city manager, actual or probable receipts are less than the amount estimated and appropriated for expenditures, and make accounting adjustments between various bond programs and funds when, in the judgement of the city manager, it is necessary to do so to effectively and efficiently administer the General Obligation Bond Programs.

SECTION 15. That it is the intent of the city council, by passage of this ordinance, to appropriate funds for the city departments and activities. No office or position is created by the appropriations.

SECTION 16. That following the public hearing and passage of this ordinance on first reading, the city secretary shall cause the ordinance to be published in a newspaper of general circulation in the city with a separate schedule setting forth the items in the city manager's estimate that were omitted or changed by the city council, if any. The ordinance must then be presented to the city council for final reading at least 10 days after the publication. Upon final passage by the city council, this ordinance becomes effective immediately and the funds appropriated become available October 1, 2023.

APPROVED AS TO FORM:

TAMMY L. PALOMINO, Interim City Attorney

By \_\_\_\_\_  
Assistant City Attorney

PASSED ON FIRST READING SEPTEMBER 6, 2023

\_\_\_\_\_  
City Secretary

PASSED ON SECOND READING SEPTEMBER 20, 2023

\_\_\_\_\_  
City Secretary



Agenda Information Sheet

**File #:** 23-2325

**Item #:** 5.

**STRATEGIC PRIORITY:** Government Performance & Financial Management

**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** N/A

**DEPARTMENT:** Budget and Management Services

**EXECUTIVE:** Jack Ireland

**SUBJECT**

An ordinance setting the tax rate at \$0.7357 per \$100 assessed valuation, which includes \$0.5317 for the General Fund and \$0.204 for the Debt Service Fund, and levying ad valorem taxes for the City of Dallas, Texas, for FY 2023-24 - Estimated Levy: \$1,458,687,770 (see Fiscal Information)

**BACKGROUND**

The City Manager’s recommended budget for FY 2023-24 set the property tax rate at \$0.7393 per \$100 assessed valuation, a \$0.0065 decrease from the FY 2022-23 property tax rate of \$0.7458 per \$100 assessed valuation. On September 6, City Council approved three amendments that reduced expenses and lowered the property tax rate by \$0.0036. When added to the \$0.0065 reduction included in the City Manager’s recommended budget, there is a total tax rate reduction of \$0.0101 which lowers the current tax rate from \$0.7458 to \$0.7357 per \$100 assessed valuation.

The tax rate under consideration by the City Council is \$0.5317 for the General Fund and \$0.204 for the Debt Service Fund, totaling \$0.7357 per \$100 assessed valuation. The rate of \$0.7357 per \$100 assessed valuation will fund the FY 2023-24 budget. Per Section 26.05 of the Texas Property Tax Code, the vote on the ordinance setting the tax rate must be a record vote and 60 percent of the governing body must vote in favor of the adoption of the tax rate. Specific language is required in the motion setting the tax rate, and must be made in the following form:

“I move that the property tax rate be increased by the adoption of a tax rate of 0.7357 per \$100 assessed valuation, which is effectively a 7.97 percent increase in the tax rate.”

This year’s levy to fund maintenance and operations expenditures exceeds last year’s maintenance and operations tax levy. The ordinance setting this year’s tax rate requires the statement about a “tax increase” as specified in 26.05(b) of the Property Tax Code even though the FY 2023-24 tax rate of \$0.7357 is less than the FY 2022-23 tax rate of \$0.7458. The statements must be in larger type than the type used in any other portion of the document.

On September 6, 2023, City Council discussed budget amendments, reduced expenses and lowered the property tax rate by \$0.0036 from the City Manager's recommended property tax rate of \$0.7393 per \$100 assessed valuation to \$0.7357 per \$100 assessed valuation, and passed a budget ordinance on the first reading by Resolution No. 23-1195.

### **PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

The City Council was briefed on the proposed tax rate at a Budget Workshop on August 8, 2023.

On August 23, 2023, the City Council authorized a public hearing to be held on September 20, 2023 and authorized a proposal to consider adoption of a tax rate of \$0.7393 per \$100 assessed valuation or a lower tax rate proposed by City Council on September 20, 2023, by Resolution No. 23-1125.

On September 6, 2023, the City Council discussed budget amendments, reduced expenses and lowered the property tax rate by \$0.0036 from the City Manager's recommended property tax rate of \$0.7393 per \$100 assessed valuation to \$0.7357 per \$100 assessed valuation, and passed a budget ordinance on the first reading by Resolution No. 23-1195.

### **FISCAL INFORMATION**

Estimated current year tax revenues are calculated using a tax rate \$0.5317 for the General Fund and \$0.204 for the Debt Service Fund, totaling \$0.7357 per \$100 assessed valuation (100 percent collection rate).

Estimated Revenue:

- General Fund - \$1,054,212,705
- Debt Service Fund - \$404,475,065



ORDINANCE NO. \_\_\_\_\_

An ordinance levying the ad valorem tax of the city of Dallas, Texas, for the year 2023, at the rate of \$0.7357 per \$100 assessed valuation on all taxable property within the corporate limits of the city on January 1, 2023, not exempt by law; and providing an effective date.

WHEREAS the city council, in accordance with the Dallas City Charter, state law, and the ordinances of the city of Dallas, have given the required notices regarding this ordinance; Now, Therefore,

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That by authority of the Charter of the City of Dallas, there is hereby levied for the year 2023, on all taxable property, real, personal, or mixed, situated within the corporate limits of the city of Dallas on January 1, 2023, and not exempt by the constitution and laws of the State of Texas, by Section 2 of this ordinance, or by Resolution No. 88-1214, which was approved by council on April 13, 1988, and authorizes a residential homestead exemption from city ad valorem taxes of 20% of the appraised valued, a tax of \$0.7357 on each \$100 assessed value of all taxable property, which must be apportioned and distributed as follows:

(a) For the general fund of the city of Dallas, \$0.5317 on each \$100 of assessed value.

(b) For the purpose of creating a sinking fund to pay the interest and principal maturities on all outstanding city of Dallas bonds, not otherwise provided for, \$0.204 on each \$100 of assessed value, which must be deposited in “City of Dallas General Obligation Interest and Sinking Funds,” to be applied to the payment of the interest and principal maturities on General Obligation Bonds, Certificates of Obligation, Commercial Paper, Master Equipment Lease, Pension Obligation Bonds, and Equipment Acquisition Notes, Series Numbers (Unit Numbers):

0600, 0601, 0628, 1692, 1700, 1843, W257, 1887, 1886, 0640, 0647, 3483, W974, W958, 0643,  
Levying 2023 Ad Valorem Tax - Page 1

0649, 3482, X022, 0644, 3481, W975, X046, X047 and X048.

**THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.**

**THE TAX RATE WILL EFFECTIVELY BE RAISED BY 10.32 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$-8.60.**

SECTION 2. That pursuant to Article VIII, Section 1-b(b) of the Texas Constitution and Section 11.13 of the Texas Tax Code, and Resolution No. 23-0764, approved by City Council on June 14, 2023, \$139,400 of the market value of resident homesteads of disabled persons and persons 65 years of age or older is exempt from city ad valorem taxes.

SECTION 3. That all delinquent ad valorem taxes collected, and associated penalties and interest, must be received by the general and debt service funds.

SECTION 4. That the taxes hereby levied are due and payable as provided in Chapter 31 of the Texas Tax Code.

SECTION 5. That the taxes hereby levied are payable to the city of Dallas, Texas, at the offices of the Dallas County Tax Assessor and Collector, and no discount will be allowed for the payment thereof.

SECTION 6. That for enforcement of the collection of taxes hereby levied, the city of Dallas has available all rights and remedies provided by law.

SECTION 7. That this ordinance will take effect immediately from and after its passage and publication in accordance with the provisions of the Dallas City Charter, and it is accordingly so ordained.

APPROVED AS TO FORM:

TAMMY L. PALOMINO, Interim City Attorney

By \_\_\_\_\_  
Assistant City Attorney

Passed \_\_\_\_\_



Agenda Information Sheet

File #: 23-2333

Item #: 6.

**STRATEGIC PRIORITY:** Government Performance & Financial Management

**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** N/A

**DEPARTMENT:** Budget and Management Services

**EXECUTIVE:** Jack Ireland

**SUBJECT**

A resolution ratifying the increase in total property tax revenues reflected in the FY 2023-24 budget - Estimated Revenue: \$120,472,041 (100 percent collection rate)

**BACKGROUND**

The Local Government Code Section 102.007 requires the governing body to ratify the property tax revenue increase reflected in the budget. The FY 2023-24 General Fund and Debt Service Fund budget reflects a \$120,472,041 increase in current year property tax revenue based on tax rate of \$0.7357 per \$100 assessed valuation. Of that amount, \$27,588,503 in tax revenue will be generated from new property added to the tax roll this year. This action reflects a comparison of the 2022 certified value to the 2023 certified value.

The actual amount of property tax revenues forecast, and budgeted (based on 2023 certified value) are reflected in the table below.

	FY 2022-23 Adopted	FY 2022-23 Forecast	FY 2023-24 Budget
<b>Ad Valorem Tax*</b>			
Current Year	\$1,316,135,170	\$1,316,135,170	\$1,436,807,454
Prior Year	\$2,947,758	\$0	\$3,642,840
Special Inventory Tax	\$237,981	\$992,445	\$777,546
Penalty & Interest	\$7,831,415	\$7,274,552	\$7,997,369
Refunds	\$21,515	\$21,515	\$36,368
<b>Total</b>	<b>\$ 1,327,173,839</b>	<b>\$ 1,324,423,681</b>	<b>\$ 1,449,261,577</b>

\*Amounts above reflect total with collection rates

This year's property tax levy will raise more revenue from property taxes than in the preceding year. The City must hold a separate vote to ratify the property tax increase reflected in the budget, and after adoption the adopted budget must contain a cover page stating the record vote of each member of the governing body by name, the property tax rates for the current and preceding fiscal year, the

total amount of debt obligations, and a required statement that “this budget will raise more revenue from property taxes than last year’s budget”, the total amount of revenue raised, and the amount of revenue to be raised from new property.

The City is required to publish a Notice of Public Hearing with the calculated no-new-revenue and voter-approval tax rates in compliance with truth-in-taxation (TNT) requirements. The City published the required notice in the Dallas Morning News on September 9, on the City’s website, and on Dallas City News television channel.

The 86<sup>th</sup> Texas Legislature modified the manner in which the voter-approval tax rate is calculated with approval of the Texas Reform and Transparency Act of 2019 (Senate Bill 2). The Notice of Public Hearing now includes a comparison of the total tax levy on all properties in 2022 tax year (FY 2022-23) and 2023 tax year (FY 2023-24). This comparison calculation now deducts all property value subject to appeal under Chapter 42 (instead of utilizing the last supplemental tax roll from the previous tax year) and lowers the prior year value used for comparison.

As a result of this SB2 change, the year-over-year comparison required for the Notice of Public Hearing for the Proposed Budget reflects a \$114 million or 9.29 percent increase compared to prior year.

### **PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

The City Council was briefed on the City Manager’s Recommended Biennial Budget for FY 2023-24 and FY 2024-25 which included a proposed tax rate of \$0.7393 per \$100 assessed valuation on August 8, 2023.

On August 23, 2023, the City Council authorized a public hearing to receive comments and consider adoption of a tax rate of \$0.7393 per \$100 assessed valuation or a lower tax rate proposed by Resolution No. 23-1125.

On September 6, 2023, the City Council discussed budget amendments, reduced expenses and lowered the property tax rate by \$0.0036 from the City Manager’s recommended property tax rate of \$0.7393 per \$100 assessed valuation to \$0.7357 per \$100 assessed valuation, and passed a budget ordinance on the first reading by Resolution No. 23-1195.

### **FISCAL INFORMATION**

Estimated Revenue: \$120,472,041 (100 percent collection rate based on a tax rate of \$0.7357 per \$100 assessed valuation or 9 percent higher than prior year levy). The increase reflected is based on the City’s certified value in FY 2022-23 (\$179.4 billion) compared to the certified value (\$198.3 billion) in FY 2023-24.

September 20, 2023

**WHEREAS**, Section 102.007 of the Texas Local Government Code requires the ratification of the property tax increase; and

**WHEREAS**, the City Council now desires an increase in revenue from property taxes for the 2023-2024 fiscal year.

**Now, Therefore,**

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

**SECTION 1.** That the FY 2023-24 General Fund and Debt Service Fund budgets will raise more total property taxes than the last year's budget by \$120,472,041 or 9 percent, and of that amount \$27,588,503 in tax revenue will be raised from new property added to the tax roll this year.

**SECTION 2.** That the property tax revenue increase reflected in the FY 2023-24 budget is hereby ratified.

**SECTION 3.** That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.



Agenda Information Sheet

File #: 23-2328

Item #: 7.

**STRATEGIC PRIORITY:** Government Performance & Financial Management

**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** N/A

**DEPARTMENT:** Budget and Management Services

**EXECUTIVE:** Jack Ireland

**SUBJECT**

An ordinance amending Chapters 2, 7, 8A, 12B, 15D, 16, 18, 27, 42B, 43A, 48B, 49, 50, 51A and 52 of the Dallas City Code to **(1)** adjust fees related to consumer affairs; **(2)** adjust rates and charges for sanitation collection and disposal of solid waste services; **(3)** adjusting fees for garage sale permits; **(4)** adjust rates and charges for floodplain and drainage management, and stormwater drainage; **(5)** adjust fees for animal adoption, breeding permit, dangerous dog registration, and aggressive dog registration; **(6)** adjust the registration fee and reinspection fee for boarding home facilities; **(7)** adjust the convenience store fee and inspection fee; **(8)** adjust the transport fee for emergency ambulance services; **(9)** adjust fees for open burning, public assembly fire inspection, hazardous materials, and high-rise building/residential inspections; **(10)** adjust the fee for tire businesses; **(11)** adjust the registration fee and reinspection fee for rental properties; **(12)** adjust the short-term rental registration and reinspection fee; **(13)** adjust the certification of manager of operations fee for swimming pools; **(14)** adjust the registration fee for vacant buildings and vacant lots; **(15)** adjust rates and charges for treated water service, wastewater service, wholesale water, and wastewater service to governmental entities, additional water meters, untreated water service, service connections, and fire hydrant usage; **(16)** adjust fees for wood vendors; **(17)** adjust the license fee for electronic repair establishments; **(18)** adjust the license fee for motor vehicle repair establishments; **(19)** adjust fees for home repair; **(20)** adjust the registration fee for credit access business; **(21)** adjust the municipal setting designation fee; **(22)** adjust the certificate of occupancy inspection fee; **(23)** providing a penalty not to exceed \$2,000; **(24)** providing a saving clause; **(25)** providing a severability clause; and **(26)** providing an effective date - Estimated Revenue: General Fund (\$3,578,603), Dallas Water Utilities Fund (\$23,617,429), Sanitation Operation Fund (\$6,016,297), and Stormwater Drainage Management Fund (\$7,660,230)

**BACKGROUND**

In compliance with the City's Financial Performance Management Criteria (FMPC) #12, the City conducts an annual review of selected fees and charges to determine the extent to which the City is recovering the full cost of associated services. The FY 2023-24 budget includes changes to various fees. This ordinance will adjust fees authorized for various Code Compliance Services, Animal

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Services, Emergency Medical Services, Fire Inspection and Life Safety Education, and Municipal Setting Designation Application. There is an estimated increase of \$3,578,603 to General Fund revenues in accordance with the fee study.

The Water Utilities Department is supported solely by revenues from the sale of water and wastewater services. This ordinance will adjust fees and retail and wholesale rates to provide sufficient revenues for furnishing water and wastewater service to Dallas and its customer cities. Estimated increase of \$23,617,429 to Dallas Water Utilities revenues.

Sanitation Services residential collection is supported by fees charged to recover the cost of providing once-weekly residential garbage and recycling collection, citywide dead animal collection, and monthly brush and bulk collection. Additionally, the McCommas Bluff Landfill is supported by a portion of residential collection fees allocated for disposal and by revenues from customers using the landfill for disposal of solid waste. Estimated increase of \$6,016,297 to Sanitation revenues.

The Stormwater Drainage Management fees support City efforts to ensure compliance with state and federal surface water regulations and maintain stormwater drainage and flood protection systems. Estimated increase of \$7,660,230 to Stormwater Drainage Management revenues.

### **PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

The City Council was briefed on the “City Manager’s Recommended Biennial Budget for FY 2023-24 and FY 2024-25” on August 8, 2023. This presentation included information about the proposed fee adjustments.

### **FISCAL INFORMATION**

Estimated Revenue:

- General Fund \$3,578,603
- Dallas Water Utilities Fund \$23,617,429
- Sanitation Operation Fund \$6,016,297
- Stormwater Drainage Management \$7,660,230



## ORDINANCE NO. \_\_\_\_\_

An ordinance amending Section 2-168 of Chapter 2, “Administration”; amending Sections 7-2.7, 7-4.11, 7-5.5, and 7-5.15 of Chapter 7, “Animals”; amending Sections 8A-8 and 8A-20 of Chapter 8A, “Boarding Home Facilities”; amending Section 12B-6 and 12B-13 of Chapter 12B, “Convenience Stores”; amending Section 15D-5 of Chapter 15D, “Emergency Vehicles”; amending Sections 107, 116, 501, 901, and 5608 of Chapter 16, “Dallas Fire Code”; amending Sections 18-9, 18-11, and 18-57 of Chapter 18, “Municipal Solid Wastes”; amending Sections 27-31 and 27-42 of Chapter 27, “Minimum Property Standards”; amending Section 43A-18 of Chapter 43A, “Swimming Pools”; amending Section 42B-5 of Chapter 42B, “Short-Term Rentals”; amending Section 48B-21 of Chapter 48B, “Vacant Building and Lots”; amending Sections 49-18.1, 49-18.2, 49-18.4, 49-18.5, 49-18.7, and 49-18.9 of Chapter 49, “Water and Wastewater”; amending Sections 50-82, 50-101, 50-116, 50-137, and 50-149 of Chapter 50, “Consumer Affairs”; amending Section 51A-1.105 of Chapter 51A, “Dallas Development Code: Ordinance No. 19455, as amended; amending Section 303 of Chapter 52, “Administrative Procedures for the Construction Codes”; amending the stormwater fee structure; amending the animal adoption fee, amending the breeding permit fee, the dangerous dog registration fee, and the aggressive dog registration fee; amending the registration fee and reinspection fee for boarding home facilities; amending the convenience store fee and inspection fee; amending the transport fee for emergency ambulance services; amending the permit fees for amusement buildings; amending the registration fee and inspection charge for public assembly buildings and high-rise

office/storage/assembly buildings; amending the schedule of permit fee; amending the fire retests fee; amending the rush fee for permit applications for use of pyrotechnics before proximate audiences; amending the fees for sanitation collection services; amending the license and permit fees for tire businesses; amending the registration fee and reinspection fee for rental properties; amending the short-term rental registration and reinspection fee; amending the certification of manager of operations fee for swimming pools; amending the registration fee for vacant buildings and vacant lots; amending rates and charges for treated water service, wastewater service, wholesale water, and wastewater service to governmental entities, additional water meters, untreated water service, service connections, and fire hydrant usage; amending the permit and replacement fees for wood vendors; amending the license fee for electronic repair establishments; amending the license fee for motor vehicle repair establishments; amending the replacement license fee for home repair; amending the registration fee for credit access business; amending the municipal setting designation ordinance fee; amending the certificate of occupancy validation inspection fee; providing a penalty not to exceed \$2,000; providing a saving clause; providing a severability clause; and providing an effective date.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Subsection (b), “Stormwater Drainage Utility Rates,” of Section 2-168, “Definitions; Stormwater Drainage Utility Rates; Exemptions; Incentives for Residential-Benefitted Properties; Billing and Collection Procedures,” of Article XXVIII, “Stormwater Drainage Utility,” of Chapter 2, “Administration,” of the Dallas City Code is amended to read as follows:

“(b) Stormwater drainage utility rates.

(1) The stormwater drainage charge for residential-benefitted property per month is as follows:

<b>IMPERVIOUS AREA (in square feet)</b>	<b>MONTHLY RATE</b>
up to 2,000	\$ <u>4.87</u> <del>[4.64]</del>
2,001 - 3,500	\$ <u>7.75</u> <del>[7.38]</del>
3,501 - 5,500	\$ <u>11.59</u> <del>[11.05]</del>
more than 5,500	\$ <u>18.96</u> <del>[18.06]</del>

(2) The stormwater drainage charge for all other benefitted properties not defined as residential-benefitted property is an amount equal to \$2.62~~[2.50]~~ per month for each 1,000 square feet, or parts thereof, of impervious area of the benefitted property, with a minimum charge of \$7.49~~[7.13]~~ per month for non-residential-benefitted property.

(3) If information regarding the impervious area square footage of a particular lot or tract of benefitted property is unavailable or inadequate, the director may make a reasonable estimate of impervious area square footage and levy the drainage charge on that basis.”

SECTION 2. That Subsection (a) of Section 7-2.7, “Adoption of Animals,” of Article II, “Animal Services; City Animal Shelters,” of Chapter 7, “Animals,” of the Dallas City Code is amended to read as follows:

“(a) To adopt a dog or cat from animal services, the adopter shall:

(1) complete and sign an adoption application on a form provided by the director for that purpose;

(2) sign an adoption contract on a form provided by the director for that purpose, which shall include a statement that the adopter agrees that if the adopter fails to comply with a sterilization agreement under Subsection (d), the animal may be seized and impounded by the director and ownership will automatically revert to the city; and

(3) pay to the director a non-refundable adoption fee (which includes, but is not limited to, the costs of any required vaccination, microchip implant, initial national registration, and sterilization) of:

(A) \$45 for a dog and \$15 for a cat, unless Subparagraph (B) of this paragraph applies to the adoption; or

(B) \$21~~[25]~~ for a dog and \$3~~[5]~~ for a cat if:

(i) the dog or cat is at least six years of age, as determined by the director;

(ii) the ultimate owner of the dog or cat will be a person who is 65 years of age or older as of the date of adoption; or

(iii) the adopter adopts two or more dogs and/or cats on the same date and as a part of the same transaction, and the adopter will be the ultimate owner of all of the animals adopted in the transaction.”

SECTION 3. That Subsection (c) of Section 7-4.11, “Breeding Permit,” of Article III, “Care and Treatment of Animal,” of Chapter 7, “Animals,” of the Dallas City Code is amended to read as follows:

“(c) To obtain a breeding permit, a person must submit an application to the director (on a form provided by the director for that purpose) and pay an annual breeding fee of \$51[~~250~~]. The breeding permit application must include:

- (1) the name, address, and telephone number of the applicant;
- (2) the location where the dog or cat is harbored;
- (3) a description of the dog or cat, including but not limited to, a photograph of the animal;
- (4) proof that the animal is qualified for a breeding permit under Subsection (b) of this section; and
- (5) any other information determined necessary by the director for the enforcement and administration of this section.”

SECTION 4. That Subsection (c) of Section 7-5.5, “Requirements for Ownership of a Dangerous Dog; Noncompliance Hearing.,” of Article V, “Dangerous Dog,” of Chapter 7, “Animals,” of the Dallas City Code is amended to read as follows:

“(a) In addition to complying with the requirements of Subchapter D, Chapter 822 of the Texas Health and Safety Code, as amended, a person shall, not later than the 15th day after learning that he is the owner of a dangerous dog:

- (1) have an unsterilized dangerous dog spayed or neutered;

(2) register the dangerous dog with the director and pay to the director a dangerous dog registration fee of ~~\$252~~[250];

(3) restrain the dangerous dog at all times on a leash in the immediate control of a person or in a secure enclosure;

(4) when taken outside the enclosure, securely muzzle the dangerous dog in a manner that will not cause injury to the dog nor interfere with its vision or respiration. The muzzle must prevent the dangerous dog from biting any person or animal;

(5) obtain liability insurance coverage or show financial responsibility in the amount of at least \$100,000 to cover damages resulting from an attack by the dangerous dog causing bodily injury to a person and provide proof of the required liability insurance coverage or financial responsibility to the director;

(6) place and maintain on the dangerous dog a collar or harness with a current dangerous dog registration tag securely attached to it;

(7) have the dangerous dog injected with a microchip implant and registered with a national registry for dogs; and

(8) post a legible sign at the entrance to the enclosure in which the dangerous dog is confined stating "BEWARE DANGEROUS DOG." The aforementioned sign must be purchased from Dallas Animal Services."

SECTION 5. That Subsection (c) of Section 7-5.15, "Requirements for Ownership of a Aggressive Dog; Noncompliance Hearing,," of Article V-a, "Aggressive Dog," of Chapter 7, "Animals," of the Dallas City Code is amended to read as follows:

"(a) A person shall, not later than the 15th day after learning that he is the owner of an aggressive dog:

(1) have an unsterilized aggressive dog spayed or neutered;

(2) register the aggressive dog with the director and pay to the director an aggressive dog fee of ~~\$201~~[250];

(3) restrain the aggressive dog at all times on a leash in the immediate control of a person or in a secure enclosure;

(4) when taken outside the secure enclosure, securely muzzle the dog in a manner that will not cause injury to the dog nor interfere with its vision or respiration. The muzzle must prevent the aggressive dog from biting any person or animal;

(5) obtain liability insurance coverage or show financial responsibility in an amount of at least \$100,000 to cover damages resulting from an attack by the aggressive dog causing bodily injury to a person or another animal and provide proof of the required liability insurance coverage or financial responsibility to the director;

(6) place and maintain on the aggressive dog a collar or harness with a current aggressive dog registration tag securely attached to it;

(7) have the aggressive dog injected with a microchip implant and registered with a national registry for dogs;

(8) post a legible sign at each entrance to the enclosure in which the aggressive dog is confined stating "BEWARE AGGRESSIVE DOG." The aforementioned sign must be purchased from Dallas Animal Services."

SECTION 6. That Subsection (a) of Section 8A-8, "Fees," of Article II, "Administrative," of Chapter 8A, "Boarding Home Facilities," of the Dallas City Code is amended to read as follows:

"(a) The fee for a license to operate a boarding home facility is \$889[500]."

SECTION 7. That Subsection (e) "Reinspection Fee," of Section 8A-20, "Inspections; Fees," of Article II, "Administrative," of Chapter 8A, "Boarding Home Facilities," of the Dallas City Code is amended to read as follows:

"(e) Reinspection fee. The licensee shall pay:

(1) to the director of code compliance \$150[50] for each reinspection after the first reinspection by that department that must be conducted before the violation is determined to be eliminated; and

(2) to the director of any other city department the fee required (if any) by the applicable code for each reinspection by that department that must be conducted before the violation is determined to be eliminated."

SECTION 8. That Section 12B-6, "Registration Required; Fees," of Article II, "Registration of Convenience Stores," of Chapter 12B, "Convenience Stores," of the Dallas City Code is amended to read as follows:

"(c) The annual fee for a convenience store is \$265. The fee is payable to the director upon issuance of a license. No refund of license fees shall be made[No fee is required for registration of a convenience store under this chapter]."

SECTION 9. That Section 12B-13, “Property Inspections,” of Article II, “Registration of Convenience Stores,” of Chapter 12B, “Convenience Stores,” of the Dallas City Code is amended to read as follows:

**“SEC. 12B-13. PROPERTY INSPECTIONS.**

(a) An applicant or registrant shall permit, at reasonable times upon request, representatives of the police department to inspect the interior and exterior of the convenience store, including but not limited to surveillance camera systems, for the purpose of ensuring compliance with this chapter and other city ordinances and state and federal laws applicable to convenience stores. The applicant or registrant commits an offense if, either personally or through an agent or employee, the applicant or registrant refuses to permit a lawful inspection of the convenience store as required by this section.

(b) No inspection fee is required for an initial inspection of a convenience store under this chapter. If a convenience store must be reinspected, the reinspection fee is \$159.”

SECTION 10. That Subsection (b) of Section 15D-5, “Emergency Ambulance Service Provided By Fire Department; Fee,” of Division 2, “Emergency Medical Services,” of Article I, “Ambulances,” of Chapter 15D, “Emergency Vehicles,” of the Dallas City Code is amended to read as follows:

“(b) The city shall charge the following fees for emergency ambulance services in the city provided in response to a call received by the fire department requesting the services:

(1) ~~\$1,473~~~~[1,868]~~ for each transport of a resident of the city of Dallas to a hospital and \$1,868 for each transport of a nonresident of the city of Dallas to a hospital.

(2) \$125 for treatment of a person who is not transported by ambulance.

(3) The reasonable cost of any expendable items that are medically required to be used on a person transported by ambulance or treated without being transported by ambulance, including but not limited to drugs, dressings and bandages, airways, oxygen masks, intravenous fluids and equipment, syringes, and needles.

(4) The reasonable cost of any EKG/telemetry that is medically required to be performed on a person transported by ambulance or treated without being transported by ambulance.

(5) The reasonable cost of each additional paramedic over two that is medically required to respond to an emergency call.

(6) \$~~10~~<sup>15</sup> for each loaded mile of transport by ambulance, beginning when the patient is loaded into the ambulance and ending upon arrival at the hospital.”

SECTION 11. That Subsection 107.2, “Schedule of Permit Fee,” of Section 107, “Fees,” of Part 2, “Administration and Enforcement,” of Chapter 1, “Scope and Administration,” of Part I, “Administrative,” of Chapter 16, “Dallas Fire Code,” of the Dallas City Code is amended to read as follows:

**“107.2 Schedule of permit fees.** Where a permit is required by Section 105, a nonrefundable fee for each permit shall be paid as required, in accordance with the following schedule.

1.	Acetylene generator, annual	\$ <del>125.00</del> <sup>112.00</sup>
<u>1.1.</u>	<u>Additive manufacturing</u>	<u>\$195.00</u>
2.	Aerosol products, annual	\$ <del>245.00</del> <sup>249.00</sup>
3.	Air curtain incinerator/pit/trench burn, per day	\$ <del>320.00</del> <sup>228.30</sup>
4.	Amusement building	\$ <del>280.00</del> <sup>155.00</sup>
5.	Asphalt (tar) kettles, annual	\$ <del>330.00</del> <sup>243.00</sup>
6.	Aviation facilities	\$ <del>410.00</del> <sup>407.00</sup>
7.	Calcium carbide storage- annual	\$ <del>148.00</del> <sup>102.00</sup>
8.	Candle and open flames	\$ <del>230.00</del> <sup>200.00</sup>
9.	Carnivals and fairs, daily	\$ <del>385.00</del> <sup>350.00</sup>
10.	Combustible storage (miscellaneous), annual	\$ <del>390.00</del> <sup>310.00</sup>
11.	Commercial cooking fire-extinguishing system	\$ <del>250.00</del> <sup>209.00</sup>
12.	Compressed gas filling/storage/use, annual	\$ <del>170.00</del> <sup>145.00</sup>
13.	Cryogenic fluids, annual	\$ <del>425.00</del> <sup>401.00</sup>
14.	Dry cleaning plant, annual	\$ <del>135.00</del> <sup>130.00</sup>
<u>14.1.</u>	<u>Energy storage systems</u>	<u>\$295.00</u>
15.	Explosive blasting, dally	\$ <del>260.00</del> <sup>209.00</sup>
<u>15.1.</u>	<u>Exhibit and trade shows</u>	<u>\$200.00</u>
16.	Fireworks/explosive storage, daily	\$ <del>820.00</del> <sup>800.00</sup>
17.	Fireworks/explosive transportation, daily	\$ <del>295.00</del> <sup>275.00</sup>
18.	Fireworks display (initial)	\$ <del>490.00</del> <sup>500.00</sup>
19.	Fireworks display (subsequent)	\$ <del>270.00</del> <sup>264.00</sup>
20.	Flammable and combustible liquids, annual	\$ <del>450.00</del> <sup>376.00</sup>
21.	Floor/wall finishing	\$ <del>195.00</del> <sup>179.00</sup>
22.	Fruit and crop ripening, annual	\$ <del>245.00</del> <sup>231.00</sup>
23.	Hazardous materials, annual	\$ <del>395.00</del> <sup>382.00</sup>
24.	Hazardous production material (HPM) annual	\$ <del>345.00</del> <sup>310.00</sup>
25.	High pile storage, annual	\$ <del>490.00</del> <sup>450.00</sup>
26.	Industrial Oven	\$ <del>275.00</del> <sup>250.00</sup>
27.	Limited access gates (1 to 3 gates)	\$ <del>335.00</del> <sup>300.00</sup>



	(4 to 7 gates)	\$475.00[450.00]
	(8 or more gates)	\$530.00[550.00]
28.	Liquid- or gas-fueled vehicles or equipment in assembly building, per event:	
	(1 to 10 vehicles or pieces of equipment)	\$235.00[234.00]
	(11 to 30 vehicles or pieces of equipment)	\$475.00[400.00]
	(31 or more vehicles or pieces of equipment)	\$530.00[550.00]
	(over 400 vehicles or pieces of equipment)	\$775.00[750.00]
29.	LP-gas storage/use	\$310.00[305.00]
30.	LP-gas demonstration/portable cooking [CART]	\$160.00[150.00]
31.	LP-gas demonstration/portable cooking [VEHICLE]	\$195.00[202.00]
32.	Lumber yards and woodworking plants, annual	\$385.00[376.00]
33.	Magnesium, annual	\$245.00[223.00]
33.1.	<u>Mobile food preparation vehicles</u>	\$205.00
34.	Mobile fueling	
	(site survey), annual	\$245.00[216.00]
	(vehicle inspection) annual	\$245.00[216.00]
35.	Open burning/recreational fires	\$190.00[155.00]
35.1.	<u>Outdoor assembly event</u>	\$195.00
36.	Plan Review Fees	
	(fire apparatus access roads)	\$380.00[350.00]
	(limited access gates & barriers)	\$330.00[300.00]
36.1.	<u>Plant extraction system</u>	\$490.00
37.	Private fire hydrant and water supplies, annual	\$530.00[443.00]
38.	Pyrotechnic special effects material, daily:	
	Initial performance	\$290.00[300.00]
	Subsequent performances	\$230.00[173.00]
39.	Refrigeration equipment	\$245.00[234.00]
40.	Scrap tire storage, annual	\$195.00[200.00]
41.	Spray painting/dipping	\$335.00[350.00]
42.	Standby personnel,	
	Hourly	\$150.00[110.00]
	New Construction re-test	\$622.00
43.	State licensed facilities	
	(child care facility), annual 35 Children or less	\$290.00[300.00]
	(child care facility), annual 36 Children or more	\$420.00[400.00]
	[c]residential care facility, annual	\$350.00
	(foster home five children or fewer), annual	\$50.00
	(small assisted living), annual	\$640.00
	(adult day care facility), annual	\$700.00
44.	Temporary membrane structures and tents, Including plan review (per event)	\$385.00[323.00]
45.	Tire-rebuilding plan	\$230.00[188.00]
46.	Torch and open flames	\$275.00[273.00]
47.	Waste handline, annual	\$280.00[288.00]
48.	Welding/cutting/hot works	\$400.00
49.	<u>Wood products</u>	\$245.00"

SECTION 12. That Subsection 107.7, “Reinspection fee,” of Section 107, “Fees,” of Part 2, “Administration and Enforcement,” of Chapter 1, “Scope and Administration,” of Part I, “Administrative,” of Chapter 16, “Dallas Fire Code,” of the Dallas City Code is amended to read as follows:

**“107.7 Reinspection fee.** Whenever a building or premises in the city is inspected by the *fire code official* and a violation of this code is found, the building or premises shall, after the expiration of any time limit for compliance given in a notice or order issued because of the violations, be reinspected by the *fire code official* to determine that the violation has been eliminated. The owner, occupant, operator or other person responsible for the violation shall pay to the city assessor and collector of taxes a fee in accordance with the following schedule for each reinspection that is conducted until the violation is determined to be eliminated.

NUMBER OF INSPECTIONS	FEE
1st	\$171
2nd	\$200[205]
3rd AND EACH SUBSEQUENT	\$255[205]

**Exception:** No fee shall be charged for a reinspection of the following:

1. A Group R-3 or R-4 occupancy, as defined in the *Dallas Building Code*.
2. An individual *dwelling unit* within an apartment house or residential condominium complex, as defined in the *Dallas Building Code*, when the violation is the responsibility of the occupant of the *dwelling unit* and not the responsibility of the owner or operator of or the person responsible for the building or premises.
3. Activities directly related to construction conducted on a building or premises, or part of the building or premises, pursuant to a valid building permit issued by the building official, including any reinspection that is required before a certificate of occupancy related to the construction activities may be issued for the building or premises.”

SECTION 13. That Subsection 116.4, “Registration Fee and Inspection Charge,” of Section 116, “Registration and Inspection of High Risk Buildings and Occupancies,” of Part 2, “Administration and Enforcement,” of Chapter 1, “Scope and Administration,” of Part I,

“Administrative,” of Chapter 16, “Dallas Fire Code,” of the Dallas City Code is amended to read as follows:

**“116.4 Registration fee and inspection charge.** The fee for a certificate of registration for a high-risk occupancy is \$280[~~200~~], plus an inspection charge in accordance with the following schedule.

BUILDING TYPE	INSPECTION FEE
<b>Public Assembly</b>	
Under 5,000 square feet	\$ <u>225.00</u> [ <del>150.00</del> ]
5,000 - 9,999 square feet	\$200.00
10,000 - 59,999 square feet	\$ <u>255.00</u> [ <del>250.00</del> ]
60,000 - 99,999 square feet	\$ <u>330.00</u> [ <del>300.00</del> ]
100,000 square feet and over	\$ <u>365.00</u> [ <del>350.00</del> ]
<b>Hazardous Materials</b>	
Under 5,000 square feet	\$ <u>385.00</u> [ <del>360.00</del> ]
5,000 - 9,999 square feet	\$ <u>395.00</u> [ <del>370.00</del> ]
10,000 - 59,999 square feet	\$ <u>455.00</u> [ <del>400.00</del> ]
60,000 - 99,999 square feet	\$ <u>495.00</u> [ <del>450.00</del> ]
100,000 square feet and over	\$ <u>535.00</u> [ <del>500.00</del> ]
<b>High-rise Office/Storage/Assembly</b>	
Under 200,000 square feet	\$ <u>350.00</u> [ <del>250.00</del> ]
200,000 - 600,000 square feet	\$ <u>450.00</u> [ <del>300.00</del> ]
Over 600,000 square feet	\$ <u>550.00</u> [ <del>400.00</del> ]
<b>High-rise Residential</b>	
Under 250 <i>dwelling units</i>	\$ <u>335.00</u> [ <del>300.00</del> ]
250 to 600 <i>dwelling units</i>	\$ <u>495.00</u> [ <del>440.00</del> ]
Over 600 <i>dwelling units</i>	\$ <u>625.00</u> [ <del>551.00</del> ]
<b>Health Care Facilities</b>	
Under 100 patient rooms or individual <i>dwelling units</i>	\$ <u>335.00</u> [ <del>300.00</del> ]
100-500 patient rooms or individual <i>dwelling units</i>	\$ <u>565.00</u> [ <del>478.00</del> ]
Over 500 patient rooms or individual <i>dwelling units</i>	\$ <u>580.00</u> [ <del>478.00</del> ]

**Exceptions:**

1. The inspection charge shall not be assessed for inspecting a building or occupancy that is subject to inspection in order to obtain one of the following operational permits from the fire code official:

- 1.1 Amusement building.

- 1.2 Aviation facilities
  - 1.3 Dry cleaning plant
  - 1.4 Lumber yards and woodworking plants.
  - 1.5 State licensed facility (child care, residential care, small assisted living, adult day care).
2. The inspection charge shall not be assessed for any property that is exempt from paying city property taxes.
  3. The inspection charge shall not be assessed for any property that has a current vacant building certificate of registration.

**116.4.1 Multiple buildings or occupancies.** If one certificate of registration is issued for multiple buildings or occupancies located at the same address, the inspection charge will be calculated as follows:

1. For public assembly, high-rise office/storage/assembly, and hazardous materials facilities, the inspection charge will be calculated using the aggregate area in square feet of all the buildings or occupancies.
2. For high-rise residential buildings and healthcare facilities, the inspection charge will be calculated using the aggregate number of living units or patient rooms in all buildings or occupancies.

**116.4.2 Refunds.** If a certificate of registration expires and no inspection was conducted by the *fire code official* during the registration term, then the full inspection charge may be refunded, if the fire chief receives a written request for the refund from the registrant within 90 days after expiration of the certificate of registration. Otherwise, no refund of the inspection charge will be made.”

SECTION 14. That Subsection 501.3, “Construction Documents,” of Section 501, “General,” of Chapter 5, “Fire Service Features,” of Part III, “Building and Equipment Design Features,” of Chapter 16, “Dallas Fire Code,” of the Dallas City Code is amended to read as follows:

**“501.3 Construction documents.** *Construction documents* for proposed fire apparatus access, location of *fire lanes*, fire hydrant systems, traffic calming devices and limited access gates that obstruct fire apparatus access roads (in accordance with Section 0104, “Limited Access

Gates: of Appendix O) shall be submitted to the fire department for review and approval prior to construction or installation.

**501.3.1. Site safety plan.** The *owner* or *owner's* authorized agent shall be responsible for the development, implementation and maintenance of an *approved* written *site safety plan* in accordance with Section 3308.

**501.3.2. Fire apparatus access road plan review fees.** Plans for fire apparatus access roads (in accordance with Section 503 and Appendix D) shall be submitted with a nonrefundable \$350 plan review fee. This applies to new and existing construction.

**Exception:** No plan review fee shall be charged when the plans are directly related to construction conducted on a building or premises pursuant to a valid building permit issued by the building official.

**501.3.3 Limited access gate plan review fees.** Plans for limited access gates that obstruct fire apparatus access road (in accordance with Section O104, 'Limited Access Gates' of Appendix O) shall be accompanied by a nonrefundable \$330[300] plan review fee. This plan review fee applies to new and existing construction.”

Section 15. That Subsection 901 .5, “Installation Acceptance Testing,” of Section 901, “General,” of Chapter 9, “Fire Protection and Life Safety Systems,” of Part III, “Building and Equipment Design Features,” of the 2021 International Fire Code is amended to read as follows:

**“901.5 Installation acceptance testing.** Fire protection and *life safety systems* and appurtenances thereto shall be subject to acceptance tests as contained in the installation standards and as *approved* by the *fire code official*. The *fire code official* shall witness any required acceptance testing. A retest fee shall be assessed when the testing of the system and/or appurtenance thereto fails after the contractor has acknowledged that the system has been pre-tested and is in an approved condition. The retest fee shall be \$390.00[399.00].

**901.5.1 Occupancy.** It shall be unlawful to occupy any portion of a building or structure until the required *fire protection* and *life safety systems* have been tested and *approved*.”

SECTION 16. That Paragraph 5608.2.2, “Use of Pyrotechnics Before a Proximate Audience,” of Subsection 5608.2, “Permits,” of Section 5608, “Firework Display and Pyrotechnical Special Effects Material,” of Chapter 56, “Explosives and Fireworks,” of Part V, “Hazardous Materials,” of Chapter 16, “Dallas Fire Code,” of the Dallas City Code is amended to read as follows:

**“5608.2.2 Use of pyrotechnics before a proximate audience.** Where the separation distances required in Section 5608 and NFPA 1123 are unavailable or cannot be secured, fireworks displays shall be conducted in accordance with NFPA 1126 for *proximate audiences*. Permits are required to conduct a special effects display in accordance with Section 105.6. Applications for use of pyrotechnics before a *proximate audience* shall include plans indicating the required clearances for spectators and combustibles, crowd control measures, smoke control measures and requirements for standby personnel and equipment where provision of such personnel or equipment is required by the *fire code official*. The permit application shall be made not less than 15 days prior to the scheduled date of the display. A rush fee of ~~\$310.00~~ \$565.00 shall be required in the event the required documentation and/or permit application is not submitted more than 15 days prior to the requested date of the display. In addition to the requirements of Section 403, permit applications for special effects pyrotechnic material using Division 1.4G fireworks shall include:

1. The name of the person, group or organization sponsoring the production.
2. The date and time of day of the production.
3. The exact location of the production.
4. The name of the pyrotechnic operator.
5. The number, names and ages of all assistants who are to be present.
6. The qualifications of the pyrotechnic operator.
7. The pyrotechnic experience of the operator.
8. Confirmation of any applicable state and federal licenses held by the operator or assistants.
9. Evidence of the premittee’s insurance carrier or financial responsibility.
10. The number and type of pyrotechnic devices and materials to be used, the operator’s experience with those devices and effects, and a definition of the general responsibility of the assistants.
11. A diagram of the grounds of the facilities where the production is to be held. This diagram shall show the point at which the pyrotechnic devices are to be fired, the fallout radius for each pyrotechnic device used in the performance, and the lines behind which the audience shall be restrained.
12. The point of on-site assembly of pyrotechnic devices.
13. The manner and place of storage of the pyrotechnic materials and devices.

14. The safety data sheet (SDS) for the pyrotechnic materials to be used.
15. Certification that the set, scenery and rigging materials are inherently flame retardant or have been treated to achieve flame retardancy.
16. Certification that all materials worn by performers in the fallout area during use of pyrotechnic effects shall be inherently flame retardant or have been treated to achieve flame retardancy.”

**5608.2.2.1 Pyrotechnics demonstration.** The fire code official shall approve a walkthrough and a representative demonstration of the pyrotechnics. The demonstration shall be scheduled with sufficient time allowed to reset/reload the pyrotechnics before the arrival of the audience.

**Exception:** The fire code official shall be permitted to waive this requirement based upon history, prior knowledge and other factors. provided the authority is confident that the discharge of pyrotechnics can be conducted safely.”

SECTION 17. That Subsection (c), “Schedule of Service Charges,” of Section 18-9, “Specifying Charges for Sanitation Service,” of Article I, “Collection and Disposal,” of Chapter 18, “Municipal Solid Wastes,” of the Dallas City Code is amended to read as follows:

“(c) Schedule of service charges.

(1) The collection service charge for a residence or duplex is as follows:

(A) Alley or curb collection service for municipal solid waste - \$~~37.98~~~~[35.84]~~ per dwelling unit per month for one roll-cart, plus \$~~14.69~~~~[13.85]~~ per month for each additional garbage roll-cart requested by the owner or occupant of the premises.

(B) Packout or drive-in collection service for municipal solid waste - \$~~132.29~~~~[124.73]~~ per dwelling unit per month for one roll-cart, plus \$~~14.69~~~~[13.85]~~ for each additional garbage roll-cart requested by the owner or occupant of the premises.

(C) Effective October 1, 2022, the owner or occupant of a dwelling unit with one rollcart for recyclable materials may request one additional rollcart for recyclable materials from the director of sanitation for no additional fee. Dwelling units with two or more rollcarts for recyclable materials may request additional rollcarts for recyclable materials for a one-time processing and handling fee for \$50.00 per rollcart, which will be applied to the dwelling unit’s water account.

(2) The collection service charge for an apartment or a mobile home park that receives manual collection service from the sanitation services of the city is as follows:

(A) Alley, curb, or drive-in collection service for municipal solid waste - ~~\$37.98~~~~[35.81]~~ per apartment unit or mobile home space per month.

(B) Packout collection service for municipal solid waste - ~~\$132.29~~~~[124.73]~~ per apartment unit or mobile home space per month.

(3) A monthly collection service charge will be made for all commercial establishments for collection service provided by the sanitation services of the city as follows:

**TABLE OF MONTHLY CHARGES**

(Garbage & Recycling, per Section 18-9(b)(6), more than once a week)

A multiplier will be used for multiple carts.

<b>NUMBER OF COLLECTIONS PER WEEK*</b>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>96-gallon RollCarts</b>	<u>\$40.06</u> [37.44]	<u>\$80.12</u> [74.89]	<u>\$120.18</u> [112.33]	<u>\$160.24</u> [149.77]	<u>\$200.30</u> [187.22]	<u>\$240.36</u> [224.66]	<u>\$280.42</u> [262.10]

(4) A monthly recycling-only collection service charge will be made for all commercial properties for weekly collection service provided by the sanitation services of the city as follows:

**TABLE OF MONTHLY CHARGES**

(Recycling-Only Service, Outside of the Central Business District)

A multiplier will be used for multiple carts.

<b>NUMBER OF COLLECTIONS PER WEEK</b>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>96-gallon RollCarts</b>	<u>\$26.04</u> [24.34]	<u>\$52.09</u> [48.68]	<u>\$78.13</u> [73.02]	<u>\$104.17</u> [97.36]	<u>\$130.20</u> [121.70]	<u>\$156.24</u> [146.02]	<u>\$182.28</u> [170.36]

(5) Extraordinary collection and removal service is as follows:

(A) A cost plus rate of \$60 per five cubic yards, billed in five cubic yard increments for materials set out for collection in advance or after the period designed by the director of sanitation, as described in Section 18-4(e), as amended, and for materials not included in the regular collection service as described in Section 18-8, as amended.

(B) The director of sanitation may provide an out-of-cycle collection of garbage and recyclable materials from rollcarts owned and provided by the city, upon a customer’s request through the city’s 311 system, for a fee of \$25 for garbage and \$25 for recyclable materials.



In the event a customer submits a service request through the city's 311 system claiming regular collection services were missed, and the director of sanitation later determines through vehicle on-board camera systems that the rollcart(s) in question were not set out at the prescribed time of collection, or did not comply with the requirements of Sections 18-3 or 18-4 of this article, the director of sanitation may assess a collection fee of \$25 for garbage and \$25 for recyclable materials to the dwelling unit's water account.

(6) Miscellaneous collection service charges will be as follows:

(A) Public housing may be charged as apartments.

(B) Churches, clinics, hospitals, public buildings, and schools will be charged as commercial locations.

(7) The service charge for the collection and removal of grass cuttings from any premises is:

(A) \$1.50 per bag, if the service is performed by city sanitation services;  
and

(B) an amount specified by city contract, if the service is performed by a contractor selected by the city under Section 18-8(b)(3), as amended.

(8) Packout or drive-in service for certain handicapped persons meeting uniform requirements specified by the director of sanitation will be provided at the rate for alley or curb collection service. Any applicant for a reduced rate under this subparagraph who intentionally makes any misrepresentation in any written statement required by such uniform requirements is guilty of an offense and, upon conviction, is punishable by a fine not to exceed \$500.

(9) The fee for replacement of a rollcart that is lost or damaged due to a customer's negligence is \$67.90 for a garbage rollcart or \$70.81 for a recycling rollcart.

(10) Large dead animals, including but not limited to horses, cattle, and other animals of similar size, will be picked up by the city for a fee of \$125 per animal.

(11) Construction debris may be collected for a fee as part of a non-compliant brush and bulky trash collection as outlined in Section 18-4(h)(2) or as a cost plus rate as outlined in Section 18-9(c)(5). Loose or small construction debris such as roofing materials, shingles, brick, concrete, stone, drywall, insulation, glass, masonry materials, and other materials designated in writing by the director of sanitation will not be collected by the department of sanitation services."

SECTION 18. That Section 18-11, "Specifying Charges for Disposal of Solid Waste Materials," of Article I, "Collection and Disposal," of Chapter 18, "Municipal Solid Wastes," of the Dallas City Code is amended to read as follows:

**"SEC. 18-11. SPECIFYING CHARGES FOR DISPOSAL OF SOLID WASTE MATERIALS.**

(a) The following disposal service charges are established for disposing of municipal solid waste at the Northwest (Bachman) Transfer Station:

(1) Earth, rocks, and inert material will not be accepted at the station.

(2) Passenger cars, station wagons, pickups, and trailers less than 15 feet long that are used by Dallas city residents to haul their own waste from their residences to the station - no charge. (A current, valid Texas driver's license showing a Dallas address or a current Dallas water utilities bill is required as proof of residency.)

(3) Trucks or trailers with a cargo bed length of 25 feet or greater or truck-tractors with semi-trailers are prohibited from using the Northwest (Bachman) transfer station, unless specifically permitted in writing by the director of sanitation.

(4) Roll-off containers, whether open top or compactor, and compactor trucks or other trucks carrying compacted or baled refuse are prohibited from using the Northwest (Bachman) transfer station, unless specifically permitted in writing by the director of sanitation.

(5) ~~[Except as provided in Subsection (a)(6), t]~~ The charge for all materials accepted at the transfer station is \$63.43[61.58] per ton based on the transfer station weighing system, with a minimum charge of \$63.43[61.58] for any load that is less than one ton. Each ton shall be assessed an additional \$2.00 per ton customer processing fee for each individual load paid and processed by a cashier upon entering the transfer station.

(6) Whenever the transfer station weighing system is inoperable during a delivery of solid waste the tonnage will be estimated by the city on the basis of the full capacity of the vehicle delivering the solid waste~~[, the following fees will be charged for materials accepted at the transfer station:~~

~~(A) Passenger cars, station wagons, and pickups that are used by persons other than Dallas city residents to haul their own waste from their residences to the station - \$64.09 per load.~~

~~(B) Commercial pickups - \$64.09 per load.~~

~~(C) Trucks or trailers with a cargo bed length of less than 15 feet - \$252.13 per load.~~

~~(D) Trucks or trailers with a cargo bed length of not less than 15 feet but less than 25 feet—\$315.47 per load].~~

(7) Effective January 1, 2023, an environmental fee will be applied to all commercial disposal customers at \$2.00 per ton with a minimum charge of \$2.00 for any load that is less than one ton.

(b) The following disposal service charges are established for disposing of municipal solid waste at city landfill sites:

(1) Passenger cars, station wagons, pickups, and trailers less than 15 feet long that are used by Dallas city residents to haul their own waste from their residences to a city landfill site - no charge. (A current, valid Texas driver's license showing a Dallas address or a current Dallas water utilities bill is required as proof of residency.)

(2) Except as provided in Subsection (b)(3), the charge for all materials accepted at a city landfill site is \$38.80~~[37.67]~~ per ton based on the landfill weighing system, with a minimum charge of \$38.80~~[37.67]~~ for any load that is less than one ton. Each ton shall be assessed an additional \$2.00 per ton customer processing fee for each individual load paid and processed by a cashier upon entering the landfill.

(3) Soils accepted at the city landfill that can be reused for landfill cover or other beneficial reuse projects will be charged \$3.00 per ton based on the landfill weighing system, with a minimum charge of \$3.00 for any load that is less than one ton. Each ton of soil shall be assessed an additional \$2.00 per ton customer processing fee for each individual load paid and processed by a cashier upon entering the landfill. Prior to arrival at the landfill, soil must be pre-approved through the special waste application process.

(4) Whenever the landfill weighing system is inoperable during a delivery of solid waste or soil the tonnage will be estimated by the city on the basis of the full capacity of the vehicle delivering the solid waste or soil~~[, the following fees will be charged for materials accepted at a city landfill:~~

~~(A) Passenger cars, station wagons, and pickups that are used by persons other than Dallas city residents to haul their own waste from their residences to a city landfill site—\$56.84 per load.~~

~~(B) Commercial pickups—\$56.84 per load.~~

~~(C) Trucks or trailers with a cargo bed length of less than 15 feet—\$132.19 per load.~~

~~(D) Trucks or trailers with a cargo bed length of 15 feet or greater—\$283.55 per load.~~

(E) ~~Roll-off containers, whether open top or compactor — \$302.72 per load.~~

(F) ~~Compactor trucks — \$378.06 per load].~~

(5[4]) A fee of \$54.00[52.70] per load will be charged for the use of city equipment, when available, to off-load bundled waste by pulling it with cables, chains, or other devices. City equipment will be used at the customer's own risk, with the city assuming no liability for any resulting damage. Non-city vehicles are prohibited from pulling loads off of other vehicles at a city landfill site.

(6[5]) The fee for use of the city's mechanical tipper to off-load tractor trailer loads is \$100.00[98.82] per use.

(7[6]) Collection vehicles not constructed with an enclosed transport body must use nets, tarpaulins, or other devices to prevent accidental spillage. A cover fee of \$40 will be charged for any collection vehicle (other than a pickup truck) that enters the landfill without being so equipped.

(8[7]) Tires exceeding 25 inches in diameter will not be accepted at a city landfill site.

(9[8]) Effective January 1, 2023, an environmental fee will be applied to all commercial disposal customers at \$2.00 per ton with a minimum charge of \$2.00 for any load that is less than one ton.

(c) The director of sanitation may enter into a disposal service contract with a solid waste collection service (as defined in Section 18-29 of this chapter) to provide for volume delivery of solid waste to the landfill on an annual basis for a discounted disposal service charge, subject to the following rules and conditions:

(1) The disposal service contract must be in writing, on a form approved by the director of sanitation and the city attorney's office. The term of the contract may not be longer than five years. The contract must be authorized by administrative action and must be signed by the city manager and approved as to form by the city attorney.

(2) The disposal service contract must provide for a guaranteed annual tonnage of solid waste of not less than 5,000 tons to be disposed of at the landfill. ~~[The contractor shall not exceed the contracted guaranteed annual tonnage by more than 25 percent; this will be the contractor's maximum annual tonnage limit. Notwithstanding Subsection (b)(4[3]) of this section,]~~ ~~[i]f the landfill weighing system is inoperable during a delivery of solid waste under the contract, the tonnage will be estimated by the city on the basis of the full capacity of the vehicle delivering the solid waste in accordance with subsection (b)(4).~~

(3) The director of sanitation is not required to enter into a disposal service contract under this subsection if the director determines that:

(A) the useful life of the landfill would be adversely affected; or

(B) it is not practical to enter into a proposed disposal service contract for engineering, operational, or financial reasons.

(4) Payment of the disposal service charge under a disposal service contract will be calculated in accordance with the terms of the contract and this subsection. The initial disposal service charge for each solid waste disposal contract entered into pursuant to this subsection will be the disposal service charge in effect under Subsection (b)(2) on the date the contract is executed. On October 1 of each calendar year, the disposal service charge may be increased by the percent change, if any, between the June consumer price index for the current calendar year and the June consumer price index for the prior calendar year, except that the annual increase in the disposal service charge may not exceed six percent during any calendar year. The percent change will be determined by the director using The Consumer Price Index for All Urban Consumers (CPI-U) for the South Region for All Items, 1982- 84=100, published by the United States Department of Labor, Bureau of Labor Statistics. This Consumer Price Index adjustment to the disposal service charge will only be applied if there is an equal or greater percentage increase in the disposal service charge in effect under Subsection (b)(2) for the next fiscal year. The contractor must pay the disposal service charge on a monthly basis. At the end of each contract year, the director of sanitation shall perform a reconciliation to determine the actual tonnage of solid waste disposed of at the landfill under the contract in that contract year and to make any adjustments to the amounts finally owed by the contractor.

(5) In consideration of the agreement of a solid waste collection service to guarantee the disposal of an annual tonnage of solid waste at the landfill pursuant to a disposal service contract, consistent with market rates, the director of sanitation may provide a discount from the disposal service charge required under Subsection (c)(4) of this section. ~~[in accordance with the following table:~~

<b>Disposal Service Contract Discount Rate</b>				
<b>SOLID WASTE DISPOSED OF AT THE LANDFILL DURING A CONTRACT YEAR (in tons)</b>		<b>DISCOUNT RECEIVED BASED ON THE CONTRACT TERM (in percentages)</b>		
<b>From</b>	<b>To</b>	<b>1 or 2 Year Contract Term</b>	<b>3 or 4 Year Contract Term</b>	<b>5 Year Contract Term</b>
5,000	9,999	12.28%	13.60%	14.88%
10,000	49,999	17.81%	19.72%	21.58%
50,000	74,999	20.65%	23.55%	29.23%
75,000	99,999	21.58%	25.46%	33.06%
100,000	124,999	22.62%	27.32%	36.83%

125,000	149,999	22.85%	27.78%	37.87%
150,000	199,999	22.97%	28.13%	38.45%
200,000	No maximum	23.20%	28.65%	39.38%]

(6) If the contractor fails to dispose of the annual tonnage of solid waste at the landfill as guaranteed under the contract, the contractor must still pay the discounted disposal service charge for the entire annual tonnage guaranteed.

(7) If the director of sanitation determines that the contractor has disposed of an amount of solid waste at the landfill that exceeds the annual tonnage guaranteed under the contract [~~but does not exceed the maximum annual tonnage limit under Paragraph (2) of this subsection~~], the director shall charge a disposal service charge for that excess tonnage of solid waste using the same percentage of discount applied to the guaranteed annual tonnage under the contract.

(8) [~~If the director of sanitation determines that the contractor has disposed of solid waste under the contract in a tonnage that exceeds the maximum annual tonnage limit under Paragraph (2) of this subsection, the director:~~

(A) ~~may prohibit further disposal of solid waste by the contractor at the landfill during the contract year in which the maximum annual tonnage limit is exceeded; and~~

(B) ~~shall charge the full disposal service charge required by Subsection (e)(4), without any discount, for any solid waste disposed of at the landfill in excess of the contractor's maximum annual tonnage limit.~~

(9)] Whenever the contractor delivers a load of solid waste to the landfill that is less than one ton, the contractor will be charged the discounted disposal service charge for one ton of solid waste.

(d) Disposal service charges are payable by any of the following methods:

(1) cash at the disposal site;

(2) credit or debit cards, under conditions established by the city; or

(3) monthly billing for commercial haulers upon approval of the director of sanitation and under such conditions as may be established by the director of sanitation and approved by the city attorney.

(e) A person engaged in a special residential cleanup effort may apply to the director of sanitation for a waiver of the disposal service charge. The director of sanitation may approve the application and waive the disposal service charge if the director finds that the cleanup effort is being conducted within a residential area of the city and not for profit.

(f) A person who refuses to pay a disposal service charge required by this section or who breaches a term or condition of a disposal service contract entered into under Subsection (c) may not deposit any waste at a city transfer station or landfill site.”

SECTION 19. That Section 18-57, “License and Permit Fees,” of Article V, “Tires,” of Chapter 18, “Municipal Solid Wastes,” of the Dallas City Code is amended to read as follows:

**“SEC. 18-57. LICENSE AND PERMIT FEES.**

- (a) The annual fee for a tire business license is \$163~~[58]~~.
- (b) The annual fee for each mobile tire repair unit permit is \$163~~[58]~~.
- (c) The fee for issuing a duplicate tire business license or mobile tire repair unit permit for one that is lost, stolen, or mutilated is \$39~~[9]~~.
- (d) The applicant shall pay all fees required by this section to the director before a license or permit will be issued. No refund of a fee will be made.”

SECTION 20. That Subsection (e) of Section 27-31, “Registration; Fees; Renewal,” of Article VII, “Registration and Inspection of Rental Properties and Condominiums,” of Chapter 27, “Minimum Property Standards,” of the Dallas City Code is amended to read as follows:

“(e) The annual registration fee for a single dwelling unit rental property is: ~~[\$43 per single dwelling unit rental property]~~

- (1) \$53 between October 1, 2023 and September 30, 2024 per single dwelling unit rental property.
- (2) \$64 between October 1, 2024 and September 30, 2025 per single dwelling unit rental property.
- (3) \$74 on or after October 1, 2025 per single dwelling unit rental property.”

SECTION 21. That Subsection (d) of Section 27-42, “Property Inspection; Inspection and Reinspection Fees; Self-Certification Process,” of Article VII, “Registration and Inspection of Rental Properties and Condominiums,” of Chapter 27, “Minimum Property Standards,” of the Dallas City Code is amended to read as follows:

“(d) The director may use a property condition assessment tool to determine the frequency and the scope of graded inspections. If a property fails its graded inspection, or if the graded inspection reveals a condition the director determines to be a nuisance, the owner will be assessed fee for all subsequent inspections of the property conducted for the purposes of determining whether the owner has abated the nuisance or cured the deficiencies noted in the graded inspection. Inspection fees will be assessed as follows:

(1) For a multitenant property, a re-inspection of the exterior and any common area(s): ~~\$114[20]~~ for each separate structure inspected.

(2) For a multitenant property, re-inspection of the interior: ~~\$96[46]~~ for each unit actually re-inspected.

(3) For re-inspection of a single dwelling unit rental property: \$43 per single dwelling unit rental property.

(4) For a multitenant property, a re-inspection of swimming pool: \$74 for each swimming pool re-inspected.”

SECTION 22. That Subsection (f), of Section 27-42, “Property Inspection; Inspection and Reinspection Fees; Self-Certification Process,” of Article VII, “Registration and Inspection of Rental Properties and Condominiums,” of Chapter 27, “Minimum Property Standards,” of the Dallas City Code is amended to read as follows:

“(f) For failure to have or display, at any time, required documentation, including, but not limited to, permits, notices, licenses, records, or certificates of occupancy, the fee is ~~\$146[86]~~ multiplied by the total number of units in multitenant property.”

SECTION 23. That Section 42B-5, “Short-Term Rental Registration; Fees; Renewal,” of Chapter 42, “Short-Term Rentals,” of the Dallas City Code is amended to read as follows:

“(a) Each short-term rental lodging use must be separately registered.

(b) A short-term rental registration expires on the earlier of:

(1) one year after the registration date, or

(2) when ownership of the property changes.

(c) The annual registration fee for a short-term rental is ~~\$248.00[404.00]~~.



(d) The registration fee is nonrefundable. The registration fee may not be prorated or applied to another property.

(e) The initial inspection fee is included in the annual registration fee. If a property must be reinspected, the reinspection fee is \$144.00~~[234.00]~~.

(f) A host shall keep the information contained in its registration application current and accurate. If there is any change in the application information, the host shall notify the director in writing within 10 days of the changes of information.

(g) A registration may be renewed by making application for a renewal in accordance with this chapter on a form provided by the director. In the application for renewal, the host shall certify that all information in the then-current registration application is still accurate as of the date of the renewal application or otherwise correct any information that is not accurate as of the date of the renewal application.”

SECTION 24. That Subsection (b) of Section 43A-18, “Certification of Manager of Operations,” of Article III, “Maintenance and Operation of Swimming Pools,” of Chapter 43A, “Swimming Pools,” of the Dallas City Code is amended to read as follows:

“(b) The certification of a manager of operations expires two years from the date of certification and a manager must repeat the training course to maintain certification. The fee for the training course and certificate is \$50~~[25]~~.”

SECTION 25. That Section 48B-21, “Registration Fee and Inspection Charge,” of Article IV, “Registration and Inspection of Vacant Lots and Buildings Located Outside the Central Business District,” of Chapter 48B, “Vacant Buildings and Lots,” of the Dallas City Code is amended to read as follows:

**“SEC. 48B-21. REGISTRATION FEE AND INSPECTION CHARGE.**

(a) The fee for a certificate of registration for a vacant building or vacant lot is as follows:

- (1) Basic property registration is \$124.00~~[54.00]~~
- (2) Problem property registration is \$196.00~~[149.00]~~.

