

September 18, 2019

**WHEREAS**, the City Council of the City of Dallas has adopted a budget for the fiscal year beginning October 1, 2019; 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, 2020 for FY 2019-20; and

**WHEREAS**, the FY2019-20 budget adds new salary schedules for uniformed Police and Fire Executives; and

**WHEREAS**, the Human Resources Department has assigned new classifications for several positions in the FY 2019-20 budget; and

**WHEREAS**, it is necessary to authorize the positions which have been deleted, upgraded, downgraded, reclassified or added in the FY 2019-20 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, 2019. **(Attachment A)**

**SECTION 2.** That the Civilian salary schedule reflect an adjustment to the grade minimums for Grade A and Grade B. **(Attachment B)**

**SECTION 3.** That the Miscellaneous Civilian salary schedule reflect an adjustment to the grade minimum for SYEP Participant to \$13.00 and the minimum City Temporary Help rate to \$12.21. **(Attachment B-1)**

**SECTION 4.** That the Auditor salary schedule remains unchanged. **(Attachment B-2)**

**SECTION 5.** That the Legal salary schedule remains unchanged. **(Attachment B-3)**

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**SECTION 6.** That the salary schedule for uniformed Police and Fire Executive pay reflects a new salary schedule.

**SECTION 7.** That the Uniformed Police and Fire pay salary schedules reflect changes in accordance with the Meet and Confer Agreement.

**SECTION 8.** That the City Manager be authorized to add, delete, reclassify and transfer positions effective October 1, 2019, and continuing (unless noted otherwise) as shown on Attachment C until changed by subsequent Council action. All positions are permanent full-time unless noted otherwise. **(Attachment C)**

**SECTION 9.** That in order to accomplish the restructuring goals, the organizations listed in Attachment C are transferred as stated effective October 1, 2019.

**SECTION 10.** 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 11.** 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, 2019.

**SECTION 12.** 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 13.** 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.