



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

Attachment B

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL	CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
46100	Police Officer (Meet & Confer Market Survey Salary)*	1 P Start	\$6,577	\$78,924	46011	Police Sergeant Year 0 - 1	3 P Start	\$9,546	\$114,556
46100	Police Officer Year 0 - 1**	1 P Start	\$6,769	\$81,232	46011	Police Sergeant Year 1 - 2	3 P - 1	\$9,785	\$117,420
46004	Police Officer Year 1 - 2	1 P - 1	\$6,769	\$81,232	46011	Police Sergeant Year 2 - 3	3 P - 2	\$10,030	\$120,356
46004	Police Officer Year 2 - 3	1 P - 2	\$6,967	\$83,608	46011	Police Sergeant Year 3***	3 P - 3	\$10,280	\$123,365
46004	Police Officer Year 3 - 4	1 P - 3	\$7,171	\$86,054	46013	Police Lieutenant Year 0 - 1	4 P Start	\$10,537	\$126,449
46004	Police Officer Year 4 - 5	1 P - 4	\$7,381	\$88,571	46013	Police Lieutenant Year 1 - 2	4 P - 1	\$10,801	\$129,610
46004	Police Officer Year 5 - 6	1 P - 5	\$7,597	\$91,161	46013	Police Lieutenant Year 2 - 3	4 P - 2	\$11,071	\$132,850
46004	Police Officer Year 6 - 7	1 P - 6	\$7,819	\$93,828	46013	Police Lieutenant Year 3***	4 P - 3	\$11,348	\$136,171
46004	Police Officer Year 7 - 8	1 P - 7	\$8,048	\$96,572	Police Captain is an Obsolete Rank				
46004	Police Officer Year 8 - 9	1 P - 8	\$8,283	\$99,397	46014	Police Captain Year 3***	S P - 3	\$12,526	\$150,308
46004	Police Officer Year 9***	1 P - 9	\$8,525	\$102,304	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.				
46016	Police Senior Corporal Year 0 - 1	2 P Start	\$8,739	\$104,862					
46016	Police Senior Corporal Year 1 - 2	2 P - 1	\$8,926	\$107,113					
46016	Police Senior Corporal Year 2 - 3	2 P - 2	\$9,118	\$109,413					
46016	Police Senior Corporal Year 3 - 4***	2 P - 3	\$9,314	\$111,762					

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

**If the City Manager determines that the compensation calculation described in Article 7, Section 3 is not sufficiently competitive for starting pay, the City Manager may, in their discretion, enhance the compensation by placing the start step Officers (year 0-1) at step 1. This enhancement is only for FY 2025-2026 and only for the ranks of Police Officer, Fire-Rescue Officer, Fire Prevention Officer, and Single Function Paramedic and does not impact the compensation calculation for any other step or rank.

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

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



**CITY OF DALLAS
UNIFORMED FIRE RESCUE SALARY
SCHEDULE Effective January 1, 2026**

Attachment B

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL	CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44100	Fire Rescue Officer (Meet & Confer Market Survey Salary)*	1 FF Start	\$6,577	\$78,924	44006	Fire Lieutenant	3 FF Start	\$9,546	\$114,556
44100	Fire - Rescue Officer Year 0 - 1**	1 FF Start	\$6,769	\$81,232	44006	Fire Lieutenant	3 FF - 1	\$9,785	\$117,420
44002	Fire - Rescue Officer Year 1 - 2	1 FF - 1	\$6,769	\$81,232	44006	Fire Lieutenant	3 FF - 2	\$10,030	\$120,356
44002	Fire - Rescue Officer Year 2 - 3	1 FF - 2	\$6,967	\$83,608	44006	Fire Lieutenant	3 FF - 3	\$10,280	\$123,365
44002	Fire - Rescue Officer Year 3 - 4	1 FF - 3	\$7,171	\$86,054					
44002	Fire - Rescue Officer Year 4 - 5	1 FF - 4	\$7,381	\$88,571					
44002	Fire - Rescue Officer Year 5 - 6	1 FF - 5	\$7,597	\$91,161					
44002	Fire - Rescue Officer Year 6 - 7	1 FF - 6	\$7,819	\$93,828					
44002	Fire - Rescue Officer Year 7 - 8	1 FF - 7	\$8,048	\$96,572					
44002	Fire - Rescue Officer Year 8 - 9	1 FF - 8	\$8,283	\$99,397					
44002	Fire - Rescue Officer Year 9**	1 FF - 9	\$8,525	\$102,304					
44004	Fire Driver - Engineer Year 0 - 1	2 FF Start	\$8,739	\$104,862	44008	Fire Battalion / Section Chief	5 FF Start	\$11,631	\$139,576
44004	Fire Driver - Engineer Year 1 - 2	2 FF - 1	\$8,926	\$107,113	44008	Fire Battalion / Section Chief	5 FF - 1	\$11,922	\$143,065
44004	Fire Driver - Engineer Year 2 - 3	2 FF - 2	\$9,118	\$109,413	44008	Fire Battalion / Section Chief	5 FF - 2	\$12,220	\$146,642
44004	Fire Driver - Engineer Year 3 - 4**	2 FF - 3	\$9,314	\$111,762	44008	Fire Battalion / Section Chief	5 FF - 3	\$12,526	\$150,308

Fire Second Driver is an Obsolete Rank				
44026	Fire Second Driver Year 9***	S FF - 9	\$8,525	\$102,304

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.