(b) When a vacant lot or vacant building is classified as a problem property, the owner of the property may be subject to monthly monitoring and inspections for the purpose of enforcing and ensuring compliance with this section and other applicable regulations. A separate fee of

\$219[174] will be assessed each time the property is inspected and a property maintenance violation is present. The inspection fee will be assessed when:

- (1) responding to a complaint received by code compliance and a property maintenance violation is present;
- (2) performing a 30-day monitoring inspection and a property maintenance violation is present; or
- (3) performing a reinspection of the property and the property maintenance violation has not been corrected.”

SECTION 26. That Subsection (c), “Rate Tables,” of Section 49-18.1, “Rates for Treated Water Service,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(c) Rate tables. The director shall charge customers for treated water service in accordance with the following tables:

- (1) Water Service Customer Charges.

METER SIZE	RATE PER METER
5/8-inch meter	\$5.79[5.65]
3/4-inch meter	\$8.16[7.96]
1-inch meter	\$11.89[11.60]
1-1/2-inch meter	\$22.07[21.53]
2-inch meter	\$35.91[35.03]
3-inch meter	\$84.98[82.88]
4-inch meter	\$139.70[136.28]
6-inch meter	\$277.42[270.63]
8-inch meter	\$462.20 [450.46]
10-inch meter or larger	\$709.10[691.68]

- (2) Usage Charge – Rate Per 1,000 Gallons.

TYPE OF USAGE			
(A)	Residential:		
	(i)	Up to 4,000 gallons	\$2.03[1.99]
	(ii)	4,001 to 10,000 gallons	\$4.44[4.33]

	(iii)	10,001 to 20,000 gallons	\$ <u>7.26</u> [ <del>7.07</del> ]
	(iv)	20,001 to 30,000 gallons	\$ <u>10.34</u> [ <del>10.08</del> ]
	(v)	Above 30,000 gallons	\$ <u>12.03</u> [ <del>11.72</del> ]
(B)	General service:		
	(i)	Up to 10,000 gallons	\$ <u>4.83</u> [ <del>4.70</del> ]
	(ii)	Above 10,000 gallons	\$ <u>5.31</u> [ <del>5.16</del> ]
	(iii)	Above 10,000 gallons and 1.4 times annual average monthly usage	\$ <u>8.05</u> [ <del>7.85</del> ]"

SECTION 27. That Paragraph (1) of Subsection (f), “Election for Certain General Water Service Customers,” of Section 49-18.1, “Rates for Treated Water Service,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(1) The customer must agree to pay each year:

(A) the monthly customer charge as provided in Subsection (c);

(B) \$2,953.56[~~2,866.70~~] per month as a usage charge on the first 1,000,000 gallons used in a billing period; and

(C) \$4.65[~~4.54~~] per 1,000 gallons used in excess of 1,000,000 gallons per month.”

SECTION 28. That Subsection (g), “Adjusted Rates for Hidden Water Leaks,” of Section 49-18.1, “Rates for Treated Water Service,” Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(g) Adjusted rates for hidden water leaks. When a customer experiences a substantial increase in water or wastewater usage from a hidden water leak and the customer meets the requirements of Section 49-9(e), the director will adjust the account and bill the customer.

(1) an estimated amount of normal water usage for the period at the regular rate;

(2) the excess water usage caused by the hidden leak at the following applicable rate:

TYPE OF USAGE		RATE PER 1,000 GALLONS
(A)	Residential	\$ <u>2.03</u> [ <del>1.99</del> ]

(B)	General Service	\$ <u>4.83</u> [4.70]
(C)	Optional general service	\$ <u>4.65</u> [4.54]
(D)	Municipal service	\$ <u>3.19</u> [3.10]

and

(3) the applicable wastewater rate prescribed in Section 49-18.2(c), based on an adjustment of wastewater volume to estimated normal volume, where adjustment is appropriate.”

SECTION 29. That Subsection (i), “Rates for Municipal Purpose Water Service,” of Section 49-18.1, “Rates for Treated Water Service,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(i) Rates for municipal purpose water service. Water service to property owned by the city of Dallas that is used solely for municipal purposes may be charged \$3.19[3.10] per 1,000 gallons of water used.”

SECTION 30. That Subsection (c), “Rate Tables,” of Section 49-18.2, “Rates for Wastewater Service,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(c) Rate tables. The director shall charge a customer for wastewater service in accordance with the following tables:

Wastewater Service Charges.

(1) Monthly customer charges.

<b>METER SIZE</b>	<b>RATE PER METER</b>
5/8-inch meter	\$ <u>5.21</u> [5.07]
3/4-inch meter	\$ <u>6.91</u> [6.74]
1-inch meter	\$ <u>10.26</u> [10.00]
1-1/2-inch meter	\$ <u>19.73</u> [19.25]
2-inch meter	\$ <u>32.54</u> [31.75]
3-inch meter	\$ <u>75.85</u> [74.00]
4-inch meter	\$ <u>119.90</u> [117.00]
6-inch meter	\$ <u>238.20</u> [232.45]

8-inch meter	\$396.77[387.10]
10-inch meter or larger	\$623.90[609.00]

(2) Monthly residential use charge: \$5.87[5.67] per 1,000 gallons of the average water consumption billed in the months of December, January, February, and March or the actual month's water consumption, whichever is less, up to a maximum charge of 40,000 gallons per month.

(3) Monthly general service usage charge: \$4.96[4.84] per 1,000 gallons of water used.

(4) Monthly usage charge for Section 49-18.1(f) customer: \$4.56[4.44] per 1,000 gallons of water used.

(5) Monthly general service usage charge for wastewater separately metered: \$4.61[4.49] per 1,000 gallons of wastewater discharged.

(6) Monthly surcharge for excessive concentrations of waste: an amount calculated in accordance with Sections 49-18.12, 49-48, and 49-49 of this chapter.

(7) Monthly surcharges for excessive concentrations of waste for wastewater separately metered: An amount calculated in accordance with Sections 49-18.12, 49-48, and 49-49 of this chapter.”

SECTION 31. That Subsection (f), “Rates for Municipal Purpose Wastewater Service,” of Section 49-18.2, “Rates for Wastewater Service,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(f) Rates for municipal purpose wastewater service. Wastewater service to property owned by the city of Dallas that is used solely for municipal purposes may be charged \$3.22[3.15] per 1,000 gallons of water used.”

SECTION 32. That Subsection (b), “Rate Table,” of Section 49-18.4, “Rates for Wholesale Water and Wastewater Service to Governmental Entities,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(b) Rate table. The director shall charge a governmental entity for wholesale water service in accordance with the following:

(1) The volume charge for treated water is \$0.5150[0.4520] per 1,000 gallons of water used, and the annual water year demand charge is \$328,362[320,826] per each mgd, as established by the highest rate of flow controller setting.

(2) If a flat rate charge for treated water is provided by contract, or in the absence of a rate flow controller, the charge is \$2.8349[2.4572] per 1,000 gallons of treated water used.

(3) A monthly readiness-to-serve charge will be assessed for any standby service point. The monthly fee, based on size of connection, is as follows:

Size of Connection	Monthly Standby Fee
3-inch	\$84.98[82.88]
4-inch	\$139.70[136.28]
6-inch	\$277.42[270.63]
8-inch	\$462.20[450.46]
10-inch or larger	\$709.10[691.68]

(4) The rate for regular untreated water service to a governmental entity is \$1.1409[1.0598] per 1,000 gallons of untreated water used. The rate for interruptible untreated water service to a governmental entity is \$0.4322[0.4384] per 1,000 gallons of untreated water used.”

SECTION 33. That Subsection (e), “Wholesale Wastewater Rates,” of Section 49-18.4, “Rates for Wholesale Water and Wastewater Service to Governmental Entities,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(e) Wholesale wastewater rates. The director may provide wholesale wastewater service to other governmental entities by contract, in accordance with the following rules:

(1) The monthly rate for wholesale wastewater service is \$3.1003[2.9685] per 1,000 gallons of wastewater discharged. The director is authorized to compensate those governmental entities located within the boundaries of the city for the city’s use of integrated facilities owned by those governmental entities.

(2) An infiltration and inflow adjustment factor of 12.0[20.3] percent will be added to the average water consumption for the months of December, January, February, and March to determine billable volume for a governmental entity with unmetered wholesale wastewater service.

(3) If the BOD or suspended solids concentration of waste discharged exceeds 250 mg/L, the governmental entity must pay a surcharge calculated in accordance with Section 49-18.12(1)(A) or (B), whichever applies.”

SECTION 34. That Subsection (f), “Treatment of Water Owned by Another Governmental Entity,” of Section 49-18.4, “Rates for Wholesale Water and Wastewater Service to Governmental Entities,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(f) Treatment of water owned by another governmental entity. The director may provide treatment services at the Elm Fork water treatment plant to water owned by another governmental entity in accordance with a written contract. The volume charge for treating water owned by another governmental entity is \$~~0.4243~~~~[0.3495]~~ per 1,000 gallons of water treated, and the annual water year demand charge is \$~~49,747.09~~~~[50,397]~~ per each mgd, as established by the maximum demand capacity set forth in the contract.”

SECTION 35. That Subsection (a), “Regular Rate,” of Section 49-18.5, “Rate for Untreated Water,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(a) Regular rate. The charge for untreated water is \$~~1.1409~~~~[1.0598]~~ per 1,000 gallons of water used.”

SECTION 36. That Subsection (b), “Interruptible Rate,” of Section 49-18.5, “Rate for Untreated Water,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(b) Interruptible rate. The charge for interruptible service is \$~~0.4322~~~~[0.4381]~~ per 1,000 gallons of water used.”

SECTION 37. That Subsection (a), “Water Service Installation and Connection Charge,” of Section 49-18.7, “Service Connection Charges,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(a) Water service installation and connection charge. The director shall charge for the installation of all water service connection at the following rates:

(1) Water Service Installation Charges.

Connection Size	Fee
3/4-inch	\$ <del>6,190.00</del> [ <del>3,870.00</del> ]
1-inch	\$ <del>6,360.00</del> [ <del>4,070.00</del> ]
1 1/2-inch	\$ <del>7,590.00</del> [ <del>5,070.00</del> ]
2-inch	\$ <del>8,380.00</del> [ <del>5,570.00</del> ]

(2) Connecting Existing Water Service.

Connection Size	Fee
3/4-inch	\$1,200.00[ <del>1,080.00</del> ]
1-inch	\$ <del>1,380.00</del> [ <del>1,080.00</del> ]
1 1/2-inch	\$ <del>2,860.00</del> [ <del>2,280.00</del> ]
2-inch	\$ <del>3,870.00</del> [ <del>2,280.00</del> ]
Up to 2-inch bullhead	\$ <del>3,400.00</del> [ <del>2,880.00</del> ]"

SECTION 38. That Subsection (b), “Wastewater Service Installation and Connection Fees,” of Section 49-18.7, “Service Connection Charges,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

“(b) Wastewater service installation and connection fees. Except as provided in Subsection (d), the city shall charge the following rates for the installation or connection of residential wastewater service lines:

(1)	First wastewater service line installation and connection charge	\$ <del>6,890.00</del> [ <del>4,120.00</del> ]
(2)	For connecting existing wastewater service lines constructed by other persons	\$475.00”

SECTION 39. That Section 49-18.9, “Charges for Use of Fire Hydrants,” of Article II, “Rates, Charges and Collections,” of Chapter 49, “Water and Wastewater,” of the Dallas City Code is amended to read as follows:

**“SEC. 49-18.9. CHARGES FOR USE OF FIRE HYDRANTS.**

A person requesting the use of water from a fire hydrant pursuant to Section 49-27 shall pay the following application charges:



(1) a deposit of \$2,150 to be refunded when the service is discontinued and the meter is returned to the city by the person or the person’s authorized representative, less any unpaid fees for services and any costs to repair damage in excess of normal wear;

(2) a monthly fire hydrant service charge of ~~\$84.98~~[82-88]; and

(3) a usage charge for water that will be billed at the general service rate prescribed in Section 49-18.1(c)(2)(B).”

SECTION 40. That Section 50-82, “Fee,” of Article V, “Wood Vendors,” of Chapter 50, “Consumer Affairs,” of the Dallas City Code is amended to read as follows:

**“SEC. 50-82. FEE.**

The applicant shall pay an annual permit fee of \$82. The fee for issuing a replacement license for a lost, destroyed, or mutilated license is \$20. The fee is payable[44] to the director at the time the license is issued. No refund of license fees shall be made.”

SECTION 41. That Section 50-101, “Fees,” of Article VII, “Electronic Repairs,” of Chapter 50, “Consumer Affairs,” of the Dallas City Code is amended to read as follows:

**“SEC. 50-101. FEES.**

The annual fee for an electronic repair license is ~~\$126~~[53]. The fee for issuing a duplicate license for additional establishments or for a lost, destroyed, or mutilated license is ~~\$0~~[4]. The fee is payable to the director upon issuance of a license. No refund of license fees shall be made.”

SECTION 42. That Section 50-116, “Fees,” of Article IX, “Motor Vehicle Repairs,” of Chapter 50, “Consumer Affairs,” of the Dallas City Code is amended to read as follows:

**“SEC. 50-116. FEES.**

The annual fee for a motor vehicle repair license is ~~\$122~~[57] for the first location and \$75 for a duplicate license for each additional location. The fee for issuing a replacement license for one lost, destroyed, or mutilated is ~~\$25~~[2]. The fee is payable to the director upon issuance of a license. No refund of license fees will be made.”

SECTION 43. That Section 50-137, “License Fees,” of Article X, “Home Repair,” of Chapter 50, “Consumer Affairs,” of the Dallas City Code is amended to read as follows:

**“SEC. 50-137. LICENSE FEES.**

(a) The fee for a home repair license is \$~~117~~[48] a year.

(b) The fee for issuance of a duplicate home repair license for a license that is destroyed or lost is \$~~20~~[2].

(c) License fees required under this section are not refundable and are payable to the director upon issuance or renewal of the license. The director may not issue or renew a home repair license before the fee is paid.”

SECTION 44. That Section 50-149, “Registration Application,” of Division 2, “Registration of Credit Services Organizations and Credit Access Businesses,” of Article XI, “Credit Services Organizations and Credit Access Businesses,” of Chapter 50, “Consumer Affairs,” of the Dallas City Code is amended to read as follows:

(a) To obtain a certificate of registration for a credit services organization or credit access business, a person must submit an application on a form provided by the city for that purpose to the director. The application must contain the following:

(1) The business or trade name, street address, mailing address, facsimile number, and telephone number of the credit services organization or credit access business.

(2) The names, street addresses, mailing addresses, and telephone numbers of all owners of the credit services organization or credit access business and other persons with a financial interest in the credit services organization or credit access business, and the nature and extent of each person's interest in the credit services organization or credit access business.

(3) A copy of a current, valid state registration statement held by the credit services organization pursuant to Section 393.101 of the Texas Finance Code, as amended.

(4) A copy of a current, valid state license held by the credit access business pursuant to Section 393.603 of the Texas Finance Code, as amended.

(5) A copy of a current, valid city certificate of occupancy showing that the credit services organization or credit access business is in compliance with the Dallas Development Code.

(6) A non-refundable application fee of \$~~28~~[67].”

SECTION 45. That Paragraph (4) of Subsection (t), “Fee for Municipal Setting Designation Ordinance,” of Section 51A-1.105, “Fees,” of Article I, “General Provisions,” of

Chapter 51A, “Dallas Development Code: Ordinance No. 19455, as amended,” is amended to read as follows:

“(4) The initial filing fee for a municipal setting designation ordinance is ~~\$3,903~~[4,000]. The director shall not mail notices or advertise the public meeting until the estimated cost of mailing notices and advertising the public meeting is paid. The director shall not place a municipal setting designation ordinance on a city council agenda until an additional processing fee of ~~\$8,192~~[8,550] is paid.”

SECTION 46. That Subparagraph 303.5.9.5, “Certificate of Occupancy Validation Inspection Fee,” of Paragraph 303.5.9, “Free for a Certificate of Occupancy,” of Subsection 303.5, “Other Fees,” of Section 303, “Fees,” of Subchapter 3, “Permits and Inspections,” of Chapter 52, “Administrative Procedures for the Construction Codes,” of the Dallas City Code is amended to read as follows

**“303.5.9.5[.] Certificate of ~~o~~[O]ccupancy ~~v~~[V]alidation ~~i~~[I]nspection ~~f~~[F]ee.** The director of code compliance shall perform a certificate of occupancy validation inspection within 12 months after issuance of a new certificate of occupancy. An additional ~~\$113.00~~[65.00] fee for a certificate of occupancy validation inspection must be paid with an application for a certificate of occupancy.”

SECTION 47. That, unless specifically provided otherwise by this ordinance or by state law, a person violating a provision of this ordinance governing fire safety, zoning, or public health and sanitation, is, upon conviction, is punishable by a fine not to exceed \$2,000 and that a person violating any other provision of this ordinance is, upon conviction, punishable by a fine not to exceed \$500.

SECTION 48. That Chapters 2, 7, 8A, 12B, 15D, 16, 18, 27, 42B, 43A, 48B, 49, 50, 51A, and 52 of the Dallas City Code, as amended, shall remain in full force and effect, save and except as amended by this ordinance. Any proceeding, civil or criminal, based upon events that occurred prior to the effective date of this ordinance are saved, and the former law is continued in effect for that purpose.

SECTION 49. That any act done or right vested or accrued, or any proceeding, suit, or prosecution had or commenced in any action before the amendment or repeal of any ordinance, or part thereof, shall not be affected or impaired by amendment or repeal of any ordinance, or part thereof, and shall be treated as still remaining in full force and effect for all intents and purposes as if the amended or repealed ordinance, or part thereof, had remained in force.

SECTION 50. That the terms and provisions of this ordinance are severable and are governed by Section 1-4 of Chapter 1 of the Dallas City Code, as amended.

SECTION 51. That this ordinance shall take effect on October 1, 2023, and it is accordingly so ordained.

APPROVED AS TO FORM:

TAMMY L. PALOMINO, Interim City Attorney

By \_\_\_\_\_  
Assistant City Attorney

Passed \_\_\_\_\_



## Agenda Information Sheet

**File #:** 23-2317

**Item #:** 8.

**STRATEGIC PRIORITY:** Government Performance & Financial Management

**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** N/A

**DEPARTMENT:** Budget and Management Services

**EXECUTIVE:** Jack Ireland

### SUBJECT

An ordinance amending Sections 2-38, 2-39, and 2-53 of Chapter 2, "Administration"; amending Sections 9B-6 and 9B-7 of Chapter 9B, "Building Security"; amending Sections 13-7, 13-8, 13-9, 13-10, and 13-11 of Chapter 13, "Courts, Fines and Imprisonments"; amending Section 28-130, 28-130.7, and 28-130.12 of Chapter 28, "Motor Vehicles and Traffic," of the Dallas City Code; adding new Sections 2-175, 2-176, and 2-177 to Chapter 2, "Administration"; **(1)** assigning historic preservation duties to the Department of Planning and Urban Design; **(2)** creating the Office of the City Marshal; **(3)** renaming the Department of Court and Detention Services the Department of Dallas Municipal Court; **(4)** providing a saving clause; **(5)** providing a severability clause; and **(6)** providing an effective date - Financing: No cost consideration to the City.

### BACKGROUND

During FY 2022-23, the City Manager's Office reviewed the Department of Court and Detention Services and analyzed its various business units and service delivery processes. During this review, it was determined that the current structure whereby the City Marshal reports to the Department of Court and Detention Services stems from the historical need for a law enforcement agency to serve municipal warrants. Over time, the role of the City Marshal has expanded beyond warrant service to include managing the City Detention Center; managing the City Sobering Center; providing support and enforcement at Park & Recreation facilities, illegal dumping, and homelessness encampment resolution; managing the School Crossing Guard Program; and managing the Lew Sterrett Jail contract. This organizational change will result in the creation of the Office of the City Marshal and reassign the following services to the new office: City Detention Center, City Marshal's Office, Lew Sterrett Jail Contract, Security Services, School Crossing Guard Program, Sobering Center, Marshal's Park Enforcement, and Environmental Crimes.

This change will also result in a name change of the Department of Court and Detention Services to Dallas Municipal Court to more accurately reflect the remaining services of Municipal Court Services and Parking Adjudication Office.

Additionally, the historic preservation duties in the Office of Management Services will be assigned to the Department of Planning and Urban Design. This change will move services related to historic districts (including administering tax incentive programs), historic structures, Landmark Designation, and Certificates of Appropriateness. This allows direct oversight of functions and strengthens accountability.

### **PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

The City Council was briefed on the “City Manager’s Proposed Budget” on August 8, 2023.

On September 6, 2023, the City Council discussed budget amendments and passed a budget ordinance on the first reading by Resolution No. 23-1195.

### **FISCAL INFORMATION**

No cost consideration to the City.

ORDINANCE NO. \_\_\_\_\_

An ordinance amending Section 2-53 of Chapter 2, “Administration”; amending Sections 9B-6 and 9B-7 of Chapter 9B, “Building Security”; amending Sections 13-7, 13-8, 13-9, 13-10, and 13-11 of Chapter 13, “Courts, Fines and Imprisonments”; amending Section 28-130, 28-130.7, and 28-130.12 of Chapter 28, “Motor Vehicles and Traffic,” of the Dallas City Code; adding new Sections 2-175, 2-176, and 2-177 to Chapter 2, “Administration”; assigning the duties of the Office of Management Services to the Department of Planning and Urban Design; creating the Office of the City Marshal; renaming the Department of Court and Detention Services the Department of Dallas Municipal Court; providing a saving clause; providing a severability clause; and providing an effective date. Now, Therefore,

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Section 2-53, “Duties of the Chief Planning Officer,” of Article V-e, “Department of Planning and Urban Design,” of Chapter 2, “Administration,” of the Dallas City Code is amended to read as follows:

**“SEC. 2-53. DUTIES OF THE CHIEF PLANNING OFFICER.**

The chief planning officer shall perform the following duties:

- (1) Supervise and administer the department of planning and urban design.
- (2) Advise the city manager, in cooperation with others designated by the city manager, on matters affecting the urban design and physical development of the city.
- (3) Develop and recommend to the city manager a comprehensive plan for the city.
- (4) Review and make recommendations regarding proposed actions implementing the comprehensive plan.

(5) Participate in the preparation and revision of the capital improvement program.

(6) Coordinate all planning relating to urban redevelopment, urban rehabilitation, and conservation intended to alleviate or prevent slums, obsolescence, blight, or other conditions of urban deterioration.

(7) Provide services related to historic districts, historic structures, and potential historic districts and structures.

(8) Administer the historic district tax incentive programs.

(9) Perform such other duties as may be required by the city manager or by ordinance of the city council.

(10[8]) Give advice and provide staff assistance to the board of adjustment, ~~and~~ the plan commission, and the landmark commission in the exercise of their responsibilities.”

SECTION 2. That Chapter 2, “Administration,” of the Dallas City Code is amended by adding a new Article XXXI, “Office of the City Marshal,” to read as follows:

**“ARTICLE XXXI.**

**OFFICE OF THE CITY MARSHAL.**

**SEC. 2-175. CREATED.**

There is hereby created a division of the city manager’s office to be known as the office of the city marshal, to be filled by a qualified person appointed by the city manager. The city marshal shall appoint such deputies as are authorized from time to time. The city marshal and his or her deputies shall meet all qualifications necessary to be certified as peace officers by the Texas Commission on Law Enforcement.

**SEC. 2-176. DUTIES OF THE CITY MARSHAL.**

The city marshal and his or her deputies, acting under the direction of the city manager, shall perform the following duties:

(1) execute warrants of arrest, subpoenas, and other legal process issuing out of the municipal court of record;

(2) execute other warrants of arrest, subpoenas, and legal process as determined by the municipal clerk;

(3) enforce state laws and the Dallas City Code;



(4) manage and operate the city detention center and sobering center;

(5) manage Dallas Security Services Division, security technology and security badging unit for protection of employees, citizens, and property at facilities that are owned, occupied, or managed by the city to ensure safety, orderly, and lawful conduct on those premises, except as otherwise provided by the city manager, city charter, or ordinance of the city council; and

(6) perform such other duties as may be required by the city manager or ordinance of city council.

**SEC. 2-177. CITY MARSHAL’S AUTHORITY; ELIGIBILITY FOR PENSION.**

(a) The city marshal and his or her deputies shall serve as peace officers and have full police authority in the exercise of their assigned duties.

(b) The city marshal and his or her deputies are not members of the police department of the city and are not eligible for membership in the Firemen, Policemen and Fire Alarm Operators Pension Fund; however, they are eligible for membership in the employee’s retirement fund of the city. The city marshal and his or her deputies are paid law enforcement officers for the purpose of qualifying for survivors’ assistance benefits under the provisions of Article 6228f, Vernon’s Texas Civil Statutes.”

SECTION 4. That Section 9B-6, “Created; Duties,” of Article II, “Dallas Security Officers,” of Chapter 9B, “Building Security,” of the Dallas City Code is amended to read as follows:

**“SEC. 9B-6. CREATED; DUTIES.**

(a) There is hereby created in the office of the city marshal [~~department of court and detention services of the city, under the direction of the director of court and detention services,~~] personnel known as Dallas security officers[~~, who shall be organized auxiliary units to the police department~~].

(b) Dallas security officers shall perform the following duties:

(1) maintain security and protection for premises and lawful occupants of premises that are owned, occupied, or managed by the city and ensure orderly and lawful conduct and activities on those premises; and

(2) perform such other duties as may be required by the city marshal [~~direct or regulate traffic in conformance with traffic laws on premises that are owned, occupied, or managed by the city, and on the main entrance and exit roadway in front of the Dallas Love Field terminal~~].”

SECTION 5. That Section 9B-7, “Authority,” of Article II, “Dallas Security Officers,” of Chapter 9B, “Building Security,” of the Dallas City Code is amended to read as follows:

**“SEC. 9B-7. AUTHORITY.**

While at an assigned place of duty, a person employed as a Dallas security officer:

(1) is vested with the ~~[police]~~ power of arrest for misdemeanor breaches [violations] of the peace, to prevent the consequences of theft and felonies in the officer’s presence [city ordinances and state laws], limited to situations arising out of enforcement of the officer’s specific duties and further limited to the specific authority contained in the officer’s warrant of appointment;

(2) may carry and use a firearm when authorized by the city marshal ~~[director of court and detention services]~~; and

(3) must be identified by uniform and badge.”

SECTION 6. That Section 13-7, “Department of Court and Detention Services Created; Director,” of Article II, “Municipal Court of Record,” of Chapter 13, “Courts, Fines, and Imprisonments,” of the Dallas City Code is amended to read as follows:

**“SEC. 13-7. DEPARTMENT OF DALLAS MUNICIPAL COURT [~~AND DETENTION SERVICES~~] CREATED; DIRECTOR.**

There is hereby created the department of Dallas municipal court ~~[and detention services]~~, the director of which shall be the clerk of the municipal court of record who shall be known as the municipal clerk.”

SECTION 7. That Subsection (a) of Section 13-8, “Duties of the Municipal Clerk; Court Administrator and Director; Deputy Clerks,” of Article II, “Municipal Court of Record,” of Chapter 13, “Courts, Fines, and Imprisonments,” of the Dallas City Code is amended to read as follows:

“(a) The municipal clerk, who also holds the position of court administrator and director of the department of Dallas municipal court ~~[and detention services]~~, shall:

(1) prepare and maintain accurate dockets and minutes for each municipal court of record division created under this article;

(2) have custody of all documents and papers relating to the business of the municipal court of record divisions;

- (3) supervise the collection of fines imposed by the municipal court of record;
- (4) maintain complaints for all cases in the municipal court of record for which a complaint is required by law;
- (5) supervise the administration of arrest warrants; and
- (6) ~~[supervise Dallas security officers providing security in and around all public buildings, except as otherwise provided by the city manager, the city charter, or ordinance or resolution of the city council, and~~
- ~~(7)~~ have all other powers and duties assigned to the municipal clerk by the city charter, other city ordinances, Chapter 30 of the Texas Government Code, or other state law.”

SECTION 8. That Section 13-9, “Office of the City Marshal,” of Article II, “Municipal Court of Record,” of Chapter 13, “Courts, Fines, and Imprisonments,” of the Dallas City Code is amended to read as follows:

**“SEC. 13-9.           RESERVED [~~OFFICE OF THE CITY MARSHAL~~].**

~~[There is hereby created the office of the city marshal, to be filled by a qualified person appointed by the municipal clerk. The city marshal shall appoint such deputies as are authorized from time to time. The city marshal and his deputies shall meet all qualifications necessary to be certified as peace officers by the Texas Commission on Law Enforcement Officer Standards and Education.]”~~

SECTION 9. That Section 13-10, “Duties of the City Marshal,” of Article II, “Municipal Court of Record,” of Chapter 13, “Courts, Fines, and Imprisonments,” of the Dallas City Code is amended to read as follows:

**“SEC. 13-10.           RESERVED [~~DUTIES OF THE CITY MARSHAL~~].**

~~[The city marshal and his or her deputies, acting under the direction of the municipal clerk, shall perform the following duties:~~

- ~~(1) execute warrants of arrest, subpoenas, and other legal process issuing out of the municipal court of record;~~
- ~~(2) execute other warrants of arrest, subpoenas, and legal process as determined by the municipal clerk; and~~
- ~~(3) enforce Sections 28-61.1 and 28-63.3 of the Dallas City Code.]”~~

SECTION 10. That Section 13-11, “City Marshal’s Authority; Eligibility For Pension,” of Article II, “Municipal Court of Record,” of Chapter 13, “Courts, Fines, and Imprisonments,” of the Dallas City Code is amended to read as follows:

“**SEC. 13-11.            RESERVED [~~CITY MARSHAL’S AUTHORITY; ELIGIBILITY FOR PENSION~~].**

(a) ~~The city marshal and his deputies shall serve as peace officers and have full police authority in the exercise of their assigned duties.~~

(b) ~~The city marshal and his deputies are not members of the police department of the city and are not eligible for membership in the Firemen, Policemen and Fire Alarm Operators Pension Fund; however, they are eligible for membership in the employee’s retirement fund of the city. The city marshal and his deputies are paid law enforcement officers for the purpose of qualifying for survivors’ assistance benefits under the provisions of Article 6228f, Vernon’s Texas Civil Statutes.]”~~

SECTION 11. That Subsection (a) of Section 28-130, “General Authority and Duty of Director,” of Division 7, “Administrative Adjudication of Parking Violations,” of Article XI, “Stopping, Standing, and Parking Generally,” of Chapter 28, “Motor Vehicles and Traffic,” of the Dallas City Code is amended to read as follows:

“(a) The director of Dallas municipal court [~~and detention services~~] shall implement and enforce the provisions of this division relating to hearing officers, administrative adjudication hearing procedures, and appeals and may by written order establish such rules or regulations, not inconsistent with this division, as the director determines are necessary to discharge the director’s duty under or to effect the policy of this division.”

SECTION 12. That Subsection (e) of Section 28-130.7, “Hearings for Disposition of a Parking Citation; Parking Citation as Prima Facie Evidence,” of Division 7, “Administrative Adjudication of Parking Violations,” of Article XI, “Stopping, Standing, and Parking Generally,” of Chapter 28, “Motor Vehicles and Traffic,” of the Dallas City Code is amended to read as follows:

“(e) An order of a hearing officer must be filed with the city department of Dallas municipal court [~~and detention services~~], in a separate index and file. The order may be recorded using computer printouts, microfilm, microfiche, or other digital retention methods.”

SECTION 13. That Subsection (a) of Section 28-130.12, “Appeal from Hearing,” of Division 7, “Administrative Adjudication of Parking Violations,” of Article XI, “Stopping, Standing, and Parking Generally,” of Chapter 28, “Motor Vehicles and Traffic,” of the Dallas City Code is amended to read as follows:

“(a) A person determined by a hearing officer, at either an instanter or scheduled administrative adjudication hearing or by failure to answer a parking citation or appear at a hearing in the time required, to be liable for a parking violation may appeal this determination to the municipal court by filing a petition, along with a filing fee of \$15, with the municipal court clerk or a deputy clerk within 30 calendar days after the hearing officer’s order is filed with the department of Dallas municipal court [~~and detention services~~]. If the hearing officer’s order is reversed, the \$15 filing fee shall be returned by the city to the appellant.”

SECTION 14. That Chapters 2, 9B, 13, and 28 of the Dallas City Code shall remain in full force and effect, save and except as amended by this ordinance.

SECTION 15. That any act done or right vested or accrued, or any proceeding, suit, or prosecution had or commenced in any action before the amendment or repeal of any ordinance, or part thereof, shall not be affected or impaired by amendment or repeal of any ordinance, or part thereof, and shall be treated as still remaining in full force and effect for all intents and purposes as if the amended or repealed ordinance, or part thereof, had remained in force.

SECTION 16. That the terms and provisions of this ordinance are severable and are governed by Section 1-4 of Chapter 1 of the Dallas City Code, as amended.

SECTION 17. That this ordinance shall take effect immediately from and after its passage and publication in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so ordained.

APPROVED AS TO FORM:

TAMMY L. PALOMINO, Interim City Attorney

By \_\_\_\_\_  
Assistant City Attorney

Passed \_\_\_\_\_



Agenda Information Sheet

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**File #:** 23-2330

**Item #:** 9.

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**STRATEGIC PRIORITY:** Government Performance & Financial Management

**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** All

**DEPARTMENT:** Department of Human Resources

**EXECUTIVE:** Kimberly Bizer Tolbert

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**SUBJECT**

Authorize **(1)** position changes; **(2)** approval of Civilian salary schedules for fiscal year 2023-24; **(3)** merit pay increases for civilian staff effective January 1, 2024, payable the first civilian pay period of the calendar year; **(4)** increase the minimum civilian hiring rate to \$18.50 effective January 1, 2024, payable the first civilian pay period of the calendar year; **(5)** adding new pay schedules for uniformed Fire and Police effective January 1, 2024, payable the first uniform pay period of the calendar year; and **(6)** adding new pay schedules for uniformed Fire and Police Executives effective January 1, 2024, payable the first uniform pay period of the calendar year - Financing: This action has no cost consideration to the City (any budget impact is contained in the FY 23-24 City Budget)

**BACKGROUND**

This item will authorize position additions, deletions, reclassifications, upgrades, downgrades, and transfers as a result of revised program goals and budget decisions recently recommended to the City Council.

The recommended FY 2023-24 Civilian Salary Schedules increases the lowest minimum hiring rate to \$18.50 effective January 1, 2024, payable the first pay period of the calendar year.

It is necessary to ratify these actions and to amend the civilian pay plans in conjunction with the approved budget authorizing these changes.

**PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

City Council was briefed on the proposed FY 2023-2024 Budget on August 8, 2023.

**FISCAL INFORMATION**

This action has no cost consideration the City. Funding for this item is included as part of the adoption for the FY 2023-24 budget.

September 20, 2023

**WHEREAS**, the City Council of the City of Dallas has adopted a budget for the fiscal year beginning October 1, 2023; and

**WHEREAS**, the budget adopted is predicated upon approved salary schedules authorizing a plan of equitable pay; and

**WHEREAS**, merit pay increases for civilian staff are approved effective January 1, 2024, for FY 2023-24, payable the first civilian pay period of the calendar year; and

**WHEREAS**, the FY 2023-24 budget adds new salary schedules for civilian and uniformed Police and Fire Executives effective January 1, 2024; and

**WHEREAS**, the Human Resources Department has assigned new classifications for several positions in the FY 2023-24 budget; and

**WHEREAS**, it is necessary to authorize the positions which have been deleted, upgraded, downgraded, reclassified, transferred, or added in the FY 2023-24 budget due to funding and program changes; and

**WHEREAS**, it is necessary to transfer positions from one department to another department; and

**WHEREAS**, it is considered desirable and necessary to ratify these actions and to amend the civilian pay schedules together with the budget providing for these changes; and

**WHEREAS**, it is considered desirable and necessary to make changes to the Alphabetic and Numeric lists of Classification Titles.

**NOW, THEREFORE,**

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

**SECTION 1.** That Alphabetic and Numeric lists of Classification Titles be approved, effective October 1, 2023. **(Attachment A)**

**SECTION 2.** That the Civilian salary schedule reflects no adjustment to the grade minimums through December 31, 2023. **(Attachment B)**

**SECTION 3.** That the Civilian salary schedule reflects an adjustment to the grade minimums for the change to the City minimum hiring rate to \$18.50 effective January 1, 2024, payable the first pay period of the calendar year. **(Attachment B-1)**

**SECTION 4.** That the Civilian salary schedule reflects an adjustment to the address horizontal and vertical compression within the current salary schedule effective April 1, 2024, payable the second civilian pay period in April 2024. **(Attachment B-2)**



September 20, 2023

**SECTION 5.** That the Miscellaneous Civilian salary schedule reflects no adjustment to the grade minimums through December 31, 2023. **(Attachment B-3)**

**SECTION 6.** That the Miscellaneous Civilian salary schedule reflects an adjustment to the grade minimum for SYEP (Summer Youth Employment Program) participant to \$18.50 effective January 1, 2024, payable the first pay period of the calendar year. **(Attachment B-4)**

**SECTION 7.** That the Uniformed Police and Fire pay salary schedules reflect no change through December 31, 2023. **(Attachment B-5)**

**SECTION 8.** That the salary schedule for uniformed Police and Fire pay reflects an adjustment to steps effective January 1, 2024, payable the first uniform pay period of the calendar year. **(Attachment B-6)**

**SECTION 9.** That the salary schedule for uniformed Police and Fire Executive pay reflects no change through December 31, 2023. **(Attachment B-7)**

**SECTION 10.** That the salary schedule for uniformed Police and Fire Executive pay reflects an adjustment to steps effective January 1, 2024, payable the first uniform pay period of the calendar year. **(Attachment B-8)**

**SECTION 11.** That the City Manager be authorized to add, delete, reclassify, downgrade, upgrade, and transfer positions effective October 1, 2023, and continuing (unless noted otherwise) as shown on Attachment C until changed by subsequent Council action. All positions are regular full-time unless noted otherwise. **(Attachment C)**

**SECTION 12.** That in order to accomplish the restructuring goals, the organizations listed in Attachment C transferred as stated effective October 1, 2023.

**SECTION 13.** That the City Manager is authorized to make any further changes to the Alphabetic and Numeric lists of Classification Titles, Civilian Salary Schedules and positions necessary to meet the changes to federal laws.

**SECTION 14.** That the City Manager is authorized to make, administratively, any further position transfers that meet the goals of the restructure initiative no later than December 31, 2023.

**SECTION 15.** That the City Manager or designee be authorized, upon recommendation from the Director of Human Resources, to make any administrative changes necessary to maintain equity.

**SECTION 16.** That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.

## CLASSIFICATIONS TO BE CHANGED

Effective October 1, 2023

Classifications To Be Added		
Class Code	Position Classification Title	Pay Grade
46551	911 Unit Manager	23
34200	Accounts Payable Clerk I	4
34201	Accounts Payable Clerk II	6
34202	Accounts Payable Clerk III	9
34203	Accounts Payable Specialist	12
32407	Administrative Coordinator - Workforce Dallas	9
48608	Animal Services Training Specialist	13
31288	Architectural Program Administrator	26
31703	Assistant Director - Data Analytics and Business Intelligence	29
30207	Assistant Director - Emergency Management	29
24672	Assistant Director - Fire Public Information Officer	29
31107	Assistant Director - Housing Development	29
31695	Assistant Director - Library Operations & Facilities	29
31693	Assistant Director - Preservation and Urban Design	29
40073	Aviation Finance Administrator	26
31223	Aviation IT Administrator	27
20077	Change Management Specialist - Workday	11
31041	Code Enforcement Officer III - Airport	10
20858	Communication Specialist	13
36059	Community Recreation Program Coordinator I - Aquatics	8
20072	Compensation Assistant	12
31240	Coordinator - Nighttime Economy and Responsible Hospitality	14
20054	Deferred Compensation Plan and Defined Benefit Plan Administrator	26
36690	Development Services Administrator	24
18059	Development Services Policy Administrator	22
31694	Director - Community Development	30
36639	DPD Accreditation Specialist	11
30204	Emergency Management Specialist - Aviation	14
24462	Employees' Retirement Fund Pension Officer II	MISC
00708	Engineer Assistant II - Fire Protection	17
06405	Environmental Justice Coordinator	15
22022	First Assistant City Attorney	MISC
20048	HRIS Product Owner - Benefits	27
20049	HRIS Product Owner - Compensation/Advanced Comp	27
20051	HRIS Product Owner - HCM Core/Security	27
20052	HRIS Product Owner - Learning/Talent	27
20053	HRIS Product Owner - Onboarding/Recruiting	27
20078	HUD Program Administrator	23
20076	Human Resource Information Systems Program Administrator	28
50017	HVAC Apprentice	5
50018	HVAC Trainee	1
31667	Inspector - Park Maintenance	10
31029	Inspector III - Traffic Signals	12
24112	Intern - Development Services Engineering	2

## CLASSIFICATIONS TO BE CHANGED

Effective October 1, 2023

<b>Class Code</b>	<b>Position Classification Title</b>	<b>Pay Grade</b>
36423	IT Applications Program Administrator	27
36422	IT Data Program Administrator	27
36421	IT Infrastructure Program Administrator	27
36420	IT Security Program Administrator	27
34204	Lead Accounts Payable Specialist	15
20044	Lead Payroll Analyst	15
06505	Lead Psychologist	26
20109	Management Analyst - CMO	16
31163	Manager - 311 Training	19
31227	Manager - ADA Compliance	21
36695	Manager - Development Services Training	22
31260	Manager - DFR Fleet Services	19
31353	Manager - Equity Engagement & Outreach	21
31154	Manager - Fire Facilities	20
48127	Manager - Homeless Outreach & Advocacy	17
31285	Manager - Laboratory	20
31723	Manager - Water Treatment Plant	19
31236	Manager- Nighttime Economy and Responsible Hospitality	21
31157	Open Records Administrator	25
26019	Outreach Specialist - Workforce Dallas	10
29991	Park & Recreation Budget Administrator	25
30174	Partnership and Engagement Coordinator - CMO	16
31014	Part-Time Flex-Inspector (HVAC)	17
31013	Part-Time Flex-Inspector (Plumbing)	17
56211	Project Manager - Community Development	23
31640	Project Manager - Convention and Event Services	22
12426	Project Manager - Parks and Recreation	23
30124	Project Specialist - Community Development	12
30131	Project Specialist - DPD	14
14690	Public Relations and Community Outreach Specialist - BMS	15
40021	Records Technician I - Development Services	4
40022	Records Technician II - Development Services	6
40023	Records Technician III - Development Services	8
18106	Regulatory Compliance Auditor	24
20064	Sanitation Training and Development Specialist	13
18034	Senior Departmental Budget Analyst	17
20030	Senior Employee Relations Analyst	14
20031	Senior Human Resources Operations Analyst - Administration	14
31465	Senior Industrial Mechanic	12
31018	Senior Inspector - Park Construction	14
16407	Senior Inspector - Signs	14
16408	Senior Inspector - Zoning	14
20105	Senior Management Analyst - Fire	19
31639	Senior Project Manager - Convention and Event Services	23
30129	Senior Project Specialist - DPD	16
30130	Senior Project Specialist - DPD Technology	16

## CLASSIFICATIONS TO BE CHANGED

Effective October 1, 2023

<b>Class Code</b>	<b>Position Classification Title</b>	<b>Pay Grade</b>
43003	Senior Records Analyst	16
20068	Senior Training and Development Specialist - Upskilling Program	17
48607	Senior Training Specialist - Development Services	16
31044	Senior Utility Inspector - Water Quality	12
63016	Service Agent - Irrigation Outreach	10
44017	Single Function Paramedic	1SF
36652	Small Business Coordinator - Accelerator and Mentor Protege Program	13
36649	Small Business Coordinator - Day Labor Outreach Center	13
36653	Small Business Coordinator - Workforce Development	13
30176	Special Events Coordinator - Parks	16
31010	Superintendent - Aquatics Program	23
31649	Superintendent - DFR Fleet & Warehouse Services	23
31650	Superintendent - Sanitation Fleet Services	23
34205	Supervisor - Accounts Payable	18
31390	Supervisor - Area Recreation	16
31433	Supervisor - Aviation Safety Compliance	16
31012	Supervisor - Building Inspections Development Services	16
40024	Supervisor - Development Services Records	17
31375	Supervisor - DFR Fleet Services	15
37823	Supervisor - DPD Accreditation and Compliance	13
29993	Supervisor - DPD Legal Services	15
30031	Supervisor - DPD Video Production	15
31324	Supervisor - Nuisance Abatement	13
31360	Supervisor - Outreach Workforce Dallas	14
31310	Supervisor - Parking Enforcement Operations	16
31327	Supervisor - Sanitation Code Enforcement	13
31192	Supervisor - Security Administration	15
31308	Supervisor - Water Conservation	19
31045	Supervisor - Zoning Inspections	16
36622	Treasury Administrator	26
40051	Utility Customer Account Specialist I	5
40052	Utility Customer Account Specialist II	7
40053	Utility Customer Account Specialist III	9
36636	Welcoming Coordinator	15
26063	WIC Business Manager	22
26064	WIC Community Outreach Partnership Liaison	17
26062	Women, Infants, and Children Program Administrator	23

## CLASSIFICATIONS TO BE CHANGED

Effective October 1, 2023

Reclassifications, Upgrades, Downgrades				
Class Code	Position Classification Title	Pay Grade	New Title	New Grade
36054	Administrator - Aquatic Services	22	Aquatics Services Administrator	22
24850	Assistant Director - Code Compliance	29	Assistant Director - Code Compliance	30
24851	Assistant Director - HRIS and Operations	30	Assistant Director - HR Administration	30
46516	Bailiff	11	Bailiff	15
20962	Benefits Specialist	13	Benefits Specialist	14
52015	Certified Technician - Mechanic	12	Certified Technician - Mechanic	14
20045	Change Management and Engagement Specialist	11	Change Management and Engagement Specialist	12
46515	Chief Bailiff	18	Chief Bailiff	21
46525	Chief Deputy City Marshal	22	Chief Deputy City Marshal	26
24327	Chief Information Officer	35	Chief Information Officer	37
24336	Chief Information Security Officer	31	Chief Information Security Officer	35
24108	Chief of Staff	29	Chief of Staff	32
46510	City Marshal	25	City Marshal	31
20041	Client Engagement Specialist	12	Client Engagement Specialist	13
20857	Communication Specialist	13	HR Communications Specialist	14
46527	Deputy City Marshal	11	Deputy City Marshal	15
31059	Director - Aviation	35	Director - Aviation	38
36640	DPD Auto Pound Administrator	25	DPD Auto Pound and Property Unit Administrator	25
36634	Equity Analyst	17	Equity and Inclusion Coordinator	17
20119	Fitness Specialist	13	Fitness Specialist	14
18022	HR Budget and Accounting Analyst	16	Financial Analyst - Human Resources	17
20047	HRIS Product Owner - Workday ABM/TT	26	HRIS Product Owner - Workday ABM/TT	27
20022	Human Resources Assistant	11	Human Resources Assistant	12
20060	Human Resources Lead Investigator	17	Senior Employee Relations Partner	17
20039	Human Resources Partner I	13	Human Resources Partner I	14
20125	Human Resources Partner Manager	22	Human Resources Partner Manager	23
31039	Inspector I - Housing	12	Inspector I - Housing	10
31034	Inspector III - Signs	11	Inspector III - Signs	12
31037	Inspector III - Zoning	11	Inspector III - Zoning	12
31051	Instructor - Strategic Customer Service	8	Instructor - Strategic Customer Service	10
24314	Integrated Public Solutions Officer	31	Integrated Public Safety Solutions Officer	29
24111	Intern II	1	Intern II	2
40009	Interpreter	14	Interpreter	17
46528	Lead Deputy City Marshal	18	Lead Deputy City Marshal	21
20099	Lead Onboarding Specialist	13	Lead Onboarding Specialist	14
18025	Manager - Accounts Payable	24	Manager - Accounts Payable	23
30015	Manager - Business Diversity	18	Supervisor - Business Diversity	18
20067	Manager - Compensation	21	Manager - Compensation	24
30001	Manager - DFD Departmental Finance	21	Manager - DFD Departmental Finance	22
20115	Manager - Employee Relations	20	Manager - Employee Relations	22
31144	Manager - Fire Administration	21	Manager - Fire Administration	22
20114	Manager - Talent Acquisition	23	Manager - Talent Acquisition	24
20075	Manager - Talent Review-Performance	17	Lead HR Partner - Performance Management	19

## CLASSIFICATIONS TO BE CHANGED

Effective October 1, 2023

Class Code	Position Classification Title	Pay Grade	New Title	New Grade
34100	Manager - Time Tracking	23	Payroll Product Owner	24
20100	Onboarding Specialist	11	Onboarding Specialist	12
31499	Park Security Specialist	9	Park Ranger	9
36660	PBW Performance Management Program Administrator	26	PBW Performance Management and Special Projects Administrator	26
20920	Policy Analyst	10	Policy Analyst	12
06206	Sanitarian	10	Sanitarian	12
06205	Sanitarian Trainee	7	Sanitarian Trainee	9
48020	Security Officer	4	Security Officer	6
20963	Senior Benefits Specialist	14	Senior Benefits Specialist	15
46526	Senior Deputy City Marshal	15	Senior Deputy City Marshal	18
00703	Senior Engineer	23	Senior Engineer	24
20034	Senior Human Resources Analyst	14	Senior Human Resources Analyst	15
20032	Senior Human Resources Analyst - Compensation	14	Senior Human Resources Analyst - Compensation	15
31696	Senior Human Resources Manager	23	Senior Human Resources Manager	24
20035	Senior Human Resources Operations Analyst	13	Senior Human Resources Operations Analyst	14
06208	Senior Sanitarian	13	Senior Sanitarian	14
48019	Senior Security Officer	7	Senior Security Officer	9
20120	Supervisor - Fitness	15	Wellness Liaison	16
36023	Traffic Management Specialist	10	Traffic Management Specialist	12
20065	Training and Development Specialist	13	Training and Development Specialist	14

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
40036	911 Call Taker	7	Non-Exempt
40006	911 Call Taker Trainee	6	Non-Exempt
46550	911 Communications Administrator	27	Exempt
46551	911 Unit Manager	23	Exempt
22408	Abstractor	8	Non-Exempt
18011	Accountant	14	Non-Exempt
18015	Accountant - City Controller's Office	14	Non-Exempt
18016	Accounting Technician	9	Non-Exempt
34200	Accounts Payable Clerk I	4	Non-Exempt
34201	Accounts Payable Clerk II	6	Non-Exempt
34202	Accounts Payable Clerk III	9	Non-Exempt
34203	Accounts Payable Specialist	12	Non-Exempt
34011	Actuary	28	Exempt
24863	ADA Coordinator	13	Non-Exempt
32407	Administrative Coordinator - Workforce Dallas	9	Non-Exempt
56102	Administrative Hearing Officer I	12	Non-Exempt
56101	Administrative Hearing Officer II	14	Non-Exempt
22204	Administrative Judge	MISC	Exempt
32405	Administrative Specialist I	8	Non-Exempt
32406	Administrative Specialist II	9	Non-Exempt
30050	Agenda Coordinator	11	Non-Exempt
30051	Agenda Specialist	12	Non-Exempt
50724	Airfield Maintenance Technician I	5	Non-Exempt
50725	Airfield Maintenance Technician II	7	Non-Exempt
50726	Airfield Maintenance Technician III	9	Non-Exempt
06209	Airport Noise Monitoring Specialist	12	Non-Exempt
48003	Airport Operations Officer	9	Non-Exempt
06210	Airport Wildlife Specialist	12	Non-Exempt
48614	Animal Keeper I	1	Non-Exempt
12439	Animal Keeper II	2	Non-Exempt
50022	Animal Services Building Coordinator	11	Non-Exempt
48606	Animal Services Coordinator	11	Non-Exempt
41040	Animal Services Counselor	4	Non-Exempt
48609	Animal Services Officer	6	Non-Exempt
48611	Animal Services Officer II	8	Non-Exempt
48608	Animal Services Training Specialist	13	Exempt
70036	Apprentice Water Plant Operator	4	Non-Exempt
31509	Apprentice WWTP Operator	4	Non-Exempt
31687	Aquatics Customer Service Supervisor	4	Non-Exempt
36051	Aquatics Maintenance Technician	8	Non-Exempt
36050	Aquatics Maintenance Trainee	5	Non-Exempt
36054	Aquatics Services Administrator	22	Exempt
16415	Arborist	11	Non-Exempt
00008	Architect	18	Exempt
00007	Architect Assistant	15	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31288	Architectural Program Administrator	26	Exempt
16406	Assistant Building Official	22	Exempt
22013	Assistant City Attorney I	19	Exempt
22020	Assistant City Attorney II	21	Exempt
22011	Assistant City Attorney III	23	Exempt
22019	Assistant City Attorney IV	29	Exempt
22012	Assistant City Attorney V	33	Exempt
22021	Assistant City Attorney VI	MISC	Exempt
37817	Assistant City Engineer	28	Exempt
24101	Assistant City Manager	MISC	Exempt
24725	Assistant City Secretary	MISC	Exempt
31706	Assistant Controller	29	Exempt
31085	Assistant Director - Accounts Payable and Payroll	29	Exempt
31600	Assistant Director - Animal Services	29	Exempt
31093	Assistant Director - Aviation	29	Exempt
31659	Assistant Director - Bond Programs	29	Exempt
31086	Assistant Director - Budget Management Services	29	Exempt
24849	Assistant Director - Building Services	29	Exempt
24853	Assistant Director - Catalytic Development	30	Exempt
24850	Assistant Director - Code Compliance	30	Exempt
36661	Assistant Director - Communications, Outreach, & Marketing	29	Exempt
31100	Assistant Director - Community Care Services	29	Exempt
32565	Assistant Director - Court & Detention	29	Exempt
36618	Assistant Director - Current Planning	29	Exempt
31703	Assistant Director - Data Analytics and Business Intelligence	29	Exempt
31094	Assistant Director - Development Services	29	Exempt
00706	Assistant Director - Development Services Engineering	32	Exempt
24671	Assistant Director - DPD Public Information Officer	29	Exempt
31081	Assistant Director - Economic Development	29	Exempt
30207	Assistant Director - Emergency Management	29	Exempt
24855	Assistant Director - Engineering and Construction Management	30	Exempt
31604	Assistant Director - Environmental Quality	29	Exempt
31088	Assistant Director - Financial Compliance, Auditing, and Monitoring	29	Exempt
31098	Assistant Director - Fire	30	Exempt
24672	Assistant Director - Fire Public Information Officer	29	Exempt
31090	Assistant Director - Fleet Management	29	Exempt
31101	Assistant Director - Homeless Solutions	29	Exempt
31083	Assistant Director - Housing	29	Exempt
31107	Assistant Director - Housing Development	29	Exempt
24851	Assistant Director - HR Administration	30	Exempt
31099	Assistant Director - Human Resources	30	Exempt
31092	Assistant Director - Information Technology	30	Exempt



## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31089	Assistant Director - Library	29	Exempt
31695	Assistant Director - Library Operations & Facilities	29	Exempt
31097	Assistant Director - Mayor and Council Office	29	Exempt
31105	Assistant Director - Neighborhood Revitalization	29	Exempt
31079	Assistant Director - Office of Arts and Culture	29	Exempt
24718	Assistant Director - Parks and Recreation	MISC	Exempt
31690	Assistant Director - Planning & Development	29	Exempt
24670	Assistant Director - Police Administration	30	Exempt
31693	Assistant Director - Preservation and Urban Design	29	Exempt
31095	Assistant Director - Procurement	29	Exempt
31082	Assistant Director - Public Works	30	Exempt
31087	Assistant Director - Sanitation	30	Exempt
24852	Assistant Director - Strategy and External Affairs	29	Exempt
31091	Assistant Director - Tourism, Conventions, and Events	29	Exempt
31080	Assistant Director - Transportation	30	Exempt
31692	Assistant Director - Treasury	29	Exempt
31084	Assistant Director - Water Utility	30	Exempt
31275	Assistant Emergency Management Coordinator	23	Exempt
24122	Assistant General Manager - Animal Services	22	Exempt
14301	Assistant Greens Superintendent	11	Non-Exempt
24005	Assistant to the City Manager	21	Exempt
30000	Assistant to the Mayor	17	Exempt
22202	Associate Municipal Judge	MISC	Non-Exempt
18102	Auditor	15	Exempt
18104	Auditor Manager	26	Exempt
46537	Automated Fingerprint and Identification Analyst	9	Non-Exempt
52038	Automotive Body Repairer	7	Non-Exempt
21002	Automotive Collision Repair Adjuster	16	Exempt
56345	Automotive Maintenance Assistant	3	Non-Exempt
40073	Aviation Finance Administrator	26	Exempt
31078	Aviation Infrastructure and Development Manager	27	Exempt
31223	Aviation IT Administrator	27	Exempt
40072	Aviation Safety Compliance Specialist	14	Exempt
40071	Aviation Trusted Agent	5	Non-Exempt
46516	Bailiff	15	Non-Exempt
20965	Benefits Administrator	26	Exempt
20962	Benefits Specialist	14	Non-Exempt
34320	Billing Specialist	15	Exempt
09018	Branch Delivery Assistant	2	Non-Exempt
31049	Budget Analyst	13	Non-Exempt
36600	Budget Management, Innovation, and Strategy Manager	26	Exempt
18060	Budget System Administrator	22	Exempt
20117	Budget, Contracts, and Strategic Partnership Administrator	24	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
50021	Building Controls Specialist	12	Non-Exempt
36565	Building Services Administrator	26	Exempt
20207	Buyer I	8	Non-Exempt
20202	Buyer II	10	Non-Exempt
50002	Carpenter	5	Non-Exempt
31702	Caseworker I	8	Non-Exempt
31102	Caseworker I - Police Department	8	Non-Exempt
26031	Caseworker II	12	Non-Exempt
31104	Caseworker II - Police Department	12	Non-Exempt
34305	Cashier	1	Non-Exempt
31670	Cashier Supervisor	4	Non-Exempt
52015	Certified Technician - Mechanic	14	Non-Exempt
20045	Change Management and Engagement Specialist	12	Exempt
20077	Change Management Specialist - Workday	11	Exempt
04203	Chemist	12	Non-Exempt
31176	Chief Arborist	18	Exempt
46515	Chief Bailiff	21	Exempt
02214	Chief City Surveyor	25	Exempt
46525	Chief Deputy City Marshal	26	Exempt
24334	Chief Financial Officer	MISC	Exempt
24327	Chief Information Officer	37	Exempt
24336	Chief Information Security Officer	35	Exempt
24107	Chief of Economic Development and Neighborhood Services	MISC	Exempt
24146	Chief of Equity and Inclusion	MISC	Exempt
24108	Chief of Staff	32	Exempt
28044	Chief Planner	21	Exempt
30308	Chief Real Estate Specialist	21	Exempt
30056	City Agenda Supervisor	17	Exempt
43001	City Archivist	17	Exempt
24300	City Attorney	MISC	Exempt
24301	City Auditor	MISC	Exempt
24806	City Controller	35	Exempt
24004	City Council Liaison	16	Exempt
00705	City Engineer	32	Exempt
14031	City Forester	16	Exempt
24100	City Manager	MISC	Exempt
46510	City Marshal	31	Exempt
24302	City Secretary	MISC	Exempt
24722	Civil Service Assistant Director	MISC	Exempt
24304	Civil Service Board Secretary	MISC	Exempt
20041	Client Engagement Specialist	13	Non-Exempt
24405	Code Compliance and Training Administrator	24	Exempt
24407	Code Enforcement Administrator	21	Exempt
31033	Code Enforcement Officer I	6	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31035	Code Enforcement Officer II	8	Non-Exempt
31036	Code Enforcement Officer II - Airport	8	Non-Exempt
31024	Code Enforcement Officer III	10	Non-Exempt
31041	Code Enforcement Officer III - Airport	10	Non-Exempt
34311	Collector	5	Non-Exempt
30045	Commission/Board Coordinator	13	Exempt
30047	Commission/Board Coordinator - City Secretary's Office	15	Exempt
20858	Communication Specialist	13	Exempt
26070	Communications and Training Coordinator	12	Exempt
31077	Community Court Administrator	25	Exempt
33268	Community Court Coordinator	8	Non-Exempt
36004	Community Development Coordinator - Grants	14	Exempt
20002	Community Emergency Response Team Instructor	8	Non-Exempt
26022	Community Outreach Representative	8	Non-Exempt
31679	Community Pool Attendants	2	Non-Exempt
14514	Community Recreation Program Coordinator	8	Non-Exempt
36059	Community Recreation Program Coordinator I - Aquatics	8	Non-Exempt
14515	Community Recreation Program Coordinator II	11	Non-Exempt
36058	Community Recreation Program Coordinator II - Aquatics	11	Non-Exempt
26027	Community Service Worker	1	Non-Exempt
26120	Community Services Program Administrator	23	Exempt
20071	Compensation Analyst	16	Exempt
37813	Compensation and Benefits Human Resources Information Systems (HRIS) Analyst	16	Exempt
20072	Compensation Assistant	12	Non-Exempt
48420	Complaint Intake Specialist	8	Non-Exempt
20180	Compliance Coordinator	13	Non-Exempt
36025	Computer Operations Analyst	10	Non-Exempt
36016	Computer Operator I	3	Non-Exempt
36017	Computer Operator II	8	Non-Exempt
31671	Concessions Attendant	2	Non-Exempt
31672	Concessions Supervisor	4	Non-Exempt
37550	Configuration Coordinator	14	Non-Exempt
37553	Configuration Specialist	20	Exempt
31111	Construction and Development Building Official	29	Exempt
30020	Continuous Improvement Specialist	20	Exempt
20006	Contract Compliance Administrator	10	Non-Exempt
26140	Contract Solution Specialist	12	Non-Exempt
30101	Convention Services Representative I	11	Non-Exempt
30100	Convention Services Representative II	12	Non-Exempt
31240	Coordinator - Nighttime Economy and Responsible Hospitality	14	Exempt
24003	Council Assistant	10	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
26030	Court Caseworker	8	Non-Exempt
31103	Court Caseworker II	12	Non-Exempt
43007	Court Specialist I	2	Non-Exempt
43009	Court Specialist II	4	Non-Exempt
31470	Crew Leader - Aviation	10	Non-Exempt
50056	Crew Leader - Facilities	10	Non-Exempt
31476	Crew Leader - Forestry	10	Non-Exempt
50053	Crew Leader - Graffiti Abatement	10	Non-Exempt
31468	Crew Leader - Landscape	10	Non-Exempt
50054	Crew Leader - Maintenance	10	Non-Exempt
31652	Crew Leader - Park Construction	10	Non-Exempt
31473	Crew Leader - Park Maintenance	10	Non-Exempt
31469	Crew Leader - Public Works	10	Non-Exempt
31474	Crew Leader - Sanitation	11	Non-Exempt
31606	Crew Leader - Signals	10	Non-Exempt
31475	Crew Leader - Signs and Markings	10	Non-Exempt
31479	Crew Leader - Waste Water Collection	10	Non-Exempt
31478	Crew Leader - Water Utility	10	Non-Exempt
46535	Crime Scene Analyst	9	Non-Exempt
46539	Crime Scene Analyst Trainer	15	Exempt
46531	Crime Scene Technician	5	Non-Exempt
46534	Crime Technician	4	Non-Exempt
14603	Cultural Programs Coordinator	11	Non-Exempt
50403	Custodian	1	Non-Exempt
40040	Customer Service Agent I	6	Non-Exempt
31460	Customer Service Agent I - Aviation	5	Non-Exempt
40042	Customer Service Agent II	8	Non-Exempt
31459	Customer Service Agent II - Aviation	6	Non-Exempt
40041	Customer Service Agent Trainee	4	Non-Exempt
31685	Customer Service Representative - Aquatics	2	Non-Exempt
26045	Customer Service Representative - Women, Infants, and Children	3	Non-Exempt
40038	Customer Service Representative I	2	Non-Exempt
40019	Customer Service Representative II	3	Non-Exempt
26091	Dallas Public Facility Corporation Manager	21	Exempt
36542	Data Analytics Administrator	27	Exempt
20985	Data Analytics Manager	21	Exempt
20990	Data Coordinator	14	Exempt
36530	Data Engineer	26	Exempt
20980	Data Science Analyst I	15	Exempt
20979	Data Science Analyst II	17	Exempt
20978	Data Scientist	24	Exempt
36531	Database Analyst	20	Exempt
20054	Deferred Compensation Plan and Defined Benefit Plan Administrator	26	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
20050	Deferred Compensation Specialist	14	Exempt
18040	Departmental Budget Analyst	15	Exempt
36100	Departmental Technology Analyst	14	Exempt
24780	Deputy Building Official - Development Services	30	Exempt
24729	Deputy City Auditor	MISC	Exempt
24103	Deputy City Manager	MISC	Exempt
46527	Deputy City Marshal	15	Non-Exempt
48030	Detention Officer	5	Non-Exempt
36690	Development Services Administrator	24	Exempt
18059	Development Services Policy Administrator	22	Exempt
18062	DFR Budget and Grants Administrator	25	Exempt
06504	DFR Psychologist	25	Non-Exempt
74006	Digital Content Specialist	14	Exempt
30009	Digital Equity Coordinator	18	Exempt
31070	Director - Animal Services	32	Exempt
31059	Director - Aviation	38	Exempt
31628	Director - Bond Programs	31	Exempt
31062	Director - Budget Management Services	35	Exempt
31064	Director - Building Services	31	Exempt
31069	Director - Code Compliance	33	Exempt
31661	Director - Communications, Outreach, & Marketing	32	Exempt
31071	Director - Community Care Services	31	Exempt
31694	Director - Community Development	30	Exempt
24395	Director - Community Police Oversight	31	Exempt
31068	Director - Courts and Detention Services	33	Exempt
31704	Director - Data Analytics & Business Intelligence	32	Exempt
31074	Director - Development Services/City Building Official	34	Exempt
31065	Director - Economic Development	33	Exempt
31605	Director - Emergency Management	33	Exempt
31602	Director - Environmental Quality	31	Exempt
31063	Director - Fleet Management	32	Exempt
36005	Director - Homeless Solutions	31	Exempt
31066	Director - Housing	32	Exempt
31058	Director - Human Resources	34	Exempt
36656	Director - Legislative Affairs	32	Exempt
31057	Director - Library	31	Exempt
31096	Director - Mayor and Council Office	31	Exempt
31055	Director - Office of Arts and Culture	32	Exempt
31067	Director - Office of Equity & Inclusion (OEI)	31	Exempt
24322	Director - Park and Recreation	MISC	Exempt
31689	Director - Planning & Development	33	Exempt
31061	Director - Procurement	32	Exempt
31073	Director - Public Works	34	Exempt
31060	Director - Risk Management	32	Exempt
31076	Director - Sanitation	33	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31054	Director - Small Business Center	31	Exempt
36580	Director - Strategic Customer Services	31	Exempt
31056	Director - Tourism, Conventions, and Events	31	Exempt
31072	Director - Transportation	34	Exempt
31075	Director - Water Utility	35	Exempt
30801	Display Artist	7	Non-Exempt
36639	DPD Accreditation Specialist	11	Non-Exempt
36640	DPD Auto Pound and Property Unit Administrator	25	Exempt
36629	DPD Budget and Grants Administrator	25	Exempt
31766	DPD Business Administration Manager	25	Exempt
36630	DPD Operational Technology and Equipment Manager	25	Exempt
24406	DPD Personnel Division Administrator	26	Exempt
36631	DPD Project Implementation Manager	24	Exempt
29009	Economic Development Administrator	25	Exempt
29004	Economic Development Analyst I	12	Exempt
29003	Economic Development Analyst II	16	Exempt
29006	Economic Development Coordinator	20	Exempt
43005	Election Manager	19	Exempt
58512	Electrician	10	Non-Exempt
58511	Electrician Assistant	5	Non-Exempt
58516	Electronic Technician	8	Non-Exempt
58515	Electronic Technician Assistant	5	Non-Exempt
30205	Emergency Management Specialist	14	Exempt
30204	Emergency Management Specialist - Aviation	14	Exempt
56301	Emergency Vehicle Technician I	8	Non-Exempt
56300	Emergency Vehicle Technician II	11	Non-Exempt
24461	Employee Retirement Fund Compliance Officer	MISC	Exempt
24307	Employees' Retirement Fund Administrator	MISC	Exempt
24741	Employees' Retirement Fund Assistant Administrator	MISC	Exempt
24309	Employees' Retirement Fund Investment Officer	MISC	Exempt
24460	Employees' Retirement Fund Pension Officer	MISC	Exempt
24462	Employees' Retirement Fund Pension Officer II	MISC	Exempt
20941	Employees' Retirement Fund Pension Specialist	12	Non-Exempt
20944	Employees' Retirement Pension Fund Accounting Specialist	12	Non-Exempt
20102	Employment Analyst	17	Exempt
00701	Engineer Assistant I	15	Exempt
00707	Engineer Assistant I - Fire Protection	15	Exempt
00700	Engineer Assistant II	17	Exempt
00708	Engineer Assistant II - Fire Protection	17	Exempt
00702	Engineer I	21	Exempt
00704	Engineer II	22	Exempt
02500	Engineering Aide	7	Non-Exempt
36001	Engineering and Construction Management Administrator	25	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31289	Engineering Program Administrator	26	Exempt
06401	Environmental Coordinator I	10	Non-Exempt
06402	Environmental Coordinator II	14	Exempt
06403	Environmental Coordinator III	17	Exempt
06405	Environmental Justice Coordinator	15	Exempt
30628	Environmental Specialist - Fire Protection	9	Non-Exempt
06301	Environmental Specialist I	6	Non-Exempt
06302	Environmental Specialist II	7	Non-Exempt
06303	Environmental Specialist III	9	Non-Exempt
31008	Environmental Specialist III - Mosquito Control	10	Non-Exempt
06300	Environmental Specialist Trainee	5	Non-Exempt
50528	Equipment and Building Operations Analyst	14	Exempt
60215	Equipment Operator	7	Non-Exempt
36634	Equity and Inclusion Coordinator	17	Exempt
24149	Equity Officer	24	Exempt
20082	Ethics Officer	24	Exempt
30177	Events Coordinator	13	Exempt
30114	Events Services Specialist I	9	Non-Exempt
30116	Events Services Specialist II	13	Exempt
24002	Executive Assistant	14	Exempt
20200	Executive Recruiter	15	Exempt
32209	Executive Secretary	8	Non-Exempt
26092	Fair Housing Administrator	24	Exempt
26094	Fair Housing Conciliator	15	Exempt
24570	Fair Housing Coordinator	15	Exempt
26097	Fair Housing Investigator	13	Non-Exempt
18014	Financial Accountant	18	Exempt
18061	Financial Accounting System Administrator	20	Exempt
26042	Financial Analyst	17	Exempt
18022	Financial Analyst - Human Resources	17	Exempt
24536	Financial Operations Administrator	26	Exempt
34004	Financial Specialist	6	Non-Exempt
34321	Fire and Rescue Billing Specialist	15	Non-Exempt
18041	Fire and Rescue Budget Analyst	15	Non-Exempt
20880	Fire and Rescue Data Science Analyst II	17	Non-Exempt
06400	Fire and Rescue Environmental Coordinator	15	Non-Exempt
24000	Fire and Rescue Executive Assistant	15	Non-Exempt
35544	Fire and Rescue Geographic Information System Analyst	17	Non-Exempt
44100	Fire and Rescue Officer	1FF	Non-Exempt
44002	Fire and Rescue Officer	1FF	Non-Exempt
36101	Fire and Rescue Operations Research Analyst	16	Non-Exempt
36603	Fire and Rescue Radio Systems Specialist	17	Non-Exempt
06108	Fire and Rescue Senior Public Health Nurse	16	Non-Exempt
30027	Fire and Rescue Supervisor	15	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
36102	Fire and Rescue Technology Analyst	15	Non-Exempt
44011	Fire Assistant Chief	8F	Exempt
44008	Fire Battalion Section Chief	5FF	Non-Exempt
44007	Fire Captain	4FF	Non-Exempt
24311	Fire Chief	MISC	Exempt
24447	Fire Deputy Chief	7F	Non-Exempt
44004	Fire Driver - Engineer	2FF	Non-Exempt
44006	Fire Lieutenant	3FF	Non-Exempt
44016	Fire Prevention Captain	4FP	Non-Exempt
44015	Fire Prevention Lieutenant	3FP	Non-Exempt
44200	Fire Prevention Officer	1FP	Non-Exempt
44005	Fire Prevention Officer	1FP	Non-Exempt
44025	Fire Prevention Section Chief	5FP	Non-Exempt
44026	Fire Second Driver	SFF	Non-Exempt
44014	Fire Senior Prevention Officer	2FP	Non-Exempt
22022	First Assistant City Attorney	MISC	Exempt
18019	Fiscal Services Analyst	15	Non-Exempt
20119	Fitness Specialist	14	Non-Exempt
38020	Fleet Coordinator	10	Non-Exempt
38000	Fleet Parts Specialist	3	Non-Exempt
38017	Fleet Service Advisor	6	Non-Exempt
37824	Fleet Wrecker Driver	9	Non-Exempt
68106	Flood Control Operator	9	Non-Exempt
46540	Forensic Fingerprint Expert	16	Non-Exempt
46542	Forensic Firearms and Toolmark Examiner	17	Non-Exempt
46541	Forensic Services Administrator	22	Exempt
76103	Forensic Video Specialist	9	Non-Exempt
14034	Forestry and Horticulture Operations Manager	14	Exempt
14030	Forestry Worker	5	Non-Exempt
38040	Fuel Services Coordinator	14	Exempt
66217	Fuel Transport Operator	9	Non-Exempt
20911	Fund Analyst	14	Exempt
37814	Gate Attendant	2	Non-Exempt
31675	Gates/Grounds Supervisor	4	Non-Exempt
31213	General Aviation Airport Manager	25	Exempt
31627	General Manager	MISC	Exempt
24123	General Manager - Animal Services	25	Exempt
35545	Geographic Information System Analyst I	11	Non-Exempt
35546	Geographic Information System Analyst II	13	Non-Exempt
35547	Geographic Information System Analyst III	15	Exempt
36534	Geographic Information System Support Technician	6	Non-Exempt
36541	GIS Program Administrator	27	Exempt
29007	Governmental Affairs Coordinator	10	Non-Exempt
20016	Grant Compliance Representative	12	Non-Exempt
20018	Grant Compliance Specialist	15	Exempt



## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
18035	Grant Strategic Program Analyst	15	Exempt
30802	Graphics Designer	12	Non-Exempt
14302	Greens Superintendent	16	Non-Exempt
72028	Hazardous Waste Inspector	9	Non-Exempt
31484	Heavy Equipment Mechanic	9	Non-Exempt
60216	Heavy Equipment Operator	9	Non-Exempt
31497	Heavy Equipment Operator - Sanitation	9	Non-Exempt
32412	High School Intern	1	Non-Exempt
24150	Historic Preservation Officer	28	Exempt
26141	Homeless Solutions Technician	10	Non-Exempt
26079	Housing Assistance Specialist II	14	Exempt
26090	Housing Compliance Administrator	21	Exempt
26084	Housing Program Coordinator	9	Non-Exempt
26081	Housing Program Manager	15	Exempt
26082	Housing Project Manager	14	Exempt
26085	Housing Records Specialist	9	Non-Exempt
20857	HR Communications Specialist	14	Exempt
20048	HRIS Product Owner - Benefits	27	Exempt
20049	HRIS Product Owner - Compensation/Advanced Comp	27	Exempt
20051	HRIS Product Owner - HCM Core/Security	27	Exempt
20052	HRIS Product Owner - Learning/Talent	27	Exempt
20053	HRIS Product Owner - Onboarding/Recruiting	27	Exempt
20047	HRIS Product Owner - Workday ABM/TT	27	Exempt
20078	HUD Program Administrator	23	Exempt
20076	Human Resource Information Systems Program Administrator	28	Exempt
20023	Human Resources Analyst I	10	Non-Exempt
20033	Human Resources Analyst II	12	Non-Exempt
20022	Human Resources Assistant	12	Non-Exempt
20118	Human Resources Contract Analyst	16	Exempt
20042	Human Resources Information Systems (HRIS) Analyst	16	Exempt
20039	Human Resources Partner I	14	Non-Exempt
20040	Human Resources Partner II	16	Exempt
20036	Human Resources Partner Intern	10	Non-Exempt
20125	Human Resources Partner Manager	23	Exempt
24862	Human Rights Manager	17	Exempt
24860	Human Rights Officer	24	Exempt
20814	Human Services Program Specialist	12	Non-Exempt
50017	HVAC Apprentice	5	Non-Exempt
50019	HVAC Technician	7	Non-Exempt
50018	HVAC Trainee	1	Non-Exempt
70061	Hydrologist	18	Non-Exempt
20835	Incident Investigator	15	Exempt
31466	Industrial Mechanic	10	Non-Exempt
36502	Information Technology Analyst I	11	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
36503	Information Technology Analyst II	14	Non-Exempt
36404	Information Technology Architect	26	Exempt
36535	Information Technology Asset Administrator	16	Exempt
36407	Information Technology Business Analyst I	18	Exempt
36408	Information Technology Business Analyst II	20	Exempt
36416	Information Technology Project Manager	20	Exempt
16605	Inspector - Code Construction	5	Non-Exempt
31038	Inspector - Park Construction	10	Non-Exempt
31667	Inspector - Park Maintenance	10	Non-Exempt
31042	Inspector - Transportation	10	Non-Exempt
31665	Inspector I	5	Non-Exempt
31039	Inspector I - Housing	10	Non-Exempt
31028	Inspector I - Public Works Construction	9	Non-Exempt
16606	Inspector II	9	Non-Exempt
31026	Inspector II - Housing	12	Non-Exempt
31040	Inspector II - Public Works Construction	10	Non-Exempt
16412	Inspector III	12	Non-Exempt
31023	Inspector III - Building Inspection	12	Non-Exempt
31030	Inspector III - Development	12	Non-Exempt
31031	Inspector III - Electrical	12	Non-Exempt
31032	Inspector III - Plumbing	12	Non-Exempt
31027	Inspector III - Public Works Construction	12	Non-Exempt
31034	Inspector III - Signs	12	Non-Exempt
31029	Inspector III - Traffic Signals	12	Non-Exempt
31037	Inspector III - Zoning	12	Non-Exempt
20001	Instructor	7	Non-Exempt
31051	Instructor - Strategic Customer Service	10	Non-Exempt
20830	Insurance Coordinator	17	Exempt
24450	Integrated Public Safety Solutions Administrator	24	Exempt
24314	Integrated Public Safety Solutions Officer	29	Exempt
24112	Intern - Development Services Engineering	2	Non-Exempt
24110	Intern I	1	Non-Exempt
24111	Intern II	2	Non-Exempt
46536	Internal Control Specialist	12	Non-Exempt
40009	Interpreter	17	Non-Exempt
46538	Investigative Support Specialist	9	Non-Exempt
24321	Investigator - Inspector General	17	Exempt
50025	Irrigation Technician	5	Non-Exempt
36423	IT Applications Program Administrator	27	Exempt
36422	IT Data Program Administrator	27	Exempt
36421	IT Infrastructure Program Administrator	27	Exempt
36420	IT Security Program Administrator	27	Exempt
56107	Judicial Hearing Officer	22	Exempt
64003	Laborer I	1	Non-Exempt
64004	Laborer II	4	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
26044	Lactation Counselor	7	Non-Exempt
00014	Landscape Architect	17	Exempt
00013	Landscape Architect Assistant	13	Non-Exempt
09529	Language Access Coordinator	13	Exempt
34204	Lead Accounts Payable Specialist	15	Non-Exempt
31471	Lead Animal Keeper	8	Non-Exempt
48610	Lead Animal Services Officer	10	Non-Exempt
20069	Lead Compensation Analyst	20	Exempt
31682	Lead Concessions Attendant	3	Non-Exempt
50406	Lead Custodian	3	Non-Exempt
46528	Lead Deputy City Marshal	21	Exempt
56299	Lead Emergency Vehicle Technician	13	Non-Exempt
20075	Lead HR Partner - Performance Management	19	Exempt
37812	Lead HRIS Analyst	20	Exempt
31025	Lead Inspector - Multidiscipline	16	Non-Exempt
31674	Lead Lifeguard	3	Non-Exempt
20099	Lead Onboarding Specialist	14	Non-Exempt
20044	Lead Payroll Analyst	15	Non-Exempt
31543	Lead Plans Examiner - Multidiscipline	16	Non-Exempt
31544	Lead Plans Examiner - Plumbing	16	Non-Exempt
06505	Lead Psychologist	26	Exempt
20106	Lead Talent Acquisition Partner	19	Exempt
31482	Lead Veterinary Assistant	8	Non-Exempt
22017	Legal Office Administrator	21	Exempt
20827	Liability Adjuster	15	Exempt
09740	Librarian	11	Non-Exempt
36648	Library Adult Services Manager	24	Exempt
40037	Library Circulation Specialist	3	Non-Exempt
09000	Library Page	1	Non-Exempt
09524	Library Program Communication Specialist	5	Non-Exempt
09526	Library Program Specialist	5	Non-Exempt
09525	Library Public Service Specialist	5	Non-Exempt
31676	Lifeguard	2	Non-Exempt
31673	Lifeguard/EMT	4	Non-Exempt
31686	Lifeguard/Water Safety Instructor	3	Non-Exempt
09528	Literacy Coordinator	7	Non-Exempt
26003	Loan Services Representative	10	Non-Exempt
37828	Logistics Support Administrator	25	Exempt
56040	Machinist	5	Non-Exempt
20103	Management Analyst	16	Exempt
20109	Management Analyst - CMO	16	Exempt
24113	Management Development Associate	12	Non-Exempt
31164	Manager - 311	19	Exempt
31163	Manager - 311 Training	19	Exempt
31153	Manager - 911 Watch	16	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
18025	Manager - Accounts Payable	23	Exempt
36615	Manager - Accounts Payable Administration	25	Exempt
31227	Manager - ADA Compliance	21	Exempt
31170	Manager - Airfield Maintenance	20	Exempt
36523	Manager - Airfield Security	17	Exempt
34418	Manager - Airport Business Operations	21	Exempt
34419	Manager - Airport Emergency Management Operations	21	Exempt
34411	Manager - Airport Parking	18	Exempt
31134	Manager - Airside Operations	20	Exempt
31174	Manager - Animal Services	16	Exempt
31175	Manager - Animal Services Community Programs	20	Exempt
31211	Manager - Animal Shelter	21	Exempt
31205	Manager - Aquatics	18	Exempt
14321	Manager - Aquatics Center	5	Non-Exempt
36055	Manager - Aquatics Facility Operations	20	Exempt
26110	Manager - Area Redevelopment	20	Exempt
31235	Manager - Arts Programs	18	Exempt
31626	Manager - Arts Projects	22	Exempt
30017	Manager - AVI Capital	25	Exempt
34415	Manager - Aviation Environmental Operations	20	Exempt
31220	Manager - Aviation Information Technology	26	Exempt
31263	Manager - Aviation Real-Estate	24	Exempt
34417	Manager - Aviation Security	20	Exempt
31191	Manager - Aviation Transportation	18	Exempt
36607	Manager - Bank Reconciliation	23	Exempt
36651	Manager - Bond Planning	19	Exempt
36650	Manager - Bond Program Implementation	25	Exempt
30012	Manager - Bond Programs	21	Exempt
31216	Manager - Budget	22	Exempt
36599	Manager - Budget Communication & Engagement	19	Exempt
31143	Manager - Building Inspection	19	Exempt
36654	Manager - Business	22	Exempt
36673	Manager - Business Operations Analysis	21	Exempt
36611	Manager - Cash & Investment	23	Exempt
31272	Manager - Cash and Debt	23	Exempt
36617	Manager - CCO Program Administration	26	Exempt
20113	Manager - Change Management and Engagement	21	Exempt
30014	Manager - CIP Programs	27	Exempt
31691	Manager - Civil Service	22	Exempt
31147	Manager - Code Enforcement	17	Exempt
36614	Manager - Code Quality Management Systems	21	Exempt
36674	Manager - COM Business Operations	21	Exempt
31688	Manager - Community Court	19	Exempt
30016	Manager - Community Engagement	25	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31149	Manager - Community Services	20	Exempt
20067	Manager - Compensation	24	Exempt
31150	Manager - Construction Inspection	20	Exempt
24540	Manager - Consumer Health	24	Exempt
31165	Manager - Courts	20	Exempt
31161	Manager - Cultural Programs	18	Exempt
31126	Manager - Custodial	18	Exempt
34416	Manager - Customer Engagement	20	Exempt
31222	Manager - Departmental Finance	22	Exempt
31238	Manager - Development	21	Exempt
36695	Manager - Development Services Training	22	Exempt
30001	Manager - DFD Departmental Finance	22	Non-Exempt
30002	Manager - DFD Warehouse	16	Non-Exempt
31260	Manager - DFR Fleet Services	19	Non-Exempt
36632	Manager - DPD Personnel Operations	21	Exempt
31156	Manager - DWU Facilities	20	Exempt
31242	Manager - Economic Development	23	Exempt
31416	Manager - Electrical	21	Exempt
31195	Manager - Electrical Inspection	21	Exempt
31276	Manager - Emergency Management	23	Exempt
20115	Manager - Employee Relations	22	Exempt
36606	Manager - EMS Compliance	23	Exempt
31173	Manager - Environmental Quality	21	Exempt
36633	Manager - Equity	20	Exempt
31351	Manager - Equity & Inclusion Policies	20	Exempt
31353	Manager - Equity Engagement & Outreach	21	Exempt
31252	Manager - Events	19	Exempt
31160	Manager - Events Center	19	Exempt
31155	Manager - Facilities	20	Exempt
29996	Manager - Facilities Administration	23	Exempt
36643	Manager - Fair Housing	19	Exempt
36621	Manager - Financial Compliance, Auditing, and Monitoring	22	Exempt
36620	Manager - Financial Reporting Funds	23	Exempt
36613	Manager - Financial Reporting/Accounting	26	Exempt
31144	Manager - Fire Administration	22	Non-Exempt
30003	Manager - Fire and Rescue	18	Non-Exempt
31154	Manager - Fire Facilities	20	Non-Exempt
30007	Manager - Fire Office Administration	18	Non-Exempt
30008	Manager - Fire Projects	18	Non-Exempt
36598	Manager - Fiscal Services	19	Exempt
29998	Manager - Fleet Business Operations	25	Exempt
31256	Manager - Fleet Services	19	Exempt
31279	Manager - Food Protection	21	Exempt
36625	Manager - Forensics	19	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31201	Manager - Forestry	20	Exempt
34412	Manager - General Aviation	16	Exempt
36540	Manager - GIS	23	Exempt
31245	Manager - Governmental Affairs	22	Exempt
36003	Manager - Grants	23	Exempt
48125	Manager - Homeless Outreach	19	Exempt
48127	Manager - Homeless Outreach & Advocacy	17	Exempt
31280	Manager - Homeless Solutions	22	Exempt
36608	Manager - Hotel Occupancy Tax	23	Exempt
31228	Manager - Housing Compliance	21	Exempt
26075	Manager - Housing Construction	21	Exempt
36626	Manager - Housing Finance	21	Exempt
26083	Manager - Housing Strategy	21	Exempt
20116	Manager - Human Resources Information Systems	26	Exempt
61652	Manager - HVAC	20	Exempt
36525	Manager - Information Technology	25	Exempt
31700	Manager - Information Technology Security	26	Exempt
31251	Manager - Investment	23	Exempt
48121	Manager - IPS Homeless Outreach	19	Exempt
48122	Manager - IPS Mobile Crisis Response Team	19	Exempt
31443	Manager - IT PMO	26	Exempt
31285	Manager - Laboratory	20	Exempt
34413	Manager - Landside Operations	20	Exempt
31267	Manager - Large Warehouse	21	Exempt
31152	Manager - Legal	21	Exempt
09741	Manager - Library Branch	14	Exempt
30010	Manager - Library Catalog	14	Exempt
31278	Manager - Library Information Technology	21	Exempt
31277	Manager - Library Programs	22	Exempt
24121	Manager - Mayor and Council Office	25	Exempt
31186	Manager - Nursing	25	Exempt
31162	Manager - OCA Large Events Center	20	Exempt
20826	Manager - Occupational Safety	22	Exempt
48421	Manager - Office of Community Police Oversight Mediation	17	Exempt
31193	Manager - Park Maintenance	18	Exempt
31243	Manager - Parks	22	Exempt
29987	Manager - Parks Planning	21	Exempt
29988	Manager - Parks Security	15	Exempt
36605	Manager - Payroll	23	Exempt
36612	Manager - Payroll Administration	26	Exempt
31255	Manager - PBW Training & Projects	21	Exempt
29990	Manager - PKR Capital Budget	25	Exempt
31261	Manager - Planning	21	Exempt
31259	Manager - Plant Maintenance	22	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
50013	Manager - Plumbing	20	Exempt
31197	Manager - Plumbing Inspection	20	Exempt
31239	Manager - Police Administration	18	Exempt
31159	Manager - Police Records	19	Exempt
20090	Manager - Policy, Records, and Process Improvement	20	Exempt
31198	Manager - Process Control	21	Exempt
61874	Manager - Process Improvement	20	Exempt
31229	Manager - Procurement	20	Exempt
26050	Manager - Program and Compliance	21	Exempt
31262	Manager - Property	23	Exempt
31629	Manager - Public Arts	22	Exempt
31202	Manager - Public Information	19	Exempt
31187	Manager - Public Projects	21	Exempt
31148	Manager - Public Safety Communications	19	Exempt
38001	Manager - Public Safety Community Engagement	22	Exempt
31253	Manager - Public Works	21	Exempt
31254	Manager - Public Works Business Operations	21	Exempt
31250	Manager - Public Works Construction Inspection	21	Exempt
31249	Manager - Public Works Maintenance Contracts	21	Exempt
36627	Manager - Real Property	20	Exempt
31158	Manager - Records	19	Exempt
31264	Manager - Recreation	21	Exempt
09743	Manager - Regional Library	17	Exempt
30300	Manager - Relocation	18	Exempt
31206	Manager - Risk Management	21	Exempt
31172	Manager - Safety and Training	22	Exempt
31230	Manager - Sanitation	20	Exempt
31233	Manager - Sanitation Enforcement	18	Exempt
31231	Manager - Sanitation Outreach	18	Exempt
36646	Manager - SBC Business Inclusion	20	Exempt
36645	Manager - SBC Entrepreneurship Initiatives	20	Exempt
36641	Manager - SBC Workforce Initiatives	20	Exempt
31190	Manager - Security	20	Exempt
31273	Manager - Service Area Planning	23	Exempt
31199	Manager - Signs and Markings	18	Exempt
31166	Manager - Sobering Center	18	Exempt
31281	Manager - Strategic Customer Service	22	Exempt
31248	Manager - Survey	21	Exempt
20114	Manager - Talent Acquisition	24	Exempt
31169	Manager - Tenants and Concessions	21	Exempt
31234	Manager - Tourism, Conventions, and Events	21	Exempt
20066	Manager - Training and Development	21	Exempt
31232	Manager - Transportation	21	Exempt
36160	Manager - Transportation Business Operations	21	Exempt
30013	Manager - Transportation CIP Programs	26	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31662	Manager - Transportation Finance Administration	26	Exempt
31168	Manager - Utility Billing	18	Exempt
31207	Manager - Veterinary Services	17	Exempt
31128	Manager - Warehouse	16	Exempt
31426	Manager - Water Distribution	19	Exempt
36637	Manager - Water Meter Readers	18	Exempt
31723	Manager - Water Treatment Plant	19	Exempt
31268	Manager - Water Utility	22	Exempt
31284	Manager - Water Utility Administration	19	Exempt
31204	Manager - Water Utility IT	18	Exempt
20964	Manager - Wellness	21	Exempt
76200	Manager - WRR-FM Sales	MISC	Exempt
74003	Manager - WRR-FM Station	MISC	Exempt
31427	Manager - WWTP	19	Exempt
31419	Manager - WWTP Maintenance	19	Exempt
31236	Manager- Nighttime Economy and Responsible Hospitality	21	Exempt
24537	Marketing and Communications Administrator	26	Exempt
58514	Master Electrician	17	Exempt
24001	Mayor/Council Member (non-employee)	MISC	Exempt
56001	Mechanic I	5	Non-Exempt
56002	Mechanic II	8	Non-Exempt
26133	Mobile Crisis Response Coordinator	12	Non-Exempt
31489	Motorcycle Mechanic	7	Non-Exempt
74008	Multimedia Specialist	12	Non-Exempt
24423	Municipal Judge	MISC	Exempt
46543	National Integrated Ballistic Information Network Analyst	12	Non-Exempt
26115	Neighborhood Code Representative	9	Non-Exempt
36010	Network Analyst I	15	Exempt
36006	Network Analyst II	17	Exempt
31436	Network Analyst II - Public Safety	17	Exempt
36402	Network Engineer	19	Exempt
18010	Nurse Auditor	24	Exempt
06514	Nutrition and Fitness Coordinator	11	Non-Exempt
06518	Nutrition Coordinator	14	Exempt
06513	Nutritionist	9	Non-Exempt
48412	Occupational Health & Safety Standards (OHSAS) Compliance Administrator	16	Exempt
48414	Occupational Health and Safety Officer	16	Exempt
32401	Office Assistant I	1	Non-Exempt
32402	Office Assistant II	3	Non-Exempt
20100	Onboarding Specialist	12	Non-Exempt
31157	Open Records Administrator	25	Exempt
20902	Operations Research Analyst	16	Exempt
40043	Operations Specialist	8	Non-Exempt



## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
26130	Outreach and Advocacy Specialist	12	Non-Exempt
26020	Outreach Specialist	10	Non-Exempt
26019	Outreach Specialist - Workforce Dallas	10	Non-Exempt
50034	Painter	5	Non-Exempt
22014	Paralegal	15	Non-Exempt
29991	Park & Recreation Budget Administrator	25	Exempt
30046	Park Board Coordinator	15	Exempt
31485	Park Maintenance Mechanic	6	Non-Exempt
14675	Park Planner	17	Exempt
31499	Park Ranger	9	Non-Exempt
66200	Parking Attendant	1	Non-Exempt
24410	Parking Enforcement Administrator	25	Exempt
56201	Parking Enforcement Officer	6	Non-Exempt
31502	Parks Maintenance Worker I	3	Non-Exempt
31505	Parks Maintenance Worker II	4	Non-Exempt
14689	Parks Marketing and Public Relations Specialist	15	Exempt
30174	Partnership and Engagement Coordinator - CMO	16	Exempt
26123	Partnership Liaison	17	Exempt
31014	Part-Time Flex-Inspector (HVAC)	17	Non-Exempt
31013	Part-Time Flex-Inspector (Plumbing)	17	Non-Exempt
46000	Pathway Apprentice	4	Non-Exempt
20043	Payroll Analyst	12	Non-Exempt
34100	Payroll Product Owner	24	Exempt
20004	PBW CDL Training and Development Instructor	14	Exempt
36660	PBW Performance Management and Special Projects Administrator	26	Exempt
30211	Performance Measurement Coordinator	17	Exempt
30212	Performance Measurement Specialist	16	Exempt
42001	Permit Clerk	4	Non-Exempt
42003	Permit Technician	8	Non-Exempt
14033	Pesticide Applicator	6	Non-Exempt
28041	Planner I	11	Non-Exempt
28042	Planner II	13	Non-Exempt
16401	Plans Examiner	10	Non-Exempt
50010	Plumber	6	Non-Exempt
46027	Police Assistant Chief	8P	Exempt
46014	Police Captain	SP	Non-Exempt
24312	Police Chief	MISC	Exempt
24433	Police Deputy Chief	7P	Exempt
46522	Police Dispatcher	11	Non-Exempt
31050	Police Dispatcher Instructor	13	Non-Exempt
46013	Police Lieutenant	4P	Non-Exempt
46017	Police Major	6P	Exempt
46100	Police Officer	1P	Non-Exempt
46004	Police Officer	1P	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
40035	Police Report Representative	4	Non-Exempt
46509	Police Research Specialist	8	Non-Exempt
46016	Police Senior Corporal	2P	Non-Exempt
46011	Police Sergeant	3P	Non-Exempt
20920	Policy Analyst	12	Exempt
14324	Pool Associate	2	Non-Exempt
31681	Pool Facility Supervisor	4	Non-Exempt
14320	Pool Manager	4	Non-Exempt
50707	Pool Mechanic	6	Non-Exempt
18107	Principal Auditor	26	Exempt
48410	Privacy Compliance Coordinator	14	Non-Exempt
48021	Probationary Security Officer	4	Non-Exempt
31446	Process Control Analyst	16	Exempt
20208	Procurement Specialist	12	Non-Exempt
36524	Programmer Analyst I	14	Exempt
36526	Programmer Analyst II	19	Exempt
36528	Programmer Analyst III	22	Exempt
02527	Project Coordinator - Development	17	Exempt
30128	Project Coordinator - Street Outreach	14	Exempt
02520	Project Coordinator I	12	Non-Exempt
02514	Project Coordinator II	14	Exempt
02518	Project Coordinator III	16	Exempt
56211	Project Manager - Community Development	23	Exempt
31640	Project Manager - Convention and Event Services	22	Exempt
12426	Project Manager - Parks and Recreation	23	Exempt
56210	Project Manager - Transportation	24	Exempt
30125	Project Specialist	12	Exempt
30124	Project Specialist - Community Development	12	Exempt
30131	Project Specialist - DPD	14	Exempt
06503	Psychologist	25	Exempt
06550	Public Health Coordinator	21	Exempt
06515	Public Health Educator	11	Non-Exempt
06113	Public Health Nurse	16	Non-Exempt
40060	Public Information Coordinator I	13	Exempt
40065	Public Information Coordinator II	16	Exempt
40049	Public Information Officer	14	Exempt
40007	Public Information Representative II	11	Non-Exempt
14690	Public Relations and Community Outreach Specialist - BMS	15	Exempt
46503	Public Service Officer	4	Non-Exempt
31237	Public Works Program Administrator	26	Exempt
20173	Quality Assurance Specialist	8	Non-Exempt
31409	Quality Control and Fleet Administrator	17	Exempt
31512	Radio Announcer	5	Non-Exempt
31438	Radio Network Engineer	19	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
74016	Radio Production Coordinator	9	Non-Exempt
26086	Real Property Asset Manager	14	Exempt
43002	Records Analyst I	11	Non-Exempt
43006	Records Analyst II	14	Exempt
43000	Records Management Officer	18	Exempt
40020	Records Technician	4	Non-Exempt
40021	Records Technician I - Development Services	4	Non-Exempt
40022	Records Technician II - Development Services	6	Non-Exempt
40023	Records Technician III - Development Services	8	Non-Exempt
14522	Recreation Center Assistant	2	Non-Exempt
14520	Recreation Program Specialist	4	Non-Exempt
20101	Recruiter	13	Exempt
72041	Recycling Coordinator	15	Exempt
31625	Regional Manager - Venues	22	Exempt
18106	Regulatory Compliance Auditor	24	Exempt
26002	Relocation Specialist	12	Non-Exempt
36616	Resilience Officer	24	Exempt
26131	Resolution Coordinator	12	Non-Exempt
26132	Resource Specialist	12	Non-Exempt
48120	Right Care Manager	17	Exempt
20849	Risk Analyst	12	Non-Exempt
20861	Risk Management Information System Administrator	16	Exempt
20860	Risk Transfer Administrator	16	Exempt
20829	Safety Officer	10	Non-Exempt
20828	Safety Officer II	12	Non-Exempt
20834	Safety Specialist	14	Exempt
06206	Sanitarian	12	Non-Exempt
06205	Sanitarian Trainee	9	Non-Exempt
31765	Sanitation Business Administration Manager	25	Exempt
30004	Sanitation Operations Analyst	15	Exempt
20064	Sanitation Training and Development Specialist	13	Exempt
66214	Sanitation Truck Driver	7	Non-Exempt
72001	Sanitation Truck Driver Trainee	4	Non-Exempt
36680	Sanitation Truck Driver Trainee Licensed	4	Non-Exempt
14432	Seasonal Maintenance Worker	3	Non-Exempt
41250	Security Administrator	22	Exempt
36610	Security Analyst	12	Non-Exempt
48020	Security Officer	6	Non-Exempt
40056	Senior 911 Call Taker	10	Non-Exempt
18013	Senior Accountant	16	Exempt
18021	Senior Accountant - City Controller's Office	16	Exempt
18012	Senior Accounting Technician	10	Non-Exempt
56100	Senior Administrative Hearing Officer	17	Exempt
48002	Senior Airport Operations Officer	12	Non-Exempt
36052	Senior Aquatics Maintenance Technician	10	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
00009	Senior Architect	23	Exempt
18103	Senior Auditor	21	Exempt
40070	Senior Aviation Trusted Agent	7	Non-Exempt
20963	Senior Benefits Specialist	15	Exempt
18033	Senior Budget Analyst	17	Exempt
50004	Senior Carpenter	8	Non-Exempt
31462	Senior Carpenter - Park Maintenance	8	Non-Exempt
26032	Senior Caseworker	14	Exempt
31106	Senior Caseworker - Police Department	14	Exempt
04202	Senior Chemist	15	Exempt
30048	Senior Commission/Board Coordinator - Mayor/Council Office	17	Exempt
26028	Senior Community Service Worker	2	Non-Exempt
20070	Senior Compensation Analyst	18	Exempt
20074	Senior Compensation and Benefits Human Resources Information Systems (HRIS) Analyst	18	Exempt
20003	Senior Contract Compliance Administrator	12	Non-Exempt
30103	Senior Convention Services Representative	13	Exempt
43012	Senior Court Specialist	6	Non-Exempt
46507	Senior Criminal Intelligence Analyst	13	Non-Exempt
40039	Senior Customer Service Representative	4	Non-Exempt
36560	Senior Data Analytics Manager	23	Exempt
36529	Senior Data Science Analyst	19	Exempt
18034	Senior Departmental Budget Analyst	17	Exempt
46526	Senior Deputy City Marshal	18	Non-Exempt
02505	Senior Design Technician	12	Non-Exempt
58513	Senior Electrician	13	Non-Exempt
58517	Senior Electronic Technician	12	Non-Exempt
30206	Senior Emergency Management Specialist	16	Exempt
20030	Senior Employee Relations Analyst	14	Exempt
20060	Senior Employee Relations Partner	17	Exempt
20942	Senior Employees' Retirement Fund Pension Specialist	17	Exempt
20943	Senior Employees' Retirement Pension Fund Accounting Specialist	17	Exempt
00703	Senior Engineer	24	Exempt
06404	Senior Environmental Coordinator	19	Exempt
30005	Senior Executive Assistant	20	Exempt
36583	Senior Executive Secretary	11	Non-Exempt
38016	Senior Fleet Parts Specialist	6	Non-Exempt
35548	Senior Geographic Information System Analyst	17	Exempt
36533	Senior Geographic Information System Support Technician	8	Non-Exempt
29008	Senior Governmental Affairs Coordinator	13	Exempt
31136	Senior Grants/Contract Compliance Specialist	16	Exempt
14303	Senior Greens Superintendent	19	Exempt
31488	Senior Heavy Equipment Mechanic	13	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
26080	Senior Housing Assistance Specialist	15	Exempt
26073	Senior Housing Policy Research Analyst	12	Non-Exempt
20046	Senior HRIS Analyst	18	Exempt
20034	Senior Human Resources Analyst	15	Exempt
20032	Senior Human Resources Analyst - Compensation	15	Exempt
20020	Senior Human Resources Assistant	13	Non-Exempt
31696	Senior Human Resources Manager	24	Exempt
20035	Senior Human Resources Operations Analyst	14	Exempt
20031	Senior Human Resources Operations Analyst - Administration	14	Exempt
20038	Senior Human Resources Partner I	17	Exempt
20037	Senior Human Resources Partner II	18	Exempt
50020	Senior HVAC Technician	10	Non-Exempt
70060	Senior Hydrologist	20	Exempt
31465	Senior Industrial Mechanic	12	Non-Exempt
36504	Senior Information Technology Analyst	16	Exempt
36409	Senior Information Technology Business Analyst	22	Exempt
36403	Senior Information Technology Engineer	24	Exempt
36417	Senior Information Technology Project Manager	24	Exempt
16405	Senior Inspector	14	Non-Exempt
31019	Senior Inspector - Building Inspection	14	Non-Exempt
31020	Senior Inspector - Development	14	Non-Exempt
31021	Senior Inspector - Electrical	14	Non-Exempt
31018	Senior Inspector - Park Construction	14	Non-Exempt
31022	Senior Inspector - Plumbing	14	Non-Exempt
16407	Senior Inspector - Signs	14	Non-Exempt
16408	Senior Inspector - Zoning	14	Non-Exempt
50026	Senior Irrigation Technician	6	Non-Exempt
00015	Senior Landscape Architect	19	Exempt
32207	Senior Legal Secretary	7	Non-Exempt
56041	Senior Machinist	9	Non-Exempt
50052	Senior Maintenance Worker	5	Non-Exempt
31464	Senior Maintenance Worker - Water	6	Non-Exempt
20104	Senior Management Analyst	19	Exempt
20105	Senior Management Analyst - Fire	19	Exempt
56003	Senior Mechanic	11	Non-Exempt
31491	Senior Mechanic - Fire Protection	13	Non-Exempt
31439	Senior Network Engineer	22	Exempt
06511	Senior Nutritionist	12	Non-Exempt
32403	Senior Office Assistant	6	Non-Exempt
26021	Senior Outreach Specialist	12	Exempt
22015	Senior Paralegal	18	Non-Exempt
31490	Senior Park Maintenance Mechanic	8	Non-Exempt
56205	Senior Parking Enforcement Officer	8	Non-Exempt
34006	Senior Payroll Specialist	10	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
42002	Senior Permit Clerk	6	Non-Exempt
28043	Senior Planner	18	Exempt
16404	Senior Plans Examiner	14	Non-Exempt
31015	Senior Plans Examiner - Building Inspection	14	Non-Exempt
31016	Senior Plans Examiner - Electrical	14	Non-Exempt
31017	Senior Plans Examiner - Plumbing	14	Non-Exempt
31463	Senior Plant Maintenance Worker	6	Non-Exempt
50011	Senior Plumber	9	Non-Exempt
46524	Senior Police Dispatcher	12	Non-Exempt
40032	Senior Police Report Representative	6	Non-Exempt
31451	Senior Process Control Analyst	18	Exempt
20203	Senior Procurement Specialist	14	Exempt
02519	Senior Project Coordinator	19	Exempt
02528	Senior Project Coordinator - Development	19	Exempt
02521	Senior Project Coordinator - Mayor's Office	17	Exempt
31244	Senior Project Manager - Aviation	23	Exempt
31639	Senior Project Manager - Convention and Event Services	23	Exempt
30126	Senior Project Specialist	14	Exempt
30129	Senior Project Specialist - DPD	16	Exempt
30130	Senior Project Specialist - DPD Technology	16	Exempt
30127	Senior Project Specialist - Office of Integrated Public Safety Solutions	16	Exempt
06519	Senior Public Health Educator	13	Exempt
06109	Senior Public Health Nurse	18	Non-Exempt
40050	Senior Public Information Officer	16	Exempt
40004	Senior Public Information Representative	12	Non-Exempt
31495	Senior Radio Technician	13	Non-Exempt
30307	Senior Real Estate Specialist	15	Exempt
43003	Senior Records Analyst	16	Exempt
26001	Senior Relocation Specialist	13	Non-Exempt
20836	Senior Risk Analyst	15	Exempt
06208	Senior Sanitarian	14	Non-Exempt
66216	Senior Sanitation Truck Driver	9	Non-Exempt
36609	Senior Security Analyst	19	Exempt
48019	Senior Security Officer	9	Non-Exempt
38015	Senior Storekeeper	5	Non-Exempt
36507	Senior Systems Programmer	20	Exempt
14412	Senior Therapeutic Recreation Specialist	11	Non-Exempt
20068	Senior Training and Development Specialist - Upskilling Program	17	Exempt
48607	Senior Training Specialist - Development Services	16	Exempt
31048	Senior Treasury Analyst	17	Exempt
14718	Senior Usher	2	Non-Exempt
31494	Senior Utilities Electronic Technician	12	Non-Exempt
31044	Senior Utility Inspector - Water Quality	12	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
26106	Senior Water Field Representative	8	Non-Exempt
54009	Senior Water Meter Technician	8	Non-Exempt
37552	Senior Water System IT Analyst	16	Exempt
50043	Senior Welder	8	Non-Exempt
68634	Senior Wholesale Water Representative	19	Exempt
63014	Service Agent	8	Non-Exempt
63016	Service Agent - Irrigation Outreach	10	Non-Exempt
63015	Service Agent - Public Works	9	Non-Exempt
02009	Sign Drafter	5	Non-Exempt
62005	Sign Fabricator	4	Non-Exempt
31467	Signs and Markings Technician	4	Non-Exempt
44017	Single Function Paramedic	1SF	Non-Exempt
36652	Small Business Coordinator - Accelerator and Mentor Protege Program	13	Non-Exempt
36649	Small Business Coordinator - Day Labor Outreach Center	13	Non-Exempt
36647	Small Business Coordinator - Reentry Workforce	13	Non-Exempt
36653	Small Business Coordinator - Workforce Development	13	Non-Exempt
33267	Social Worker - Licensed	13	Non-Exempt
20110	Sourcing Specialist	13	Non-Exempt
30175	Special Events Coordinator	16	Exempt
30176	Special Events Coordinator - Parks	16	Exempt
24320	Special Investigator	17	Exempt
38009	Storekeeper	1	Non-Exempt
18050	Strategic Planning Specialist	15	Exempt
31500	Street Maintenance Worker I	3	Non-Exempt
31503	Street Maintenance Worker II	4	Non-Exempt
31506	Street Maintenance Worker III	7	Non-Exempt
20824	Subrogation Adjuster	14	Exempt
80120	Summer Youth Employment Program Participant	MISC	Non-Exempt
31269	Superintendent - Airfield Maintenance	25	Exempt
31601	Superintendent - Airport Operations	26	Exempt
31010	Superintendent - Aquatics Program	23	Exempt
31599	Superintendent - Aviation Security and EM	26	Exempt
31649	Superintendent - DFR Fleet & Warehouse Services	23	Non-Exempt
36642	Superintendent - Environmental Quality	24	Exempt
31011	Superintendent - Events	23	Exempt
29997	Superintendent - Facilities	25	Exempt
31635	Superintendent - Fleet and Warehouse	26	Exempt
31651	Superintendent - Fleet Services	23	Exempt
31270	Superintendent - Large Warehouse	26	Exempt
12427	Superintendent - Parks and Recreation	25	Exempt
31608	Superintendent - Sanitation	25	Exempt
31650	Superintendent - Sanitation Fleet Services	23	Exempt
31291	Superintendent - Water Utility	26	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31287	Superintendent - Water Utility Administration	26	Exempt
30025	Supervisor - 311	12	Non-Exempt
34205	Supervisor - Accounts Payable	18	Exempt
31362	Supervisor - Airfield Maintenance	15	Non-Exempt
34414	Supervisor - Airport Code Enforcement	14	Exempt
31338	Supervisor - Airport Maintenance	14	Non-Exempt
31381	Supervisor - Airport Operations	14	Exempt
31615	Supervisor - Airport Operations Center	12	Non-Exempt
31697	Supervisor - Animal Field Services	12	Non-Exempt
31323	Supervisor - Animal Services	12	Non-Exempt
36056	Supervisor - Aquatic Programs	15	Exempt
36057	Supervisor - Aquatic Services	16	Exempt
31430	Supervisor - Aquatics	15	Exempt
36053	Supervisor - Aquatics Maintenance	15	Non-Exempt
31390	Supervisor - Area Recreation	16	Exempt
31339	Supervisor - Aviation Capital Finance	20	Exempt
31336	Supervisor - Aviation Financial Management	20	Exempt
31433	Supervisor - Aviation Safety Compliance	16	Exempt
31361	Supervisor - Badging	12	Non-Exempt
31135	Supervisor - Budget	18	Exempt
31012	Supervisor - Building Inspections Development Services	16	Exempt
36676	Supervisor - Business	17	Exempt
30015	Supervisor - Business Diversity	18	Exempt
31658	Supervisor - CIP Projects	15	Exempt
31326	Supervisor - Code Enforcement	13	Non-Exempt
30029	Supervisor - Communications and Translation	15	Exempt
31328	Supervisor - Community Care Services	16	Non-Exempt
33269	Supervisor - Community Court	14	Non-Exempt
31410	Supervisor - Concessions Vendors	16	Exempt
31369	Supervisor - Construction Inspection	15	Exempt
43018	Supervisor - Courts & Detention	12	Non-Exempt
31301	Supervisor - Custodial	12	Non-Exempt
31603	Supervisor - Customer Service	14	Non-Exempt
31417	Supervisor - Departmental Finance	17	Non-Exempt
31257	Supervisor - Departmental Human Resources	17	Exempt
30030	Supervisor - Design, Branding & Visual Identity	17	Exempt
36619	Supervisor - Development Services	16	Exempt
40024	Supervisor - Development Services Records	17	Exempt
31375	Supervisor - DFR Fleet Services	15	Non-Exempt
37823	Supervisor - DPD Accreditation and Compliance	13	Exempt
29993	Supervisor - DPD Legal Services	15	Exempt
37822	Supervisor - DPD Personnel Operations	18	Exempt
30031	Supervisor - DPD Video Production	15	Exempt
31357	Supervisor - Electrical	15	Non-Exempt



## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31334	Supervisor - Engineering/Drafting	19	Exempt
31382	Supervisor - Environmental	17	Exempt
31412	Supervisor - Environmental Inspections	17	Exempt
31408	Supervisor - Environmental Inspections Field Operations	15	Non-Exempt
31340	Supervisor - Events	16	Non-Exempt
31383	Supervisor - Facilities	14	Non-Exempt
31387	Supervisor - Fire and Rescue Shop	14	Non-Exempt
31374	Supervisor - Fleet Services	15	Exempt
31398	Supervisor - Food Protection	14	Exempt
31413	Supervisor - Forensics	15	Exempt
31660	Supervisor - Forestry	14	Non-Exempt
36644	Supervisor - FreshStart Re-Entry Program	18	Exempt
29989	Supervisor - Fuel Operations	14	Non-Exempt
31343	Supervisor - Heavy Equipment Operation	14	Non-Exempt
48126	Supervisor - Homeless Outreach	16	Exempt
31377	Supervisor - Housing	14	Exempt
31356	Supervisor - Industrial HVAC	14	Non-Exempt
30026	Supervisor - Information Technology	17	Exempt
31333	Supervisor - Internal Affairs	14	Non-Exempt
48123	Supervisor - IPS Homeless Outreach	16	Exempt
48124	Supervisor - IPS Mobile Crisis Response Team	16	Exempt
31411	Supervisor - Laboratory	18	Exempt
31335	Supervisor - Library	11	Non-Exempt
31324	Supervisor - Nuisance Abatement	13	Non-Exempt
31420	Supervisor - Nursing	22	Exempt
31421	Supervisor - Nutrition	18	Exempt
31431	Supervisor - Occupational Safety	16	Exempt
31389	Supervisor - Office	13	Non-Exempt
31359	Supervisor - Outreach	14	Non-Exempt
31360	Supervisor - Outreach Workforce Dallas	14	Non-Exempt
31394	Supervisor - Park Maintenance	13	Non-Exempt
31309	Supervisor - Parking Enforcement	12	Non-Exempt
31310	Supervisor - Parking Enforcement Operations	16	Exempt
33310	Supervisor - Parks Security	13	Non-Exempt
31403	Supervisor - Payroll	16	Exempt
31401	Supervisor - Pesticide Application	15	Exempt
50012	Supervisor - Plumbing	14	Non-Exempt
29986	Supervisor - Police Auto Pound	13	Non-Exempt
29992	Supervisor - Police Operations	13	Exempt
30024	Supervisor - Police Property	13	Non-Exempt
31376	Supervisor - Police Records	12	Non-Exempt
31429	Supervisor - Process Control	18	Exempt
31296	Supervisor - Procurement	16	Exempt
32026	Supervisor - Public Project	15	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31367	Supervisor - Public Safety Communications	14	Non-Exempt
31303	Supervisor - Public Works	13	Non-Exempt
31397	Supervisor - Public Works Construction Inspection	15	Non-Exempt
31395	Supervisor - Radio Network	18	Exempt
31371	Supervisor - Records	17	Exempt
31391	Supervisor - Recreation	14	Exempt
31354	Supervisor - Sanitation	14	Non-Exempt
31327	Supervisor - Sanitation Code Enforcement	13	Non-Exempt
31349	Supervisor - Security	12	Non-Exempt
31192	Supervisor - Security Administration	15	Non-Exempt
31392	Supervisor - Security Operations	16	Exempt
31707	Supervisor - Service Area Planning	18	Exempt
31386	Supervisor - Shop	14	Non-Exempt
31607	Supervisor - Signs and Markings	15	Non-Exempt
31325	Supervisor - Social and Community Services	14	Exempt
30023	Supervisor - Strategic Customer Service	14	Non-Exempt
31129	Supervisor - Survey	13	Exempt
31638	Supervisor - Tourism, Conventions, and Events	15	Exempt
31384	Supervisor - Traffic Signal	15	Non-Exempt
31337	Supervisor - Transportation	12	Non-Exempt
31708	Supervisor - Transportation Planning	18	Exempt
31316	Supervisor - Utilities Electronics	15	Non-Exempt
31364	Supervisor - Veterinary Services	14	Non-Exempt
30028	Supervisor - Video Production	15	Exempt
31350	Supervisor - Warehouse	14	Non-Exempt
31432	Supervisor - Waste Water Collection	16	Exempt
31308	Supervisor - Water Conservation	19	Exempt
31393	Supervisor - Water Distribution	15	Non-Exempt
31407	Supervisor - Water Distribution Field Operations	13	Non-Exempt
31358	Supervisor - Water Meter Reader	14	Non-Exempt
31428	Supervisor - Water Meter Shop	14	Exempt
31313	Supervisor - Water Treatment Plant	14	Non-Exempt
31307	Supervisor - Water Treatment Plant Maintenance	15	Non-Exempt
36635	Supervisor - Water Utility	14	Non-Exempt
31425	Supervisor - Water Utility Warehouse	15	Exempt
31312	Supervisor - WWTP	14	Non-Exempt
31345	Supervisor - WWTP Maintenance	15	Non-Exempt
31045	Supervisor - Zoning Inspections	16	Exempt
02221	Survey Crew Chief	11	Non-Exempt
02218	Surveyor	19	Exempt
02203	Surveyor Assistant	4	Non-Exempt
02219	Surveyor Trainee	13	Exempt
36508	Systems Programmer	19	Exempt
20108	Talent Acquisition Analyst	15	Exempt
20107	Talent Acquisition Partner	15	Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
36602	Telecommunications Services Representative	13	Non-Exempt
76802	Temporary Help	MISC	Non-Exempt
20156	Test Validation Administrator	19	Exempt
20151	Test Validation Analyst	15	Exempt
20150	Test Validation Specialist	17	Exempt
14407	Therapeutic Recreation Assistant	4	Non-Exempt
14410	Therapeutic Recreation Specialist	10	Non-Exempt
22407	Title Examiner - Code	10	Non-Exempt
50007	Trades Helper	1	Non-Exempt
36040	Traffic Analyst	12	Non-Exempt
28056	Traffic Control Planning Technician	4	Non-Exempt
36045	Traffic Control Specialist	13	Non-Exempt
56206	Traffic Enforcement Specialist	5	Non-Exempt
36023	Traffic Management Specialist	12	Non-Exempt
20065	Training and Development Specialist	14	Exempt
40015	Translator	12	Non-Exempt
24535	Transportation Interagency Liaison	27	Exempt
36622	Treasury Administrator	26	Exempt
31047	Treasury Analyst	14	Non-Exempt
66215	Truck Driver II	7	Non-Exempt
34325	Unified Resiliency Coordinator	15	Non-Exempt
14720	Usher	1	Non-Exempt
31493	Utilities Electronic Technician	10	Non-Exempt
40044	Utility Billing Specialist I	4	Non-Exempt
40045	Utility Billing Specialist II	5	Non-Exempt
40046	Utility Billing Specialist III	9	Non-Exempt
40051	Utility Customer Account Specialist I	5	Non-Exempt
40052	Utility Customer Account Specialist II	7	Non-Exempt
40053	Utility Customer Account Specialist III	9	Non-Exempt
31043	Utility Inspector	10	Non-Exempt
31501	Utility Maintenance Worker I	3	Non-Exempt
31504	Utility Maintenance Worker II	4	Non-Exempt
31507	Utility Maintenance Worker III	7	Non-Exempt
12413	Veterinarian	24	Exempt
12410	Veterinary Assistant	4	Non-Exempt
74007	Video Specialist - Communications	9	Non-Exempt
31511	Video Specialist - Police Department	8	Non-Exempt
14422	Volunteer Coordinator	9	Non-Exempt
68617	Water Conservation Coordinator	17	Exempt
68613	Water Field Representative I	5	Non-Exempt
68511	Water Field Representative II	6	Non-Exempt
54021	Water Instrument Technician	8	Non-Exempt
54019	Water Instrument Technician Trainee	4	Non-Exempt
68505	Water Meter Reader	2	Non-Exempt
68508	Water Meter Reading Representative	9	Non-Exempt

## ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
54004	Water Meter Technician I	3	Non-Exempt
54005	Water Meter Technician II	5	Non-Exempt
31678	Water Park Attendant	1	Non-Exempt
31677	Water Park Safety Supervisor	6	Non-Exempt
70037	Water Plant Operator	9	Non-Exempt
31705	Water Safety Instructor	2	Non-Exempt
31458	Water System IT Analyst	14	Non-Exempt
37551	Water System IT Trainer	14	Exempt
68615	Water Utilities Training Instructor	14	Exempt
58509	Water Utility Electrician	10	Non-Exempt
36509	Web Designer	16	Exempt
36510	Web Developer	19	Exempt
24152	Welcoming Communities and Immigrant Affairs (WICA) Office	24	Exempt
36636	Welcoming Coordinator	15	Exempt
50044	Welder	5	Non-Exempt
20120	Wellness Liaison	16	Exempt
68639	Wholesale Service Representative	13	Exempt
26063	WIC Business Manager	22	Exempt
26064	WIC Community Outreach Partnership Liaison	17	Exempt
26010	Women, Infants, and Children Certifying Specialist	5	Non-Exempt
26061	Women, Infants, and Children Clinic Manager	19	Exempt
26060	Women, Infants, and Children Clinic Supervisor	14	Exempt
26005	Women, Infants, and Children Financial Analyst	16	Exempt
26062	Women, Infants, and Children Program Administrator	23	Exempt
20832	Worker's Compensation Coordinator	12	Non-Exempt
76204	WRR Traffic and Business Analyst	17	Exempt
76203	WRR-FM Sales Representative	MISC	Exempt
31510	WWTP Operator	9	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
00007	Architect Assistant	15	Exempt
00008	Architect	18	Exempt
00009	Senior Architect	23	Exempt
00013	Landscape Architect Assistant	13	Non-Exempt
00014	Landscape Architect	17	Exempt
00015	Senior Landscape Architect	19	Exempt
00700	Engineer Assistant II	17	Exempt
00701	Engineer Assistant I	15	Exempt
00702	Engineer I	21	Exempt
00703	Senior Engineer	24	Exempt
00704	Engineer II	22	Exempt
00705	City Engineer	32	Exempt
00706	Assistant Director - Development Services Engineering	32	Exempt
00707	Engineer Assistant I - Fire Protection	15	Exempt
00708	Engineer Assistant II - Fire Protection	17	Exempt
02009	Sign Drafter	5	Non-Exempt
02203	Surveyor Assistant	4	Non-Exempt
02214	Chief City Surveyor	25	Exempt
02218	Surveyor	19	Exempt
02219	Surveyor Trainee	13	Exempt
02221	Survey Crew Chief	11	Non-Exempt
02500	Engineering Aide	7	Non-Exempt
02505	Senior Design Technician	12	Non-Exempt
02514	Project Coordinator II	14	Exempt
02518	Project Coordinator III	16	Exempt
02519	Senior Project Coordinator	19	Exempt
02520	Project Coordinator I	12	Non-Exempt
02521	Senior Project Coordinator - Mayor's Office	17	Exempt
02527	Project Coordinator - Development	17	Exempt
02528	Senior Project Coordinator - Development	19	Exempt
04202	Senior Chemist	15	Exempt
04203	Chemist	12	Non-Exempt
06108	Fire and Rescue Senior Public Health Nurse	16	Non-Exempt
06109	Senior Public Health Nurse	18	Non-Exempt
06113	Public Health Nurse	16	Non-Exempt
06205	Sanitarian Trainee	9	Non-Exempt
06206	Sanitarian	12	Non-Exempt
06208	Senior Sanitarian	14	Non-Exempt
06209	Airport Noise Monitoring Specialist	12	Non-Exempt
06210	Airport Wildlife Specialist	12	Non-Exempt
06300	Environmental Specialist Trainee	5	Non-Exempt
06301	Environmental Specialist I	6	Non-Exempt
06302	Environmental Specialist II	7	Non-Exempt
06303	Environmental Specialist III	9	Non-Exempt
06400	Fire and Rescue Environmental Coordinator	15	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
06401	Environmental Coordinator I	10	Non-Exempt
06402	Environmental Coordinator II	14	Exempt
06403	Environmental Coordinator III	17	Exempt
06404	Senior Environmental Coordinator	19	Exempt
06405	Environmental Justice Coordinator	15	Exempt
06503	Psychologist	25	Exempt
06504	DFR Psychologist	25	Non-Exempt
06505	Lead Psychologist	26	Exempt
06511	Senior Nutritionist	12	Non-Exempt
06513	Nutritionist	9	Non-Exempt
06514	Nutrition and Fitness Coordinator	11	Non-Exempt
06515	Public Health Educator	11	Non-Exempt
06518	Nutrition Coordinator	14	Exempt
06519	Senior Public Health Educator	13	Exempt
06550	Public Health Coordinator	21	Exempt
09000	Library Page	1	Non-Exempt
09018	Branch Delivery Assistant	2	Non-Exempt
09524	Library Program Communication Specialist	5	Non-Exempt
09525	Library Public Service Specialist	5	Non-Exempt
09526	Library Program Specialist	5	Non-Exempt
09528	Literacy Coordinator	7	Non-Exempt
09529	Language Access Coordinator	13	Exempt
09740	Librarian	11	Non-Exempt
09741	Manager - Library Branch	14	Exempt
09743	Manager - Regional Library	17	Exempt
12410	Veterinary Assistant	4	Non-Exempt
12413	Veterinarian	24	Exempt
12426	Project Manager - Parks and Recreation	23	Exempt
12427	Superintendent - Parks and Recreation	25	Exempt
12439	Animal Keeper II	2	Non-Exempt
14030	Forestry Worker	5	Non-Exempt
14031	City Forester	16	Exempt
14033	Pesticide Applicator	6	Non-Exempt
14034	Forestry and Horticulture Operations Manager	14	Exempt
14301	Assistant Greens Superintendent	11	Non-Exempt
14302	Greens Superintendent	16	Non-Exempt
14303	Senior Greens Superintendent	19	Exempt
14320	Pool Manager	4	Non-Exempt
14321	Manager - Aquatics Center	5	Non-Exempt
14324	Pool Associate	2	Non-Exempt
14407	Therapeutic Recreation Assistant	4	Non-Exempt
14410	Therapeutic Recreation Specialist	10	Non-Exempt
14412	Senior Therapeutic Recreation Specialist	11	Non-Exempt
14422	Volunteer Coordinator	9	Non-Exempt
14432	Seasonal Maintenance Worker	3	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
14514	Community Recreation Program Coordinator	8	Non-Exempt
14515	Community Recreation Program Coordinator II	11	Non-Exempt
14520	Recreation Program Specialist	4	Non-Exempt
14522	Recreation Center Assistant	2	Non-Exempt
14603	Cultural Programs Coordinator	11	Non-Exempt
14675	Park Planner	17	Exempt
14689	Parks Marketing and Public Relations Specialist	15	Exempt
14690	Public Relations and Community Outreach Specialist - BMS	15	Exempt
14718	Senior Usher	2	Non-Exempt
14720	Usher	1	Non-Exempt
16401	Plans Examiner	10	Non-Exempt
16404	Senior Plans Examiner	14	Non-Exempt
16405	Senior Inspector	14	Non-Exempt
16406	Assistant Building Official	22	Exempt
16407	Senior Inspector - Signs	14	Non-Exempt
16408	Senior Inspector - Zoning	14	Non-Exempt
16412	Inspector III	12	Non-Exempt
16415	Arborist	11	Non-Exempt
16605	Inspector - Code Construction	5	Non-Exempt
16606	Inspector II	9	Non-Exempt
18010	Nurse Auditor	24	Exempt
18011	Accountant	14	Non-Exempt
18012	Senior Accounting Technician	10	Non-Exempt
18013	Senior Accountant	16	Exempt
18014	Financial Accountant	18	Exempt
18015	Accountant - City Controller's Office	14	Non-Exempt
18016	Accounting Technician	9	Non-Exempt
18019	Fiscal Services Analyst	15	Non-Exempt
18021	Senior Accountant - City Controller's Office	16	Exempt
18022	Financial Analyst - Human Resources	17	Exempt
18025	Manager - Accounts Payable	23	Exempt
18033	Senior Budget Analyst	17	Exempt
18034	Senior Departmental Budget Analyst	17	Exempt
18035	Grant Strategic Program Analyst	15	Exempt
18040	Departmental Budget Analyst	15	Exempt
18041	Fire and Rescue Budget Analyst	15	Non-Exempt
18050	Strategic Planning Specialist	15	Exempt
18059	Development Services Policy Administrator	22	Exempt
18060	Budget System Administrator	22	Exempt
18061	Financial Accounting System Administrator	20	Exempt
18062	DFR Budget and Grants Administrator	25	Exempt
18102	Auditor	15	Exempt
18103	Senior Auditor	21	Exempt
18104	Auditor Manager	26	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
18106	Regulatory Compliance Auditor	24	Exempt
18107	Principal Auditor	26	Exempt
20001	Instructor	7	Non-Exempt
20002	Community Emergency Response Team Instructor	8	Non-Exempt
20003	Senior Contract Compliance Administrator	12	Non-Exempt
20004	PBW CDL Training and Development Instructor	14	Exempt
20006	Contract Compliance Administrator	10	Non-Exempt
20016	Grant Compliance Representative	12	Non-Exempt
20018	Grant Compliance Specialist	15	Exempt
20020	Senior Human Resources Assistant	13	Non-Exempt
20022	Human Resources Assistant	12	Non-Exempt
20023	Human Resources Analyst I	10	Non-Exempt
20030	Senior Employee Relations Analyst	14	Exempt
20031	Senior Human Resources Operations Analyst - Administration	14	Exempt
20032	Senior Human Resources Analyst - Compensation	15	Exempt
20033	Human Resources Analyst II	12	Non-Exempt
20034	Senior Human Resources Analyst	15	Exempt
20035	Senior Human Resources Operations Analyst	14	Exempt
20036	Human Resources Partner Intern	10	Non-Exempt
20037	Senior Human Resources Partner II	18	Exempt
20038	Senior Human Resources Partner I	17	Exempt
20039	Human Resources Partner I	14	Non-Exempt
20040	Human Resources Partner II	16	Exempt
20041	Client Engagement Specialist	13	Non-Exempt
20042	Human Resources Information Systems (HRIS) Analyst	16	Exempt
20043	Payroll Analyst	12	Non-Exempt
20044	Lead Payroll Analyst	15	Non-Exempt
20045	Change Management and Engagement Specialist	12	Exempt
20046	Senior HRIS Analyst	18	Exempt
20047	HRIS Product Owner - Workday ABM/TT	27	Exempt
20048	HRIS Product Owner - Benefits	27	Exempt
20049	HRIS Product Owner - Compensation/Advanced Comp	27	Exempt
20050	Deferred Compensation Specialist	14	Exempt
20051	HRIS Product Owner - HCM Core/Security	27	Exempt
20052	HRIS Product Owner - Learning/Talent	27	Exempt
20053	HRIS Product Owner - Onboarding/Recruiting	27	Exempt
20054	Deferred Compensation Plan and Defined Benefit Plan Administrator	26	Exempt
20060	Senior Employee Relations Partner	17	Exempt
20064	Sanitation Training and Development Specialist	13	Exempt
20065	Training and Development Specialist	14	Exempt
20066	Manager - Training and Development	21	Exempt
20067	Manager - Compensation	24	Exempt
20068	Senior Training and Development Specialist - Upskilling Program	17	Exempt



## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
20069	Lead Compensation Analyst	20	Exempt
20070	Senior Compensation Analyst	18	Exempt
20071	Compensation Analyst	16	Exempt
20072	Compensation Assistant	12	Non-Exempt
20074	Senior Compensation and Benefits Human Resources Information Systems (HRIS) Analyst	18	Exempt
20075	Lead HR Partner - Performance Management	19	Exempt
20076	Human Resource Information Systems Program Administrator	28	Exempt
20077	Change Management Specialist - Workday	11	Exempt
20078	HUD Program Administrator	23	Exempt
20082	Ethics Officer	24	Exempt
20090	Manager - Policy, Records, and Process Improvement	20	Exempt
20099	Lead Onboarding Specialist	14	Non-Exempt
20100	Onboarding Specialist	12	Non-Exempt
20101	Recruiter	13	Exempt
20102	Employment Analyst	17	Exempt
20103	Management Analyst	16	Exempt
20104	Senior Management Analyst	19	Exempt
20105	Senior Management Analyst - Fire	19	Exempt
20106	Lead Talent Acquisition Partner	19	Exempt
20107	Talent Acquisition Partner	15	Exempt
20108	Talent Acquisition Analyst	15	Exempt
20109	Management Analyst - CMO	16	Exempt
20110	Sourcing Specialist	13	Non-Exempt
20113	Manager - Change Management and Engagement	21	Exempt
20114	Manager - Talent Acquisition	24	Exempt
20115	Manager - Employee Relations	22	Exempt
20116	Manager - Human Resources Information Systems	26	Exempt
20117	Budget, Contracts, and Strategic Partnership Administrator	24	Exempt
20118	Human Resources Contract Analyst	16	Exempt
20119	Fitness Specialist	14	Non-Exempt
20120	Wellness Liaison	16	Exempt
20125	Human Resources Partner Manager	23	Exempt
20150	Test Validation Specialist	17	Exempt
20151	Test Validation Analyst	15	Exempt
20156	Test Validation Administrator	19	Exempt
20173	Quality Assurance Specialist	8	Non-Exempt
20180	Compliance Coordinator	13	Non-Exempt
20200	Executive Recruiter	15	Exempt
20202	Buyer II	10	Non-Exempt
20203	Senior Procurement Specialist	14	Exempt
20207	Buyer I	8	Non-Exempt
20208	Procurement Specialist	12	Non-Exempt
20814	Human Services Program Specialist	12	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
20824	Subrogation Adjuster	14	Exempt
20826	Manager - Occupational Safety	22	Exempt
20827	Liability Adjuster	15	Exempt
20828	Safety Officer II	12	Non-Exempt
20829	Safety Officer	10	Non-Exempt
20830	Insurance Coordinator	17	Exempt
20832	Worker's Compensation Coordinator	12	Non-Exempt
20834	Safety Specialist	14	Exempt
20835	Incident Investigator	15	Exempt
20836	Senior Risk Analyst	15	Exempt
20849	Risk Analyst	12	Non-Exempt
20857	HR Communications Specialist	14	Exempt
20858	Communication Specialist	13	Exempt
20860	Risk Transfer Administrator	16	Exempt
20861	Risk Management Information System Administrator	16	Exempt
20880	Fire and Rescue Data Science Analyst II	17	Non-Exempt
20902	Operations Research Analyst	16	Exempt
20911	Fund Analyst	14	Exempt
20920	Policy Analyst	12	Exempt
20941	Employees' Retirement Fund Pension Specialist	12	Non-Exempt
20942	Senior Employees' Retirement Fund Pension Specialist	17	Exempt
20943	Senior Employees' Retirement Pension Fund Accounting Specialist	17	Exempt
20944	Employees' Retirement Pension Fund Accounting Specialist	12	Non-Exempt
20962	Benefits Specialist	14	Non-Exempt
20963	Senior Benefits Specialist	15	Exempt
20964	Manager - Wellness	21	Exempt
20965	Benefits Administrator	26	Exempt
20978	Data Scientist	24	Exempt
20979	Data Science Analyst II	17	Exempt
20980	Data Science Analyst I	15	Exempt
20985	Data Analytics Manager	21	Exempt
20990	Data Coordinator	14	Exempt
21002	Automotive Collision Repair Adjuster	16	Exempt
22011	Assistant City Attorney III	23	Exempt
22012	Assistant City Attorney V	33	Exempt
22013	Assistant City Attorney I	19	Exempt
22014	Paralegal	15	Non-Exempt
22015	Senior Paralegal	18	Non-Exempt
22017	Legal Office Administrator	21	Exempt
22019	Assistant City Attorney IV	29	Exempt
22020	Assistant City Attorney II	21	Exempt
22021	Assistant City Attorney VI	MISC	Exempt
22022	First Assistant City Attorney	MISC	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
22202	Associate Municipal Judge	MISC	Non-Exempt
22204	Administrative Judge	MISC	Exempt
22407	Title Examiner - Code	10	Non-Exempt
22408	Abstractor	8	Non-Exempt
24000	Fire and Rescue Executive Assistant	15	Non-Exempt
24001	Mayor/Council Member (non-employee)	MISC	Exempt
24002	Executive Assistant	14	Exempt
24003	Council Assistant	10	Non-Exempt
24004	City Council Liaison	16	Exempt
24005	Assistant to the City Manager	21	Exempt
24100	City Manager	MISC	Exempt
24101	Assistant City Manager	MISC	Exempt
24103	Deputy City Manager	MISC	Exempt
24107	Chief of Economic Development and Neighborhood Services	MISC	Exempt
24108	Chief of Staff	32	Exempt
24110	Intern I	1	Non-Exempt
24111	Intern II	2	Non-Exempt
24112	Intern - Development Services Engineering	2	Non-Exempt
24113	Management Development Associate	12	Non-Exempt
24121	Manager - Mayor and Council Office	25	Exempt
24122	Assistant General Manager - Animal Services	22	Exempt
24123	General Manager - Animal Services	25	Exempt
24146	Chief of Equity and Inclusion	MISC	Exempt
24149	Equity Officer	24	Exempt
24150	Historic Preservation Officer	28	Exempt
24152	Welcoming Communities and Immigrant Affairs (WICA) Officer	24	Exempt
24300	City Attorney	MISC	Exempt
24301	City Auditor	MISC	Exempt
24302	City Secretary	MISC	Exempt
24304	Civil Service Board Secretary	MISC	Exempt
24307	Employees' Retirement Fund Administrator	MISC	Exempt
24309	Employees' Retirement Fund Investment Officer	MISC	Exempt
24311	Fire Chief	MISC	Exempt
24312	Police Chief	MISC	Exempt
24314	Integrated Public Safety Solutions Officer	29	Exempt
24320	Special Investigator	17	Exempt
24321	Investigator - Inspector General	17	Exempt
24322	Director - Park and Recreation	MISC	Exempt
24327	Chief Information Officer	37	Exempt
24334	Chief Financial Officer	MISC	Exempt
24336	Chief Information Security Officer	35	Exempt
24395	Director - Community Police Oversight	31	Exempt
24405	Code Compliance and Training Administrator	24	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
24406	DPD Personnel Division Administrator	26	Exempt
24407	Code Enforcement Administrator	21	Exempt
24410	Parking Enforcement Administrator	25	Exempt
24423	Municipal Judge	MISC	Exempt
24433	Police Deputy Chief	7P	Exempt
24447	Fire Deputy Chief	7F	Non-Exempt
24450	Integrated Public Safety Solutions Administrator	24	Exempt
24460	Employees' Retirement Fund Pension Officer	MISC	Exempt
24461	Employee Retirement Fund Compliance Officer	MISC	Exempt
24462	Employees' Retirement Fund Pension Officer II	MISC	Exempt
24535	Transportation Interagency Liaison	27	Exempt
24536	Financial Operations Administrator	26	Exempt
24537	Marketing and Communications Administrator	26	Exempt
24540	Manager - Consumer Health	24	Exempt
24570	Fair Housing Coordinator	15	Exempt
24670	Assistant Director - Police Administration	30	Exempt
24671	Assistant Director - DPD Public Information Officer	29	Exempt
24672	Assistant Director - Fire Public Information Officer	29	Exempt
24718	Assistant Director - Parks and Recreation	MISC	Exempt
24722	Civil Service Assistant Director	MISC	Exempt
24725	Assistant City Secretary	MISC	Exempt
24729	Deputy City Auditor	MISC	Exempt
24741	Employees' Retirement Fund Assistant Administrator	MISC	Exempt
24780	Deputy Building Official - Development Services	30	Exempt
24806	City Controller	35	Exempt
24849	Assistant Director - Building Services	29	Exempt
24850	Assistant Director - Code Compliance	30	Exempt
24851	Assistant Director - HR Administration	30	Exempt
24852	Assistant Director - Strategy and External Affairs	29	Exempt
24853	Assistant Director - Catalytic Development	30	Exempt
24855	Assistant Director - Engineering and Construction Management	30	Exempt
24860	Human Rights Officer	24	Exempt
24862	Human Rights Manager	17	Exempt
24863	ADA Coordinator	13	Non-Exempt
26001	Senior Relocation Specialist	13	Non-Exempt
26002	Relocation Specialist	12	Non-Exempt
26003	Loan Services Representative	10	Non-Exempt
26005	Women, Infants, and Children Financial Analyst	16	Exempt
26010	Women, Infants, and Children Certifying Specialist	5	Non-Exempt
26019	Outreach Specialist - Workforce Dallas	10	Non-Exempt
26020	Outreach Specialist	10	Non-Exempt
26021	Senior Outreach Specialist	12	Exempt
26022	Community Outreach Representative	8	Non-Exempt
26027	Community Service Worker	1	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
26028	Senior Community Service Worker	2	Non-Exempt
26030	Court Caseworker	8	Non-Exempt
26031	Caseworker II	12	Non-Exempt
26032	Senior Caseworker	14	Exempt
26042	Financial Analyst	17	Exempt
26044	Lactation Counselor	7	Non-Exempt
26045	Customer Service Representative - Women, Infants, and Children	3	Non-Exempt
26050	Manager - Program and Compliance	21	Exempt
26060	Women, Infants, and Children Clinic Supervisor	14	Exempt
26061	Women, Infants, and Children Clinic Manager	19	Exempt
26062	Women, Infants, and Children Program Administrator	23	Exempt
26063	WIC Business Manager	22	Exempt
26064	WIC Community Outreach Partnership Liaison	17	Exempt
26070	Communications and Training Coordinator	12	Exempt
26073	Senior Housing Policy Research Analyst	12	Non-Exempt
26075	Manager - Housing Construction	21	Exempt
26079	Housing Assistance Specialist II	14	Exempt
26080	Senior Housing Assistance Specialist	15	Exempt
26081	Housing Program Manager	15	Exempt
26082	Housing Project Manager	14	Exempt
26083	Manager - Housing Strategy	21	Exempt
26084	Housing Program Coordinator	9	Non-Exempt
26085	Housing Records Specialist	9	Non-Exempt
26086	Real Property Asset Manager	14	Exempt
26090	Housing Compliance Administrator	21	Exempt
26091	Dallas Public Facility Corporation Manager	21	Exempt
26092	Fair Housing Administrator	24	Exempt
26094	Fair Housing Conciliator	15	Exempt
26097	Fair Housing Investigator	13	Non-Exempt
26106	Senior Water Field Representative	8	Non-Exempt
26110	Manager - Area Redevelopment	20	Exempt
26115	Neighborhood Code Representative	9	Non-Exempt
26120	Community Services Program Administrator	23	Exempt
26123	Partnership Liaison	17	Exempt
26130	Outreach and Advocacy Specialist	12	Non-Exempt
26131	Resolution Coordinator	12	Non-Exempt
26132	Resource Specialist	12	Non-Exempt
26133	Mobile Crisis Response Coordinator	12	Non-Exempt
26140	Contract Solution Specialist	12	Non-Exempt
26141	Homeless Solutions Technician	10	Non-Exempt
28041	Planner I	11	Non-Exempt
28042	Planner II	13	Non-Exempt
28043	Senior Planner	18	Exempt
28044	Chief Planner	21	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
28056	Traffic Control Planning Technician	4	Non-Exempt
29003	Economic Development Analyst II	16	Exempt
29004	Economic Development Analyst I	12	Exempt
29006	Economic Development Coordinator	20	Exempt
29007	Governmental Affairs Coordinator	10	Non-Exempt
29008	Senior Governmental Affairs Coordinator	13	Exempt
29009	Economic Development Administrator	25	Exempt
29986	Supervisor - Police Auto Pound	13	Non-Exempt
29987	Manager - Parks Planning	21	Exempt
29988	Manager - Parks Security	15	Exempt
29989	Supervisor - Fuel Operations	14	Non-Exempt
29990	Manager - PKR Capital Budget	25	Exempt
29991	Park & Recreation Budget Administrator	25	Exempt
29992	Supervisor - Police Operations	13	Exempt
29993	Supervisor - DPD Legal Services	15	Exempt
29996	Manager - Facilities Administration	23	Exempt
29997	Superintendent - Facilities	25	Exempt
29998	Manager - Fleet Business Operations	25	Exempt
30000	Assistant to the Mayor	17	Exempt
30001	Manager - DFD Departmental Finance	22	Non-Exempt
30002	Manager - DFD Warehouse	16	Non-Exempt
30003	Manager - Fire and Rescue	18	Non-Exempt
30004	Sanitation Operations Analyst	15	Exempt
30005	Senior Executive Assistant	20	Exempt
30007	Manager - Fire Office Administration	18	Non-Exempt
30008	Manager - Fire Projects	18	Non-Exempt
30009	Digital Equity Coordinator	18	Exempt
30010	Manager - Library Catalog	14	Exempt
30012	Manager - Bond Programs	21	Exempt
30013	Manager - Transportation CIP Programs	26	Exempt
30014	Manager - CIP Programs	27	Exempt
30015	Supervisor - Business Diversity	18	Exempt
30016	Manager - Community Engagement	25	Exempt
30017	Manager - AVI Capital	25	Exempt
30020	Continuous Improvement Specialist	20	Exempt
30023	Supervisor - Strategic Customer Service	14	Non-Exempt
30024	Supervisor - Police Property	13	Non-Exempt
30025	Supervisor - 311	12	Non-Exempt
30026	Supervisor - Information Technology	17	Exempt
30027	Fire and Rescue Supervisor	15	Non-Exempt
30028	Supervisor - Video Production	15	Exempt
30029	Supervisor - Communications and Translation	15	Exempt
30030	Supervisor - Design, Branding & Visual Identity	17	Exempt
30031	Supervisor - DPD Video Production	15	Exempt
30045	Commission/Board Coordinator	13	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
30046	Park Board Coordinator	15	Exempt
30047	Commission/Board Coordinator - City Secretary's Office	15	Exempt
30048	Senior Commission/Board Coordinator - Mayor/Council Office	17	Exempt
30050	Agenda Coordinator	11	Non-Exempt
30051	Agenda Specialist	12	Non-Exempt
30056	City Agenda Supervisor	17	Exempt
30100	Convention Services Representative II	12	Non-Exempt
30101	Convention Services Representative I	11	Non-Exempt
30103	Senior Convention Services Representative	13	Exempt
30114	Events Services Specialist I	9	Non-Exempt
30116	Events Services Specialist II	13	Exempt
30124	Project Specialist - Community Development	12	Exempt
30125	Project Specialist	12	Exempt
30126	Senior Project Specialist	14	Exempt
30127	Senior Project Specialist - Office of Integrated Public Safety Solutions	16	Exempt
30128	Project Coordinator - Street Outreach	14	Exempt
30129	Senior Project Specialist - DPD	16	Exempt
30130	Senior Project Specialist - DPD Technology	16	Exempt
30131	Project Specialist - DPD	14	Exempt
30174	Partnership and Engagement Coordinator - CMO	16	Exempt
30175	Special Events Coordinator	16	Exempt
30176	Special Events Coordinator - Parks	16	Exempt
30177	Events Coordinator	13	Exempt
30204	Emergency Management Specialist - Aviation	14	Exempt
30205	Emergency Management Specialist	14	Exempt
30206	Senior Emergency Management Specialist	16	Exempt
30207	Assistant Director - Emergency Management	29	Exempt
30211	Performance Measurement Coordinator	17	Exempt
30212	Performance Measurement Specialist	16	Exempt
30300	Manager - Relocation	18	Exempt
30307	Senior Real Estate Specialist	15	Exempt
30308	Chief Real Estate Specialist	21	Exempt
30628	Environmental Specialist - Fire Protection	9	Non-Exempt
30801	Display Artist	7	Non-Exempt
30802	Graphics Designer	12	Non-Exempt
31008	Environmental Specialist III - Mosquito Control	10	Non-Exempt
31010	Superintendent - Aquatics Program	23	Exempt
31011	Superintendent - Events	23	Exempt
31012	Supervisor - Building Inspections Development Services	16	Exempt
31013	Part-Time Flex-Inspector (Plumbing)	17	Non-Exempt
31014	Part-Time Flex-Inspector (HVAC)	17	Non-Exempt
31015	Senior Plans Examiner - Building Inspection	14	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31016	Senior Plans Examiner - Electrical	14	Non-Exempt
31017	Senior Plans Examiner - Plumbing	14	Non-Exempt
31018	Senior Inspector - Park Construction	14	Non-Exempt
31019	Senior Inspector - Building Inspection	14	Non-Exempt
31020	Senior Inspector - Development	14	Non-Exempt
31021	Senior Inspector - Electrical	14	Non-Exempt
31022	Senior Inspector - Plumbing	14	Non-Exempt
31023	Inspector III - Building Inspection	12	Non-Exempt
31024	Code Enforcement Officer III	10	Non-Exempt
31025	Lead Inspector - Multidiscipline	16	Non-Exempt
31026	Inspector II - Housing	12	Non-Exempt
31027	Inspector III - Public Works Construction	12	Non-Exempt
31028	Inspector I - Public Works Construction	9	Non-Exempt
31029	Inspector III - Traffic Signals	12	Non-Exempt
31030	Inspector III - Development	12	Non-Exempt
31031	Inspector III - Electrical	12	Non-Exempt
31032	Inspector III - Plumbing	12	Non-Exempt
31033	Code Enforcement Officer I	6	Non-Exempt
31034	Inspector III - Signs	12	Non-Exempt
31035	Code Enforcement Officer II	8	Non-Exempt
31036	Code Enforcement Officer II - Airport	8	Non-Exempt
31037	Inspector III - Zoning	12	Non-Exempt
31038	Inspector - Park Construction	10	Non-Exempt
31039	Inspector I - Housing	10	Non-Exempt
31040	Inspector II - Public Works Construction	10	Non-Exempt
31041	Code Enforcement Officer III - Airport	10	Non-Exempt
31042	Inspector - Transportation	10	Non-Exempt
31043	Utility Inspector	10	Non-Exempt
31044	Senior Utility Inspector - Water Quality	12	Non-Exempt
31045	Supervisor - Zoning Inspections	16	Exempt
31047	Treasury Analyst	14	Non-Exempt
31048	Senior Treasury Analyst	17	Exempt
31049	Budget Analyst	13	Non-Exempt
31050	Police Dispatcher Instructor	13	Non-Exempt
31051	Instructor - Strategic Customer Service	10	Non-Exempt
31054	Director - Small Business Center	31	Exempt
31055	Director - Office of Arts and Culture	32	Exempt
31056	Director - Tourism, Conventions, and Events	31	Exempt
31057	Director - Library	31	Exempt
31058	Director - Human Resources	34	Exempt
31059	Director - Aviation	38	Exempt
31060	Director - Risk Management	32	Exempt
31061	Director - Procurement	32	Exempt
31062	Director - Budget Management Services	35	Exempt
31063	Director - Fleet Management	32	Exempt



## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31064	Director - Building Services	31	Exempt
31065	Director - Economic Development	33	Exempt
31066	Director - Housing	32	Exempt
31067	Director - Office of Equity & Inclusion (OEI)	31	Exempt
31068	Director - Courts and Detention Services	33	Exempt
31069	Director - Code Compliance	33	Exempt
31070	Director - Animal Services	32	Exempt
31071	Director - Community Care Services	31	Exempt
31072	Director - Transportation	34	Exempt
31073	Director - Public Works	34	Exempt
31074	Director - Development Services/City Building Official	34	Exempt
31075	Director - Water Utility	35	Exempt
31076	Director - Sanitation	33	Exempt
31077	Community Court Administrator	25	Exempt
31078	Aviation Infrastructure and Development Manager	27	Exempt
31079	Assistant Director - Office of Arts and Culture	29	Exempt
31080	Assistant Director - Transportation	30	Exempt
31081	Assistant Director - Economic Development	29	Exempt
31082	Assistant Director - Public Works	30	Exempt
31083	Assistant Director - Housing	29	Exempt
31084	Assistant Director - Water Utility	30	Exempt
31085	Assistant Director - Accounts Payable and Payroll	29	Exempt
31086	Assistant Director - Budget Management Services	29	Exempt
31087	Assistant Director - Sanitation	30	Exempt
31088	Assistant Director - Financial Compliance, Auditing, and Monitoring	29	Exempt
31089	Assistant Director - Library	29	Exempt
31090	Assistant Director - Fleet Management	29	Exempt
31091	Assistant Director - Tourism, Conventions, and Events	29	Exempt
31092	Assistant Director - Information Technology	30	Exempt
31093	Assistant Director - Aviation	29	Exempt
31094	Assistant Director - Development Services	29	Exempt
31095	Assistant Director - Procurement	29	Exempt
31096	Director - Mayor and Council Office	31	Exempt
31097	Assistant Director - Mayor and Council Office	29	Exempt
31098	Assistant Director - Fire	30	Exempt
31099	Assistant Director - Human Resources	30	Exempt
31100	Assistant Director - Community Care Services	29	Exempt
31101	Assistant Director - Homeless Solutions	29	Exempt
31102	Caseworker I - Police Department	8	Non-Exempt
31103	Court Caseworker II	12	Non-Exempt
31104	Caseworker II - Police Department	12	Non-Exempt
31105	Assistant Director - Neighborhood Revitalization	29	Exempt
31106	Senior Caseworker - Police Department	14	Exempt
31107	Assistant Director - Housing Development	29	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31111	Construction and Development Building Official	29	Exempt
31126	Manager - Custodial	18	Exempt
31128	Manager - Warehouse	16	Exempt
31129	Supervisor - Survey	13	Exempt
31134	Manager - Airside Operations	20	Exempt
31135	Supervisor - Budget	18	Exempt
31136	Senior Grants/Contract Compliance Specialist	16	Exempt
31143	Manager - Building Inspection	19	Exempt
31144	Manager - Fire Administration	22	Non-Exempt
31147	Manager - Code Enforcement	17	Exempt
31148	Manager - Public Safety Communications	19	Exempt
31149	Manager - Community Services	20	Exempt
31150	Manager - Construction Inspection	20	Exempt
31152	Manager - Legal	21	Exempt
31153	Manager - 911 Watch	16	Exempt
31154	Manager - Fire Facilities	20	Non-Exempt
31155	Manager - Facilities	20	Exempt
31156	Manager - DWU Facilities	20	Exempt
31157	Open Records Administrator	25	Exempt
31158	Manager - Records	19	Exempt
31159	Manager - Police Records	19	Exempt
31160	Manager - Events Center	19	Exempt
31161	Manager - Cultural Programs	18	Exempt
31162	Manager - OCA Large Events Center	20	Exempt
31163	Manager - 311 Training	19	Exempt
31164	Manager - 311	19	Exempt
31165	Manager - Courts	20	Exempt
31166	Manager - Sobering Center	18	Exempt
31168	Manager - Utility Billing	18	Exempt
31169	Manager - Tenants and Concessions	21	Exempt
31170	Manager - Airfield Maintenance	20	Exempt
31172	Manager - Safety and Training	22	Exempt
31173	Manager - Environmental Quality	21	Exempt
31174	Manager - Animal Services	16	Exempt
31175	Manager - Animal Services Community Programs	20	Exempt
31176	Chief Arborist	18	Exempt
31186	Manager - Nursing	25	Exempt
31187	Manager - Public Projects	21	Exempt
31190	Manager - Security	20	Exempt
31191	Manager - Aviation Transportation	18	Exempt
31192	Supervisor - Security Administration	15	Non-Exempt
31193	Manager - Park Maintenance	18	Exempt
31195	Manager - Electrical Inspection	21	Exempt
31197	Manager - Plumbing Inspection	20	Exempt
31198	Manager - Process Control	21	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31199	Manager - Signs and Markings	18	Exempt
31201	Manager - Forestry	20	Exempt
31202	Manager - Public Information	19	Exempt
31204	Manager - Water Utility IT	18	Exempt
31205	Manager - Aquatics	18	Exempt
31206	Manager - Risk Management	21	Exempt
31207	Manager - Veterinary Services	17	Exempt
31211	Manager - Animal Shelter	21	Exempt
31213	General Aviation Airport Manager	25	Exempt
31216	Manager - Budget	22	Exempt
31220	Manager - Aviation Information Technology	26	Exempt
31222	Manager - Departmental Finance	22	Exempt
31223	Aviation IT Administrator	27	Exempt
31227	Manager - ADA Compliance	21	Exempt
31228	Manager - Housing Compliance	21	Exempt
31229	Manager - Procurement	20	Exempt
31230	Manager - Sanitation	20	Exempt
31231	Manager - Sanitation Outreach	18	Exempt
31232	Manager - Transportation	21	Exempt
31233	Manager - Sanitation Enforcement	18	Exempt
31234	Manager - Tourism, Conventions, and Events	21	Exempt
31235	Manager - Arts Programs	18	Exempt
31236	Manager- Nighttime Economy and Responsible Hospitality	21	Exempt
31237	Public Works Program Administrator	26	Exempt
31238	Manager - Development	21	Exempt
31239	Manager - Police Administration	18	Exempt
31240	Coordinator - Nighttime Economy and Responsible Hospitality	14	Exempt
31242	Manager - Economic Development	23	Exempt
31243	Manager - Parks	22	Exempt
31244	Senior Project Manager - Aviation	23	Exempt
31245	Manager - Governmental Affairs	22	Exempt
31248	Manager - Survey	21	Exempt
31249	Manager - Public Works Maintenance Contracts	21	Exempt
31250	Manager - Public Works Construction Inspection	21	Exempt
31251	Manager - Investment	23	Exempt
31252	Manager - Events	19	Exempt
31253	Manager - Public Works	21	Exempt
31254	Manager - Public Works Business Operations	21	Exempt
31255	Manager - PBW Training & Projects	21	Exempt
31256	Manager - Fleet Services	19	Exempt
31257	Supervisor - Departmental Human Resources	17	Exempt
31259	Manager - Plant Maintenance	22	Exempt
31260	Manager - DFR Fleet Services	19	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31261	Manager - Planning	21	Exempt
31262	Manager - Property	23	Exempt
31263	Manager - Aviation Real-Estate	24	Exempt
31264	Manager - Recreation	21	Exempt
31267	Manager - Large Warehouse	21	Exempt
31268	Manager - Water Utility	22	Exempt
31269	Superintendent - Airfield Maintenance	25	Exempt
31270	Superintendent - Large Warehouse	26	Exempt
31272	Manager - Cash and Debt	23	Exempt
31273	Manager - Service Area Planning	23	Exempt
31275	Assistant Emergency Management Coordinator	23	Exempt
31276	Manager - Emergency Management	23	Exempt
31277	Manager - Library Programs	22	Exempt
31278	Manager - Library Information Technology	21	Exempt
31279	Manager - Food Protection	21	Exempt
31280	Manager - Homeless Solutions	22	Exempt
31281	Manager - Strategic Customer Service	22	Exempt
31284	Manager - Water Utility Administration	19	Exempt
31285	Manager - Laboratory	20	Exempt
31287	Superintendent - Water Utility Administration	26	Exempt
31288	Architectural Program Administrator	26	Exempt
31289	Engineering Program Administrator	26	Exempt
31291	Superintendent - Water Utility	26	Exempt
31296	Supervisor - Procurement	16	Exempt
31301	Supervisor - Custodial	12	Non-Exempt
31303	Supervisor - Public Works	13	Non-Exempt
31307	Supervisor - Water Treatment Plant Maintenance	15	Non-Exempt
31308	Supervisor - Water Conservation	19	Exempt
31309	Supervisor - Parking Enforcement	12	Non-Exempt
31310	Supervisor - Parking Enforcement Operations	16	Exempt
31312	Supervisor - WWTP	14	Non-Exempt
31313	Supervisor - Water Treatment Plant	14	Non-Exempt
31316	Supervisor - Utilities Electronics	15	Non-Exempt
31323	Supervisor - Animal Services	12	Non-Exempt
31324	Supervisor - Nuisance Abatement	13	Non-Exempt
31325	Supervisor - Social and Community Services	14	Exempt
31326	Supervisor - Code Enforcement	13	Non-Exempt
31327	Supervisor - Sanitation Code Enforcement	13	Non-Exempt
31328	Supervisor - Community Care Services	16	Non-Exempt
31333	Supervisor - Internal Affairs	14	Non-Exempt
31334	Supervisor - Engineering/Drafting	19	Exempt
31335	Supervisor - Library	11	Non-Exempt
31336	Supervisor - Aviation Financial Management	20	Exempt
31337	Supervisor - Transportation	12	Non-Exempt
31338	Supervisor - Airport Maintenance	14	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31339	Supervisor - Aviation Capital Finance	20	Exempt
31340	Supervisor - Events	16	Non-Exempt
31343	Supervisor - Heavy Equipment Operation	14	Non-Exempt
31345	Supervisor - WWTP Maintenance	15	Non-Exempt
31349	Supervisor - Security	12	Non-Exempt
31350	Supervisor - Warehouse	14	Non-Exempt
31351	Manager - Equity & Inclusion Policies	20	Exempt
31353	Manager - Equity Engagement & Outreach	21	Exempt
31354	Supervisor - Sanitation	14	Non-Exempt
31356	Supervisor - Industrial HVAC	14	Non-Exempt
31357	Supervisor - Electrical	15	Non-Exempt
31358	Supervisor - Water Meter Reader	14	Non-Exempt
31359	Supervisor - Outreach	14	Non-Exempt
31360	Supervisor - Outreach Workforce Dallas	14	Non-Exempt
31361	Supervisor - Badging	12	Non-Exempt
31362	Supervisor - Airfield Maintenance	15	Non-Exempt
31364	Supervisor - Veterinary Services	14	Non-Exempt
31367	Supervisor - Public Safety Communications	14	Non-Exempt
31369	Supervisor - Construction Inspection	15	Exempt
31371	Supervisor - Records	17	Exempt
31374	Supervisor - Fleet Services	15	Exempt
31375	Supervisor - DFR Fleet Services	15	Non-Exempt
31376	Supervisor - Police Records	12	Non-Exempt
31377	Supervisor - Housing	14	Exempt
31381	Supervisor - Airport Operations	14	Exempt
31382	Supervisor - Environmental	17	Exempt
31383	Supervisor - Facilities	14	Non-Exempt
31384	Supervisor - Traffic Signal	15	Non-Exempt
31386	Supervisor - Shop	14	Non-Exempt
31387	Supervisor - Fire and Rescue Shop	14	Non-Exempt
31389	Supervisor - Office	13	Non-Exempt
31390	Supervisor - Area Recreation	16	Exempt
31391	Supervisor - Recreation	14	Exempt
31392	Supervisor - Security Operations	16	Exempt
31393	Supervisor - Water Distribution	15	Non-Exempt
31394	Supervisor - Park Maintenance	13	Non-Exempt
31395	Supervisor - Radio Network	18	Exempt
31397	Supervisor - Public Works Construction Inspection	15	Non-Exempt
31398	Supervisor - Food Protection	14	Exempt
31401	Supervisor - Pesticide Application	15	Exempt
31403	Supervisor - Payroll	16	Exempt
31407	Supervisor - Water Distribution Field Operations	13	Non-Exempt
31408	Supervisor - Environmental Inspections Field Operations	15	Non-Exempt
31409	Quality Control and Fleet Administrator	17	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31410	Supervisor - Concessions Vendors	16	Exempt
31411	Supervisor - Laboratory	18	Exempt
31412	Supervisor - Environmental Inspections	17	Exempt
31413	Supervisor - Forensics	15	Exempt
31416	Manager - Electrical	21	Exempt
31417	Supervisor - Departmental Finance	17	Non-Exempt
31419	Manager - WWTP Maintenance	19	Exempt
31420	Supervisor - Nursing	22	Exempt
31421	Supervisor - Nutrition	18	Exempt
31425	Supervisor - Water Utility Warehouse	15	Exempt
31426	Manager - Water Distribution	19	Exempt
31427	Manager - WWTP	19	Exempt
31428	Supervisor - Water Meter Shop	14	Exempt
31429	Supervisor - Process Control	18	Exempt
31430	Supervisor - Aquatics	15	Exempt
31431	Supervisor - Occupational Safety	16	Exempt
31432	Supervisor - Waste Water Collection	16	Exempt
31433	Supervisor - Aviation Safety Compliance	16	Exempt
31436	Network Analyst II - Public Safety	17	Exempt
31438	Radio Network Engineer	19	Exempt
31439	Senior Network Engineer	22	Exempt
31443	Manager - IT PMO	26	Exempt
31446	Process Control Analyst	16	Exempt
31451	Senior Process Control Analyst	18	Exempt
31458	Water System IT Analyst	14	Non-Exempt
31459	Customer Service Agent II - Aviation	6	Non-Exempt
31460	Customer Service Agent I - Aviation	5	Non-Exempt
31462	Senior Carpenter - Park Maintenance	8	Non-Exempt
31463	Senior Plant Maintenance Worker	6	Non-Exempt
31464	Senior Maintenance Worker - Water	6	Non-Exempt
31465	Senior Industrial Mechanic	12	Non-Exempt
31466	Industrial Mechanic	10	Non-Exempt
31467	Signs and Markings Technician	4	Non-Exempt
31468	Crew Leader - Landscape	10	Non-Exempt
31469	Crew Leader - Public Works	10	Non-Exempt
31470	Crew Leader - Aviation	10	Non-Exempt
31471	Lead Animal Keeper	8	Non-Exempt
31473	Crew Leader - Park Maintenance	10	Non-Exempt
31474	Crew Leader - Sanitation	11	Non-Exempt
31475	Crew Leader - Signs and Markings	10	Non-Exempt
31476	Crew Leader - Forestry	10	Non-Exempt
31478	Crew Leader - Water Utility	10	Non-Exempt
31479	Crew Leader - Waste Water Collection	10	Non-Exempt
31482	Lead Veterinary Assistant	8	Non-Exempt
31484	Heavy Equipment Mechanic	9	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31485	Park Maintenance Mechanic	6	Non-Exempt
31488	Senior Heavy Equipment Mechanic	13	Non-Exempt
31489	Motorcycle Mechanic	7	Non-Exempt
31490	Senior Park Maintenance Mechanic	8	Non-Exempt
31491	Senior Mechanic - Fire Protection	13	Non-Exempt
31493	Utilities Electronic Technician	10	Non-Exempt
31494	Senior Utilities Electronic Technician	12	Non-Exempt
31495	Senior Radio Technician	13	Non-Exempt
31497	Heavy Equipment Operator - Sanitation	9	Non-Exempt
31499	Park Ranger	9	Non-Exempt
31500	Street Maintenance Worker I	3	Non-Exempt
31501	Utility Maintenance Worker I	3	Non-Exempt
31502	Parks Maintenance Worker I	3	Non-Exempt
31503	Street Maintenance Worker II	4	Non-Exempt
31504	Utility Maintenance Worker II	4	Non-Exempt
31505	Parks Maintenance Worker II	4	Non-Exempt
31506	Street Maintenance Worker III	7	Non-Exempt
31507	Utility Maintenance Worker III	7	Non-Exempt
31509	Apprentice WWTP Operator	4	Non-Exempt
31510	WWTP Operator	9	Non-Exempt
31511	Video Specialist - Police Department	8	Non-Exempt
31512	Radio Announcer	5	Non-Exempt
31543	Lead Plans Examiner - Multidiscipline	16	Non-Exempt
31544	Lead Plans Examiner - Plumbing	16	Non-Exempt
31599	Superintendent - Aviation Security and EM	26	Exempt
31600	Assistant Director - Animal Services	29	Exempt
31601	Superintendent - Airport Operations	26	Exempt
31602	Director - Environmental Quality	31	Exempt
31603	Supervisor - Customer Service	14	Non-Exempt
31604	Assistant Director - Environmental Quality	29	Exempt
31605	Director - Emergency Management	33	Exempt
31606	Crew Leader - Signals	10	Non-Exempt
31607	Supervisor - Signs and Markings	15	Non-Exempt
31608	Superintendent - Sanitation	25	Exempt
31615	Supervisor - Airport Operations Center	12	Non-Exempt
31625	Regional Manager - Venues	22	Exempt
31626	Manager - Arts Projects	22	Exempt
31627	General Manager	MISC	Exempt
31628	Director - Bond Programs	31	Exempt
31629	Manager - Public Arts	22	Exempt
31635	Superintendent - Fleet and Warehouse	26	Exempt
31638	Supervisor - Tourism, Conventions, and Events	15	Exempt
31639	Senior Project Manager - Convention and Event Services	23	Exempt
31640	Project Manager - Convention and Event Services	22	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31649	Superintendent - DFR Fleet & Warehouse Services	23	Non-Exempt
31650	Superintendent - Sanitation Fleet Services	23	Exempt
31651	Superintendent - Fleet Services	23	Exempt
31652	Crew Leader - Park Construction	10	Non-Exempt
31658	Supervisor - CIP Projects	15	Exempt
31659	Assistant Director - Bond Programs	29	Exempt
31660	Supervisor - Forestry	14	Non-Exempt
31661	Director - Communications, Outreach, & Marketing	32	Exempt
31662	Manager - Transportation Finance Administration	26	Exempt
31665	Inspector I	5	Non-Exempt
31667	Inspector - Park Maintenance	10	Non-Exempt
31670	Cashier Supervisor	4	Non-Exempt
31671	Concessions Attendant	2	Non-Exempt
31672	Concessions Supervisor	4	Non-Exempt
31673	Lifeguard/EMT	4	Non-Exempt
31674	Lead Lifeguard	3	Non-Exempt
31675	Gates/Grounds Supervisor	4	Non-Exempt
31676	Lifeguard	2	Non-Exempt
31677	Water Park Safety Supervisor	6	Non-Exempt
31678	Water Park Attendant	1	Non-Exempt
31679	Community Pool Attendants	2	Non-Exempt
31681	Pool Facility Supervisor	4	Non-Exempt
31682	Lead Concessions Attendant	3	Non-Exempt
31685	Customer Service Representative - Aquatics	2	Non-Exempt
31686	Lifeguard/Water Safety Instructor	3	Non-Exempt
31687	Aquatics Customer Service Supervisor	4	Non-Exempt
31688	Manager - Community Court	19	Exempt
31689	Director - Planning & Development	33	Exempt
31690	Assistant Director - Planning & Development	29	Exempt
31691	Manager - Civil Service	22	Exempt
31692	Assistant Director - Treasury	29	Exempt
31693	Assistant Director - Preservation and Urban Design	29	Exempt
31694	Director - Community Development	30	Exempt
31695	Assistant Director - Library Operations & Facilities	29	Exempt
31696	Senior Human Resources Manager	24	Exempt
31697	Supervisor - Animal Field Services	12	Non-Exempt
31700	Manager - Information Technology Security	26	Exempt
31702	Caseworker I	8	Non-Exempt
31703	Assistant Director - Data Analytics and Business Intelligence	29	Exempt
31704	Director - Data Analytics & Business Intelligence	32	Exempt
31705	Water Safety Instructor	2	Non-Exempt
31706	Assistant Controller	29	Exempt
31707	Supervisor - Service Area Planning	18	Exempt
31708	Supervisor - Transportation Planning	18	Exempt



## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
31723	Manager - Water Treatment Plant	19	Exempt
31765	Sanitation Business Administration Manager	25	Exempt
31766	DPD Business Administration Manager	25	Exempt
32026	Supervisor - Public Project	15	Exempt
32207	Senior Legal Secretary	7	Non-Exempt
32209	Executive Secretary	8	Non-Exempt
32401	Office Assistant I	1	Non-Exempt
32402	Office Assistant II	3	Non-Exempt
32403	Senior Office Assistant	6	Non-Exempt
32405	Administrative Specialist I	8	Non-Exempt
32406	Administrative Specialist II	9	Non-Exempt
32407	Administrative Coordinator - Workforce Dallas	9	Non-Exempt
32412	High School Intern	1	Non-Exempt
32565	Assistant Director - Court & Detention	29	Exempt
33267	Social Worker - Licensed	13	Non-Exempt
33268	Community Court Coordinator	8	Non-Exempt
33269	Supervisor - Community Court	14	Non-Exempt
33310	Supervisor - Parks Security	13	Non-Exempt
34004	Financial Specialist	6	Non-Exempt
34006	Senior Payroll Specialist	10	Non-Exempt
34011	Actuary	28	Exempt
34100	Payroll Product Owner	24	Exempt
34200	Accounts Payable Clerk I	4	Non-Exempt
34201	Accounts Payable Clerk II	6	Non-Exempt
34202	Accounts Payable Clerk III	9	Non-Exempt
34203	Accounts Payable Specialist	12	Non-Exempt
34204	Lead Accounts Payable Specialist	15	Non-Exempt
34205	Supervisor - Accounts Payable	18	Exempt
34305	Cashier	1	Non-Exempt
34311	Collector	5	Non-Exempt
34320	Billing Specialist	15	Exempt
34321	Fire and Rescue Billing Specialist	15	Non-Exempt
34325	Unified Resiliency Coordinator	15	Non-Exempt
34411	Manager - Airport Parking	18	Exempt
34412	Manager - General Aviation	16	Exempt
34413	Manager - Landside Operations	20	Exempt
34414	Supervisor - Airport Code Enforcement	14	Exempt
34415	Manager - Aviation Environmental Operations	20	Exempt
34416	Manager - Customer Engagement	20	Exempt
34417	Manager - Aviation Security	20	Exempt
34418	Manager - Airport Business Operations	21	Exempt
34419	Manager - Airport Emergency Management Operations	21	Exempt
35544	Fire and Rescue Geographic Information System Analyst	17	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
35545	Geographic Information System Analyst I	11	Non-Exempt
35546	Geographic Information System Analyst II	13	Non-Exempt
35547	Geographic Information System Analyst III	15	Exempt
35548	Senior Geographic Information System Analyst	17	Exempt
36001	Engineering and Construction Management Administrator	25	Exempt
36003	Manager - Grants	23	Exempt
36004	Community Development Coordinator - Grants	14	Exempt
36005	Director - Homeless Solutions	31	Exempt
36006	Network Analyst II	17	Exempt
36010	Network Analyst I	15	Exempt
36016	Computer Operator I	3	Non-Exempt
36017	Computer Operator II	8	Non-Exempt
36023	Traffic Management Specialist	12	Non-Exempt
36025	Computer Operations Analyst	10	Non-Exempt
36040	Traffic Analyst	12	Non-Exempt
36045	Traffic Control Specialist	13	Non-Exempt
36050	Aquatics Maintenance Trainee	5	Non-Exempt
36051	Aquatics Maintenance Technician	8	Non-Exempt
36052	Senior Aquatics Maintenance Technician	10	Non-Exempt
36053	Supervisor - Aquatics Maintenance	15	Non-Exempt
36054	Aquatics Services Administrator	22	Exempt
36055	Manager - Aquatics Facility Operations	20	Exempt
36056	Supervisor - Aquatic Programs	15	Exempt
36057	Supervisor - Aquatic Services	16	Exempt
36058	Community Recreation Program Coordinator II - Aquatics	11	Non-Exempt
36059	Community Recreation Program Coordinator I - Aquatics	8	Non-Exempt
36100	Departmental Technology Analyst	14	Exempt
36101	Fire and Rescue Operations Research Analyst	16	Non-Exempt
36102	Fire and Rescue Technology Analyst	15	Non-Exempt
36160	Manager - Transportation Business Operations	21	Exempt
36402	Network Engineer	19	Exempt
36403	Senior Information Technology Engineer	24	Exempt
36404	Information Technology Architect	26	Exempt
36407	Information Technology Business Analyst I	18	Exempt
36408	Information Technology Business Analyst II	20	Exempt
36409	Senior Information Technology Business Analyst	22	Exempt
36416	Information Technology Project Manager	20	Exempt
36417	Senior Information Technology Project Manager	24	Exempt
36420	IT Security Program Administrator	27	Exempt
36421	IT Infrastructure Program Administrator	27	Exempt
36422	IT Data Program Administrator	27	Exempt
36423	IT Applications Program Administrator	27	Exempt
36502	Information Technology Analyst I	11	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
36503	Information Technology Analyst II	14	Non-Exempt
36504	Senior Information Technology Analyst	16	Exempt
36507	Senior Systems Programmer	20	Exempt
36508	Systems Programmer	19	Exempt
36509	Web Designer	16	Exempt
36510	Web Developer	19	Exempt
36523	Manager - Airfield Security	17	Exempt
36524	Programmer Analyst I	14	Exempt
36525	Manager - Information Technology	25	Exempt
36526	Programmer Analyst II	19	Exempt
36528	Programmer Analyst III	22	Exempt
36529	Senior Data Science Analyst	19	Exempt
36530	Data Engineer	26	Exempt
36531	Database Analyst	20	Exempt
36533	Senior Geographic Information System Support Technician	8	Non-Exempt
36534	Geographic Information System Support Technician	6	Non-Exempt
36535	Information Technology Asset Administrator	16	Exempt
36540	Manager - GIS	23	Exempt
36541	GIS Program Administrator	27	Exempt
36542	Data Analytics Administrator	27	Exempt
36560	Senior Data Analytics Manager	23	Exempt
36565	Building Services Administrator	26	Exempt
36580	Director - Strategic Customer Services	31	Exempt
36583	Senior Executive Secretary	11	Non-Exempt
36598	Manager - Fiscal Services	19	Exempt
36599	Manager - Budget Communication & Engagement	19	Exempt
36600	Budget Management, Innovation, and Strategy Manager	26	Exempt
36602	Telecommunications Services Representative	13	Non-Exempt
36603	Fire and Rescue Radio Systems Specialist	17	Non-Exempt
36605	Manager - Payroll	23	Exempt
36606	Manager - EMS Compliance	23	Exempt
36607	Manager - Bank Reconciliation	23	Exempt
36608	Manager - Hotel Occupancy Tax	23	Exempt
36609	Senior Security Analyst	19	Exempt
36610	Security Analyst	12	Non-Exempt
36611	Manager - Cash & Investment	23	Exempt
36612	Manager - Payroll Administration	26	Exempt
36613	Manager - Financial Reporting/Accounting	26	Exempt
36614	Manager - Code Quality Management Systems	21	Exempt
36615	Manager - Accounts Payable Administration	25	Exempt
36616	Resilience Officer	24	Exempt
36617	Manager - CCO Program Administration	26	Exempt
36618	Assistant Director - Current Planning	29	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
36619	Supervisor - Development Services	16	Exempt
36620	Manager - Financial Reporting Funds	23	Exempt
36621	Manager - Financial Compliance, Auditing, and Monitoring	22	Exempt
36622	Treasury Administrator	26	Exempt
36625	Manager - Forensics	19	Exempt
36626	Manager - Housing Finance	21	Exempt
36627	Manager - Real Property	20	Exempt
36629	DPD Budget and Grants Administrator	25	Exempt
36630	DPD Operational Technology and Equipment Manager	25	Exempt
36631	DPD Project Implementation Manager	24	Exempt
36632	Manager - DPD Personnel Operations	21	Exempt
36633	Manager - Equity	20	Exempt
36634	Equity and Inclusion Coordinator	17	Exempt
36635	Supervisor - Water Utility	14	Non-Exempt
36636	Welcoming Coordinator	15	Exempt
36637	Manager - Water Meter Readers	18	Exempt
36639	DPD Accreditation Specialist	11	Non-Exempt
36640	DPD Auto Pound and Property Unit Administrator	25	Exempt
36641	Manager - SBC Workforce Initiatives	20	Exempt
36642	Superintendent - Environmental Quality	24	Exempt
36643	Manager - Fair Housing	19	Exempt
36644	Supervisor - FreshStart Re-Entry Program	18	Exempt
36645	Manager - SBC Entrepreneurship Initiatives	20	Exempt
36646	Manager - SBC Business Inclusion	20	Exempt
36647	Small Business Coordinator - Reentry Workforce	13	Non-Exempt
36648	Library Adult Services Manager	24	Exempt
36649	Small Business Coordinator - Day Labor Outreach Center	13	Non-Exempt
36650	Manager - Bond Program Implementation	25	Exempt
36651	Manager - Bond Planning	19	Exempt
36652	Small Business Coordinator - Accelerator and Mentor Protege Program	13	Non-Exempt
36653	Small Business Coordinator - Workforce Development	13	Non-Exempt
36654	Manager - Business	22	Exempt
36656	Director - Legislative Affairs	32	Exempt
36660	PBW Performance Management and Special Projects Administrator	26	Exempt
36661	Assistant Director - Communications, Outreach, & Marketing	29	Exempt
36673	Manager - Business Operations Analysis	21	Exempt
36674	Manager - COM Business Operations	21	Exempt
36676	Supervisor - Business	17	Exempt
36680	Sanitation Truck Driver Trainee Licensed	4	Non-Exempt
36690	Development Services Administrator	24	Exempt
36695	Manager - Development Services Training	22	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
37550	Configuration Coordinator	14	Non-Exempt
37551	Water System IT Trainer	14	Exempt
37552	Senior Water System IT Analyst	16	Exempt
37553	Configuration Specialist	20	Exempt
37812	Lead HRIS Analyst	20	Exempt
37813	Compensation and Benefits Human Resources Information Systems (HRIS) Analyst	16	Exempt
37814	Gate Attendant	2	Non-Exempt
37817	Assistant City Engineer	28	Exempt
37822	Supervisor - DPD Personnel Operations	18	Exempt
37823	Supervisor - DPD Accreditation and Compliance	13	Exempt
37824	Fleet Wrecker Driver	9	Non-Exempt
37828	Logistics Support Administrator	25	Exempt
38000	Fleet Parts Specialist	3	Non-Exempt
38001	Manager - Public Safety Community Engagement	22	Exempt
38009	Storekeeper	1	Non-Exempt
38015	Senior Storekeeper	5	Non-Exempt
38016	Senior Fleet Parts Specialist	6	Non-Exempt
38017	Fleet Service Advisor	6	Non-Exempt
38020	Fleet Coordinator	10	Non-Exempt
38040	Fuel Services Coordinator	14	Exempt
40004	Senior Public Information Representative	12	Non-Exempt
40006	911 Call Taker Trainee	6	Non-Exempt
40007	Public Information Representative II	11	Non-Exempt
40009	Interpreter	17	Non-Exempt
40015	Translator	12	Non-Exempt
40019	Customer Service Representative II	3	Non-Exempt
40020	Records Technician	4	Non-Exempt
40021	Records Technician I - Development Services	4	Non-Exempt
40022	Records Technician II - Development Services	6	Non-Exempt
40023	Records Technician III - Development Services	8	Non-Exempt
40024	Supervisor - Development Services Records	17	Exempt
40032	Senior Police Report Representative	6	Non-Exempt
40035	Police Report Representative	4	Non-Exempt
40036	911 Call Taker	7	Non-Exempt
40037	Library Circulation Specialist	3	Non-Exempt
40038	Customer Service Representative I	2	Non-Exempt
40039	Senior Customer Service Representative	4	Non-Exempt
40040	Customer Service Agent I	6	Non-Exempt
40041	Customer Service Agent Trainee	4	Non-Exempt
40042	Customer Service Agent II	8	Non-Exempt
40043	Operations Specialist	8	Non-Exempt
40044	Utility Billing Specialist I	4	Non-Exempt
40045	Utility Billing Specialist II	5	Non-Exempt
40046	Utility Billing Specialist III	9	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
40049	Public Information Officer	14	Exempt
40050	Senior Public Information Officer	16	Exempt
40051	Utility Customer Account Specialist I	5	Non-Exempt
40052	Utility Customer Account Specialist II	7	Non-Exempt
40053	Utility Customer Account Specialist III	9	Non-Exempt
40056	Senior 911 Call Taker	10	Non-Exempt
40060	Public Information Coordinator I	13	Exempt
40065	Public Information Coordinator II	16	Exempt
40070	Senior Aviation Trusted Agent	7	Non-Exempt
40071	Aviation Trusted Agent	5	Non-Exempt
40072	Aviation Safety Compliance Specialist	14	Exempt
40073	Aviation Finance Administrator	26	Exempt
41040	Animal Services Counselor	4	Non-Exempt
41250	Security Administrator	22	Exempt
42001	Permit Clerk	4	Non-Exempt
42002	Senior Permit Clerk	6	Non-Exempt
42003	Permit Technician	8	Non-Exempt
43000	Records Management Officer	18	Exempt
43001	City Archivist	17	Exempt
43002	Records Analyst I	11	Non-Exempt
43003	Senior Records Analyst	16	Exempt
43005	Election Manager	19	Exempt
43006	Records Analyst II	14	Exempt
43007	Court Specialist I	2	Non-Exempt
43009	Court Specialist II	4	Non-Exempt
43012	Senior Court Specialist	6	Non-Exempt
43018	Supervisor - Courts & Detention	12	Non-Exempt
44002	Fire and Rescue Officer	1FF	Non-Exempt
44004	Fire Driver - Engineer	2FF	Non-Exempt
44005	Fire Prevention Officer	1FP	Non-Exempt
44006	Fire Lieutenant	3FF	Non-Exempt
44007	Fire Captain	4FF	Non-Exempt
44008	Fire Battalion Section Chief	5FF	Non-Exempt
44011	Fire Assistant Chief	8F	Exempt
44014	Fire Senior Prevention Officer	2FP	Non-Exempt
44015	Fire Prevention Lieutenant	3FP	Non-Exempt
44016	Fire Prevention Captain	4FP	Non-Exempt
44017	Single Function Paramedic	1SF	Non-Exempt
44025	Fire Prevention Section Chief	5FP	Non-Exempt
44026	Fire Second Driver	SFF	Non-Exempt
44100	Fire and Rescue Officer	1FF	Non-Exempt
44200	Fire Prevention Officer	1FP	Non-Exempt
46000	Pathway Apprentice	4	Non-Exempt
46004	Police Officer	1P	Non-Exempt
46011	Police Sergeant	3P	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
46013	Police Lieutenant	4P	Non-Exempt
46014	Police Captain	SP	Non-Exempt
46016	Police Senior Corporal	2P	Non-Exempt
46017	Police Major	6P	Exempt
46027	Police Assistant Chief	8P	Exempt
46100	Police Officer	1P	Non-Exempt
46503	Public Service Officer	4	Non-Exempt
46507	Senior Criminal Intelligence Analyst	13	Non-Exempt
46509	Police Research Specialist	8	Non-Exempt
46510	City Marshal	31	Exempt
46515	Chief Bailiff	21	Exempt
46516	Bailiff	15	Non-Exempt
46522	Police Dispatcher	11	Non-Exempt
46524	Senior Police Dispatcher	12	Non-Exempt
46525	Chief Deputy City Marshal	26	Exempt
46526	Senior Deputy City Marshal	18	Non-Exempt
46527	Deputy City Marshal	15	Non-Exempt
46528	Lead Deputy City Marshal	21	Exempt
46531	Crime Scene Technician	5	Non-Exempt
46534	Crime Technician	4	Non-Exempt
46535	Crime Scene Analyst	9	Non-Exempt
46536	Internal Control Specialist	12	Non-Exempt
46537	Automated Fingerprint and Identification Analyst	9	Non-Exempt
46538	Investigative Support Specialist	9	Non-Exempt
46539	Crime Scene Analyst Trainer	15	Exempt
46540	Forensic Fingerprint Expert	16	Non-Exempt
46541	Forensic Services Administrator	22	Exempt
46542	Forensic Firearms and Toolmark Examiner	17	Non-Exempt
46543	National Integrated Ballistic Information Network Analyst	12	Non-Exempt
46550	911 Communications Administrator	27	Exempt
46551	911 Unit Manager	23	Exempt
48002	Senior Airport Operations Officer	12	Non-Exempt
48003	Airport Operations Officer	9	Non-Exempt
48019	Senior Security Officer	9	Non-Exempt
48020	Security Officer	6	Non-Exempt
48021	Probationary Security Officer	4	Non-Exempt
48030	Detention Officer	5	Non-Exempt
48120	Right Care Manager	17	Exempt
48121	Manager - IPS Homeless Outreach	19	Exempt
48122	Manager - IPS Mobile Crisis Response Team	19	Exempt
48123	Supervisor - IPS Homeless Outreach	16	Exempt
48124	Supervisor - IPS Mobile Crisis Response Team	16	Exempt
48125	Manager - Homeless Outreach	19	Exempt
48126	Supervisor - Homeless Outreach	16	Exempt
48127	Manager - Homeless Outreach & Advocacy	17	Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
48410	Privacy Compliance Coordinator	14	Non-Exempt
48412	Occupational Health & Safety Standards (OHSAS) Compliance	16	Exempt
48414	Occupational Health and Safety Officer	16	Exempt
48420	Complaint Intake Specialist	8	Non-Exempt
48421	Manager - Office of Community Police Oversight Mediation	17	Exempt
48606	Animal Services Coordinator	11	Non-Exempt
48607	Senior Training Specialist - Development Services	16	Exempt
48608	Animal Services Training Specialist	13	Exempt
48609	Animal Services Officer	6	Non-Exempt
48610	Lead Animal Services Officer	10	Non-Exempt
48611	Animal Services Officer II	8	Non-Exempt
48614	Animal Keeper I	1	Non-Exempt
50002	Carpenter	5	Non-Exempt
50004	Senior Carpenter	8	Non-Exempt
50007	Trades Helper	1	Non-Exempt
50010	Plumber	6	Non-Exempt
50011	Senior Plumber	9	Non-Exempt
50012	Supervisor - Plumbing	14	Non-Exempt
50013	Manager - Plumbing	20	Exempt
50017	HVAC Apprentice	5	Non-Exempt
50018	HVAC Trainee	1	Non-Exempt
50019	HVAC Technician	7	Non-Exempt
50020	Senior HVAC Technician	10	Non-Exempt
50021	Building Controls Specialist	12	Non-Exempt
50022	Animal Services Building Coordinator	11	Non-Exempt
50025	Irrigation Technician	5	Non-Exempt
50026	Senior Irrigation Technician	6	Non-Exempt
50034	Painter	5	Non-Exempt
50043	Senior Welder	8	Non-Exempt
50044	Welder	5	Non-Exempt
50052	Senior Maintenance Worker	5	Non-Exempt
50053	Crew Leader - Graffiti Abatement	10	Non-Exempt
50054	Crew Leader - Maintenance	10	Non-Exempt
50056	Crew Leader - Facilities	10	Non-Exempt
50403	Custodian	1	Non-Exempt
50406	Lead Custodian	3	Non-Exempt
50528	Equipment and Building Operations Analyst	14	Exempt
50707	Pool Mechanic	6	Non-Exempt
50724	Airfield Maintenance Technician I	5	Non-Exempt
50725	Airfield Maintenance Technician II	7	Non-Exempt
50726	Airfield Maintenance Technician III	9	Non-Exempt
52015	Certified Technician - Mechanic	14	Non-Exempt
52038	Automotive Body Repairer	7	Non-Exempt
54004	Water Meter Technician I	3	Non-Exempt
54005	Water Meter Technician II	5	Non-Exempt



## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
54009	Senior Water Meter Technician	8	Non-Exempt
54019	Water Instrument Technician Trainee	4	Non-Exempt
54021	Water Instrument Technician	8	Non-Exempt
56001	Mechanic I	5	Non-Exempt
56002	Mechanic II	8	Non-Exempt
56003	Senior Mechanic	11	Non-Exempt
56040	Machinist	5	Non-Exempt
56041	Senior Machinist	9	Non-Exempt
56100	Senior Administrative Hearing Officer	17	Exempt
56101	Administrative Hearing Officer II	14	Non-Exempt
56102	Administrative Hearing Officer I	12	Non-Exempt
56107	Judicial Hearing Officer	22	Exempt
56201	Parking Enforcement Officer	6	Non-Exempt
56205	Senior Parking Enforcement Officer	8	Non-Exempt
56206	Traffic Enforcement Specialist	5	Non-Exempt
56210	Project Manager - Transportation	24	Exempt
56211	Project Manager - Community Development	23	Exempt
56299	Lead Emergency Vehicle Technician	13	Non-Exempt
56300	Emergency Vehicle Technician II	11	Non-Exempt
56301	Emergency Vehicle Technician I	8	Non-Exempt
56345	Automotive Maintenance Assistant	3	Non-Exempt
58509	Water Utility Electrician	10	Non-Exempt
58511	Electrician Assistant	5	Non-Exempt
58512	Electrician	10	Non-Exempt
58513	Senior Electrician	13	Non-Exempt
58514	Master Electrician	17	Exempt
58515	Electronic Technician Assistant	5	Non-Exempt
58516	Electronic Technician	8	Non-Exempt
58517	Senior Electronic Technician	12	Non-Exempt
60215	Equipment Operator	7	Non-Exempt
60216	Heavy Equipment Operator	9	Non-Exempt
61652	Manager - HVAC	20	Exempt
61874	Manager - Process Improvement	20	Exempt
62005	Sign Fabricator	4	Non-Exempt
63014	Service Agent	8	Non-Exempt
63015	Service Agent - Public Works	9	Non-Exempt
63016	Service Agent - Irrigation Outreach	10	Non-Exempt
64003	Laborer I	1	Non-Exempt
64004	Laborer II	4	Non-Exempt
66200	Parking Attendant	1	Non-Exempt
66214	Sanitation Truck Driver	7	Non-Exempt
66215	Truck Driver II	7	Non-Exempt
66216	Senior Sanitation Truck Driver	9	Non-Exempt
66217	Fuel Transport Operator	9	Non-Exempt
68106	Flood Control Operator	9	Non-Exempt

## NUMERICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Grade	FLSA Status
68505	Water Meter Reader	2	Non-Exempt
68508	Water Meter Reading Representative	9	Non-Exempt
68511	Water Field Representative II	6	Non-Exempt
68613	Water Field Representative I	5	Non-Exempt
68615	Water Utilities Training Instructor	14	Exempt
68617	Water Conservation Coordinator	17	Exempt
68634	Senior Wholesale Water Representative	19	Exempt
68639	Wholesale Service Representative	13	Exempt
70036	Apprentice Water Plant Operator	4	Non-Exempt
70037	Water Plant Operator	9	Non-Exempt
70060	Senior Hydrologist	20	Exempt
70061	Hydrologist	18	Non-Exempt
72001	Sanitation Truck Driver Trainee	4	Non-Exempt
72028	Hazardous Waste Inspector	9	Non-Exempt
72041	Recycling Coordinator	15	Exempt
74003	Manager - WRR-FM Station	MISC	Exempt
74006	Digital Content Specialist	14	Exempt
74007	Video Specialist - Communications	9	Non-Exempt
74008	Multimedia Specialist	12	Non-Exempt
74016	Radio Production Coordinator	9	Non-Exempt
76103	Forensic Video Specialist	9	Non-Exempt
76200	Manager - WRR-FM Sales	MISC	Exempt
76203	WRR-FM Sales Representative	MISC	Exempt
76204	WRR Traffic and Business Analyst	17	Exempt
76802	Temporary Help	MISC	Non-Exempt
80120	Summer Youth Employment Program Participant	MISC	Non-Exempt

## Civilian Salary Schedule

Effective October 1, 2023 - December 31, 2023

Grade	Minimum				Midpoint				Maximum			
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly
1	\$37,440.00	\$3,120.00	\$1,440.00	\$18.00	\$40,560.00	\$3,380.00	\$1,560.00	\$19.50	\$43,680.00	\$3,640.00	\$1,680.00	\$21.00
2	\$38,188.80	\$3,182.40	\$1,468.80	\$18.36	\$42,026.40	\$3,502.20	\$1,616.40	\$20.21	\$45,864.00	\$3,822.00	\$1,764.00	\$22.05
3	\$38,952.58	\$3,246.05	\$1,498.18	\$18.73	\$43,554.89	\$3,629.57	\$1,675.19	\$20.94	\$48,157.20	\$4,013.10	\$1,852.20	\$23.15
4	\$39,731.63	\$3,310.97	\$1,528.14	\$19.10	\$45,148.34	\$3,762.36	\$1,736.47	\$21.71	\$50,565.06	\$4,213.76	\$1,944.81	\$24.31
5	\$40,526.26	\$3,377.19	\$1,558.70	\$19.48	\$46,809.79	\$3,900.82	\$1,800.38	\$22.50	\$53,093.31	\$4,424.44	\$2,042.05	\$25.53
6	\$41,336.79	\$3,444.73	\$1,589.88	\$19.87	\$48,542.38	\$4,045.20	\$1,867.01	\$23.34	\$55,747.98	\$4,645.66	\$2,144.15	\$26.80
7	\$42,163.52	\$3,513.63	\$1,621.67	\$20.27	\$50,349.45	\$4,195.79	\$1,936.52	\$24.21	\$58,535.38	\$4,877.95	\$2,251.36	\$28.14
8	\$43,006.79	\$3,583.90	\$1,654.11	\$20.68	\$52,234.47	\$4,352.87	\$2,009.02	\$25.11	\$61,462.15	\$5,121.85	\$2,363.93	\$29.55
9	\$43,866.93	\$3,655.58	\$1,687.19	\$21.09	\$54,201.09	\$4,516.76	\$2,084.66	\$26.06	\$64,535.25	\$5,377.94	\$2,482.13	\$31.03
10	\$45,156.61	\$3,763.05	\$1,736.79	\$21.71	\$56,459.31	\$4,704.94	\$2,171.51	\$27.14	\$67,762.02	\$5,646.83	\$2,606.23	\$32.58
11	\$47,433.41	\$3,952.78	\$1,824.36	\$22.80	\$59,291.76	\$4,940.98	\$2,280.45	\$28.51	\$71,150.12	\$5,929.18	\$2,736.54	\$34.21
12	\$49,805.08	\$4,150.42	\$1,915.58	\$23.94	\$62,256.35	\$5,188.03	\$2,394.48	\$29.93	\$74,707.62	\$6,225.64	\$2,873.37	\$35.92
13	\$52,295.34	\$4,357.94	\$2,011.36	\$25.14	\$65,369.17	\$5,447.43	\$2,514.20	\$31.43	\$78,443.00	\$6,536.92	\$3,017.04	\$37.71
14	\$54,910.10	\$4,575.84	\$2,111.93	\$26.40	\$68,637.63	\$5,719.80	\$2,639.91	\$33.00	\$82,365.15	\$6,863.76	\$3,167.89	\$39.60
15	\$57,655.61	\$4,804.63	\$2,217.52	\$27.72	\$72,069.51	\$6,005.79	\$2,771.90	\$34.65	\$86,483.41	\$7,206.95	\$3,326.29	\$41.58
16	\$60,538.39	\$5,044.87	\$2,328.40	\$29.10	\$75,672.99	\$6,306.08	\$2,910.50	\$36.38	\$90,807.58	\$7,567.30	\$3,492.60	\$43.66
17	\$63,565.31	\$5,297.11	\$2,444.82	\$30.56	\$79,456.64	\$6,621.39	\$3,056.02	\$38.20	\$95,347.96	\$7,945.66	\$3,667.23	\$45.84
18	\$66,743.57	\$5,561.96	\$2,567.06	\$32.09	\$83,429.47	\$6,952.46	\$3,208.83	\$40.11	\$100,115.36	\$8,342.95	\$3,850.59	\$48.13
19	\$70,080.75	\$5,840.06	\$2,695.41	\$33.69	\$87,600.94	\$7,300.08	\$3,369.27	\$42.12	\$105,121.13	\$8,760.09	\$4,043.12	\$50.54
20	\$73,584.79	\$6,132.07	\$2,830.18	\$35.38	\$91,980.99	\$7,665.08	\$3,537.73	\$44.22	\$110,377.18	\$9,198.10	\$4,245.28	\$53.07
21	\$77,264.03	\$6,438.67	\$2,971.69	\$37.15	\$96,580.04	\$8,048.34	\$3,714.62	\$46.43	\$115,896.04	\$9,658.00	\$4,457.54	\$55.72
22	\$81,127.23	\$6,760.60	\$3,120.28	\$39.00	\$101,409.04	\$8,450.75	\$3,900.35	\$48.75	\$121,690.85	\$10,140.90	\$4,680.42	\$58.51
23	\$85,183.59	\$7,098.63	\$3,276.29	\$40.95	\$106,479.49	\$8,873.29	\$4,095.37	\$51.19	\$127,775.39	\$10,647.95	\$4,914.44	\$61.43
24	\$89,442.77	\$7,453.56	\$3,440.11	\$43.00	\$111,803.46	\$9,316.96	\$4,300.13	\$53.75	\$134,164.16	\$11,180.35	\$5,160.16	\$64.50
25	\$93,914.91	\$7,826.24	\$3,612.11	\$45.15	\$117,393.64	\$9,782.80	\$4,515.14	\$56.44	\$140,872.37	\$11,739.36	\$5,418.17	\$67.73
26	\$98,610.66	\$8,217.55	\$3,792.72	\$47.41	\$123,263.32	\$10,271.94	\$4,740.90	\$59.26	\$147,915.98	\$12,326.33	\$5,689.08	\$71.11
27	\$103,541.19	\$8,628.43	\$3,982.35	\$49.78	\$129,426.49	\$10,785.54	\$4,977.94	\$62.22	\$155,311.78	\$12,942.65	\$5,973.53	\$74.67
28	\$108,718.25	\$9,059.85	\$4,181.47	\$52.27	\$135,897.81	\$11,324.82	\$5,226.84	\$65.34	\$163,077.37	\$13,589.78	\$6,272.21	\$78.40
29	\$114,154.16	\$9,512.85	\$4,390.54	\$54.88	\$142,692.70	\$11,891.06	\$5,488.18	\$68.60	\$171,231.24	\$14,269.27	\$6,585.82	\$82.32
30	\$119,861.87	\$9,988.49	\$4,610.07	\$57.63	\$149,827.34	\$12,485.61	\$5,762.59	\$72.03	\$179,792.80	\$14,982.73	\$6,915.11	\$86.44
31	\$125,854.96	\$10,487.91	\$4,840.58	\$60.51	\$157,318.70	\$13,109.89	\$6,050.72	\$75.63	\$188,782.44	\$15,731.87	\$7,260.86	\$90.76

