

September 18, 2024

RESOLUTION

WHEREAS, the City Council of the City of Dallas has adopted a budget for the fiscal year beginning October 1, 2024; 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, 2025, for FY 2024-25, payable the first civilian pay period of the calendar year; and

WHEREAS, the FY 2024-25 budget maintains a continuation of the current salary schedules for civilian, uniformed Police and Fire and uniformed Police and Fire Executives effective October 1, 2024 – December 31, 2024; then adds new salary schedules for civilian, uniformed Police and Fire and uniformed Police and Fire Executives effective January 1, 2025; and

WHEREAS, the Human Resources Department has assigned new classifications for several positions in the FY 2024-25 budget; and

WHEREAS, it is necessary to authorize the positions which have been deleted, upgraded, downgraded, reclassified, transferred, or added in the FY 2024-25 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.

September 18, 2024

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, 2024. **(Attachment A, A-1, and A-2)**

Section 2. That the Civilian salary schedule reflects no adjustment to the grade minimums through December 31, 2024. **(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 \$19.25 and an adjustment to address vertical compression within the current salary schedule effective January 1, 2025, payable the first pay period of the calendar year. **(Attachment B-1)**

Section 4. That the Miscellaneous Civilian salary schedule reflect an adjustment to the grade minimum for SYEP (Summer Youth Employment Program) participant to \$19.25 effective January 1, 2025, payable the first pay period of the calendar year. **(Attachment B-2)**

Section 5. That the Uniformed Police and Fire pay salary schedules reflects no change through December 31, 2024. **(Attachment B-3)**

Section 6. That the salary schedule for uniformed Police and Fire pay reflects an adjustment to steps effective January 1, 2025, payable the first uniform pay period of the calendar year. **(Attachment B-4)**

Section 7. That the salary schedule for uniformed Police and Fire Executive pay reflects no change through December 31, 2024. **(Attachment B-5)**

Section 8. That the salary schedule for uniformed Police and Fire Executive pay reflects an adjustment to steps effective January 1, 2025, payable the first uniform pay period of the calendar year. **(Attachment B-6)**

Section 9. That the Police and Fire Special Pay Schedules reflect changes in accordance with the Meet and Confer Agreement. **(Attachment B-7 and Attachment B-8)**

Section 9. That the City Manager be authorized to add, delete, reclassify, downgrade, upgrade, and transfer positions effective October 1, 2024, 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 10. That in order to accomplish the restructuring goals, the organizations listed in Attachment C are transferred as stated effective October 1, 2024.

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 the restructure initiative no later than December 31, 2024.

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.