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

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



**CITY OF DALLAS
UNIFORMED FIRE PREVENTION SALARY
SCHEDULE Effective January 1, 2026**

Attachment B

CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL	CLASS CODE	RANK	GRADE-STEP	MONTH	ANNUAL
44200	Fire Prevention Officer (Meet & Confer Market Survey Salary)*	1 FF Start	\$6,577	\$78,924	44015	Fire Prevention Lieutenant	3 FF Start	\$9,546	\$114,556
44200	Fire - Prevention Officer Year 0 - 1**	1 FF - 1	\$6,769	\$81,232	44015	Fire Prevention Lieutenant	Year 0 - 1	\$9,546	\$114,556
44005	Fire - Prevention Officer Year 1 - 2	1 FF - 2	\$6,967	\$83,608	44015	Fire Prevention Lieutenant	Year 1 - 2	\$9,785	\$117,420
44005	Fire - Prevention Officer Year 2 - 3	1 FF - 3	\$7,171	\$86,054	44015	Fire Prevention Lieutenant	Year 2 - 3	\$10,030	\$120,366
44005	Fire - Prevention Officer Year 3 - 4	1 FF - 4	\$7,381	\$88,571	44015	Fire Prevention Lieutenant	Year 3***	\$10,280	\$123,365
44005	Fire - Prevention Officer Year 4 - 5	1 FF - 5	\$7,597	\$91,161	44016	Fire Prevention Captain	Year 0 - 1	\$10,537	\$126,449
44005	Fire - Prevention Officer Year 5 - 6	1 FF - 6	\$7,819	\$93,828	44016	Fire Prevention Captain	Year 1 - 2	\$10,801	\$129,610
44005	Fire - Prevention Officer Year 6 - 7	1 FF - 7	\$8,048	\$96,572	44016	Fire Prevention Captain	Year 2 - 3	\$11,071	\$132,850
44005	Fire - Prevention Officer Year 7 - 8	1 FF - 8	\$8,283	\$99,397	44016	Fire Prevention Captain	Year 3***	\$11,348	\$136,171
44005	Fire - Prevention Officer Year 8 - 9	1 FF - 9	\$8,525	\$102,304	44025	Fire Prevention Section Chief	Year 0 - 1	\$11,631	\$139,576
44005	Fire - Prevention Officer Year 9***				44008	Fire Prevention Section Chief	Year 1 - 2	\$11,922	\$143,065
44014	Fire Senior Prevention Officer Year 0 - 1	2 FF Start	\$8,739	\$104,862	44008	Fire Prevention Section Chief	Year 2 - 3	\$12,220	\$146,642
44014	Fire Senior Prevention Officer Year 1 - 2	2 FF - 1	\$8,926	\$107,113	44008	Fire Prevention Section Chief	Year 3***	\$12,526	\$150,308
44014	Fire Senior Prevention Officer Year 2 - 3	2 FF - 2	\$9,118	\$109,413					
44014	Fire Senior Prevention Officer Year 3 - 4***	2 FF - 3	\$9,314	\$111,762					

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

Attachment B

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTH</u>	<u>ANNUAL</u>
44017	Single Function Paramedic (Meet & Confer Market Survey Salary)*	1SF Start	\$6,577	\$78,924
44017	Single Function Paramedic Year 0 - 1**	1 SF Start	\$6,769	\$81,232
44017	Single Function Paramedic Year 1 - 2	1 SF - 1	\$6,769	\$81,232
44017	Single Function Paramedic Year 2 - 3	1 SF - 2	\$6,967	\$83,608
44017	Single Function Paramedic Year 3 - 4	1 SF - 3	\$7,171	\$86,054
44017	Single Function Paramedic Year 4 - 5	1 SF - 4	\$7,381	\$88,571
44017	Single Function Paramedic Year 5 - 6	1 SF - 5	\$7,597	\$91,161
44017	Single Function Paramedic Year 6 - 7	1 SF - 6	\$7,819	\$93,828
44017	Single Function Paramedic Year 7 - 8	1 SF - 7	\$8,048	\$96,572
44017	Single Function Paramedic Year 8 - 9	1 SF - 8	\$8,283	\$99,397
44017	Single Function Paramedic Year 9***	1 SF - 9	\$8,525	\$102,304

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