

**SEPTEMBER 18, 2013 CITY COUNCIL BRIEFING AGENDA
CERTIFICATION**


This certification is given pursuant to Chapter XI, Section 9 of the City Charter for the City Council Briefing Agenda dated September 18, 2013. We hereby certify, as to those contracts, agreements, or other obligations on this Agenda authorized by the City Council for which expenditures of money by the City are required, that all of the money required for those contracts, agreements, and other obligations is in the City treasury to the credit of the fund or funds from which the money is to be drawn, as required and permitted by the City Charter, and that the money is not appropriated for any other purpose.



A.C. Gonzalez
Interim City Manager

9/13/13

Date



Edward Scott
City Controller

9/13/13

Date

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2013 SEP 13 PM 5:38

CITY SECRETARY
DALLAS, TEXAS



COUNCIL BRIEFING AGENDA

September, 18, 2013

Date

(For General Information and Rules of Courtesy, Please See Opposite Side.)
(La Información General Y Reglas De Cortesía Que Deben Observarse
Durante Las Asambleas Del Consejo Municipal Aparecen En El Lado Opuesto, Favor De Leerlas.)

General Information

The Dallas City Council regularly meets on Wednesdays beginning at 9:00 a.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council agenda meetings are broadcast live on WRR-FM radio (101.1 FM) and on Time Warner City Cable Channel 16. Briefing meetings are held the first and third Wednesdays of each month. Council agenda (voting) meetings are held on the second and fourth Wednesdays. Anyone wishing to speak at a meeting should sign up with the City Secretary's Office by calling (214) 670-3738 by 5:00 p.m. of the last regular business day preceding the meeting. Citizens can find out the name of their representative and their voting district by calling the City Secretary's Office.

Sign interpreters are available upon request with a 48-hour advance notice by calling (214) 670-5208 V/TDD. The City of Dallas is committed to compliance with the Americans with Disabilities Act. **The Council agenda is available in alternative formats upon request.**

If you have any questions about this agenda or comments or complaints about city services, call 311.

Rules of Courtesy

City Council meetings bring together citizens of many varied interests and ideas. To insure fairness and orderly meetings, the Council has adopted rules of courtesy which apply to all members of the Council, administrative staff, news media, citizens and visitors. These procedures provide:

- That no one shall delay or interrupt the proceedings, or refuse to obey the orders of the presiding officer.
- All persons should refrain from private conversation, eating, drinking and smoking while in the Council Chamber.
- Posters or placards must remain outside the Council Chamber.
- No cellular phones or audible beepers allowed in Council Chamber while City Council is in session.

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

Información General

El Ayuntamiento de la Ciudad de Dallas se reúne regularmente los miércoles en la Cámara del Ayuntamiento en el sexto piso de la Alcaldía, 1500 Marilla, a las 9 de la mañana. Las reuniones informativas se llevan a cabo el primer y tercer miércoles del mes. Estas audiencias se transmiten en vivo por la estación de radio WRR-FM 101.1 y por cablevisión en la estación *Time Warner City Cable* Canal 16. El Ayuntamiento Municipal se reúne en el segundo y cuarto miércoles del mes para tratar asuntos presentados de manera oficial en la agenda para su aprobación. Toda persona que desee hablar durante la asamblea del Ayuntamiento, debe inscribirse llamando a la Secretaría Municipal al teléfono (214) 670-3738, antes de las 5:00 pm del último día hábil anterior a la reunión. Para enterarse del nombre de su representante en el Ayuntamiento Municipal y el distrito donde usted puede votar, favor de llamar a la Secretaría Municipal.

Intérpretes para personas con impedimentos auditivos están disponibles si lo solicita con 48 horas de anticipación llamando al (214) 670-5208 (aparato auditivo V/TDD). La Ciudad de Dallas se esfuerza por cumplir con el decreto que protege a las personas con impedimentos, *Americans with Disabilities Act*. **La agenda del Ayuntamiento está disponible en formatos alternos si lo solicita.**

Si tiene preguntas sobre esta agenda, o si desea hacer comentarios o presentar quejas con respecto a servicios de la Ciudad, llame al 311.

Reglas de Cortesía

Las asambleas del Ayuntamiento Municipal reúnen a ciudadanos de diversos intereses e ideologías. Para asegurar la imparcialidad y el orden durante las asambleas, el Ayuntamiento ha adoptado ciertas reglas de cortesía que aplican a todos los miembros del Ayuntamiento, al personal administrativo, personal de los medios de comunicación, a los ciudadanos, y a visitantes. Estos reglamentos establecen lo siguiente:

- Ninguna persona retrasará o interrumpirá los procedimientos, o se negará a obedecer las órdenes del oficial que preside la asamblea.
- Todas las personas deben abstenerse de entablar conversaciones, comer, beber y fumar dentro de la cámara del Ayuntamiento.
- Anuncios y pancartas deben permanecer fuera de la cámara del Ayuntamiento.
- No se permite usar teléfonos celulares o enlaces electrónicos (*paggers*) audibles en la cámara del Ayuntamiento durante audiencias del Ayuntamiento Municipal

"Los ciudadanos y visitantes presentes durante las asambleas del Ayuntamiento Municipal deben de obedecer las mismas reglas de comportamiento, decoro y buena conducta que se aplican a los miembros del Ayuntamiento Municipal. Cualquier persona que haga comentarios impertinentes, utilice vocabulario obsceno o difamatorio, o que al dirigirse al Ayuntamiento lo haga en forma escandalosa, o si causa disturbio durante la asamblea del Ayuntamiento Municipal, será expulsada de la cámara si el oficial que este presidiendo la asamblea así lo ordena. Además, se le prohibirá continuar participando en la audiencia ante el Ayuntamiento Municipal. Si el oficial que preside la asamblea no toma acción, cualquier otro miembro del Ayuntamiento Municipal puede tomar medidas para hacer cumplir las reglas establecidas, y el voto afirmativo de la mayoría del Ayuntamiento Municipal precisará al oficial que este presidiendo la sesión a tomar acción." Según la sección 3.3 (c) de las reglas de procedimientos del Ayuntamiento.

AGENDA
CITY COUNCIL BRIEFING MEETING
WEDNESDAY, SEPTEMBER 18, 2013
CITY HALL
1500 MARILLA
DALLAS, TEXAS 75201
9:00 A.M.

9:00 am Invocation and Pledge of Allegiance 6ES

 Special Presentations

 Open Microphone Speakers

VOTING AGENDA 6ES

1. Approval of Minutes of the September 4, 2013 City Council Meeting and September 10, 2013 City Council Budget Workshop
2. Consideration of appointments to boards and commissions and the evaluation and duties of board and commission members (List of nominees is available in the City Secretary's Office)

Briefings 6ES

- A. Affordable Care Act - Enroll Dallas

ITEMS FOR INDIVIDUAL CONSIDERATION

Fiscal Year 2013-14 Budget Items

Note: Item Nos. 3, 4 and 5 must be considered in order with a record vote taken on each.

Office of Financial Services

3. Final reading and adoption of appropriation ordinances for the proposed FY 2013-14 City of Dallas Operating, Grants and Trusts, and Capital Budgets - Financing: No cost consideration to the City
4. An ordinance setting the tax rate at \$0.7970 per \$100 valuation and levying ad valorem taxes for the City of Dallas, Texas for FY 2013-14 - Financing: No cost consideration to the City
5. Ratify the increase in property tax revenues, resulting from increased property valuations with the same property tax rate as in the prior fiscal year, reflected in the FY 2013-14 budget - Revenue: \$28,451,308

AGENDA
CITY COUNCIL BRIEFING MEETING
WEDNESDAY, SEPTEMBER 18, 2013

ITEMS FOR INDIVIDUAL CONSIDERATION (Continued)

Fiscal Year 2013-14 Budget Items (Continued)

Office of Financial Services (Continued)

6. An ordinance amending Chapters 13, 18 and 24 of the Dallas City Code to: **(1)** provide a convenience charge for payment of municipal court fines, fees, and charges through the internet by debit card; **(2)** adjust charges for residential sanitation collection service; and **(3)** adjust fees and charges for public library services - Estimated Revenue: \$1,002,884

Human Resources

7. Authorize **(1)** approval of the proposed plan design changes effective January 1, 2014; and **(2)** approval of the proposed health coverage contribution and premium rates - Total cost based on the number of employee/retiree participants in the plan - Financing: Employee Benefits Current Funds (subject to appropriations)
8. Authorize **(1)** position changes; **(2)** approval of revised civilian salary schedules for fiscal year 2013-14; **(3)** approval of Police and Fire uniform executive schedules; **(4)** maintain current Police and Fire pay schedules according to rates established under the 2010 Meet and Confer Agreement; and **(5)** approval of an across-the-board increase for civilian employees - Financing: This action has no cost consideration to the City

Water Utilities

9. An ordinance amending Chapter 49 of the Dallas City Code to establish and adjust certain rates, charges and fees relating to water and wastewater services for Dallas and customer cities, effective October 1, 2013 (fee list attached) - Estimated Revenue: \$21,380,427

Lunch

AGENDA
CITY COUNCIL BRIEFING MEETING
WEDNESDAY, SEPTEMBER 18, 2013

Closed Session

6ES

Attorney Briefings (Sec. 551.071 T.O.M.A.)

- Big Hart Ministries Association Inc. et al v. City of Dallas, et al.,
Cause No. 3:07-CV-00216
- City of Dallas v. Buckley Oil Company and Rosebud Holdings, LLC,
Cause No. CC-12-03665-C
- City Charter review and amendment process.

Personnel (Sec. 551.074 T.O.M.A.)

- Discussion of the qualifications of the candidates for the position of City Attorney.

Open Microphone Speakers

6ES

The above schedule represents an estimate of the order for the indicated briefings and is subject to change at any time. Current agenda information may be obtained by calling (214) 670-3100 during working hours.

Note: An expression of preference or a preliminary vote may be taken by the Council on any of the briefing items.

Proposed Fee Changes Effective October 1, 2013
 Agenda Item # 9

<u>Development Related Services</u>	<u>Existing Fee</u>	<u>Proposed Fee</u>
1. Permit Connection Fee	\$275	\$475
2. 3/4" Water Service	\$2,040	\$2,650
3. 1" Water Service	\$2,180	\$2,750
4. 1 1/2" Water Service	\$3,115	\$3,603
5. 2" Water Service	\$3,252	\$3,605
6. 3/4" Water Deadhead Connection	\$295	\$925
7. 1" Water Deadhead Connection	\$325	\$975
8. 1 1/2" Water Deadhead Connection	\$875	\$1,325
9. 2" Water Deadhead Connection	\$975	\$1,575
10. Up to 2: Bullhead Water Connection	\$1,225	\$2,575
11. 6" Wastewater Lateral with Connection	\$2,066	\$2,674
<u>Charges for Use of Fire Hydrants</u>		
12. Monthly Fire Hydrant Service Charge	\$63.50	\$66.56
<u>Surcharge Rates (per 1,000 gallon)</u>		
13. Biochemical Oxygen Demand	\$2.3352	\$2.4186
14. Total Suspended Solids	\$1.4178	\$1.5012

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. Contemplated or pending litigation, or matters where legal advice is requested of the City Attorney. Section 551.071 of the Texas Open Meetings Act.
2. The purchase, exchange, lease or value of real property, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Section 551.072 of the Texas Open Meetings Act.
3. A contract for a prospective gift or donation to the City, if the deliberation in an open meeting would have a detrimental effect on the position of the City in negotiations with a third person. Section 551.073 of the Texas Open Meetings Act.
4. Personnel matters involving the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear a complaint against an officer or employee. Section 551.074 of the Texas Open Meetings Act.
5. The deployment, or specific occasions for implementation of security personnel or devices. Section 551.076 of the Texas Open Meetings Act.
6. Deliberations regarding economic development negotiations. Section 551.087 of the Texas Open Meetings Act.

AGENDA ITEM # 3

KEY FOCUS AREA: Efficient, Effective and Economical Government

AGENDA DATE: September 18, 2013

COUNCIL DISTRICT(S): N/A

DEPARTMENT: Office of Financial Services

CMO: Jeanne Chipperfield, 670-7804

MAPSCO: N/A

SUBJECT

Final reading and adoption of appropriation ordinances for the proposed FY 2013-14 City of Dallas Operating, Grants and Trusts, and Capital Budgets - Financing: No cost consideration to the City

BACKGROUND

The annual budget for FY 2013-14 was recommended by the City Manager on August 7, 2013. One (1) public hearing, forty-three (43) town hall meetings, and three (3) budget workshops have been held. The City Council passed the first reading of the appropriation ordinances on September 4, 2013. The proposed budget was published in the official newspaper of the City, in accordance with the City Charter. Council amendments indicated by straw vote on September 10, 2013 have been incorporated into the ordinance. This action approves the final reading and adoption of appropriation ordinances for the FY 2013-14 budget. The fiscal year begins on October 1, 2013 and ends on September 30, 2014.

PRIOR ACTION/REVIEW (Council, Boards, Commissions)

City Council was briefed on the City Manager's Proposed Budget on August 7, 2013.

City Council authorized a public hearing on August 14, 2013, to be held on August 28, 2013, by Resolution No. 13-1299.

City Council held a Budget Workshop on August 21, 2013.

City Council held a Budget Workshop on August 27, 2013.

City Council held a public hearing on August 28, 2013.

PRIOR ACTION/REVIEW (Council, Boards, Commissions) (Continued)

City Council approved the first reading of the appropriation ordinances for the proposed FY 2013-14 City of Dallas Operating, Grants and Trusts, and Capital Budgets on September 4, 2013.

City Council held a Budget Amendment Workshop on September 10, 2013.

FISCAL INFORMATION

No cost consideration to the City

ORDINANCE NO. _____

OPERATING BUDGET APPROPRIATION ORDINANCE

An ordinance appropriating funds for fiscal year 2013-14 for the maintenance and operation of various departments; authorizing the city manager to make certain adjustments; providing for publication; and providing an effective date.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That for the purpose of providing the funds to be expended in the budget for the fiscal year beginning October 1, 2013 and ending September 30, 2014, the available revenues of the city of Dallas are hereby appropriated for the maintenance and operation of the various city departments and activities as follows:

<u>DEPARTMENTS AND ACTIVITIES</u>	<u>PROPOSED</u> <u>2013-14</u>
Building Services	23,261,226
Business Development and Procurement Services	2,654,466
City Attorney's Office	13,920,124
City Auditor's Office	2,391,124
City Manager's Office	1,558,962
City Secretary's Office	1,782,647
Civil Service	2,125,772
Code Compliance	33,720,277
City Controller's Office	4,471,352
Court and Detention Services	11,400,340
Elections	1,096,074
Fire	219,029,468
Housing/Community Services	10,882,504
Human Resources	4,079,802
Independent Audit	919,253
Jail Contract - Lew Sterrett	8,713,637
Judiciary	3,527,767
Library	22,370,198
Mayor and Council	3,910,700
Non-Departmental	41,935,424

Office of Cultural Affairs	16,916,038
Office of Economic Development	1,122,279
Office of Financial Services	2,885,978
Office of Management Services	5,967,818
Park and Recreation	78,614,401
Police	426,401,375
Public Works	7,120,506
Sanitation Services	74,399,205
Street Lighting	19,201,341
Street Services	61,742,328
Sustainable Development and Construction	1,787,747
Trinity Watershed Management	661,387
Contingency Reserve	400,000
Salary and Benefits Reserve	2,340,000
Liability/Claims Fund	5,088,372

GENERAL FUND TOTAL **\$1,118,399,892**

<u>GRANT FUNDS</u>	<u>PROPOSED</u> <u>2013-14</u>
<u>City Secretary's Office</u>	
Majestic Icon of Dallas (F386)	2,700
Storage Furniture for Dallas Municipal Archives (F402)	8,000
<u>Public Works</u>	
TCEQ 103 Air Monitoring Contract (F401)	67,587
TCEQ 105 Air Monitoring Contract (F388)	183,895
TCEQ Air Pollution Compliance Contract (S259)	525,117
TCEQ Rockwall Operating Contract (S261)	20,812
TCEQ Whole Air Sampling Contract (F393)	422,360
GRANT FUNDS TOTAL	\$1,230,471

<u>TRUST FUNDS</u>	<u>PROPOSED</u> <u>2013-14</u>
<u>Communication and Information Services</u>	
Information Technology Equipment (0897)	500,921
<u>Convention and Event Services</u>	
Convention Center Hotel Tax Rebate Fund (0756)	9,066,200
<u>Equipment and Building Services</u>	
Fitness Center Fund (0323)	197,565

<u>Housing/Community Services</u>	
Deerfield Housing Fund (0605)	450,000
MLK Center Trust (0305)	52,877
West Dallas Multipurpose Trust (0T04)	3,570
<u>Judiciary</u>	
Juvenile Case Manager Fund (0396)	309,863
<u>Library</u>	
Central Library Gifts and Donations (0214)	80,978
Kahn Fund (0208)	228,483
Meadows Fund (0734)	10,854
Parrill Estate Fund (0716)	3,004
<u>Office of Economic Development</u>	
Dallas Housing Finance Corporation (0068)	134,125
New Market Tax Credit (0065)	20,237
<u>Office of Management Services</u>	
WOWie Awards Fund (0794)	10,000
<u>Park and Recreation</u>	
Athletic Field Maintenance (0349)	336,187
Craddock Park Trust (0340)	43,876
Dallas Zoo Education Fund (0358)	141,359
Fair Park Special Maintenance (0329)	311,519
Ford Found Innovative Program (0T14)	102,740
Golf Improvement Trust (0332)	1,904,250
Grauwlyer Memorial E. Trust (0331)	5,699
Martin Weiss Endowment Fund (0333)	10,459
Outdoor Programs (0469)	116,000
Park Improvement Fund (0355)	33,084
Southern Skates (0327)	127,040
PKR Program Fund Tracking (0395)	1,303,018
White Rock Endowment Fund (0354)	7,557
W.W. Samuell Park Trust (0330)	581,128
<u>Police</u>	
Confiscated Monies - Federal (0412)	2,652,368
Confiscated Monies – State (0411)	1,641,615
Law Enforcement Officer Standard Education (0S1N)	229,962
Various Police Task Forces (0T69)	853,183
<u>Street Services</u>	
Freeway Traffic Signals (0670)	315,638

<u>Sustainable Development and Construction</u>	
NAS Redevelopment Fund (0022)	700,134
TRUST FUNDS TOTAL	\$22,485,493
GRANT AND TRUST FUNDS GRAND TOTAL	\$23,715,964

<u>ENTERPRISE/INTERNAL SERVICE/OTHER FUNDS</u>	<u>PROPOSED</u> <u>2013-14</u>
Aviation	61,184,205
Communication and Information Services:	
Information Technology	55,826,585
Radio Services	5,632,773
Convention and Event Services	65,306,836
Employee Benefits	1,338,724
Equipment Services	54,211,753
Express Business Center	3,811,690
Risk Management	2,441,059
Storm Water Drainage Management	55,011,250
Sustainable Development and Construction	25,262,223
Water Utilities	595,314,797
WRR - Municipal Radio	2,379,435
911 System Operations	19,758,165
ENTERPRISE/INTERNAL SERVICE/OTHER FUNDS TOTAL	\$947,479,495

SECTION 2. That, in conformity with Chapter XI of the Charter of the City of Dallas, the transfer of an unencumbered balance of an appropriation made for the use of a department or activity to any other department or activity, or an increase in appropriation, may be made by city council resolution upon written recommendation of the city manager.

SECTION 3. That the city manager is hereby authorized, upon written notice to the city controller, to make the following adjustments:

- (1) Reduce the allowed expenditures of departments or activities if, in the judgment of the city manager, actual or probable receipts are less than the amount estimated and appropriated for expenditures.

(2) Transfer appropriations budgeted for one account classification or activity to another within any individual department or activity listed in Section 1.

(3) Transfer internal service fund equity from unanticipated excesses to contributing funds.

(4) Transfer appropriations from the Salary and Benefit Reserve to any individual department or activity listed in Section 1, to be used for salaries and benefits.

(5) Transfer funds, not to exceed \$20,221,639, from the Convention Center Operating Fund 0080, Department CCT, Unit 7840, Object 3870 to the 2009 Convention Center Debt Service Fund 0980, Department CCT, Unit P505, Revenue Source 9219 for the payment of debt service on Series 2009 Revenue Refunding and Improvement Bonds for improvements to the Dallas Civic Center Convention Complex.

(6) Transfer funds, not to exceed \$5,088,372, from the General Fund 0001, Department BMS, Unit 1996, Object 3621 to the Liability Reserve Fund 0192, Department ORM, Unit 3890, Revenue Source 8525 for payment of small and large claims against the city.

(7) Transfer funds, not to exceed \$250,000, from the Municipal Radio Fund 0140, Department OCA, Unit 1068, Object 3690 to the Arts Endowment Fund 0371, Department OCA, Unit 6732, Revenue Source 9201 to support the arts.

(8) Transfer funds, not to exceed \$10,200,000, to the General Fund 0001, Department BMS, Unit 1995, Revenue Source 9201 from the Sports Arena Lease Fund 0A71, Department CCT, Unit 8851, Object 3690 to support general fund operations.

(9) Transfer funds, not to exceed \$22,970,000, from the Water Utilities Operating Fund 0100, Department DWU, Unit 7015, Object 3690 in the amounts not to exceed \$10,600,000 to the Public/Private Partnership Fund 0352, Department ECO, Unit P151, Revenue Source 8219 and \$12,370,000 to the General Fund 0001, Department BMS, Unit 1991, Revenue

Source 9201, as payment in lieu of taxes by the water utilities department to support economic initiatives of the city.

(10) Transfer funds, not to exceed \$1,000,000, from the General Fund 0001, Department SAN, Unit 3581, Object 3690 to the Sanitation Capital Improvement Fund 0593, Department SAN, Unit P309, Revenue Source 9201 for capital improvements for the McCommas Bluff Landfill.

(11) Transfer funds, not to exceed \$500,000, from the Information Technology Operating Fund 0198, Department DSV, Unit 1667, Object 3690 to the Information Technology Equipment Fund 0897, Department DSV, Unit 3717, Revenue Source 9201 for information technology servers, storage, and related software and hardware.

(12) Transfer and administer gifts and bequests to the city in accordance with the terms and conditions accompanying the gifts or bequests and, for this purpose, the appropriation of donated amounts is hereby made.

SECTION 4. That the city manager is authorized, upon written notice to the city controller, to transfer funds between the Employee Benefits Fund 0279 and other employee benefit funds for the purpose of allocating employee and retiree revenues to the appropriate claims funds and maximizing investment yields.

SECTION 5. That, in conformity with Chapter 40A, "Retirement," of the Dallas City Code, as amended, an appropriation of \$2,623,500 is established in the Employees' Retirement Fund Trust Fund 0275, Department ERF, Unit 5821 to provide for costs of administration of the employees' retirement fund office, with services to be paid out of income from investments.

SECTION 6. That, for the purpose of establishing reserves, the increase or reduction of restricted fund balances may be by city council resolution upon written recommendation of the city manager.

SECTION 7. That it is the intent of the city council, by passage of this ordinance, to appropriate the funds for the city departments and activities. No office or position is created by the appropriation.

SECTION 8. That following the public hearing and passage of this ordinance on first reading, the city secretary shall cause the ordinance to be published in a newspaper of general circulation in the city with a separate schedule setting forth the items in the city manager's estimate that were omitted or changed by the city council, if any. The ordinance must then be presented to the city council for final reading at least 10 days after the publication. Upon final passage by the city council, this ordinance becomes effective immediately and the funds appropriated become available October 1, 2013.

APPROVED AS TO FORM:

WARREN M. S. ERNST, Interim City Attorney

By _____
Assistant City Attorney

PASSED ON FIRST READING SEPTEMBER 4, 2013

Rosa A. Rios, City Secretary

PASSED ON SECOND READING SEPTEMBER 18, 2013

Rosa A. Rios, City Secretary

LC/UC/0193U

ORDINANCE NO. _____

CAPITAL BUDGET APPROPRIATION ORDINANCE

An ordinance appropriating funds for public improvements to be financed from bond funds and other revenues of the City of Dallas for fiscal year 2013-14; providing for publication; and providing an effective date.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That the programs listed in Section 2 are hereby adopted as the Capital Budget of the City of Dallas for public improvements to be financed from the proceeds of bond funds and with funds from other sources for the fiscal year beginning October 1, 2013 and ending September 30, 2014.

SECTION 2. (a) That the following amounts are hereby appropriated from the funds indicated for the projects listed in the FY 2013-14 Capital Budget:

CAPITAL FUNDS

From the Aviation Capital Construction Fund (0131)	5,125,843
From the Capital Assessment Fund (L003)	621,542
From the Capital Construction Fund (0671)	5,180,000
From the Capital Gifts and Donations Fund (0530)	937,460
From the Cedars Tax Increment Financing District Fund (0033)	411,347

From the Cityplace Tax Increment Financing District Fund (0030)	101,726
From the City Center Tax Increment Financing District Fund (0035)	2,635,115
From the City Hall, City Service and Maintenance Facilities Fund (2T60)	6,783,659
From the Convention Center Capital Construction Fund (0082)	2,000,000
From the Cultural Arts Facilities Fund (2T49)	9,019
From the Cypress Waters Tax Increment Financing District Fund (0066)	70,448
From the Davis Garden Tax Increment Financing District Fund (0060)	213,529
From the Deep Ellum Tax Increment Financing District Fund (0056)	494,842
From the Design District Tax Increment Financing District Fund (0050)	2,378,290
From the Downtown Connection Tax Increment Financing District Fund (0044)	13,595,118
From the Economic Development and Housing Development Programs Fund (2U52)	13,750,000
From the Economic Development and Housing Development Programs Fund (2U53)	7,000,000
From the Farmers Market Tax Increment Financing District Fund (0036)	928,572
From the Flood Protection and Storm Drainage Facilities Improvement Fund (2U23)	91,962,225
From the Fort Worth Avenue Tax Increment Financing District Fund (0058)	270,587

From the General Capital Reserve Fund (0625)	8,477,109
From the Land Acquisition under the Land Bank Program for the Development of Low and Moderate Single Family Homes Fund (2T10)	750,000
From the Library Facilities Improvement Fund (2T42)	2,984,184
From the Major and Citywide Park and Recreation Facilities Fund (3R00)	864
From the Major and Citywide Park and Recreation Facilities Fund (4R00)	453
From the Major and Citywide Park and Recreation Facilities Fund (5R00)	1,469
From the Major and Citywide Park and Recreation Facilities Fund (5R05)	63,464
From the Major and Citywide Park and Recreation Facilities Fund (6R00)	3,619
From the Major and Citywide Park and Recreation Facilities Fund (6R05)	179,132
From the Maple/Mockingbird Tax Increment Financing District Fund (0064)	468,206
From the Neighborhood Park, Playground, and Recreational Facilities Improvement Fund (0M05)	64
From the Neighborhood Park, Playground, and Recreational Facilities Improvement Fund (0N05)	136
From the Oak Cliff Gateway Tax Increment Financing District Fund (0034)	1,431,709
From the Park and Recreation Facilities Fund (2T00)	2,112,729
From the Park and Recreation Facilities Fund (6T00)	1,420
From the Park and Recreation Facilities Fund (7T00)	43,129
From the Park and Recreation Facilities Fund (8T00)	50,247

From the Park and Recreation Facilities Fund (9T00)	958,565
From the Park, Playground, Recreation and Community Facilities Improvement Fund (0P00)	514
From the Park, Playground, Recreation and Community Facilities Improvement Fund (1P00)	480
From the Park, Playground, Recreation and Community Facilities Improvement Fund (8P00)	1,149
From the Park, Playground, Recreation and Community Facilities Improvement Fund (9P00)	8,186
From the Public/Private Partnership Fund (0352)	10,600,000
From the Public Safety Facilities including Police Facilities, Fire Facilities, and Emergency Warning Systems Fund (2T33)	4,345,600
From the Skillman Corridor Tax Increment Financing District Fund (0052)	1,182,075
From the Southwestern Medical Tax Increment Financing District Fund (0046)	655,580
From the Sports Arena Tax Increment Financing District Fund (0038)	3,442,548
From the State-Thomas Tax Increment Financing District Fund (0032)	86,363
From the Storm Water Drainage Management Capital Construction Fund (0063)	9,027,935
From the Street and Transportation Improvement Fund (2T22)	67,318,104
From the Street and Transportation Improvement Fund (2U22)	40,030,272
From the Transit Oriented Development Tax Increment Financing District Fund (0062)	780,507
From the Trinity River Corridor Project Fund (2P14)	18,092,847

From the Vickery Meadow Tax Increment Financing District Fund (0048)	1,471,663
From the Wastewater Capital Construction Fund (0103)	12,130,000
From the Wastewater Capital Improvement Fund (0116)	42,200,000
From the Wastewater Capital Improvement Fund (1180)	19,000,000
From the Wastewater Capital Improvement Fund (2116)	20,535,000
From the Water and Wastewater Public Art Fund (0121)	233,000
From the Water Capital Construction Fund (0102)	25,449,000
From the Water Capital Improvement Fund (0115)	126,287,000
From the Water Capital Improvement Fund (1170)	51,278,000
From the Woodall Rodgers Development Fund (WR06)	29,137
From the 2014 Master Lease - Equipment Fund (ML14)	28,062,526
CAPITAL FUNDS TOTAL	\$654,243,307

(b) That the following amounts are hereby appropriated from the funds indicated for payment of the FY 2013-14 Debt Service Budget:

DEBT SERVICE FUNDS

From the General Obligation Debt Service Fund (0981)	234,511,248
DEBT SERVICE FUNDS TOTAL	\$234,511,248

(c) That these appropriations and all previous appropriated funds for these projects remain in force until each project is completed or terminated.

