

September 23, 2020

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

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

WHEREAS, the FY2020-21 budget adds a new salary schedule for civilian employees

WHEREAS, the Human Resources Department has assigned new classifications for several positions in the FY 2020-21 budget: and

WHEREAS, it is necessary to authorize the positions which have been deleted, upgraded, downgraded, reclassified or added in the FY 2020-21 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, 2020. **(Attachment A, A-1, and A-2)**

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

SECTION 3. That the Miscellaneous Civilian salary schedule reflect an adjustment to the grade minimum for SYEP Participant to \$14.00 and the minimum City Temporary Help rate to \$12.88. **(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)**

SECTION 6. That the salary schedules for uniformed Police and Fire Executive pay remains unchanged. **(Attachment B-4)**

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SECTION 7. That the salary schedules and allowance plans for uniformed Police and Fire pay remains unchanged. **(Attachment B-5, B-7, and B-8)**

SECTION 8. That there is a proposed new civilian salary as a result of the total compensation study. **(Attachment B-6)**

SECTION 9. That the City Manager be authorized to add, delete, reclassify, and transfer positions effective October 1, 2020, 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 10. That in order to accomplish the restructuring goals, the organizations listed in Attachment C are transferred as stated effective October 1, 2020.

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, 2020.

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.