## Civilian Salary Schedule

Effective October 1, 2023 - December 31, 2023

Grade	Minimum				Midpoint				Maximum			
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly
32	\$132,147.71	\$11,012.31	\$5,082.60	\$63.53	\$165,184.64	\$13,765.39	\$6,353.26	\$79.42	\$198,221.57	\$16,518.46	\$7,623.91	\$95.30
33	\$138,755.10	\$11,562.92	\$5,336.73	\$66.71	\$173,443.87	\$14,453.66	\$6,670.92	\$83.39	\$208,132.64	\$17,344.39	\$8,005.10	\$100.06
34	\$145,692.85	\$12,141.07	\$5,603.57	\$70.04	\$182,116.06	\$15,176.34	\$7,004.46	\$87.56	\$218,539.28	\$18,211.61	\$8,405.36	\$105.07
35	\$152,977.49	\$12,748.12	\$5,883.75	\$73.55	\$191,221.87	\$15,935.16	\$7,354.69	\$91.93	\$229,466.24	\$19,122.19	\$8,825.62	\$110.32
36	\$160,626.37	\$13,385.53	\$6,177.94	\$77.22	\$200,782.96	\$16,731.91	\$7,722.42	\$96.53	\$240,939.55	\$20,078.30	\$9,266.91	\$115.84
37	\$168,657.69	\$14,054.81	\$6,486.83	\$81.09	\$210,822.11	\$17,568.51	\$8,108.54	\$101.36	\$252,986.53	\$21,082.21	\$9,730.25	\$121.63
38	\$177,090.57	\$14,757.55	\$6,811.18	\$85.14	\$221,363.21	\$18,446.93	\$8,513.97	\$106.42	\$265,635.86	\$22,136.32	\$10,216.76	\$127.71
39	\$185,945.10	\$15,495.42	\$7,151.73	\$89.40	\$232,431.37	\$19,369.28	\$8,939.67	\$111.75	\$278,917.65	\$23,243.14	\$10,727.60	\$134.10
40	\$195,242.35	\$16,270.20	\$7,509.32	\$93.87	\$244,052.94	\$20,337.75	\$9,386.65	\$117.33	\$292,863.53	\$24,405.29	\$11,263.98	\$140.80
41	\$205,004.47	\$17,083.71	\$7,884.79	\$98.56	\$256,255.59	\$21,354.63	\$9,855.98	\$123.20	\$307,506.71	\$25,625.56	\$11,827.18	\$147.84
42	\$215,254.69	\$17,937.89	\$8,279.03	\$103.49	\$269,068.37	\$22,422.36	\$10,348.78	\$129.36	\$322,882.04	\$26,906.84	\$12,418.54	\$155.23
43	\$226,017.43	\$18,834.79	\$8,692.98	\$108.66	\$282,521.79	\$23,543.48	\$10,866.22	\$135.83	\$339,026.14	\$28,252.18	\$13,039.47	\$162.99
44	\$237,318.30	\$19,776.53	\$9,127.63	\$114.10	\$296,647.88	\$24,720.66	\$11,409.53	\$142.62	\$355,977.45	\$29,664.79	\$13,691.44	\$171.14
45	\$249,184.22	\$20,765.35	\$9,584.01	\$119.80	\$311,480.27	\$25,956.69	\$11,980.01	\$149.75	\$373,776.32	\$31,148.03	\$14,376.01	\$179.70

**CITY OF DALLAS**  
**Civilian Salary Schedule**  
Effective January 1, 2024

Grade	Minimum				Midpoint				Maximum			
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly
1	\$38,480.00	\$3,206.67	\$1,480.00	\$18.50	\$41,080.00	\$3,423.33	\$1,580.00	\$19.75	\$43,680.00	\$3,640.00	\$1,680.00	\$21.00
2	\$39,249.60	\$3,270.80	\$1,509.60	\$18.87	\$42,556.80	\$3,546.40	\$1,636.80	\$20.46	\$45,864.00	\$3,822.00	\$1,764.00	\$22.05
3	\$40,034.59	\$3,336.22	\$1,539.79	\$19.25	\$44,095.90	\$3,674.66	\$1,696.00	\$21.20	\$48,157.20	\$4,013.10	\$1,852.20	\$23.15
4	\$40,835.28	\$3,402.94	\$1,570.59	\$19.63	\$45,700.17	\$3,808.35	\$1,757.70	\$21.97	\$50,565.06	\$4,213.76	\$1,944.81	\$24.31
5	\$41,651.99	\$3,471.00	\$1,602.00	\$20.02	\$47,372.65	\$3,947.72	\$1,822.03	\$22.78	\$53,093.31	\$4,424.44	\$2,042.05	\$25.53
6	\$42,485.03	\$3,540.42	\$1,634.04	\$20.43	\$49,116.50	\$4,093.04	\$1,889.10	\$23.61	\$55,747.98	\$4,645.66	\$2,144.15	\$26.80
7	\$43,334.73	\$3,611.23	\$1,666.72	\$20.83	\$50,935.05	\$4,244.59	\$1,959.04	\$24.49	\$58,535.38	\$4,877.95	\$2,251.36	\$28.14
8	\$44,201.42	\$3,683.45	\$1,700.05	\$21.25	\$52,831.79	\$4,402.65	\$2,031.99	\$25.40	\$61,462.15	\$5,121.85	\$2,363.93	\$29.55
9	\$45,085.45	\$3,757.12	\$1,734.06	\$21.68	\$54,810.35	\$4,567.53	\$2,108.09	\$26.35	\$64,535.25	\$5,377.94	\$2,482.13	\$31.03
10	\$45,987.16	\$3,832.26	\$1,768.74	\$22.11	\$56,874.59	\$4,739.55	\$2,187.48	\$27.34	\$67,762.02	\$5,646.83	\$2,606.23	\$32.58
11	\$47,433.41	\$3,952.78	\$1,824.36	\$22.80	\$59,291.76	\$4,940.98	\$2,280.45	\$28.51	\$71,150.12	\$5,929.18	\$2,736.54	\$34.21
12	\$49,805.08	\$4,150.42	\$1,915.58	\$23.94	\$62,256.35	\$5,188.03	\$2,394.48	\$29.93	\$74,707.62	\$6,225.64	\$2,873.37	\$35.92
13	\$52,295.34	\$4,357.94	\$2,011.36	\$25.14	\$65,369.17	\$5,447.43	\$2,514.20	\$31.43	\$78,443.00	\$6,536.92	\$3,017.04	\$37.71
14	\$54,910.10	\$4,575.84	\$2,111.93	\$26.40	\$68,637.63	\$5,719.80	\$2,639.91	\$33.00	\$82,365.15	\$6,863.76	\$3,167.89	\$39.60
15	\$57,655.61	\$4,804.63	\$2,217.52	\$27.72	\$72,069.51	\$6,005.79	\$2,771.90	\$34.65	\$86,483.41	\$7,206.95	\$3,326.29	\$41.58
16	\$60,538.39	\$5,044.87	\$2,328.40	\$29.10	\$75,672.99	\$6,306.08	\$2,910.50	\$36.38	\$90,807.58	\$7,567.30	\$3,492.60	\$43.66
17	\$63,565.31	\$5,297.11	\$2,444.82	\$30.56	\$79,456.64	\$6,621.39	\$3,056.02	\$38.20	\$95,347.96	\$7,945.66	\$3,667.23	\$45.84
18	\$66,743.57	\$5,561.96	\$2,567.06	\$32.09	\$83,429.47	\$6,952.46	\$3,208.83	\$40.11	\$100,115.36	\$8,342.95	\$3,850.59	\$48.13
19	\$70,080.75	\$5,840.06	\$2,695.41	\$33.69	\$87,600.94	\$7,300.08	\$3,369.27	\$42.12	\$105,121.13	\$8,760.09	\$4,043.12	\$50.54
20	\$73,584.79	\$6,132.07	\$2,830.18	\$35.38	\$91,980.99	\$7,665.08	\$3,537.73	\$44.22	\$110,377.18	\$9,198.10	\$4,245.28	\$53.07
21	\$77,264.03	\$6,438.67	\$2,971.69	\$37.15	\$96,580.04	\$8,048.34	\$3,714.62	\$46.43	\$115,896.04	\$9,658.00	\$4,457.54	\$55.72
22	\$81,127.23	\$6,760.60	\$3,120.28	\$39.00	\$101,409.04	\$8,450.75	\$3,900.35	\$48.75	\$121,690.85	\$10,140.90	\$4,680.42	\$58.51
23	\$85,183.59	\$7,098.63	\$3,276.29	\$40.95	\$106,479.49	\$8,873.29	\$4,095.37	\$51.19	\$127,775.39	\$10,647.95	\$4,914.44	\$61.43
24	\$89,442.77	\$7,453.56	\$3,440.11	\$43.00	\$111,803.46	\$9,316.96	\$4,300.13	\$53.75	\$134,164.16	\$11,180.35	\$5,160.16	\$64.50
25	\$93,914.91	\$7,826.24	\$3,612.11	\$45.15	\$117,393.64	\$9,782.80	\$4,515.14	\$56.44	\$140,872.37	\$11,739.36	\$5,418.17	\$67.73
26	\$98,610.66	\$8,217.55	\$3,792.72	\$47.41	\$123,263.32	\$10,271.94	\$4,740.90	\$59.26	\$147,915.98	\$12,326.33	\$5,689.08	\$71.11
27	\$103,541.19	\$8,628.43	\$3,982.35	\$49.78	\$129,426.49	\$10,785.54	\$4,977.94	\$62.22	\$155,311.78	\$12,942.65	\$5,973.53	\$74.67
28	\$108,718.25	\$9,059.85	\$4,181.47	\$52.27	\$135,897.81	\$11,324.82	\$5,226.84	\$65.34	\$163,077.37	\$13,589.78	\$6,272.21	\$78.40
29	\$114,154.16	\$9,512.85	\$4,390.54	\$54.88	\$142,692.70	\$11,891.06	\$5,488.18	\$68.60	\$171,231.24	\$14,269.27	\$6,585.82	\$82.32
30	\$119,861.87	\$9,988.49	\$4,610.07	\$57.63	\$149,827.34	\$12,485.61	\$5,762.59	\$72.03	\$179,792.80	\$14,982.73	\$6,915.11	\$86.44
31	\$125,854.96	\$10,487.91	\$4,840.58	\$60.51	\$157,318.70	\$13,109.89	\$6,050.72	\$75.63	\$188,782.44	\$15,731.87	\$7,260.86	\$90.76

**CITY OF DALLAS**  
**Civilian Salary Schedule**  
Effective January 1, 2024

Grade	Minimum				Midpoint				Maximum			
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly
32	\$132,147.71	\$11,012.31	\$5,082.60	\$63.53	\$165,184.64	\$13,765.39	\$6,353.26	\$79.42	\$198,221.57	\$16,518.46	\$7,623.91	\$95.30
33	\$138,755.10	\$11,562.92	\$5,336.73	\$66.71	\$173,443.87	\$14,453.66	\$6,670.92	\$83.39	\$208,132.64	\$17,344.39	\$8,005.10	\$100.06
34	\$145,692.85	\$12,141.07	\$5,603.57	\$70.04	\$182,116.06	\$15,176.34	\$7,004.46	\$87.56	\$218,539.28	\$18,211.61	\$8,405.36	\$105.07
35	\$152,977.49	\$12,748.12	\$5,883.75	\$73.55	\$191,221.87	\$15,935.16	\$7,354.69	\$91.93	\$229,466.24	\$19,122.19	\$8,825.62	\$110.32
36	\$160,626.37	\$13,385.53	\$6,177.94	\$77.22	\$200,782.96	\$16,731.91	\$7,722.42	\$96.53	\$240,939.55	\$20,078.30	\$9,266.91	\$115.84
37	\$168,657.69	\$14,054.81	\$6,486.83	\$81.09	\$210,822.11	\$17,568.51	\$8,108.54	\$101.36	\$252,986.53	\$21,082.21	\$9,730.25	\$121.63
38	\$177,090.57	\$14,757.55	\$6,811.18	\$85.14	\$221,363.21	\$18,446.93	\$8,513.97	\$106.42	\$265,635.86	\$22,136.32	\$10,216.76	\$127.71
39	\$185,945.10	\$15,495.42	\$7,151.73	\$89.40	\$232,431.37	\$19,369.28	\$8,939.67	\$111.75	\$278,917.65	\$23,243.14	\$10,727.60	\$134.10
40	\$195,242.35	\$16,270.20	\$7,509.32	\$93.87	\$244,052.94	\$20,337.75	\$9,386.65	\$117.33	\$292,863.53	\$24,405.29	\$11,263.98	\$140.80
41	\$205,004.47	\$17,083.71	\$7,884.79	\$98.56	\$256,255.59	\$21,354.63	\$9,855.98	\$123.20	\$307,506.71	\$25,625.56	\$11,827.18	\$147.84
42	\$215,254.69	\$17,937.89	\$8,279.03	\$103.49	\$269,068.37	\$22,422.36	\$10,348.78	\$129.36	\$322,882.04	\$26,906.84	\$12,418.54	\$155.23
43	\$226,017.43	\$18,834.79	\$8,692.98	\$108.66	\$282,521.79	\$23,543.48	\$10,866.22	\$135.83	\$339,026.14	\$28,252.18	\$13,039.47	\$162.99
44	\$237,318.30	\$19,776.53	\$9,127.63	\$114.10	\$296,647.88	\$24,720.66	\$11,409.53	\$142.62	\$355,977.45	\$29,664.79	\$13,691.44	\$171.14
45	\$249,184.22	\$20,765.35	\$9,584.01	\$119.80	\$311,480.27	\$25,956.69	\$11,980.01	\$149.75	\$373,776.32	\$31,148.03	\$14,376.01	\$179.70

**CITY OF DALLAS**  
**Civilian Salary Schedule**  
Effective April 1, 2024

Grade	Minimum				Midpoint				Maximum			
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly
1	\$38,480.00	\$3,206.67	\$1,480.00	\$18.50	\$41,080.00	\$3,423.33	\$1,580.00	\$19.75	\$43,680.00	\$3,640.00	\$1,680.00	\$21.00
2	\$39,634.40	\$3,302.87	\$1,524.40	\$19.06	\$42,749.20	\$3,562.43	\$1,644.20	\$20.55	\$45,864.00	\$3,822.00	\$1,764.00	\$22.05
3	\$40,823.43	\$3,401.95	\$1,570.13	\$19.63	\$44,490.32	\$3,707.53	\$1,711.17	\$21.39	\$48,157.20	\$4,013.10	\$1,852.20	\$23.15
4	\$42,048.13	\$3,504.01	\$1,617.24	\$20.22	\$46,306.60	\$3,858.88	\$1,781.02	\$22.26	\$50,565.06	\$4,213.76	\$1,944.81	\$24.31
5	\$43,309.58	\$3,609.13	\$1,665.75	\$20.82	\$48,201.45	\$4,016.79	\$1,853.90	\$23.17	\$53,093.31	\$4,424.44	\$2,042.05	\$25.53
6	\$44,608.87	\$3,717.41	\$1,715.73	\$21.45	\$50,178.42	\$4,181.54	\$1,929.94	\$24.12	\$55,747.98	\$4,645.66	\$2,144.15	\$26.80
7	\$45,947.13	\$3,828.93	\$1,767.20	\$22.09	\$52,241.25	\$4,353.44	\$2,009.28	\$25.12	\$58,535.38	\$4,877.95	\$2,251.36	\$28.14
8	\$47,325.55	\$3,943.80	\$1,820.21	\$22.75	\$54,393.85	\$4,532.82	\$2,092.07	\$26.15	\$61,462.15	\$5,121.85	\$2,363.93	\$29.55
9	\$48,745.31	\$4,062.11	\$1,874.82	\$23.44	\$56,640.28	\$4,720.02	\$2,178.47	\$27.23	\$64,535.25	\$5,377.94	\$2,482.13	\$31.03
10	\$50,207.67	\$4,183.97	\$1,931.06	\$24.14	\$58,984.84	\$4,915.40	\$2,268.65	\$28.36	\$67,762.02	\$5,646.83	\$2,606.23	\$32.58
11	\$51,713.90	\$4,309.49	\$1,989.00	\$24.86	\$61,432.01	\$5,119.33	\$2,362.77	\$29.53	\$71,150.12	\$5,929.18	\$2,736.54	\$34.21
12	\$53,265.32	\$4,438.78	\$2,048.67	\$25.61	\$63,986.47	\$5,332.21	\$2,461.02	\$30.76	\$74,707.62	\$6,225.64	\$2,873.37	\$35.92
13	\$54,863.28	\$4,571.94	\$2,110.13	\$26.38	\$66,653.14	\$5,554.43	\$2,563.58	\$32.04	\$78,443.00	\$6,536.92	\$3,017.04	\$37.71
14	\$56,509.18	\$4,709.10	\$2,173.43	\$27.17	\$69,437.17	\$5,786.43	\$2,670.66	\$33.38	\$82,365.15	\$6,863.76	\$3,167.89	\$39.60
15	\$58,204.45	\$4,850.37	\$2,238.63	\$27.98	\$72,343.93	\$6,028.66	\$2,782.46	\$34.78	\$86,483.41	\$7,206.95	\$3,326.29	\$41.58
16	\$60,538.39	\$5,044.87	\$2,328.40	\$29.10	\$75,672.99	\$6,306.08	\$2,910.50	\$36.38	\$90,807.58	\$7,567.30	\$3,492.60	\$43.66
17	\$63,565.31	\$5,297.11	\$2,444.82	\$30.56	\$79,456.64	\$6,621.39	\$3,056.02	\$38.20	\$95,347.96	\$7,945.66	\$3,667.23	\$45.84
18	\$66,743.57	\$5,561.96	\$2,567.06	\$32.09	\$83,429.47	\$6,952.46	\$3,208.83	\$40.11	\$100,115.36	\$8,342.95	\$3,850.59	\$48.13
19	\$70,080.75	\$5,840.06	\$2,695.41	\$33.69	\$87,600.94	\$7,300.08	\$3,369.27	\$42.12	\$105,121.13	\$8,760.09	\$4,043.12	\$50.54
20	\$73,584.79	\$6,132.07	\$2,830.18	\$35.38	\$91,980.99	\$7,665.08	\$3,537.73	\$44.22	\$110,377.18	\$9,198.10	\$4,245.28	\$53.07
21	\$77,264.03	\$6,438.67	\$2,971.69	\$37.15	\$96,580.04	\$8,048.34	\$3,714.62	\$46.43	\$115,896.04	\$9,658.00	\$4,457.54	\$55.72
22	\$81,127.23	\$6,760.60	\$3,120.28	\$39.00	\$101,409.04	\$8,450.75	\$3,900.35	\$48.75	\$121,690.85	\$10,140.90	\$4,680.42	\$58.51
23	\$85,183.59	\$7,098.63	\$3,276.29	\$40.95	\$106,479.49	\$8,873.29	\$4,095.37	\$51.19	\$127,775.39	\$10,647.95	\$4,914.44	\$61.43
24	\$89,442.77	\$7,453.56	\$3,440.11	\$43.00	\$111,803.46	\$9,316.96	\$4,300.13	\$53.75	\$134,164.16	\$11,180.35	\$5,160.16	\$64.50
25	\$93,914.91	\$7,826.24	\$3,612.11	\$45.15	\$117,393.64	\$9,782.80	\$4,515.14	\$56.44	\$140,872.37	\$11,739.36	\$5,418.17	\$67.73
26	\$98,610.66	\$8,217.55	\$3,792.72	\$47.41	\$123,263.32	\$10,271.94	\$4,740.90	\$59.26	\$147,915.98	\$12,326.33	\$5,689.08	\$71.11
27	\$103,541.19	\$8,628.43	\$3,982.35	\$49.78	\$129,426.49	\$10,785.54	\$4,977.94	\$62.22	\$155,311.78	\$12,942.65	\$5,973.53	\$74.67
28	\$108,718.25	\$9,059.85	\$4,181.47	\$52.27	\$135,897.81	\$11,324.82	\$5,226.84	\$65.34	\$163,077.37	\$13,589.78	\$6,272.21	\$78.40
29	\$114,154.16	\$9,512.85	\$4,390.54	\$54.88	\$142,692.70	\$11,891.06	\$5,488.18	\$68.60	\$171,231.24	\$14,269.27	\$6,585.82	\$82.32
30	\$119,861.87	\$9,988.49	\$4,610.07	\$57.63	\$149,827.34	\$12,485.61	\$5,762.59	\$72.03	\$179,792.80	\$14,982.73	\$6,915.11	\$86.44
31	\$125,854.96	\$10,487.91	\$4,840.58	\$60.51	\$157,318.70	\$13,109.89	\$6,050.72	\$75.63	\$188,782.44	\$15,731.87	\$7,260.86	\$90.76

**CITY OF DALLAS**  
**Civilian Salary Schedule**  
 Effective April 1, 2024

Grade	Minimum				Midpoint				Maximum			
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly
32	\$132,147.71	\$11,012.31	\$5,082.60	\$63.53	\$165,184.64	\$13,765.39	\$6,353.26	\$79.42	\$198,221.57	\$16,518.46	\$7,623.91	\$95.30
33	\$138,755.10	\$11,562.92	\$5,336.73	\$66.71	\$173,443.87	\$14,453.66	\$6,670.92	\$83.39	\$208,132.64	\$17,344.39	\$8,005.10	\$100.06
34	\$145,692.85	\$12,141.07	\$5,603.57	\$70.04	\$182,116.06	\$15,176.34	\$7,004.46	\$87.56	\$218,539.28	\$18,211.61	\$8,405.36	\$105.07
35	\$152,977.49	\$12,748.12	\$5,883.75	\$73.55	\$191,221.87	\$15,935.16	\$7,354.69	\$91.93	\$229,466.24	\$19,122.19	\$8,825.62	\$110.32
36	\$160,626.37	\$13,385.53	\$6,177.94	\$77.22	\$200,782.96	\$16,731.91	\$7,722.42	\$96.53	\$240,939.55	\$20,078.30	\$9,266.91	\$115.84
37	\$168,657.69	\$14,054.81	\$6,486.83	\$81.09	\$210,822.11	\$17,568.51	\$8,108.54	\$101.36	\$252,986.53	\$21,082.21	\$9,730.25	\$121.63
38	\$177,090.57	\$14,757.55	\$6,811.18	\$85.14	\$221,363.21	\$18,446.93	\$8,513.97	\$106.42	\$265,635.86	\$22,136.32	\$10,216.76	\$127.71
39	\$185,945.10	\$15,495.42	\$7,151.73	\$89.40	\$232,431.37	\$19,369.28	\$8,939.67	\$111.75	\$278,917.65	\$23,243.14	\$10,727.60	\$134.10
40	\$195,242.35	\$16,270.20	\$7,509.32	\$93.87	\$244,052.94	\$20,337.75	\$9,386.65	\$117.33	\$292,863.53	\$24,405.29	\$11,263.98	\$140.80
41	\$205,004.47	\$17,083.71	\$7,884.79	\$98.56	\$256,255.59	\$21,354.63	\$9,855.98	\$123.20	\$307,506.71	\$25,625.56	\$11,827.18	\$147.84
42	\$215,254.69	\$17,937.89	\$8,279.03	\$103.49	\$269,068.37	\$22,422.36	\$10,348.78	\$129.36	\$322,882.04	\$26,906.84	\$12,418.54	\$155.23
43	\$226,017.43	\$18,834.79	\$8,692.98	\$108.66	\$282,521.79	\$23,543.48	\$10,866.22	\$135.83	\$339,026.14	\$28,252.18	\$13,039.47	\$162.99
44	\$237,318.30	\$19,776.53	\$9,127.63	\$114.10	\$296,647.88	\$24,720.66	\$11,409.53	\$142.62	\$355,977.45	\$29,664.79	\$13,691.44	\$171.14
45	\$249,184.22	\$20,765.35	\$9,584.01	\$119.80	\$311,480.27	\$25,956.69	\$11,980.01	\$149.75	\$373,776.32	\$31,148.03	\$14,376.01	\$179.70



**CITY OF DALLAS**  
**MISCELLANEOUS SALARY SCHEDULE**  
Effective October 1, 2023 - December 31, 2023

<u>CLASS CODE</u>	<u>TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
22204	Administrative Judge	Salary Determined By Council or Board	
24103	Deputy City Manager	Salary Determined By City Manager	
24101	Assistant City Manager	Salary Determined By City Manager	
24725	Assistant City Secretary*	Salary Determined By City Secretary	
22202	Associate Municipal Judge	Salary Determined By Council or Board	
24334	Chief Financial Officer	Salary Determined By City Manager	
24300	City Attorney	Salary Determined By Council	
24301	City Auditor	Salary Determined By Council	
24100	City Manager	Salary Determined By Council	
24302	City Secretary*	Salary Determined By Council	
24722	Civil Service Assistant Director	Salary Determined By Council or Board	
24001	Council Member/Mayor (Non-employee)	Salary Determined By City Charter	
24307	Employee Retirement Fund Administrator	Salary Determined By Council or Board	
24309	Employees Retirement Fund Investment Officer	Salary Determined By Council or Board	
24741	Employee Retirement Fund Assistant Administrator	Salary Determined By Council or Board	
24460	Employee Retirement Fund Pension Officer	Salary Determined By Council or Board	
24311	Fire Chief	Salary Determined By City Manager	
24121	General Manager	Salary Determined By City Manager	
24423	Municipal Judge	Salary Determined By Council or Board	
24718	Park and Recreation Assistant Director	Salary Determined By Council or Board	
24322	Park and Recreation Director	Salary Determined By Council or Board	
24312	Police Chief	Salary Determined By City Manager	
24304	Secretary to Civil Service Board	Salary Determined By Council or Board	
74003	Manager - WRR-FM Station**	Range - Annual \$ 71,737.95	\$ 130,123.34
		- Monthly \$ 5,978.16	\$ 10,843.61
		- Biweekly \$ 2,759.15	\$ 5,004.74
76200	Manager - WRR-FM Sales**	Range - Annual \$ 27,052.35	\$ 38,118.82
		- Monthly \$ 2,254.36	\$ 3,176.57
		- Biweekly \$ 1,040.48	\$ 1,466.11
76203	WRR-FM Sales Representative	1,000 - 3,000 draw against commission	
80120	SYEP Participant	- Hourly	\$ 18.00
76802	Temporary Help	Minimum Hiring Rate	\$ 18.00

**ASSIGNMENT PAY:**

Language Skills	\$110, \$150/month
Shift Pay (see Police Special Pay for First Watch pay)	3.5% of Pay 6.5% of Pay for Deep Nights
Supplemental Pay for Police and Fire Chief	Paid at the discretion of the City Manager

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

\*\* Eligible for commission.

**CITY OF DALLAS**  
**MISCELLANEOUS SALARY SCHEDULE**  
 Effective January 1, 2024

<u>CLASS CODE</u>	<u>TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
22204	Administrative Judge	Salary Determined By Council or Board	
24103	Deputy City Manager	Salary Determined By City Manager	
24101	Assistant City Manager	Salary Determined By City Manager	
24725	Assistant City Secretary*	Salary Determined By City Secretary	
22202	Associate Municipal Judge	Salary Determined By Council or Board	
24334	Chief Financial Officer	Salary Determined By City Manager	
24300	City Attorney	Salary Determined By Council	
24301	City Auditor	Salary Determined By Council	
24100	City Manager	Salary Determined By Council	
24302	City Secretary*	Salary Determined By Council	
24722	Civil Service Assistant Director	Salary Determined By Council or Board	
24001	Council Member/Mayor (Non-employee)	Salary Determined By City Charter	
24307	Employee Retirement Fund Administrator	Salary Determined By Council or Board	
24309	Employees Retirement Fund Investment Officer	Salary Determined By Council or Board	
24741	Employee Retirement Fund Assistant Administrator	Salary Determined By Council or Board	
24460	Employee Retirement Fund Pension Officer	Salary Determined By Council or Board	
24311	Fire Chief	Salary Determined By City Manager	
24121	General Manager	Salary Determined By City Manager	
24423	Municipal Judge	Salary Determined By Council or Board	
24718	Park and Recreation Assistant Director	Salary Determined By Council or Board	
24322	Park and Recreation Director	Salary Determined By Council or Board	
24312	Police Chief	Salary Determined By City Manager	
24304	Secretary to Civil Service Board	Salary Determined By Council or Board	
74003	Manager - WRR-FM Station**	Range - Annual \$ 71,737.95	\$ 130,123.34
		- Monthly \$ 5,978.16	\$ 10,843.61
		- Biweekly \$ 2,759.15	\$ 5,004.74
76200	Manager - WRR-FM Sales**	Range - Annual \$ 27,052.35	\$ 38,118.82
		- Monthly \$ 2,254.36	\$ 3,176.57
		- Biweekly \$ 1,040.48	\$ 1,466.11
76203	WRR-FM Sales Representative	1,000 - 3,000 draw against commission	
80120	SYEP Participant	- Hourly	\$ 18.50
76802	Temporary Help	Minimum Hiring Rate	\$ 18.50

**ASSIGNMENT PAY:**

Language Skills	\$110, \$150/month
Shift Pay (see Police Special Pay for First Watch pay)	3.5% of Pay 6.5% of Pay for Deep Nights
Supplemental Pay for Police and Fire Chief	Paid at the discretion of the City Manager

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

\*\* Eligible for commission.



CITY OF DALLAS  
 UNIFORMED POLICE SALARY SCHEDULE  
 Effective October 1, 2023 - December 31, 2023

CLASS CODE	RANK		GRADE-STEP	MONTH	ANNUAL
46100	Police Officer,	Year 0 - 1	1 P Start	\$5,580	\$66,960
46004	Police Officer,	Year 1 - 2	1 P - 1	\$5,749	\$68,986
46004	Police Officer,	Year 2 - 3	1 P - 2	\$5,923	\$71,073
46004	Police Officer,	Year 3 - 4	1 P - 3	\$6,102	\$73,224
46004	Police Officer,	Year 4 - 5	1 P - 4	\$6,287	\$75,439
46004	Police Officer,	Year 5 - 6	1 P - 5	\$6,477	\$77,722
46004	Police Officer,	Year 6 - 7	1 P - 6	\$6,673	\$80,073
46004	Police Officer,	Year 7 - 8	1 P - 7	\$6,875	\$82,496
46004	Police Officer,	Year 8 - 9	1 P - 8	\$7,083	\$84,992
46004	Police Officer,	Year 9*	1 P - 9	\$7,297	\$87,564
46016	Police Senior Corporal,	Year 0 - 1	2 P Start	\$7,083	\$84,992
46016	Police Senior Corporal,	Year 1 - 2	2 P - 1	\$7,295	\$87,542
46016	Police Senior Corporal,	Year 2 - 3	2 P - 2	\$7,514	\$90,168
46016	Police Senior Corporal,	Year 3 - 4	2 P - 3	\$7,739	\$92,873
46016	Police Senior Corporal,	Year 4*	2 P - 4	\$7,972	\$95,659

\*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.

CLASS CODE	RANK		GRADE-STEP	MONTH	ANNUAL
46011	Police Sergeant,	Year 0 - 1	3 P Start	\$8,171	\$98,051
46011	Police Sergeant,	Year 1 - 2	3 P - 1	\$8,375	\$100,502
46011	Police Sergeant,	Year 2 - 3	3 P - 2	\$8,585	\$103,015
46011	Police Sergeant,	Year 3*	3 P - 3	\$8,799	\$105,590

46013	Police Lieutenant,	Year 0 - 1	4 P Start	\$9,019	\$108,230
46013	Police Lieutenant,	Year 1 - 2	4 P - 1	\$9,245	\$110,935
46013	Police Lieutenant,	Year 2 - 3	4 P - 2	\$9,476	\$113,709
46013	Police Lieutenant,	Year 3*	4 P - 3	\$9,713	\$116,552

Police Captain is an Obsolete Rank					
46014	Police Captain,	Year 3*	S P - 3	\$10,721	\$128,651

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.

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.



**CITY OF DALLAS**  
**UNIFORMED FIRE SALARY SCHEDULE**  
**Effective October 1, 2023 - December 31, 2023**

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44100	Fire - Rescue Officer, Year 0 - 1	1 FF Start	\$5,580	\$66,960
44002	Fire - Rescue Officer, Year 1 - 2	1 FF - 1	\$5,749	\$68,986
44002	Fire - Rescue Officer, Year 2 - 3	1 FF - 2	\$5,923	\$71,073
44002	Fire - Rescue Officer, Year 3 - 4	1 FF - 3	\$6,102	\$73,224
44002	Fire - Rescue Officer, Year 4 - 5	1 FF - 4	\$6,287	\$75,439
44002	Fire - Rescue Officer, Year 5 - 6	1 FF - 5	\$6,477	\$77,722
44002	Fire - Rescue Officer, Year 6 - 7	1 FF - 6	\$6,673	\$80,073
44002	Fire - Rescue Officer, Year 7 - 8	1 FF - 7	\$6,875	\$82,496
44002	Fire - Rescue Officer, Year 8 - 9	1 FF - 8	\$7,083	\$84,992
44002	Fire - Rescue Officer, Year 9*	1 FF - 9	\$7,297	\$87,564

44004	Fire Driver - Engineer, Year 0 - 1	2 FF Start	\$7,083	\$84,992
44004	Fire Driver - Engineer, Year 1 - 2	2 FF - 1	\$7,295	\$87,542
44004	Fire Driver - Engineer, Year 2 - 3	2 FF - 2	\$7,514	\$90,168
44004	Fire Driver - Engineer, Year 3 - 4	2 FF - 3	\$7,739	\$92,873
44004	Fire Driver - Engineer, Year 4*	2 FF - 4	\$7,972	\$95,659

<b>Fire Second Driver is an Obsolete Rank</b>				
44026	Fire Second Driver, Year 9*	<b>S</b> FF - 9	\$7,297	\$87,564
<i>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.</i>				

\*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 October 1, 2023.

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44006	Fire Lieutenant, Year 0 - 1	3 FF Start	\$8,171	\$98,051
44006	Fire Lieutenant, Year 1 - 2	3 FF - 1	\$8,375	\$100,502
44006	Fire Lieutenant, Year 2 - 3	3 FF - 2	\$8,585	\$103,015
44006	Fire Lieutenant, Year 3*	3 FF - 3	\$8,799	\$105,590

44007	Fire Captain, Year 0 - 1	4 FF Start	\$9,019	\$108,230
44007	Fire Captain, Year 1 - 2	4 FF - 1	\$9,245	\$110,935
44007	Fire Captain, Year 2 - 3	4 FF - 2	\$9,476	\$113,709
44007	Fire Captain, Year 3*	4 FF - 3	\$9,713	\$116,552

44008	Fire Battalion / Section Chief, Year 0 - 1	5 FF Start	\$9,955	\$119,465
44008	Fire Battalion / Section Chief, Year 1 - 2	5 FF - 1	\$10,204	\$122,452
44008	Fire Battalion / Section Chief, Year 2 - 3	5 FF - 2	\$10,459	\$125,513
44008	Fire Battalion / Section Chief, Year 3*	5 FF - 3	\$10,721	\$128,651



**CITY OF DALLAS**  
**UNIFORMED FIRE SALARY SCHEDULE**  
**Effective October 1, 2023 - December 31, 2023**

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44200	Fire Prevention Officer, Year 0 - 1	1 FP Start	\$5,580	\$66,960
44005	Fire Prevention Officer, Year 1 - 2	1 FP - 1	\$5,749	\$68,986
44005	Fire Prevention Officer, Year 2 - 3	1 FP - 2	\$5,923	\$71,073
44005	Fire Prevention Officer, Year 3 - 4	1 FP - 3	\$6,102	\$73,224
44005	Fire Prevention Officer, Year 4 - 5	1 FP - 4	\$6,287	\$75,439
44005	Fire Prevention Officer, Year 5 - 6	1 FP - 5	\$6,477	\$77,722
44005	Fire Prevention Officer, Year 6 - 7	1 FP - 6	\$6,673	\$80,073
44005	Fire Prevention Officer, Year 7 - 8	1 FP - 7	\$6,875	\$82,496
44005	Fire Prevention Officer, Year 8 - 9	1 FP - 8	\$7,083	\$84,992
44005	Fire Prevention Officer, Year 9*	1 FP - 9	\$7,297	\$87,564

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44016	Fire Prevention Captain, Year 0 - 1	4 FP Start	\$9,019	\$108,230
44016	Fire Prevention Captain, Year 1 - 2	4 FP - 1	\$9,245	\$110,935
44016	Fire Prevention Captain, Year 2 - 3	4 FP - 2	\$9,476	\$113,709
44016	Fire Prevention Captain, Year 3*	4 FP - 3	\$9,713	\$116,552

44025	Fire Prevention Section Chief, Year 0 - 1	5 FP Start	\$9,955	\$119,465
44025	Fire Prevention Section Chief, Year 1 - 2	5 FP - 1	\$10,204	\$122,452
44025	Fire Prevention Section Chief, Year 2 - 3	5 FP - 2	\$10,459	\$125,513
44025	Fire Prevention Section Chief, Year 3*	5 FP - 3	\$10,721	\$128,651

44014	Fire Senior Prevention Officer, Year 0 - 1	2 FP Start	\$7,083	\$84,992
44014	Fire Senior Prevention Officer, Year 1 - 2	2 FP - 1	\$7,295	\$87,542
44014	Fire Senior Prevention Officer, Year 2 - 3	2 FP - 2	\$7,514	\$90,168
44014	Fire Senior Prevention Officer, Year 3 - 4	2 FP - 3	\$7,739	\$92,873
44014	Fire Senior Prevention Officer, Year 4*	2 FP - 4	\$7,972	\$95,659

44015	Fire Prevention Lieutenant, Year 0 - 1	3 FP Start	\$8,171	\$98,051
44015	Fire Prevention Lieutenant, Year 1 - 2	3 FP - 1	\$8,375	\$100,502
44015	Fire Prevention Lieutenant, Year 2 - 3	3 FP - 2	\$8,585	\$103,015
44015	Fire Prevention Lieutenant, Year 3*	3 FP - 3	\$8,799	\$105,590

\*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 October 1, 2023.



**CITY OF DALLAS**  
**UNIFORMED FIRE SALARY SCHEDULE**  
**Effective October 1, 2023 - December 31, 2023**

<b>CLASS CODE</b>	<b>RANK</b>	<b>GRADE-STEP</b>	<b>MONTH</b>	<b>ANNUAL</b>
44017	Single Function Paramedic, Year 0 - 1	1 SF Start	\$5,580	\$66,960
44017	Single Function Paramedic, Year 1 - 2	1 SF - 1	\$5,749	\$68,986
44017	Single Function Paramedic, Year 2 - 3	1 SF - 2	\$5,923	\$71,073
44017	Single Function Paramedic, Year 3 - 4	1 SF - 3	\$6,102	\$73,224
44017	Single Function Paramedic, Year 4 - 5	1 SF - 4	\$6,287	\$75,439
44017	Single Function Paramedic, Year 5 - 6	1 SF - 5	\$6,477	\$77,722
44017	Single Function Paramedic, Year 6 - 7	1 SF - 6	\$6,673	\$80,073
44017	Single Function Paramedic, Year 7 - 8	1 SF - 7	\$6,875	\$82,496
44017	Single Function Paramedic, Year 8 - 9	1 SF - 8	\$7,083	\$84,992
44017	Single Function Paramedic, Year 9*	1 SF - 9	\$7,297	\$87,564

**\*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 October 1, 2023.



**CITY OF DALLAS**  
**UNIFORMED POLICE SALARY SCHEDULE**  
 Effective January 1, 2024

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
46100	Police Officer, Year 0 - 1	1 P Start	\$5,859	\$70,314
46004	Police Officer, Year 1 - 2	1 P - 1	\$6,035	\$72,422
46004	Police Officer, Year 2 - 3	1 P - 2	\$6,216	\$74,594
46004	Police Officer, Year 3 - 4	1 P - 3	\$6,403	\$76,831
46004	Police Officer, Year 4 - 5	1 P - 4	\$6,595	\$79,136
46004	Police Officer, Year 5 - 6	1 P - 5	\$6,792	\$81,509
46004	Police Officer, Year 6 - 7	1 P - 6	\$6,996	\$83,953
46004	Police Officer, Year 7 - 8	1 P - 7	\$7,206	\$86,471
46004	Police Officer, Year 8 - 9	1 P - 8	\$7,422	\$89,064
46004	Police Officer, Year 9*	1 P - 9	\$7,645	\$91,734
46016	Police Senior Corporal, Year 0 - 1	2 P Start	\$7,422	\$89,064
46016	Police Senior Corporal, Year 1 - 2	2 P - 1	\$7,645	\$91,736
46016	Police Senior Corporal, Year 2 - 3	2 P - 2	\$7,874	\$94,488
46016	Police Senior Corporal, Year 3 - 4	2 P - 3	\$8,110	\$97,323
46016	Police Senior Corporal, Year 4*	2 P - 4	\$8,354	\$100,243

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
46011	Police Sergeant, Year 0 - 1	3 P Start	\$8,562	\$102,749
46011	Police Sergeant, Year 1 - 2	3 P - 1	\$8,776	\$105,318
46011	Police Sergeant, Year 2 - 3	3 P - 2	\$8,996	\$107,950
46011	Police Sergeant, Year 3*	3 P - 3	\$9,221	\$110,649

46013	Police Lieutenant, Year 0 - 1	4 P Start	\$9,451	\$113,415
46013	Police Lieutenant, Year 1 - 2	4 P - 1	\$9,688	\$116,251
46013	Police Lieutenant, Year 2 - 3	4 P - 2	\$9,930	\$119,157
46013	Police Lieutenant, Year 3*	4 P - 3	\$10,178	\$122,136

<b>Police Captain is an Obsolete Rank</b>				
46014	Police Captain, Year 3*	S P - 3	\$11,235	\$134,815
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.				

\*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.



**CITY OF DALLAS  
UNIFORMED FIRE SALARY SCHEDULE  
Effective January 1, 2024**

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
44100	Fire - Rescue Officer, Year 0 - 1	1 FF Start	\$5,859	\$70,314
44002	Fire - Rescue Officer, Year 1 - 2	1 FF - 1	\$6,035	\$72,422
44002	Fire - Rescue Officer, Year 2 - 3	1 FF - 2	\$6,216	\$74,594
44002	Fire - Rescue Officer, Year 3 - 4	1 FF - 3	\$6,403	\$76,831
44002	Fire - Rescue Officer, Year 4 - 5	1 FF - 4	\$6,595	\$79,136
44002	Fire - Rescue Officer, Year 5 - 6	1 FF - 5	\$6,792	\$81,509
44002	Fire - Rescue Officer, Year 6 - 7	1 FF - 6	\$6,996	\$83,953
44002	Fire - Rescue Officer, Year 7 - 8	1 FF - 7	\$7,206	\$86,471
44002	Fire - Rescue Officer, Year 8 - 9	1 FF - 8	\$7,422	\$89,064
44002	Fire - Rescue Officer, Year 9*	1 FF - 9	\$7,645	\$91,734

44004	Fire Driver - Engineer, Year 0 - 1	2 FF Start	\$7,422	\$89,064
44004	Fire Driver - Engineer, Year 1 - 2	2 FF - 1	\$7,645	\$91,736
44004	Fire Driver - Engineer, Year 2 - 3	2 FF - 2	\$7,874	\$94,488
44004	Fire Driver - Engineer, Year 3 - 4	2 FF - 3	\$8,110	\$97,323
44004	Fire Driver - Engineer, Year 4*	2 FF - 4	\$8,354	\$100,243

<b>Fire Second Driver is an Obsolete Rank</b>				
44026	Fire Second Driver, Year 9*	S FF - 9	\$7,645	\$91,734
<i>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.</i>				

\*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, 2024.

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
44006	Fire Lieutenant, Year 0 - 1	3 FF Start	\$8,562	\$102,749
44006	Fire Lieutenant, Year 1 - 2	3 FF - 1	\$8,776	\$105,318
44006	Fire Lieutenant, Year 2 - 3	3 FF - 2	\$8,996	\$107,950
44006	Fire Lieutenant, Year 3*	3 FF - 3	\$9,221	\$110,649

44007	Fire Captain, Year 0 - 1	4 FF Start	\$9,451	\$113,415
44007	Fire Captain, Year 1 - 2	4 FF - 1	\$9,688	\$116,251
44007	Fire Captain, Year 2 - 3	4 FF - 2	\$9,930	\$119,157
44007	Fire Captain, Year 3*	4 FF - 3	\$10,178	\$122,136

44008	Fire Battalion / Section Chief, Year 0 - 1	5 FF Start	\$10,432	\$125,189
44008	Fire Battalion / Section Chief, Year 1 - 2	5 FF - 1	\$10,693	\$128,319
44008	Fire Battalion / Section Chief, Year 2 - 3	5 FF - 2	\$10,961	\$131,527
44008	Fire Battalion / Section Chief, Year 3*	5 FF - 3	\$11,235	\$134,815





**CITY OF DALLAS  
UNIFORMED FIRE SALARY SCHEDULE  
Effective January 1, 2024**

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>	<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
44200	Fire Prevention Officer, Year 0 - 1	1 FP Start	\$5,859	\$70,314	44016	Fire Prevention Captain, Year 0 - 1	4 FP Start	\$9,451	\$113,415
44005	Fire Prevention Officer, Year 1 - 2	1 FP - 1	\$6,035	\$72,422	44016	Fire Prevention Captain, Year 1 - 2	4 FP - 1	\$9,688	\$116,251
44005	Fire Prevention Officer, Year 2 - 3	1 FP - 2	\$6,216	\$74,594	44016	Fire Prevention Captain, Year 2 - 3	4 FP - 2	\$9,930	\$119,157
44005	Fire Prevention Officer, Year 3 - 4	1 FP - 3	\$6,403	\$76,831	44016	Fire Prevention Captain, Year 3*	4 FP - 3	\$10,178	\$122,136
44005	Fire Prevention Officer, Year 4 - 5	1 FP - 4	\$6,595	\$79,136					
44005	Fire Prevention Officer, Year 5 - 6	1 FP - 5	\$6,792	\$81,509	44025	Fire Prevention Section Chief, Year 0 - 1	5 FP Start	\$10,432	\$125,189
44005	Fire Prevention Officer, Year 6 - 7	1 FP - 6	\$6,996	\$83,953	44025	Fire Prevention Section Chief, Year 1 - 2	5 FP - 1	\$10,693	\$128,319
44005	Fire Prevention Officer, Year 7 - 8	1 FP - 7	\$7,206	\$86,471	44025	Fire Prevention Section Chief, Year 2 - 3	5 FP - 2	\$10,961	\$131,527
44005	Fire Prevention Officer, Year 8 - 9	1 FP - 8	\$7,422	\$89,064	44025	Fire Prevention Section Chief, Year 3*	5 FP - 3	\$11,235	\$134,815
44005	Fire Prevention Officer, Year 9*	1 FP - 9	\$7,645	\$91,734					
44014	Fire Senior Prevention Officer, Year 0 - 1	2 FP Start	\$7,422	\$89,064					
44014	Fire Senior Prevention Officer, Year 1 - 2	2 FP - 1	\$7,645	\$91,736					
44014	Fire Senior Prevention Officer, Year 2 - 3	2 FP - 2	\$7,874	\$94,488					
44014	Fire Senior Prevention Officer, Year 3 - 4	2 FP - 3	\$8,110	\$97,323					
44014	Fire Senior Prevention Officer, Year 4*	2 FP - 4	\$8,354	\$100,243					
44015	Fire Prevention Lieutenant, Year 0 - 1	3 FP Start	\$8,562	\$102,749					
44015	Fire Prevention Lieutenant, Year 1 - 2	3 FP - 1	\$8,776	\$105,318					
44015	Fire Prevention Lieutenant, Year 2 - 3	3 FP - 2	\$8,996	\$107,950					
44015	Fire Prevention Lieutenant, Year 3*	3 FP - 3	\$9,221	\$110,649					

\*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, 2024.



**CITY OF DALLAS  
UNIFORMED FIRE SALARY SCHEDULE  
Effective January 1, 2024**

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
44017	Single Function Paramedic, Year 0 - 1	1 SF Start	\$5,859	\$70,314
44017	Single Function Paramedic, Year 1 - 2	1 SF - 1	\$6,035	\$72,422
44017	Single Function Paramedic, Year 2 - 3	1 SF - 2	\$6,216	\$74,594
44017	Single Function Paramedic, Year 3 - 4	1 SF - 3	\$6,403	\$76,831
44017	Single Function Paramedic, Year 4 - 5	1 SF - 4	\$6,595	\$79,136
44017	Single Function Paramedic, Year 5 - 6	1 SF - 5	\$6,792	\$81,509
44017	Single Function Paramedic, Year 6 - 7	1 SF - 6	\$6,996	\$83,953
44017	Single Function Paramedic, Year 7 - 8	1 SF - 7	\$7,206	\$86,471
44017	Single Function Paramedic, Year 8 - 9	1 SF - 8	\$7,422	\$89,064
44017	Single Function Paramedic, Year 9*	1 SF - 9	\$7,645	\$91,734

**\*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, 2024.



CITY OF DALLAS  
EXECUTIVE  
UNIFORMED POLICE SALARY SCHEDULE  
Effective October 1, 2023 - December 31, 2023

CLASS CODE	RANK		GRADE-STEP	MONTH	ANNUAL
46017	Police Major,	Year 0 - 1	6P Start	\$10,989	\$131,867
46017	Police Major,	Year 1 - 2	6P - 1	\$11,264	\$135,164
46017	Police Major,	Year 2 - 3	6P - 2	\$11,545	\$138,543
46017	Police Major,	Year 3*	6P - 3	\$11,834	\$142,007
24433	Police Deputy Chief,	Year 0 - 1	7P Start	\$12,130	\$145,557
24433	Police Deputy Chief,	Year 1 - 2	7P - 1	\$12,433	\$149,196
24433	Police Deputy Chief,	Year 2 - 3	7P - 2	\$12,744	\$152,926
24433	Police Deputy Chief,	Year 3*	7P - 3	\$13,062	\$156,749

CLASS CODE	RANK		GRADE-STEP	MONTH	ANNUAL
46027	Police Assistant Chief,	Year 0 - 1	8P Start	\$13,389	\$160,668
46027	Police Assistant Chief,	Year 1 - 2	8P - 1	\$13,724	\$164,684
46027	Police Assistant Chief,	Year 2 - 3	8P - 2	\$14,067	\$168,801
46027	Police Assistant Chief,	Year 3*	8P - 3	\$14,418	\$173,021
46027	Designated Executive Assistant Chief Only		8P - 4	\$15,501	\$186,011

\*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.



**CITY OF DALLAS  
EXECUTIVE  
UNIFORM FIRE SALARY SCHEDULE  
Effective October 1, 2023 - December 31, 2023**

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
24447	Fire Deputy Chief, Year 0 - 1	7F - Start	\$12,130	\$145,557
24447	Fire Deputy Chief, Year 1 - 2	7F - 1	\$12,433	\$149,196
24447	Fire Deputy Chief, Year 2 - 3	7F - 2	\$12,744	\$152,926
24447	Fire Deputy Chief, Year 3*	7F - 3	\$13,062	\$156,749

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
44011	Fire Assistant Chief, Year 0 -1	8F - Start	\$13,389	\$160,668
44011	Fire Assistant Chief, Year 1 -2	8F - 1	\$13,724	\$164,684
44011	Fire Assistant Chief, Year 2 -3	8F - 2	\$14,067	\$168,801
44011	Fire Assistant Chief, Year 3*	8F - 3	\$14,418	\$173,021
44011	Designated Executive Assistant Chief Only	8F - 4	\$15,501	\$186,011

\*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.



**CITY OF DALLAS**  
**EXECUTIVE**  
**UNIFORMED POLICE SALARY SCHEDULE**  
 Effective January 1, 2024

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
46017	Police Major, Year 0 - 1	6P Start	\$11,515	\$138,186
46017	Police Major, Year 1 - 2	6P - 1	\$11,803	\$141,640
46017	Police Major, Year 2 - 3	6P - 2	\$12,098	\$145,181
46017	Police Major, Year 3*	6P - 3	\$12,401	\$148,811
24433	Police Deputy Chief, Year 0 - 1	7P Start	\$12,711	\$152,531
24433	Police Deputy Chief, Year 1 - 2	7P - 1	\$13,029	\$156,344
24433	Police Deputy Chief, Year 2 - 3	7P - 2	\$13,354	\$160,253
24433	Police Deputy Chief, Year 3*	7P - 3	\$13,688	\$164,259

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
46027	Police Assistant Chief, Year 0 - 1	8P Start	\$14,030	\$168,366
46027	Police Assistant Chief, Year 1 - 2	8P - 1	\$14,381	\$172,575
46027	Police Assistant Chief, Year 2 - 3	8P - 2	\$14,741	\$176,889
46027	Police Assistant Chief, Year 3*	8P - 3	\$15,109	\$181,312
46027	Designated Executive Assistant Chief Only	8P - 4	\$16,243	\$194,910

\*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.

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
<b>311 Customer Service (General Fund)</b>											
PM016843	311	1256	40041	Customer Service Agent Trainee	4	UPGRADE	26021	Senior Outreach Specialist	12	311	1256
PM016892	311	1256	31051	Instructor - Strategic Customer Service	10	UPGRADE	31163	Manager - 311 Training	19	311	1256
PM016877	311	1256	40040	Customer Service Agent I	6	DELETE					
PM017712	311	1256	40040	Customer Service Agent I	6	DELETE					
PM021960	311	1256	40040	Customer Service Agent I	6	DELETE					
PM024266	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024267	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024268	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024269	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024270	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024271	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024272	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024273	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024274	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024275	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024276	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024277	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024278	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024279	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024280	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024281	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024282	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024283	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024284	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM024285	311	1256	40041	Customer Service Agent Trainee	4	ADD					
PM016913	311	1256	76802	Temporary Help	MISC	UPGRADE	40041	Customer Service Agent Trainee	4	311	1256
<b>City Attorney's Office (General Fund)</b>											
PM002426	ATT	1362	22013	Assistant City Attorney I	19	DELETE					
<b>City Auditor's Office (General Fund)</b>											
PM000058	AUD	1210	18107	Principal Auditor	26	DELETE					
<b>Aviation (Enterprise Fund)</b>											
PM018301	AVI	7710	30205	Emergency Management Specialist	14	DOWNGRADE	31041	Code Enforcement Officer III - Airport	10	AVI	7709
PM018577	AVI	7718	30802	Graphic Designer	12	RECLASSIFICATION	07717	Multimedia Specialist	12	AVI	7717
PM000218	AVI	7724	50403	Custodian	1	UPGRADE	30126	Senior Project Specialist	14	AVI	7710
PM000209	AVI	7724	50403	Custodian	1	UPGRADE	20902	Operations Research Analyst	16	AVI	7710
PM000217	AVI	7724	50403	Custodian	1	UPGRADE	20902	Operations Research Analyst	16	AVI	7710
PM019866	AVI	7719	24110	Intern I	1	UPGRADE	31041	Code Enforcement Officer III - Airport	10	AVI	7709
PM023486	AVI	7754	36531	Database Analyst	20	UPGRADE	31223	Aviation IT Administrator	27	AVI	7754
PM017390	AVI	7722	50725	Airfield Maintenance Technician II	7	UPGRADE	31470	Crew Leader - Aviation	10	AVI	7722
PM000301	AVI	7712	50725	Airfield Maintenance Technician II	7	UPGRADE	31470	Crew Leader - Aviation	10	AVI	7712
PM000184	AVI	7712	50724	Airfield Maintenance Technician I	5	UPGRADE	31470	Crew Leader - Aviation	10	AVI	7712
PM019869	AVI	7708	24110	Intern I	1	UPGRADE	40072	Aviation Safety Compliance Specialist	14	AVI	7710
PM000302	AVI	7711	38015	Senior Storekeeper	5	UPGRADE	32405	Administrative Specialist I	8	AVI	7711
PM000170	AVI	7722	38015	Senior Storekeeper	5	UPGRADE	32405	Administrative Specialist I	8	AVI	7722
PM000190	AVI	7722	60216	Heavy Equipment Operator	9	UPGRADE	31470	Crew Leader - Aviation	10	AVI	7722
PM017388	AVI	7712	50725	Airfield Maintenance II	7	UPGRADE	20180	Compliance Coordinator	13	AVI	7712
PM000280	AVI	7712	50725	Airfield Maintenance II	7	UPGRADE	20180	Compliance Coordinator	13	AVI	7712
PM000145	AVI	7721	24002	Executive Assistant	14	UPGRADE	34418	Manager - Airport Business Operations	21	AVI	7721
PM019033	AVI	7708	30126	Senior Project Specialist	14	UPGRADE	34418	Manager - Airport Business Operations	21	AVI	7708
PM019594	AVI	7706	48003	Airport Operations Officer	9	UPGRADE	36523	Manager- Airfield Security	17	AVI	7706
PM023484	AVI	7735	48002	Senior Airport Operations Officer	12	UPGRADE	36523	Manager- Airfield Security	17	AVI	7706
PM019878	AVI	7708	30126	Senior Project Specialist	14	UPGRADE	28044	Chief Planner	21	AVI	7708
PM023482	AVI	7738	31459	Customer Service Agent II	6	UPGRADE	48003	Airport Operations Officer	9	AVI	7738
PM023483	AVI	7738	31459	Customer Service Agent II	6	UPGRADE	48003	Airport Operations Officer	9	AVI	7738
PM019655	AVI	7706	31459	Customer Service Agent II - Aviation	6	UPGRADE	48003	Airport Operations Officer	9	AVI	7738
PM018357	AVI	7706	31459	Customer Service Agent II - Aviation	6	UPGRADE	48003	Airport Operations Officer	9	AVI	7738
PM000308	AVI	7706	31459	Customer Service Agent II - Aviation	6	UPGRADE	48003	Airport Operations Officer	9	AVI	7738
PM018359	AVI	7706	31459	Customer Service Agent II - Aviation	6	UPGRADE	48003	Airport Operations Officer	9	AVI	7738

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM000124	AVI	7710	31417	Supervisor - Departmental Finance	17	UPGRADE	40073	Aviation Finance Administrator	26	AVI	7710
PM000139	AVI	7710	38015	Senior Storekeeper	5	UPGRADE	32405	Administrative Specialist I	8	AVI	7710
PM000140	AVI	7710	38015	Senior Storekeeper	5	UPGRADE	32405	Administrative Specialist I	8	AVI	7710
PM000309	AVI	7729	06303	Environmental Specialist III	17	UPGRADE	31382	Environmental Supervisor	17	AVI	7729
PM019871	AVI	7710	24111	Intern II	1	UPGRADE	30204	Emergency Management Specialist - Aviation	14	AVI	7720
PM023489	AVI	7732	30125	Project Specialist	12	UPGRADE	31433	Supervisor - Aviation Safety Compliance	16	AVI	7732
PM000135	AVI	7710	32402	Office Assistant II	3	UPGRADE	32403	Senior Office Assistant	6	AVI	7710
PM023487	AVI	7754	36403	Senior Information Technology Engineer	24	DOWNGRADE	36609	Senior Security Analyst	19	AVI	7754
PM023948	AVI	7706	48002	Senior Airport Operations Officer	12	ADD					
PM023949	AVI	7706	48002	Senior Airport Operations Officer	12	ADD					
PM023950	AVI	7706	48002	Senior Airport Operations Officer	12	ADD					
PM023951	AVI	7706	48002	Senior Airport Operations Officer	12	ADD					
PM023976	AVI	7710	18014	Financial Accountant	18	ADD					
PM023977	AVI	7710	34004	Financial Specialist	6	ADD					
PM023978	AVI	7718	20902	Operations Research Analyst	16	ADD					
PM023979	AVI	7709	32405	Administrative Specialist I	8	ADD					
PM023980	AVI	7738	32406	Administrative Specialist II	9	ADD					
PM023981	AVI	7732	40072	Aviation Safety Compliance Specialist	14	ADD					
PM024177	AVI	7729	31382	Supervisor - Environmental	17	ADD					

**Office of Budget & Management Services (General Fund)**

PM021264	BMS	1842	18050	Strategic Planning Specialist	15	UPGRADE	18033	Senior Budget Analyst	17	BMS	1122
PM016755	BMS	1121	24002	Executive Assistant-OOB	14	UPGRADE	20103	Management Analyst	16	BMS	1121
PM016766	BMS	1244	20003	Sr. Contract Compliance Admin	12	UPGRADE	26050	Manager - Program and Compliance	21	BMS	1244
PM016807	BMS	1122	18033	Senior Budget Analyst	17	DOWNGRADE	18019	Fiscal Services Analyst	15	BMS	1122
PM017719	BMS	1244	31216	Manager - Budget	22	RECLASSIFICATION	36621	Manager - Financial Compliance, Auditing, and Monitoring	22	BMS	1244
PM016761	BMS	1122	18050	Strategic Planning Specialist	15	DELETE					

**Office of Budget & Management Services (Grant Fund)**

PM016751	BMS	615G	31216	Manager - Budget	22	UPGRADE	20078	HUD Program Administrator	23	BMS	615G
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**Building Services (General Fund)**

PM004169	BSD	3064	50019	HVAC Technician	7	DOWNGRADE	50017	HVAC Apprentice	5	BSD	3064
PM004059	BSD	3062	31466	Industrial Mechanic	10	UPGRADE	36673	Manager - Business Operations Analysis	21	BSD	3085
PM003740	BSD	3062	50018	HVAC Trainee	1	UPGRADE	50017	HVAC Apprentice	5	BSD	3062
PM002861	BSD	3064	00703	Senior Engineer	24	DOWNGRADE	00009	Senior Architect	23	BMS	3063
PM004011	BSD	3064	50020	Senior HVAC Technician	10	DELETE					
PM004039	BSD	3064	58512	Electrician	10	DELETE					
PM004051	BSD	3062	50020	Senior HVAC Technician	10	DELETE					
PM004063	BSD	3061	58512	Electrician	10	DELETE					
PM004172	BSD	3061	58512	Electrician	10	DELETE					
PM018107	BSD	3188	50020	Senior HVAC Technician	10	DELETE					

**City Controller's Office (General Fund)**

PM021263	CCO	1853	18010	Nurse Auditor	24	DOWNGRADE	36620	Manager - Financial Reporting Funds	23	CCO	1272
PM023022	CCO	1272	18014	Financial Accountant	18	DOWNGRADE	20044	Lead Payroll Analyst	15	CCO	1274
PM000075	CCO	1126	26042	Financial Analyst	17	RECLASSIFICATION	31048	Senior Treasury Analyst	17	CCO	1126
PM023620	CCO	1126	36617	Manager - CCO Program Administration	26	RECLASSIFICATION	36622	Treasury Administrator	26	CCO	1126
PM017715	CCO	1272	18014	Financial Accountant	18	UPGRADE	36620	Manager - Financial Reporting Funds	23	CCO	1272
PM000071	CCO	1272	18014	Financial Accountant	18	UPGRADE	36620	Manager - Financial Reporting Funds	23	CCO	1272
PM000068	CCO	1272	18014	Financial Accountant	18	UPGRADE	36620	Manager - Financial Reporting Funds	23	CCO	1272
PM000064	CCO	1126	31251	Manager - Investment	23	DELETE					
PM018438	CCO	1126	31047	Treasury Analyst	14	DELETE					
PM004014	CCO	1274	32403	Senior Office Assistant	6	DELETE					