(d) That the appropriations listed in Subsections (a) and (b) may be increased by city council resolution upon the recommendation of the city manager.

SECTION 3. That a project will be considered completed when the requisitioning authority informs the city manager of completion by written notice. Any remaining unencumbered balance in an appropriation for a project that has been completed shall then revert to the appropriate fund.

SECTION 4. That the city manager is authorized upon written notice to the city controller to make the following adjustments:

(1) Transfer amounts from one project appropriation to another within the same fund, provided that the total appropriation for each fund is not exceeded by this action.

(2) Decrease appropriation of any fund described in Section 2 to reduce expenditures within the fund when, in the judgment of the city manager, actual or probable receipts are less than the amount estimated and appropriated for expenditures.

(3) Transfer funds, not to exceed \$1,485,000, to the General Fund 0001, in the amounts of \$30,000 from the Cityplace Tax Increment Financing District Fund 0030; \$15,000 from the State-Thomas Tax Increment Financing District Fund 0032; \$75,000 from the Cedars Tax Increment Financing District Fund 0033; \$55,000 from the Oak Cliff Gateway Tax Increment Financing District Fund 0034; \$120,000 from the City Center Tax Increment Financing District Fund 0035; \$100,000 from the Farmers Market Tax Increment Financing District Fund 0036; \$120,000 from the Sports Arena Tax Increment Financing District Fund 0038; \$225,000 from the Downtown Connection Tax Increment Financing District Fund 0044;

\$50,000 from the Southwestern Medical Tax Increment Financing District Fund 0046; \$75,000 from the Vickery Meadow Tax Increment Financing District Fund 0048; \$75,000 from the Design District Tax Increment Financing District Fund 0050; \$75,000 from the Skillman Corridor Tax Increment Financing District Fund 0052; \$50,000 from the Deep Ellum Tax Increment Financing District Fund 0056; \$100,000 from the Fort Worth Avenue Tax Increment Financing District Fund 0058; \$100,000 from the Davis Garden Tax Increment Financing District Fund 0060; \$100,000 from the Transit Oriented Development Tax Increment Financing District Fund 0062; \$50,000 from the Maple/Mockingbird Tax Increment Financing District Fund 0064; and \$70,000 from the Cypress Waters Tax Increment Financing District Fund 0066, for reimbursement of tax increment financing administration costs.

(4) Transfer funds, not to exceed \$100,000, to the General Fund 0001, in the amounts of \$75,000 from the Neighborhood Park, Playground, and Recreational Facilities Improvement Fund 6R05 and \$25,000 from the Park and Recreation Facilities Fund 8T00, for reimbursement as needed for engineering, project coordination, inspection, survey, and other activities associated with the implementation of the 2003 and 2006 bond programs.

(5) Transfer funds, not to exceed \$660,901, to the General Fund 0001, from the Trinity River Corridor Project Fund 6P14, for reimbursement as needed for engineering, project coordination, inspection, survey, and other activities associated with the implementation of the 1998 bond program.

(6) Transfer funds, not to exceed \$37,812,000, from the Water Utilities Operating Fund 0100, in the amounts of \$25,449,000 to the Water Capital Construction Fund 0102; \$12,130,000 to the Wastewater Capital Construction Fund 0103; and \$233,000 to the Water and Wastewater Public Art Fund 0121, for projects listed in the FY 2013-14 Capital Budget.

(7) Transfer funds, not to exceed \$4,962,497, to the General Obligation Debt Service Fund 0981 from the Storm Water Drainage Management Operating Fund 0061 for payment of the 2004 and 2005 Certificates of Obligation for compliance with the municipal separate sewer system (MS4) permit, and the 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2007A, 2008, 2010, and 2012 general obligation bonds for flood protection and storm drainage facilities.

(8) Transfer funds, not to exceed \$5,000,000, from the Storm Water Drainage Management Operating Fund 0061 to the Storm Water Drainage Management Capital Construction Fund 0063, for projects listed in the FY 2013-14 Capital Budget.

(9) Transfer funds, not to exceed \$3,404,093, to the General Obligation Debt Service Fund 0981 from the General Fund 0001 for payment of the 2010 Equipment Acquisition Notes and the 2010 Certificates of Obligation for sanitation collection and fleet replacement and for payment of the 2003 general obligation bonds for flood protection and storm drainage facilities for the McCommas Bluff Landfill.

(10) Transfer funds, not to exceed \$1,174,782, to the General Obligation Debt Service Fund 0981 from the Information Technology Operating Fund 0198 for payment of the 2010 Certificates of Obligation for technology enhancements.

(11) Transfer funds, not to exceed \$90,459, to the General Obligation Debt Service Fund 0981 from the Fleet Services Fund 0196 for payment of the 2010 Certificates of Obligation for fleet replacement.

(12) Transfer funds, not to exceed \$922,103, to the General Obligation Debt Service Fund 0981 from the Courts Technology Fund 0401 for payment of the 2010 Equipment Acquisition Notes for the court case management system.

(13) Transfer funds, not to exceed \$3,297,109, to the General Fund 0001 from the General Capital Reserve Fund 0625 for the purpose of general fund operating and maintenance costs.

(14) Transfer funds, not to exceed \$5,180,000, to the Capital Construction Fund 0671 from the General Capital Reserve Fund 0625 for the purpose of capital improvements to and maintenance and repair of city facilities.

(15) Transfer funds, not to exceed \$5,125,843, from the Aviation Operating Fund 0130 to the Aviation Capital Construction fund 0131 for projects listed in the FY 2013-14 Capital Budget.

(16) Transfer funds, not to exceed \$1,493,276, to the General Obligation Debt Service Fund 0981 from the Convention Center Operating Fund 0080 for payment of the 2008 Certificates of Obligation for the acquisition of land for the convention center hotel development project.

(17) Transfer funds, not to exceed \$31,625,955.10, to the General Obligation Debt Service Fund 0981 from any general government, internal service, or enterprise fund incurring civilian payroll costs based on the pro-rata allocation of the actual civilian payroll costs incurred during fiscal year 2013-14 for payment of debt service on the Pension Obligation Bonds Series 600, 601, and 632.

SECTION 5. That following the public hearing and passage of this ordinance on first reading, the city secretary shall cause the ordinance to be published in a newspaper of general circulation in the city with a separate schedule setting forth the items in the city manager's estimate that were omitted or changed by the city council, if any. The ordinance must then be

presented to the city council for final reading at least 10 days after the publication. Upon final passage by the city council, this ordinance becomes effective immediately and the funds appropriated become available October 1, 2013.

APPROVED AS TO FORM:

WARREN M. S. ERNST, Interim City Attorney

By _____
Assistant City Attorney

PASSED ON FIRST READING SEPTEMBER 4, 2013

Rosa A. Rios, City Secretary

PASSED ON SECOND READING SEPTEMBER 18, 2013

Rosa A. Rios, City Secretary

LC/UC/0194U

AGENDA ITEM # 4

KEY FOCUS AREA: Efficient, Effective and Economical Government

AGENDA DATE: September 18, 2013

COUNCIL DISTRICT(S): N/A

DEPARTMENT: Office of Financial Services

CMO: Jeanne Chipperfield, 670-7804

MAPSCO: N/A

SUBJECT

An ordinance setting the tax rate at \$0.7970 per \$100 valuation and levying ad valorem taxes for the City of Dallas, Texas for FY 2013-14 - Financing: No cost consideration to the City

BACKGROUND

The tax rate option under consideration by the City Council is \$0.5601 for the General Fund and \$0.2369 for Debt Service, totaling \$0.7970 per \$100 valuation. The rate of \$0.7970 will fund the FY 2013-14 budget.

PRIOR ACTION/REVIEW (Council, Boards, Commissions)

City Council was briefed on the proposed tax rate at a Budget Workshop on August 21, 2013.

City Council authorized public hearings to be held on September 4, 2013 and September 11, 2013, by Resolution No. 13-1398 on August 21, 2013.

City Council held a public hearing on September 4, 2013.

City Council held a public hearing on September 11, 2013.

FISCAL INFORMATION

No cost consideration to the City

ORDINANCE NO. _____

An ordinance levying the ad valorem tax of the city of Dallas, Texas, for the year 2013, at the rate of \$0.7970 per \$100 assessed valuation on all taxable property within the corporate limits of the city on January 1, 2013, not exempt by law; and providing an effective date.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That by authority of the Charter of the City of Dallas, there is hereby levied for the year 2013, on all taxable property, real, personal, or mixed, situated within the corporate limits of the city of Dallas on January 1, 2013, and not exempt by the constitution and laws of the State of Texas, by Section 2 of this ordinance, or by Resolution No. 881214, adopted by the city council on April 13, 1988, a tax of \$0.7970 on each \$100 assessed value of all taxable property, which must be apportioned and distributed as follows:

- (a) For the general fund of the city of Dallas, \$0.5601 on each \$100 of assessed value.
- (b) For the purpose of creating a sinking fund to pay the interest and principal maturities on all outstanding city of Dallas bonds, not otherwise provided for, \$0.2369 on each \$100 of assessed value, which must be deposited in "City of Dallas General Obligation Interest and Sinking Funds," to be applied to the payment of the interest and principal maturities on General Obligation Bonds, Certificates of Obligation, Risk Notes, Equipment Acquisition Notes, and Pension Obligation Bonds, Series Numbers (Unit Numbers): 592, 599, 600, 601, 604, 606, 607, 608, 611, 614, 615, 617, 620, 622, 627, 628, 629, 631, 632, 633, 635, 637, and 638.

THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE. THE TAX RATE WILL EFFECTIVELY BE RAISED BY 7.17 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$37.45.

SECTION 2. That pursuant to Article VIII, Section 1-b(b) of the Texas Constitution and Section 11.13 of the Texas Tax Code, \$64,000 of the market value of resident homesteads of disabled persons and persons 65 years of age or older is exempt from city ad valorem taxes.

SECTION 3. That all delinquent ad valorem taxes collected, and associated penalties and interest, must be received by the general and debt service funds.

SECTION 4. That the taxes hereby levied are due and payable as provided in Chapter 31 of the Texas Tax Code.

SECTION 5. That the taxes hereby levied are payable to the city of Dallas, Texas, at the offices of the Dallas County Tax Assessor and Collector, and no discount will be allowed for the payment thereof.

SECTION 6. That for enforcement of the collection of taxes hereby levied, the city of Dallas has available all rights and remedies provided by law.

SECTION 7. That this ordinance will take effect immediately from and after its passage and publication in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so ordained.

APPROVED AS TO FORM:

WARREN M. S. ERNST, Interim City Attorney

By _____
Assistant City Attorney

Passed _____

LC/UC/0195U

AGENDA ITEM # 5

KEY FOCUS AREA: Efficient, Effective and Economical Government

AGENDA DATE: September 18, 2013

COUNCIL DISTRICT(S): N/A

DEPARTMENT: Office of Financial Services

CMO: Jeanne Chipperfield, 670-7804

MAPSCO: N/A

SUBJECT

Ratify the increase in property tax revenues, resulting from increased property valuations with the same property tax rate as in the prior fiscal year, reflected in the FY 2013-14 budget - Revenue: \$28,451,308

BACKGROUND

The Local Government Code requires the governing body to ratify the property tax increase reflected in the budget when there is an increase in property tax revenues resulting from increased property tax valuations with the same property tax rate as in the prior fiscal year. The FY 2013-14 budget reflects a \$28,451,308 increase in property tax revenue based on a tax rate of \$0.7970 per \$100 of assessed valuation. Of that amount, \$7,779,088 in tax revenue will be generated from new property added to the tax roll this year.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

This item has no prior action.

FISCAL INFORMATION

Revenue: \$28,451,308

September 18, 2013

WHEREAS, Section 102.007 of the Texas Local Government Code requires the ratification of the property tax increase, and

WHEREAS, the City Council now desires an increase in revenue from property taxes for the 2013-2014 fiscal year.

Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

Section 1. That the FY 2013-14 budget will raise more total property taxes than the last year's budget by \$28,451,308 or 4.27%, and of that amount \$7,779,088 in tax revenue will be raised from new property added to the tax roll this year.

Section 2. That the property tax revenue increase, resulting from increased property valuations with the same property tax rate as in the prior fiscal year, reflected in the FY 2013-14 budget, is hereby ratified.

Section 3. 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.

AGENDA ITEM # 6

KEY FOCUS AREA: Efficient, Effective and Economical Government

AGENDA DATE: September 18, 2013

COUNCIL DISTRICT(S): N/A

DEPARTMENT: Office of Financial Services

CMO: Jeanne Chipperfield, 670-7804

MAPSCO: N/A

SUBJECT

An ordinance amending Chapters 13, 18 and 24 of the Dallas City Code to: **(1)** provide a convenience charge for payment of municipal court fines, fees, and charges through the internet by debit card; **(2)** adjust charges for residential sanitation collection service; and **(3)** adjust fees and charges for public library services - Estimated Revenue: \$1,002,884

BACKGROUND

The FY 2013-14 Budget includes changes to various fees and services. The changes which are incorporated into the proposed ordinance include (1) providing a convenience charge for payment of municipal court fines, fees, and charges through the internet by debit card with no net cost to the city; (2) adjusting charges for residential sanitation collection service with estimated revenue of \$1,001,091; and (3) adjusting fees and charges for certain public library services with estimated revenue of \$1,793.

PRIOR ACTION

Briefed the City Council on the FY 2013-14 Budget Development Update on June 19, 2013.

Briefed the City Council on the City Manager's recommended FY 2013-14 budget on August 7, 2013.

FISCAL INFORMATION

Estimated Revenue: \$1,002,884

ORDINANCE NO. _____

An ordinance amending Section 13-28.3 of CHAPTER 13, "COURTS, FINES AND IMPRISONMENTS"; amending Section 18-9 of CHAPTER 18, "MUNICIPAL SOLID WASTES"; and amending Section 24-4 of CHAPTER 24, "LIBRARY," of the Dallas City Code, as amended; adjusting charges for residential sanitation collection services; adjusting fees and charges for services provided by the public library; providing a convenience charge for payment of municipal court fines, fees, and charges through the internet by debit card; providing for a penalty not to exceed \$2,000; providing a saving clause; providing a severability clause; and providing an effective date.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Section 13-28.3, "Convenience Charge for Certain Payments through the Internet or an Interactive Voice Response Telephone System," of Article II, "Municipal Court of Record," of CHAPTER 13, "COURTS, FINES AND IMPRISONMENTS," of the Dallas City Code, as amended, is amended to read as follows:

"SEC. 13-28.3. CONVENIENCE CHARGE FOR CERTAIN PAYMENTS THROUGH THE INTERNET OR AN INTERACTIVE VOICE RESPONSE TELEPHONE SYSTEM.

(a) Pursuant to Chapter 132 of the Texas Local Government Code, as amended, the municipal clerk shall collect a convenience charge of \$3.50 for each payment of fines, penalties, court costs, or other fees assessed by the municipal court made through:

- (1) the internet, when the payment is made by check, debit card, or credit card; or
- (2) an interactive voice response telephone system, when the payment is made by credit card.

(b) The convenience charge collected under this section must be deposited in the general fund of the city."

SECTION 2. That Subsection (c)(1) of Section 18-9, "Specifying Charges for Sanitation Service," of Article I, "Collection and Disposal," of CHAPTER 18, "MUNICIPAL SOLID WASTES," of the Dallas City Code, as amended, is amended to read as follows:

"(1) The collection service charge for a residence or duplex is as follows:

(A) Alley or curb collection service for municipal solid waste - \$20.64 [~~20.25~~] per dwelling unit per month for one rollcart, plus \$10.56 per month for each additional garbage rollcart requested by the owner or occupant of the premises.

(B) Packout or drive-in collection service for municipal solid waste - \$70.50 [~~70.44~~] per dwelling unit per month."

SECTION 3. That Subsection (c)(2) of Section 18-9, "Specifying Charges for Sanitation Service," of Article I, "Collection and Disposal," of CHAPTER 18, "MUNICIPAL SOLID WASTES," of the Dallas City Code, as amended, is amended to read as follows:

"(2) The collection service charge for an apartment or a mobile home park that receives manual collection service from the sanitation services of the city is as follows:

(A) Alley, curb, or drive-in collection service for municipal solid waste - \$20.64 [~~20.25~~] per apartment unit or mobile home space per month.

(B) Packout collection service for municipal solid waste - \$70.50 [~~70.44~~] per apartment unit or mobile home space per month."

SECTION 4. That Section 24-4, "Public Library Fees and Charges," of Article I, "In General," of CHAPTER 24, "LIBRARY," of the Dallas City Code, as amended, is amended to read as follows:

"SEC. 24-4. PUBLIC LIBRARY FEES AND CHARGES.

(a) A person who damages an item of library property shall reimburse the public library the costs of repairing or rebinding the item.

(b) A person who loses or damages beyond repair an item of library property shall pay an amount equal to the retail cost of replacing the item, plus a reprocessing fee of \$28.

(c) A person, other than an employee or active volunteer in the city of Dallas public library system, who has been issued a library card but fails to present it when borrowing library materials from the public library shall pay \$1 and submit other identification.

(d) A person, other than an employee or active volunteer in the city of Dallas public library system, shall pay a replacement fee of \$4 for a library card that has been lost, destroyed, or mutilated.

(e) Nonresident user fees.

(1) Nonresidents of the city who use the public library shall pay a fee of:

(A) \$25 to borrow five items of library property;

(B) \$60 to borrow 15 items of library property; and

(C) ~~[\$100 to borrow 25 items of library property; and~~

~~(D)] \$250 to borrow unlimited items of library property during a 12-consecutive-month period.~~

(2) The following nonresidents are exempt from the fees established by this subsection:

(A) a city of Dallas employee;

(B) an active volunteer for the city of Dallas public library system;

(C) a student or teacher in a public elementary or secondary school located in the city of Dallas;

(D) a person participating in the TexShare Card program, but only for items and services covered by that program; and

(E) any other person exempted by city council resolution.

(f) Photograph reproduction fees.

(1) The fee for a digital reproduction of a photograph is \$25 per image for a one-time publication or website use in a single language in one country. This fee does not include charges for broadcast or publishing copyright permission.

(2) In addition to the fee required in Subsection (f)(1), the following fees will be charged for for-profit broadcast or publishing copyright permission based on usage:

(A) \$50 per image for commercial exhibition.

(B) \$200 per image for commercial reproduction or re-sale.

(C) \$50 per image for a one-time print use in a single language worldwide.

(D) \$100 per image for a one-time print or electronic (e-book) use in all languages worldwide.

(E) \$100 per image for a one-country broadcast use in a single language only.

(F) \$150 per image for a world broadcast use in a single language only.

(G) \$300 per image for a world broadcast use in all languages.

(3) In addition to the fee required in Subsection (f)(1), the following fees will be charged for non-profit broadcast or publishing copyright permission based on usage:

(A) \$25 per image for commercial exhibition.

(B) \$100 per image for commercial reproduction or re-sale.

(C) \$25 per image for a one-time print use in a single language worldwide.

(D) \$50 per image for a one-time print or electronic (ebook) use in all languages worldwide.

(E) \$50 per image for a one-country broadcast use in a single language only.

(F) \$75 per image for a world broadcast use in a single language only.

(G) \$150 per image for a world broadcast use in all languages.

(4) The total fee calculated under Subsections (f)(1), (f)(2), and (f)(3) will be increased by:

(A) 100 percent if a one- to five-day turn-around time is requested; and

(B) 50 percent if a six- to 10-day turn-around time is requested.

(5) The following additional fees for delivery and media will be charged if required for an order:

(A) \$3 for postage and handling.

(B) \$3 for CD authoring.

~~[As an alternative to participating in the library's free reservation system when copies of a newly released item (book, movie, or music) are unavailable in the general collection because of high demand, a person may pay a \$5 fee to immediately check out a copy of the item, if available, from a designated supply displayed at the library's circulation desk.]~~

(g) A person requesting research by a staff member of ~~[database search from]~~ the public library shall pay a fee of \$17.50 per half hour, which fee will include up to four photocopies. Additional photocopies may be purchased for \$0.25 per page ~~[an amount equal to 100 percent of the online cost of the search plus \$6 for each 15 minutes of library staff time required for the search]~~. Each person making a request under this subsection will be limited to one hour of research and fifty photocopies per month. The director may waive up to 25 percent of the charges for research ~~[a database search]~~ requested by a corporate member of the Friends of the Dallas Public Library.

(h) The fee for a printout from an electronic database is \$0.25 per page for a black and white printout and \$0.75 a page for a color printout.

(i) A fee of \$20 will be charged for each public library account turned over to a collection agency for the purpose of recovering any money or property owed to the public library.

(j) A person making an interlibrary loan request shall pay a fee of \$3 ~~[2.75]~~ for each item received from a library outside of the city of Dallas public library system pursuant to the request."

SECTION 5. That, unless specifically provided otherwise by this ordinance or by state law, a person violating a provision of this ordinance governing fire safety, zoning, or public health and sanitation, including dumping of refuse, is, upon conviction, punishable by a fine not to exceed \$2,000 and that a person violating any other provision of this ordinance is, upon conviction, punishable by a fine not to exceed \$500.

SECTION 6. That CHAPTERS 13, 18, and 24 of the Dallas City Code, as amended, will remain in full force and effect, save and except as amended by this ordinance. Any proceeding, civil or criminal, based upon events that occurred prior to the effective date of this ordinance are saved, and the former law is continued in effect for that purpose.

SECTION 7. That the terms and provisions of this ordinance are severable and are governed by Section 1-4 of CHAPTER 1 of the Dallas City Code, as amended.

SECTION 8. That this ordinance will take effect on October 1, 2013, and it is accordingly so ordained.

APPROVED AS TO FORM:

WARREN M. S. ERNST, Interim City Attorney

By _____
Assistant City Attorney

Passed _____

LC/DCC/00547A

AGENDA ITEM # 7

KEY FOCUS AREA: Efficient, Effective and Economical Government

AGENDA DATE: September 18, 2013

COUNCIL DISTRICT(S): N/A

DEPARTMENT: Human Resources

CMO: A. C. Gonzalez, 670-3302

MAPSCO: N/A

SUBJECT

Authorize **(1)** approval of the proposed plan design changes effective January 1, 2014; and **(2)** approval of the proposed health coverage contribution and premium rates - Total cost based on the number of employee/retiree participants in the plan - Financing: Employee Benefits Current Funds (subject to appropriations)

BACKGROUND

The City of Dallas Health Benefits Plan provides both self-funded and fully-insured medical plans to its plan members (active employees, retirees and their eligible dependents). The Plan provides health coverage to over 22,492 participants.

In 2014, the City will offer three in-network plans. The plans include the Exclusive Provider Organization (EPO) 75/25 Plan with a Health Reimbursement Account (HRA) and the 70/30 High EPO Plan with a \$3,000 medical deductible and a separate pharmacy deductible of \$240 and the 70/30 EPO Low Plan with a combined medical and pharmacy deductible of \$3,000. Members enrolled in the HRA Plan with “member only” coverage will receive a \$700 allocation, while members who cover one or more dependents will receive a \$1,700 allocation. Health Reimbursement Account participants had an opportunity to earn an additional \$300 towards their HRA allocation by 250 WellPoints. The WellPoints were awarded for wellness activities that employees participated in throughout the year. Any unused HRA allocation balances can be rolled over from year-to-year up to a maximum of \$6,000.

Employees and Retirees enrolled in the self-funded medical plans and who are Tobacco Users will continue to experience a premium increase of \$20 per month. Participants will be asked to attest whether they are a tobacco user. Participants who attest to being a tobacco user will be eligible to participate in \$240 worth of nicotine replacement therapy at no cost.

BACKGROUND (Continued)

Concentra's on-site medical clinic will also continue to provide primary care and preventive services to all employees and their dependents, and pre-65 retirees enrolled in the City's health plan and their dependents. Services are free to all plan members and a minimum fee or co-pay will be charged to employees who are non-plan members and choose to utilize Concentra's on-site medical clinic. Employees and retirees, who are enrolled in the City's self-insured plan, will still have the option of utilizing Concentra's additional 16 DFW metropolitan locations.

The City will also continue to offer the fully-insured Medicare Supplement, Medicare HMO and Medicare Part D Prescription plans to Certain Medicare Eligible retirees and their eligible dependents.

These plans will be effective for a twelve (12) month period from January 1, 2014 through December 31, 2014.

2014 Plan Changes

For plan year 2014, the following plans are being recommended to City Council for implementation:

The City will offer three health plans to include:

- 75/25 EPO Plan with a Health Reimbursement Account Plan
 - Employee only coverage will receive a \$700 allocation
 - Employee with dependents coverage will receive \$1,700 allocation
 - Out of pocket maximum will increase from \$6,000 to \$6,350 for individuals and from \$12,000 to \$12,700 for families
- 70/30 EPO Plan with a \$3,000 medical deductible
 - Separate pharmacy deductible will increase from \$150 to \$240
 - Out of pocket maximum for medical will decrease from \$7,500 to \$6,350 for individuals and from \$15,000 to \$12,700 for families
 - Out of pocket maximum for pharmacy will increase from \$2,500 to \$3,650
- 70/30 EPO Plan with a combined pharmacy and medical deductible of \$3,000
 - Out of pocket maximum of \$6,350 for individuals and \$12,700 for families

Please be advised that the reduction in the out of pocket maximums on the 70/30 Plans are being recommended to maintain compliance with Health Reform. Additionally, The City is eliminating the one-year waiting period for coverage for pre-existing conditions in 2014 also as a result of Healthcare Reform.

BACKGROUND (Continued)

Employees enrolled in a health plan can receive a \$20 per month premium reduction by earning 250 WellPoints. This equates to a premium reduction of \$240 per year. Additionally, these members will receive an additional \$300 in the Health Reimbursement Account if they are enrolled in the 75/25 HRA Plan.

Members will also now have the ability to receive a 90-day prescription for maintenance medications at pharmacies that are within the CVS/Caremark network. Prior to this plan change, members were required to enroll in the mail order pharmacy program to receive a 90 day prescription.

UnitedHealthcare will continue to administer three dental plans and two vision plans. The Flexible Spending Account maximum contribution will continue to be \$2,500 for the medical spending plan and \$5,000 for the Dependent Care Assistance Program \$5,000.

Standard Life will continue to administer the Life insurance program.

The wellness program will continue to offer programs such as Weight Watchers, Boot Camps, and a Diabetes Program for individuals who are pre-diabetic.

Additionally, Naturally Slim will continue as a covered benefit for those people who have Metabolic Syndrome or are pre-diabetic and are enrolled in a health benefit plan through the City of Dallas. Metabolic syndrome is characterized as an individual that has three of the following characteristics:

Abdominal obesity: a waist circumference over 102 cm (40 in) in men and over 88 cm (35 inches) in women

Serum triglycerides 150 mg/dl or above

http://www.medicinenet.com/script/main/art.asp?articlekey=320_parent

HDL cholesterol 40mg/dl or lower in men and 50mg/dl or lower in women

Blood pressure of 130/85 or more

http://www.medicinenet.com/script/main/art.asp?articlekey=3393_parent

Fasting blood glucose of 100 mg/dl or above

BACKGROUND (Continued)

The City of Dallas has made a concerted effort to change the culture of the City of Dallas as it relates to wellness. The City of Dallas conducts an annual review of the health claims. Through this claim review we found that Diabetes, Cardiovascular Disease, and Obesity were prevalent amongst the City's population.

81% of the individuals who took the health assessment in 2012 were overweight or obese

11% of the members have received a diabetes diagnosis is diabetic putting the impact of that disease almost 22% above the City's which are other similar situated municipalities

Hypertension is 40% above our peer group

Additionally, the physician at the clinic has stated that she is diagnosing 2-3 people per week with high blood pressure 3500 members qualified for Nurse Outreach Disease Management Program, for conditions such as Diabetes, Heart Failure, Asthma, and Coronary Artery Disease, however almost half of those individuals fail to return calls or respond.

Finally, we learned that a number of conditions that were increasing the City's health care spending were preventable through changes in lifestyle and thus we created WellPoints.

The WellPoints Program rewards participants for points for things such as taking an annual physical, completing a health assessment, exercising in a fitness center, educational seminars or completing an online coaching program. Through implementing the additional wellness programming the City has noted a shift in the engagement and level of participation of City employees in wellness activities.

The wellness program has held activities to include monthly seminars presented by local doctors on a plethora of topics, cooking demonstrations by celebrity chefs, walks, line dancing, Zumba and bootcamps. As an example, the number of employees that participated in the walks has increased from 41 people in 2012 to 1,151 in 2013. Similarly, the number of people who participated in seminars has increased from 917 in 2012 to 5,312 in 2013. Departments have also sponsored activities such as walks and presentations to help their employees become more aware and active.

