

September 17, 2025

**WHEREAS**, the City Council of the City of Dallas has adopted a budget for the fiscal year beginning October 1, 2025; 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 7, 2026; and

**WHEREAS**, the FY 2025-26 budget maintains a continuation of the current salary schedules for civilian, miscellaneous, uniformed Police and Fire and uniformed Police and Fire Executives effective October 1, 2025; and

**WHEREAS**, the FY 2025-26 budget maintains adding new pay schedules for miscellaneous and civilian, effective January 7, 2026, the first civilian pay period of the calendar year; and

**WHEREAS**, the FY 2025-26 budget increases the lowest minimum City Hiring Rate to \$21.50 per hour, effective January 7, 2026, the first civilian pay period of the calendar year; and

**WHEREAS**, the Human Resources Department has assigned new classifications for several positions in the FY 2025-26 budget; and

**WHEREAS**, it is necessary to authorize the positions which have been deleted, upgraded, downgraded, reclassified, transferred, or added in the FY 2025-26 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, changed, reclassified, upgraded or downgraded effective October 1, 2025. **(Attachment A, A-1, and A-2)**

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**SECTION 2.** That the current Civilian salary schedule reflects no adjustment to the grade minimums through December 31, 2025. **(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 \$21.50 and adjustments within the current salary schedule effective January 7, 2026. **(Attachment B-1)**

**SECTION 4.** That the current Miscellaneous Civilian salary schedule reflects no adjustment to the grade minimums through December 31, 2025. **(Attachment B-2)**

**SECTION 5.** That the Miscellaneous Civilian salary schedule reflects an adjustment to the grade minimum for SYEP (Summer Youth Employment Program) participant and Temporary Help to \$21.50 effective January 7, 2026. **(Attachment B-2.1)**

**SECTION 6.** That the current Uniformed Police and Fire pay salary schedules reflect no change. **(Attachment B-3, Attachment B-4, Attachment B-5, Attachment B-10)**

**SECTION 7.** That the current salary schedules for uniformed Police and Fire Executive pay reflect no change. **(Attachment B-6 and Attachment B-7)**

**SECTION 8.** That the current Police and Fire Special Pay Schedules reflect no changes **(Attachment B-8 and Attachment B-9)**

**SECTION 9.** That the City Manager be authorized to add, delete, reclassify, downgrade, upgrade, and transfer positions effective October 1, 2025, and continue (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 10.** That in order to accomplish the restructuring goals, the organizations listed in Attachment Care transferred as stated effective October 1, 2025.

**SECTION 11.** 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 12.** That the City Manager is authorized to make, administratively, any further position transfers that meet the goals of restructuring initiatives.

**SECTION 13.** 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 14.** 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.