**Code Compliance Services (General Fund)**

PM019172	CCS	3472	31147	Manager - Code Enforcement	17	DOWNGRADE	40065	Public Information Coordinator II	16	CCS	3452
PM018733	CCS	4221	76802	Temporary Help	MISC	RECLASSIFICATION	32403	Senior Office Assistant	6	CCS	4221
PM003496	CCS	3452	31147	Manager - Code Enforcement	17	RECLASSIFICATION	31409	Quality Control and Fleet Administrator	17	CCS	3452
PM023048	CCS	3454	31024	Code Enforcement Officer III	10	UPGRADE	31326	Supervisor - Code Enforcement	13	CCS	3466

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM003358	CCS	3454	31035	Code Enforcement Officer II	8	UPGRADE	31326	Supervisor - Code Enforcement	13	CCS	3454
PM003548	CCS	3472	64003	Laborer I	1	UPGRADE	32402	Office Assistant II	3	CCS	3452
PM003360	CCS	3452	06302	Environmental Specialist II	7	UPGRADE	20180	Compliance Coordinator	13	CCS	3452
PM003245	CCS	3454	31035	Code Enforcement Officer II	8	UPGRADE	26115	Neighborhood Code Representative	9	CCS	3454
PM017415	CCS	3472	50052	Senior Maintenance Worker	5	DELETE					
PM019708	CCS	3454	26115	Neighborhood Code Representative	9	DELETE					
PM023982	CCS	3454	31147	Manager - Code Enforcement	17	ADD					
PM023983	CCS	3454	31147	Manager - Code Enforcement	17	ADD					
PM023984	CCS	3454	32406	Administrative Specialist II	9	ADD					
PM023985	CCS	3454	24407	Code Enforcement Administrator	21	ADD					
PM023986	CCS	3454	31326	Supervisor - Code Enforcement	13	ADD					
PM023987	CCS	3454	31326	Supervisor - Code Enforcement	13	ADD					
PM023992	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM023993	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024166	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024167	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024168	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024169	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024170	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024171	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024172	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024173	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024174	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024175	CCS	3454	31024	Code Enforcement Officer III	10	ADD					
PM024176	CCS	3454	31024	Code Enforcement Officer III	10	ADD					

**Convention & Event Services (Enterprise Fund)**

PM000608	CCT	7828	32403	Senior Office Assistant	6	UPGRADE	32406	Administrative Specialist II	9	CCT	7828
PM000615	CCT	7849	36676	Supervisor - Business	17	UPGRADE	36654	Manager - Business	22	CCT	7849
PM023059	CCT	7815	30177	Events Coordinator	13	UPGRADE	31240	Nighttime Economy and Responsible Hospitality Coordinator	14	CCT	7815
PM023988	CCT	7840	24110	Intern I	1	ADD					
PM023989	CCT	7840	24110	Intern I	1	ADD					
PM023990	CCT	7840	24110	Intern I	1	ADD					
PM023991	CCT	7840	24110	Intern I	1	ADD					

**City Manager's Office (General Fund)**

PM017730	CMO	1110	24002	Executive Assistant	16	RECLASSIFICATION	20109	Management Analyst - CMO	16	CMO	1110
PM017731	CMO	1110	24002	Executive Assistant	16	RECLASSIFICATION	20109	Management Analyst - CMO	16	CMO	1110
PM016790	CMO	1110	24002	Executive Assistant	16	RECLASSIFICATION	20109	Management Analyst - CMO	16	CMO	1110
PM003569	CMO	3452	24002	Executive Assistant	16	RECLASSIFICATION	20109	Management Analyst - CMO	16	CMO	3452
PM016921	CMO	1271	24002	Executive Assistant	16	RECLASSIFICATION	20109	Management Analyst - CMO	16	CMO	1271
PM017729	CMO	3308	24002	Executive Assistant	16	RECLASSIFICATION	20109	Management Analyst - CMO	16	CMO	3308
PM017062	CMO	1145	24005	Assistant to the City Manager	22	TRANSFER/RECLASSIFICATION	31245	Manager - Governmental Affairs	22	CMO	1145
PM016954	CMO	1110	32209	Executive Secretary	8	UPGRADE	36583	Senior Executive Secretary	11	CMO	1110
PM016960	CMO	1110	32209	Executive Secretary	8	UPGRADE	36583	Senior Executive Secretary	11	CMO	1110
PM016991	CMO	1110	32209	Executive Secretary	8	UPGRADE	36583	Senior Executive Secretary	11	CMO	1110
PM019987	CMO	1110	32209	Executive Secretary	8	UPGRADE	36583	Senior Executive Secretary	11	CMO	1110

**Judiciary (General Fund)**

PM016540	CTJ	1050	46516	Bailiff	15	DELETE					
PM016546	CTJ	1050	43018	Supervisor - Courts & Detention	12	DELETE					
PM016548	CTJ	1050	46516	Bailiff	15	DELETE					
PM016554	CTJ	1051	40009	Interpreter	17	DELETE					
PM016555	CTJ	1051	40009	Interpreter	17	DELETE					
PM016564	CTJ	1051	32401	Office Assistant I	1	DELETE					
PM017120	CTJ	1051	56107	Judicial Hearing Officer	22	DELETE					
PM018346	CTJ	1051	24423	Municipal Judge	MISC	DELETE					
PM018475	CTJ	1051	40009	Interpreter	17	DELETE					

**Court & Detention Services (General Fund)**

PM003045	CTS	3079	32402	Office Assistant II	3	UPGRADE	43009	Court Specialist II	4	CTS	3079
PM018074	CTS	3079	43012	Office Assistant II	3	UPGRADE	43009	Court Specialist II	4	CTS	3079
PM010194	CTS	1081	43012	Senior Court Specialist	6	RECLASSIFICATION	32403	Senior Office Assistant	6	CTS	1081



**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM011118	CTS	1081	43012	Senior Court Specialist	6	RECLASSIFICATION	32403	Senior Office Assistant	6	CTS	1081
PM021143	CTS	5356	30025	Supervisor III	12	RECLASSIFICATION	26031	Caseworker II	12	CTS	5356
PM003729	CTS	3065	48020	Security Officer	6	DELETE					
PM003735	CTS	3065	48020	Security Officer	6	DELETE					
PM004121	CTS	3065	48020	Security Officer	6	DELETE					
PM004122	CTS	3065	48020	Security Officer	6	DELETE					
PM004129	CTS	3065	48020	Security Officer	6	DELETE					
PM004130	CTS	3065	48020	Security Officer	6	DELETE					
PM004132	CTS	3065	48020	Security Officer	6	DELETE					
PM004144	CTS	3065	48020	Security Officer	6	DELETE					
PM010190	CTS	1081	43012	Senior Court Specialist	6	DELETE					
PM010195	CTS	1056	32405	Administrative Specialist I	8	DELETE					
PM011129	CTS	1081	31165	Manager - Courts	20	DELETE					
PM011152	CTS	1057	43009	Court Specialist II	4	DELETE					
PM011167	CTS	1058	31165	Manager - Courts	20	DELETE					
PM011188	CTS	1058	43009	Court Specialist II	4	DELETE					
PM011121	CTS	1062	43009	Court Specialist II	4	DELETE					
PM011265	CTS	1056	36100	Departmental Technology Analyst	14	DELETE					
PM018318	CTS	3065	48020	Security Officer	6	DELETE					
PM018775	CTS	3065	48020	Security Officer	6	DELETE					
PM018927	CTS	1052	46527	Deputy City Marshal	15	DELETE					
PM019139	CTS	3065	31349	Supervisor - Security	12	DELETE					
PM019625	CTS	3065	48020	Security Officer	6	DELETE					
PM019626	CTS	3065	48020	Security Officer	6	DELETE					
PM019627	CTS	3065	48020	Security Officer	6	DELETE					
PM019667	CTS	3065	48020	Security Officer	6	DELETE					
PM023995	CTS	3676	46527	Deputy City Marshal	15	ADD					
PM023996	CTS	3676	46527	Deputy City Marshal	15	ADD					
PM023997	CTS	3676	46527	Deputy City Marshal	15	ADD					
PM023998	CTS	3676	46527	Deputy City Marshal	15	ADD					
PM023999	CTS	3676	46527	Deputy City Marshal	15	ADD					
PM024000	CTS	3676	46527	Deputy City Marshal	15	ADD					
PM024001	CTS	3676	46527	Deputy City Marshal	15	ADD					
PM024002	CTS	3676	46526	Senior Deputy City Marshal	18	ADD					

**Civil Service (General Fund)**

PM000003	CVS	1412	18040	Departmental Budget Analyst	15	DELETE					
PM019123	CVS	1415	20033	Human Resources Analyst II	12	DELETE					

**Dallas Animal Services (General Fund)**

PM002190	DAS	3572	12439	Animal Keeper II	2	UPGRADE	66215	Truck Driver II	7	DAS	3572
PM002188	DAS	3572	12439	Animal Keeper II	2	UPGRADE	66215	Truck Driver II	7	DAS	3572
PM018911	DAS	3575	31207	Manager - Veterinary Services	17	UPGRADE	24122	Assistant General Manager - Animal Services	22	DAS	3575
PM002181	DAS	3572	12439	Animal Keeper II	2	UPGRADE	66215	Truck Driver II	7	DAS	3572
PM022688	DAS	3574	48614	Animal Keeper I	1	UPGRADE	12439	Animal Keeper II	2	DAS	3574
PM019725	DAS	3476	31175	Manager - Animal Services Community Programs	20	UPGRADE	24122	Assistant General Manager - Animal Services	22	DAS	3476
PM003209	DAS	3575	31482	Lead Veterinary Assistant	8	DELETE					
PM003629	DAS	3575	12413	Veterinarian	24	DELETE					
PM018534	DAS	3574	48614	Animal Keeper I	1	DELETE					
PM019719	DAS	3574	48614	Animal Keeper I	1	DELETE					
PM024003	DAS	3574	48606	Animal Services Coordinator	11	ADD					
PM024004	DAS	3574	48606	Animal Services Coordinator	11	ADD					

**Office of Data Analytics & Business Intelligence (General Fund)**

PM002722	DBI	8842	35547	Geographic Information System Analyst III	15	DOWNGRADE	35546	Geographic Information System Analyst II	13	DBI	8842
PM020013	DBI	8842	24111	Intern II	1	UPGRADE	76802	Temporary Help	MISC	DAS	8842

**Sustainable Development and Construction (Enterprise Fund)**

PM022812	DEV	3156	00707	Engineer Assistant I - Fire Protection	15	DOWNGRADE	16404	Senior Plans Examiner	14	DEV	3156
PM022955	DEV	3175	20979	Data Science Analyst II	17	DOWNGRADE	32405	Administrative Specialist I	8	DEV	3175
PM019070	DEV	3172	00702	Engineer I	21	DOWNGRADE	16404	Senior Plans Examiner	14	DEV	3172
PM022813	DEV	3156	00707	Engineer Assistant I - Fire Protection	15	DOWNGRADE	16404	Senior Plans Examiner	14	DEV	3156
PM022809	DEV	3151	31019	Senior Inspector - Building Inspection	14	RECLASSIFICATION	16404	Senior Plans Examiner	14	DEV	3151
PM001651	DEV	3142	36676	Supervisor - Business	17	RECLASSIFICATION	31417	Supervisor - Departmental Finance	17	DEV	3142

**CITY OF DALLAS**  
**BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION**  
**FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM018205	DEV	3157	02527	Project Coordinator - Development	17	RECLASSIFICATION	20038	Senior Human Resources Partner I	17	PER	3157
PM018198	DEV	3142	02518	Project Coordinator III	16	RECLASSIFICATION	36619	Supervisor - Development Services	16	DEV	3162
PM019088	DEV	3142	36619	Supervisor - Development Services	16	RECLASSIFICATION	48607	Senior Training Specialist - Development Services	16	DEV	3142
PM001592	DEV	3142	36619	Supervisor - Development Services	16	RECLASSIFICATION	48607	Senior Training Specialist - Development Services	16	DEV	3162
PM017691	DEV	3141	76802	Temporary Help	MISC	DOWNGRADE	36690	Development Services Administrator	24	DEV	3141
PM017680	DEV	3163	16406	Assistant Building Official	22	RECLASSIFICATION	18059	Development Services	22	DEV	3141
PM018182	DEV	3162	32403	Senior Office Assistant	6	RECLASSIFICATION	42002	Senior Permit Clerk	6	DEV	3162
PM019092	DEV	3162	32403	Senior Office Assistant	6	RECLASSIFICATION	42002	Senior Permit Clerk	6	DEV	3162
PM001642	DEV	3175	36533	Senior Geographic Information System Support Technician	8	UPGRADE	35547	Geographic Information System Analyst III	15	DEV	3175
PM022954	DEV	3175	20979	Data Science Analyst II	17	UPGRADE	02528	Senior Project Coordinator - Development	19	DEV	3175
PM001616	DEV	3164	06206	Sanitarian	12	UPGRADE	16404	Senior Plans Examiner	14	DEV	3164
PM022953	DEV	3175	35548	Senior Geographic Information System Analyst	17	UPGRADE	28043	Senior Planner	18	DEV	3175
PM001512	DEV	3163	36534	Geographic Information System Support Technician	6	UPGRADE	35547	Geographic Information System Analyst III	15	DEV	3163
PM018208	DEV	3162	32405	Administrative Specialist I	8	UPGRADE	16404	Senior Plans Examiner	14	DEV	3162
PM001600	DEV	3163	40038	Customer Service Representative I	2	UPGRADE	42002	Senior Permit Clerk	6	DEV	3163
PM018202	DEV	3142	32403	Senior Office Assistant	6	UPGRADE	32406	Administrative Specialist II	9	DEV	3142
PM017683	DEV	3155	31034	Inspector III - Signs	12	UPGRADE	31238	Manager - Development	21	DEV	3157
PM018416	DEV	3172	31143	Manager - Building Inspection	19	UPGRADE	36695	Manager - Development Services Training	22	DEV	3162
PM001581	DEV	3162	36654	Manager - Business	22	UPGRADE	36690	Development Services Administrator	24	DEV	3162
PM001478	DEV	3172	32406	Administrative Specialist II	9	UPGRADE	30045	Commission/Board Coordinator	13	DEV	3172
PM001586	DEV	3161	16404	Senior Plans Examiner	14	UPGRADE	31543	Lead Plans Examiner - Multidiscipline	16	DEV	3161
PM022818	DEV	3162	16405	Senior Inspector	14	UPGRADE	31045	Supervisor - Zoning Inspections	16	AVI	0150
PM001520	DEV	3162	32402	Office Assistant II	3	UPGRADE	42002	Senior Permit Clerk	6	DEV	3162
PM001527	DEV	3162	42001	Permit Clerk	4	UPGRADE	42002	Senior Permit Clerk	6	DEV	3162
PM001587	DEV	3162	16404	Senior Plans Examiner	14	DOWNGRADE	16401	Plans Examiner	10	DEV	3162
PM001601	DEV	3161	16404	Senior Plans Examiner	14	UPGRADE	31543	Lead Plans Examiner - Multidiscipline	16	DEV	3161
PM001602	DEV	3161	16404	Senior Plans Examiner	14	UPGRADE	31543	Lead Plans Examiner - Multidiscipline	16	DEV	3161
PM001606	DEV	3162	16404	Senior Plans Examiner	14	UPGRADE	36619	Supervisor - Development Services	16	DEV	3162
PM001607	DEV	3163	31020	Senior Inspector - Development	14	RECLASSIFICATION	16407	Senior Inspector - Signs	14	DEV	3163
PM018144	DEV	3163	31143	Manager - Building Inspection	19	UPGRADE	31238	Manager - Development	21	DEV	3163
PM018160	DEV	3162	32402	Office Assistant II	3	UPGRADE	42003	Permit Technician	8	DEV	3162
PM018161	DEV	3162	42001	Permit Clerk	4	UPGRADE	42003	Permit Technician	8	DEV	3162
PM018181	DEV	3156	32406	Administrative Specialist II	17	UPGRADE	02527	Project Coordinator - Development	17	DEV	3156
PM018210	DEV	3175	36534	Geographic Information System Support Technician	6	UPGRADE	36534	Senior Geographic Information System Analyst	17	DEV	3175
PM022805	DEV	3162	42001	Permit Clerk	4	UPGRADE	42002	Senior Permit Clerk	6	DEV	3162
PM001652	DEV	3142	02527	Project Coordinator - Development	17	RECLASSIFICATION	18034	Senior Departmental Budget Analyst	17	DEV	3142
PM022807	DEV	3162	42001	Permit Clerk	4	UPGRADE	42003	Permit Technician	8	DEV	3162
PM022169	DEV	4285	02528	Senior Project Coordinator - Development	19	TRANSFER					3157
PM024005	DEV	3172	16404	Senior Plans Examiner	14	ADD					
PM024006	DEV	3172	16404	Senior Plans Examiner	14	ADD					
PM024007	DEV	3162	31129	Supervisor - Survey	13	ADD					
PM024180	DEV	3172	0703	Senior Engineer	24	ADD					
PM024181	DEV	3172	0703	Senior Engineer	24	ADD					
PM024184	DEV	3163	24112	Intern - Development Services Engineering	2	ADD					
PM024185	DEV	3163	24112	Intern - Development Services Engineering	2	ADD					
PM024186	DEV	3163	24112	Intern - Development Services Engineering	2	ADD					
PM024187	DEV	3163	24112	Intern - Development Services Engineering	2	ADD					
PM024188	DEV	3163	24112	Intern - Development Services Engineering	2	ADD					
PM024189	DEV	3162	31013	Part-Time Flex-Inspector (Plumbing)	23	ADD					
PM024190	DEV	3162	31013	Part-Time Flex-Inspector (Plumbing)	22	ADD					
PM024191	DEV	3162	31013	Part-Time Flex-Inspector (Plumbing)	21	ADD					
PM024192	DEV	3162	31013	Part-Time Flex-Inspector (Plumbing)	20	ADD					
PM024193	DEV	3162	31013	Part-Time Flex-Inspector (Plumbing)	19	ADD					
PM024194	DEV	3162	31013	Part-Time Flex-Inspector (Plumbing)	18	ADD					
PM024195	DEV	3162	31013	Part-Time Flex-Inspector (Plumbing)	17	ADD					
PM024196	DEV	3162	31013	Part-Time Flex-Inspector (Plumbing)	17	ADD					
PM024197	DEV	3162	31014	Part-Time Flex-Inspector (HVAC)	17	ADD					
PM024198	DEV	3162	31014	Part-Time Flex-Inspector (HVAC)	17	ADD					
PM024199	DEV	3162	31014	Part-Time Flex-Inspector (HVAC)	17	ADD					
PM024200	DEV	3162	31014	Part-Time Flex-Inspector (HVAC)	17	ADD					
PM024201	DEV	3162	31014	Part-Time Flex-Inspector (HVAC)	17	ADD					
PM024202	DEV	3162	31014	Part-Time Flex-Inspector (HVAC)	17	ADD					
PM024203	DEV	3162	31014	Part-Time Flex-Inspector (HVAC)	17	ADD					

**Fire & Rescue (General Fund)**

**CITY OF DALLAS**  
**BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION**  
**FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM023128	DFD	MA01	56300	Emergency Vehicle Technician II	11	UPGRADE	31154	Manager - Fire Facilities	20	DFD	MA02
PM023127	DFD	MA01	56300	Emergency Vehicle Technician II	11	UPGRADE	24672	Assistant Director - Fire Public Information Officer	29	DFD	AD00
PM010952	DFD	LS05	32402	Office Assistant II	3	UPGRADE	32406	Administrative Specialist II	9	DFD	LS05
PM010959	DFD	MA02	38009	Storekeeper	1	DELETE					
PM018868	DFD	ER90	32403	Senior Office Assistant	6	DELETE					
PM010951	DFD	HS00	32402	Office Assistant II	3	DELETE					
PM010995	DFD	MA01	56003	Senior Mechanic	11	DELETE					
PM010947	DFD	AD01	20105	Senior Management Analyst - Fire	19	DELETE					
PM011008	DFD	AD00	06504	DFR Psychologist	25	DELETE					
PM010992	DFD	MA01	56003	Senior Mechanic	11	DELETE					
PM024204	DFD	HS01	44002	Fire and Rescue Officer	1FF	ADD					
PM024205	DFD	HS01	44002	Fire and Rescue Officer	1FF	ADD					
PM024206	DFD	HS01	44002	Fire and Rescue Officer	1FF	ADD					
PM024207	DFD	HS01	44002	Fire and Rescue Officer	1FF	ADD					
PM024210	DFD	HS01	44002	Fire and Rescue Officer	1FF	ADD					
PM024211	DFD	HS01	44002	Fire and Rescue Officer	1FF	ADD					
PM024212	DFD	HS01	44002	Fire and Rescue Officer	1FF	ADD					
PM024213	DFD	HS01	44002	Fire and Rescue Officer	1FF	ADD					
PM024214	DFD	ER96	44017	Single Function Paramedic	15F	ADD					
PM024215	DFD	ER96	44017	Single Function Paramedic	15F	ADD					
PM024216	DFD	ER96	44017	Single Function Paramedic	15F	ADD					
PM024217	DFD	ER96	44017	Single Function Paramedic	15F	ADD					
PM024227	DFD	ER96	44017	Single Function Paramedic	15F	ADD					
PM024228	DFD	ER96	44017	Single Function Paramedic	15F	ADD					
PM024229	DFD	ER96	44017	Single Function Paramedic	15F	ADD					
PM024230	DFD	ER96	44017	Single Function Paramedic	15F	ADD					
PM024231	DFD	ER96	44017	Single Function Paramedic	15F	ADD					
PM024010	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024011	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024012	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024013	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024014	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024015	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024016	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024017	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024018	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024019	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024020	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024021	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024022	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024023	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024024	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024025	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024026	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024027	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024028	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024029	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024030	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024031	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024032	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024033	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024034	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024035	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024036	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024037	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024038	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024039	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024040	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024041	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024042	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024043	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024044	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024045	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024046	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024047	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024048	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024049	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024050	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024051	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024052	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024053	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM024054	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024055	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024056	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024057	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024058	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024059	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024060	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024061	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024062	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024063	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024064	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024065	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024066	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024067	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024068	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024069	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024070	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024071	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024072	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024073	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024074	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024075	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024076	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024077	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024078	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024079	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024080	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024081	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024082	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024083	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024084	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024085	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024086	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024087	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024088	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024089	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024090	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024091	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024092	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024093	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024094	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024095	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024096	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024097	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024098	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024099	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024100	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024101	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024102	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024103	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024104	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024105	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024106	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024107	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024108	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					
PM024109	DFD	AD00	44002	Fire and Rescue Officer	1FF	ADD					

**Police Department (General Fund)**

PM013396	DPD	2141	31389	Supervisor - Office	13	DOWNGRADE	32406	Administrative Specialist II	9	DPD	2141
PM008242	DPD	2193	24433	Police Deputy Chief	7P	UPGRADE	46027	Police Assistant Chief	8P	DPD	2181
PM013380	DPD	2194	32401	Office Assistant I	1	UPGRADE	46538	Investigative Support Specialist	9	DPD	2162
PM013378	DPD	2194	32401	Office Assistant I	1	UPGRADE	46538	Investigative Support Specialist	9	DPD	1938
PM019760	DPD	1939	29992	Supervisor - Police Operations	13	UPGRADE	30131	Project Specialist - DPD	14	DPD	1939
PM013556	DPD	2152	31389	Supervisor - Office	13	UPGRADE	30031	Supervisor - DPD Video Production	15	DPD	2181
PM007401	DPD	2193	46016	Police Senior Corporal	2P	UPGRADE	46013	Police Lieutenant	4P	DPD	1936
PM013382	DPD	2194	32401	Office Assistant I	1	UPGRADE	46538	Investigative Support Specialist	9	DPD	1938
PM013213	DPD	1932	31148	Manager - Public Safety Communications	19	UPGRADE	46551	911 Unit Manager	23	DPD	1932
PM007987	DPD	2193	46014	Police Captain	SP-FY23	UPGRADE	46017	Police Major	6P-FY23	DPD	1936
PM024008	DPD	2181	30126	Senior Project Specialist	14	ADD					

**CITY OF DALLAS**  
**BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION**  
**FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM024009	DPD	2181	30126	Senior Project Specialist	14	ADD					
PM024110	DPD	2181	38001	Manager - Public Safety Community Engagement	22	ADD					
PM024218	DPD	2135	29992	Supervisor - Police Operations	13	ADD					
PM024219	DPD	2135	46507	Senior Criminal Intelligence Analyst	13	ADD					
PM024220	DPD	2157	29992	Supervisor - Police Operations	13	ADD					
PM024221	DPD	2157	32401	Office Assistant I	1	ADD					
PM024222	DPD	2157	32401	Office Assistant I	1	ADD					
PM024223	DPD	2135	46507	Senior Criminal Intelligence Analyst	13	ADD					
PM024224	DPD	2135	46507	Senior Criminal Intelligence Analyst	13	ADD					
PM024225	DPD	2135	46507	Senior Criminal Intelligence Analyst	13	ADD					
PM024226	DPD	2135	46507	Senior Criminal Intelligence Analyst	13	ADD					
PM024232	DPD	2164	46543	National Integrated Ballistic Information Network Analyst	12	ADD					
PM024233	DPD	2164	46543	National Integrated Ballistic Information Network Analyst	12	ADD					
PM024234	DPD	2164	46542	Forensic Firearms and Toolmark Examiner	17	ADD					
PM024235	DPD	2164	46542	Forensic Firearms and Toolmark Examiner	17	ADD					
PM024236	DPD	1934	36502	Information Technology Analyst I	11	ADD					
PM024237	DPD	1934	36502	Information Technology Analyst I	11	ADD					
PM024238	DPD	1934	30026	Supervisor - Information Technology	17	ADD					
PM024240	DPD	1934	36504	Senior Information Technology Analyst	16	ADD					
PM024241	DPD	1934	36504	Senior Information Technology Analyst	16	ADD					
PM014025	DPD	2157	32401	Office Assistant I	1	DELETE					
PM014027	DPD	2194	32401	Office Assistant I	1	DELETE					
PM014067	DPD	2164	46535	Crime Scene Analyst	9	DELETE					
PM013225	DPD	2114	18013	Senior Accountant	16	DELETE					
PM021215	DPD	1935	46000	Pathway Apprentice	4	DELETE					
PM021382	DPD	1934	36630	DPD Operational Technology and Equipment Manager	25	DELETE					
PM021407	DPD	1936	24406	DPD Personnel Division Administrator	26	DELETE					
PM014061	DPD	2194	46531	Crime Scene Technician	5	DELETE					
PM014062	DPD	2194	46531	Crime Scene Technician	5	DELETE					
PM022026	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022027	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022028	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022029	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022030	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022031	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022032	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022033	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022034	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022035	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022036	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022037	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022038	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022039	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022040	DPD	1932	40036	911 Call Taker	7	DELETE					
PM022052	DPD	1932	46522	Police Dispatcher	11	DELETE					
PM013428	DPD	1933	32402	Office Assistant II	3	DELETE					
PM013441	DPD	2117	40032	Senior Police Report Representative	6	DELETE					
PM013455	DPD	1932	40035	Police Report Representative	4	DELETE					
PM013465	DPD	2194	40035	Police Report Representative	4	DELETE					
PM013487	DPD	1932	46522	Police Dispatcher	11	DELETE					
PM013491	DPD	1932	46522	Police Dispatcher	11	DELETE					
PM013495	DPD	1932	46522	Police Dispatcher	11	DELETE					
PM013504	DPD	1932	46522	Police Dispatcher	11	DELETE					
PM013508	DPD	1932	46522	Police Dispatcher	11	DELETE					
PM013530	DPD	1932	46522	Police Dispatcher	11	DELETE					
PM013550	DPD	2149	32401	Office Assistant I	1	DELETE					
PM013555	DPD	2152	29986	Supervisor - Police Auto Pound	13	DELETE					
PM013558	DPD	2152	29986	Supervisor - Police Auto Pound	13	DELETE					
PM013561	DPD	2152	31386	Supervisor - Shop	14	DELETE					
PM013563	DPD	2152	32406	Administrative Specialist II	9	DELETE					
PM013567	DPD	2152	40019	Customer Service Representative II	3	DELETE					
PM013572	DPD	2152	40019	Customer Service Representative II	3	DELETE					
PM013574	DPD	2152	40019	Customer Service Representative II	3	DELETE					
PM013576	DPD	2152	40019	Customer Service Representative II	3	DELETE					
PM013578	DPD	2152	40019	Customer Service Representative II	3	DELETE					
PM013582	DPD	2152	40019	Customer Service Representative II	3	DELETE					
PM013583	DPD	2152	40019	Customer Service Representative II	3	DELETE					
PM013063	DPD	1934	32402	Office Assistant II	3	DELETE					
PM013077	DPD	1939	30129	Senior Project Specialist - DPD	16	DELETE					
PM013085	DPD	1932	40006	911 Call Taker Trainee	6	DELETE					
PM013141	DPD	1932	40036	911 Call Taker	7	DELETE					
PM013181	DPD	2113	31222	Manager - Departmental Finance	22	DELETE					

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM013201	DPD	1939	30129	Senior Project Specialist - DPD	16	DELETE					
PM013204	DPD	1939	30129	Senior Project Specialist - DPD	16	DELETE					
PM013214	DPD	2152	31371	Supervisor - Records	17	DELETE					
PM013242	DPD	2152	32402	Office Assistant II	3	DELETE					
PM013261	DPD	2181	74008	Multimedia Specialist	12	DELETE					
PM013276	DPD	2168	46509	Police Research Specialist	8	DELETE					
PM013280	DPD	2182	46503	Public Service Officer	4	DELETE					
PM013294	DPD	2117	46509	Police Research Specialist	8	DELETE					
PM013303	DPD	2126	32401	Office Assistant I	1	TRANSFER/UPGRADE	20071	Compensation Analyst	12	PER	1438
PM013350	DPD	2142	46534	Crime Technician	4	DELETE					
PM013352	DPD	2142	46534	Crime Technician	4	DELETE					
PM013375	DPD	2194	32401	Office Assistant I	1	DELETE					
PM013401	DPD	2194	32401	Office Assistant I	1	DELETE					
PM013411	DPD	2194	32401	Office Assistant I	1	DELETE					
PM013413	DPD	1933	32402	Office Assistant II	3	DELETE					
PM013415	DPD	1933	32402	Office Assistant II	3	DELETE					
PM013424	DPD	2194	40035	Police Report Representative	4	DELETE					
PM013370	DPD	2194	32401	Office Assistant I	1	DELETE					
PM013374	DPD	2194	32401	Office Assistant I	1	DELETE					
PM013376	DPD	2194	32401	Office Assistant I	1	DELETE					
PM013427	DPD	2194	40035	Police Report Representative	4	DELETE					
PM014179	DPD	1938	32401	Office Assistant I	1	UPGRADE	46538	Investigative Support Specialist	9	DPD	1938
PM013377	DPD	1938	32401	Office Assistant I	1	DELETE					
PM013079	DPD	2162	40035	Police Report Representative	4	UPGRADE	46538	Investigative Support Specialist	9	DPD	2162
PM013271	DPD	2162	40035	Police Report Representative	4	UPGRADE	46538	Investigative Support Specialist	9	DPD	2162
PM013469	DPD	2005	40035	Police Report Representative	4	UPGRADE	46538	Investigative Support Specialist	9	DPD	2005
PM013474	DPD	2005	40035	Police Report Representative	4	UPGRADE	46538	Investigative Support Specialist	9	DPD	2005
PM013477	DPD	2181	40035	Police Report Representative	4	UPGRADE	46538	Investigative Support Specialist	9	DPD	2181
PM013480	DPD	2127	40035	Police Report Representative	4	UPGRADE	46538	Investigative Support Specialist	9	DPD	2127
PM013551	DPD	2134	40035	Police Report Representative	4	UPGRADE	46538	Investigative Support Specialist	9	DPD	2134
PM019197	DPD	1932	40035	Police Report Representative	4	UPGRADE	40032	Senior Police Report Representative	6	DPD	1932
PM019202	DPD	1932	40035	Police Report Representative	4	UPGRADE	40032	Senior Police Report Representative	6	DPD	1932
PM019205	DPD	1932	40035	Police Report Representative	4	UPGRADE	40032	Senior Police Report Representative	6	DPD	1932
PM019208	DPD	1932	40035	Police Report Representative	4	UPGRADE	40032	Senior Police Report Representative	6	DPD	1932
PM019210	DPD	1932	40035	Police Report Representative	4	UPGRADE	40032	Senior Police Report Representative	6	DPD	1932
PM019213	DPD	1932	40035	Police Report Representative	4	UPGRADE	40032	Senior Police Report Representative	6	DPD	1932
PM013217	DPD	1932	31350	Supervisor - Warehouse	14	RECLASSIFICATION	31367	Supervisor - Public Safety Communications	14	DPD	1932
PM021440	DPD	1932	31367	Supervisor - Public Safety Communications	14	RECLASSIFICATION	31367	Supervisor - Public Safety Communications	14	DPD	1932

**Police Department (Grant Fund)**

PM023413	DPD	300C	26050	Manager - Program and Compliance	21	TRANSFER					5352
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**Information and Technology Services (Internal Services Fund)**

PM019181	DSV	1848	36408	Information Technology Business Analyst II	20	DOWNGRADE	36526	Programmer Analyst II	19	DSV	1697
PM020046	DSV	1665	76802	Temporary Help	MISC	RECLASSIFICATION	24002	Executive Assistant	14	DSV	1660
PM021148	DSV	1665	24111	Intern II	1	UPGRADE	36525	Manager - Information Technology	25	DSV	1660
PM000698	DSV	1849	36525	Manager - Information Technology	25	UPGRADE	31443	Manager - IT PMO	26	DSV	1666
PM023671	DSV	1650	36509	Web Designer	16	UPGRADE	36416	Information Technology Project Manager	20	DSV	1660
PM000863	DSV	1660	20003	Senior Contract Compliance Administrator	12	UPGRADE	31136	Senior Grants/Contract Compliance Specialist	16	DSV	1641
PM000917	DSV	1510	31439	Senior Information Network Engineer	22	UPGRADE	36404	Information Technology Architect	26	DSV	1749
PM018974	DSV	1641	36403	Senior Information Technology Engineer	24	UPGRADE	36404	Information Technology Architect	26	DSV	1749
PM000874	DSV	1666	36417	Senior Information Technology Project Manager	24	TRANSFER					
PM023670	DSV	1655	36509	Web Designer	16	ADD					
PM024324	DSV	1660	36416	Information Technology Project Manager	20	ADD					
PM024113	DSV	1947	36610	Security Analyst	12	ADD					
PM024178	DSV	1665	36600	Budget Management, Innovation, and Strategy Manager	26	ADD					
PM024179	DSV	1665	18033	Senior Budget Analyst	17	ADD					
PM024182	DSV	1665	18025	Manager - Accounts Payable	23	ADD					
PM024183	DSV	1665	18025	Manager - Accounts Payable	23	ADD					
PM024239	DSV	1665	18033	Senior Budget Analyst	17	ADD					

**Dallas Water Utilities (Enterprise Fund)**

PM012039	DWU	7338	31173	Manager - Environmental Quality	21	DOWNGRADE	06404	Senior Environmental Coordinator	19	DWU	7338
PM012110	DWU	7338	31507	Utility Maintenance Worker III	7	DOWNGRADE	31504	Utility Maintenance Worker II	4	DWU	7338
PM011727	DWU	7473	40019	Customer Service Representative II	3	RECLASSIFICATION	32402	Office Assistant II	3	DWU	7473

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM012847	DWU	7313	31419	Manager - WWTP Maintenance	19	RECLASSIFICATION	31426	Manager - Water Distribution	19	DWU	7313
PM011506	DWU	7446	36534	Geographic Information System Support Technician	6	RECLASSIFICATION	68511	Water Field Representative II	6	DWU	7463
PM002559	DWU	4792	31357	Supervisor - Electrical	15	RECLASSIFICATION	31316	Supervisor - Utilities Electronics	15	DWU	4792
PM011449	DWU	7446	31284	Manager - Water Utility Administration	19	RECLASSIFICATION	2519	Senior Project Coordinator	19	DWU	7124
PM011916	DWU	7313	54021	Water Instrument Technician	8	RECLASSIFICATION	58516	Electronic Technician	8	DWU	7134
PM012813	DWU	7221	31268	Manager - Water Utility	22	RECLASSIFICATION	36654	Manager - Business	22	DWU	7221
PM012814	DWU	7221	31268	Manager - Water Utility	22	RECLASSIFICATION	36654	Manager - Business	22	DWU	7221
PM011554	DWU	7123	32401	Office Assistant I	1	UPGRADE	20003	Senior Contract Compliance Administrator	12	DWU	7123
PM018864	DWU	5532	06404	Senior Environmental Coordinator	19	UPGRADE	36642	Superintendent - Environmental Quality	24	DWU	1875
PM012315	DWU	7322	02520	Project Coordinator I	12	UPGRADE	02518	Project Coordinator III	16	DWU	7322
PM011953	DWU	7322	31407	Supervisor - Water Distribution Field Ops	13	UPGRADE	31312	Supervisor - WWTP	14	DWU	7322
PM002564	DWU	4792	36100	Departmental Technology Analyst	14	UPGRADE	36508	Systems Programmer	19	DWU	4792
PM011726	DWU	7473	36100	Departmental Technology Analyst	14	UPGRADE	31204	Manager Water Utility IT	18	DWU	7470
PM011429	DWU	7021	31389	Supervisor - Office	13	UPGRADE	31168	Manager - Utility Billing	18	DWU	7021
PM011438	DWU	7021	37550	Configuration Coordinator	14	UPGRADE	40065	Public Information Coordinator II	16	DWU	7021
PM011484	DWU	7041	31411	Supervisor - Laboratory	18	UPGRADE	31285	Manager - Laboratory	20	DWU	7041
PM011906	DWU	7313	31301	Supervisor - Custodial	12	UPGRADE	31383	Supervisor - Facilities	14	DWU	7313
PM011445	DWU	7021	31168	Manager - Utility Billing	18	UPGRADE	31284	Manager - Water Utility Administration	19	DWU	7021
PM018776	DWU	7243	58509	Water Utility Electrician	10	UPGRADE	58513	Senior Electrician	13	DWU	7243
PM012078	DWU	7333	58509	Water Utility Electrician	10	UPGRADE	58513	Senior Electrician	13	DWU	7333
PM011907	DWU	7313	31301	Supervisor - Custodial	12	UPGRADE	31383	Supervisor - Facilities	14	DWU	7313
PM011894	DWU	7312	31451	Senior Process Control Analyst	18	UPGRADE	36507	Senior Systems Programmer	20	DWU	7312
PM012541	DWU	7462	31043	Utility Inspector	10	UPGRADE	31393	Supervisor - Water Distribution	15	DWU	7462
PM012051	DWU	7332	31426	Manager - Water Distribution	19	UPGRADE	31285	Manager - Laboratory	20	DWU	7332
PM011848	DWU	7242	31426	Manager - Water Distribution	19	UPGRADE	31285	Manager - Laboratory	20	DWU	7242
PM022266	DWU	4792	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	4792
PM012335	DWU	7091	31501	Utility Maintenance Worker I	3	UPGRADE	06301	Environmental Specialist I	6	DWU	7091
PM012999	DWU	7091	31501	Utility Maintenance Worker I	3	UPGRADE	06301	Environmental Specialist I	6	DWU	7091
PM011932	DWU	7313	58509	Water Utility Electrician	10	UPGRADE	58513	Senior Electrician	13	DWU	7313
PM002649	DWU	4792	66215	Truck Driver II	7	UPGRADE	56003	Senior Mechanic	11	DWU	4792
PM012794	DWU	7042	31411	Supervisor - Laboratory	18	UPGRADE	31285	Manager - Laboratory	20	DWU	7042
PM011934	DWU	7313	58509	Water Utility Electrician	10	UPGRADE	58513	Senior Electrician	13	DWU	7313
PM012793	DWU	7043	31411	Supervisor - Laboratory	18	UPGRADE	31285	Manager - Laboratory	20	DWU	7043
PM011489	DWU	7044	31411	Supervisor - Laboratory	18	UPGRADE	31285	Manager - Laboratory	20	DWU	7044
PM012562	DWU	7424	31478	Crew Leader - Water Utility	10	UPGRADE	16412	Inspector III	12	DWU	7424
PM012434	DWU	7422	60215	Equipment Operator	7	UPGRADE	16412	Inspector III	12	DWU	7422
PM012387	DWU	7422	31478	Crew Leader - Water Utility	10	UPGRADE	16412	Inspector III	12	DWU	7422
PM012971	DWU	7422	31478	Crew Leader - Water Utility	10	UPGRADE	16412	Inspector III	12	DWU	7422
PM012429	DWU	7422	60215	Equipment Operator	7	UPGRADE	16412	Inspector III	12	DWU	7422
PM012497	DWU	7422	31507	Utility Maintenance Worker III	7	UPGRADE	16412	Inspector III	12	DWU	7422
PM012395	DWU	7422	31478	Crew Leader - Water Utility	10	UPGRADE	16412	Inspector III	12	DWU	7422
PM011349	DWU	7421	32402	Office Assistant II	3	UPGRADE	02518	Project Coordinator III	16	DWU	7421
PM012950	DWU	7123	32402	Office Assistant II	3	UPGRADE	20006	Contract Compliance Administrator	10	DWU	7123
PM012143	DWU	7360	38015	Senior Storekeeper	5	UPGRADE	31267	Manager - Large Warehouse	21	DWU	7360
PM011555	DWU	7360	32402	Office Assistant II	3	UPGRADE	31389	Supervisor - Office	13	DWU	7360
PM011911	DWU	7313	50052	Senior Maintenance Worker	5	UPGRADE	31463	Senior Plant Maintenance Worker	6	DWU	7313
PM012533	DWU	7424	31043	Utility Inspector	10	UPGRADE	16412	Inspector III	12	DWU	7427
PM012439	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM012437	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM012515	DWU	7423	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7423
PM012426	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM012432	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM011811	DWU	7272	31426	Manager - Water Distribution	19	UPGRADE	31285	Manager - Laboratory	20	DWU	7272
PM011656	DWU	7221	18011	Accountant	14	UPGRADE	18034	Senior Departmental Budget Analyst	17	DWU	7221
PM018847	DWU	4795	18011	Accountant	14	UPGRADE	18040	Departmental Budget Analyst	15	DWU	4795
PM011866	DWU	7243	31301	Supervisor - Custodial	12	UPGRADE	31383	Supervisor - Facilities	14	DWU	7243
PM011825	DWU	7273	31301	Supervisor - Custodial	12	UPGRADE	31383	Supervisor - Facilities	14	DWU	7273
PM011798	DWU	7473	54004	Water Meter Technician I	3	UPGRADE	06402	Environmental Coordinator II	14	DWU	7463
PM002493	DWU	4792	56001	Mechanic I	5	UPGRADE	31446	Process Control Analyst	16	DWU	4792
PM011504	DWU	7055	36534	Geographic Information System Support Technician	6	UPGRADE	35545	Geographic Information System Analyst I	11	DWU	7055
PM011515	DWU	7055	36534	Geographic Information System Support Technician	6	UPGRADE	35545	Geographic Information System Analyst I	11	DWU	7055
PM011532	DWU	7091	31382	Supervisor - Environmental	17	UPGRADE	31411	Supervisor - Laboratory	18	DWU	7091
PM011524	DWU	7090	31382	Supervisor - Environmental	17	UPGRADE	31411	Supervisor - Laboratory	18	DWU	7090
PM011531	DWU	7091	31382	Supervisor - Environmental	17	UPGRADE	31411	Supervisor - Laboratory	18	DWU	7091

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM011783	DWU	7472	54009	Senior Water Meter Technician	8	UPGRADE	31478	Crew Leader - Water Utility	10	DWU	7472
PM002593	DWU	4792	58509	Water Utility Electrician	10	UPGRADE	58513	Senior Electrician	13	DWU	4792
PM002591	DWU	4792	58512	Electrician	10	UPGRADE	58513	Senior Electrician	13	DWU	4792
PM012145	DWU	7360	38015	Senior Storekeeper	5	UPGRADE	06404	Senior Environmental Coordinator	19	DWU	7360
PM017129	DWU	7472	54004	Water Meter Technician I	3	UPGRADE	31358	Supervisor - Water Meter Reader	14	DWU	7472
PM012323	DWU	7411	32403	Senior Office Assistant	6	UPGRADE	31389	Supervisor - Office	13	DWU	7411
PM012274	DWU	7411	31343	Supervisor - Heavy Equipment Operation	14	UPGRADE	36676	Supervisor - Business	17	DWU	7411
PM011950	DWU	7321	32402	Office Assistant II	3	UPGRADE	32406	Administrative Specialist II	9	DWU	7321
PM012431	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM012433	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM012435	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM011655	DWU	7221	18011	Accountant	14	UPGRADE	18034	Senior Departmental Budget Analyst	17	DWU	7221
PM011657	DWU	7221	18011	Accountant	14	UPGRADE	18040	Departmental Budget Analyst	15	DWU	7221
PM012422	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM012425	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM012430	DWU	7422	60215	Equipment Operator	7	UPGRADE	60216	Heavy Equipment Operator	9	DWU	7422
PM012367	DWU	7421	32402	Office Assistant II	3	UPGRADE	32403	Senior Office Assistant	6	AVI	7421
PM012890	DWU	7451	32402	Office Assistant II	3	UPGRADE	32406	Administrative Specialist II	9	DWU	7451
PM012074	DWU	7333	31466	Industrial Mechanic	10	UPGRADE	31465	Senior Industrial Mechanic	12	DWU	7333
PM012776	DWU	7243	56003	Senior Mechanic	11	UPGRADE	31465	Senior Industrial Mechanic	12	DWU	7243
PM011608	DWU	7126	32401	Office Assistant I	1	UPGRADE	02518	Project Coordinator III	16	DWU	7126
PM012066	DWU	7333	31301	Supervisor - Custodial	12	UPGRADE	31383	Supervisor - Facilities	14	DWU	7333
PM011365	DWU	7333	31504	Utility Maintenance Worker II	4	UPGRADE	31507	Utility Maintenance Worker III	7	DWU	7333
PM011892	DWU	7421	31451	Senior Process Control Analyst	18	UPGRADE	31187	Manager - Public Projects	21	DWU	7421
PM011720	DWU	7470	31358	Supervisor - Water Meter Reading	14	UPGRADE	34320	Senior Water System IT Analyst	16	DWU	7473

**Office of Economic Development (General Fund)**

PM011103	ECO	1164	29004	Economic Development Analyst I	12	DOWNGRADE	32402	Office Assistant II	3	ECO	1161
PM011093	ECO	1167	20016	Grant Compliance Representative	12	UPGRADE	29003	Economic Development Analyst II	16	ECO	1167
PM011067	ECO	1167	24002	Executive Assistant	14	UPGRADE	29003	Economic Development Analyst II	16	ECO	1167
PM011076	ECO	1167	29004	Economic Development Analyst I	12	UPGRADE	29003	Economic Development Analyst II	16	ECO	1167
PM018783	ECO	1598	24002	Executive Assistant	16	RECLASSIFICATION	20109	Management Analyst - CMO	16	ECO	1598
PM004056	ECO	1161	31242	Manager - Economic Development	23	TRANSFER/RECLASSIFICATION	56211	Project Manager - Community Development	23	CDV	5808
PM011087	ECO	1163	30124	Project Specialist - Community Development	12	TRANSFER				CDV	5808
PM016809	ECO	1164	20920	Policy Analyst	12	TRANSFER				CMO	1110
PM019358	ECO	1164	31245	Manager - Governmental Affairs	22	DELETE					
PM024242	ECO	1164	26021	Senior Outreach Specialist	12	ADD					
PM024243	ECO	1164	31242	Manager - Economic Development	23	ADD					

**Equipment & Fleet Management (Internal Services Fund)**

PM021121	EFM	1708	31484	Heavy Equipment Mechanic	9	UPGRADE	24002	Executive Assistant	14	EFM	1750
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**Office of Equity & Inclusion (General Fund)**

PM023300	EQU	4245	20990	Data Coordinator	14	RECLASSIFICATION	24002	Executive Assistant	14	EQU	4245
PM023299	EQU	4245	24863	ADA Coordinator	13	RECLASSIFICATION	40060	Public Information Coordinator I	13	EQU	4245
PM018437	EQU	5129	31228	Manager - Housing Compliance	21	RECLASSIFICATION	31227	Manager - ADA Compliance	21	EQU	5126
PM022167	EQU	4245	24002	Executive Assistant	14	UPGRADE	36634	Equity and Inclusion Coordinator	17	EQU	4245
PM004079	EQU	4245	31353	Manager - Equity Engagement & Outreach	21	DELETE					

**Employees' Retirement Fund (General Fund)**

PM000961	ERF	5821	32402	Office Assistant II	3	UPGRADE	20942	Senior Employees' Retirement Fund Pension Specialist	17	ERF	5821
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**Housing and Neighborhood Revitalization (General Fund)**

PM023171	HOU	5510	28043	Senior Planner	18	UPGRADE	02528	Senior Project Coordinator - Development	19	HOU	5510
PM022171	HOU	5510	26084	Housing Program Coordinator	9	UPGRADE	26082	Housing Project Manager	14	HOU	5510
PM016444	HOU	5510	26083	Manager - Housing Strategy	21	DOWNGRADE	28043	Senior Planner	18	HOU	4285
PM024245	HOU	4285	26082	Housing Project Manager	14	ADD					



**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
<b>Office of Integrated Public Safety (General Fund)</b>											
PM021289	IPS	5352	48121	Manager - IPS Homeless Outreach	19	DOWNGRADE	18034	Senior Departmental Budget Analyst	17	IPS	5352
PM021273	IPS	5352	26133	Mobile Crisis Response Coordinator	12	UPGRADE	24002	Executive Assistant	14	IPS	5352
PM024247	IPS	5352	30127	Senior Project Specialist - Office of Integrated Public Safety Solutions	16	ADD					
<b>Library (General Fund)</b>											
PM018597	LIB	5323	09740	Librarian	11	DOWNGRADE	09526	Library Program Specialist	5	LIB	5323
PM001135	LIB	5326	09740	Librarian	11	DOWNGRADE	09526	Library Program Specialist	5	LIB	5326
PM018588	LIB	5326	09740	Librarian	11	DOWNGRADE	09526	Library Program Specialist	5	LIB	5326
PM018601	LIB	5326	09740	Librarian	11	DOWNGRADE	09526	Library Program Specialist	5	LIB	5326
PM001365	LIB	5388	32401	Office Assistant I	1	RECLASSIFICATION	38009	Storekeeper	1	LIB	5388
PM001281	LIB	5328	40060	Public Information Coordinator I	13	UPGRADE	09741	Manager - Library Branch	14	LIB	5328
PM018643	LIB	5323	09525	Library Public Service Specialist	5	UPGRADE	30114	Events Services Specialist I	9	LIB	5323
PM018980	LIB	5323	30114	Events Services Specialist I	9	UPGRADE	31340	Supervisor - Events	16	LIB	5323
PM000995	LIB	5310	32406	Administrative Specialist II	9	UPGRADE	24113	Management Development Associate	12	LIB	5310
PM000986	LIB	5388	32401	Office Assistant I	1	UPGRADE	38015	Senior Storekeeper	5	LIB	5388
PM018686	LIB	5388	09018	Branch Delivery Assistant	2	UPGRADE	38015	Senior Storekeeper	5	LIB	5388
PM024299	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024300	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024301	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024302	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024303	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024304	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024305	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024306	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024307	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024308	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024309	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024310	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024311	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024312	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024313	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024314	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024315	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024316	LIB	5341	40037	Library Circulation Specialist	3	ADD					
PM024114	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024115	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024116	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024117	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024118	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024119	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024120	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024121	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024122	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024123	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024124	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024125	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024126	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024127	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024128	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024129	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024130	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024131	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024132	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024133	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024134	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024135	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024136	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024137	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024138	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024139	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024140	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024141	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024142	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024143	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024144	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024145	LIB	5326	9525	Library Public Service Specialist	5	ADD					

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM024146	LIB	5326	9525	Library Public Service Specialist	5	ADD					
PM024250	LIB	5310	9740	Librarian	11	ADD					
PM024251	LIB	5310	9740	Librarian	11	ADD					
PM024252	LIB	5310	9740	Librarian	11	ADD					
PM024253	LIB	5310	9740	Librarian	11	ADD					
PM024256	LIB	5389	20001	Instructor	7	ADD					
PM024257	LIB	5389	20001	Instructor	7	ADD					
PM024258	LIB	5389	20001	Instructor	7	ADD					
PM024259	LIB	5389	20001	Instructor	7	ADD					
PM024260	LIB	5389	20001	Instructor	7	ADD					
PM024261	LIB	5389	20001	Instructor	7	ADD					
PM024262	LIB	5389	20001	Instructor	7	ADD					
PM024265	LIB	5326	9526	Library Program Specialist	5	ADD					
PM024286	LIB	5389	9528	Literacy Coordinator	7	ADD					
PM024287	LIB	5389	9528	Literacy Coordinator	7	ADD					
PM024288	LIB	5388	9018	Branch Delivery Assistant	2	ADD					

**Mayor and Council (General Fund)**

PM023231	MCC	1010	20858	Communication Specialist	13	DOWNGRADE	20920	Policy Analyst	12	MCC	1010
PM023232	MCC	1010	20850	Communication Specialist	13	DOWNGRADE	20920	Policy Analyst	12	MCC	1010
PM023234	MCC	1128	20875	Communication Specialist	13	DOWNGRADE	20920	Policy Analyst	12	MCC	1010
PM023233	MCC	1128	20858	Communication Specialist	13	DOWNGRADE	20920	Policy Analyst	12	MCC	1010
PM023328	MCC	1010	32406	Administrative Specialist II	9	UPGRADE	20920	Policy Analyst	12	MCC	1010
PM023329	MCC	1010	32406	Administrative Specialist II	9	UPGRADE	20920	Policy Analyst	12	MCC	1010
PM024289	MCC	1010	32406	Administrative Specialist II	9	ADD					

**Office of the Bond Program (Enterprise Fund)**

PM002976	OBP	3853	03853	Manager - Bond Program Implementation	25	DOWNGRADE	02514	Project Coordinator II	14	OBP	3287
PM019792	OBP	3287	36651	Manager - Bond Planning	19	RECLASSIFICATION	02519	Senior Project Coordinator	19	OBP	3287
PM003759	OBP	3853	00007	Architect Assistant	15	UPGRADE	00008	Architect	18	OBP	3853
PM018367	OBP	3853	00701	Engineer Assistant I	15	UPGRADE	00702	Engineer I	21	OBP	3853
PM019793	OBP	3287	36001	Engineering and Construction Management Administrator	25	UPGRADE	31289	Engineering Program Administrator	26	OBP	3287
PM019791	OBP	3287	36001	Engineering and Construction Management Administrator	25	UPGRADE	31288	Architectural Program Administrator	26	OBP	3287
PM024290	OBP	3287	30016	Manager - Community Engagement	25	ADD					

**Office of Cultural Affairs (General Fund)**

PM022172	OCA	5501	32412	High School Intern	1	RECLASSIFICATION	24110	Intern I	1	OCA	5501
PM022173	OCA	5502	32412	High School Intern	1	RECLASSIFICATION	24100	Intern I	1	OCA	5502
PM022174	OCA	4888	32412	High School Intern	1	RECLASSIFICATION	24110	Intern I	1	OCA	4888
PM022175	OCA	4805	32412	High School Intern	1	RECLASSIFICATION	24110	Intern I	1	OCA	4805
PM016614	OCA	1299	32412	High School Intern	1	RECLASSIFICATION	24110	Intern I	1	OCA	1299
PM017106	OCA	4799	14720	Usher	1	UPGRADE	31135	Supervisor - Budget	18	OCA	4888
PM023672	OCA	4832	58516	Electronic Technician	8	DELETE					
PM024291	OCA	4880	4880	Senior Contract Compliance Administrator	12	ADD					
PM024292	OCA	4888	4888	Administrative Specialist I	8	ADD					
PM024297	OCA	4888	31340	Supervisor - Events	16	ADD					
PM024298	OCA	4888	20003	Senior Contract Compliance Administrator	12	ADD					
PM024317	OCA	4903	14603	Cultural Programs Coordinator	11	ADD					
PM024318	OCA	4903	50052	Senior Maintenance Worker	5	ADD					
PM019038	OCA	1578	14603	Cultural Programs Coordinator	11	DELETE					
PM000351	OCA	4832	74016	Radio Production Coordinator	9	DELETE					
PM000329	OCA	1068	74003	Manager - WRR-FM Station	MISC	DELETE					
PM000347	OCA	1066	76203	WRR-FM Sales Representative	MISC	DELETE					
PM000359	OCA	1068	31417	Supervisor - Departmental Finance	17	DELETE					
PM000361	OCA	1068	32405	Administrative Specialist I	8	DELETE					
PM000365	OCA	1578	31252	Manager - Events	19	UPGRADE	31629	Manager- Public Arts	22	OCA	1578
PM022176	OCA	4832	24110	Intern I	1	RECLASSIFICATION	24111	Intern II	1	OCA	4832
PM000392	OCA	1578	14603	Cultural Programs Coordinator	11	UPGRADE	20003	Senior Contract Compliance Administrator	12	OCA	1578
PM000393	OCA	1578	14603	Cultural Programs Coordinator	11	UPGRADE	20003	Senior Contract Compliance Administrator	12	OCA	1578
PM017139	OCA	4888	14603	Cultural Programs Coordinator	11	UPGRADE	20003	Senior Contract Compliance Administrator	12	OCA	5028
PM000419	OCA	4888	14603	Cultural Programs Coordinator	11	UPGRADE	20003	Senior Contract Compliance Administrator	12	OCA	4880
PM018244	OCA	4888	32406	Administrative Specialist II	9	UPGRADE	26020	Outreach Specialist	10	OCA	4888
PM000420	OCA	4903	50403	Custodian	1	UPGRADE	64004	Laborer II	4	OCA	4903

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
<b>Office of Community Care (General Fund)</b>											
PM023209	OCC	5338	20018	Grant Compliance Specialist	15	UPGRADE	31328	Supervisor - Community Care Services	16	OCC	5338
PM016246	OCC	4307	36583	Senior Executive Secretary	11	UPGRADE	24002	Executive Assistant	14	OCC	4307
PM024293	OCC	4295	24111	Intern II	1	ADD					
PM024294	OCC	4301	31328	Supervisor - Community Care Services	16	ADD					
PM024319	OCC	4305	26120	Community Services Program Administrator	23	ADD					
<b>Office of Community Care (Grant Fund)</b>											
PM016200	OCC	307C	31421	Supervisor - Nutritionist	18	DOWNGRADE	26060	Women, Infants, and Children Clinic Supervisor	14	OCC	307C
PM016207	OCC	307C	31421	Supervisor - Nutrition	18	DOWNGRADE	26060	Women, Infants, and Children Clinic Supervisor	14	OCC	307C
PM016483	OCC	634G	20018	Grant Compliance Specialist	15	UPGRADE	31149	Manager - Community Services	20	OCC	634G
PM016218	OCC	307C	38009	Storekeeper	1	UPGRADE	38015	Senior Storekeeper	5	OCC	307C
PM016424	OCC	307C	46536	Internal Control Specialist	12	UPGRADE	26060	Women, Infants, and Children Clinic Supervisor	14	OCC	307C
PM016416	OCC	307C	20001	Instructor	7	UPGRADE	26060	Women, Infants, and Children Clinic Supervisor	14	OCC	307C
PM016009	OCC	307C	06511	Senior Nutritionist	12	UPGRADE	26060	Women, Infants, and Children Clinic Supervisor	14	OCC	307C
PM016174	OCC	307C	26028	Senior Community Service Worker	2	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM016168	OCC	307C	26028	Senior Community Service Worker	2	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM016137	OCC	307C	26028	Senior Community Service Worker	2	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM016146	OCC	307C	26028	Senior Community Service Worker	2	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM016160	OCC	307C	26028	Senior Community Service Worker	2	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM015962	OCC	307C	26027	Community Service Worker	1	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM016093	OCC	307C	26027	Community Service Worker	1	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM016085	OCC	307C	26027	Community Service Worker	1	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM016086	OCC	307C	26027	Community Service Worker	1	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM015972	OCC	307C	26027	Community Service Worker	1	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM016099	OCC	307C	26027	Community Service Worker	1	UPGRADE	26045	Customer Service Representative - Women, Infants, and Children	3	OCC	307C
PM021025	OCC	970C	76802	Temporary Help	MISC	TRANSFER/UPGRADE	30174	Partnership and Engagement Coordinator	16	CMO	339C
<b>Office of Emergency Management (General Fund)</b>											
PM016918	OEM	2076	31275	Assistant Emergency Management Coordinator	23	DOWNGRADE	30205	Emergency Management Specialist	14	OEM	254C
PM016916	OEM	2076	30206	Senior Emergency Management Specialist	16	DOWNGRADE	24110	Intern I	1	OEM	254C
PM016919	OEM	2076	32403	Senior Office Assistant	6	UPGRADE	32405	Administrative Specialist I	8	OEM	2076
<b>Office of Emergency Management (Grant Fund)</b>											
PM016959	OEM	254C	40049	Public Information Officer	14	DOWNGRADE	24110	Intern I	1	OEM	254C
PM016917	OEM	326C	31136	Senior Grants/Contract Compliance Specialist	16	DOWNGRADE	30205	Emergency Management Specialist	14	OEM	254C
PM019076	OEM	254C	30205	Emergency Management Specialist	14	UPGRADE	31136	Senior Grants/Contract Compliance Specialist	16	OEM	254C
PM021800	OEM	254C	24110	Intern I	1	UPGRADE	31222	Manager - Departmental Finance	22	OEM	326C
PM021793	OEM	254C	24110	Intern I	1	UPGRADE	31275	Assistant Emergency Management Coordinator	23	OEM	254C
PM018379	OEM	254C	30205	Emergency Management Specialist	14	UPGRADE	30207	Assistant Director - Emergency Management	29	OEM	2076
<b>Office of Environmental Quality (General Fund)</b>											
PM011643	OEQ	5605	26020	Outreach Specialist	10	RECLASSIFICATION	63016	Service Agent - Irrigation Outreach	10	OEQ	5605
PM023210	OEQ	5602	06402	Environmental Coordinator II	14	UPGRADE	06405	Environmental Justice Coordinator	15	OEQ	5602
PM016779	OEQ	5602	06404	Senior Environmental Coordinator	19	DELETE					
PM016786	OEQ	5602	06402	Environmental Coordinator II	14	DELETE					
PM023212	OEQ	5602	06402	Environmental Coordinator II	14	DELETE					
<b>Office of Historic Preservation (General Fund)</b>											
PM001472	OHP	3497	28043	Senior Planner	18	TRANSFER				PNV	3497
PM001479	OHP	3497	32406	Administrative Specialist II	9	TRANSFER				PNV	3497
PM001654	OHP	3497	28043	Senior Planner	18	TRANSFER				PNV	3497
PM018464	OHP	3497	28044	Chief Planner	21	TRANSFER				PNV	3497
PM019094	OHP	3497	28041	Planner I	11	TRANSFER				PNV	3497
PM021246	OHP	3497	28043	Senior Planner	18	TRANSFER				PNV	3497
PM019093	OHP	3497	24150	Historic Preservation Officer	28	UPGRADE/ TRANSFER	31693	Assistant Director - Preservation and Urban Design	29	PNV	3497

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
<b>Office of Homeless Solutions (General Fund)</b>											
PM014171	OHS	4311	26141	Homeless Solutions Technician	10	RECLASSIFICATION	20006	Contract Compliance Administrator	10	OHS	4311
PM019144	OHS	4311	26141	Homeless Solutions Technician	10	RECLASSIFICATION	20006	Contract Compliance Administrator	10	OHS	4311
PM019145	OHS	4311	26131	Resolution Coordinator	12	RECLASSIFICATION	26130	Outreach and Advocacy Specialist	12	OHS	4311
PM014184	OHS	4311	23131	Resource Coordinator	12	RECLASSIFICATION	26130	Outreach and Advocacy Specialist	12	OHS	4311
PM019142	OHS	4311	26132	Resource Specialist	12	RECLASSIFICATION	26130	Outreach and Advocacy Specialist	12	OHS	4311
PM017372	OHS	4311	26132	Resource Specialist	12	RECLASSIFICATION	26130	Outreach and Advocacy Specialist	12	OHS	4311
PM014183	OHS	4311	26130	Outreach and Advocacy Specialist	12	UPGRADE	02518	Project Coordinator III	16	OHS	4311
PM022182	OHS	4311	48126	Supervisor - Homeless Outreach	16	UPGRADE	48127	Manager - Homeless Outreach & Advocacy	17	OHS	4311
PM024320	OHS	4311	26120	Community Services Program Administrator	23	ADD					
<b>Office of Homeless Solutions (Grant Fund)</b>											
PM016358	OHS	627G	26141	Homeless Solutions Technician	10	RECLASSIFICATION	20006	Contract Compliance Administrator	10	OHS	627G
<b>Office of Community Police Oversight (General Fund)</b>											
					OPP						
PM020012	OPO	3307	24002	Executive Assistant	14	DELETE					
PM020016	OPO	3307	234320	Special Investigator	17	DOWNGRADE	26021	Senior Outreach Specialist	12	OPO	3307
<b>Office of Risk Management (Internal Services Fund)</b>											
PM024147	ORM	3830	36654	Manager - Business	22	ADD					
<b>Office Of Strategic Partnerships (General Fund)</b>											
PM024295	OSP	1145	29008	Senior Governmental Affairs Coordinator	13	ADD					
PM016949	OSP	1145	29007	Governmental Affairs Coordinator	10	UPGRADE	29008	Senior Governmental Affairs Coordinator	13	OSP	1145
<b>Office of Communications, Outreach, and Marketing (General Fund)</b>											
PM023994	PAO	1128	36661	Assistant Director - Communications, Outreach, & Marketing	29	ADD					
PM024111	PAO	1128	30802	Graphics Designer	12	ADD					
<b>Public Works (General Fund)</b>											
PM019401	PBW	3026	31289	Engineer Program Administrator	26	RECLASSIFICATION	31237	Public Works Program Administrator	26	PBW	3026
PM002800	PBW	3018	31040	Inspector II - Public Works Construction	10	UPGRADE	35545	Geographic Information System Analyst I	11	PBW	3026
PM010732	PBW	3417	31040	Inspector II - Public Works Construction	10	UPGRADE	31027	Inspector III - Public Works Construction	12	PBW	3417
PM010699	PBW	3413	31484	Heavy Equipment Mechanic	9	UPGRADE	31488	Senior Heavy Equipment Mechanic	13	PBW	3413
PM010391	PBW	3367	60216	Heavy Equipment Operator	9	UPGRADE	31469	Crew Leader - Public Works	10	PBW	3367
PM010355	PBW	3432	32402	Office Assistant II	3	UPGRADE	32403	Senior Office Assistant	6	PBW	3432
PM010656	PBW	3413	32402	Office Assistant II	3	UPGRADE	32406	Administrative Specialist II	9	PBW	3413
PM010621	PBW	3414	32402	Office Assistant II	3	UPGRADE	31027	Inspector III - Public Works Construction	12	PBW	3417
PM010629	PBW	3432	56001	Mechanic I	5	UPGRADE	31484	Heavy Equipment Mechanic	9	PBW	3432
PM010935	PBW	3413	31484	Heavy Equipment Mechanic	9	UPGRADE	31488	Senior Heavy Equipment Mechanic	13	PBW	3413
PM010380	PBW	3432	31500	Street Maintenance Worker I	3	DELETE					
PM010529	PBW	3432	60216	Heavy Equipment Operator	9	DELETE					
PM010533	PBW	3432	60215	Equipment Operator	7	DELETE					
PM010561	PBW	3432	31506	Street Maintenance Worker III	7	DELETE					
PM010638	PBW	3414	31500	Street Maintenance Worker I	3	DELETE					
PM010659	PBW	3413	31469	Crew Leader - Public Works	10	DELETE					
PM010671	PBW	3432	31500	Street Maintenance Worker I	3	DELETE					
PM010678	PBW	3414	31506	Street Maintenance Worker III	7	DELETE					
PM010680	PBW	3413	31506	Street Maintenance Worker III	7	DELETE					
PM010706	PBW	3414	31500	Street Maintenance Worker I	3	DELETE					
PM010707	PBW	3414	31500	Street Maintenance Worker I	3	DELETE					
PM010744	PBW	3419	31469	Crew Leader - Public Works	10	DELETE					
PM010753	PBW	3432	31506	Street Maintenance Worker III	7	DELETE					
PM010781	PBW	3413	60215	Equipment Operator	7	DELETE					
PM010787	PBW	3413	31500	Street Maintenance Worker I	3	DELETE					
PM010867	PBW	3432	60216	Heavy Equipment Operator	9	DELETE					
PM010922	PBW	3432	31506	Street Maintenance Worker III	7	DELETE					
<b>Public Works (Enterprise Fund)</b>											