Additionally, the City of Dallas has added a Wellness person to assist the uniform personnel with achieving points by accepting a lot of the activities they were already completing such as educational classes and fitness programming, and assisting them with developing other activities to achieve points. The uniform personnel were also afforded the ability to watch online videos to gain additional points.

BACKGROUND (Continued)

Finally, as a result of the success of the City's enhanced wellness program, the Human Resources Department has received request from private and public companies to receive a copy of the program. The City also had the privilege of presenting the program at the State and Local Government Benefits Association (SALGBA) Conference and was asked to submit a proposal to present at the national SALGBA Conference in Tennessee.

Plan Costs

See attached rate sheets for 2014 contribution rates for employees and retirees.

Voluntary Benefits Administration

In 2014, Voluntary Benefits will continue to be administered by Colonial Life.

Provision of Services

The Employees and Retirees will receive services as follows:

The Benefits Service Center located on the first floor in Room 1DS will be available to complete in-person enrollments or accept phone enrollments through the on-site Benefits Service Center.

The benefit elections made by Employees in the 2014 plan year, will be active for medical, dental, vision and flexible spending accounts which means they must re-enroll in their elections to maintain them. Retirees will automatically roll over for the 2014 plan year. Retirees not desiring to make any changes will automatically be enrolled for 2014.

The enrollment process will take place through the following methods: online through HRIS; call center; or by visiting the Benefits Service Center in 1DS.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

Authorized adoption of the 2005 Employee and Retiree Health Benefit Plans on October 13, 2004, by Resolution No. 04-2985.

Authorized adoption of the 2006 Employee and Retiree Health Benefit Plans on December 14, 2005, by Resolution No. 05-3545.

Authorized adoption of the 2007 Employee and Retiree Health Benefit Plans on September 27, 2006, by Resolution No. 06-2640.

Authorized adoption of the 2008 Employee and Retiree Health Benefit Plans on September 26, 2007, by Resolution No. 07-3828.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS) (Continued)

Authorized adoption of the 2009 Employee and Retiree Health Benefit Plans on September 24, 2008, by Resolution No. 08-2620.

Authorized adoption of the 2010 Employee and Retiree Health Benefit Plans on October 14, 2009, by Resolution No. 09-2566.

Authorized adoption of the 2011 Employee and Retiree Health Benefit Plans on September 22, 2010, by Resolution No. 10-2460.

Authorized adoption of the 2012 Employee and Retiree Health Benefit Plans on September 28, 2011, by Resolution No. 11-2617.

FISCAL INFORMATION

Total cost based on the number of employee/retiree participants in the plan

Employee Benefits - Current Funds (subject to appropriations)

September 18, 2013

WHEREAS, the City of Dallas desires to continue the self-funded Exclusive Provider Organizations, third-party administered employee and retiree health benefits plan for active employees, retirees, and their eligible dependents for the 2014 Benefit Plan Year and Pharmacy Services administered by CVS Caremark; and

WHEREAS, the 2014 Employee and Retiree Health Benefits Plans (self-funded Preferred Provider Organizations and fully-insured Medicare Supplement, Medicare HMO and Medicare Part D Prescription plans) and the Section 125 Plan are necessary to support the City of Dallas' Employee and Retiree Health Benefits plans; and

WHEREAS, the City of Dallas desires to change the employees and retirees contribution per the attached rate sheets; and

WHEREAS, the City of Dallas desires to adopt the 2014 Plan Changes and to offer three EPO Plans, vision, dental, two flexible spending account plans and employee assistance program; and

WHEREAS, the City of Dallas desires the administration of the medical, dental, vision, and flexible spending account services to be provided by UnitedHealthcare and administration of pharmacy services to be provided by CVS/Caremark for these offerings to be performed to commence on January 1, 2014 through December 31, 2014.

NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

Section 1. That the attached 2014 Employee and Retiree Health Benefits Plans, 2014 health coverage premium rates be approved.

Section 2. 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.

2014 City of Dallas Active Employee Benefit Plan Rates

EPO 75/25 HRA Plan		
	WellPoints Completed	WellPoints Not Completed
Employee Only	\$75	\$95
Employee + Spouse	\$443	\$463
Employee + Children	\$221	\$241
Employee + Family	\$568	\$588
Permanent Part-Time Employee Rates		
Employee Only	\$226	\$246
Employee + Spouse	\$607	\$627
Employee + Children	\$446	\$466
Employee + Family	\$792	\$812

EPO 70/30/\$3,000 - Low Option Plan (Combined Medical and Pharmacy Deductible)		
	WellPoints Completed	WellPoints Not Completed
Employee Only	\$39	\$59
Employee + Spouse	\$346	\$366
Employee + Children	\$114	\$134
Employee + Family	\$454	\$474
Permanent Part-Time Employee Rates		
Employee Only	\$102	\$122
Employee + Spouse	\$330	\$350
Employee + Children	\$216	\$236
Employee + Family	\$475	\$495

EPO 70/30/\$3,000 - High Option Plan (Separate Medical and Pharmacy Deductible)		
	WellPoints Completed	WellPoints Not Completed
Employee Only	\$44	\$64
Employee + Spouse	\$351	\$371
Employee + Children	\$119	\$139
Employee + Family	\$459	\$479
Permanent Part-Time Employee Rates		
Employee Only	\$107	\$127
Employee + Spouse	\$335	\$355
Employee + Children	\$221	\$241
Employee + Family	\$480	\$500

*\$20 Monthly Tobacco Surcharge

2014 City of Dallas Pre-65 Retiree Benefit Plan Rates

EPO 75/25 HRA Plan		
	Health Assessment Completed	Health Assessment Not Completed
Retiree Only	\$509	\$529
Retiree + Spouse	\$1,166	\$1,186
Retiree + Children	\$812	\$832
Retiree + Family	\$1,439	\$1,459
Spouse Only	\$785	\$805
Spouse + Children	\$1,058	\$1,078

EPO 70/30/\$3,000 - Low Option Plan (Combined Medical and Pharmacy Deductible)		
	Health Assessment Completed	Health Assessment Not Completed
Retiree Only	\$409	\$429
Retiree + Spouse	\$1,028	\$1,048
Retiree + Children	\$650	\$670
Retiree + Family	\$1,261	\$1,281
Spouse Only	\$747	\$767
Spouse + Children	\$988	\$1,008

EPO 70/30/\$3,000 - High Option Plan (Separate Medical and Pharmacy Deductible)		
	Health Assessment Completed	Health Assessment Not Completed
Retiree Only	\$434	\$454
Retiree + Spouse	\$1,053	\$1,073
Retiree + Children	\$675	\$695
Retiree + Family	\$1,286	\$1,306
Spouse Only	\$772	\$792
Spouse + Children	\$1,013	\$1,033

*\$20 Monthly Tobacco Surcharge

Post 65 Retiree - Medicare Plans

AARP Plan C	Monthly	Annual
Retiree Only	\$149	\$1,788
Retiree + Spouse	\$330	\$3,960
Spouse Only	\$222	\$2,664

AARP Plan F	Monthly	Annual
Retiree Only	\$149	\$1,788
Retiree + Spouse	\$303	\$3,636
Spouse Only	\$219	\$2,628

AARP Plan K	Monthly	Annual
Retiree Only	\$55	\$660
Retiree + Spouse	\$134	\$1,608
Spouse Only	\$67	\$804

AARP Plan J - Skinny	Monthly	Annual
Retiree Only	\$145	\$1,740
Retiree + Spouse	\$470	\$5,640
Spouse Only	\$294	\$3,528

AARP Plan J - Full	Monthly	Annual
Retiree Only	\$203	\$2,436
Retiree + Spouse	\$569	\$6,828
Spouse Only	\$449	\$5,388

Medicare Advantage High	Monthly	Annual
Retiree Only	\$185	\$2,220
Retiree + Spouse	\$530	\$6,360
Spouse Only	\$349	\$4,188

Medicare Advantage Low	Monthly	Annual
Retiree Only	\$121	\$1,452
Retiree + Spouse	\$178	\$2,136
Spouse Only	\$241	\$2,892

Medicare Part D - High	Monthly	Annual
Retiree Only	\$147	\$1,764
Retiree + Spouse	\$355	\$4,260
Spouse Only	\$177	\$2,124

Medicare Part D - Low	Monthly	Annual
Retiree Only	\$89	\$1,068
Retiree + Spouse	\$228	\$2,736
Spouse Only	\$160	\$1,920

Vision Plans	Standard Plan	Buy-up Plan
Member Only	\$4.79	\$5.76
Member + Spouse	\$8.75	\$10.52
Member + Children	\$9.19	\$11.04
Member + Family	\$14.14	\$17.01

Dental Plans	HMO Plan	EPO Plan	PPO Plan
Member Only	\$7.76	\$18.02	\$24.13
Member + Spouse	\$14.29	\$33.15	\$48.27
Member + Children	\$14.36	\$33.32	\$49.23
Member + Family	\$20.20	\$46.86	\$73.39

Dependent Life Insurance	Amount of Coverage		
	Monthly Rate	- Spouse	Amount of Coverage - Children
Option 1	\$2.85	\$15,000	\$5,000
Option 2	\$5.25	\$25,000	\$10,000

Supplemental Life Rates	
Age	Monthly Rate per \$1,000
>25	0.05
25-29	0.06
30-34	0.06
35-39	0.07
40-44	0.11
45-49	0.19
50-54	0.32
55-59	0.47
60-64	0.68
65-69	1.19
70+	2.25

Accidental Death & Dismemberment		
Amount of Coverage	EE Only	EE + Family
\$25,000	\$0.45	\$0.68
\$50,000	\$0.90	\$1.35
\$75,000	\$1.35	\$2.03
\$100,000	\$1.80	\$2.70
\$125,000	\$2.25	\$3.38
\$150,000	\$2.70	\$4.05
\$175,000	\$3.15	\$4.73
\$200,000	\$3.60	\$5.40
\$225,000	\$4.05	\$6.08
\$250,000	\$0.50	\$6.75

AGENDA ITEM # 8

KEY FOCUS AREA: Efficient, Effective and Economical Government

AGENDA DATE: September 18, 2013

COUNCIL DISTRICT(S): N/A

DEPARTMENT: Human Resources

CMO: A. C. Gonzalez, 670-3302

MAPSCO: N/A

SUBJECT

Authorize **(1)** position changes; **(2)** approval of revised civilian salary schedules for fiscal year 2013-14; **(3)** approval of Police and Fire uniform executive schedules; **(4)** maintain current Police and Fire pay schedules according to rates established under the 2010 Meet and Confer Agreement; and **(5)** approval of an across-the-board increase for civilian employees - Financing: This action has no cost consideration to the City

BACKGROUND

This item will authorize position additions, deletions, reclassifications, upgrades, downgrades and transfers as a result of revised program goals and budget decisions recently recommended to the City Council.

The recommended FY 2013-14 budget provides merit pay for uniformed employees. Although pay steps (aka 'merits') for uniformed staff generally occur in one-year increments, if officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step. Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year.

The recommended budget also provides for an across-the-board increase for civilian employees effective April 1, 2014.

It is necessary to ratify these actions and to amend the civilian pay plan together with the budget providing for these changes.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

City Council was briefed on the Meet and Confer Agreement on August 4, 2010.

City Council ratified the Meet and Confer Agreement on September 1, 2010.

City Council was briefed on the proposed FY 2013-14 Budget on August 7, 2013.

FISCAL INFORMATION

Funding for this item is included as part of the adoption for the FY 2013-14 budget.

September 18, 2013

WHEREAS, the City Council of the City of Dallas has adopted a budget for the year beginning October 1, 2013; and

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

WHEREAS, merit step pay increases for uniformed staff are approved for FY 2013-14; and

WHEREAS, a 3% across-the-board increase for civilian employees is approved for April 1, 2014; and

WHEREAS, a 5% increase to the grade maximum for all civilian salary schedules effective April 1, 2014; and

WHEREAS, it is necessary to establish Swift Water Rescue pay on the Fire Special Pay schedule; and

WHEREAS, the Human Resources Department has assigned new classifications for several positions in the FY 2013-14 budget; and

WHEREAS, it is necessary to authorize the positions which have been deleted, upgraded, downgraded, reclassified or added in the FY 2013-14 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 uniform and civilian pay schedules together with the budget providing for these changes.

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, 2013 (**Attachment A**).

Section 2. That the Civilian salary schedule reflect an adjustment to the grade minimum of 3% and an adjustment to the grade maximum of 5% effective April 1, 2014. (**Attachment B**).

September 18, 2013

Section 3. That the Miscellaneous Civilian salary schedule reflect an adjustment to the grade minimum of 3% and an adjustment to the grade maximum of 5% for Sales Manager and WRR-FM Manager respectively effective April 1, 2014. **(Attachment B-1).**

Section 4. That the Auditor salary schedule reflect an adjustment to the grade minimum of 3% and an adjustment to the grade maximum of 5% effective April 1, 2014. **(Attachment B-2).**

Section 5. That the Legal salary schedule reflect an adjustment to the grade minimum of 3% and an adjustment to the grade maximum of 5% effective April 1, 2014. **(Attachment B-3).**

Section 6. That the Uniformed Police Executive salary schedule remains unchanged. All other police salary schedules are in accordance with the 2010 Meet and Confer Agreement. **(Attachment B-4).**

Section 7. That the Uniformed Fire Executive salary schedule remains unchanged. All other fire salary schedules are in accordance with the 2010 Meet and Confer Agreement. **(Attachment B-5).**

Section 8. That the Fire Special Pay be revised to reflect the Swift Water Rescue Assignment Pay effective October 1, 2013.

Section 9. That the City Manager be authorized to add, delete, reclassify and transfer positions effective October 1, 2013 and continuing (unless noted otherwise) as shown on the 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, 2013.

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, 2013.

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.

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
00007	Architect Assistant	I	E
00008	Architect	K	E
00009	Senior Architect	M	E
00013	Landscape Architect Assistant	H	E
00014	Landscape Architect	J	E
00015	Senior Landscape Architect	L	E
00701	Engineer Assistant	I	E
00702	Engineer	K	E
00703	Senior Engineer	M	E
02005	Computer Aided Drafting Technician	E	NE
02009	Drafter	E	NE
02203	Surveyor Assistant	D	NE
02214	Chief City Surveyor	N	E
02218	Surveyor	K	E
02219	Surveyor Trainee	I	E
02221	Survey Crew Chief	F	NE
02500	Engineering Aide	B	NE
02501	Project Assistant	F	NE
02504	Design Technician II	F	NE
02505	Senior Design Technician	G	NE
02514	Project Coordinator II	I	E
02518	Project Coordinator III	J	E
02519	Senior Project Coordinator	L	E
02520	Project Coordinator	H	E
04202	Senior Chemist	I	E
04203	Chemist	H	E
06002	Physician	O	E
06003	Physician Manager	P	E
06004	Director of Medical Emergency Services	MISC	E
06107	Public Health Nurse Practitioner	K	E
06109	Senior Public Health Nurse	I	E
06113	Public Health Nurse	H	E
06116	Licensed Vocational Nurse	D	NE
06205	Sanitarian Trainee	E	NE
06206	Sanitarian	G	NE
06300	Environmental Specialist Trainee	C	NE
06301	Environmental Specialist	D	NE
06302	Environmental Specialist II	F	NE
06303	Environmental Specialist III	G	NE
06401	Environmental Coordinator	H	E
06402	Environmental Coordinator II	I	E

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
06403	Environmental Coordinator III	K	E
06404	Senior Environmental Coordinator	L	E
06503	Psychologist	N	E
06511	Public Health Nutritionist	H	E
06513	Nutritionist	G	E
09000	Page	A	NE
09018	Branch Delivery Assistant	D	NE
09523	Library Associate	F	E
09740	Librarian	H	E
09741	Librarian II	I	E
09743	Senior Librarian	J	E
12410	Veterinary Assistant	E	NE
12413	Veterinarian	L	E
12427	Senior Parks and Recreation Manager	N	E
12439	Animal Keeper II	C	NE
14030	Forestry Worker	D	NE
14033	Pesticide Applicator	E	NE
14301	Assistant Greens Superintendent	H	NE
14302	Greens Superintendent	I	E
14303	Senior Greens Superintendent	J	E
14320	Pool Manager	A	NE
14324	Pool Associate	A	NE
14407	Therapeutic Recreation Assistant	D	NE
14410	Therapeutic Recreation Specialist	G	E
14412	Senior Therapeutic Recreation Specialist	H	E
14432	Seasonal Maintenance Worker	A	NE
14520	Recreation Program Specialist	E	NE
14522	Recreation Center Assistant	B	NE
14675	Park Planner	K	E
14718	Senior Usher	B	NE
14720	Usher	A	NE
16401	Plans Examiner	G	NE
16404	Senior Plans Examiner	H	NE
16405	Senior Inspector	H	NE
16406	Assistant Building Official	M	E
16412	Inspector III	G	NE
16415	Arborist	G	NE
16605	Inspector	D	NE
16606	Inspector II	F	NE
18006	Auditor	J	E
18007	Senior Auditor	L	E

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
18011	Accountant III	H	E
18012	Accountant II	G	E
18013	Senior Accountant	I	E
18014	Financial Accountant	K	E
18016	Accountant	F	E
18018	Assistant City Controller	M	E
18020	Budget Analyst	G	E
18024	Audit Accountant	M	E
18032	Budget Analyst II	H	E
18033	Senior Budget Analyst	I	E
18101	Assistant City Auditor I	A1	E
18102	Assistant City Auditor II	A2	E
18103	Assistant City Auditor III	A3	E
18104	Assistant City Auditor IV	A4	E
18105	Assistant City Auditor V	A5	E
20001	Instructor	G	E
20003	Senior Contract Compliance Administrator	H	E
20006	Contract Compliance Administrator	F	E
20022	Human Resources Assistant	G	NE
20023	Human Resources Analyst	G	E
20033	Human Resources Analyst II	H	E
20034	Senior Human Resources Analyst	I	E
20119	Fitness Specialist	H	E
20120	Fitness Supervisor	I	E
20173	Quality Assurance Specialist	G	E
20202	Buyer II	G	E
20203	Senior Buyer	I	E
20207	Buyer	F	E
20208	Buyer III	H	E
20814	Human Services Program Specialist	H	E
20828	Safety Officer II	H	E
20829	Safety Officer	G	E
20836	Senior Risk Analyst	I	E
20849	Risk Analyst	H	E
20911	Fund Analyst	I	E
20916	Fund Development Representative	H	E
20941	Pension Benefits Specialist	H	E
20943	Senior Pension Specialist	K	E
20962	Benefits Specialist	H	E
20963	Senior Benefits Specialist	I	E
22011	Senior Assistant City Attorney I	L3	E

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
22012	Executive Assistant City Attorney	L5	E
22013	Assistant City Attorney I	L1	E
22014	Legal Assistant	LA	NE
22017	Litigation Manager	L	E
22019	Senior Assistant City Attorney II	L4	E
22020	Assistant City Attorney II	L2	E
22021	Senior Executive Assistant City Attorney	L6	E
22202	Associate Municipal Judge	MISC	E
22204	Administrative Judge	MISC	E
22407	Title Examiner	G	E
22408	Abstractor	E	NE
24001	Mayor/Council Member (non-employee)	MISC	E
24002	Executive Assistant	I	E
24003	Council Assistant	J	E
24100	City Manager	MISC	E
24101	Assistant City Manager	S	E
24103	First Assistant City Manager	T	E
24110	Intern	C	NE
24111	Intern II	D	NE
24113	Management Development Associate	H	E
24120	Executive General Manager	MISC	E
24121	General Manager	MISC	E
24300	City Attorney	MISC	E
24301	City Auditor	MISC	E
24302	City Secretary	MISC	E
24304	Civil Service Board Secretary	MISC	E
24307	Employees' Retirement Fund Administrator	MISC	E
24309	Employees' Retirement Fund Investment Officer	MISC	E
24311	Fire Chief	F9	E
24312	Police Chief	P9	E
24322	Park and Recreation Director	MISC	E
24327	Chief Information Officer	R	E
24334	Chief Financial Officer	S	E
24380	Director I	Q	E
24390	Director II	R	E
24404	Third Tier Executive	N	E
24423	Municipal Judge	MISC	E
24433	Police Deputy Chief	P7	E
24447	Fire Deputy Chief	F7	NE
24460	Employees' Retirement Fund Pension Officer	MISC	E
24718	Assistant Director Parks and Recreation	MISC	E

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
24722	Civil Service Assistant Director	MISC	E
24725	Assistant City Secretary	MISC	E
24729	First Assistant City Auditor	MISC	E
24741	Employees' Retirement Fund Assistant Administrator	MISC	E
24806	City Controller	Q	E
24830	Assistant Director I	O	E
24850	Assistant Director II	P	E
26001	Senior Relocation Specialist	I	E
26002	Relocation Specialist	H	NE
26003	Loan Services Representative	G	E
26022	Community Outreach Representative	F	NE
26027	Community Service Worker	B	NE
26028	Senior Community Service Worker	C	NE
26030	Caseworker	G	E
26031	Caseworker II	H	E
26032	Senior Caseworker	I	E
26090	Housing Compliance Administrator	N	E
26092	Fair Housing Administrator	M	E
26094	Fair Housing Conciliator	G	E
26097	Fair Housing Investigator	F	NE
26106	Senior Water Field Representative	F	NE
26115	Neighborhood Code Representative	G	E
28041	Planner	G	E
28042	Planner II	H	E
28043	Senior Planner	J	E
28044	Chief Planner	L	E
28056	Planning Technician	D	NE
29004	Economic Development Analyst	I	E
30005	Senior Executive Assistant	J	E
30010	Manager	I	E
30011	Manager II	K	E
30012	Manager III	M	E
30013	Senior Program Manager	N	E
30015	Assistant to Mayor	K	E
30017	Coordinator III	I	E
30019	Coordinator	G	E
30020	Coordinator II	H	E
30021	Coordinator IV	J	E
30022	Senior Coordinator	L	E
30023	Supervisor	G	NE

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
30024	Supervisor II	H	NE
30025	Supervisor III	I	E
30026	Supervisor IV	J	E
30307	Senior Real Estate Specialist	I	E
30308	Chief Real Estate Specialist	L	E
30801	Display Artist	F	NE
30802	Graphics Designer	H	E
32207	Senior Legal Secretary	E	NE
32208	Council Secretary	F	NE
32209	Executive Secretary	E	NE
32220	Senior Executive Secretary	G	NE
32401	Office Assistant	B	NE
32402	Office Assistant II	D	NE
32403	Senior Office Assistant	F	NE
32405	Administrative Specialist	G	NE
32406	Administrative Specialist II	H	NE
32412	Student Worker	A	NE
34004	Financial Specialist	E	NE
34006	Senior Payroll Specialist	G	NE
34305	Cashier	B	NE
34311	Collector	E	NE
35545	Geographic Information System Analyst	H	E
35546	Geographic Information System Analyst II	I	E
35547	Geographic Information System Analyst III	J	E
35548	Senior Geographic Information System Analyst	K	E
35554	Demographer	I	E
36006	Network Analyst II	J	E
36010	Network Analyst	I	E
36016	Computer Operator	C	NE
36017	Computer Operator II	F	NE
36023	Traffic Management Specialist	G	NE
36025	Computer Operations Analyst	I	NE
36100	Departmental Technology Analyst	I	E
36200	Employees' Retirement Fund Information Technology Specialist	J	E
36402	Information Technology Engineer	K	E
36403	Senior Information Technology Engineer	M	E
36404	Information Technology Architect	N	E
36405	Information Technology Business Analyst	H	E
36406	Information Technology Business Analyst II	I	E
36407	Information Technology Business Analyst III	J	E

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
36408	Information Technology Business Analyst IV	L	E
36409	Information Technology Business Analyst V	M	E
36415	Information Technology Project Manager I	I	E
36416	Information Technology Project Manager II	K	E
36417	Information Technology Project Manager III	M	E
36502	Information Technology Analyst	H	E
36503	Information Technology Analyst II	I	E
36504	Senior Information Technology Analyst	J	E
36505	Information Technology Manager	M	E
36507	Senior Systems Programmer	L	E
36508	Systems Programmer	K	E
36509	Web Designer	J	E
36510	Web Developer	L	E
36524	Programmer Analyst I	I	E
36525	Senior Information Technology Manager	N	E
36526	Programmer Analyst II	K	E
36526	Senior Programmer/Analyst	K	E
36528	Programmer Analyst III	M	E
36531	Database Analyst	L	E
36533	Senior Geographic Information System Support Technician	G	NE
36534	Geographic Information System Support Technician	E	NE
36538	Geographic Information System Technical Manager	L	E
36540	Geographic Information System Manager	N	E
36602	Telecommunications Service Representative	H	NE
36609	Senior Security Analyst	K	E
36610	Security Analyst	H	E
38006	Storekeeper	B	NE
38009	Storekeeper II	C	NE
38015	Senior Storekeeper	E	NE
40004	Senior Public Information Representative	H	E
40006	911 Call Taker Trainee	D	NE
40007	Public Information Representative II	G	E
40008	Public Information Representative	E	E
40009	Translator	F	NE
40019	Customer Service Representative II	D	NE
40032	Senior Police Report Representative	F	NE
40035	Police Report Representative	E	NE
40036	911 Call Taker	E	NE
40038	Customer Service Representative	C	NE

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
40039	Senior Customer Service Representative	E	NE
40040	Customer Service Agent	E	NE
40049	Public Information Officer	I	E
40050	Senior Public Information Officer	J	E
40056	Senior 911 Call Taker	F	NE
43000	Records Management Officer	K	E
43001	City Archivist	I	E
43005	Election Manager	K	E
43007	Court Specialist	C	NE
43009	Court Specialist II	D	NE
43012	Senior Court Specialist	E	NE
44002	Fire and Rescue Officer	F2	NE
44004	Fire Driver - Engineer	F3	NE
44005	Fire Prevention Officer	F2	NE
44006	Fire Lieutenant	F4	NE
44007	Fire Captain	F5	NE
44008	Fire Battalion Section Chief	F6	NE
44011	Fire Assistant Chief	F8	E
44014	Fire Senior Prevention Officer	F3	NE
44015	Fire Prevention Lieutenant	F4	NE
44016	Fire Prevention Captain	F5	NE
44025	Fire Prevention Section Chief	F6	NE
44026	Fire Second Driver	F2	NE
44101	Fire and Rescue Officer Trainee I	F2-1	NE
44102	Fire and Rescue Officer Trainee II	F2-1	NE
44103	Fire and Rescue Officer Trainee III	F2-1	NE
44201	Fire Prevention Officer Trainee I	F2-1	NE
44202	Fire Prevention Officer Trainee II	F2-1	NE
44203	Fire Prevention Officer Trainee III	F2-1	NE
46004	Police Officer	P2	NE
46005	Police Corporal	P2	NE
46011	Police Sergeant	P4	NE
46013	Police Lieutenant	P5	NE
46014	Police Captain	P6	E
46016	Police Senior Corporal	P3	NE
46017	Police Major	P6	E
46027	Police Assistant Chief	P8	E
46101	Police Officer Trainee I	P2-1	NE
46102	Police Officer Trainee II	P2-1	NE
46103	Police Officer Trainee III	P2-1	NE
46503	Public Service Officer	C	NE

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
46507	Senior Criminal Intelligence Analyst	H	NE
46509	Police Research Specialist	G	E
46510	City Marshal	M	E
46516	Bailiff	F	NE
46522	Police Dispatcher	F	NE
46524	Senior Police Dispatcher	H	NE
46525	Chief Deputy City Marshal	I	E
46526	Senior Deputy City Marshal	H	E
46527	Deputy City Marshal	F	NE
46531	Crime Scene Technician	F	NE
46534	Crime Technician	E	NE
46535	Crime Scene Analyst	H	NE
46536	Internal Control Specialist	H	E
46538	Investigative Support Specialist	G	NE
46539	Crime Scene Analyst Trainer	J	E
46540	Forensic Fingerprint Expert	J	NE
46541	Forensic Services Administrator	M	E
46542	Forensic Firearms and Toolmark Examiner	J	NE
48002	Senior Airport Operations Officer	H	E
48003	Airport Operations Officer	G	E
48019	Senior Security Officer	F	NE
48020	Security Officer	E	NE
48030	Detention Officer	D	NE
48609	Animal Services Officer	D	NE
48610	Senior Animal Services Officer	F	NE
48614	Animal Keeper	B	NE
50002	Carpenter	D	NE
50004	Senior Carpenter	E	NE
50007	Trades Helper	B	NE
50010	Plumber	D	NE
50011	Senior Plumber	F	NE
50014	Roofer	C	NE
50015	Senior Roofer	D	NE
50019	Heating, Ventilation, Air Conditioning Mechanic	E	NE
50020	Senior Heating, Ventilation, Air Conditioning Mechanic	F	NE
50025	Irrigation Technician	C	NE
50026	Senior Irrigation Technician	E	NE
50034	Painter	D	NE
50043	Senior Welder	E	NE
50052	Senior Maintenance Worker	D	NE

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
50053	Crew Leader	E	NE
50054	Senior Crew Leader	F	NE
50403	Custodian	B	NE
50406	Lead Custodian	C	NE
50707	Pool Mechanic	E	NE
50724	Airfield Maintenance Technician	D	NE
52009	Helicopter Mechanic	G	NE
52015	Certified Technician	H	NE
52038	Automotive Body Repairer II	E	NE
54021	Water Instrument Technician	F	NE
56001	Mechanic	C	NE
56002	Mechanic II	E	NE
56003	Senior Mechanic	F	NE
56040	Machinist	C	NE
56041	Senior Machinist	F	NE
56100	Senior Administrative Hearing Officer	I	E
56101	Administrative Hearing Officer II	H	E
56102	Administrative Hearing Officer	F	E
56107	Judicial Hearing Officer	M	E
56201	Parking Enforcement Officer	D	NE
56205	Senior Parking Enforcement Officer	E	NE
56206	Traffic Enforcement Specialist	F	NE
58511	Electrician Assistant	D	NE
58512	Electrician	F	NE
58513	Senior Electrician	G	NE
58514	Master Electrician	I	E
58515	Electronic Technician Assistant	D	NE
58516	Electronic Technician	F	NE
58517	Senior Electronic Technician	G	NE
60215	Equipment Operator	D	NE
60216	Heavy Equipment Operator	E	NE
62005	Sign Fabricator	C	NE
63014	Service Agent	G	NE
64003	Laborer	B	NE
64004	Laborer II	C	NE
66200	Parking Attendant	B	NE
66214	Truck Driver II	C	NE
66216	Senior Truck Driver	D	NE
66217	Fuel Transport Operator	E	NE
68505	Water Meter Reader	B	NE
68508	Water Meter Reading Representative	E	NE

NUMERICAL LISTING OF CLASSIFICATIONS BY JOB CODE

Class Code	Job Classification Title	Pay Grade	Exempt
68511	Water Field Representative II	E	NE
68613	Water Field Representative	C	NE
68639	Wholesale Service Representative	I	E
70036	Apprentice Water Plant Operator	C	NE
70037	Water Plant Operator	F	NE
72028	Hazardous Waste Inspector	F	NE
74003	WRR-FM Manager	MISC	E
74007	Video Specialist	F	E
74022	Radio Announcer	E	E
76103	Forensic Video Specialist	G	NE
76200	Sales Manager	MISC	E
76203	Sales Representative	MISC	E
76802	Temporary Help	MISC	NE
80120	Summer Youth Employment Program Participant	MISC	NE
99999	Retiree (non-employee)		NE

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
40036	911 Call Taker	E	NE
40006	911 Call Taker Trainee	D	NE
22408	Abstractor	E	NE
18016	Accountant	F	E
18012	Accountant II	G	E
18011	Accountant III	H	E
56102	Administrative Hearing Officer	F	E
56101	Administrative Hearing Officer II	H	E
22204	Administrative Judge	MISC	E
32405	Administrative Specialist	G	NE
32406	Administrative Specialist II	H	NE
50724	Airfield Maintenance Technician	D	NE
48003	Airport Operations Officer	G	E
48614	Animal Keeper	B	NE
12439	Animal Keeper II	C	NE
48609	Animal Services Officer	D	NE
70036	Apprentice Water Plant Operator	C	NE
16415	Arborist	G	NE
00008	Architect	K	E
00007	Architect Assistant	I	E
16406	Assistant Building Official	M	E
22013	Assistant City Attorney I	L1	E
22020	Assistant City Attorney II	L2	E
18101	Assistant City Auditor I	A1	E
18102	Assistant City Auditor II	A2	E
18103	Assistant City Auditor III	A3	E
18104	Assistant City Auditor IV	A4	E
18105	Assistant City Auditor V	A5	E
18018	Assistant City Controller	M	E
24101	Assistant City Manager	S	E
24725	Assistant City Secretary	MISC	E
24830	Assistant Director I	O	E
24850	Assistant Director II	P	E
24718	Assistant Director Parks and Recreation	MISC	E
14301	Assistant Greens Superintendent	H	NE
30015	Assistant to Mayor	K	E
22202	Associate Municipal Judge	MISC	E
18024	Audit Accountant	M	E
18006	Auditor	J	E
52038	Automotive Body Repairer II	E	NE
46516	Bailiff	F	NE

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
20962	Benefits Specialist	H	E
09018	Branch Delivery Assistant	D	NE
18020	Budget Analyst	G	E
18032	Budget Analyst II	H	E
20207	Buyer	F	E
20202	Buyer II	G	E
20208	Buyer III	H	E
50002	Carpenter	D	NE
26030	Caseworker	G	E
26031	Caseworker II	H	E
34305	Cashier	B	NE
52015	Certified Technician	H	NE
04203	Chemist	H	E
02214	Chief City Surveyor	N	E
46525	Chief Deputy City Marshal	I	E
24334	Chief Financial Officer	S	E
24327	Chief Information Officer	R	E
28044	Chief Planner	L	E
30308	Chief Real Estate Specialist	L	E
43001	City Archivist	I	E
24300	City Attorney	MISC	E
24301	City Auditor	MISC	E
24806	City Controller	Q	E
24100	City Manager	MISC	E
46510	City Marshal	M	E
24302	City Secretary	MISC	E
24722	Civil Service Assistant Director	MISC	E
24304	Civil Service Board Secretary	MISC	E
34311	Collector	E	NE
26022	Community Outreach Representative	F	NE
26027	Community Service Worker	B	NE
02005	Computer Aided Drafting Technician	E	NE
36025	Computer Operations Analyst	I	NE
36016	Computer Operator	C	NE
36017	Computer Operator II	F	NE
20006	Contract Compliance Administrator	F	E
30019	Coordinator	G	E
30020	Coordinator II	H	E
30017	Coordinator III	I	E
30021	Coordinator IV	J	E
24003	Council Assistant	J	E

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
32208	Council Secretary	F	NE
43007	Court Specialist	C	NE
43009	Court Specialist II	D	NE
50053	Crew Leader	E	NE
46535	Crime Scene Analyst	H	NE
46539	Crime Scene Analyst Trainer	J	E
46531	Crime Scene Technician	F	NE
46534	Crime Technician	E	NE
50403	Custodian	B	NE
40040	Customer Service Agent	E	NE
40038	Customer Service Representative	C	NE
40019	Customer Service Representative II	D	NE
36531	Database Analyst	L	E
35554	Demographer	I	E
36100	Departmental Technology Analyst	I	E
46527	Deputy City Marshal	F	NE
02504	Design Technician II	F	NE
48030	Detention Officer	D	NE
24380	Director I	Q	E
24390	Director II	R	E
06004	Director of Medical Emergency Services	MISC	E
30801	Display Artist	F	NE
02009	Drafter	E	NE
29004	Economic Development Analyst	I	E
43005	Election Manager	K	E
58512	Electrician	F	NE
58511	Electrician Assistant	D	NE
58516	Electronic Technician	F	NE
58515	Electronic Technician Assistant	D	NE
24307	Employees' Retirement Fund Administrator	MISC	E
24741	Employees' Retirement Fund Assistant Administrator	MISC	E
36200	Employees' Retirement Fund Information Technology Specialist	J	E
24309	Employees' Retirement Fund Investment Officer	MISC	E
24460	Employees' Retirement Fund Pension Officer	MISC	E
00702	Engineer	K	E
00701	Engineer Assistant	I	E
02500	Engineering Aide	B	NE
06401	Environmental Coordinator	H	E
06402	Environmental Coordinator II	I	E
06403	Environmental Coordinator III	K	E

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
06301	Environmental Specialist	D	NE
06302	Environmental Specialist II	F	NE
06303	Environmental Specialist III	G	NE
06300	Environmental Specialist Trainee	C	NE
60215	Equipment Operator	D	NE
24002	Executive Assistant	I	E
22012	Executive Assistant City Attorney	L5	E
24120	Executive General Manager	MISC	E
32209	Executive Secretary	E	NE
26092	Fair Housing Administrator	M	E
26094	Fair Housing Conciliator	G	E
26097	Fair Housing Investigator	F	NE
18014	Financial Accountant	K	E
34004	Financial Specialist	E	NE
44002	Fire and Rescue Officer	F2	NE
44101	Fire and Rescue Officer Trainee I	F2-1	NE
44102	Fire and Rescue Officer Trainee II	F2-1	NE
44103	Fire and Rescue Officer Trainee III	F2-1	NE
44011	Fire Assistant Chief	F8	E
44008	Fire Battalion Section Chief	F6	NE
44007	Fire Captain	F5	NE
24311	Fire Chief	F9	E
24447	Fire Deputy Chief	F7	NE
44004	Fire Driver - Engineer	F3	NE
44006	Fire Lieutenant	F4	NE
44016	Fire Prevention Captain	F5	NE
44015	Fire Prevention Lieutenant	F4	NE
44005	Fire Prevention Officer	F2	NE
44201	Fire Prevention Officer Trainee I	F2-1	NE
44202	Fire Prevention Officer Trainee II	F2-1	NE
44203	Fire Prevention Officer Trainee III	F2-1	NE
44025	Fire Prevention Section Chief	F6	NE
44026	Fire Second Driver	F2	NE
44014	Fire Senior Prevention Officer	F3	NE
24729	First Assistant City Auditor	MISC	E
24103	First Assistant City Manager	T	E
20119	Fitness Specialist	H	E
20120	Fitness Supervisor	I	E
46540	Forensic Fingerprint Expert	J	NE
46542	Forensic Firearms and Toolmark Examiner	J	NE
46541	Forensic Services Administrator	M	E

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
76103	Forensic Video Specialist	G	NE
14030	Forestry Worker	D	NE
66217	Fuel Transport Operator	E	NE
20911	Fund Analyst	I	E
20916	Fund Development Representative	H	E
24121	General Manager	MISC	E
35545	Geographic Information System Analyst	H	E
35546	Geographic Information System Analyst II	I	E
35547	Geographic Information System Analyst III	J	E
36540	Geographic Information System Manager	N	E
36534	Geographic Information System Support Technician	E	NE
36538	Geographic Information System Technical Manager	L	E
30802	Graphics Designer	H	E
14302	Greens Superintendent	I	E
72028	Hazardous Waste Inspector	F	NE
50019	Heating, Ventilation, Air Conditioning Mechanic	E	NE
60216	Heavy Equipment Operator	E	NE
52009	Helicopter Mechanic	G	NE
26090	Housing Compliance Administrator	N	E
20023	Human Resources Analyst	G	E
20033	Human Resources Analyst II	H	E
20022	Human Resources Assistant	G	NE
20814	Human Services Program Specialist	H	E
36502	Information Technology Analyst	H	E
36503	Information Technology Analyst II	I	E
36404	Information Technology Architect	N	E
36405	Information Technology Business Analyst	H	E
36406	Information Technology Business Analyst II	I	E
36407	Information Technology Business Analyst III	J	E
36408	Information Technology Business Analyst IV	L	E
36409	Information Technology Business Analyst V	M	E
36402	Information Technology Engineer	K	E
36505	Information Technology Manager	M	E
36415	Information Technology Project Manager I	I	E
36416	Information Technology Project Manager II	K	E
36417	Information Technology Project Manager III	M	E
16605	Inspector	D	NE
16606	Inspector II	F	NE
16412	Inspector III	G	NE
20001	Instructor	G	E

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
24110	Intern	C	NE
24111	Intern II	D	NE
46536	Internal Control Specialist	H	E
46538	Investigative Support Specialist	G	NE
50025	Irrigation Technician	C	NE
56107	Judicial Hearing Officer	M	E
64003	Laborer	B	NE
64004	Laborer II	C	NE
00014	Landscape Architect	J	E
00013	Landscape Architect Assistant	H	E
50406	Lead Custodian	C	NE
22014	Legal Assistant	LA	NE
09740	Librarian	H	E
09741	Librarian II	I	E
09523	Library Associate	F	E
06116	Licensed Vocational Nurse	D	NE
22017	Litigation Manager	L	E
26003	Loan Services Representative	G	E
56040	Machinist	C	NE
24113	Management Development Associate	H	E
30010	Manager	I	E
30011	Manager II	K	E
30012	Manager III	M	E
58514	Master Electrician	I	E
24001	Mayor/Council Member (non-employee)	MISC	E
56001	Mechanic	C	NE
56002	Mechanic II	E	NE
24423	Municipal Judge	MISC	E
26115	Neighborhood Code Representative	G	E
36010	Network Analyst	I	E
36006	Network Analyst II	J	E
06513	Nutritionist	G	E
32401	Office Assistant	B	NE
32402	Office Assistant II	D	NE
09000	Page	A	NE
50034	Painter	D	NE
24322	Park and Recreation Director	MISC	E
14675	Park Planner	K	E
66200	Parking Attendant	B	NE
56201	Parking Enforcement Officer	D	NE
20941	Pension Benefits Specialist	H	E

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
14033	Pesticide Applicator	E	NE
06002	Physician	O	E
06003	Physician Manager	P	E
28041	Planner	G	E
28042	Planner II	H	E
28056	Planning Technician	D	NE
16401	Plans Examiner	G	NE
50010	Plumber	D	NE
46027	Police Assistant Chief	P8	E
46014	Police Captain	P6	E
24312	Police Chief	P9	E
46005	Police Corporal	P2	NE
24433	Police Deputy Chief	P7	E
46522	Police Dispatcher	F	NE
46013	Police Lieutenant	P5	NE
46017	Police Major	P6	E
46004	Police Officer	P2	NE
46101	Police Officer Trainee I	P2-1	NE
46102	Police Officer Trainee II	P2-1	NE
46103	Police Officer Trainee III	P2-1	NE
40035	Police Report Representative	E	NE
46509	Police Research Specialist	G	E
46016	Police Senior Corporal	P3	NE
46011	Police Sergeant	P4	NE
14324	Pool Associate	A	NE
14320	Pool Manager	A	NE
50707	Pool Mechanic	E	NE
36524	Programmer Analyst I	I	E
36526	Programmer Analyst II	K	E
36528	Programmer Analyst III	M	E
02501	Project Assistant	F	NE
02520	Project Coordinator	H	E
02514	Project Coordinator II	I	E
02518	Project Coordinator III	J	E
06503	Psychologist	N	E
06113	Public Health Nurse	H	E
06107	Public Health Nurse Practitioner	K	E
06511	Public Health Nutritionist	H	E
40049	Public Information Officer	I	E
40008	Public Information Representative	E	E
40007	Public Information Representative II	G	E

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
46503	Public Service Officer	C	NE
20173	Quality Assurance Specialist	G	E
74022	Radio Announcer	E	E
43000	Records Management Officer	K	E
14522	Recreation Center Assistant	B	NE
14520	Recreation Program Specialist	E	NE
26002	Relocation Specialist	H	NE
99999	Retiree (non-employee)		NE
20849	Risk Analyst	H	E
50014	Roofer	C	NE
20829	Safety Officer	G	E
20828	Safety Officer II	H	E
76200	Sales Manager	MISC	E
76203	Sales Representative	MISC	E
06206	Sanitarian	G	NE
06205	Sanitarian Trainee	E	NE
14432	Seasonal Maintenance Worker	A	NE
36610	Security Analyst	H	E
48020	Security Officer	E	NE
40056	Senior 911 Call Taker	F	NE
18013	Senior Accountant	I	E
56100	Senior Administrative Hearing Officer	I	E
48002	Senior Airport Operations Officer	H	E
48610	Senior Animal Services Officer	F	NE
00009	Senior Architect	M	E
22011	Senior Assistant City Attorney I	L3	E
22019	Senior Assistant City Attorney II	L4	E
18007	Senior Auditor	L	E
20963	Senior Benefits Specialist	I	E
18033	Senior Budget Analyst	I	E
20203	Senior Buyer	I	E
50004	Senior Carpenter	E	NE
26032	Senior Caseworker	I	E
04202	Senior Chemist	I	E
26028	Senior Community Service Worker	C	NE
20003	Senior Contract Compliance Administrator	H	E
30022	Senior Coordinator	L	E
43012	Senior Court Specialist	E	NE
50054	Senior Crew Leader	F	NE
46507	Senior Criminal Intelligence Analyst	H	NE
40039	Senior Customer Service Representative	E	NE

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
46526	Senior Deputy City Marshal	H	E
02505	Senior Design Technician	G	NE
58513	Senior Electrician	G	NE
58517	Senior Electronic Technician	G	NE
00703	Senior Engineer	M	E
06404	Senior Environmental Coordinator	L	E
30005	Senior Executive Assistant	J	E
22021	Senior Executive Assistant City Attorney	L6	E
32220	Senior Executive Secretary	G	NE
35548	Senior Geographic Information System Analyst	K	E
36533	Senior Geographic Information System Support Technician	G	NE
14303	Senior Greens Superintendent	J	E
50020	Senior Heating, Ventilation, Air Conditioning Mechanic	F	NE
20034	Senior Human Resources Analyst	I	E
36504	Senior Information Technology Analyst	J	E
36403	Senior Information Technology Engineer	M	E
36525	Senior Information Technology Manager	N	E
16405	Senior Inspector	H	NE
50026	Senior Irrigation Technician	E	NE
00015	Senior Landscape Architect	L	E
32207	Senior Legal Secretary	E	NE
09743	Senior Librarian	J	E
56041	Senior Machinist	F	NE
50052	Senior Maintenance Worker	D	NE
56003	Senior Mechanic	F	NE
32403	Senior Office Assistant	F	NE
56205	Senior Parking Enforcement Officer	E	NE
12427	Senior Parks and Recreation Manager	N	E
34006	Senior Payroll Specialist	G	NE
20943	Senior Pension Specialist	K	E
28043	Senior Planner	J	E
16404	Senior Plans Examiner	H	NE
50011	Senior Plumber	F	NE
46524	Senior Police Dispatcher	H	NE
40032	Senior Police Report Representative	F	NE
30013	Senior Program Manager	N	E
36526	Senior Programmer/Analyst	K	E
02519	Senior Project Coordinator	L	E
06109	Senior Public Health Nurse	I	E

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
40050	Senior Public Information Officer	J	E
40004	Senior Public Information Representative	H	E
30307	Senior Real Estate Specialist	I	E
26001	Senior Relocation Specialist	I	E
20836	Senior Risk Analyst	I	E
50015	Senior Roofer	D	NE
36609	Senior Security Analyst	K	E
48019	Senior Security Officer	F	NE
38015	Senior Storekeeper	E	NE
36507	Senior Systems Programmer	L	E
14412	Senior Therapeutic Recreation Specialist	H	E
66216	Senior Truck Driver	D	NE
14718	Senior Usher	B	NE
26106	Senior Water Field Representative	F	NE
50043	Senior Welder	E	NE
63014	Service Agent	G	NE
62005	Sign Fabricator	C	NE
38006	Storekeeper	B	NE
38009	Storekeeper II	C	NE
32412	Student Worker	A	NE
80120	Summer Youth Employment Program Participant	MISC	NE
30023	Supervisor	G	NE
30024	Supervisor II	H	NE
30025	Supervisor III	I	E
30026	Supervisor IV	J	E
02221	Survey Crew Chief	F	NE
02218	Surveyor	K	E
02203	Surveyor Assistant	D	NE
02219	Surveyor Trainee	I	E
36508	Systems Programmer	K	E
36602	Telecommunications Service Representative	H	NE
76802	Temporary Help	MISC	NE
14407	Therapeutic Recreation Assistant	D	NE
14410	Therapeutic Recreation Specialist	G	E
24404	Third Tier Executive	N	E
22407	Title Examiner	G	E
50007	Trades Helper	B	NE
56206	Traffic Enforcement Specialist	F	NE
36023	Traffic Management Specialist	G	NE
40009	Translator	F	NE
66214	Truck Driver II	C	NE

ALPHABETICAL LISTING OF CLASSIFICATIONS BY TITLE

Class Code	Job Classification Title	Pay Grade	Exempt
14720	Usher	A	NE
12413	Veterinarian	L	E
12410	Veterinary Assistant	E	NE
74007	Video Specialist	F	E
68613	Water Field Representative	C	NE
68511	Water Field Representative II	E	NE
54021	Water Instrument Technician	F	NE
68505	Water Meter Reader	B	NE
68508	Water Meter Reading Representative	E	NE
70037	Water Plant Operator	F	NE
36509	Web Designer	J	E
36510	Web Developer	L	E
68639	Wholesale Service Representative	I	E
74003	WRR-FM Manager	MISC	E

CITY OF DALLAS
CIVILIAN SALARY SCHEDULE
 Effective October 1, 2013

Grade	Minimum				Midpoint				Maximum				Grade
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	
A	\$17,668	\$1,472.29	\$679.52	\$8.4940	\$23,124	\$1,926.99	\$889.38	\$11.1173	\$ 28,580	\$2,381.69	\$1,099.24	\$13.7405	A
B	\$22,084	\$1,840.32	\$849.38	\$10.6172	\$28,904	\$2,408.67	\$1,111.69	\$13.8962	\$ 35,724	\$2,977.01	\$1,374.00	\$17.1751	B
C	\$24,292	\$2,024.34	\$934.31	\$11.6789	\$31,794	\$2,649.50	\$1,222.85	\$15.2856	\$ 39,296	\$3,274.67	\$1,511.39	\$18.8923	C
D	\$26,721	\$2,226.75	\$1,027.73	\$12.8466	\$34,973	\$2,914.44	\$1,345.12	\$16.8141	\$ 43,226	\$3,602.13	\$1,662.52	\$20.7815	D
E	\$29,393	\$2,449.45	\$1,130.51	\$14.1314	\$38,471	\$3,205.90	\$1,479.65	\$18.4956	\$ 47,548	\$3,962.35	\$1,828.78	\$22.8597	E
F	\$33,290	\$2,774.20	\$1,280.40	\$16.0050	\$43,581	\$3,631.77	\$1,676.20	\$20.9525	\$ 53,872	\$4,489.35	\$2,072.01	\$25.9001	F
G	\$36,620	\$3,051.63	\$1,408.44	\$17.6055	\$47,939	\$3,994.92	\$1,843.81	\$23.0476	\$ 59,258	\$4,938.21	\$2,279.17	\$28.4896	G
H	\$40,281	\$3,356.79	\$1,549.29	\$19.3661	\$52,721	\$4,393.43	\$2,027.74	\$25.3467	\$ 65,161	\$5,430.07	\$2,506.19	\$31.3273	H
I	\$44,309	\$3,692.42	\$1,704.19	\$21.3024	\$58,006	\$4,833.84	\$2,231.00	\$27.8876	\$ 71,703	\$5,975.27	\$2,757.82	\$34.4727	I
J	\$48,739	\$4,061.59	\$1,874.58	\$23.4322	\$63,806	\$5,317.19	\$2,454.09	\$30.6761	\$ 78,873	\$6,572.79	\$3,033.59	\$37.9199	J
K	\$53,614	\$4,467.83	\$2,062.07	\$25.7759	\$70,188	\$5,848.99	\$2,699.54	\$33.7442	\$ 86,762	\$7,230.16	\$3,337.00	\$41.7125	K
L	\$59,542	\$4,961.82	\$2,290.07	\$28.6259	\$77,957	\$6,496.42	\$2,998.35	\$37.4794	\$ 96,372	\$8,031.03	\$3,706.63	\$46.3329	L
M	\$65,496	\$5,458.01	\$2,519.08	\$31.4885	\$85,753	\$7,146.10	\$3,298.20	\$41.2275	\$ 106,010	\$8,834.18	\$4,077.31	\$50.9664	M
N	\$72,046	\$6,003.80	\$2,770.99	\$34.6373	\$94,328	\$7,860.70	\$3,628.01	\$45.3502	\$ 116,611	\$9,717.59	\$4,485.04	\$56.0630	N
O	\$79,250	\$6,604.18	\$3,048.08	\$38.1010	\$103,761	\$8,646.78	\$3,990.82	\$49.8853	\$ 128,273	\$10,689.38	\$4,933.56	\$61.6695	O
P	\$88,006	\$7,333.82	\$3,384.84	\$42.3105	\$114,553	\$9,546.05	\$4,405.87	\$55.0734	\$ 141,099	\$11,758.28	\$5,426.90	\$67.8362	P
Q	\$96,806	\$8,067.16	\$3,723.31	\$46.5413	\$126,761	\$10,563.41	\$4,875.42	\$60.9427	\$ 156,716	\$13,059.65	\$6,027.53	\$75.3441	Q
R	\$106,487	\$8,873.91	\$4,095.65	\$51.1956	\$139,575	\$11,631.22	\$5,368.25	\$67.1032	\$ 172,662	\$14,388.53	\$6,640.86	\$83.0108	R
S	\$117,136	\$9,761.32	\$4,505.23	\$56.3153	\$153,381	\$12,781.78	\$5,899.28	\$73.7410	\$ 189,627	\$15,802.24	\$7,293.34	\$91.1668	S
T	\$128,849	\$10,737.40	\$4,955.72	\$61.9465	\$168,719	\$14,059.94	\$6,489.20	\$81.1150	\$ 208,590	\$17,382.47	\$8,022.68	\$100.2835	T

CITY OF DALLAS
MISCELLANEOUS SALARY SCHEDULE
 Effective October 1, 2013

CLASS CODE	TITLE		MINIMUM	MAXIMUM
22204	Administrative Judge		Salary Determined By Council or Board	
24413	Aquarium and Zoo Director		Salary Determined By Council or Board	
24725	Assistant City Secretary*		Salary Determined By City Secretary	
22202	Associate Municipal Judge		Salary Determined By Council or Board	
24300	City Attorney		Salary Determined By Council	
24301	City Auditor		Salary Determined By Council	
24100	City Manager		Salary Determined By Council	
24302	City Secretary*		Salary Determined By Council	
24722	Civil Service Assistant Director		Salary Determined By Council or Board	
24001	Council Member/Mayor (Non-employee)		Salary Determined By City Charter	
06004	Director of Medical Emergency Services		Salary Determined By City Manager	
24307	Employee Retirement Fund Administrator		Salary Determined By Council or Board	
24309	Employee Retirement Fund Administrator		Salary Determined By Council or Board	
24741	Employee Retirement Fund Assistant Administrator		Salary Determined By Council or Board	
24460	Employee Retirement Fund Pension Officer		Salary Determined By Council or Board	
24120	Executive General Manager		Salary Determined By City Manager	
24729	First Assistant City Auditor		Salary Determined By City Auditor	
24121	General Manager		Salary Determined By City Manager	
24423	Municipal Judge		Salary Determined By Council or Board	
24718	Park and Recreation Assistant Director		Salary Determined By Council or Board	
24322	Park and Recreation Director		Salary Determined By Council or Board	
24304	Secretary to Civil Service Board		Salary Determined By Council or Board	
74003	WRR-FM Manager	**	Range - Annual	69,948.50 107,762.60
			- Monthly	5,829.04 8,980.22
			- Biweekly	2,690.33 4,144.72
76200	Sales Manager	**	Range - Annual	26,264.42 31,568.38
			- Monthly	2,188.70 2,630.70
			- Biweekly	1,010.17 1,214.17
76203	Sales Representative		1,000 - 3,000 draw against commission	
80120	SYEP Participant		- Hourly	7.25 8.25
76802	Temporary Help		Hourly Salary Varies By Assignment	

ASSIGNMENT PAY:

Language Skills	\$110, \$150/month
Shift Pay (see Police for First Watch Pay)	2% of Pay

*Other positions in City Secretary's Office included on civilian Salary Schedule.