**CITY OF DALLAS**  
**BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION**  
**FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM010779	PBW	8377	31334	Supervisor - Engineering/Drafting	19	DOWNGRADE	00700	Engineer Assistant II	17	PBW	8377
PM010574	PBW	8377	36676	Supervisor - Business	17	DOWNGRADE	31389	Supervisor - Office	13	PBW	8377
PM002685	PBW	8377	32405	Administrative Specialist I	8	UPGRADE	31374	Supervisor - Fleet Services	15	PBW	8377
PM019403	PBW	3311	02520	Project Coordinator I	12	UPGRADE	20004	PBW CDL Training and Development Instructor	14	PBW	3311
PM002694	PBW	8380	02514	Project Coordinator II	14	UPGRADE	02519	Senior Project Coordinator	19	PBW	8380
PM003025	PBW	8379	31129	Supervisor - Survey	13	UPGRADE	02514	Project Coordinator II	14	PBW	8377
PM010284	PBW	8374	31040	Inspector II - Public Works Construction	10	UPGRADE	31397	Supervisor - Public Works Construction Inspection	15	PBW	8374

**Human Resources (General Fund)**

PM016599	PER	1426	37812	Lead HRIS Analyst	20	DOWNGRADE	20077	Change Management Specialist - Workday	11	PER	1426
PM023266	PER	1436	20065	Training and Development Specialist	14	UPGRADE	20068	Senior Training and Development Specialist - Upskilling Program	17	PER	1436
PM023264	PER	1426	20046	Senior HRIS Analyst	18	UPGRADE	20076	Human Resource Information Systems Program Administrator	28	PER	1426
PM016574	PER	1432	20035	Senior Human Resources Operations Analyst	14	RECLASSIFICATION	20030	Senior Employee Relations Analyst	14	PER	1432
PM023256	PER	1426	20116	Manager - HRIS	26	RECLASSIFICATION	20048	HRIS Product Owner - Benefits	26	PER	1426
PM023257	PER	1426	20116	Manager - HRIS	26	RECLASSIFICATION	20049	HRIS Product Owner - Compensation/Advanced Comp	26	PER	1426
PM023258	PER	1426	20116	Manager - HRIS	26	RECLASSIFICATION	20051	HRIS Product Owner - HCM Core/Security	26	PER	1426
PM023259	PER	1426	20116	Manager - HRIS	26	RECLASSIFICATION	20052	HRIS Product Owner - Learning/Talent	26	PER	1426
PM023260	PER	1426	20116	Manager - HRIS	26	RECLASSIFICATION	20053	HRIS Product Owner - Onboarding/Recruiting	26	PER	1426
PM022739	PER	1438	76802	Temporary Help	MISC	DELETE					
PM022741	PER	1436	76802	Temporary Help	MISC	DELETE					
PM013369	PER	1438	20071	Compensation Analyst	16	DELETE					
PM020029	PER	5350	24110	Intern I	1	DELETE					
PM022742	PER	1436	76802	Temporary Help	MISC	DELETE					
PM016611	PER	5350	24110	Intern I	1	DELETE					

**Human Resources (Internal Services Fund)**

PM016699	PER	5710	18013	Senior Accountant	16	UPGRADE	18022	Financial Analyst - Human Resources	17	PER	5710
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**Parks and Recreation (General Fund)**

PM014609	PKR	5226	31394	Supervisor - Park Maintenance	13	DOWNGRADE	50056	Crew Leader - Facilities	10	PKR	5191
PM015718	PKR	5225	31369	Supervisor - Construction Inspection	15	DOWNGRADE	31652	Crew Leader - Park Construction	10	PKR	5193
PM014226	PKR	5041	76802	Temporary Help	MISC	RECLASSIFICATION	31391	Supervisor - Recreation	14	PKR	5287
PM014723	PKR	5146	31391	Supervisor - Recreation	14	UPGRADE	36654	Manager - Business	22	PKR	5212
PM018767	PKR	5002	06404	Senior Environmental Coordinator	19	UPGRADE	31243	Manager - Parks	22	PKR	5002
PM015669	PKR	5217	32402	Office Assistant II	3	UPGRADE	56003	Senior Mechanic	11	PKR	5217
PM015572	PKR	5202	31394	Supervisor - Park Maintenance	13	UPGRADE	31252	Manager - Events	19	PKR	5202
PM015571	PKR	5287	31394	Supervisor - Park Maintenance	13	UPGRADE	12427	Superintendent - Parks and Recreation	25	PKR	5071
PM014811	PKR	5002	32403	Senior Office Assistant	6	UPGRADE	32406	Administrative Specialist II	9	PKR	5002
PM023271	PKR	5268	31505	Parks Maintenance Worker II	4	UPGRADE	14030	Forestry Worker	5	PKR	5268
PM023272	PKR	5268	31505	Parks Maintenance Worker II	4	UPGRADE	31476	Crew Leader - Forestry	10	PKR	5268
PM023315	PKR	5268	31394	Supervisor - Park Maintenance	13	UPGRADE	31660	Supervisor - Forestry	14	PKR	5268
PM023270	PKR	5268	31505	Parks Maintenance Worker II	4	UPGRADE	14030	Forestry Worker	5	PKR	5268
PM015245	PKR	5142	31502	Parks Maintenance Worker I	3	UPGRADE	14689	Parks Marketing and Public Relations Specialist	15	PKR	5002
PM015166	PKR	5010	31502	Parks Maintenance Worker I	3	UPGRADE	31667	Inspector - Park Maintenance	10	PKR	5002
PM014516	PKR	5090	31502	Parks Maintenance Worker I	3	UPGRADE	31667	Inspector - Park Maintenance	10	PKR	5002
PM015711	PKR	5229	32406	Administrative Specialist II	9	UPGRADE	30126	Senior Project Specialist	14	PKR	5229
PM019726	PKR	5011	50707	Pool Mechanic	6	UPGRADE	36052	Senior Aquatics Maintenance Technician	10	PKR	5011
PM014587	PKR	5212	32405	Administrative Specialist I	8	UPGRADE	32406	Administrative Specialist II	9	PKR	5212
PM015159	PKR	5131	31502	Parks Maintenance Worker I	3	UPGRADE	4	Parks Maintenance Worker II	4	PKR	5131
PM017330	PKR	5002	20006	Contract Compliance Administrator	10	UPGRADE	20003	Senior Contract Compliance Administrator	12	PKR	5002
PM015746	PKR	5227	58512	Electrician	10	UPGRADE	58513	Senior Electrician	13	PKR	5227
PM017327	PKR	5152	05152	Supervisor - Recreation	14	UPGRADE	31390	Supervisor - Area Recreation	16	PKR	5152
PM014350	PKR	5053	31391	Supervisor - Recreation	14	UPGRADE	31390	Supervisor - Area Recreation	16	PKR	5053
PM015278	PKR	5053	31391	Supervisor - Recreation	14	UPGRADE	31390	Supervisor - Area Recreation	16	PKR	5053
PM015491	PKR	5105	31391	Supervisor - Recreation	14	UPGRADE	31390	Supervisor - Area Recreation	16	PKR	5105
PM015699	PKR	5146	31136	Senior Grants/Contracts Compliance Specialist	16	UPGRADE	36676	Supervisor - Business	17	PKR	5146
PM018560	PKR	5011	50707	Pool Mechanic	6	UPGRADE	36051	Aquatics Maintenance Technician	8	PKR	5011
PM014868	PKR	5011	50708	Pool Mechanic	7	UPGRADE	36052	Aquatics Maintenance Technician	9	PKR	5011
PM015161	PKR	5131	31502	Parks Maintenance Worker I	3	UPGRADE	31665	Inspector I	5	PKR	5002
PM014919	PKR	5061	14520	Recreation Program Specialist	4	DELETE					

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM015066	PKR	5212	31502	Parks Maintenance Worker I	3	DELETE					
PM015212	PKR	5212	31502	Parks Maintenance Worker I	3	DELETE					
PM015241	PKR	5212	31502	Parks Maintenance Worker I	3	DELETE					
PM015564	PKR	5212	12427	Superintendent - Parks and Recreation	25	DELETE					
PM015853	PKR	5071	32405	Administrative Specialist I	8	DELETE					
PM017328	PKR	5055	31390	Supervisor - Area Recreation	16	DELETE					
PM018455	PKR	5061	14520	Recreation Program Specialist	4	DELETE					
PM019412	PKR	5235	50034	Painter	5	DELETE					
PM021116	PKR	5201	31473	Crew Leader - Park Maintenance	10	DELETE					
PM021244	PKR	5201	31505	Parks Maintenance Worker II	4	DELETE					
PM021245	PKR	5201	31505	Parks Maintenance Worker II	4	DELETE					
PM021250	PKR	5257	32402	Office Assistant II	3	DELETE					
PM021251	PKR	5222	20003	Senior Contract Compliance Administrator	12	DELETE					
PM022192	PKR	5235	31202	Manager - Public Information	19	DELETE					
PM024148	PKR	5279	31499	Park Ranger	9	ADD					
PM024149	PKR	5279	31499	Park Ranger	9	ADD					
PM024150	PKR	5279	31499	Park Ranger	9	ADD					
PM024151	PKR	5279	31499	Park Ranger	9	ADD					

**Parks and Recreation (Enterprise Fund)**

PM019811	PKR	3857	58512	Electrician	10	UPGRADE	12426	Project Manager - Parks and Recreation	23	PKR	3857
PM019816	PKR	3856	31038	Inspector - Park Construction	10	UPGRADE	31018	Senior Inspector - Park Construction	14	PKR	3856
PM019812	PKR	3856	31038	Inspector - Park Construction	10	UPGRADE	31018	Senior Inspector - Park Construction	14	PKR	3856
PM019804	PKR	3857	60216	Heavy Equipment Operator	9	UPGRADE	02520	Project Coordinator I	12	PKR	3856
PM019802	PKR	3857	50011	Senior Plumber	9	UPGRADE	02519	Senior Project Coordinator	19	PKR	3856
PM019803	PKR	3857	50054	Crew Leader - Maintenance	10	UPGRADE	02520	Project Coordinator I	12	PKR	3856
PM015932	PKR	9363	14432	Seasonal Maintenance Worker	3	UPGRADE	30116	Events Services Specialist II	13	PKR	5203
PM015933	PKR	9363	14432	Seasonal Maintenance Worker	3	RECLASSIFICATION	40019	Customer Service Representative II	3	PKR	5203
PM015934	PKR	9363	14432	Seasonal Maintenance Worker	3	RECLASSIFICATION	40019	Customer Service Representative II	3	PKR	5203

**Procurement Services (General Fund)**

PM024157	POM	1233	31229	Manager - Procurement	20	ADD					
PM024158	POM	1233	20208	Procurement Specialist	12	ADD					
PM024159	POM	1233	20208	Procurement Specialist	12	ADD					
PM024160	POM	1233	20208	Procurement Specialist	12	ADD					
PM024161	POM	1233	20208	Procurement Specialist	12	ADD					
PM001703	POM	1236	32401	Office Assistant I	1	UPGRADE	24002	Executive Assistant	14	POM	1236

**Planning and Urban Design (General Fund)**

PM019346	PNV	1598	26021	Senior Outreach Specialist	12	UPGRADE	24002	Executive Assistant	14	PNV	1598
PM018830	PNV	1598	31707	Supervisor - Service Area Planning	18	UPGRADE	28044	Chief Planner	21	PNV	1598
PM010315	PNV	3414	02528	Senior Project Coordinator - Development	17	TRANSFER/UPGRADE			19	PNV	1172
PM010872	PNV	3413	02528	Senior Project Coordinator - Development	17	TRANSFER/UPGRADE			19	PNV	1172
PM011073	PNV	1598	26021	Senior Outreach Specialist	12	DELETE					
PM016304	PNV	1598	28044	Chief Planner	21	DELETE					
PM018831	PNV	1598	26021	Senior Outreach Specialist	12	DELETE					
PM019081	PNV	1598	31707	Supervisor - Service Area Planning	18	DELETE					
PM024154	PNV	3498	28042	Planner II	13	ADD					
PM024155	PNV	1598	28043	Senior Planner	18	ADD					
PM024156	PNV	1598	28042	Planner II	13	ADD					

**Office Of Resilience (General Fund)**

PM024326	REO	1769	56211	Project Manager - Community Development	23	ADD					
PM024327	REO	1769	56211	Project Manager - Community Development	23	ADD					
PM024328	REO	1769		Project Specialist - Community Development	12	ADD					
PM024329	REO	1769		Project Specialist - Community Development	12	ADD					

**Sanitation Services (Enterprise Fund)**

PM022248	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599
PM022254	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599
PM023283	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599
PM023284	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599

**CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024**

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM023285	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599
PM023286	SAN	3599	31359	Supervisor - Outreach	14	DOWNGRADE	31327	Supervisor - Sanitation Code Enforcement	13	SAN	3599
PM001819	SAN	3581	31354	Supervisor - Sanitation	14	DOWNGRADE	20064	Sanitation Training and Development Specialist	13	SAN	3581
PM022251	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599
PM022250	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599
PM022249	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599
PM022253	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599
PM022252	SAN	3599	16606	Inspector II	9	DOWNGRADE	31035	Code Enforcement Officer II	8	SAN	3599
PM022256	SAN	3599	16412	Inspector III	12	DOWNGRADE	31024	Code Enforcement Officer III	10	SAN	3599
PM022255	SAN	3599	16412	Inspector III	12	DOWNGRADE	31024	Code Enforcement Officer III	10	SAN	3599
PM018882	SAN	3513	72001	Sanitation Truck Driver Trainee	4	UPGRADE	31474	Crew Leader - Sanitation	11	SAN	3522
PM018886	SAN	3512	72001	Sanitation Truck Driver Trainee	4	UPGRADE	31474	Crew Leader - Sanitation	11	SAN	3522
PM018883	SAN	3514	72001	Sanitation Truck Driver Trainee	4	UPGRADE	31474	Crew Leader - Sanitation	11	SAN	3522
PM018827	SAN	3515	72001	Sanitation Truck Driver Trainee	4	UPGRADE	31474	Crew Leader - Sanitation	11	SAN	3521
PM018880	SAN	3512	72001	Sanitation Truck Driver Trainee	4	UPGRADE	31474	Crew Leader - Sanitation	11	SAN	3521
PM018885	SAN	3515	72001	Sanitation Truck Driver Trainee	4	UPGRADE	31474	Crew Leader - Sanitation	11	SAN	3522
PM018879	SAN	3513	72001	Sanitation Truck Driver Trainee	4	UPGRADE	31474	Crew Leader - Sanitation	11	SAN	3521
PM018876	SAN	3511	72001	Sanitation Truck Driver Trainee	4	UPGRADE	31474	Crew Leader - Sanitation	11	SAN	3521
PM001931	SAN	3582	32406	Administrative Specialist II	9	UPGRADE	34320	Billing Specialist	15	SAN	3582
PM001735	SAN	3582	32405	Administrative Specialist I	8	UPGRADE	20003	Senior Contract Compliance Administrator	12	SAN	3582
PM020186	SAN	3596	56002	Mechanic II	8	UPGRADE	31484	Heavy Equipment Mechanic	9	SAN	3596
PM020188	SAN	3581	31484	Heavy Equipment Mechanic	9	UPGRADE	31488	Senior Heavy Equipment Mechanic	13	SAN	3581
PM020189	SAN	3581	31484	Heavy Equipment Mechanic	9	UPGRADE	31488	Senior Heavy Equipment Mechanic	13	SAN	3581
PM024162	SAN	3591	31474	Crew Leader - Sanitation	11	ADD					
PM024163	SAN	3591	72028	Hazardous Waste Inspector	9	ADD					
PM024164	SAN	3582	31497	Heavy Equipment Operator - Sanitation	9	ADD					
PM024165	SAN	3582	31497	Heavy Equipment Operator - Sanitation	9	ADD					
PM024208	SAN	3591	40038	Customer Service Representative I	2	ADD					
PM024209	SAN	3591	64003	Laborer I	1	ADD					
PM024244	SAN	3591	64004	Laborer II	4	ADD					

**Small Business Center (General Fund)**

PM011058	SBC	1267	29003	Economic Development Analyst II	16	RECLASSIFICATION	31136	Senior Grants/Contract Compliance Specialist	16	SBC	1267
PM001701	SBC	1267	26042	Financial Analyst	17	DELETE					

**Small Business Center (Grant Fund)**

PM024249	SBC	A153	31360	Supervisor - Outreach Workforce Dallas	14	ADD					
PM024254	SBC	A153	26019	Outreach Specialist - Workforce Dallas	10	ADD					
PM024255	SBC	A153	26019	Outreach Specialist - Workforce Dallas	10	ADD					
PM024263	SBC	A153	32407	Administrative Coordinator - Workforce Dallas	9	ADD					
PM024264	SBC	AD31	20016	Grant Compliance Representative	12	ADD					

**City Secretary's Office (General Fund)**

PM001726	SEC	1368	24725	Assistant City Secretary	MISC	RECLASSIFICATION	31157	Open Records Administrator	25	SEC	1368
PM001718	SEC	1364	43006	Records Analyst II	14	UPGRADE	43003	Senior Records Analyst	18	SEC	1364
PM018224	SEC	1368	30051	Agenda Specialist	12	UPGRADE	30045	Commission/BoardCoordinator	13	SEC	1368
PM019838	SEC	1844	40065	Public Information Coordinator II	16	DELETE					
PM020207	SEC	1844	40019	Customer Service Representative II	3	DELETE					

**Transportation (General Fund)**

PM002676	TRN	3049	00703	Senior Engineer	24	DOWNGRADE	02518	Project Coordinator III	16	TRN	3049
PM023293	TRN	3051	00703	Senior Engineer	24	DOWNGRADE	28043	Senior Planner	18	TRN	1579
PM002937	TRN	3305	20858	Communication Specialist	13	UPGRADE	24002	Executive Assistant	14	TRN	3306
PM002819	TRN	3656	26021	Senior Outreach Specialist	12	UPGRADE	40060	Public Information Coordinator I	13	TRN	3656
PM002931	TRN	3659	32405	Administrative Specialist I	8	UPGRADE	18034	Senior Departmental Budget Analyst	17	TRN	3659
PM014144	TRN	3071	32402	Office Assistant II	3	UPGRADE	31310	Supervisor - Parking Enforcement Operations	16	TRN	3071
PM018258	TRN	3054	31029	Inspector III - Traffic Signals	12	DELETE					
PM018552	TRN	3053	58515	Electronic Technician Assistant	5	DELETE					
PM022199	TRN	3071	31232	Manager - Transportation	21	DELETE					
PM024246	TRN	3053	31384	Supervisor - Traffic Signal	15	ADD					
PM024248	TRN	1579	00703	Senior Engineer	24	ADD					

CITY OF DALLAS  
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION  
FY2023-2024

PM#	DEPT	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM024321	TRN	3180	58512	Electrician	10	ADD					
PM024322	TRN	3180	58512	Electrician	10	ADD					
PM024323	TRN	3180	02514	Project Coordinator II	14	ADD					

Welcoming Communities (General Fund)

PM019077	WCI	3308	24570	Fair Housing Coordinator	15	RECLASSIFICATION	36636	Welcoming Coordinator	15		3308
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## Agenda Information Sheet

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**File #:** 23-2396

**Item #:** 10.

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**STRATEGIC PRIORITY:** Government Performance & Financial Management

**AGENDA DATE:** September 20, 2023

**COUNCIL DISTRICT(S):** All

**DEPARTMENT:** Department of Human Resources

**EXECUTIVE:** Kimberly Bizer Tolbert

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### **SUBJECT**

Authorize **(1)** approval of the proposed plan design effective January 1, 2024; and **(2)** approval of the proposed health coverage plans, and 5% premium rate increase for employees and Pre65 retirees and their families - Financing: Employee Benefits Funds (\$134,878,640.00); Revenue: City Employee/Retiree Contributions (\$72,248,197.00) (see Fiscal Information)

### **BACKGROUND**

The 2024 health plan overview and contribution rates were previously reviewed by City Council on August 16, 2023.

### **PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

On June 24, 2020, the City Council approval of the proposed plan design changes effective January 1, 2021 and approval of the proposed health coverage contribution and premium rates by Resolution No. 20-1122.

On June 24, 2021, the City Council approval of the proposed plan design changes effective December 31, 2021 and approval of the proposed health coverage contribution and premium rates by Resolution No. 21-1694.

On September 22, 2021, the City Council approval of the proposed plan design changes effective January 1, 2022 and approval of the proposed health coverage contribution and premium rates by Resolution No. 21-1694.

On September 28, 2022, the City Council approval of the proposed plan design changes effective January 1, 2023 and approval of the proposed health coverage contribution and premium rates by Resolution No. 22-1671.

**FISCAL INFORMATION**

Total cost based on the number of employee/retiree participants in the plan.

Employee Benefits Fund:

Employee Contributions	\$ 46,665,178.00
Retirees Contributions	\$ 25,583,019.00
City Contributions	<u>\$134,878,640.00</u>

Total Revenue	\$207,126,837.00
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Expenditures	\$205,942,598
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September 20, 2023

**WHEREAS**, on September 23, 2020, City Council authorized the Employee and Retiree Health Benefits Plans (self-funded Preferred Provider Organizations and fully-insured American Association of Retired Persons Medicare Supplemental plans, Medicare Advantage Preferred Provider Organization and Medicare “Part D” Prescription plans) and the Section 125 Plan are necessary to support the City of Dallas' Employee and Retiree Health Benefits plans for employees over under and over age 65 by Resolution No. 20-1736; and

**WHEREAS**, on September 23, 2020, City Council authorized changes the employees and retirees plan and contribution rates; and

**WHEREAS**, on June 24, 2021, the City of Dallas desires to adopt the 2021 Plan Changes by Resolution No. 20-1122; and

**WHEREAS**, on June 24, 2021, City Council authorized the administration of the medical, stop loss and flexible spending account services to be provided by Blue Cross Blue Shield and Life Insurance Company, the dental plan to be provided by Delta Dental, the vision plan to be provided by Davis Vision and administration of pharmacy services to be provided by Blue Cross Blue Shield for these offerings to be performed to continue through December 31, 2021; and

**WHEREAS**, on September 22, 2021, City Council authorized the health coverage plans and premium rates including all of the separate health benefits plans for retirees and their families including the self-insured health plans.

**Now, Therefore,**

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

**SECTION 1.** That the City Council hereby approves the 2024 Employee/Pre65 Retiree Health Benefits Plans and 5% increase in health coverage premium.

**SECTION 2.** That the City of Dallas desires to continue the self-funded Preferred Provider Organizations, third-party administered employee and retiree health benefits plan and the pharmacy benefits program for active employees, retirees, and their eligible dependents for the 2024 Benefit Plan Year.

**SECTION 3.** That the 2024 Employee and Retiree Health Benefits Plans (self-funded Preferred Provider Organizations and fully-insured AARP Medicare Supplemental plans, Medicare Advantage PPO and Medicare “Part D” Prescription plans) and the Section 125 Plan are necessary to support the City of Dallas' Employee and Retiree Health Benefits plans for employees over under and over age 65.

**SECTION 4.** That the City of Dallas desires to adopt the 2024 Plans.

September 20, 2023

**SECTION 5.** That the City of Dallas desires for eligible employees to receive favorable tax treatment of premiums or medical expenses paid for employee health care, dependent health care, vision and dental coverage, dependent care and non-reimbursed medical expenses.

**SECTION 6.** That this resolution shall take effect immediately on January 1, 2024 from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.



**City of Dallas**

# Health Benefits Budget Overview and Plan Design FY 2023 - 2024

August 16, 2023

Kimberly Bizer Tolbert,  
Deputy City Manager

Nina Arias, SHRM-CP,  
Director, Human Resources

# Table of Contents



- Strategic Benefits Overview
  - Strategic Focus
  - Benefit Program Highlights and Outcomes
  - 2023-24 Benefit Enhancements
- Focus on Equity & 2024 Benefits Plans
  - 2024 Proposed Active and Pre-65 Plan Design
  - 2024 Proposed Post-65 Retiree Plan Design
- 2024 Proposed Rates
- Next Steps and Timeline





# Strategic Benefits Overview

## STRATEGIC FOCUS

IMPROVE HEALTHCARE  
CONSUMERISM

PROMOTE PREVENTIVE  
CARE

MANAGE COST LONG-  
TERM THROUGH  
TARGETED PROGRAMS  
AND WELLNESS

GIVE CHOICE AND  
OPTIONS FOR  
PERSONAL  
ACCOUNTABILITY

## WELLBEING PILLARS





# Strategic Benefits Overview

## Key Program Highlights and Outcomes



### Wellness/Consumerism

- Over 1,000 employees participated in the Health Expo Event in 2023
- 6,794 participants have completed the wellness activities as of June 2023
- Implementation of retiree advocate solution through Health Advocate 6/1/23
- Introduced mental health resource, Headway for members enrolled in BCBS medical plan
- New Clinical Engine Reporting (CLUE/Artemis)

### Preventative Care/Choice and Personal Responsibility

- Increased participation in wellness incentive by over 250% to 7,847 EEs in 2022 and 6,794 participants have completed the wellness activities as of June 2023
- Facilitated Wellness Screening Kit to Pre-65 Retirees
- Sponsored Onsite Bexa Breast Screenings
- Outstanding Year 2 Member Rewards Engagement - 7,250 households activated Member Rewards; 3,013 households shopped Member Rewards

### Cost Control

- Implemented Mark Cuban Cost Plus Pharmacy Solution
- Enhanced Advanced Payment Review (APR)\* Projected Savings \$1.2 million
- Negotiated Stop Loss Renewal Savings \$250,000
- Medicare Advantage Negotiation \$1.4 million
- Negotiated Long Term Disability Rate Reduction. Estimated savings \$500,000
- Created Custom Monthly Financial Summary





# Strategic Benefits Overview

## Key Family Care Support Initiatives



### Qualified Midwife Services

Added to Blue Cross Blue Shield Medical Plan Effective October 1, 2023

Available to members enrolled in one of the City's BCBSTX medical plans with a normal pregnancy

(Does not apply to members with complex pregnancies)

Qualified midwife services will mirror coverage for traditional pregnancy & delivery care

### Headway Mental Health Benefit

Presently Available through Blue Cross Blue Shield Medical Plan

Available to members enrolled in one of the City's BCBSTX medical plans

Provides an additional concierge service to connect members with a licensed therapist or psychiatrist to support their mental health journey

Includes personalized services to ensure members are getting matched with a provider for their specific clinical needs & personal preferences

### Health Advocate

2023 Retiree Concierge and Advocacy Partner

Provide retirees with a dedicated solution to help navigate benefit plan resources, the importance of wellness maintenance, and alternative retiree benefits

- Provides information to retirees on City specific benefits as well as independent coverage options
- Staffed call center with licensed Medicare advocates – Parts A, B, D, Supp & Advantage
- Support whole family (retiree, spouse, parents, dependents)
- Wellness engagement & support
- Resources library



# Strategic Benefits Overview

## Additional Benefits to Employees



Implemented PNC Bank partnership

Offered Legal services and Pet Insurance

Retiree Focused Programs:

- Health Advocate concierge
- Wellness Incentive and Home biometric kits

Enhanced Airrosti options for joint and muscle pain

Activated Navigate Platform for wellbeing

Implemented Employee discounts program

Other Benefits Focused on Balance and Flexibility:

- City Council approved paid parental leave
- City Council approved mental health leave
- City Council approved childcare subsidy
- Attendance Incentive Leave (AIL)
- Compassionate Leave
- Quarantine Leave





**City of Dallas**

Focus on Equity &  
2024 Benefits Plans

# Equity in Benefits



## Tiered Premium Pricing\*

### UNDER \$44,000

- Premium Copay: \$34.00
- Primary Care Plan: \$16.00

### \$44,000 - \$66,000

- Premium Copay: \$39.50
- Primary Care Plan: \$21.00

### \$66,001+

- Premium Copay: \$44.50
- Primary Care Plan: \$26.50

## Targeted programs for conditions that affect minorities and lower earning employees disproportionately

- Kannact (Diabetes and Heart Care)
- Mental Health Resources (Magellan Ascend)
- Men/Women/Transgender Health
- Financial Wellness Education and Resources

## Enhanced Program Access conditions that affect minorities and lower earning employees disproportionately

- Dependent Child Care Subsidy
- Telehealth
- Catapult virtual wellness assessments
- Blue Cross Blue Shield Access Rewards - Concierge

\*Full Time, Employee Only Bi-Monthly Rate



# 2024 Proposed Active & Pre-65 Plan Design

## IRS Required HDHP Deductible Change



Benefits	PCP Plan – Narrow Network/Blue Essentials	Copay Plan – Broad Network/Broad Access	HDHP w/HSA – Broad Network/Broad Access
<b>Annual Deductible</b>	\$1,500*	\$1,500	<b>\$3,200*</b>
<b>Preventive Care Visit</b>	\$0	\$0	\$0
<b>City Hall Clinic Visit</b>	\$0*	\$0	\$25
<b>PCP/CVS Minute Clinic Visit</b>	\$25 Copay*	\$25 Copay	20% after deductible
<b>Specialist Visit</b>	\$50 Copay*	\$50 Copay	20% after deductible
<b>Urgent Care</b>	\$40 Copay*	\$40 Copay	20% after deductible
<b>Emergency Room</b>	\$300 Copay*	\$300 Copay	20% after deductible
<b>Lab &amp; X-ray</b>	\$50 copay*	\$50 copay	20% after deductible
<b>Generic / Preferred Brand / Non-Preferred Brand</b>	Copay \$15 / \$40 / \$75*	Copay \$15 / \$40 / \$75	20% after deductible
<b>COD Funding</b>	N/A	N/A	\$700 to Health Savings Account (HSA) Family- \$1,700

\*The proposed plan design for active employees and Pre-65 retirees is the same as in 2023, with exception of the High Deductible (the Annual Deductible is changing from \$3,000 to \$3,200 due to Changes in IRS regulations.)



# Post-65 Retiree Plan Design



	High Plan		Low Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible*	\$0		\$0	
OOP Max	\$0		\$1,500	
Combined OOP Max	\$0		\$1,500	
Inpatient Hospital – Acute	\$0 copay per stay		\$250 copay per stay	
Inpatient Mental Health Care	\$0 copay per admission		\$250 copay per admission	
Skilled Nursing Facility	\$0 copay (days 1-20) \$0 copay (days 21-100)		\$0 copay (days 1-20) \$80/day (days 21-100)	
Cardiac Rehab Services	\$0 copay		\$10 copay	
Pulmonary Rehab Services	\$0 copay		\$10 copay	
Emergency Care	\$0 copay		\$120 copay	

The proposed plan design for Post-65 retirees is the same as in 2023, with exception of the \*CMS Required Pharmacy Changes:

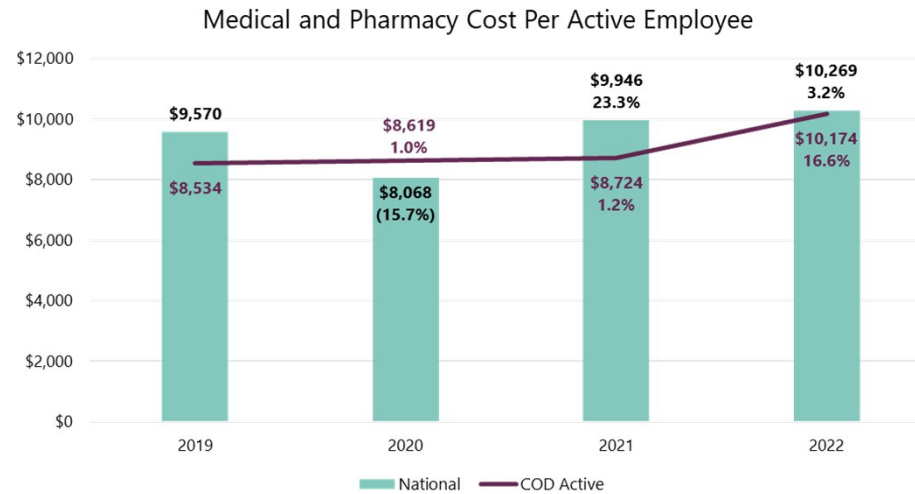
- Rx Initial Coverage Limit changes from \$4,660 to \$5,030 - Rx Coverage Gap changes from \$7,400 to \$8,000
- Rx Catastrophic Phase 4 changes from copays to once a member reached \$8,000 they will no longer have a cost share

\* The Centers for Medicare & Medicaid Services, CMS, is part of the Department of Health and Human Services (HHS)





# Active Employee Cost Compared to National Trend



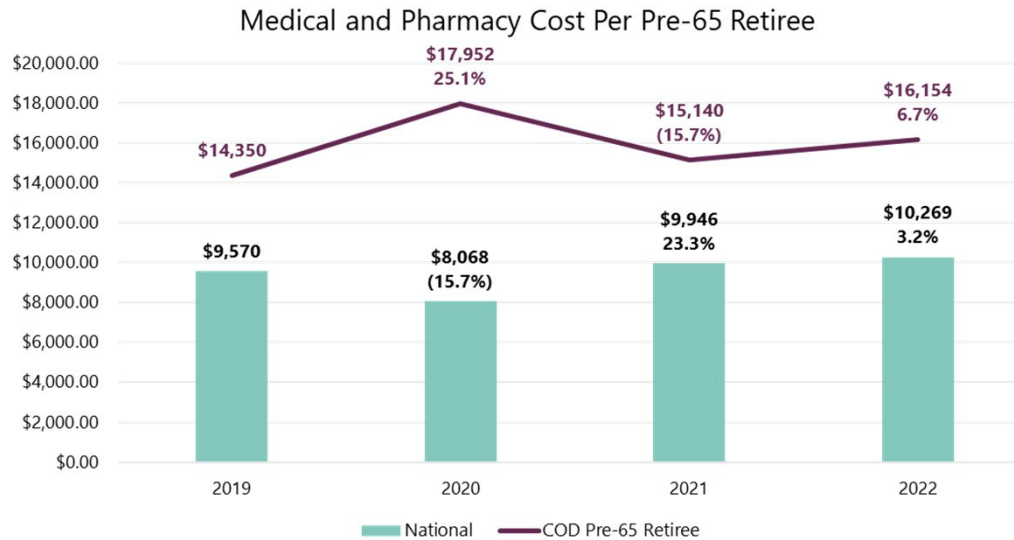
- After decreasing in 2020, the national healthcare cost came roaring back in 2021. Healthcare costs will continue to grow in 2023 and 2024.
- The City of Dallas' active healthcare costs have traditionally been lower than national trend. The exception was in 2020 when national healthcare costs decreased due to the pandemic.

Source: Milliman Medical Index – Cost per average person was adjusted to match the City of Dallas ratio of members to employees covered under the medical plan.

Data does not include ASO Fees, Stop-Loss, and other program costs in fund 260



# Pre-65 Retirees Cost Compared to National Trend



- Compared to the national average, Pre-65 retirees are ~70% more expensive over the past 4-years.
- The COVID pandemic impacted the Retiree population more than Actives in 2020, resulting in a decrease in total cost in 2021.

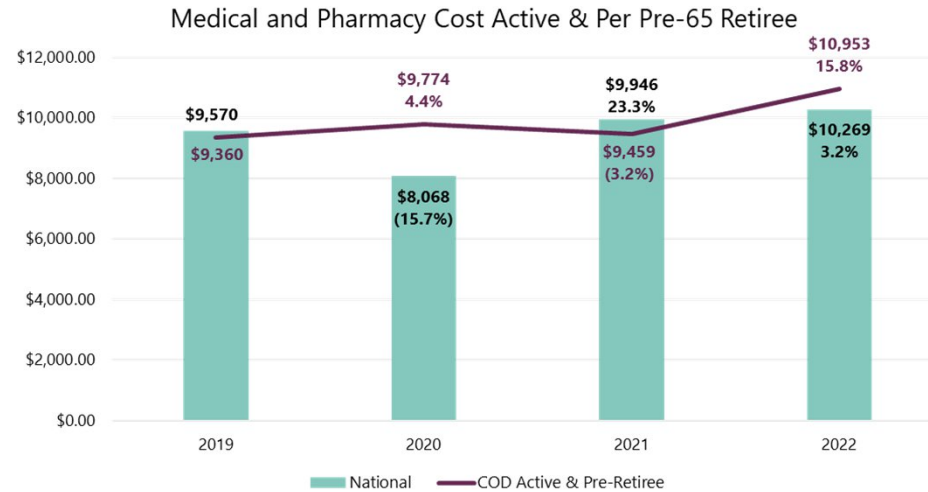
Source: Milliman Medical Index – Cost per average person was adjusted to match the City of Dallas ratio of members to employees covered under the medical plan

Data does not include ASO Fees, Stop-Loss, and other program costs in fund 260 (Claims cost only).





# Active & Pre-65 Retirees Compared to National Trend



- The City of Dallas did not have a decrease in 2020 compared to national trend and the increase in healthcare spend was realized in 2022 instead of 2021.
- When comparing the active and pre-65 retiree's healthcare trend to national trend, the City of Dallas' spend has stayed relatively consistent, but experienced higher costs in 2022 compared to national trend.

Source: Milliman Medical Index – Cost per average person was adjusted to match the City of Dallas ratio of members to employees covered under the medical plan

Data does not include ASO Fees, Stop-Loss, and other program costs in fund 260



# Financial Impact – Current and Future Impact



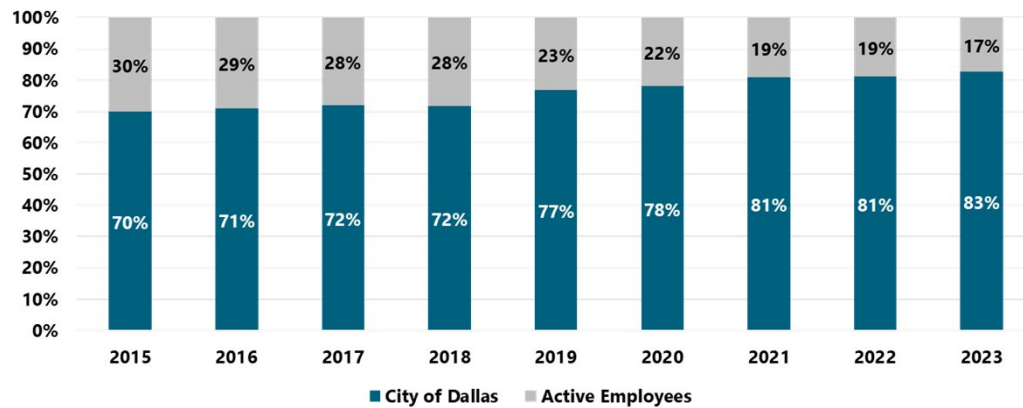
## STATEMENT OF REVENUES AND EXPENDITURES

### Employee Benefits

	FY 2020-21 Actual	FY 2021-22 Actual	FY 2022-23 Adopted	FY 2022-23 Amended	FY 2022-23 Forecast	FY 2023-24 Budget	FY 2024-25 Planned
<b>BEGINNING FUND BALANCE</b>	\$30,819,428	\$31,832,928	\$25,972,362	\$25,972,362	\$12,548,707	\$0	\$1,184,238
<b>REVENUES:</b>							
Employee Contributions	52,943,394	41,903,574	44,675,798	44,675,798	45,149,717	\$46,665,178	47,869,891
Retiree Contributions	26,340,563	25,948,963	26,927,732	26,927,732	24,938,089	\$25,583,019	26,272,734
City Contributions	103,802,414	101,021,548	108,965,789	108,965,789	115,062,347	\$134,878,640	142,579,789
All Remaining Revenues	15,576	314,547	0	0	151,734	\$0	0
<b>TOTAL REVENUES</b>	<b>183,101,947</b>	<b>169,188,633</b>	<b>180,569,319</b>	<b>180,569,319</b>	<b>185,301,887</b>	<b>\$207,126,836</b>	<b>216,722,414</b>
<b>TOTAL RESOURCES AVAILABLE</b>	<b>213,921,375</b>	<b>201,021,560</b>	<b>206,541,681</b>	<b>206,541,681</b>	<b>197,850,594</b>	<b>\$207,126,836</b>	<b>217,906,652</b>
<b>TOTAL EXPENDITURES</b>	<b>173,614,600</b>	<b>182,756,818</b>	<b>189,583,785</b>	<b>189,583,785</b>	<b>197,850,594</b>	<b>\$205,942,598</b>	<b>214,727,409</b>
Changes in Encumbrances and other Balance Sheet Accounts	(8,473,847)	(5,716,035)	0	0	0	0	0
<b>ENDING FUND BALANCE</b>	<b>\$31,832,928</b>	<b>\$12,548,707</b>	<b>\$16,957,896</b>	<b>\$16,957,896</b>	<b>\$0</b>	<b>\$1,184,238</b>	<b>\$3,179,243</b>



# Health Premium Cost Share Philosophy



- City of Dallas HR Recommendation: Future contribution philosophy should be based on overall rewards strategy necessary to attract & retain talent at the level required to serve the needs of the City and its residents.
- HR recommended increase to employee contributions in previous years
  - City of Dallas deferred employee contribution increases in the past, and instead, used Fund Balance to absorb costs and avoid premium increases to employees. Action was done to support retention and affordability for our employees.

## Industry Survey Benchmark Premium Cost Share

### Mercer National Survey Cost-Share:

#### Employee Only Coverage:

(PPO Plans) 25%/75% Employee/Employer  
(HSA Plans) 18%/82% Employee/Employer

#### Dependent Coverage:

(PPO Plans) 30%/70% Employee/Employer  
(HSA Plans) 23%/77% Employee/Employer

### HMA Book of Business:

#### Private/Public Entity Cost-Share

Employee Only Coverage: 25%/75%  
Dependent Coverage: 30%/70%

### City of Dallas Cost-Share:

Overall 17%/83% Employee/Employer

#### Employee Only Coverage:

(PCP Plan) 6%/94% Employee/Employer  
(Copay Plan) 11%/89% Employee/Employer  
(HSA Plan) 5%/95% Employee/Employer

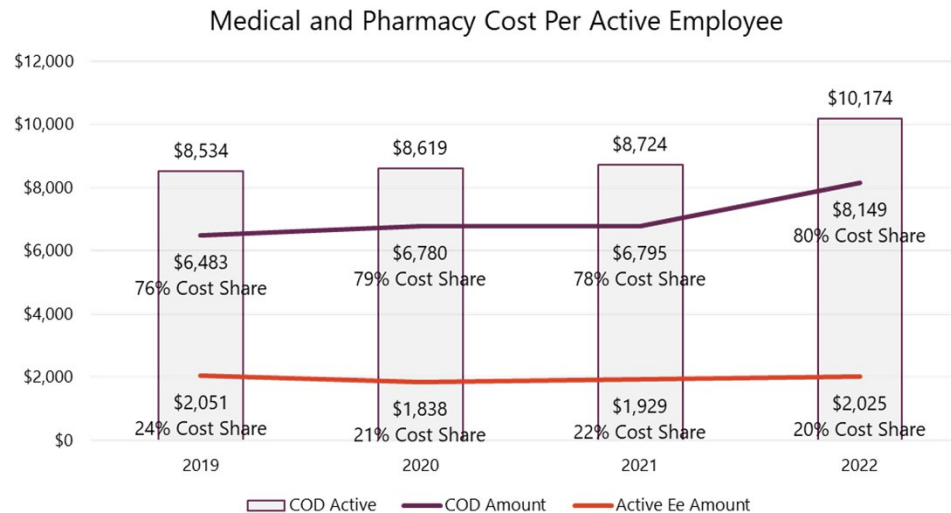
#### Dependent Coverage:

(PCP Plan) 23%/77% Employee/Employer  
(Copay Plan) 28%/72% Employee/Employer  
(HSA Plan) 23%/77% Employee/Employer

City premium cross shares average across salary tiers



# Active Employee Healthcare Cost Share (2019-2022)

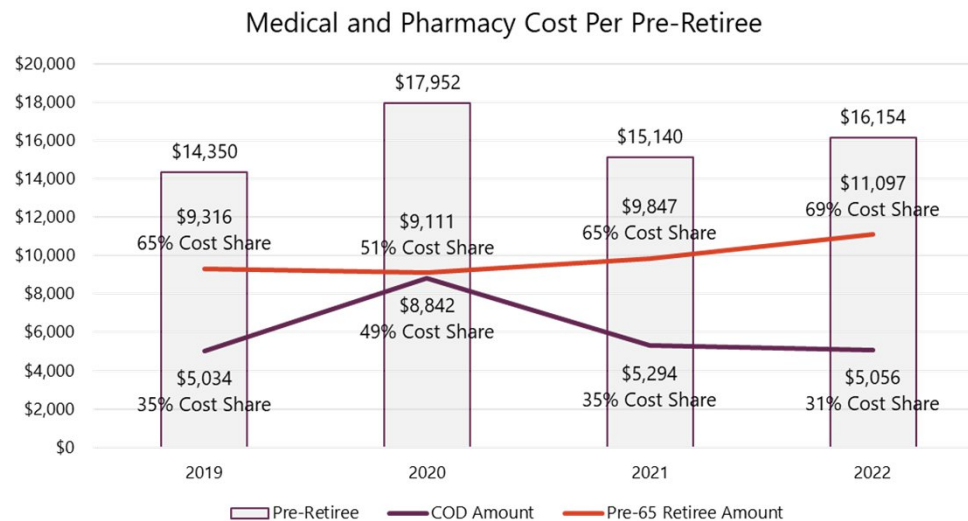


- As healthcare costs continue to increase, the City of Dallas is paying a greater percent of the cost and absorbing the healthcare cost increases.
- Active employee's cost have remained relatively constant, while the City's costs have continued to increase.

Data does not include ASO Fees, Stop-Loss, and other program costs in fund 260. The Active amount reflects changes in contributions and plan migration.



# Pre-65 Retiree Healthcare Cost Share



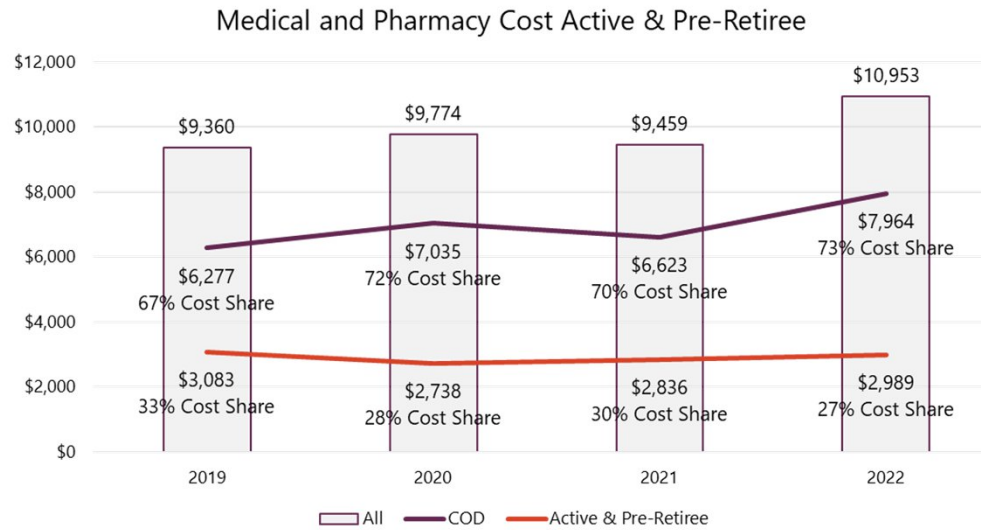
- The City of Dallas paid a higher portion of cost during the pandemic, but Pre-65 Retirees pay a higher portion of costs per the Retiree rules for cost-share requirements (e.g., Pre-2011 50% of cost and Post-2011 100% of cost)

Data does not include ASO Fees, Stop-Loss, and other program costs in fund 260. The Retiree amount reflects changes in contributions and plan migration.





# Active & Pre-65 Retirees Healthcare Cost Share



- Overall, the City of Dallas pays a higher portion of cost, and the subsidy has grown over the past 4-years.
- The City of Dallas has continued to absorb the healthcare cost increases year over year

Data does not include ASO Fees, Stop-Loss, and other program costs in fund 260. The Retiree amount reflects changes in contributions and plan migration.





**City of Dallas**

## 2024 Proposed Rates and Impact Analysis

# Proposed Rates: Active Employee PCP Plan - 5% Increase



PCP < \$44k	Enrollment	2023 Plan Year	2024 Plan Year	2025 Plan Year	2026 Plan Year	2027 Plan Year	2028 Plan Year
Employee Only	321	\$30	\$32	\$33	\$35	\$36	\$38
Employee + Spouse	8	\$418	\$439	\$461	\$484	\$508	\$533
Employee + Child(ren)	45	\$131	\$138	\$144	\$152	\$159	\$167
Employee + Family	8	\$458	\$481	\$505	\$530	\$557	\$585

PCP Middle	Enrollment	2023 Plan Year	2024 Plan Year	2025 Plan Year	2026 Plan Year	2027 Plan Year	2028 Plan Year
Employee Only	381	\$40	\$42	\$44	\$46	\$49	\$51
Employee + Spouse	20	\$443	\$465	\$488	\$513	\$538	\$565
Employee + Child(ren)	135	\$151	\$159	\$166	\$175	\$184	\$193
Employee + Family	30	\$488	\$512	\$538	\$565	\$593	\$623

PCP > \$66k	Enrollment	2023 Plan Year	2024 Plan Year	2025 Plan Year	2026 Plan Year	2027 Plan Year	2028 Plan Year
Employee Only	413	\$50	\$53	\$55	\$58	\$61	\$64
Employee + Spouse	31	\$468	\$491	\$516	\$542	\$569	\$597
Employee + Child(ren)	200	\$171	\$180	\$189	\$198	\$208	\$218
Employee + Family	113	\$518	\$544	\$571	\$600	\$630	\$661

### 2023 Total Enrollment By Plan

PCP Plan – 1,711  
 Copay Plan – 5,901  
 HSA Plan – 3,718

All rates shown as monthly rates





# Proposed Rates: Active Employee Copay Plan - 5% Increase



Copay < \$44k	Enrollment	2023 Plan Year	2024 Plan Year	2025 Plan Year	2026 Plan Year	2027 Plan Year	2028 Plan Year
Employee Only	680	\$65	\$68	\$72	\$75	\$79	\$83
Employee + Spouse	33	\$488	\$512	\$538	\$565	\$593	\$623
Employee + Child(ren)	116	\$201	\$211	\$222	\$233	\$244	\$257
Employee + Family	36	\$548	\$575	\$604	\$634	\$666	\$699

Copay Middle	Enrollment	2023 Plan Year	2024 Plan Year	2025 Plan Year	2026 Plan Year	2027 Plan Year	2028 Plan Year
Employee Only	1,160	\$75	\$79	\$83	\$87	\$91	\$96
Employee + Spouse	97	\$513	\$539	\$566	\$594	\$624	\$655
Employee + Child(ren)	308	\$221	\$232	\$244	\$256	\$269	\$282
Employee + Family	130	\$578	\$607	\$637	\$669	\$703	\$738

Copay > \$66k	Enrollment	2023 Plan Year	2024 Plan Year	2025 Plan Year	2026 Plan Year	2027 Plan Year	2028 Plan Year
Employee Only	1,664	\$85	\$89	\$94	\$98	\$103	\$108
Employee + Spouse	217	\$538	\$565	\$593	\$623	\$654	\$687
Employee + Child(ren)	761	\$241	\$253	\$266	\$279	\$293	\$308
Employee + Family	682	\$608	\$638	\$670	\$704	\$739	\$776

2023 Total Enrollment By Plan  
 PCP Plan – 1,711  
 Copay Plan – 5,901  
 HSA Plan – 3,718

All rates shown as monthly rates



# Proposed Rates: Active Employee HSA Plan - 5% Increase



HSA Plan	Enrollment	2023 Plan Year	2024 Plan Year	2025 Plan Year	2026 Plan Year	2027 Plan Year	2028 Plan Year
Employee Only	2,040	\$30	\$32	\$33	\$35	\$36	\$38
Employee + Spouse	175	\$418	\$439	\$461	\$484	\$508	\$533
Employee + Child(ren)	1,036	\$131	\$138	\$144	\$152	\$159	\$167
Employee + Family	457	\$458	\$481	\$505	\$530	\$557	\$585

2023 Total Enrollment By Plan  
 PCP Plan – 1,711  
 Copay Plan – 5,901  
 HSA Plan – 3,718

All rates shown as monthly rates



# Proposed Rates: Active Employee Impact - 5% Increase



## Scenario One: Average Police Officer

Current average annual salary  
\$74,224

Annual Salary Increase (not including step increases)  
5% of \$74,224 = \$3,711 – New Average Salary: \$77,935

Current annual benefit premium  
(Blue Choice Copay – High Tier)

Annual Benefit Premium Increase  
Employee Only: 5% of \$ 1,020 = \$51 annual increase  
New Rate= \$1,071

Employee Only: \$1,020  
Employee and Family: \$7,296

Employee and Family: 5% of \$ 7,296 = \$364.80 annual increase  
New Rate: \$7,300.80

Insurance Type	Salary Increase	Benefit Premium Increase	Net Impact (Increase)
Employee Only	\$3,711	-\$45.00	\$3,666.00
Employee + Family	\$3,711	-\$364.80	\$3,346.20



# Proposed Rates: Active Employee Impact - 5% Increase



## Scenario Two: Average Civilian Employee

Current average annual salary  
\$59,096

Annual Average Salary Increase  
3% of \$59,096 = \$1,773 – New Average Salary: \$60,869

Current annual benefit premium  
(Blue Choice Copay Middle Tier)

Annual Benefit Premium Increase  
Employee Only: 5% of \$900 = \$45 annual increase  
New Rate= \$945

Employee Only: \$900  
Employee and Family: \$6,936

Employee and Family: 5% of \$ 6,936 = \$346.80 annual increase  
New Rate: \$7,282.80

Insurance Type	Salary Increase	Benefit Premium Increase	Net Impact - Increase
Employee Only	\$1,773	-\$45.00	\$1,728.00
Employee + Family	\$1,773	-\$346.80	\$1,426.20



# Proposed Pre 65 Retiree Rates



Hired 2010 and Later									
2023			2024			% Increase			
PCP Plan	Copay Plan	HSA Plan	PCP Plan	Copay Plan	HSA Plan	PCP Plan	Copay Plan	HSA Plan	
Retiree Only	\$1,373.89	\$1,329.67	\$1,285.19	\$1,424.02	\$1,378.19	\$1,332.75	3.6%	3.6%	3.7%
Retiree/Spouse	\$2,747.77	\$2,659.33	\$2,570.38	\$2,848.04	\$2,756.37	\$2,665.49	3.6%	3.6%	3.7%
Retiree/Child	\$2,060.83	\$1,994.50	\$1,927.78	\$2,136.03	\$2,067.28	\$1,999.12	3.6%	3.6%	3.7%
Retiree/Family	\$3,434.72	\$3,324.17	\$3,212.97	\$3,560.05	\$3,445.47	\$3,331.86	3.6%	3.6%	3.7%
Spouse Only	\$1,373.89	\$1,329.67	\$1,285.19	\$1,424.02	\$1,378.19	\$1,332.75	3.6%	3.6%	3.7%
Spouse/Child Only	\$2,060.83	\$1,994.50	\$1,927.78	\$2,136.03	\$2,067.28	\$1,999.12	3.6%	3.6%	3.7%

Hired Before 2010									
2023			2024			% Increase			
PCP Plan	Copay Plan	HSA Plan	PCP Plan	Copay Plan	HSA Plan	PCP Plan	Copay Plan	HSA Plan	
Retiree Only	\$686.94	\$664.83	\$642.59	\$712.01	\$689.09	\$666.37	3.6%	3.6%	3.7%
Retiree/Spouse	\$2,060.83	\$1,994.50	\$1,927.78	\$2,136.03	\$2,067.28	\$1,999.12	3.6%	3.6%	3.7%
Retiree/Child	\$1,373.89	\$1,329.67	\$1,285.19	\$1,424.02	\$1,378.19	\$1,332.75	3.6%	3.6%	3.7%
Retiree/Family	\$2,747.77	\$2,659.33	\$2,570.38	\$2,848.04	\$2,756.37	\$2,665.49	3.6%	3.6%	3.7%
Spouse Only	\$824.33	\$797.80	\$771.11	\$996.82	\$964.73	\$932.92	20.9%	20.9%	21.0%
Spouse/Child Only	\$1,511.28	\$1,462.63	\$1,413.71	\$1,708.83	\$1,653.82	\$1,599.29	13.1%	13.1%	13.1%

- Retiree rates based retiree only (stand-alone) basis as required by GASB.
- Rates have been submitted to Deloitte for approval



# Retiree Subsidy Summary



% Subsidies						
2023			2024			
PCP Plan	Copay Plan	HSA Plan	PCP Plan	Copay Plan	HSA Plan	
Retiree Only	50%	50%	50%	50%	50%	
Spouse Portion	100%	100%	100%	100%	100%	
Child Portion	100%	100%	100%	100%	100%	
Spouse + Child Portion	100%	100%	100%	100%	100%	
Spouse (Sp Portion)	60%	60%	60%	70%	70%	
Spouse/Child (Ch Portion)	100%	100%	100%	100%	100%	



# Post 65 Retiree Rates – No Changes



Post-65

## 2023 Retiree Portion

	High Plan	Low Plan
Retiree Only	\$328.70	\$266.50
Retiree + Spouse	\$657.40	\$533.00
Spouse Only	\$328.70	\$266.50

## 2024 Retiree Portion

	High Plan	Low Plan
Retiree Only	\$328.70	\$266.50
Retiree + Spouse	\$657.40	\$533.00
Spouse Only	\$328.70	\$266.50

Post-65

## 2023 Employer Portion

	High Plan	Low Plan
Retiree Only	\$0.00	\$0.00
Retiree + Spouse	\$0.00	\$0.00
Spouse Only	\$0.00	\$0.00

## 2024 Employer Portion

	High Plan	Low Plan
Retiree Only	\$0.00	\$0.00
Retiree + Spouse	\$0.00	\$0.00
Spouse Only	\$0.00	\$0.00

Retiree Only

Retiree + Spouse

Spouse Only

## % Subsidies

	High Plan	Low Plan
Retiree Only	0%	0%
Retiree + Spouse	0%	0%
Spouse Only	0%	0%

## % Subsidies

	High Plan	Low Plan
Retiree Only	0%	0%
Retiree + Spouse	0%	0%
Spouse Only	0%	0%

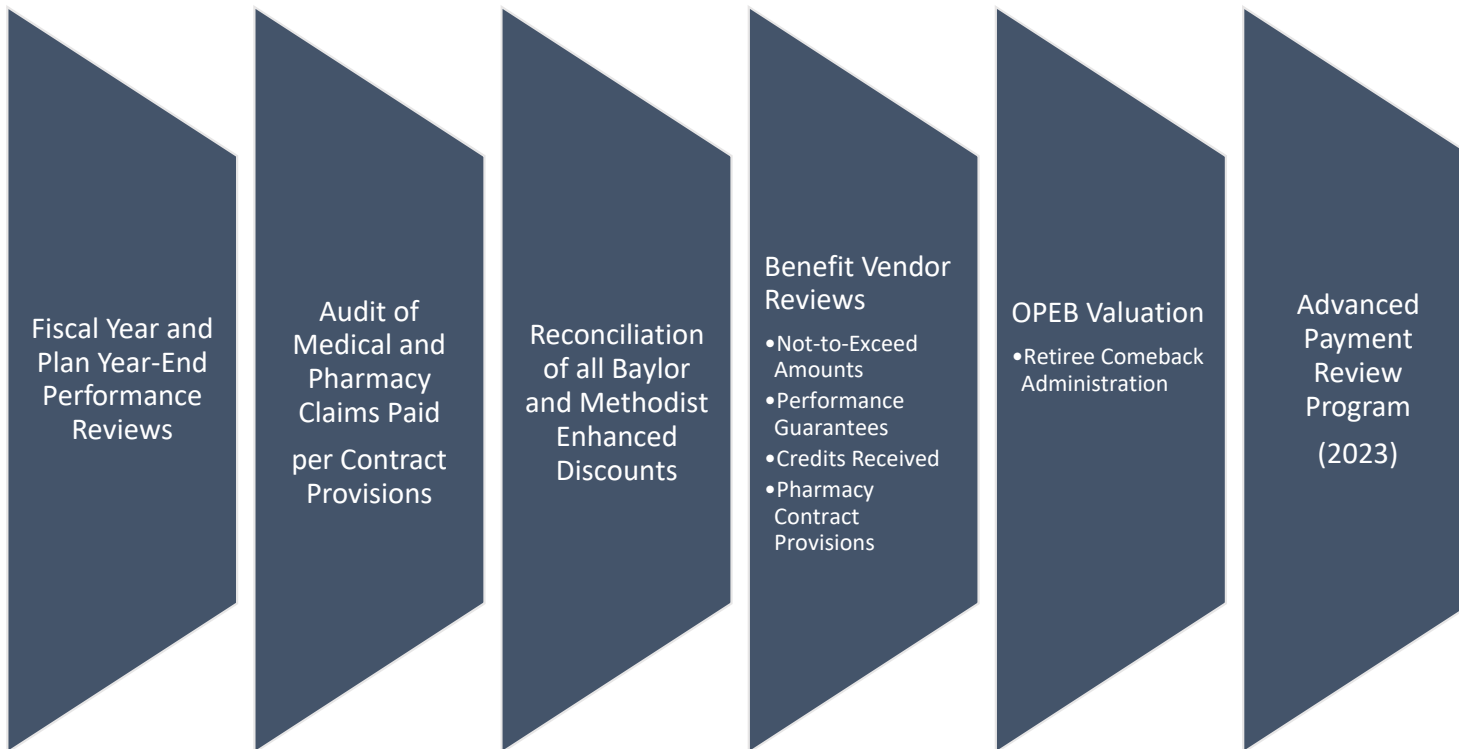




# Ongoing Fund Financial Control Activities



The following activities are performed on an ongoing basis to manage and maintain control of the City's self-funded benefits and wellness funds 260, 265, 26A:





# Timeline and Next Steps





**City of Dallas**

2023 Appendix

# Wellbeing/Family Support Programs Utilization



Wellness Incentive  
 2022 - 7,847 employees earned  
 2021 - 3,107 employees earned  
 (250% increase)  
 (Wellness employee completion)

Mammogram/Bexa On Site Screenings  
 13 - Bexa Screenings  
 19 - Mammograms

EAP Utilization  
 2023 YTD - 1,253 accessed digital tools  
 2022 – 333 accessed digital tools  
 (376% increase)  
 (Mental Health/Family Support)

Kannact Utilization  
 2023 YTD – 73% of participants are  
 engaged with their coach  
 2022 – 56% of participants are  
 engaged with their coach  
 (Diabetes & Hypertension Program)

Health Advocate Platform  
 Implemented June 1, 2023  
 3,339 enrolled  
 358 interactions  
 (Retiree Concierge Service)

Wellness Incentive Extended to  
 Pre-65 Retirees  
 Catapult biometric kits were  
 mailed to 1,124 pre-65 retiree's  
 homes to earn the wellness incentive

Navigate Platform  
 Implemented January 1, 2023  
 2023 YTD (1/1/23-7/31/23)  
 5,106 portal logins  
 (Well-being Portal)

Child Care Subsidy  
 2023 – 218 enrolled  
 2022 – 98 enrolled  
 (224% increase)  
 (Dependent Care Subsidy)

PNC Bank Participation  
 2023 YTD – 300 inquiries  
 154 Accounts Opened  
 20 Mortgage Inquires  
 (Financial Wellness)

2023 Year-to-Date (YTD) information includes data from 1/1/2023 through 6/30/2023.



# 2022-2023 Activities and Pillars



Activities/Programs	Wellness Pillars				
Access to Healthy Food - Foundations Café	Yellow	Green	Orange	Blue	Red
Annual Physical - Tied to Wellness Incentive			Orange		
Attendance Incentive Leave (AIL)		Green			
BCBS Blue Rewards – quality provider			Orange		
BCBS Blue Rewards – concierge svc			Orange		
Childcare Subsidy		Green			
City match of Retirement Plans Promoted (Fidelity)		Green			
City Paid Long-Term Disability Insurance					
Compassionate Leave		Green			
Critical Incident Support Mgmt. (CISM) via EAP					Red
Diabetes/ Hypertension Program			Orange		
EE Support (online, Racial Inequity/Social Justice)				Blue	Red
Employee Assistance Program (EAP)		Green			Red
Employee Resource Groups	Yellow			Blue	
Financial Counseling/Planning		Green			
Financial Education Series (Fidelity)		Green			
Fitness Classes On-site	Yellow		Orange	Blue	Red
Fitness Newsletter, Microsite (Benefits Website)			Orange		
Flexible Work Schedules	Yellow	Green			Red
Flu Shots			Orange		
Free Reduced Cost Diabetic/HBP Med - Preventative			Orange		

Activities/Programs	Wellness Pillars				
Health Education/Literacy	Yellow	Green	Orange	Blue	Red
Health Fairs		Green	Orange		Red
Health Risk Assessment (HRA)			Orange		
Holistic/Alternative Care (Airosti)			Orange		Red
IP and BCBS/ virtual	Yellow		Orange		Red
Men Health Education			Orange		
Narrow and broad network options		Green	Orange		
On-Site/Near-Site Clinics			Orange		
Parental Leave		Green			Red
Retiree Comeback Option		Green	Orange		
Simplified wellness incentive eligibility		Green	Orange		
Telemedicine - Enhanced Services			Orange		
Tobacco Cessation - Enhanced Services through EAP			Orange		
Transgender Health Education			Orange		
Tuition Assistance Program		Green			
Virtual Biometric Screening Option - Catapult			Orange		
Virtual Walk Events	Yellow		Orange		
Voluntary Benefits, Optional Additional Life Insurance		Green	Orange		
Voluntary employee affinity groups	Yellow		Orange		
Weight Management			Orange		
Wellness Seminars (Monthly)			Orange		
Wellness Challenges	Yellow		Orange		

**Social**

Promoting and sustaining supportive, positive relationships.