** Eligible for commission

CITY OF DALLAS
AUDITOR SALARY SCHEDULE
 Effective October 1, 2013

Grade	Minimum				Midpoint				Maximum				Grade
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	
A5	\$96,600	\$8,050.00	\$3,715.38	\$46.4423	\$135,700	\$11,308.29	\$5,219.21	\$65.2401	\$174,799	\$14,566.58	\$6,723.04	\$84.0380	A5
A4	\$84,000	\$7,000.00	\$3,230.77	\$40.3846	\$114,000	\$9,500.00	\$4,384.62	\$54.8077	\$144,000	\$12,000.00	\$5,538.46	\$69.2308	A4
A3	\$71,399	\$5,949.92	\$2,746.12	\$34.3264	\$91,799	\$7,649.91	\$3,530.73	\$44.1341	\$112,199	\$9,349.92	\$4,315.35	\$53.9418	A3
A2	\$53,040	\$4,420.00	\$2,040.00	\$25.5000	\$66,270	\$5,522.46	\$2,548.83	\$31.8603	\$79,499	\$6,624.92	\$3,057.65	\$38.2207	A2
A1	\$43,679	\$3,639.92	\$1,679.96	\$20.9995	\$51,249	\$4,270.71	\$1,971.10	\$24.6387	\$58,818	\$4,901.50	\$2,262.23	\$28.2779	A1

Attachment B-3

CITY OF DALLAS
 LEGAL SALARY SCHEDULE
 Effective October 1, 2013

Grade	Minimum				Midpoint				Maximum				Grade
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	
L6	\$129,779	\$10,814.91	\$4,991.50	\$62.3937	\$199,708	\$16,642.37	\$7,681.09	\$96.0137	\$269,638	\$22,469.83	\$10,370.69	\$129.6336	L6
L5	\$87,061	\$7,255.06	\$3,348.49	\$41.8561	\$130,601	\$10,883.43	\$5,023.12	\$62.7890	\$174,141	\$14,511.79	\$6,697.75	\$83.7219	L5
L4	\$71,920	\$5,993.31	\$2,766.14	\$34.5768	\$108,305	\$9,025.41	\$4,165.57	\$52.0697	\$144,690	\$12,057.50	\$5,565.00	\$69.5625	L4
L3	\$64,889	\$5,407.41	\$2,495.73	\$31.1966	\$92,546	\$7,712.21	\$3,559.48	\$44.4935	\$120,204	\$10,017.00	\$4,623.23	\$57.7904	L3
L2	\$54,075	\$4,506.25	\$2,079.81	\$25.9976	\$68,381	\$5,698.44	\$2,630.05	\$32.8756	\$82,688	\$6,890.63	\$3,180.29	\$39.7536	L2
L1	\$48,666	\$4,055.54	\$1,871.79	\$23.3973	\$59,061	\$4,921.79	\$2,271.59	\$28.3949	\$69,456	\$5,788.04	\$2,671.40	\$33.3925	L1
LA	\$40,281	\$3,356.77	\$1,549.28	\$19.3660	\$54,343	\$4,528.61	\$2,090.13	\$26.1266	\$68,405	\$5,700.45	\$2,630.98	\$32.8872	LA

CITY OF DALLAS
EXECUTIVE
UNIFORMED POLICE SALARY SCHEDULE
Effective October 1, 2013

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTHLY</u>	<u>ANNUAL</u>	<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTHLY</u>	<u>ANNUAL</u>
46017	Police Major, Start	P6 - 1	\$5,088	\$61,058	46027	Police Assistant Chief, Start	P8 - 1	\$5,639	\$67,669
46017	Police Major, 1 Year	P6 - 2	\$5,451	\$65,409	46027	Police Assistant Chief, 1 Year	P8 - 2	\$5,921	\$71,053
46017	Police Major, 1 Year	P6 - 3	\$5,722	\$68,663	46027	Police Assistant Chief, 1 Year	P8 - 3	\$6,217	\$74,606
46017	Police Major, 1 Year	P6 - 4	\$6,009	\$72,112	46027	Police Assistant Chief, 1 Year	P8 - 4	\$6,528	\$78,336
46017	Police Major, 1 Year	P6 - 5	\$6,311	\$75,730	46027	Police Assistant Chief, 1 Year	P8 - 5	\$6,854	\$82,252
46017	Police Major, 1 Year	P6 - 6	\$6,625	\$79,505	46027	Police Assistant Chief, 1 Year	P8 - 6	\$7,197	\$86,365
46017	Police Major, 1 Year	P6 - 7	\$6,956	\$83,473	46027	Police Assistant Chief, 1 Year	P8 - 7	\$7,568	\$90,821
46017	Police Major, 1 Year	P6 - 8	\$7,305	\$87,657	46027	Police Assistant Chief, 1 Year	P8 - 8	\$7,947	\$95,362
46017	Police Major, 1 Year	P6 - 9	\$7,671	\$92,047	46027	Police Assistant Chief, 1 Year	P8 - 9	\$8,344	\$100,130
46017	Police Major, 1 Year	P6 - 10	\$8,054	\$96,649	46027	Police Assistant Chief, 1 Year	P8 - 10	\$8,761	\$105,136
46017	Police Major	P6 - 11	\$8,457	\$101,481	46027	Police Assistant Chief, 1 Year	P8 - 11	\$9,202	\$110,424
					46027	Police Assistant Chief, 1 Year	P8 - 12	\$9,662	\$115,945
					46027	Police Assistant Chief, 1 Year	P8 - 13	\$10,145	\$121,743
24433	Police Deputy Chief, Start	P7 - 1	\$5,564	\$66,766	46027	Police Assistant Chief, 1 Year	P8 - 14	\$10,653	\$127,830
24433	Police Deputy Chief, 1 Year	P7 - 2	\$5,887	\$70,638	46027	Police Assistant Chief	P8 - 15	\$11,185	\$134,222
24433	Police Deputy Chief, 1 Year	P7 - 3	\$6,210	\$74,524					
24433	Police Deputy Chief, 1 Year	P7 - 4	\$6,651	\$79,807	24312	Police Chief, Start	P9 - 1	\$7,421	\$89,053
24433	Police Deputy Chief, 1 Year	P7 - 5	\$6,983	\$83,798	24312	Police Chief, 1 Year	P9 - 2	\$7,755	\$93,060
24433	Police Deputy Chief, 1 Year	P7 - 6	\$7,332	\$87,987	24312	Police Chief, 1 Year	P9 - 3	\$8,104	\$97,248
24433	Police Deputy Chief, 1 Year	P7 - 7	\$7,699	\$92,384	24312	Police Chief, 1 Year	P9 - 4	\$8,469	\$101,624
24433	Police Deputy Chief, 1 Year	P7 - 8	\$8,084	\$97,006	24312	Police Chief, 1 Year	P9 - 5	\$8,879	\$106,546
24433	Police Deputy Chief, 1 Year	P7 - 9	\$8,488	\$101,857	24312	Police Chief, 1 Year	P9 - 6	\$9,323	\$111,873
24433	Police Deputy Chief	P7 - 10	\$8,912	\$106,950	24312	Police Chief, 1 Year	P9 - 7	\$9,789	\$117,467
					24312	Police Chief, 1 Year	P9 - 8	\$10,278	\$123,341
					24312	Police Chief, 1 Year	P9 - 9	\$10,792	\$129,508
					24312	Police Chief, 1 Year	P9 - 10	\$11,332	\$135,983
					24312	Police Chief, 1 Year	P9 - 11	\$11,899	\$142,782
					24312	Police Chief, 1 Year	P9 - 12	\$12,493	\$149,921
					24312	Police Chief, 1 Year	P9 - 13	\$13,118	\$157,418
					24312	Police Chief, 1 Year	P9 - 14	\$13,774	\$165,289
					24312	Police Chief, 1 Year	P9 - 15	\$14,463	\$173,553
					24312	Police Chief, 1 Year	P9 - 16	\$15,186	\$182,231
					24312	Police Chief, 1 Year	P9 - 17	\$15,945	\$191,342
					24312	Police Chief	P9 - 18	\$16,742	\$200,909

The police and fire chiefs will receive any additional holidays granted to other police and fire personnel under a meet and confer or collective bargaining agreement for the same length of time that the other police and fire personnel receive the additional holidays under the meet and confer or collective bargaining agreement.

Although pay steps for uniformed staff generally occur in one-year increments, if officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step. Officers should not expect a double-step in order to make up for step increases not previously given for budgetary reasons in any fiscal year.

Attachment B

POLICE SPECIAL PAY

Effective October 1, 2013

Certification Pay (applicable to all ranks)

Rate: TCLEOSE Intermediate Certification: \$200 per month

TCLEOSE Master Certification: \$500 per month

Note: Certification requirements and TCLEOSE verification must be completed by 9/30/13 in order to receive payment

Detective Assignment Pay (applicable to Police Senior Corporal)

Rate: \$100 per month for assignment to investigative duties as a Detective

Educational Incentive Pay (applicable to all ranks)

	Pay Rate					
	0 - 45 hours	45 - 90 hours	90 - 105 hours	105 hours or more	Max w/o Bachelors	Bachelors Degree
Effective April 1, 2013	0	Every additional 3 hours credit - \$12 per month	Every additional 3 hours credit - \$12 per month	0	\$240 per month	\$300 per month

Field Training Officer Pay (applicable to Police Senior Corporal)

Rate: \$100 per month for assignment as Field Training Officer

Narcotics Hazardous Material Interdiction Team

Applicable to selected positions in Narcotics Division (Clandestine Lab Squad) as determined by the Police Chief and approved by the Director of Human Resources.

Rate: Ranks of Sergeant and below: \$100/month

Patrol Duty Pay (applicable to ranks of Police Officer and Police Corporal)

Paid for assignment to a Patrol, Traffic, Special Operations Divisions and Gang Unit according to the following schedule:

- 6 Years Service \$100 per month
- 8 Years Service \$125 per month
- 10 Years Service \$150 per month

Retention Incentive (applicable to all ranks)

Rate: \$5,000 lump sum.

Must have completed 5 continuous years of service as a uniformed employee after 9/30/06 based on adjusted date of appointment as uniformed employee, excluding any breaks in service due to disciplinary action, reappointment, or reinstatement.

Retention Incentive (applicable to all ranks)

Rate: \$3,000 lump sum.

Must have completed 10 continuous years of service as a uniformed employee after 9/30/07 based on adjusted date of appointment as uniformed employee, excluding any breaks in service due to disciplinary action, reappointment, or reinstatement.

Service Pay (applicable to all ranks) - Article 1269q, V.T.C.S.

Rate: \$4 per month for each year of service completed

Maximum: \$100 per month for 25 years of service

Shift Assignment Pay

Rate: 3.5% for uniformed Police

First Watch Assignment Pay (applicable to all ranks)

Rate: 6.5% for First Watch from 12:00 midnight to 8:00am

Down Payment Assistance Program Rate: \$6,000 one time lump sum compensation

The Police Down Payment Assistance Program provides qualified police officers compensation of \$6,000 to be used towards their down payment and non-recurring closing costs as described below and is available throughout the City of Dallas geographical boundaries.

HOW DO I QUALIFY?

To qualify for the program, you must meet the following requirements:

1. An Applicant must be a sworn police officer employed by the City of Dallas and have successfully completed the City of Dallas' Police Academy.
2. Applicants have not owned a home, condominium or townhome in the City of Dallas in the last twelve months.
3. Applicants must qualify for a fixed-rate first mortgage from a private lender.
4. Applicants must sign an Affidavit of intent to live at the homestead for five years and to reimburse the City \$1,200 for each year the recipient does not occupy the purchased homestead.

HOW LONG IS THE PROCESS?

After you have completed the application and submitted all supplemental documentation to the department designated by the City Manager, staff will need to verify the information and determine whether or not you are eligible for the program. The process time is approximately 10 to 15 business days. If you qualify, a Certificate of Eligibility will be sent to you and/or your lender. A check or wire transfer will be sent to the title company at closing

GENERAL PROGRAM

All applications are subject to the following program guidelines. These are general guidelines and may or may not be complete.

1. Applicants currently living in a rental situation or similar non-ownership situation are eligible for consideration under the program. Applicants having owned a home, condominium or townhome in the last 12 months within the City of Dallas are not eligible for consideration. The program is not intended to assist current homeowners purchase a new home.
2. Only Single Family Homes, Condominiums and Townhomes are eligible for consideration. New construction is eligible under this program but must be completed within 120 days of determination of eligibility by the department designated by the City Manager.
3. All homes must be occupied by the Applicant/recipient for a period of five (5) years from the date of purchase and will be verified by the City annually.
4. Applicants are allowed to have co-signers on the first lien loan.
5. The down payment assistance compensation is taxable to the employee and subject to withholding for Medicare, and the City will pay its pension contribution on the \$6,000.
6. The City requires all first lien loans to be at a fixed rate of interest.
7. The property to be purchased must meet the minimum property requirements of the Code Compliance Department and will be inspected by the City or its representatives for compliance.
8. It is the applicant's responsibility to verify that the property to be purchased is located within the City of Dallas.
9. Applications will be accepted by the department designated by the City Manager beginning at 8:30 A.M., May 15, 2008.

**CITY OF DALLAS
EXECUTIVE
UNIFORM FIRE SALARY SCHEDULE**
Effective October 1, 2013

<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTHLY</u>	<u>ANNUAL</u>	<u>CLASS CODE</u>	<u>RANK</u>	<u>GRADE-STEP</u>	<u>MONTHLY</u>	<u>ANNUAL</u>
24447	Fire Deputy Chief, Start	F7 - 1	\$5,564	\$ 66,766	24311	Fire Chief, Start	F9 - 1	\$7,421	\$ 89,053
24447	Fire Deputy Chief, 1 Year	F7 - 2	\$5,887	\$ 70,638	24311	Fire Chief, 1 Year	F9 - 2	\$7,755	\$ 93,060
24447	Fire Deputy Chief, 1 Year	F7 - 3	\$6,210	\$ 74,524	24311	Fire Chief, 1 Year	F9 - 3	\$8,104	\$ 97,248
24447	Fire Deputy Chief, 1 Year	F7 - 4	\$6,651	\$ 79,807	24311	Fire Chief, 1 Year	F9 - 4	\$8,469	\$101,624
24447	Fire Deputy Chief, 1 Year	F7 - 5	\$6,983	\$ 83,798	24311	Fire Chief, 1 Year	F9 - 5	\$8,879	\$106,546
24447	Fire Deputy Chief, 1 Year	F7 - 6	\$7,332	\$ 87,987	24311	Fire Chief, 1 Year	F9 - 6	\$9,323	\$111,873
24447	Fire Deputy Chief, 1 Year	F7 - 7	\$7,699	\$ 92,384	24311	Fire Chief, 1 Year	F9 - 7	\$9,789	\$117,467
24447	Fire Deputy Chief, 1 Year	F7 - 8	\$8,084	\$ 97,006	24311	Fire Chief, 1 Year	F9 - 8	\$10,278	\$123,341
24447	Fire Deputy Chief, 1 Year	F7 - 9	\$8,488	\$101,857	24311	Fire Chief, 1 Year	F9 - 9	\$10,792	\$129,508
24447	Fire Deputy Chief	F7 - 10	\$8,912	\$106,950	24311	Fire Chief, 1 Year	F9 - 10	\$11,332	\$135,983
44011	Fire Assistant Chief, Start	F8 - 1	\$5,639	\$ 67,669	24311	Fire Chief, 1 Year	F9 - 11	\$11,899	\$142,782
44011	Fire Assistant Chief, 1 Year	F8 - 2	\$5,921	\$ 71,053	24311	Fire Chief, 1 Year	F9 - 12	\$12,493	\$149,921
44011	Fire Assistant Chief, 1 Year	F8 - 3	\$6,217	\$ 74,606	24311	Fire Chief, 1 Year	F9 - 13	\$13,118	\$157,418
44011	Fire Assistant Chief, 1 Year	F8 - 4	\$6,528	\$ 78,336	24311	Fire Chief, 1 Year	P9 - 14	\$13,774	\$165,289
44011	Fire Assistant Chief, 1 Year	F8 - 5	\$6,854	\$ 82,252	24311	Fire Chief, 1 Year	P9 - 15	\$14,463	\$173,553
44011	Fire Assistant Chief, 1 Year	F8 - 6	\$7,197	\$ 86,365	24311	Fire Chief, 1 Year	P9 - 16	\$15,186	\$182,231
44011	Fire Assistant Chief, 1 Year	F8 - 7	\$7,568	\$ 90,821	24311	Fire Chief	P9 - 17	\$15,945	\$191,342
44011	Fire Assistant Chief, 1 Year	F8 - 8	\$7,947	\$ 95,362			P9 - 18	\$16,742	\$200,909
44011	Fire Assistant Chief, 1 Year	F8 - 9	\$8,344	\$100,130					
44011	Fire Assistant Chief, 1 Year	F8 - 10	\$8,761	\$105,136					
44011	Fire Assistant Chief, 1 Year	F8 - 11	\$9,202	\$110,424					
44011	Fire Assistant Chief, 1 Year	F8 - 12	\$9,662	\$115,945					
44011	Fire Assistant Chief, 1 Year	F8 - 13	\$10,145	\$121,743					
44011	Fire Assistant Chief, 1 Year	F8 - 14	\$10,653	\$127,830					
44011	Fire Assistant Chief	F8 - 15	\$11,185	\$134,222					

The police and fire chiefs will receive any additional holidays granted to other police and fire personnel under a meet and confer or collective bargaining agreement for the same length of time that the other police and fire personnel receive the additional holidays under the meet and confer or collective bargaining agreement.

Although pay steps for uniformed staff generally occur in one-year increments, if officers are not given a step pay increase in any fiscal year for budgetary reasons, when step pay increases are resumed in a subsequent fiscal year, it is expected that officers' pay will only increase one step. Officers should not expect a double-step in order to make up for step increases not previously given for budgetary

FIRE SPECIAL PAY
Effective October 1, 2013

Service Pay (applicable to all ranks) - Article 1269q. V.T.C.S.

Rate: \$4 per month for each year completed

Maximum \$100 per month for 25 years of service

Educational Incentive Pay (applicable to all ranks)

	Pay Rate					
	0 - 45 hours	45 - 90 hours	90 - 105 hours	105 hours or more	Max w/o Bachelors	Bachelors Degree
Effective April 1, 2013	0	Every additional 3 hours credit - \$12 per month	Every additional 3 hours credit - \$12 per month	0	\$240 per month	\$300 per month

Certification & Assignment Pay: Employees may only receive two (2) certification or assignment pays at one time. Employee may select the two certification/assignment pays to be received.

Aircraft Rescue (ARFF) - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

Arson Investigator - applicable only when assigned as Arson Investigator by Fire Chief; \$175 per month

EMS Assignment Pay

Applicable to non-supervisory, EMS Lieutenant and Captain rank; and Battalion Chief assigned to EMS.

Paid for ambulance assignment as follows:

Initial Certification - 4 Years	\$200 per month	8 Years & 1 Day - 11 Years	\$300 per month
4 Years & 1 Day - 6 Years	\$250 per month	11 Years & 1 Day - 14 Years	\$350 per month
6 Years & 1 Day - 8 Years	\$275 per month	14 Years & 1 Day +	\$400 per month

Firefighter/Fire Inspector Certification - applicable to employees of all ranks who meet certification requirements

(Eligible employees may receive certification pay for either Firefighter or Fire Inspector, but not both)

Intermediate: \$175 per Month

Advanced: \$250 per Month

Master: \$500 per Month

Fire Instructor - applicable only when assigned as Fire Instructor by Fire Chief; \$175 per month

Hazardous Material Response Team (HAZMAT): applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

Paramedic Certification - applicable to selected positions in the Fire Rescue Department as determined by the Fire Chief and approved by the Director of Human Resources.

(Certification pay is included in assignment pay for regular paramedic assignments.)

Rate: \$75 per month

Swift Water Rescue (SWR) - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

Urban Search and Rescue (USAR) - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

ATTACHMENT B

CITY OF DALLAS
 CIVILIAN SALARY SCHEDULE
 Effective April 1, 2014

Grade	Minimum				Midpoint				Maximum				Grade
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	
A	\$18,198	\$1,516.46	\$699.91	\$8.7488	\$24,103	\$2,008.61	\$927.05	\$11.5881	\$ 30,009	\$2,500.75	\$1,154.19	\$14.4274	A
B	\$22,746	\$1,895.53	\$874.86	\$10.9358	\$30,128	\$2,510.68	\$1,158.78	\$14.4847	\$ 37,510	\$3,125.83	\$1,442.69	\$18.0337	B
C	\$25,020	\$2,085.02	\$962.32	\$12.0290	\$33,141	\$2,761.72	\$1,274.64	\$15.9330	\$ 41,261	\$3,438.42	\$1,586.96	\$19.8370	C
D	\$27,523	\$2,293.55	\$1,058.56	\$13.2320	\$36,455	\$3,037.90	\$1,402.11	\$17.5263	\$ 45,387	\$3,782.25	\$1,745.65	\$21.8207	D
E	\$30,275	\$2,522.93	\$1,164.43	\$14.5554	\$40,101	\$3,341.72	\$1,542.33	\$19.2791	\$ 49,926	\$4,160.50	\$1,920.23	\$24.0029	E
F	\$34,289	\$2,857.43	\$1,318.81	\$16.4851	\$45,428	\$3,785.63	\$1,747.21	\$21.8402	\$ 56,566	\$4,713.83	\$2,175.62	\$27.1952	F
G	\$37,718	\$3,143.18	\$1,450.70	\$18.1337	\$49,970	\$4,164.13	\$1,921.91	\$24.0238	\$ 62,221	\$5,185.08	\$2,393.12	\$29.9139	G
H	\$41,490	\$3,457.50	\$1,595.77	\$19.9471	\$54,954	\$4,579.54	\$2,113.63	\$26.4204	\$ 68,419	\$5,701.58	\$2,631.50	\$32.8938	H
I	\$45,638	\$3,803.19	\$1,755.32	\$21.9415	\$60,463	\$5,038.60	\$2,325.51	\$29.0688	\$ 75,288	\$6,274.00	\$2,895.69	\$36.1962	I
J	\$50,201	\$4,183.44	\$1,930.82	\$24.1352	\$66,509	\$5,542.43	\$2,558.04	\$31.9755	\$ 82,817	\$6,901.42	\$3,185.27	\$39.8159	J
K	\$55,222	\$4,601.86	\$2,123.94	\$26.5492	\$73,161	\$6,096.76	\$2,813.89	\$35.1736	\$ 91,100	\$7,591.67	\$3,503.85	\$43.7981	K
L	\$61,328	\$5,110.68	\$2,358.77	\$29.4847	\$81,260	\$6,771.63	\$3,125.37	\$39.0671	\$101,191	\$8,432.58	\$3,891.96	\$48.6495	L
M	\$67,461	\$5,621.75	\$2,594.65	\$32.4332	\$89,386	\$7,448.83	\$3,437.92	\$42.9740	\$111,311	\$9,275.92	\$4,281.19	\$53.5149	M
N	\$74,207	\$6,183.92	\$2,854.12	\$35.6765	\$98,325	\$8,193.71	\$3,781.71	\$47.2714	\$122,442	\$10,203.50	\$4,709.31	\$58.8663	N
O	\$81,628	\$6,802.30	\$3,139.52	\$39.2440	\$108,157	\$9,013.07	\$4,159.88	\$51.9985	\$134,686	\$11,223.83	\$5,180.23	\$64.7529	O
P	\$90,646	\$7,553.84	\$3,486.39	\$43.5798	\$119,400	\$9,950.00	\$4,592.31	\$57.4039	\$148,154	\$12,346.17	\$5,698.23	\$71.2279	P
Q	\$99,710	\$8,309.18	\$3,835.00	\$47.9376	\$132,131	\$11,010.92	\$5,081.96	\$63.5245	\$164,552	\$13,712.67	\$6,328.92	\$79.1115	Q
R	\$109,681	\$9,140.12	\$4,218.52	\$52.7315	\$145,488	\$12,124.02	\$5,595.70	\$69.9463	\$181,295	\$15,107.92	\$6,972.88	\$87.1611	R
S	\$120,650	\$10,054.16	\$4,640.38	\$58.0048	\$159,879	\$13,323.25	\$6,149.19	\$76.8649	\$199,108	\$16,592.33	\$7,658.00	\$95.7250	S
T	\$132,714	\$11,059.52	\$5,104.40	\$63.8049	\$175,867	\$14,655.55	\$6,764.10	\$84.5513	\$219,019	\$18,251.58	\$8,423.81	\$105.2976	T

CITY OF DALLAS
MISCELLANEOUS SALARY SCHEDULE
 Effective April 1, 2014

CLASS CODE	TITLE		MINIMUM	MAXIMUM
22204	Administrative Judge		Salary Determined By Council or Board	
24413	Aquarium and Zoo Director		Salary Determined By Council or Board	
24725	Assistant City Secretary*		Salary Determined By City Secretary	
22202	Associate Municipal Judge		Salary Determined By Council or Board	
24300	City Attorney		Salary Determined By Council	
24301	City Auditor		Salary Determined By Council	
24100	City Manager		Salary Determined By Council	
24302	City Secretary*		Salary Determined By Council	
24722	Civil Service Assistant Director		Salary Determined By Council or Board	
24001	Council Member/Mayor (Non-employee)		Salary Determined By City Charter	
06004	Director of Medical Emergency Services		Salary Determined By City Manager	
24307	Employee Retirement Fund Administrator		Salary Determined By Council or Board	
24309	Employee Retirement Fund Administrator		Salary Determined By Council or Board	
24741	Employee Retirement Fund Assistant Administrator		Salary Determined By Council or Board	
24460	Employee Retirement Fund Pension Officer		Salary Determined By Council or Board	
24120	Executive General Manager		Salary Determined By City Manager	
24729	First Assistant City Auditor		Salary Determined By City Auditor	
24121	General Manager		Salary Determined By City Manager	
24423	Municipal Judge		Salary Determined By Council or Board	
24718	Park and Recreation Assistant Director		Salary Determined By Council or Board	
24322	Park and Recreation Director		Salary Determined By Council or Board	
24304	Secretary to Civil Service Board		Salary Determined By Council or Board	
74003	WRR-FM Manager	** Range - Annual	72,046.96	113,150.73
		- Monthly	6,003.91	9,429.23
		- Biweekly	2,771.04	4,351.95
76200	Sales Manager	** Range - Annual	27,052.35	33,146.80
		- Monthly	2,254.36	2,762.23
		- Biweekly	1,040.48	1,274.88
76203	Sales Representative	1,000 - 3,000 draw against commission		
80120	SYEP Participant	- Hourly	7.25	8.66
76802	Temporary Help	Hourly Salary Varies By Assignment		

ASSIGNMENT PAY:

Language Skills	\$110, \$150/month
Shift Pay (see Police for First Watch Pay)	2% of Pay

*Other positions in City Secretary's Office included on civilian Salary Schedule.

** Eligible for commission.

CITY OF DALLAS
AUDITOR SALARY SCHEDULE
 Effective April 1, 2014

Grade	Minimum					Midpoint				Maximum				Grade
	Annual	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	
A5	\$96,600	\$99,498	\$8,291.50	\$3,826.85	\$47.8356	\$141,518	\$11,793.21	\$5,443.02	\$68.0377	\$183,539	\$15,294.91	\$7,059.19	\$88.2399	A5
A4	\$86,520	\$88,200	\$7,350.00	\$3,392.31	\$42.4038	\$119,700	\$9,975.00	\$4,603.85	\$57.5481	\$151,200	\$12,600.00	\$5,815.38	\$72.6923	A4
A3	\$73,541	\$74,969	\$6,247.42	\$2,883.42	\$36.0428	\$96,389	\$8,032.41	\$3,707.27	\$46.3409	\$117,809	\$9,817.41	\$4,531.11	\$56.6389	A3
A2	\$54,631	\$55,162	\$4,596.83	\$2,121.62	\$26.5202	\$69,318	\$5,776.50	\$2,666.08	\$33.3260	\$83,474	\$6,956.17	\$3,210.54	\$40.1317	A2
A1	\$44,989	\$45,426	\$3,785.50	\$1,747.15	\$21.8394	\$53,592	\$4,466.04	\$2,061.25	\$25.7656	\$61,759	\$5,146.58	\$2,375.34	\$29.6918	A1

**CITY OF DALLAS
LEGAL SALARY SCHEDULE
Effective April 1, 2014**

Grade	Minimum				Midpoint				Maximum				Grade
	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	Annual	Monthly	Biweekly	Hourly	
L6	\$133,672	\$11,139.33	\$5,141.23	\$64.2654	\$201,655	\$16,804.58	\$7,755.96	\$96.9495	\$269,638	\$22,469.83	\$10,370.69	\$129.6336	L6
L5	\$89,673	\$7,472.71	\$3,448.95	\$43.1118	\$131,907	\$10,992.25	\$5,073.35	\$63.4168	\$174,141	\$14,511.79	\$6,697.75	\$83.7219	L5
L4	\$74,077	\$6,173.08	\$2,849.12	\$35.6139	\$109,384	\$9,115.29	\$4,207.06	\$52.5882	\$144,690	\$12,057.50	\$5,565.00	\$69.5625	L4
L3	\$66,836	\$5,569.67	\$2,570.62	\$32.1327	\$93,520	\$7,793.33	\$3,596.92	\$44.9615	\$120,204	\$10,017.00	\$4,623.23	\$57.7904	L3
L2	\$55,697	\$4,641.42	\$2,142.19	\$26.7774	\$69,192	\$5,766.02	\$2,661.24	\$33.2655	\$82,688	\$6,890.63	\$3,180.29	\$39.7536	L2
L1	\$50,126	\$4,177.17	\$1,927.92	\$24.0990	\$59,791	\$4,982.60	\$2,299.66	\$28.7458	\$69,456	\$5,788.04	\$2,671.40	\$33.3925	L1
LA	\$41,490	\$3,457.50	\$1,595.77	\$19.9471	\$54,948	\$4,578.98	\$2,113.37	\$26.4172	\$68,405	\$5,700.45	\$2,630.98	\$32.8872	LA

CITY OF DALLAS
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION
FY2013/2014

PM#	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
Aviation (Enterprise Fund)										
PM018357	7718	40040	Customer Service Agent	E	ADD					
PM018358	7718	40040	Customer Service Agent	E	ADD					
PM018359	7718	40040	Customer Service Agent	E	ADD					
PM018360	7741	50011	Senior Plumber	F	ADD					
PM018361	7741	50010	Plumber	D	ADD					
PM018362	7722	50026	Senior Irrigation Technician	E	ADD					
PM018363	7739	50020	Heating, Ventilation, Air Conditioning Senior Mechanic	F	ADD					
PM018364	7739	50052	Senior Maintenance Worker	D	ADD					
PM018520	7722	30010	Manager	I	ADD					
PM017386	7721	30010	Manager	I	DOWNGRADE	30024	Supervisor II			H
PM000205	7724	50403	Custodian	B	RECLASS	50007	Trades Helper			B
PM000206	7739	50403	Custodian	B	RECLASS	50007	Trades Helper			B
PM000212	7739	50403	Custodian	B	RECLASS	50007	Trades Helper			B
PM000213	7741	50403	Custodian	B	RECLASS	50007	Trades Helper			B
PM000216	7736	50403	Custodian	B	RECLASS	50007	Trades Helper			B
PM000221	7724	50403	Custodian	B	RECLASS	50007	Trades Helper			B
PM000222	7724	50403	Custodian	B	RECLASS	50007	Trades Helper			B
PM000230	7740	50403	Custodian	B	RECLASS	50007	Trades Helper			B
PM000276	7731	32406	Administrative Specialist II	H	RECLASS	48002	Senior Airport Operations Officer			H
PM000303	7731	30010	Manager	I	RECLASS	30017	Coordinator III			I
PM000133	7710	32401	Office Assistant	B	UPGRADE	38015	Senior Storekeeper			E
PM000139	7710	38009	Storekeeper II	C	UPGRADE	38015	Senior Storekeeper			E
PM000170	7722	64003	Laborer	B	UPGRADE	38015	Senior Storekeeper			E
PM000201	7724	50403	Custodian	B	UPGRADE	24110	Intern			C
PM000219	7724	50403	Custodian	B	UPGRADE	24111	Intern II			D
PM000224	7724	50403	Custodian	B	UPGRADE	24110	Intern			C
PM000249	7725	50020	Senior Heating, Ventilation, Air Conditioning Mechanic	F	UPGRADE	30023	Supervisor			G
PM000274	7731	30023	Supervisor	G	UPGRADE	30020	Coordinator II			H
PM000275	7731	32401	Office Assistant	B	UPGRADE	30017	Coordinator III			I
PM000292	7722	50026	Senior Irrigation Technician	E	UPGRADE	20001	Instructor			G
PM000304	7722	30023	Supervisor	G	UPGRADE	30024	Supervisor II			H
PM000306	7725	50007	Trades Helper	B	UPGRADE	40040	Customer Service Agent			E
PM000307	7725	50007	Trades Helper	B	UPGRADE	40040	Customer Service Agent			E
PM000308	7725	50007	Trades Helper	B	UPGRADE	40040	Customer Service Agent			E

CITY OF DALLAS
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION
FY2013/2014

PM#	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM017379	7710	20003	Senior Contract Compliance Administrator	H	UPGRADE	30013	Senior Program Manager	N		
PM017398	7731	30025	Supervisor III	I	UPGRADE	32406	Administrative Specialist II	H		

Business Development and Procurement Services(General Fund)

PM018249	1233	20208	Buyer III	H	UPGRADE	30011	Manager II	K		
PM018250	1233	20208	Buyer III	H	UPGRADE	30011	Manager II	K		

City Attorney's Office (General Fund)

PM018352	1307	22011	Senior Assistant City Attorney I	L3	ADD					
PM018353	1307	22011	Senior Assistant City Attorney I	L3	ADD					
PM018354	1307	22014	Legal Assistant	LA	ADD					
PM018355	1361	22014	Legal Assistant	LA	ADD					
PM018356	1361	32207	Senior Legal Secretary	E	ADD					
PM017056	1362	22013	Assistant City Attorney I	L1	DOWNGRADE	30020	Coordinator II	H		
PM002437	1362	32401	Office Assistant	B	UPGRADE	30020	Coordinator II	H		
PM018005	1361	22020	Assistant City Attorney II	L2	UPGRADE	22011	Senior Assistant City Attorney I	L3		

City Controller's Office (General Fund)

PM018436	1275	32402	Office Assistant II	D	ADD					
PM018437	1275	32402	Office Assistant II	D	ADD					
PM018438	1275	32402	Office Assistant II	D	ADD					
PM018439	1275	32402	Office Assistant II	D	ADD					
PM018440	1275	32402	Office Assistant II	D	ADD					
PM018441	1275	32402	Office Assistant II	D	ADD					
PM018442	1275	32402	Office Assistant II	D	ADD					
PM018443	1275	32402	Office Assistant II	D	ADD					

Civil Service (General Fund)

PM018525	1416	20033	Human Resources Analyst II	H	ADD					
PM018532	1416	30017	Coordinator III	I	ADD					

Code Compliance Services (General Fund)

PM018368	4221	06206	Sanitarian	G	ADD					
PM018369	4221	06206	Sanitarian	G	ADD					
PM018523	3472	64004	Laborer II	C	ADD					
PM018524	3472	64003	Laborer	B	ADD					
PM018545	4244	06303	Environmental Specialist III	G	ADD					

CITY OF DALLAS
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION
FY2013/2014

PM#	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM003118	3471	64004	Laborer II	C	DELETE					
PM003144	3472	50052	Senior Maintenance Worker	D	DELETE					
PM003156	3472	60215	Equipment Operator	D	DELETE					
PM003157	3472	60215	Equipment Operator	D	DELETE					
PM003206	3453	32403	Senior Office Assistant	F	DELETE					
PM003235	3454	16606	Inspector II	F	DELETE					
PM003236	3457	16606	Inspector II	F	DELETE					
PM003244	3455	16606	Inspector II	F	DELETE					
PM003249	3462	16606	Inspector II	F	DELETE					
PM003278	3457	16606	Inspector II	F	DELETE					
PM003300	3458	16606	Inspector II	F	DELETE					
PM003316	3461	16606	Inspector II	F	DELETE					
PM003318	3461	16606	Inspector II	F	DELETE					
PM003319	3461	16606	Inspector II	F	DELETE					
PM003323	3462	16606	Inspector II	F	DELETE					
PM003361	3455	16606	Inspector II	F	DELETE					
PM003364	3472	16606	Inspector II	F	DELETE					
PM003365	3470	16606	Inspector II	F	DELETE					
PM003366	3472	16606	Inspector II	F	DELETE					
PM003385	3476	48610	Senior Animal Services Officer	F	DELETE					
PM003395	3462	16606	Inspector II	F	DELETE					
PM003396	3462	16606	Inspector II	F	DELETE					
PM003397	3454	26115	Neighborhood Code Representative	G	DELETE					
PM003407	3455	26115	Neighborhood Code Representative	G	DELETE					
PM003419	3457	26115	Neighborhood Code Representative	G	DELETE					
PM003427	3458	26115	Neighborhood Code Representative	G	DELETE					
PM003544	3472	64003	Laborer	B	DELETE					
PM003545	3472	64003	Laborer	B	DELETE					
PM003553	3471	60215	Equipment Operator	D	DELETE					
PM003556	3472	60215	Equipment Operator	D	DELETE					
PM003557	3471	60215	Equipment Operator	D	DELETE					
PM003558	3471	60215	Equipment Operator	D	DELETE					
PM003559	3471	60215	Equipment Operator	D	DELETE					
PM003560	3471	60215	Equipment Operator	D	DELETE					
PM003561	3454	16606	Inspector II	F	DELETE					
PM003562	3455	16606	Inspector II	F	DELETE					
PM003565	3458	16606	Inspector II	F	DELETE					
PM003566	3463	16606	Inspector II	F	DELETE					
PM003567	3463	16606	Inspector II	F	DELETE					

CITY OF DALLAS
BUDGET/RECLASSIFICATION POSITION CLASSIFICATION ALLOCATION
FY2013/2014

PM#	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM003568	3463	16606	Inspector II	F	DELETE					
PM003570	3476	48610	Senior Animal Services Officer	F	DELETE					
PM003571	3476	48610	Senior Animal Services Officer	F	DELETE					
PM003572	3476	48610	Senior Animal Services Officer	F	DELETE					
PM003577	3462	16606	Inspector II	F	DELETE					
PM003594	3472	16606	Inspector II	F	DELETE					
PM003595	3472	16606	Inspector II	F	DELETE					
PM003596	3472	16606	Inspector II	F	DELETE					
PM003601	3472	26115	Neighborhood Code Representative	G	DELETE					
PM017676	3471	64004	Laborer II	C	DELETE					
PM003328	3462	16606	Inspector II	F	DOWNGRADE	12439	Animal Keeper II	C		
PM003370	3473	16412	Inspector III	G	DOWNGRADE	16606	Inspector II	F		
PM003423	3458	16412	Inspector III	G	DOWNGRADE	16606	Inspector II	F		
PM003514	3476	30011	Manager II	K	DOWNGRADE	12439	Animal Keeper II	C		
PM003515	3476	30011	Manager II	K	DOWNGRADE	12439	Animal Keeper II	C		
PM003085	3462	16412	Inspector III	G	RECLASS	30023	Supervisor	G		
PM003331	3462	16606	Inspector II	F	RECLASS	50054	Senior Crew Leader	F		
PM003614	3476	30024	Supervisor II	H	RECLASS	30020	Coordinator II	H		
PM003054	3452	30021	Coordinator IV	J	UPGRADE	30011	Manager II	K		
PM003067	3476	64003	Laborer	B	UPGRADE	50054	Senior Crew Leader	F		
PM003111	3474	64004	Laborer II	C	UPGRADE	50054	Senior Crew Leader	F		
PM003450	3476	26115	Neighborhood Code Representative	G	UPGRADE	30020	Coordinator II	H		
PM003459	3476	26115	Neighborhood Code Representative	G	UPGRADE	30020	Coordinator II	H		
PM003520	3475	12413	Veterinarian	L	UPGRADE	30012	Manager III	M		
PM003542	3476	48614	Animal Keeper	B	UPGRADE	12439	Animal Keeper II	C		
PM003543	3476	48614	Animal Keeper	B	UPGRADE	12439	Animal Keeper II	C		
PM018066	3476	48609	Animal Services Officer	D	UPGRADE	30024	Supervisor II	H		

Code Compliance Services (Grant Fund)

PM018365	6269	30019	Coordinator	G	ADD					
PM018534	6269	40038	Customer Service Representative	C	ADD					
PM018535	6269	40038	Customer Service Representative	C	ADD					
PM018536	6269	40038	Customer Service Representative	C	ADD					
PM018537	6269	40038	Customer Service Representative	C	ADD					
PM018538	6269	40038	Customer Service Representative	C	ADD					
PM018539	6269	40038	Customer Service Representative	C	ADD					
PM018540	6269	40038	Customer Service Representative	C	ADD					

**CITY OF DALLAS
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PM018541	6269	40038	Customer Service Representative	C	ADD					
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PM018544	6269	30024	Supervisor II	H	ADD					
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Communication and Information Services (Internal Services Fund)

PM000727	1614	36526	Programmer/Analyst II	K	DELETE					
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PM000802	1614	36524	Programmer/Analyst I	I	DELETE					
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PM000814	1614	36528	Programming Analyst III	M	DELETE					
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PM000835	1614	36528	Programming Analyst III	M	DELETE					
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PM000861	1614	36528	Programming Analyst III	M	DELETE					
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PM000899	1676	36531	Database Analyst	L	DELETE					
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PM000902	1614	36505	Information Technology Manager	M	DELETE					
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PM000910	1614	36526	Programmer/Analyst II	K	DELETE					
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PM000881	1614	36504	Senior Information Technology Analyst	J	DOWNGRADE	30017	Coordinator III		I	
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PM000867	1614	36528	Programming Analyst III	M	RECLASS	36417	Information Technology Project Manager III		M	
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PM000868	1614	36528	Programming Analyst III	M	RECLASS	36417	Information Technology Project Manager III		M	
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PM000893	1665	36526	Programmer Analyst II	K	UPGRADE	36510	Web Developer		L	
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Convention and Event Services (Enterprise Fund)

PM000459	7822	56003	Senior Maintenance Mechanic	F	DOWNGRADE	50002	Carpenter		D	
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PM000457	7860	64003	Laborer	B	UPGRADE	30017	Coordinator III		I	7840
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PM000606	7840	20006	Contract Compliance Administrator	F	UPGRADE	20003	Senior Contract Compliance Administrator		H	
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PM018339	7815	32405	Administrative Specialist	G	UPGRADE	30017	Coordinator III		I	
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Court and Detention Services (General Fund)

PM011112	1057	43009	Court Specialist II	D	DELETE					
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PM011117	1057	43009	Court Specialist II	D	DELETE					
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PM011141	1061	30024	Supervisor II	H	DELETE					
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PM011142	1057	43009	Court Specialist II	D	DELETE					
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PM011204	1061	43009	Court Specialist II	D	DELETE					
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PM011206	1061	30024	Supervisor II	H	DELETE					
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PM011271	1061	43007	Court Specialist	C	DELETE					
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PM011292	1061	43009	Court Specialist II	D	DELETE					
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PM011293	1061	43009	Court Specialist II	D	DELETE					
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PM011315	1061	43009	Court Specialist II	D	DELETE					
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PM017749	1062	30020	Coordinator II	H	DELETE					
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PM011259	1081	30012	Manager III	M	DOWNGRADE	30011	Manager II		K	
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PM011284	1056	18013	Senior Accountant	I	RECLASS	30017	Coordinator III		I	
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PM#	UNIT	CURRENT CLASS CODE	CURRENT TITLE	CURRENT GRADE	ACTION	NEW CLASS CODE	NEW TITLE IF NOT THE SAME	NEW GRADE	NEW DEPT	NEW UNIT
PM010187	1052	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		
PM010190	1057	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		1081
PM010194	1057	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		1081
PM010195	1057	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		1081
PM010196	1057	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		1081
PM011118	1057	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		1081
PM011149	1058	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		
PM011156	1057	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		1081
PM011162	1057	40038	Customer Service Representative	C	UPGRADE	30020	Coordinator II	H		
PM011221	1057	30024	Supervisor II	H	UPGRADE	30017	Coordinator III	I		
PM011250	1057	43009	Court Specialist II	D	UPGRADE	30017	Coordinator III	I		
PM011294	1057	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		
PM017082	1057	43009	Court Specialist II	D	UPGRADE	43012	Senior Court Specialist	E		
PM017751	1058	30020	Coordinator II	H	UPGRADE	30021	Coordinator IV	J		

Dallas Water Utilities (Enterprise Fund)

PM011654	7221	18007	Senior Auditor	L	DOWNGRADE	30011	Manager II	K		
PM011994	7323	50054	Senior Crew Leader	F	DOWNGRADE	50052	Senior Maintenance Worker	D		
PM002987	3091	36533	Senior Geographic Information System Support Technician	G	RECLASS	32405	Administrative Specialist	G		
PM011995	7323	50054	Senior Crew Leader	F	RECLASS	56003	Senior Mechanic	F		
PM012055	7332	70037	Water Plant Operator	F	RECLASS	56003	Senior Mechanic	F		
PM012841	7260	68639	Wholesale Service Representative	I	RECLASS	30017	Coordinator III	I		
PM017658	7332	70037	Water Plant Operator	F	RECLASS	56003	Senior Mechanic	F		
PM011360	7140	30020	Coordinator II	H	UPGRADE	30021	Coordinator IV	J		
PM011496	7055	02005	Computer Aided Drafting Technician	F	UPGRADE	02218	Surveyor	K		
PM011498	7360	02005	Computer Aided Drafting Technician	E	UPGRADE	30026	Supervisor IV	J		
PM011505	7360	02504	Design Technician II	F	UPGRADE	32406	Administrative Specialist II	H		
PM011508	7055	02505	Senior Design Technician	G	UPGRADE	30017	Coordinator III	I		7446
PM011533	7360	64004	Laborer II	C	UPGRADE	30020	Coordinator II	H		
PM011555	7360	32401	Office Assistant	B	UPGRADE	32402	Office Assistant II	D		
PM011674	7233	40038	Customer Service Representative	C	UPGRADE	32406	Administrative Specialist II	H		
PM011869	7243	58511	Electrician Assistant	D	UPGRADE	30012	Manager III	M		7241
PM012083	7333	58516	Electronic Technician	F	UPGRADE	30012	Manager III	M		7331
PM012090	7271	64004	Laborer II	C	UPGRADE	30012	Manager III	M		
PM012128	7360	38009	Storekeeper II	C	UPGRADE	38015	Senior Storekeeper	E		
PM012559	7427	50054	Senior Crew Leader	F	UPGRADE	30020	Coordinator II	H		
PM012948	7055	36534	Geographic Information System Support Technician	E	UPGRADE	30019	Coordinator	G		7446

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PM012949	7055	36534	Geographic Information System Support Technician	E	UPGRADE	30019	Coordinator	G		
PM012987	7238	68505	Water Meter Reader	B	UPGRADE	68508	Water Meter Reading Representative	E		
PM012988	7238	68505	Water Meter Reader	B	UPGRADE	68508	Water Meter Reading Representative	E		
PM012989	7238	68505	Water Meter Reader	B	UPGRADE	68508	Water Meter Reading Representative	E		

Employees' Retirement Fund (Other Fund)

PM000944	5821	46536	Internal Control Specialist	H	RECLASS	30020	Coordinator II	H		
PM000945	5821	76802	Temporary Help	MISC	RECLASS	24460	Employees' Retirement Fund Pension Officer	MISC		
PM000946	5821	76802	Temporary Help	MISC	RECLASS	24460	Employees' Retirement Fund Pension Officer	MISC		

Equipment and Building Services (General Fund)

PM004052	3062	50052	Senior Maintenance Worker	D	DOWNGRADE	64004	Laborer II	C		
PM004056	3062	50052	Senior Maintenance Worker	D	DOWNGRADE	64004	Laborer II	C		
PM018111	3061	58514	Master Electrician	I	DOWNGRADE	30024	Supervisor II	H		
PM004027	3101	50052	Senior Maintenance Worker	D	UPGRADE	50019	Heating, Ventilation, Air Conditioning Mechanic	E		
PM004041	3061	64003	Laborer	B	UPGRADE	56003	Senior Mechanic	F		
PM018094	3061	64004	Laborer II	C	UPGRADE	30023	Supervisor	G		
PM018098	3101	64004	Laborer II	C	UPGRADE	50011	Senior Plumber	F		
PM018099	3101	64004	Laborer II	C	UPGRADE	32405	Administrative Specialist	G		
PM018109	3062	50019	Heating, Ventilation, Air Conditioning Mechanic	E	UPGRADE	56003	Senior Mechanic	F		
PM018110	3062	50019	Heating, Ventilation, Air Conditioning Mechanic	E	UPGRADE	56003	Senior Mechanic	F		
PM018116	3061	64003	Laborer	B	UPGRADE	56003	Senior Mechanic	F		
PM018149	3063	64003	Laborer	B	UPGRADE	30023	Supervisor	G		
PM018150	3063	64003	Laborer	B	UPGRADE	58513	Senior Electrician	G		
PM018151	3063	64003	Laborer	B	UPGRADE	58513	Senior Electrician	G		
PM004060	3062	50052	Senior Maintenance Worker	D	UPGRADE	64004	Laborer II	C		

Equipment and Building Services (Internal Services Fund)

PM018425	1704	50007	Trades Helper	B	ADD					
PM018426	1704	50007	Trades Helper	B	ADD					
PM018427	1704	50007	Trades Helper	B	ADD					
PM018428	1704	50007	Trades Helper	B	ADD					
PM018429	1704	50007	Trades Helper	B	ADD					
PM018477	1704	30012	Manager III	M	ADD					
PM018501	1701	32405	Administrative Specialist	G	ADD					
PM018502	1701	32405	Administrative Specialist	G	ADD					
PM018503	1701	32405	Administrative Specialist	G	ADD					

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PM018504	1701	32405	Administrative Specialist	G	ADD					
PM018505	1701	32405	Administrative Specialist	G	ADD					
PM003919	1712	30020	Coordinator II	H	DOWNGRADE	32405	Administrative Specialist	G		
PM003827	1707	05007	Trades Helper	B	UPGRADE	40019	Customer Service Representative II	D		
PM003828	1707	05007	Trades Helper	B	UPGRADE	40019	Customer Service Representative II	D		
PM003902	1711	52015	Certified Technician	G	UPGRADE	30025	Supervisor III	I		
PM003903	1711	52015	Certified Technician	G	UPGRADE	30025	Supervisor III	I		
PM003918	1712	50054	Senior Crew Leader	F	UPGRADE	30020	Coordinator II	H		

Fire Rescue (General Fund)

PM018373	AD01	30020	Coordinator II	H	ADD					
PM018374	AD01	30020	Coordinator II	H	ADD					
PM018375	ER90	30020	Coordinator II	H	ADD					
PM018495	AD01	30011	Manager II	K	ADD					
PM009607	ER00	24447	Fire Deputy Chief	F7	UPGRADE	44011	Fire Assistant Chief	F8		
PM010941	MA03	38006	Storekeeper	B	UPGRADE	38009	Storekeeper II	C		
PM011029	HS04	30017	Coordinator III	I	UPGRADE	30021	Coordinator IV	J		

Housing/Community Services (General Fund)

PM016240	4307	24002	Executive Assistant	I	RECLASS	30010	Manager	I		
PM016248	4307	32402	Office Assistant II	D	UPGRADE	32403	Senior Office Assistant	F		
PM016255	4307	30011	Manager II	K	UPGRADE	30012	Manager III	M		
PM016256	4307	30011	Manager II	K	UPGRADE	30012	Manager III	M		
PM017643	4307	26030	Caseworker	G	UPGRADE	26031	Caseworker II	H		
PM017992	4307	26030	Caseworker	G	UPGRADE	26031	Caseworker II	H		

Housing/Community Services (Grant Fund)

PM016316	867E	32406	Administrative Specialist II	H	RECLASS	20003	Contract Compliance Administrator	H		
PM016283	876E	26031	Caseworker II	H	TRANSFER					4295
PM016952	876E	32405	Administrative Specialist	G	TRANSFER					4295
PM016280	864E	20814	Human Services Program Specialist	H	UPGRADE	30010	Manager I	I		
PM016281	864E	26022	Community Outreach Representative	F	UPGRADE	30019	Coordinator	G		
PM016354	877E	32401	Office Assistant	B	UPGRADE	32402	Office Assistant II	D		
PM016359	910E	26030	Caseworker	G	UPGRADE	26031	Caseworker II	H		
PM016360	910E	26030	Caseworker	G	UPGRADE	26031	Caseworker II	H		
PM016406	910E	26030	Caseworker	G	UPGRADE	26031	Caseworker II	H		

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Human Resources (General Fund)

PM018527	1432	24404	Third Tier Executive	N	ADD					
PM018528	1432	20034	Senior Human Resources Analyst	I	ADD					

Human Resources (Employee Benefit Fund)

PM018526	5710	20963	Senior Benefits Specialist	I	ADD					
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Library (General Fund)

PM000977	5382	30017	Coordinator III	I	DOWNGRADE	09523	Library Associate	F		
PM001044	5387	09743	Senior Librarian	J	DOWNGRADE	09741	Librarian II	I		
PM001123	5365	09743	Senior Librarian	J	DOWNGRADE	09741	Librarian II	I		
PM001182	5368	09743	Senior Librarian	J	DOWNGRADE	09741	Librarian II	I		
PM001266	5361	40039	Senior Customer Service Representative	E	DOWNGRADE	40038	Customer Service Representative	C		
PM001291	5385	09743	Senior Librarian	J	DOWNGRADE	09741	Librarian II	I		
PM001295	5383	40039	Senior Customer Service Representative	E	DOWNGRADE	40038	Customer Service Representative	C		
PM001422	5310	30011	Manager II	K	DOWNGRADE	30010	Manager	I		
PM000995	5310	32402	Office Assistant II	D	UPGRADE	32406	Administrative Specialist II	H		5322
PM001032	5341	09000	Page	A	UPGRADE	32401	Office Assistant	B		5391
PM001364	5388	09000	Page	A	UPGRADE	32401	Office Assistant	B		
PM001412	5323	30020	Coordinator II	H	UPGRADE	36509	Web Designer	J		

Management Services (General Fund)

PM018370	5609	06401	Environmental Coordinator	H	ADD					
PM018371	1248	30020	Coordinator II	H	ADD					
PM018372	1248	30020	Coordinator II	H	ADD					
PM018376	3322	76802	Temporary Help	MISC	ADD					
PM018377	3322	28043	Senior Planner	J	ADD					
PM018378	2076	30017	Coordinator III	I	ADD					
PM018546	1247	30017	Coordinator III	I	ADD					
PM016824	1256	30021	Coordinator IV	J	DOWNGRADE	30017	Coordinator III	I		
PM016918	2076	20001	Instructor	G	DOWNGRADE	24110	Intern	C		
PM016946	1106	24404	Third Tier Executive	N	DOWNGRADE	30012	Manager III	M		
PM016794	1124	30017	Coordinator III	I	UPGRADE	30021	Coordinator IV	J		
PM016796	1128	30017	Coordinator III	I	UPGRADE	30021	Coordinator IV	J		

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Management Services (Grant Fund)

PM018379	1682	30017	Coordinator III	I	ADD					
PM016964	1488	32406	Administrative Specialist II	H	TRANSFER				ATT	1363
PM017047	7845	32405	Administrative Specialist	G	UPGRADE	30017	Coordinator III	I		

Municipal Court - Judiciary (General Fund)

PM018475	1044	40009	Translator	F	ADD					
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Office of Cultural Affairs (General Fund)

PM018492	4804	30020	Coordinator II	H	ADD					
PM018493	4832	30020	Coordinator II	H	ADD					
PM000328	4820	30023	Supervisor	G	RECLASS	30020	Coordinator II	H		
PM000394	4818	14720	Usher	A	UPGRADE	14718	Senior Usher	B		
PM017108	5502	14720	Usher	A	UPGRADE	14718	Senior Usher	B		

Office of Cultural Affairs (Enterprise Fund)

PM000319	1066	30017	Coordinator III	I	UPGRADE	30010	Manager	I		1067
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Office of Economic Development (General Fund)

PM018496	1166	29004	Economic Development Analyst	I	ADD					
PM018529	1167	30013	Senior Program Manager	N	ADD					
PM018530	1167	30013	Senior Program Manager	N	ADD					
PM016332	9818	76802	Temporary Help	MISC	TRANSFER					9833
PM016486	9818	30021	Coordinator IV	J	TRANSFER					9833

Office of Financial Services (General Fund)

PM018533	1244	20003	Senior Contract Compliance Administrator	H	ADD					
PM018542	1973	18033	Senior Budget Analyst	I	ADD					
PM018543	1973	18033	Senior Budget Analyst	I	ADD					
PM016718	1252	18006	Auditor	J	DELETE					
PM016720	1252	30020	Coordinator II	H	DELETE					
PM016721	1252	30024	Supervisor II	H	DELETE					
PM016722	1252	30024	Supervisor II	H	DELETE					
PM016723	1252	40019	Customer Service Representative II	D	DELETE					
PM016724	1271	32209	Executive Secretary	E	DELETE					
PM016725	1272	18011	Accountant III	H	DELETE					

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PM016726	1272	18013	Senior Accountant	I	DELETE					
PM016729	1274	18013	Senior Accountant	I	DELETE					
PM016730	1275	30012	Manager III	M	DELETE					
PM016736	1276	18006	Auditor	J	DELETE					
PM016737	1276	30012	Manager III	M	DELETE					
PM016739	1277	32402	Office Assistant II	D	DELETE					
PM016740	1277	32402	Office Assistant II	D	DELETE					
PM016741	1278	34305	Cashier	B	DELETE					
PM016742	1278	34311	Collector	E	DELETE					
PM016743	1278	34311	Collector	E	DELETE					
PM016757	1122	18033	Senior Budget Analyst	I	DOWNGRADE	18032	Budget Analyst II	H		
PM016759	1122	18033	Senior Budget Analyst	I	DOWNGRADE	18032	Budget Analyst II	H		

Office of Financial Services (Grant Fund)

PM017719	885E	30012	Manager III	M	TRANSFER					1244
PM017720	885E	20003	Senior Contract Compliance Administrator	H	TRANSFER					1244
PM017721	885E	20003	Senior Contract Compliance Administrator	H	TRANSFER					1244
PM017722	885E	20003	Senior Contract Compliance Administrator	H	TRANSFER					1244
PM017723	885E	20003	Senior Contract Compliance Administrator	H	TRANSFER					1244
PM017724	885E	20003	Senior Contract Compliance Administrator	H	TRANSFER					1244
PM017727	395A	20003	Senior Contract Compliance Administrator	H	DOWNGRADE	26030	Caseworker	G		

Office of Risk Management (Other Fund)

PM018417	3830	30017	Coordinator III	I	ADD					
PM018460	3830	20836	Senior Risk Analyst	I	ADD					
PM018461	3830	20836	Senior Risk Analyst	I	ADD					
PM018462	3830	32406	Administrative Specialist II	H	ADD					
PM018483	3830	30021	Coordinator IV	J	ADD					

Parks and Recreation (General Fund)

PM018444	5002	20003	Senior Contract Compliance Administrator	H	ADD					
PM018445	5223	50054	Senior Crew Leader	F	ADD					
PM018446	5223	50053	Crew Leader	E	ADD					
PM018447	5223	14030	Forestry Worker	D	ADD					
PM018448	5223	14030	Forestry Worker	D	ADD					
PM018449	5223	14030	Forestry Worker	D	ADD					
PM018450	5272	14432	Seasonal Maintenance Worker	A	ADD					