**Financial**

Access to resources that support managing economic life and security.

**Physical**

Good health and energy to perform daily life tasks.

**Community**

Liking where one lives, feeling safe, and giving back.

**Mental**

Ability to endure daily stress and strengthen resiliency.



# 2024 New Activities and Pillars

HMA Updated



New Activities/Programs 2024	Wellness Pillars				
Wellness Challenges through Navigate	Yellow	Green	Orange	Blue	Red
Navigate Wellness Platform - Increase Engagement	Yellow	Green	Orange	Blue	Red
Health Advocate Retiree Concierge - Increase Engagement	Grey	Green	Orange	Grey	Grey
Monthly Department Wellbeing Education Meetings	Yellow	Green	Orange	Blue	Red
City of Dallas Banking Partnership - PNC	Grey	Green	Grey	Grey	Grey
Headway Mental Health Resource	Grey	Grey	Grey	Grey	Red
Airrosti Remote Recovery	Grey	Grey	Orange	Grey	Grey

Social



Promoting and sustaining supportive, positive relationships.

Financial



Access to resources that support managing economic life and security.

Physical



Good health and energy to perform daily life tasks.

Community



Liking where one lives, feeling safe, and giving back.

Mental



Ability to endure daily stress and strengthen resiliency.





# Active Enrollment



## *2023 Enrollment*

Plan Name	EO	ES	EC	EF	Total #	Total %
PCP < \$44k	322	8	45	8	383	3.4%
PCP Middle	382	20	135	30	568	5.0%
PCP > \$66k	415	31	201	113	760	6.7%
Copay < \$44k	682	33	116	36	867	7.7%
Copay Middle	1,163	97	309	130	1,699	15.0%
Copay > \$66k	1,669	218	764	684	3,335	29.4%
HSA Plan	2,046	176	1,039	458	3,718	32.8%
<b>Total:</b>	<b>6,679</b>	<b>583</b>	<b>2,608</b>	<b>1,460</b>	<b>11,330</b>	<b>100.0%</b>

### 2023 Total Enrollment By Plan

PCP Plan – 1,711  
 Copay Pan – 5,901  
 HSA Plan – 3,718



# Year-Over-Year Enrollment



Actives				Pre-65 Retirees			
	2022	2023	YOY		2022	2023	YOY
<b>PCP Plan</b>	<b>Enrollment</b>		<b>Migration</b>	<b>PCP Plan</b>	<b>Enrollment</b>		<b>Migration</b>
Ee Only	1,148	1,126	▼ (2%)	Ee Only	21	16	▼ (23%)
Ee + Spouse	65	61	▼ (6%)	Ee + Spouse	4	3	▼ (29%)
Ee + Ch(ren)	400	377	▼ (6%)	Ee + Ch(ren)	0	0	0.0%
Ee + Family	159	149	▼ (7%)	Ee + Family	0	0	-
<b>Copay Plan</b>	<b>Enrollment</b>		<b>Migration</b>	<b>Copay Plan</b>	<b>Enrollment</b>		<b>Migration</b>
Ee Only	3,287	3,512	▲ 7%	Ee Only	770	726	▼ (6%)
Ee + Spouse	312	347	▲ 11%	Ee + Spouse	88	63	▼ (28%)
Ee + Ch(ren)	1,143	1,191	▲ 4%	Ee + Ch(ren)	51	46	▼ (11%)
Ee + Family	805	848	▲ 5%	Ee + Family	23	19	▼ (19%)
<b>H.S.A Plan</b>	<b>Enrollment</b>		<b>Migration</b>	<b>H.S.A Plan</b>	<b>Enrollment</b>		<b>Migration</b>
Ee Only	2,083	2,043	▼ (2%)	Ee Only	273	259	▼ (5%)
Ee + Spouse	187	177	▼ (5%)	Ee + Spouse	56	45	▼ (19%)
Ee + Ch(ren)	1,054	1,031	▼ (2%)	Ee + Ch(ren)	20	12	▼ (40%)
Ee + Family	461	457	▼ (1%)	Ee + Family	13	8	▼ (36%)
<b>Total Enrollment</b>	<b>11,104</b>	<b>11,318</b>	<b>▲ 2%</b>	<b>Total Enrollment</b>	<b>1,319</b>	<b>1,196</b>	<b>▼ (9%)</b>

12,844 COD Employees (As of 2023)  
 11,318 COD Employees Enrolled in the 2023 Health Benefits Plan  
 88% Participation



# Strategic Benefits Overview

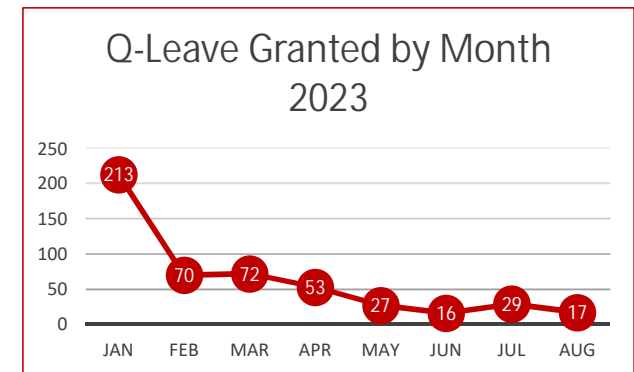
## Additional Benefits to Employees



Other Benefits Focused on Balance and Flexibility:

- City Council approved paid parental leave - 213 employees participated in 2023
- City Council approved mental health leave
- City Council approved childcare subsidy - 21/22 (98 enrolled); 22/23 (218 enrolled)
- Attendance Incentive Leave (AIL)
- Compassionate Leave
- Quarantine Leave (Q-Leave)

Compassionate Leave 2022-2023							
Requests		Approved		Approvals by Dept		Application by Status	
Date	Count	Date	Count	Dept	Count	Status	Count
2022	3	2022	2	DWU	2	Approved	3
Jul	1	Aug '22	1	EFM	1	Pending	1
Aug	1	Oct '22	1	Total	3	Total	4
Sep	1	2023	1				
2023	1	Feb '23	1				
Jan	1	Total	3				
Total	4						





# Navigate Wellbeing Solutions

## 2023 City of Dallas Wellness Platform



### Wellness Platform Key Features

- Funded through BCBS Wellness Credits
- Custom private label wellbeing portal that serves as interactive hub for City of Dallas health & wellness program.
- Displays reward completion status of City of Dallas wellness incentive.
- Integrates City of Dallas and third-party resources, benefits information and other sites or documents that are useful to participants.
- Creating custom promotional materials to educate participants about the City of Dallas's Total Wellbeing program and drive member engagement in City of Dallas wellness initiatives.
- Includes employer reporting to streamline wellness incentive completion data.
- Full call center w/ a custom phone & email dedicated to City of Dallas, along with Account manager, account coordinator, and onsite representative.



Activity Completion thru 6/2023	Completed
Total portal registrations since program launch	1,780
Wellness Incentive (Active Employees) (Catapult Home Screening & Annual Physical with Labs)	7,763
Wellness Incentive (Pre-65 Employees) (Catapult Home Screening & Annual Physical with Labs)	1,003
Wellbeing Survey	720
Flu Shot	184
Download Navigate App	236
Group Challenge	84
Video Course	46
Personal Challenge	33
Community Event	18



# 2023 PNC Bank Financial Services

HMA Updated



Service	Cost
Offer employees access to the bank's financial wellness programs along with banking products and services	Employee Paid

**Virtual Wallet**

- A Money Bar to visualize your available and planned spending\*
- A calendar to plan your finances
- Options for automatic transfer rules
- The ability to track spending categories and set budgets


**Educational Workshops and Seminars**

**Employee Appointments and Referrals**

**Financial Wellness Clinics**



**Monthly, quarterly and annual financial reviews**



**Top Rated Customer Service**



**Key Features**

- Easily accessible financial wellness tools available 24/7 that assist employees with financial literacy
- Develop custom branding for all City of Dallas materials and communications
- Onsite and virtual education and enrollment
- Top rated customer service experience
- One-on-one financial wellness reviews

**YTD 2023 Utilization**

- PNC WorkPlace Banking team has had 171 member inquires with 70 accounts opened.
- PNC onsite branch has had 259 member inquiries and 148 accounts opened in 2023





**City of Dallas**

In the Spirit of Excellence!

## Utilization Summary

# State of Employee Health for City of Dallas



## HMA Updated

### Cancer

Cancer cost on a Per Patient Per Year (PPPY) has increased 30% compared from 2021.

### Cardiovascular

Cardiovascular cost on a Per Patient Per Year (PPPY) has decreased 2% from 2021.

### Diabetes

Diabetes cost on a Per Patient Per Year (PPPY) has increased 3% from 2021.

### Musculoskeletal

Musculoskeletal (MSK) cost on a Per Patient Per Year (PPPY) has increased 3% from 2021.

### Mental Health

Mental Health cost on a Per Patient Per Year (PPPY) has increased 21% from 2021.

### Prevalence Indicators

- Delayed services and procedures due to COVID-19.
- Increased identification of risk prompted by employees completing wellness screenings (7k+).
- Increased medical plan enrollment.

	2021	2022
Cost PPPY	\$6,500	\$8,500
Prevalence	8%	9%
Cost PPPY	\$3,100	\$3,000
Prevalence	24%	23%
Cost PPPY	\$3,200	\$3,300
Prevalence	7%	8%
Cost PPPY	\$2,700	\$2,800
Prevalence	26%	27%
Cost PPPY	\$1,100	\$1,400
Prevalence	12%	14%

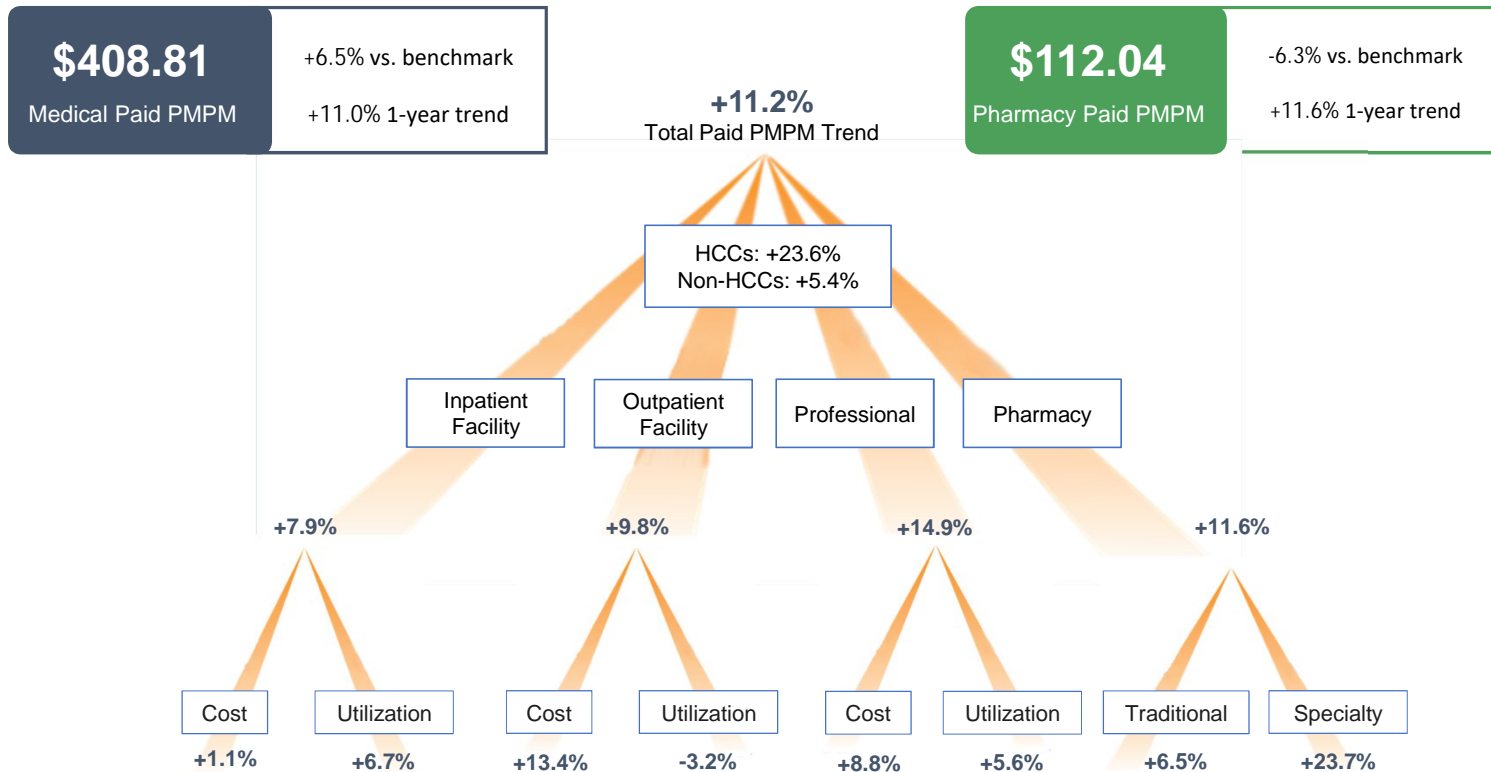
The City has clinical management programs in place to address all above conditions.



# Medical Key Indicators

## BCBS 2022

HMA Updated



The above chart shows the percent change from prior period to current period in paid PMPM, the percent change in the amount paid per service (cost), and the percent change in the number of services per 1,000 (utilization) by service category. For pharmacy trend, "traditional" incorporates any drugs not on the specialty drug list.



Edited on 7.25.23



# Pharmacy Key Indicators

BCBS 2022

HMA Updated



## Pharmacy Performance Overview

Know Your Numbers-Full population


**PHARMACY**


**\$112.04**  
Total Paid PMPM  
**\$119.60 BoB**

**\$36.72**  
Specialty Paid PMPM  
**\$54.27 BoB**

**Current Benefit Design**  
Drug List: **Balanced**  
Pharmacy Network:  
**Advantage Choice-CVS**

**COST DRIVERS**

 Autoimmune, Cancer, Multiple Sclerosis, and Lung Disorders in the Specialty Category

 Diabetes, HIV, & Asthma/COPD in the Non-Specialty Category

**TOTAL SAVINGS**

**\$13,188,140**

Utilization Management (PA, ST, QL)  
**\$6,805,275**

Advantage Network  
**\$1,203,000**

Balanced Formulary  
**\$5,014,439**

MPTD  
**\$33,929**

Exclusive Specialty  
**\$96,015**

Accumulator  
**\$315,482**

**POTENTIAL SAVINGS**

**\$1,615,099**

**PLAN MANAGEMENT RECOMMENDATIONS**

Performance Select Formulary	Flex Access	Medication Finder
Managed formulary with higher savings/rebates than the Balanced formulary.	Can provide savings on specialty medications in replace of the Copay Max program.	Enables members to search and fill prescriptions at lower costs.



# Magellan Employee Assistance Program

HMA Updated



Counseling

Coaching

Work-Life  
Services

Online  
Resources

Workplace  
Support

## Magellan YTD 2023 Stats (Thru June)

- EAP has been accessed 328 times in 2023 (~5.3% of COD population)
- Top 5 presenting issues (reasons for members seeking services): Anxiety, Marital, Depression, Family/Children, Interpersonal Relationship





### Convenient Access

#### Easy Online Enrollment



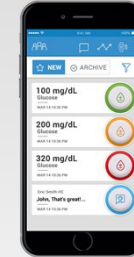
- ◆ Customized landing page
- ◆ Enroll in under 5 minutes
- ◆ Support staff available on email and phone
- ◆ Engaging content, videos and emails to introduce the program

#### Supplies Shipped Directly to Home



- ◆ Tracked and delivered automatically as needed
- ◆ Unlimited supply

#### Communicate on your schedule



- ◆ Multiple different methods (secure text, phone, email)
- ◆ Access all program data on smartphone

#### KANNACT YTD 2023 STATS (Thru June)

- 649 total participants actively working with their health coach.
  - 328 participants are active (participating at a minimum level of activity)
  - 321 participants are actively engaged with Kannact Health Coach (completing a coaching session at least two out of every 3 months in the quarter).
    - 73% of engaged participants had a coaching session in June





HMA Updated



Medical History



Orthopedic Examination



Accurate Diagnosis



Patient Education



Medical Necessity



**Effective Treatment**  
Hands-on Manual Therapy and active Rehab



Patient – Reported outcome



Care Coordination

Q2 2023 Airrosti Participation	
Total # of Cases	29 patients
Avg. Treatment Duration (Per Case)	2.6 visits
# of Patients who chose Airrosti After Unsuccessful Traditional Care	16 patients
# of Patients who chose Airrosti as First Treatment Option	13 patients



Medical History



**Visual Orthopedic Examination**



Accurate Diagnosis



Patient Education



Medical Necessity



**Effective Treatment**  
Remote Recovery Kit  
Provider Directed Mobility & Stability Rehab



Patient – Reported outcome



Care Coordination

# Health Advocate

## 2023 Retiree Concierge and Advocacy Partner



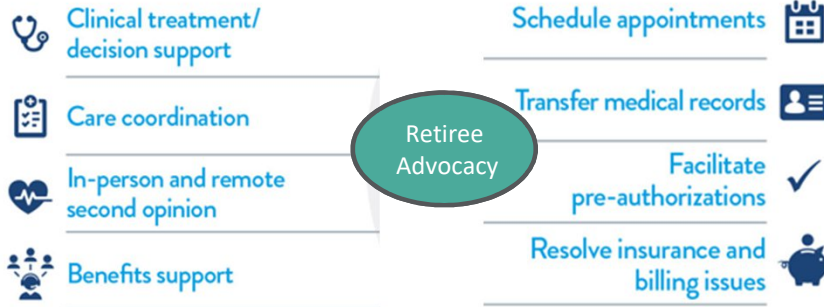
### Service

### Cost

#### Retiree Health Concierge

Provide retirees with a dedicated solution to help navigate benefit plan resources, the importance of wellness maintenance, and alternative retiree benefits

Allocated 2023 Budget Expense



### Key Features

- Retiree navigation & education
- Provides information to retirees on City specific benefits as well as independent coverage options
- Resources library
- Staffed call center with licensed Medicare advocates – Parts A, B, D, Supp & Advantage
- Support whole family (retiree, spouse, parents, dependents)
- Wellness engagement & support

Program launched June 1, 2023

- 158 Total Interactions
  - 145 employees
  - 13 other family members
- Top reasons members are reaching out:
  - Benefits Education, Claims Assistance, Routine & Specialty Care Locator, Medicare





**City of Dallas**

Previously  
Presented Slides

# Benefit Enhancements & Accomplishments 2023



Increased participation in wellness incentive by over 250% to 7,847 EEs in 2022	Implemented SmileWay enhanced chronic conditions benefit to PPO dental plan	Implemented Pet Insurance benefits through MetLife	Lowered OPEB Liability by \$250M
Onsite Health Expo event in 2022	Hosted Future of Work Forum	Offered \$2,000 childcare subsidy for FT Active employees earning less than \$66,000 annually	Implemented City paid Long Term Disability plan in 2022
Marketed and signed contract for Health Advocate for Retiree Concierge Services	Increased enrollment in Kannact diabetes program by 5%	Held FT Active employee medical contributions flat for 2022	Marketed and signed contract for Navigate Health Solutions
Critical Incident Onsite Counseling	Implemented Legal Benefits through MetLife	Continued expanded Virtual Health Access in response to COVID-19	



# Benefit Enhancements & Accomplishments 2023



Enhanced Advanced Payment Review (APR)* Projected Savings \$1.2 million	Created Custom Quarterly Council & Leadership Report	Negotiated Stop Loss Renewal Savings \$250,000	Medicare Advantage Negotiation \$1.4 million
Coordination of Onsite Health Expo Event in 2023	New Clinical Engine Reporting (CLUE/Artemis)	Created Custom Monthly Financial Summary	Implemented Mark Cuban Cost Plus Pharmacy Solution
Implementation of retiree solution through Health Advocate 6/1/23	Facilitated Wellness Screening Kit to Pre-65 Retirees	HMA negotiated current Long Term Disability Rate Reduction. Estimated savings \$500,000	Sponsored Onsite Bexa Breast Screenings
6,794 participants have completed the wellness activities as of June 2023	Adding Midwife Benefit to BCBS medical plan Oct 1, 2023	Introduced mental health resource, Headway for members enrolled in BCBS medical plan	

2023 cumulative estimated savings of \$20.8M



# 2023 Retiree Plans & Contribution



Pre65 Retirees have access to coverage through the City of Dallas Self-Funded Plan

Post65 Retirees may access Fully Insured Medicare Advantage plans

## **Retiree Groups**

- Under age 65 Retiree who were hired before 2010. Eligible for City contribution.
- Under age 65 Retiree who were hired in 2010 or after. Not Eligible for City contribution.
- Over age 65 Retiree regardless of hire date. These Retirees pay the full cost of their medical coverage.





# Retiree Healthcare – Current State



- The City's plan for pre-65 retired employees is currently self-funded with Blue Cross/Blue Shield

Fully Insured	Self Insured
Plans purchased from insurance company	Plan is designed by the employer
Claims paid by insurance company	Claims paid with money set aside by employer
Plan managed by insurance company	Plan managed by Third Party Administrator (TPA)
More expensive	Less expensive

- The City provides subsidies for pre-65 retirees hired prior to 2010
- For a retiree to receive the post-65 benefits, they must enroll and maintain subscription in the City's pre-65 retiree medical insurance at the time of separation from employment



# Self Funded Versus Fully Insured



## Fully Insured

(Post-65 Medicare Advantage Plan)

Insurance company incurs an annual profit or loss on each group

Plan designs are regulated and filed at a state level

Networks are pre-defined and cannot be revised to fit access needs

ACA taxes are passed on to the employer via premium rate increases

## Self-Funded

(Pre-65 and Active Employee Plans)

Employer is either over or under budget each plan year

Within federal guidelines any plan design is acceptable

Custom provider networks, recruitment, and negotiations

Not subject to all ACA fees





# Retiree Medical Plan Design



	Pre-65 Plan	Post-65 Plan
Eligibility	<ul style="list-style-type: none"> <li>Retiree eligible to receive benefits immediately from ERF or DPFP at separation of employment</li> <li>Retiree has continuous coverage from City's active medical plans at time of separation of employment</li> </ul>	<ul style="list-style-type: none"> <li>Same as pre-65 except retiree can separate at or over age 65 or can have continuous coverage from pre-65 plan</li> </ul>
Opt-In/Opt-Out	<ul style="list-style-type: none"> <li>Before comeback option, retiree can only opt-in at separation of employment</li> </ul>	<ul style="list-style-type: none"> <li>Comeback option - retiree can come back at age 65 and opt out at separation of employment or before age 65</li> <li>Once opted-out, retiree cannot return to the plan</li> </ul>
Subsidy	<ul style="list-style-type: none"> <li>50% subsidy provided for retirees hired prior to 1/1/2010 only; does not include spouse or dependents</li> </ul>	<ul style="list-style-type: none"> <li>The City does not subsidize regardless of hire date at any future date, unless certain Medicare Part A members</li> </ul>

## 2023 - Focus on Engagement

- Engage Retiree resource for health care navigation and support



# Comeback Option



- A one-time option that can be used within 90 days of Medicare eligibility at age 65 that will allow retirees to come back to a City-sponsored Medicare Advantage plan
- This allows pre-65 retirees to opt-out of the City's pre-65 plans at any time before age 65 and elect coverage outside of the City
- Must show proof of 3 years of continuous coverage right before age 65

Current Pre-65 Blue Choice Copay Retiree Only Monthly Premium	Current Medicare Advantage Retiree Only Monthly Premium
\$613 (pre-2010) / \$1,115 (post-2010)	\$267 (low) - \$329 (high)



# Comeback Option



- Retiree options:
  - Enroll in the City's pre-65 plan at time of separation until age 65
  - Enroll in the City's pre-65 plan at time of separation, opt-out at any time before age 65, and rejoin the City's post-65 plan (with 3 years of continuous coverage prior to 65)
  - Opt-out of the City's pre-65 plan at time of separation and reenroll in the City's post-65 plan (with 3 years of continuous coverage prior to 65)



# Governing Policy Document



## City Council Resolution:

- Establish a governing document for retiree medical that clarifies and provides transparency to existing eligibilities, subsidies, opt-in, and opt-out features
- Introduce comeback option that allows pre-65 retiree to return at age 65
- Add requirements for annual and five-year independent actuarial review
  - Ensure consistency of application and provisional integrity of the City Council Resolution
  - Human Resources, City Controller's Office, and Budget and Management Services to sign-off on retiree subsidies each year, including retiree premium rates





**City of Dallas**

Historical Wellness Data &  
Incentive Participation



# Refined Wellness Incentive & Participation



Our goal is to create awareness and inspire action that leads our employees towards the tools and resources in place to help them achieve their total health and well-being goals.



# Refined Wellness Incentive & Participation



## 2020 Wellness Incentive

(September 2019 thru August 2020)

\*\*\*\*\*

- ✓ 3 Goals: Annual Physical, Health Assessment and Biometric Screening (Aug)
- ✓ \$500 paycheck deposit (Dec)
- ✓ Clinical program options (i.e. Diabetes & HBP medications) for those with elevated risk factors & maintenance programs for those not at risk
- ✓ **Wellness Participation Increased from 1,094 in 2019 to 3,942 in 2020**

## 2021 Wellness Incentive

(September 2020 thru August 2021)

\*\*\*\*\*

### New Simplified Activity

- ✓ **2 Options to earn incentive:**
  - Annual Physical with PCP with labs
  - Catapult Biometric Exam
- ✓ \$500 paycheck deposit (Dec)
- ✓ Clinical program options (i.e. Diabetes & HBP medications) for those with elevated risk factors & maintenance programs for those not at risk
- ✓ **Wellness Participation was 3,107 (COVID year)**

## 2022 Wellness Incentive

(September 2021 thru August 2022)

\*\*\*\*\*

- ✓ **2 Options to earn incentive:**
  - Annual Physical with PCP with labs
  - Catapult Biometric Exam
- ✓ \$500 paycheck deposit (Dec)
- ✓ Clinical program options (i.e. Diabetes & HBP medications) for those with elevated risk factors & maintenance programs for those not at risk.
- ✓ **Wellness Participation Increased from 3,107 in 2021 to 8,745 in 2022**



# Our Approach to Well Being



- Holistic approach to targeting the cost drivers identified by CLUE through the activities and resources of the new plans
- Continue to build out Total Well-Being Pillars Strategy
- Onboard the new on-site wellness coordinator
- Design communication campaign and calendar plan to implement.





# City of Dallas Wellness Initiatives

## January – June 2023 National Observances



January	February	March	April	May	June
Awareness Topics	Awareness Topics	Awareness Topics	Awareness Topics	Awareness Topics	Awareness Topics
<ul style="list-style-type: none"> <li>• Healthy Weight Awareness</li> <li>• National Birth Defects Prevention Month</li> <li>• Thyroid Awareness</li> <li>• Cervical Health Awareness</li> </ul>	<ul style="list-style-type: none"> <li>• Eating Disorders Awareness</li> <li>• American Heart Month</li> <li>• National Wear Red Day</li> <li>• International Prenatal Infection Prevention</li> <li>• Children’s Dental Health</li> </ul>	<ul style="list-style-type: none"> <li>• National Drug and Alcohol</li> <li>• Self-Injury Awareness</li> <li>• World Bipolar Day</li> <li>• Sleep Awareness</li> <li>• Developmental Disabilities Awareness</li> <li>• National Colorectal Cancer Awareness</li> <li>• Save Your Vision Month</li> <li>• Brain Awareness</li> <li>• American Diabetes Alert</li> </ul>	<ul style="list-style-type: none"> <li>• Alcohol Awareness</li> <li>• Stress Awareness</li> <li>• National Child Abuse Prevention</li> <li>• Sexual Assault Awareness and Prevention</li> <li>• National Autism, Irritable Bowel Syndrome (IBS), STD, Oral Cancer, Autism Awareness</li> <li>• Counseling Awareness</li> <li>• Financial Literacy</li> <li>• National Volunteer</li> </ul>	<ul style="list-style-type: none"> <li>• Mental Health Awareness – Anxiety and Depression</li> <li>• Disease Awareness - Asthma and Allergy, Stroke, Arthritis, Cystic Fibrosis, HIV, Hepatitis , High Blood Pressure</li> <li>• Melanoma/ Skin Cancer Detection and Prevention</li> <li>• World No Tobacco Day</li> </ul>	<ul style="list-style-type: none"> <li>• National PTSD Awareness</li> <li>• Employee Wellbeing</li> <li>• Alzheimer’s and Brain Awareness</li> <li>• Men’s Health Month</li> </ul>

\*Not all on list are actively observed



# City of Dallas Proposed Wellness July – December 2023 National Observances



July	August	September	October	November	December
Awareness Topics	Awareness Topics	Awareness Topics	Awareness Topics	Awareness Topics	Awareness Topics
<ul style="list-style-type: none"> <li>• BIPOC Mental Health</li> <li>• Social Wellness</li> <li>• Make a Difference to Children</li> <li>• 4th of July Drunk Driving Prevention</li> </ul>	<ul style="list-style-type: none"> <li>• National Back to School</li> <li>• National Relaxation Day (Aug. 15)</li> <li>• International Overdose Awareness</li> <li>• National Immunization Awareness</li> </ul>	<ul style="list-style-type: none"> <li>• Suicide Prevention</li> <li>• National Recovery</li> <li>• Pain Awareness</li> <li>• World Suicide Prevention Day</li> <li>• National Cholesterol Education</li> <li>• National Childhood Obesity</li> <li>• National Sickle Cell</li> <li>• Family Health and Fitness</li> <li>• Malnutrition Awareness</li> <li>• International Literacy Day</li> </ul>	<ul style="list-style-type: none"> <li>• COD Active Open Enrollment</li> <li>• National Depression and Mental Health Screening and Awareness</li> <li>• Bullying Prevention</li> <li>• Domestic Violence, ADHD, OCD Awareness</li> <li>• National Sudden Infant Death Syndrome Awareness</li> <li>• National Dental Hygiene</li> <li>• Breast Cancer Awareness</li> </ul>	<ul style="list-style-type: none"> <li>• COD Retiree Open Enrollment</li> <li>• National Family Caregivers</li> <li>• Adoption Awareness</li> <li>• International Stress Awareness</li> <li>• World Kindness Day</li> <li>• International Survivors of Suicide Loss Day</li> <li>• Great American Smokeout</li> <li>• American Diabetes Awareness</li> </ul>	<ul style="list-style-type: none"> <li>• National Stress-Free Family Holiday's</li> <li>• National Drunk and Drugged Driving</li> <li>• National Influenza Vaccination</li> <li>• National Handwashing Awareness</li> <li>• World AIDS Day</li> <li>• International Day of Persons with Disabilities Day</li> </ul>

\*Not all on list are actively observed





**City of Dallas**

Retiree

# Post 65 Retiree: Plan & Rate History



	2018	2019	2020	2021	2022	2023
Post Retiree Coverage	7 Medicare Supp – Individual 2 PDP Plans - Individual 2 Medicare Adv. Plans - Group  Medicare Supp plans e policies Eliminated Individual plan options Combined medical & Rx coverage	7 Medicare Supp – Individual 2 PDP Plans - Individual 2 Medicare Adv. Plans - Group	2 Medicare Group PPO Advantage Plans  Eliminated multiple retiree policies Eliminated Individual plan options Combined medical & Rx coverage	2 Medicare Group PPO Advantage Plans  Changed Carrier – BCBS Medical & Rx coverage Specialized Wellness Programs	2 Medicare Group PPO Advantage Plans  Changed Carrier – BCBS Medical & Rx coverage Specialized Wellness Programs	2 Medicare Group PPO Advantage Plans  Changed Carrier – BCBS Medical & Rx coverage Specialized Wellness Programs
Fully Insured Premium	Medicare Supplement + PDP Varying Rates \$363 – Averaged rates based on age and geographic	Medicare Supplement + PDP Varying Rates \$365 – Averaged rates based on age and geographic	Medicare Advantage High Plan - \$389 Low Plan – \$351	Medicare Advantage High Plan - \$329 Low Plan – \$267	Medicare Advantage High Plan - \$329 Low Plan – \$267	Medicare Advantage High Plan - \$329 Low Plan – \$267

No changes to the 2024 rates



# Subsidies Not Covered – No Change

HMA Updated

The City does not currently and will not pay subsidies for the following:

1. Medicare Part A premiums unless hired generally prior to April 1, 1986
2. Medicare Part B premiums
3. Certain Post-65 retirees can enroll in Pre-65 Plans and will not be subsidized for any benefits
4. Retirees who return under Comeback Option unless entitled to grandfathered life insurance
5. Dental and Vision benefits



# Pre-65 Retiree Medical Plan Improvements



	2019	2020	2021	2022
Plan Design	<p>\$2,500 Ded. 75/25 HRA Plan \$2,000 Ded. 80/20 Copay Plan \$3,000 Ded. 80/20 HDHP w/HSA</p> <p>Added HDHP &amp; HSA Added Copay Plan</p>	<p>\$2,500 Ded. 75/25 HRA Plan \$1,500 Ded. 80/20 Copay Plan \$3,000 Ded. 80/20 HDHP w/HSA</p> <p>Enhanced Copay Plan Increased the HSA Contribution</p>	<p>\$1,500 Ded. 80/20 Copay Plan - Blue Choice Network - Blue Essentials Network (PCP) \$3,000 Ded. 80/20 HDHP w/HSA</p> <p>Eliminated the HRA Choice of network</p>	<p>\$1,500 Ded. 80/20 Copay Plan - Blue Choice Network - Blue Essentials Network (PCP) \$3,000 Ded. 80/20 HDHP w/HSA</p> <p>Eliminated the HRA Choice of network</p>
Network Access & Complexity Reduction	<p>Broad Network Enhanced Tier Steerage LocalPlus Network</p>	<p>Broad Network Enhanced Tier Steerage LocalPlus Network Copay Plan Enhancements Increased HSA Funding</p>	<p>Broad Network &amp; Narrow Network Options PCP Designation Specialist Utilization Mgmt. Tax Shelter for Future Medical Expenses</p>	<p>Broad Network &amp; Narrow Network Options PCP Designation Specialist Utilization Mgmt. Tax Shelter for Future Medical Expenses</p>
Preventive Care Coverage (100% Covered)	<p>Annual Wellness Exam Preventive Medications Free Reduced Cost Diabetic/HBP Med</p>	<p>Annual Wellness Exam Preventive Medications Free Reduced Cost Diabetic/HBP Med Expanded Preventive Services</p>	<p>Annual Wellness Exam Preventive Medications Free Reduced Cost Diabetic/HBP Med Expanded Preventive Services</p>	<p>Annual Wellness Exam Preventive Medications Free Reduced Cost Diabetic/HBP Med Expanded Preventive Services</p>
Pre-65 Retiree Only Rate	<p>Before 2010 / After 2010</p> <p>HRA - \$654 / \$968 Copay - \$604 / \$908 HDHP - \$554 / \$900</p>	<p>Before 2010 / After 2010</p> <p>HRA - \$590 / \$1,073 Copay - \$569 / \$1,034 HDHP - \$558 / \$1,014</p>	<p>Before 2010 / After 2010</p> <p>Blue Choice Copay - \$613 / \$1,115 Blue Ess. Copay - \$636 / \$1,156 HDHP - \$601 / \$1,093</p>	<p>Before 2010 / After 2010</p> <p>Blue Choice Copay - \$672 / \$1,345 Blue Ess. Copay - \$695 / \$1,389 HDHP - \$650 / \$1,300</p>





# Recent Retiree Improvements to Lower Costs



Moved to  
Blue Cross/Blue Shield

Improved the plan designs

Simplified Annual  
Wellness Requirement

Introduced Kannact  
Diabetes and  
Hypertension program

Negotiated an enhanced  
network discount with  
Baylor and Methodist

Introduced additional  
benefits to retirees  
(waived initiation fees to  
gym memberships)



# Retiree Improvements to Lower Costs



Added Health  
Advocate  
(Retiree Advocacy Program)

Added Navigate  
Health  
(Online Wellness Resource)

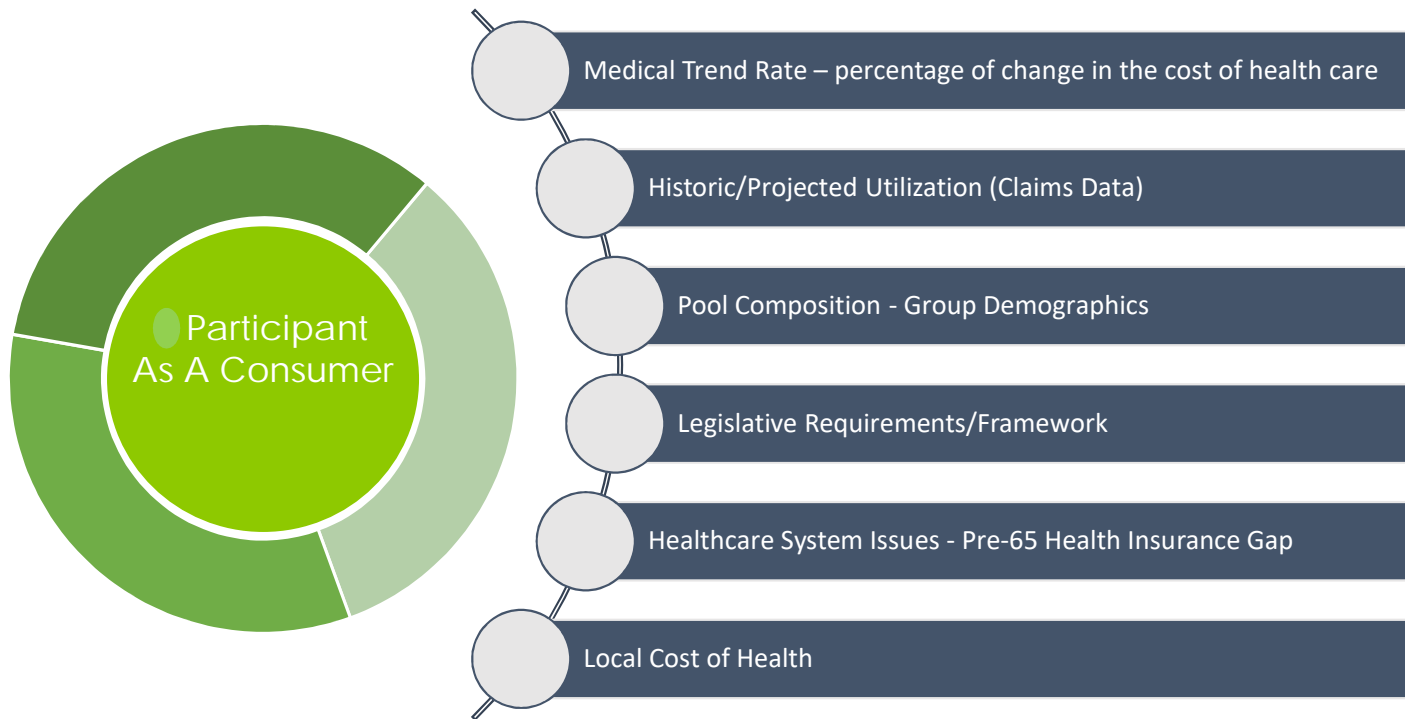
Added Targeted  
Clinical Retiree  
Communications

Added Pre-65  
Retirees to  
Wellness Incentive  
Eligibility





# Health Insurance Cost Factors





**City of Dallas**

Additional Benefit Details

# Offering Competitive Benefits - Medical



	2019	2020	2021	2022
Plan Design	\$2,500 Ded 75/25 HRA Plan \$2,000 Ded 80/20 Copay Plan \$2,800 Ded 80/20 HDHP w/HSA	\$2,500 Ded 75/25 HRA Plan \$2,000 Ded 80/20 Copay Plan \$2,800 Ded 80/20 HDHP w/HSA	\$1,500 Ded 80/20 PCP Plan \$1,500 Ded 80/20 Copay Plan \$2,800 Ded 80/20 HDHP w/HSA	\$1,500 Ded 80/20 PCP Plan \$1,500 Ded 80/20 Copay Plan \$2,800 Ded 80/20 HDHP w/HSA
Network Access and Complexity Reduction	Broad Network Enhanced Tier Steerage LocalPlus Network	Broad Network Enhanced Tier Steerage LocalPlus Network Copay Plan Enhancements Increased HSA Funding	Broad Network & Narrow Network Options PCP Designation Specialist Utilization Management Tax Shelter for Future Medical Expenses	Broad Network & Narrow Network Options PCP Designation Specialist Utilization Management Tax Shelter for Future Medical Expenses
Preventive Care Coverage (100% Covered)	Annual Wellness Exam Preventive Medications Free Reduced Cost Diabetic/HBP Med	Annual Wellness Exam Preventive Medications Free Reduced Cost Diabetic/HBP Med Expanded Preventive Services	Annual Wellness Exam Preventive Medications Free Reduced Cost Diabetic/HBP Med Expanded Preventive Services	Annual Wellness Exam Preventive Medications Free Reduced Cost Diabetic/HBP Med
Wellness - Incentive	\$300 HRS/HSA Contribution \$10 per paycheck premium credit (\$240 value)	3 Clearly Defined Goals \$500 Incentive (December) (Incentive will pay in year earned)	3 Clearly Defined Goals \$500 Incentive (December) (Incentive will pay in year earned)	2 Clearly Defined Goals \$500 Incentive (December) (Incentive will pay in year earned)
Post Retiree Coverage	7 Medicare Supp. Plans 2 DPD Plans 2 Medicare Advantage Plans	2 Medicare Group PPO Advantage Plans (Combined medical & Rx coverage, Specialized Wellness Programs, Eliminated multiple retiree policies)	2 Medicare Group PPO Advantage Plans	2 Medicare Group PPO Advantage Plans

## 2023 - Focus on Engagement

- Promote importance of age appropriate and preventive care as it relates to overall health status
- Promote clinical programs within medical plan to reduce cost and disease prevalence
- Engage Retiree resource for health care navigation and support



# Offering Competitive Benefits – All Other



	2019	2020	2021	2022
Dental Vision	Two dental plans One vision plan offered	Two dental plans One vision plan offered	Two dental plans, enhanced PPO offered Two vision plan offered	Two dental plans Two vision plan offered
Life	\$50,000 basic life coverage Voluntary life coverage offered	\$50,000 basic life coverage Mid-year Increased to \$75,000 Voluntary life coverage offered	\$75,000 basic life coverage Voluntary life coverage offered	\$75,000 Basic Life coverage Voluntary life coverage offered
Disability	Individual plans offered	Group voluntary short and long term disability offered	Group voluntary short and long term disability offered	Group voluntary short term disability Group employer paid long term disability offered at 1-year of service
Worksite Benefits	Individual accident, critical illness, and legal plans offered	Group accident, critical illness, hospital indemnity plans offered	Same group plans offered with enhanced health screening benefit for critical illness and hospital indemnity plans	Group accident, critical illness, hospital indemnity plans offered Procuring pet insurance and group legal/ID theft coverage
Employee Assistance Program (EAP)	Standard EAP program offered to all employees	Standard EAP program offered to all employees	Engaged stand alone EAP resource Employee webinars offered by EAP vendor	Stand alone EAP resource Employee webinars offered by EAP vendor
Clinical Programs	Kannact Diabetes Program offered. Clinical resources, testing supplies and equipment.	Obtained CLUE* data Kannact Diabetes Program *(Clinical Learning and Understanding Engine)	Obtained updated CLUE data Kannact Diabetes Program with employee engagement campaign	Obtained CLUE data Kannact Diabetes and Cardiovascular Program
Wellbeing	Wellness Incentive	Wellbeing plan development including phased approach to disease states	Wellbeing pillars developed (social, financial, physical, community, mental)	Development of wellbeing logo Introduction of wellbeing newsletter
Systems	Enrollment through Lawson	Engaged EBC for active and pre-65 retiree enrollment	Engaged EBC for active, pre and post-65 retiree enrollment	Engaged EBC for active, pre and post-65 retiree enrollment

## 2023 - Focus on Engagement

- Promote importance annual dental & vision screenings and the connection to undiagnosed medical conditions
- Partner with a wellness vendor to promote wellness and wellbeing health improvement and maintenance



# Value-added Blue Cross/Blue Shield Benefits



	Blue365	Member Rewards Program	Enhanced Provider Discounts
How this Helps our Employees/Retirees/Dependents	Health & Wellness discounts for: Apparel & Footwear, Fitness Equipment, Hearing & Vision products, Nutritional Goods, and Personal Care items	Cash rewards when a member chooses a higher quality, lower cost provider for a procedure. Member must call Blue Cross Benefits Value Adviser to start this process. Member reward is typically mailed within 4 to 6 weeks after procedure is completed.	Lowers cost the cost of care for our members through an enhanced Network Discount off allowed charges that In-Network Providers agree to through the Blue Cross contract with the City.
Cost to Members	None. Included with enrollment	None. Included with enrollment	None. Included with enrollment

## Fantastic Year 2 Member Rewards Engagement

- 7,250 households activated Member Rewards
- 3,013 households shopped Member Rewards
- 1,022 households converted member rewards



# Phased Approach to Wellness by Disease State

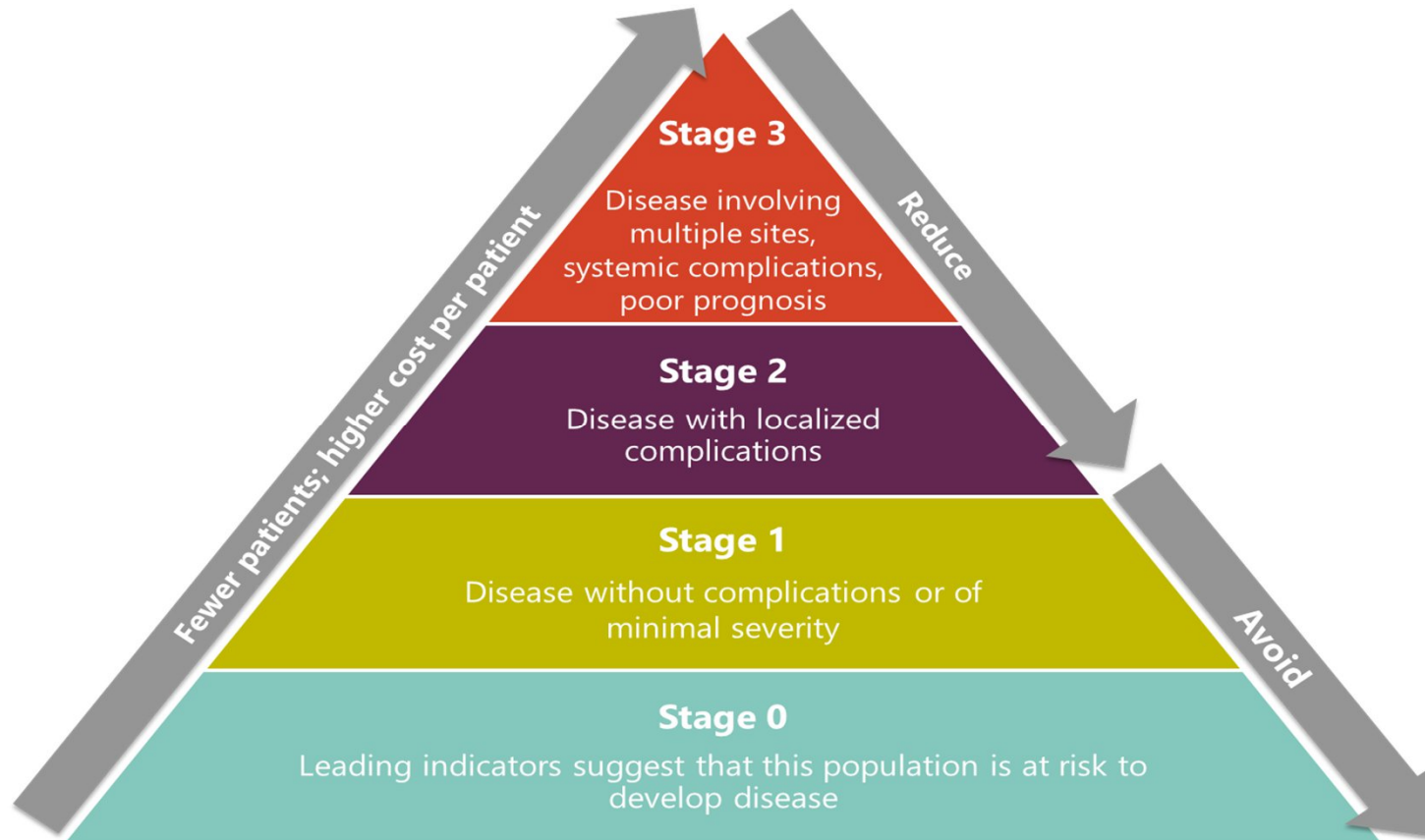


	<b>Musculoskeletal, Cardiovascular</b> 27% Prevalence in 2022	<b>Diabetes, Weight, Hypertension</b> 31% Prevalence in 2022	<b>Cancer</b> 9% Prevalence in 2022	<b>Mental Health</b> 14% Prevalence in 2022
<b>Baseline (Require biometric screenings and age-appropriate exams)</b>	Annual wellness exam (Establish medical home)	Annual wellness exam (Establish medical home)	Annual wellness exam (Establish medical home)	Annual wellness exam (Establish medical home)
<b>Phase 1 (2020)</b>	<ul style="list-style-type: none"> <li>Physical Therapy</li> <li>Rx Solution* compliance</li> </ul>	<ul style="list-style-type: none"> <li>Rx Solutions*</li> <li>Clinical Coach</li> <li>Fitness Center</li> <li>Nutrition Center</li> </ul>	<ul style="list-style-type: none"> <li>Cancer Specific Screenings</li> </ul>	<ul style="list-style-type: none"> <li>EAP</li> <li>Telehealth</li> <li>COD Resources</li> </ul>
<b>Phase 2 (2021 - 2022)</b>	<ul style="list-style-type: none"> <li>Airrosti</li> <li>Disease Management Programs</li> <li>Medical plan Condition Mgmt Coaching</li> <li>Rx Management Programs</li> <li>CareATC Referrals</li> </ul>	<ul style="list-style-type: none"> <li>Weighty Loss Programs</li> <li>Medical plan Lifestyle Coaching /</li> <li>Disease Management Programs</li> <li>Baylor &amp; Methodist Programs</li> <li>CareATC</li> </ul>	<ul style="list-style-type: none"> <li>Non-surgical treatment</li> <li>Medical plan Condition Mgmt Coaching</li> <li>Baylor &amp; Methodist Programs</li> </ul>	<ul style="list-style-type: none"> <li>Expanded EAP offering</li> <li>Improved access- Behavioral telehealth</li> <li>Baylor &amp; Methodist Programs</li> </ul>
<b>Phase 3 (2022 – 2023)</b>	<ul style="list-style-type: none"> <li>Regenexx</li> <li>Centers of Excellence</li> <li>2<sup>nd</sup> Opinion</li> <li>Care Management</li> </ul>	<ul style="list-style-type: none"> <li>Centers of Excellence</li> <li>2<sup>nd</sup> Opinion</li> <li>Care Management</li> </ul>	<ul style="list-style-type: none"> <li>Centers of Excellence</li> <li>2<sup>nd</sup> Opinion</li> <li>Care Management</li> </ul>	<ul style="list-style-type: none"> <li>Centers of Excellence</li> <li>Care Management</li> </ul>
<b>Incentives</b>	Lower copays/out-of-pocket costs; preventing surgery	Lower copays/out-of-pocket costs; better outcomes resulting from steerage	Early detection improves outcomes and lowers costs	Work/Life balance; addressing entire employee





# CLUE Disease Stages



The information on this page is proprietary. Please do not copy or distribute to others.





**City of Dallas**

Wellbeing Pillars



# Well-Being Pillars



City of Dallas  
**WELL-BEING FIRST**  
A Balanced You

Social	Financial	Physical	Community	Mental
				
Promoting and sustaining supportive, positive relationships.	Access to resources that support managing economic life and security.	Good health and energy to perform daily life tasks.	Liking where one lives, feeling safe, and giving back.	Ability to endure daily stress and strengthen resiliency.

**Well-Being Pillars**



# Social Pillar Programs

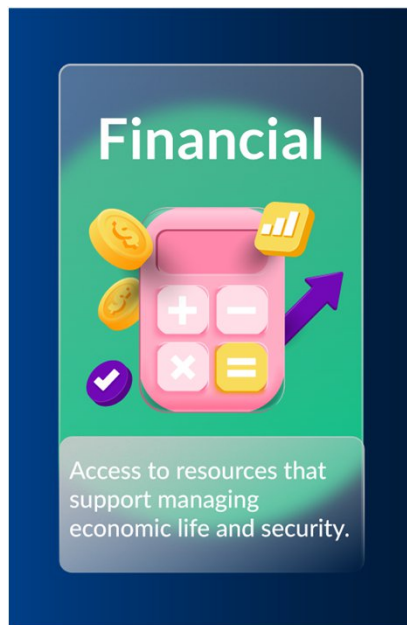


## Promoting and sustaining supportive and positive relationships

- City of Dallas Hiring Events
- Diversity Dashboard
- Educational Partnerships
- Employee Engagement Survey
- Employee Recognition (Service Pins)
- Internship Programs
- Magellan EAP Resources
- Recruitment Guide
- Upskilling Workforce
- Virtual/On-site Health Expos



# Financial Pillar Programs

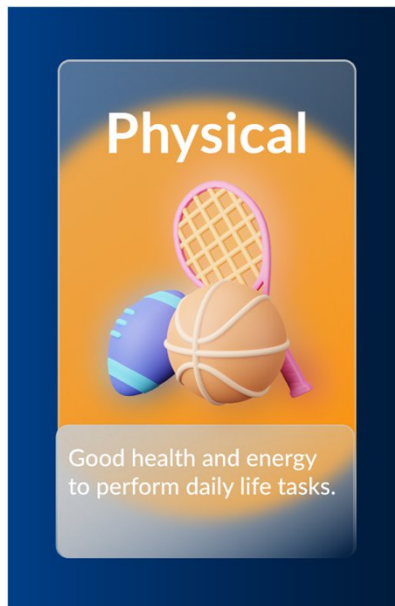


Access to resources that support managing economic life and security

- Childcare Subsidy
- DART Passes
- Employee Perks Portal by Abenity
- Financial Wellness Resources
- Legal Shield
- MetLife Pet Insurance
- Magellan EAP Resources
- PNC Bank Partnership
- Tuition Assistance Program



# Physical Pillar Programs

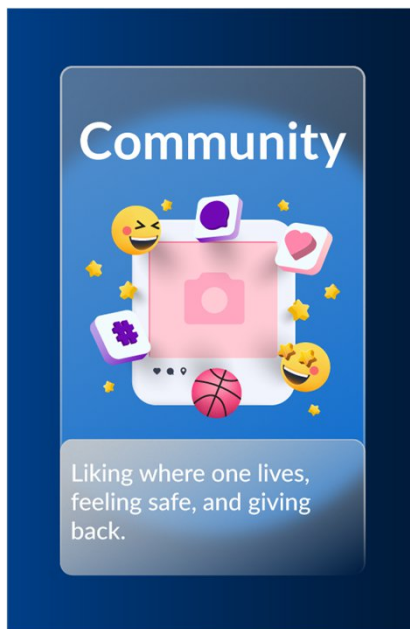


## Good health and energy to perform daily life tasks

- Alternative Care (Airrosti, Chiropractor)
- Annual Physical/Wellness Assessment
- Biometric Screenings
- COVID-19 Support and Resources
- Diabetes Hypertension Program
- Fitness Centers
- Flu Shots
- Foundations Café
- Gym Discounts
- Health Coaching (BCBS)
- Health Education Literacy
- Health Risk Assessments
- Holistic Health (Acupuncture, Meditation)
- Long-term and Short-term Disability
- Magellan EAP Resources
- Mobile Mammograms
- Online Fitness Classes
- Onsite/Near Site Clinics
- Telemedicine
- Tobacco Cessation
- Virtual/Onsite Health Expos
- Weight Management
- Wellness Challenges (IP and BCBS)
- Wellness Portal (Coming Soon)



# Community Pillar Programs

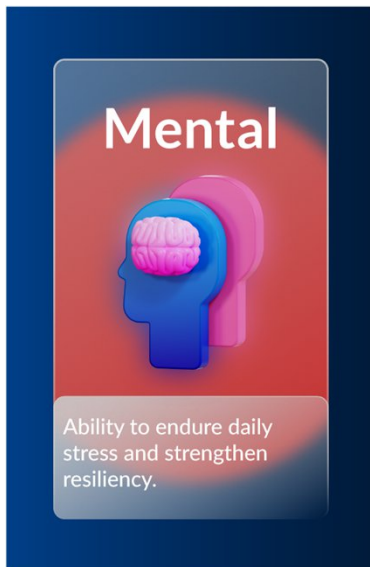


Liking where one lives and feeling safe in the environment and giving back

- City of Dallas Future of Work Program
- Community Service Event during Customer Service Week
- Dallas Charitable Giving Campaign
- Dallas Heart Walk
- Diversity Dashboard
- Employee Cares Committee (ECC)
- Employee Focus Groups
- Employee Relations Portal
- Employee Resource Groups (ERGs)
- Hybrid Work Opportunities
- Internship Programs
- Personnel Rules and Administrative Directives
- Recruitment Guide



# Mental Pillar Programs



Ability to endure daily stress and strengthen resiliency

- COVID-19 Support and Resources
- Critical Incident Support Management via EAP
- Fit For Duty Assessments
- FMLA Leave
- Magellan EAP Resources
- Mental Health Leave
- Paid Parental Leave





# Additional Employee Benefits Not Funded Through Benefits Fund



Upskilling



Workday Benefits  
Recruitment Modules



Expanded Educational  
Reimbursement



Employee Discounts



# Best Practices – Best Place to Work Experience



Meaningful Work	Strong Management	Positive Workplace	Health & Wellbeing	Growth Opportunity	Trust in the Organization
Job and values fit	Clear goals with stretch opportunity	Tools, processes and systems to get work done productively	Safety and security in all aspects of work	Open, facilitated job and role mobility	Mission and purpose beyond financial goals
Autonomy and agency	Regular coaching and feedback	Appreciation, recognition, and rewards	Personal fitness, health, and physical wellbeing support	Career growth in multiple paths	Transparency, empathy, and integrity of leadership
Agile teams, supportive coworkers	A focus on management development	Flexible hours and workspace	Psychological and emotional wellbeing and support	Many forms of learning as needed	Continuous investment in people
Time to focus, innovate, and recover	Transparent, simple performance management	Inclusive, diverse, and sense of belonging and community	Family and financial support	A culture that supports learning	Focus on society, environment, and community

Strength of impact

Moderate

Medium

High

Very High

Source: Employee Experience: The Definitive Guide, © Josh Bersin Research, April 2021





# 2022/23 Retention Strategies and Highlights



## Compensation & Benefits

- Implemented Phased Comp Study - Adjusted 3,614 employees' salaries, using \$3.4M from the General Fund and \$2.72 from Enterprise and other funds
- Aligned Min Wage to match MIT Living Wage
- Performance and Wellness Incentives
- COD Pension and 457 provide retirement security and options ahead of market
- Tiered premium benefits pricing
- PNC - City of Dallas Workplace Banking

## Balance & Flexibility

- City Council approved paid parental leave
- Implemented Mental Health Platform Navigate
- Attendance Incentive Leave (AIL)
- Compassionate Leave
- Quarantine Leave
- Implemented Telework Program
- City Council approved mental health leave put the COD on par with market and ahead of government organizations
- Total Wellbeing Portal

## Upskilling & Development

- Career Series Structure
- Added dedicated resource in 2023 to develop and manage formal upskilling program
- Education Partnerships and Discounts
- Tuition reimbursement
- College level internship program
- Linked-In online training on demand available to all employees
- SERVE Leadership Training Program



# 23/24 Program Continuation and Go Forward



## Compensation & Benefits

- Implement pay-for-performance program for executives (approved for 2023)
- Use whole market comparables for competitive and hard-to-fill positions and functions

## Balance & Flexibility

- Increase vacation allowance based on position level to match market
- Invest in change management and programs to help managers move to a culture that values work-life balance
- Provide COD managers training and resources to help them move to an employee-centric operations model
- Invest in spaces and systems that support a distributed workforce

## Upskilling & Development

- Implement Workday Learning (approved for 2023)
- Expand Educational partnerships (Underway in 2023)
- Implement formal upskilling process (Underway in 2023)
- Increase support for Trade and related certifications



# Other 23/24 Goals and Strategies



## Strengthen Employer Brand

- Launch employee recruitment campaign
- According to research done by LinkedIn, a strong employer brand can reduce an organization's turnover by 28%.

## Continue Biennial Employee Engagement Survey

- Compare results to previous years' results to identify and recognize progress, trends, and areas for improvement.

## Continue to Invest in Supervisor Training and Resources

- Allocate resources, such as time and money, towards developing and improving the skills and knowledge of supervisors and managers.

## Leverage Data and Technology

- Implement Workday Phase II for Performance and Development.
- Utilize dashboards and reports to drive decision making.

## Embed Internships into Departmental Organizational Structures

- Fund Internship positions through 2023-24 Budget Process.

## Develop a Formal Mentoring Program

- Conduct a pilot program to use mentoring to drive professional development and employee retention.





# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

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**File #:** 23-2292

**Item #:** B.

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After Action Review Report (AAR) of May 3rd Ransomware Incident



**City of Dallas**

# **After Action Review Report (AAR) of May 3rd Ransomware Incident**

**Dallas City Council  
September 20, 2023**

Dr. Brian Gardner  
Chief Technology & Information Security Officer  
Department of Information and Technology Services  
City of Dallas

# Presentation Overview



- Background/History
- May 3, 2023
- City Operational Impact
- Impact Mitigation
- Recovery
- Acknowledgements
- Findings
- Recommendations
- City Investments



# Background/History



April 7-May 3, 2023

- Royal Group performed
  - Reconnaissance &
  - Staging
- Less than 1 month
- Leakage of 1.169 TB of the 3.8 PB data the City has



# Background/History



## Reconnaissance

- Exfiltration of Data
- Command-and-Control Beacons
- Preparation to Deliver Encryption to Files
- Review of Users (Who is Who)





# Background/History



- 70% of Organizations suffer Ransomware
- 100% surge from the second quarter of 2022
- Mean time to identify a data breach is 204 days
  - City identified in 27 days
- Mean time is 73 days to contain breaches
  - City contained in 1 day



# May 3, 2023



- Use of Service Account
- Threat Actor Begins Encrypting Files
- Ransom Request Files Found On 996 Hosts
- Incident Response Plan (IRP) Activated
- Multiple Incident Response Teams Activated
  - Internal Teams
  - Vendors
  - Cybersecurity Professionals
- Mitigation Efforts Initiated & Paused



# City Operational Impact



- Interruption to All City Operations
  - All City Departments
  - Impact
    - Public Safety
    - Public Facing Services
    - Technology Infrastructure



# Recovery



- May 3, 2023
  - Focus on Eradication
- May 4, 2023
  - Last known Infection
- Full Recovery Work Began
- Priorities set Based on Previous IRP
- Communication to State & Federal Authorities



# Recovery



- Information provided to Law Enforcement
- Incident Support Team (IST)
- Multiple Remediation Team working in Coordination
- City currently has 14,000 assets
  - 230 Server
  - 1,168 Workstations
    - Less than 10% of assets infected



# Recovery



- Over 90% restoration by June 9, 2023
- Currently 99.9% restoration
  - Small portion of
    - Test
    - Development
    - Unsupported systems needing upgraded
  - Removed 100 servers of technical debt



# Acknowledgements



- Dallas Fire Rescue
- Dallas Police Department
- Office of Emergency Management
- GTS
- State & Federal Agencies
- Outside Vendors



# Findings



- Incident Response Plan Revisions
- Security Incident Staff Periodically Exercised
- Identification/Detection of Threat
- Aggressive Incident Response
- Substantial Cybersecurity Investments Made in Advance of Attack





# Recommendations



## Plan of Action & Milestones

- Cybersecurity Program Review
- Privacy and Security Risk Assessments
- Backup and Recovery Processes
- Network Hardening
- Actively Manage Infrastructure and Software
- Update to the Incident Response Plan



# Impact Mitigation



- Increased in Information Security Budget
- Periodic Reviews by Federal and Outside Organizations
- Addition of Zero Trust Technologies



# City Investments



## Cybersecurity Spend

- 2019 2.5% of the total ITS budget
- 2023 ~10% of the total ITS budget
- Innovative Technologies
- Strategic Plan
- \$8.5 million in computer-based interdiction, mitigation, recovery, and restoration efforts





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