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PM018451	5275	14432	Seasonal Maintenance Worker	A	ADD					
PM018452	5273	14432	Seasonal Maintenance Worker	A	ADD					
PM018453	5273	14432	Seasonal Maintenance Worker	A	ADD					
PM018454	5215	14520	Recreation Program Specialist	C	ADD					
PM018455	5202	14520	Recreation Program Specialist	C	ADD					
PM018456	5202	14520	Recreation Program Specialist	C	ADD					
PM018457	5202	14520	Recreation Program Specialist	C	ADD					
PM018458	9487	50707	Pool Mechanic	E	ADD					
PM018459	9487	50707	Pool Mechanic	E	ADD					
PM018476	5215	30024	Supervisor II	H	ADD					
PM018478	5223	30023	Supervisor	G	ADD					
PM018479	5002	30017	Coordinator III	I	ADD					
PM018480	5216	30017	Coordinator III	I	ADD					
PM018481	5235	30017	Coordinator III	I	ADD					
PM018482	9487	30017	Coordinator III	I	ADD					
PM018531	5212	18013	Senior Accountant	I	ADD					
PM018547	5071	14520	Recreation Program Specialist	C	ADD					
PM018548	5071	14520	Recreation Program Specialist	C	ADD					
PM018549	5071	14520	Recreation Program Specialist	C	ADD					
PM018550	5071	14520	Recreation Program Specialist	C	ADD					
PM015620	05222	12427	Senior Parks and Recreation Manager	N	DELETE					
PM015683	05222	2518	Project Coordinator III	J	DELETE					
PM015759	5229	30011	Manager II	K	DOWNGRADE	30010	Manager			I
PM014612	5226	64003	Laborer	B	RECLASS	50007	Trades Helper			B
PM015571	5202	30020	Coordinator II	H	RECLASS	30024	Supervisor II			H
PM015572	5202	30020	Coordinator II	H	RECLASS	30024	Supervisor II			H
PM015592	5206	30024	Supervisor II	H	RECLASS	30020	Coordinator II			H
PM015711	5225	30024	Supervisor II	H	RECLASS	02520	Project Coordinator			H
PM014207	5010	64004	Laborer II	C	UPGRADE	50053	Crew Leader			E
PM014332	5090	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader			F
PM014339	5090	64004	Laborer II	C	UPGRADE	14030	Forestry Worker			D
PM014340	5090	64004	Laborer II	C	UPGRADE	14030	Forestry Worker			D
PM014341	5090	64004	Laborer II	C	UPGRADE	50053	Crew Leader			E
PM014344	5090	64004	Laborer II	C	UPGRADE	14030	Forestry Worker			D
PM014345	5142	64004	Laborer II	C	UPGRADE	14030	Forestry Worker			D
PM014415	5131	64004	Laborer II	C	UPGRADE	50053	Crew Leader			E
PM014418	5142	64004	Laborer II	C	UPGRADE	50053	Crew Leader			E

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PM014419	5142	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM014420	5132	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM014431	5132	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM014433	5132	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM014436	5090	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM014441	5168	64003	Laborer	B	UPGRADE	30023	Supervisor	G		5132
PM014451	5157	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM014537	5175	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM014609	5226	60215	Equipment Operator	D	UPGRADE	60216	Heavy Equipment Operator	E		
PM014611	5226	60215	Equipment Operator	D	UPGRADE	60216	Heavy Equipment Operator	E		
PM014617	5229	30026	Supervisor IV	J	UPGRADE	30011	Manager II	K		
PM014723	5271	20006	Contract Compliance Administrator	F	UPGRADE	30020	Coordinator II	H		
PM014808	5002	32402	Office Assistant II	D	UPGRADE	32403	Senior Office Assistant	F		
PM014809	5002	32402	Office Assistant II	D	UPGRADE	32403	Senior Office Assistant	F		
PM014810	5071	32402	Office Assistant II	D	UPGRADE	32403	Senior Office Assistant	F		
PM014811	5002	32403	Office Assistant II	D	UPGRADE	32403	Senior Office Assistant	F		
PM014816	5010	30024	Supervisor II	H	UPGRADE	30025	Supervisor III	I		
PM014821	5010	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM014839	5010	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM014840	5010	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM014842	5010	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM014849	5010	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM014855	5142	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM014857	5142	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM014876	5025	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM014878	5025	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM014879	5010	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM014891	5025	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM014899	5025	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM014900	5025	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM014901	5025	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM014902	5025	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM014916	5031	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM014924	5035	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		
PM014989	5054	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM015022	5062	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM015033	5064	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		

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PM015043	5071	32402	Office Assistant II	D	UPGRADE	32403	Senior Office Assistant	F		
PM015044	5071	32402	Office Assistant II	D	UPGRADE	32403	Senior Office Assistant	F		
PM015050	5090	30024	Supervisor II	H	UPGRADE	30025	Supervisor III	I		
PM015067	5090	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015074	5090	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015076	5090	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015078	5090	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015110	5104	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM015123	5109	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM015148	5025	30024	Supervisor II	H	UPGRADE	30025	Supervisor III	I		
PM015149	5131	30024	Supervisor II	H	UPGRADE	30025	Supervisor III	I		
PM015154	5131	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM015155	5131	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM015157	5142	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM015171	5131	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015178	5131	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015182	5131	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015183	5131	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015184	5131	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015187	5131	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015190	5025	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015192	5132	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015196	5132	30024	Supervisor II	H	UPGRADE	30025	Supervisor III	I		
PM015200	5132	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM015201	5132	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM015215	5132	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015219	5132	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015225	5132	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015235	5142	30024	Supervisor II	H	UPGRADE	30025	Supervisor III	I		
PM015239	5142	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM015251	5142	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM015252	5142	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015258	5142	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015271	5152	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		
PM015276	5153	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM015458	5171	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM015465	5172	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		

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PM015595	5206	32402	Office Assistant II	D	UPGRADE	32406	Administrative Specialist	H		
PM015600	5206	64003	Laborer	B	UPGRADE	64004	Laborer II	C		
PM015602	5206	64003	Laborer	B	UPGRADE	64004	Laborer II	C		
PM015604	5206	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015619	5207	64003	Laborer	B	UPGRADE	64004	Laborer II	C		
PM015626	5207	64004	Laborer II	C	UPGRADE	50053	Crew Leader	E		
PM015627	5208	30011	Manager II	K	UPGRADE	30012	Manager III	M		
PM015631	5208	64003	Laborer	B	UPGRADE	64004	Laborer II	C		
PM015638	5212	32402	Office Assistant II	D	UPGRADE	32403	Senior Office Assistant	F		
PM015734	5090	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM015760	5229	30026	Supervisor IV	J	UPGRADE	30011	Manager II	K		
PM015844	5291	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5156
PM015856	5293	14407	Therapeutic Recreation Assistant	D	UPGRADE	30019	Coordinator	G		
PM017187	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5166
PM017188	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5043
PM017189	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5053
PM017190	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5034
PM017191	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5055
PM017192	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5063
PM017193	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5262
PM017194	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		
PM017195	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5052
PM017196	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5101
PM017197	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5103
PM017199	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5174
PM017201	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5176
PM017202	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5177
PM017203	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5179
PM017205	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5041
PM017206	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5158
PM017208	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5107
PM017209	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5154
PM017210	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5165
PM017211	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5155
PM017212	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5151
PM017213	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5173
PM017214	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		

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PM017215	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5105
PM017216	5041	14522	Recreation Center Assistant	B	UPGRADE	30019	Coordinator	G		5102
PM017217	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5202
PM017218	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5202
PM017219	5041	14522	Recreation Center Assistant	B	UPGRADE	14520	Recreation Program Specialist	E		5202
PM017221	5041	14522	Recreation Center Assistant	B	UPGRADE	30020	Coordinator II	H		5206
PM017222	5041	14522	Recreation Center Assistant	B	UPGRADE	30020	Coordinator II	H		5206
PM017223	5041	14522	Recreation Center Assistant	B	UPGRADE	30020	Coordinator II	H		5206
PM017667	5025	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM018136	5010	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		
PM018137	5010	64004	Laborer II	C	UPGRADE	14030	Forestry Worker	D		

Police (General Fund)

PM018392	2116	46004	Police Officer	P2	ADD					
PM018393	2116	46004	Police Officer	P2	ADD					
PM018394	2116	46004	Police Officer	P2	ADD					
PM018395	2116	46004	Police Officer	P2	ADD					
PM018396	2116	46004	Police Officer	P2	ADD					
PM018397	2116	46004	Police Officer	P2	ADD					
PM018398	2116	46004	Police Officer	P2	ADD					
PM018399	2116	46004	Police Officer	P2	ADD					
PM018400	2116	46004	Police Officer	P2	ADD					
PM018401	2116	46004	Police Officer	P2	ADD					
PM018402	2116	46004	Police Officer	P2	ADD					
PM018403	2116	46004	Police Officer	P2	ADD					
PM018404	2116	46004	Police Officer	P2	ADD					
PM018405	2116	46004	Police Officer	P2	ADD					
PM018406	2116	46004	Police Officer	P2	ADD					
PM018407	2116	46004	Police Officer	P2	ADD					
PM018408	2116	46004	Police Officer	P2	ADD					
PM018409	2116	46004	Police Officer	P2	ADD					
PM018410	2116	46004	Police Officer	P2	ADD					
PM018411	2116	46004	Police Officer	P2	ADD					
PM018412	2116	46004	Police Officer	P2	ADD					
PM018413	2116	46004	Police Officer	P2	ADD					
PM018465	2147	40036	911 Call Taker	E	ADD					
PM018466	2147	40036	911 Call Taker	E	ADD					

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PM018467	2147	40036	911 Call Taker	E	ADD					
PM018468	2147	40036	911 Call Taker	E	ADD					
PM018469	2147	40036	911 Call Taker	E	ADD					
PM018470	2147	40036	911 Call Taker	E	ADD					
PM018471	2147	40036	911 Call Taker	E	ADD					
PM018472	2147	40036	911 Call Taker	E	ADD					
PM018473	2147	40036	911 Call Taker	E	ADD					
PM018474	2147	40036	911 Call Taker	E	ADD					
PM018506	2188	26022	Community Outreach Representative	F	ADD					
PM018507	2188	26022	Community Outreach Representative	F	ADD					
PM018508	2188	30010	Manager	I	ADD					
PM018516	2164	46535	Crime Scene Analyst	H	ADD					
PM018517	2164	30026	Supervisor IV	J	ADD					
PM018518	2164	30026	Supervisor IV	J	ADD					
PM018521	2181	30021	Coordinator IV	J	ADD					
PM013210	2114	32402	Office Assistant II	D	DELETE					
PM013236	2112	32401	Office Assistant	B	DELETE					
PM013247	2115	32402	Office Assistant II	D	DELETE					
PM014129	2181	32402	Office Assistant II	D	DELETE					
PM014177	2188	26032	Senior Caseworker	I	RECLASS	30011	Manager	I		
PM014184	863E	26031	Caseworker II	H	RECLASS	30020	Coordinator II	H		

Police (Grant Fund)

PM014131	2112	32402	Office Assistant II	D	UPGRADE	36531	Database Analyst	L		
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Public Works (General Fund)

PM018366	3027	02218	Surveyor	K	ADD					
PM018367	3186	00703	Senior Engineer	M	ADD					
PM018414	3015	32406	Administrative Specialist II	H	ADD					
PM018415	3035	32406	Administrative Specialist II	H	ADD					
PM018494	3017	02514	Project Coordinator II	I	ADD					
PM002925	3022	00703	Senior Engineer	M	DOWNGRADE	35548	Senior Geographic Information Systems Analyst	K		
PM017048	3015	00703	Senior Engineer	M	DOWNGRADE	00014	Landscape Architect	J		
PM002681	4241	06303	Environmental Specialist III	G	UPGRADE	06402	Environmental Coordinator II	I		
PM002689	3015	02005	Computer Aided Drafting Technician	E	UPGRADE	02520	Project Coordinator	H		
PM002703	4298	06303	Environmental Specialist III	G	UPGRADE	06402	Environmental Coordinator II	I		

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Sanitation Services (General Fund)

PM018380	3582	30012	Manager III	M	ADD					
PM002231	3532	64003	Laborer	B	UPGRADE	24850	Assistant Director II	P		
PM002232	3532	64003	Laborer	B	UPGRADE	24404	Third Tier Executive	N		

Streets Services (General Fund)

PM002758	3053	30025	Supervisor III	I	DOWNGRADE	30024	Supervisor II	H		
PM002902	3049	16412	Inspector III	G	RECLASS	32405	Administrative Specialist	G		
PM002691	3056	62005	Sign Fabricator	C	UPGRADE	02009	Drafter	E		
PM010290	3311	18011	Accountant III	H	UPGRADE	18013	Senior Accountant	I		
PM010292	3315	30019	Coordinator	G	UPGRADE	30021	Coordinator IV	J		3311
PM010572	3311	30020	Coordinator II	H	UPGRADE	30017	Coordinator III	I		

Sustainable Development and Construction (General Fund)

PM018463	1183	30308	Chief Real Estate Specialist	L	ADD					
PM018464	3181	28041	Planner	G	ADD					

Sustainable Development and Construction (Enterprise Fund)

PM018381	3152	16412	Inspector III	G	ADD					
PM018382	3152	16412	Inspector III	G	ADD					
PM018383	3153	16412	Inspector III	G	ADD					
PM018384	3153	16412	Inspector III	G	ADD					
PM018385	3154	16412	Inspector III	G	ADD					
PM018386	3154	16412	Inspector III	G	ADD					
PM018387	3155	16412	Inspector III	G	ADD					
PM018388	3155	16412	Inspector III	G	ADD					
PM018389	3152	16405	Senior Inspector	H	ADD					
PM018390	3152	16405	Senior Inspector	H	ADD					
PM018391	3152	16412	Inspector III	G	ADD					
PM018416	3151	28043	Senior Planner	J	ADD					
PM018519	3152	16405	Senior Inspector	H	ADD					
PM001476	1173	28044	Chief Planner	L	DOWNGRADE	28041	Planner	G		
PM001521	3133	32405	Administrative Specialist	G	DOWNGRADE	32402	Office Assistant II	D		
PM018166	3151	16405	Senior Inspector	H	TRANSFER					3181
PM001510	3142	30011	Manager II	K	UPGRADE	30012	Manager III	M		
PM018143	3152	30010	Manager	I	UPGRADE	30011	Manager II	K		

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Trinity Watershed Management (General Fund)

PM018430	3009	64004	Laborer II	C	ADD					
PM018431	3009	64004	Laborer II	C	ADD					
PM018509	3009	14520	Recreation Program Specialist	E	ADD					
PM018510	3009	14520	Recreation Program Specialist	E	ADD					
PM018511	3009	14520	Recreation Program Specialist	E	ADD					
PM018512	3009	14520	Recreation Program Specialist	E	ADD					
PM018513	3009	14520	Recreation Program Specialist	E	ADD					
PM018514	3009	14520	Recreation Program Specialist	E	ADD					
PM018515	3009	14520	Recreation Program Specialist	E	ADD					
PM002512	3013	00703	Senior Engineer	M	TRANSFER					4791
PM002515	3013	26030	Caseworker	G	UPGRADE	30308	Chief Real Estate Specialist	L		

Trinity Watershed Management (Enterprise Fund)

PM018418	4792	56001	Mechanic	C	ADD					
PM018419	4793	32403	Senior Office Assistant	F	ADD					
PM018420	4792	66214	Truck Driver II	C	ADD					
PM018421	4792	66214	Truck Driver II	C	ADD					
PM018422	4792	50053	Crew Leader	E	ADD					
PM018423	4791	02514	Project Coordinator II	I	ADD					
PM018424	4790	16605	Inspector	D	ADD					
PM018432	4792	64004	Laborer II	C	ADD					
PM018433	4792	64004	Laborer II	C	ADD					
PM018434	4792	64004	Laborer II	C	ADD					
PM018435	4792	64004	Laborer II	C	ADD					
PM018484	4790	16605	Inspector	D	ADD					
PM018485	4792	58512	Electrician	F	ADD					
PM018486	4792	00702	Engineer	K	ADD					
PM018487	4792	58517	Senior Electronic Technician	G	ADD					
PM018488	4792	58511	Electrician Assistant	D	ADD					
PM018489	4792	58511	Electrician Assistant	D	ADD					
PM018490	4792	58515	Electronic Technician Assistant	D	ADD					
PM018491	4792	58515	Electronic Technician Assistant	D	ADD					
PM018497	4790	63014	Service Agent	G	ADD					
PM018498	4792	63014	Service Agent	G	ADD					
PM018499	4790	30017	Coordinator III	I	ADD					

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PM018500	4792	30023	Supervisor	G	ADD					
PM002478	4791	02505	Senior Design Technician	G	RECLASS	63014	Service Agent	G		
PM002506	4792	56001	Mechanic	C	TRANSFER				STS	3411
PM002511	4792	56003	Senior Mechanic	F	TRANSFER				STS	3411
PM002581	4792	56001	Mechanic	C	TRANSFER				STS	3413
PM002589	4792	56003	Senior Mechanic	F	TRANSFER				STS	3413
PM002495	4792	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM002496	4792	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM002523	4792	32402	Office Assistant II	D	UPGRADE	32403	Senior Office Assistant	F		4795
PM002563	4792	32402	Office Assistant	D	UPGRADE	32403	Senior Office Assistant	F		4795
PM002566	4792	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM002573	4792	50053	Crew Leader	E	UPGRADE	50054	Senior Crew Leader	F		
PM002619	4792	64003	Laborer	B	UPGRADE	38015	Senior Storekeeper	E		

KEY FOCUS AREA: Economic Vibrancy
AGENDA DATE: September 18, 2013
COUNCIL DISTRICT(S): All
DEPARTMENT: Water Utilities
CMO: Forest E. Turner, 670-3390
MAPSCO: N/A

SUBJECT

An ordinance amending Chapter 49 of the Dallas City Code to establish and adjust certain rates, charges and fees relating to water and wastewater services for Dallas and customer cities, effective October 1, 2013 (fee list attached) - Estimated Revenue: \$21,380,427

BACKGROUND

The Water Utilities Department is supported solely by revenues from the sale of water and wastewater services. To continue a program of system improvements and to assure retail customers and wholesale customers adequate and reliable service, certain fees and retail and wholesale rate adjustments are required to fund operations of the utility during FY13-14.

A study has been conducted in accordance with contractual obligations and accepted rate making principles to determine the costs associated with providing water and wastewater service to various classes of customers. This ordinance will adjust fees and retail and wholesale rates to provide sufficient revenues for furnishing water and wastewater service to Dallas and its customer cities.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

This item has no prior action.

FISCAL INFORMATION

Estimated Revenue: \$21,380,427

Proposed Fee Changes Effective October 1, 2013

<u>Development Related Services</u>	<u>Existing Fee</u>	<u>Proposed Fee</u>
1. Permit Connection Fee	\$275	\$475
2. 3/4" Water Service	\$2,040	\$2,650
3. 1" Water Service	\$2,180	\$2,750
4. 1 1/2" Water Service	\$3,115	\$3,603
5. 2" Water Service	\$3,252	\$3,605
6. 3/4" Water Deadhead Connection	\$295	\$925
7. 1" Water Deadhead Connection	\$325	\$975
8. 1 1/2" Water Deadhead Connection	\$875	\$1,325
9. 2" Water Deadhead Connection	\$975	\$1,575
10. Up to 2: Bullhead Water Connection	\$1,225	\$2,575
11. 6" Wastewater Lateral with Connection	\$2,066	\$2,674
 <u>Charges for Use of Fire Hydrants</u>		
12. Monthly Fire Hydrant Service Charge	\$63.50	\$66.56
 <u>Surcharge Rates (per 1,000 gallon)</u>		
13. Biochemical Oxygen Demand	\$2.3352	\$2.4186
14. Total Suspended Solids	\$1.4178	\$1.5012

ORDINANCE NO. _____

An ordinance amending Sections 49-18.1, 49-18.2, 49-18.4, 49-18.5, 49-18.7, 49-18.9, and 49-18.12 of CHAPTER 49, "WATER AND WASTEWATER," of the Dallas City Code, as amended; adjusting rates and charges for treated water service, wastewater service, wholesale water and wastewater service to governmental entities, untreated water service, service connections, fire hydrant usage, and industrial surcharges for excessive concentrations; providing a penalty not to exceed \$2,000; providing a saving clause; providing a severability clause; and providing an effective date.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Section 49-18.1, "Rates for Treated Water Service," of Article II, "Rates, Charges and Collections," of CHAPTER 49, "WATER AND WASTEWATER," of the Dallas City Code, as amended, is amended to read as follows:

“SEC. 49-18.1. RATES FOR TREATED WATER SERVICE.

- (a) Form of rate. The monthly rate for treated water service to a customer consists of:
 - (1) a customer charge; and
 - (2) a usage charge.
- (b) Billing cycle. In this section, water used per month is based upon the billing cycle of the department.
- (c) Rate tables. The director shall charge customers for treated water service in accordance with the following tables:

(1) Water Service Customer Charges.

<u>METER SIZE</u>	<u>RATE PER METER</u>
5/8-inch meter	<u>\$4.65</u> [4.40]
3/4-inch meter	<u>6.45</u> [6.15]
1-inch meter	<u>9.38</u> [8.95]
1-1/2-inch meter	<u>17.47</u> [16.67]
2-inch meter	<u>27.26</u> [26.04]
3-inch meter	<u>66.56</u> [63.50]
4-inch meter	<u>110.59</u> [105.50]
6-inch meter	<u>219.60</u> [209.50]
8-inch meter	<u>364.98</u> [348.20]
10-inch meter or larger	<u>561.26</u> [535.45]

(2) Usage Charge—Rate Per 1,000 Gallons.

TYPE OF USAGE

(A) Residential:

(i) Up to 4,000 gallons	<u>\$1.80</u> [1.77]
(ii) 4,001 to 10,000 gallons	<u>3.77</u> [3.55]
(iii) 10,001 to 15,000 gallons	<u>5.20</u> [4.92]
(iv) Above 15,000 gallons	<u>7.09</u> [6.67]

(B) General service:

(i) Up to 10,000 gallons	<u>2.70</u> [2.56]
(ii) Above 10,000 gallons	<u>3.30</u> [3.07]
(iii) Above 10,000 gallons and 1.4 times annual average monthly usage	<u>4.65</u> [4.42]

(d) Applicability of rates to meters. The charges for water service in Subsection (c) of this section apply to each meter that exists at a customer's premises. A customer may request removal of inactive meters to combine services through a single meter. If, within one year, a customer requests removal and restoration of a meter that is used for lawn sprinkling, air conditioning, or other seasonal purposes, the customer shall pay a reconnection charge that is equal to the monthly customer charge in Subsection (c) of this section multiplied by the number of months the service was discontinued.

(e) Rates where no meter exists. If a customer is without a meter, the minimum usage charge per month is based upon the average monthly usage for a customer in the same service class at the rate specified in Subsection (c) of this section. The customer charge is based upon the size of the service line at the property.

(f) Election for certain general water service customers. A general water service customer inside the city who uses at least 1,000,000 gallons of water per month may elect, in writing, to be assessed the special charges under this subsection instead of the regular general service rate, according to the following conditions:

(1) The customer must agree to pay each year:

(A) the monthly customer charge provided in Subsection (c);

(B) \$1,945.98 [~~1,856.50~~] per month as a usage charge on the first 1,000,000 gallons used in a billing period; and

(C) \$2.55 [~~2.41~~] per 1,000 gallons used in excess of 1,000,000 gallons per month.

(2) The customer must agree that consumption billed during any billing period ending in May, June, July, August, September, and October will not exceed 1.5 times the average monthly consumption billed in the previous winter months of December through March.

(3) To be eligible for the special rate, a customer's maximum hourly water usage during a seven-day period must not be greater than seven times the average hourly usage rate for the same seven-day period.

(4) If a customer's usage of water exceeds the amounts allowed under Subsection (f)(2) or (f)(3), the customer will be notified that the customer will be billed at the regular usage charge stated in Subsection (c) for a minimum of 12 months, and such additional time until the customer can demonstrate to the satisfaction of the director that the requirements of Subsection (f)(2) and (f)(3) can be maintained.

(5) The director may grant a variance to Subsection (f)(4) where special circumstances warrant.

(g) Adjusted rates for hidden water leaks. When a customer experiences a substantial increase in water or wastewater usage from a hidden water leak and the customer meets the requirements of Section 49-9(e), the director will adjust the account and bill the customer:

(1) an estimated amount of normal water usage for the period at the regular rate;

(2) the excess water usage caused by the hidden leak at the following applicable rate:

<u>TYPE OF USAGE</u>	<u>RATE PER 1,000 GALLONS</u>
(A) Residential	<u>1.80</u> [1.77]
(B) General service	<u>2.70</u> [2.56]
(C) Optional general service	<u>2.55</u> [2.41]
(D) Municipal service	<u>2.25</u> [2.16]

and

(3) the applicable wastewater rate prescribed in Section 49-18.2(c), based on an adjustment of wastewater volume to estimated normal volume, where adjustment is appropriate.

(h) Billing based on full month. If a customer requests discontinuance of service at an address where uninterrupted service was provided for a period of time so short that the only bill for services rendered would be the final bill, such billing will be computed as though service had been furnished for a full billing month.

(i) Rates for municipal purpose water service. Water service to property owned by the city of Dallas that is used solely for municipal purposes may be charged \$2.25 [~~2.16~~] per 1,000 gallons of water used.”

SECTION 2. That Section 49-18.2, "Rates for Wastewater Service," of Article II, "Rates, Charges and Collections," of CHAPTER 49, "WATER AND WASTEWATER," of the Dallas City Code, as amended, is amended to read as follows:

“SEC. 49-18.2. RATES FOR WASTEWATER SERVICE.

(a) Form of rate. The monthly rate for wastewater service to a customer consists of:

- (1) a customer charge;
- (2) a usage charge; and
- (3) a surcharge for excessive concentration of wastes, if applicable.

(b) Billing cycle. In this section, water used per month is based upon the billing cycle of the department.

(c) Rate tables. The director shall charge a customer for wastewater service in accordance with the following tables:

Wastewater Service Charges.

(1) Monthly customer charges

<u>METER SIZE</u>	<u>RATE PER METER</u>
5/8-inch meter	\$4.40 [4.20]
3/4-inch meter	5.90 [5.65]
1-inch meter	8.53 [8.14]
1-1/2-inch meter	16.01 [15.27]
2-inch meter	25.82 [24.63]
3-inch meter	61.45 [58.62]
4-inch meter	100.10 [95.50]
6-inch meter	201.31 [192.05]
8-inch meter	332.91 [317.60]
10-inch meter or larger	507.07 [483.75]

(2) Monthly residential usage charge \$4.90 [~~4.80~~] per 1,000 gallons of the average water consumption billed in the months of December, January, February, and March, or of the actual month's water consumption, whichever is less, up to a maximum charge of 40,000 gallons per month

(3) Monthly general service usage charge \$3.47 [~~3.24~~] per 1,000 gallons of water used

(4) Monthly usage charge for Section 49-18.1(f) customer \$3.22 [~~3.07~~] per 1,000 gallons of water used

(5) Monthly general service usage charge for wastewater separately metered \$3.40 [~~3.20~~] per 1,000 gallons of wastewater discharged

(6) Monthly surcharge for excessive concentrations of waste An amount calculated in accordance with Sections 49-18.12, 49-48 and 49-49 of this chapter

- | | | |
|-----|---|--|
| (7) | Monthly surcharge for excessive concentrations of waste for wastewater separately metered | An amount calculated in accordance with Sections 49-18.12, 49-48 and 49-49 of this chapter |
|-----|---|--|

(d) Where residential water service is not used. If a residential customer does not receive water service solely from the city, the director shall estimate water used per month to determine the usage charge in Subsection (c).

(e) Where general water service is not used. If a general service customer does not receive water service solely from the city, the customer must install and maintain, at the customer's expense, adequate meters that measure total water usage from other sources and that meet American Water Works Association standards. The customer must pay an additional customer charge of \$10.00 per month for each meter, regardless of size, installed under this subsection. When a meter is inaccurate, the director may estimate water usage.

(f) Rates for municipal purpose wastewater service. Wastewater service to property owned by the city of Dallas that is used solely for municipal purposes may be charged \$2.55 [2.48] per 1,000 gallons of water used.”

SECTION 3. That Section 49-18.4, "Rates for Wholesale Water and Wastewater Service to Governmental Entities," of Article II, "Rates, Charges and Collections," of CHAPTER 49, "WATER AND WASTEWATER," of the Dallas City Code, as amended, is amended to read as follows:

“SEC. 49-18.4. RATES FOR WHOLESALE WATER AND WASTEWATER SERVICE TO GOVERNMENTAL ENTITIES.

(a) Form of rate. The director may provide wholesale water service to governmental entities. The service will be furnished in accordance with a written contract at the rates prescribed in this section and under such other terms and conditions as the city council deems reasonable. The rate for wholesale water service to a governmental entity will consist of:

- (1) a volume charge and a demand charge; or
- (2) a flat rate charge.

(b) Rate table. The director shall charge a governmental entity for wholesale water service in accordance with the following:

(1) The volume charge for treated water is \$0.3673 [~~3655~~] per 1,000 gallons of water used, and the annual water year demand charge is \$208,941 [~~202,785~~] per each mgd, as established by the highest rate of flow controller setting.

(2) If a flat rate charge for treated water is provided by contract, or in the absence of a rate of flow controller, the charge is \$1.6732 [~~6329~~] per 1,000 gallons of treated water used.

(3) A monthly readiness-to-serve charge will be assessed for any standby service point. The monthly fee, based on size of connection, is as follows:

<u>Size of Connection</u>	<u>Monthly Standby Fee</u>
3-inch	<u>\$66.56</u> [63.50]
4-inch	<u>110.59</u> [105.50]
6-inch	<u>219.60</u> [209.50]
8-inch	<u>364.98</u> [348.20]
10-inch or larger	<u>561.26</u> [535.45]

(4) The rate for regular untreated water service to a governmental entity is \$0.5355 [~~4587~~] per 1,000 gallons of untreated water used. The rate for interruptible untreated water service to a governmental entity is \$0.2430 [~~2420~~] per 1,000 gallons of untreated water used.

(c) Revisions. Unless otherwise provided in this chapter, if the written contract for wholesale service between the city and a governmental entity provides for revision of rates, the charges under the written contract must comply with the charges provided in this section.

(d) Emergency exchanges. The director may, in the interest of the city and its customers, make connection agreements with other governmental entities for emergency exchange of water.

(e) Wholesale wastewater rates. The director may provide wholesale wastewater service to other governmental entities by contract, in accordance with the following rules:

(1) The monthly rate for wholesale wastewater service is \$2.3326 [~~2.2967~~] per 1,000 gallons of wastewater discharged. The director is authorized to compensate those governmental entities located within the boundaries of the city for the city's use of integrated facilities owned by those governmental entities.

(2) An infiltration and inflow adjustment factor of 10.9 [~~12.8~~] percent will be added to the average water consumption for the months of December, January, February, and March to determine billable volume for a governmental entity with unmetered wholesale wastewater service.

(3) If the BOD or suspended solids concentration of waste discharged exceeds 250 mg/L, the governmental entity must pay a surcharge calculated in accordance with Section 49-18.12(1)(A) or (B), whichever applies.

(f) Treatment of water owned by another governmental entity. The director may provide treatment services at the Elm Fork water treatment plant to water owned by another governmental entity in accordance with a written contract. The volume charge for treating water owned by another governmental entity is \$0.~~2840~~ [2946] per 1,000 gallons of water treated, and the annual water year demand charge is \$~~38,991~~ [43,302] per each mgd, as established by the maximum demand capacity set forth in the contract.”

SECTION 4. That Section 49-18.5, "Rate for Untreated Water," of Article II, "Rates, Charges and Collections," of CHAPTER 49, "WATER AND WASTEWATER," of the Dallas City Code, as amended, is amended to read as follows:

“SEC. 49-18.5. RATE FOR UNTREATED WATER.

(a) Regular rate. The charge for untreated water is \$0.~~5355~~ [4587] per 1,000 gallons of water used.

(b) Interruptible rate. The charge for interruptible service is \$0.~~2430~~ [2420] per 1,000 gallons of water used.

(c) Reservoir supply permits. The director may authorize contracts with owners of property abutting water supply lakes or streams for the domestic use of untreated water. A contract under this subsection may not allow withdrawal of untreated water in excess of 10 acre-feet per year. A charge for water used will be made as provided in Subsection (a) or (b). The term of such contracts may not exceed three years, but the contracts are renewable at the option of the city. An application for a contract or contract renewal under this subsection must be accompanied by a nonrefundable processing fee of \$95.

(d) Commercial contracts for untreated water.

(1) Short-term contracts. The director may authorize short-term contracts, without the necessity of council approval, with owners of property abutting water supply lakes or streams for the commercial use of untreated water. A contract under this paragraph may not allow withdrawal of untreated water in excess of 10 acre-feet per year. A charge for water used will be made as provided in Subsection (a) or (b). The term of such contracts may not exceed three years, but the contracts are renewable at the option of the city. An application for a short-term contract or contract renewal must be accompanied by a nonrefundable processing fee of \$225.

(2) Long-term contracts. The director may authorize long-term contracts, with council approval, with owners of property abutting water supply lakes or streams for the commercial use of untreated water. A contract under this paragraph may allow withdrawal of untreated water in excess of 10 acre-feet per year. A charge for water used will be made as provided in Subsection (a) or (b). The term of such contracts may exceed three years, and are renewable at the option of the city. An application for a long-term contract or contract renewal must be accompanied by a nonrefundable processing fee of \$385.

(e) Treatment plant effluent. Wastewater treatment plant effluent may be purchased for one-half of the regular rate for untreated water. No distribution facilities will be provided by the city.”

SECTION 5. That Subsection (a) of Section 49-18.7, "Service Connection Charges," of Article II, "Rates, Charges and Collections," of CHAPTER 49, "WATER AND WASTEWATER," of the Dallas City Code, as amended, is amended to read as follows:

"(a) Water service installation and connection charge. The director shall charge for the installation of all water service connections at the following rates:

(1) Water Service Installation Charges.

<u>Connection Size</u>	<u>Fee</u>
3/4-inch	\$ <u>2,650</u> [2,040].00
1-inch	\$ <u>2,750</u> [2,180].00
1 1/2-inch	\$ <u>3,603</u> [3,115].00
2-inch	\$ <u>3,605</u> [3,252].00

(2) Connecting Existing Water Service.

<u>Connection Size</u>	<u>Fee</u>
3/4-inch	\$ <u>925</u> [295].00
1-inch	\$ <u>975</u> [325].00
1 1/2-inch	\$ <u>1,325</u> [875].00
2-inch	\$ <u>1,575</u> [975].00
Up to 2-inch bullhead	\$ <u>2,575</u> [1,225].00"

SECTION 6. That Subsection (b) of Section 49-18.7, "Service Connection Charges," of Article II, "Rates, Charges and Collections," of CHAPTER 49, "WATER AND WASTEWATER," of the Dallas City Code, as amended, is amended to read as follows:

"(b) Wastewater service installation and connection fees. Except as provided in Subsection (d), the city shall charge the following rates for the installation or connection of residential wastewater service lines:

- | | | |
|-----|---|---|
| (1) | First wastewater service line installation and connection charge | \$ <u>2,674</u> [2,066].00 |
| (2) | For connecting existing wastewater service lines constructed by other persons | \$ <u>475</u> [275].00" |

SECTION 7. That Section 49-18.9, "Charges for Use of Fire Hydrants," of Article II, "Rates, Charges and Collections," of CHAPTER 49, "WATER AND WASTEWATER," of the Dallas City Code, as amended, is amended to read as follows:

"SEC. 49-18.9. CHARGES FOR USE OF FIRE HYDRANTS.

A person requesting use of water from a fire hydrant pursuant to Section 49-27 shall pay the following application charges:

- (1) a deposit of \$1,500 to be refunded when the service is discontinued and the meter is returned to the city by the person or the person's authorized representative, less any unpaid fees for services and any costs to repair damage in excess of normal wear;
- (2) a monthly fire hydrant service charge of \$66.56 [~~63.50~~]; and
- (3) a usage charge for water that will be billed at the general service rate prescribed in Section 49-18.1(c)(2)(B)."

SECTION 8. That Section 49-18.12, "Industrial Surcharge Rate Formula for Excessive Concentrations," of Article II, "Rates, Charges and Collections," of CHAPTER 49, "WATER AND WASTEWATER," of the Dallas City Code, as amended, is amended to read as follows:

"SEC. 49-18.12. INDUSTRIAL SURCHARGE RATE FORMULA FOR EXCESSIVE CONCENTRATIONS.

Surcharge rate formula. The person responsible for industrial waste discharge in excessive concentrations of BOD and suspended solids shall pay an industrial surcharge in addition to regular water and wastewater rates, either under Section 49-49 or in accordance with the following cost factors and formula:

- (1) The user's cost factors for excessive industrial waste are based on the capital and operating cost of wastewater facilities to provide treatment for the reduction of BOD and suspended solids. The formula is:

(A) Surcharge for excessive concentrations:

Payment rate per 1,000 gallons:

$$\frac{\$2.41860 \text{ [2.33520]}(\text{BOD} - 250)}{1,000} + \frac{\$1.50120 \text{ [1.41780]}(\text{SS} - 250)}{1,000}$$

(B) Surcharge for excessive concentrations for wastewater metered separately:

Payment rate per 1,000 gallons:

$$\frac{\$2.68463 \text{ [2.59206]}(\text{BOD} - 250)}{1,000} + \frac{\$1.66633 \text{ [1.57376]}(\text{SS} - 250)}{1,000}$$

BOD = Average concentrations of BOD in mg/l, determined from sampling the waste as described in Section 49-52

SS = Average concentrations of suspended solids in mg/l, as determined from sampling the waste as described in Section 49-52

(2) The rate for each user may be calculated once every 12 months."

SECTION 9. That, unless specifically provided otherwise by this ordinance or by state law, a person violating a provision of this ordinance governing fire safety, zoning, or public health and sanitation, including dumping of refuse, is, upon conviction, punishable by a fine not to exceed \$2,000 and that a person violating any other provision of this ordinance is, upon conviction, punishable by a fine not to exceed \$500.

SECTION 10. That CHAPTER 49 of the Dallas City Code, as amended, will remain in full force and effect, save and except as amended by this ordinance.

SECTION 11. That the terms and provisions of this ordinance are severable and are governed by Section 1-4 of CHAPTER 1 of the Dallas City Code, as amended.

SECTION 12. That this ordinance will take effect on October 1, 2013, and it is accordingly so ordained.

APPROVED AS TO FORM:

WARREN M. S. ERNST, Interim City Attorney

By _____
Assistant City Attorney

Passed _____

LC/DCC/00546A

Memorandum



DATE September 13, 2013

TO Honorable Mayor and Members of the City Council

SUBJECT Affordable Care Act – Enroll Dallas

On Wednesday, September 25, 2013, you will be briefed on the Affordable Care Act - Enroll Dallas. Attached are the briefing materials for your review prior to Wednesday's discussion.

Please contact me if you have any questions.



A. C. Gonzalez
Interim City Manager

Attachment

- c: Warren M. S. Ernst, Interim City Attorney
- Judge Daniel F. Solis, Administrative Judge
- Rosa A. Rios, City Secretary
- Craig D. Kinton, City Auditor
- Ryan S. Evans, Interim First Assistant City Manager
- Jill A. Jordan, P. E., Assistant City Manager
- Forest E. Turner, Assistant City Manager
- Joey Zapata, Assistant City Manager
- Charles M. Cato, Interim Assistant City Manager
- Theresa O'Donnell, Interim Assistant City Manager
- Jeanne Chipperfield, Chief Financial Officer
- Frank Libro, Public Information Officer
- Elsa Cantu, Assistant to the City Manager – Mayor and Council



City of Dallas

AFFORDABLE CARE ACT – ENROLL DALLAS

September 18, 2013

Overview

- Health Insurance Marketplace 101
- Dallas County Efforts
- Key Messages
- City of Dallas Outreach Strategies





The Health Insurance Marketplace 101



Marjorie Petty, J.D., M.S.
Regional Director



The Problem

- ❑ Insurance companies could turn away the 129 million Americans with pre-existing conditions
- ❑ Premiums had more than doubled over the last decade, while insurance company profits were soaring
- ❑ Tens of millions were underinsured, and many who had coverage were afraid of losing it
- ❑ 50 million Americans had no insurance at all



The Health Care Law

In March 2010, President Obama signed the Affordable Care Act into law



Affordable Care Act – Coverage Accomplishments

- 3.1 million young adults have gained insurance through their parents' plans
- 6.1 million people with Medicare through 2012 received \$5.7 billion in prescription drug discounts
- 34 million people with Medicare received a free preventive service
- 71 million privately insured people gained improved coverage for preventive services
- 105 million Americans have had lifetime limits removed from their insurance



Affordable Care Act – Cost Savings

- Slowest sustained national health spending growth in 50 years
 - ▣ Low growth continuing in 2012 for Medicare and Medicaid
- Rate increases fell from 75% in 2010 to 14% so far in 2013
- \$1 billion returned to consumers last summer
 - ▣ Plans now must spend 80% on healthcare
- \$4.2 billion recovered in 2012 from anti-fraud efforts – a record high – for a total of nearly \$15 billion over the last 4 years, double that of the previous 4 years



The Health Insurance Marketplace

- ❑ A new way to get health insurance
 - Enrollment starts October 1, 2013
 - Coverage begins as early as January 1, 2014
- ❑ About 25 million Americans will access to quality health coverage
 - Up to 20 million may qualify for help to make it more affordable.



3 Things to Know about the Marketplace...

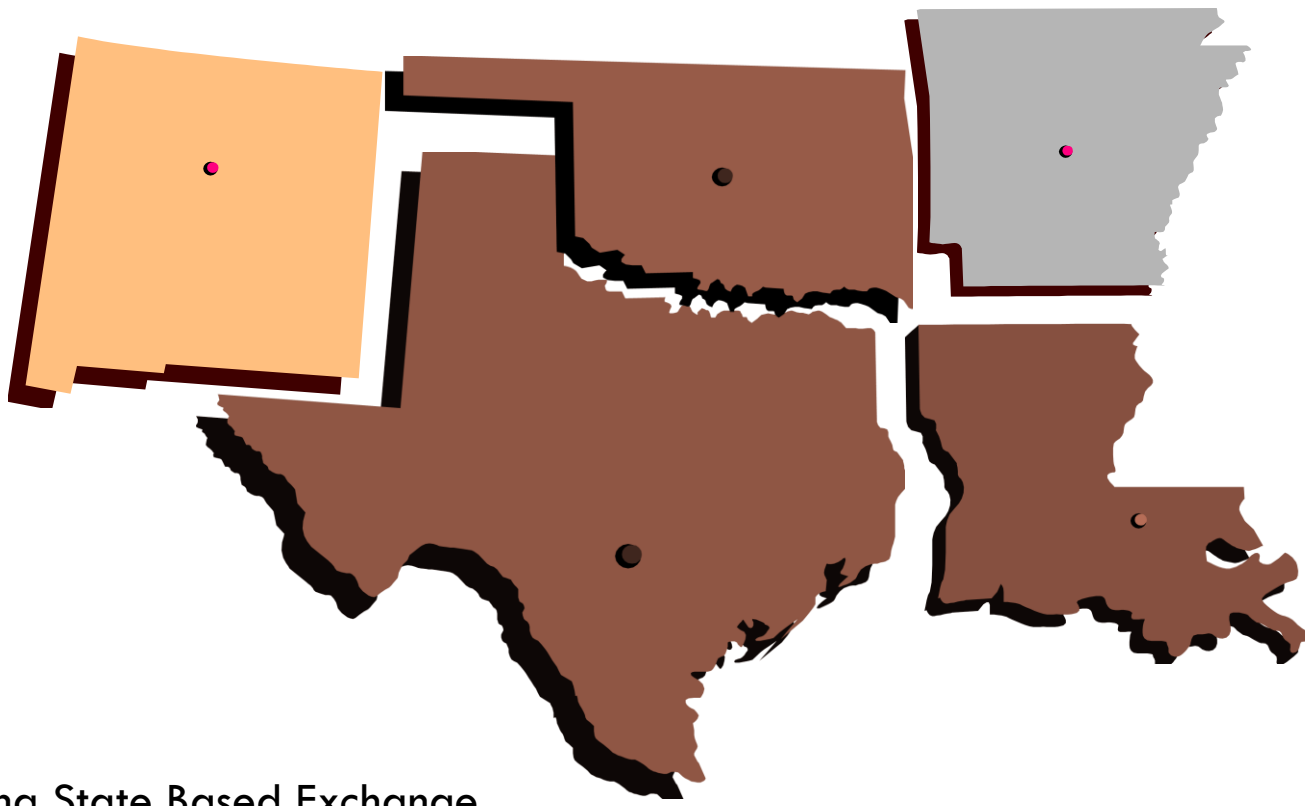
1. It's an easier way to shop for health coverage
 - ▣ Simplifies the search
 - ▣ All options in one place
 - ▣ A streamlined application and an individual or family can explore every qualified insurance plan in the area
2. Most people will be able to get a break on costs
 - ▣ 90% of people who are currently uninsured will qualify for discounted insurance
3. Clear options with apples-to-apples comparisons
 - ▣ All health insurance plans in the Marketplace present their price and benefit information in plain language



Marketplace Establishment

- ❑ Each state can choose to
 - Create and run its own Marketplace
 - Partner with the Federal government to run some Marketplace functions
 - Have a Marketplace established and operated by the Federal government

Region VI State Actions to Implement the Marketplace



-  Declining State Based Exchange
-  Pursuing Partnership Exchange
-  Pursuing State Based Exchange



Small Business Health Options Program (SHOP) - Employees

- The SHOP is a Marketplace for small businesses and their employees (fewer than 100 FTE employees)
 - States may limit participation to those with 50 or fewer employees for the first two years
 - Employers will access the SHOP where its principal business office is located
 - Employer must offer coverage to all full-time employees
 - Sole proprietors may buy through the Marketplace rather than the SHOP



Small Business Health Options Program (SHOP) - Employers

- Eligible employers can
 - ▣ Define how much they'll contribute toward their employees' coverage
 - ▣ Have access to a small business tax credit
 - ▣ Benefit from new protections that help them get real value for consumer's premium dollars

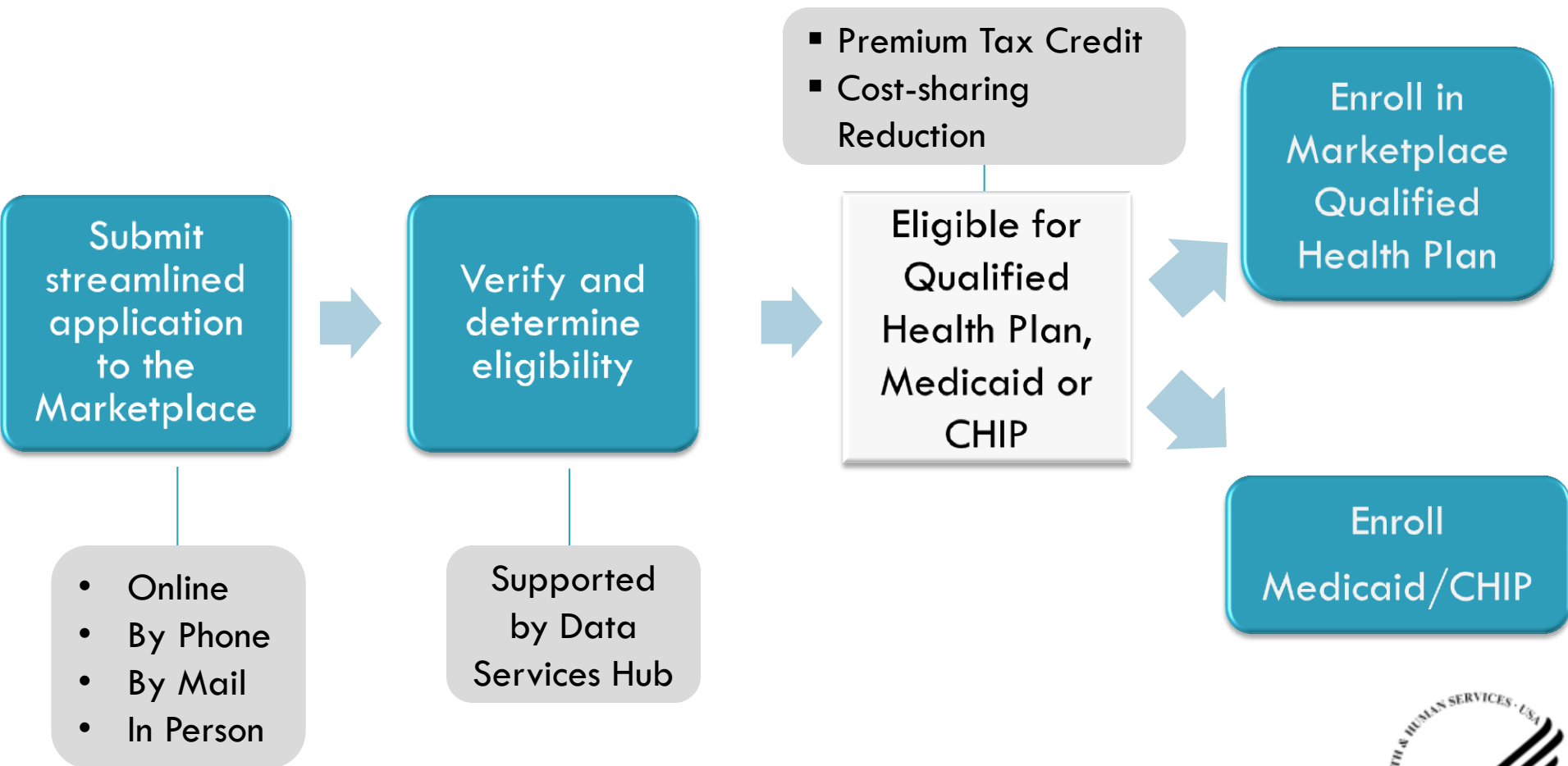


Essential Health Benefits

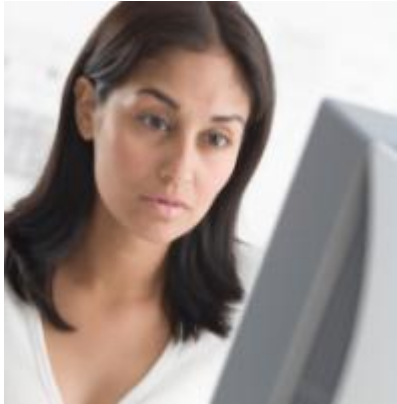
Qualified Health Plans cover Essential Health Benefits which include at least these 10 categories

Ambulatory patient services	Prescription drugs
Emergency services	Rehabilitative and habilitative services and devices
Hospitalization	Laboratory services
Maternity and newborn care	Preventive and wellness services and chronic disease management
Mental health and substance use disorder services, including behavioral health treatment	Pediatric services, including oral and vision care (pediatric oral services may be provided by stand-alone plan)

Application and Eligibility



How to Apply



Online



By Phone

- **Easy**
- **Convenient**
- **Streamlined**



By Mail

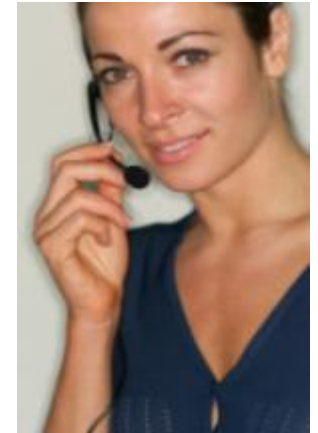


In Person

National Marketplace Toll-Free Call Center

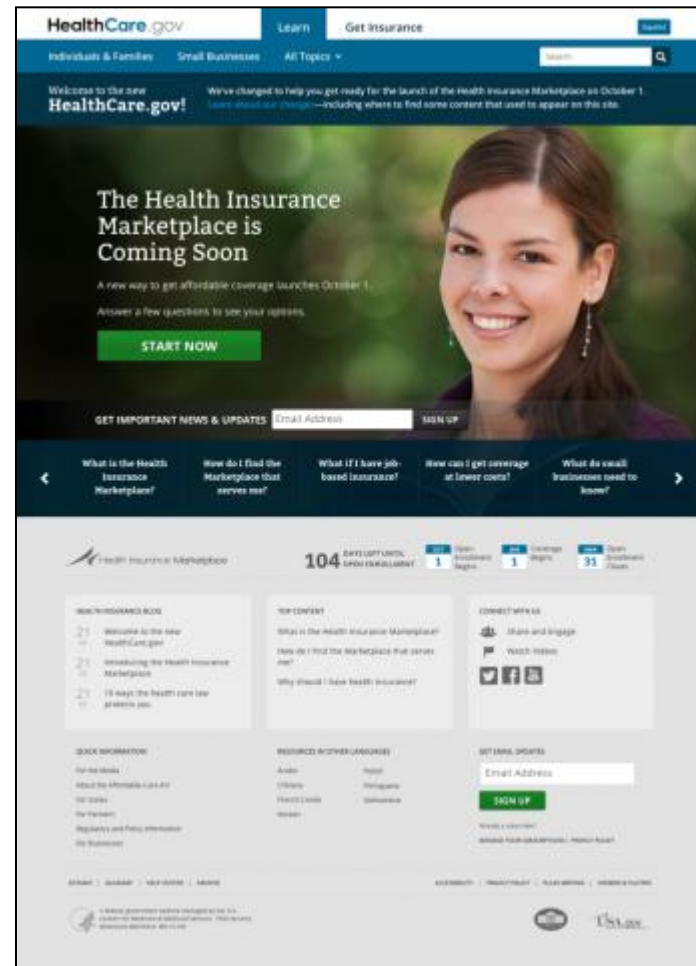
for Federally Facilitated and State-Partnership Marketplaces

- 1-800-318-2596 (TTY 1-855-889-4325)
 - ▣ Customer service representatives - 24/7
 - ▣ English and Spanish
 - Language line for 150 additional languages
- June – September
 - ▣ Provide general information to individuals in the Marketplace and **employees** of SHOP employers
 - ▣ SHOP call center for **Employers** – opens in August
- Starting October
 - ▣ Help with eligibility, enrollment and referrals



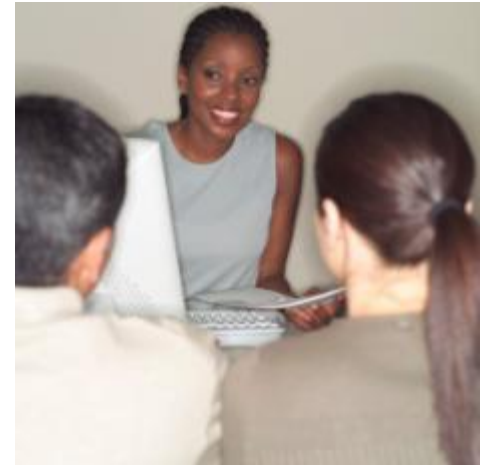
HealthCare.gov

- ❑ CuidadoDeSalud.gov for Spanish
- ❑ The consumer site for info now, application and plan comparison in October
- ❑ Social media connections
- ❑ Responsive design
- ❑ Accessible for those with visual disabilities
- ❑ Starting October 1, 2013 you can apply through this site



In Person Assistance

- In person help will be available to help prepare electronic and paper applications to establish eligibility and to enroll in coverage through the Marketplace
 - ▣ Navigators
 - ▣ Other trained enrollment assisters
 - Local community health centers, libraries, hospitals and other locations in local communities
 - ▣ Agents and brokers



Marketplace.cms.gov

Get the latest resources to help people apply, enroll, and get coverage in 2014

The screenshot shows the CMS.gov Health Insurance Marketplace website. At the top, there is a navigation bar with links for 'About CMS', 'FAQs', 'Print', and 'Share'. A search bar is located on the right side. The main content area features a large banner with the 'Health Insurance Marketplace' logo and a message: 'Starting this fall, there'll be a new way for people to buy health insurance - the Health Insurance Marketplace. Get the latest resources to help people apply, enroll, and get coverage in 2014.' Below this banner is a blue button labeled 'Get updates >'. A dark navigation bar contains two buttons: 'Get official resources >' and 'Explore research >'. The page is divided into three columns. The left column has a 'Resource spotlight' section with a thumbnail of a presentation slide and the text: 'Get the Overview of the Health Insurance Marketplace presentation to help you teach others about health insurance and the Marketplace.' Below this is a button 'Get presentation >'. The middle column has a 'Looking for consumer information?' section with the text: 'Visit HealthCare.gov, the official consumer site for the Marketplace.' and a button 'Get consumer information >'. The right column has a 'Have questions?' section with the text: 'Find the right answers to your questions about the Marketplace.' and a button 'Get answers >'. At the bottom, there is a footer with the CMS.gov logo, the text 'Health Insurance Marketplace', and a social media section titled 'Stay connected with the Marketplace' with icons for Twitter, Facebook, and YouTube.



Key Points to Remember

- ❑ The Marketplace is a new way to find and buy health insurance
- ❑ Qualified individuals and employers can shop for health insurance that fits their budget
- ❑ States have flexibility to establish their own Marketplace
- ❑ Individuals and families may be eligible for lower costs on their monthly premiums and out-of-pocket costs
- ❑ There is assistance available to help you get the best coverage for your needs



Want more information about the Marketplace?

□ Stay Connected

- Sign up to get email and text alerts at HealthCare.gov/subscribe
 - CuidadoDeSalud.gov for Spanish
- Updates and resources for partner organizations are available at Marketplace.cms.gov
- [Twitter@HealthCareGov](https://twitter.com/HealthCareGov)
- Facebook.com/Healthcare.gov



DALLAS COUNTY LEADERSHIP



DALLAS COUNTY BY THE NUMBERS

- ❑ Over 500,000 individuals are eligible through the Health Insurance Marketplace
- ❑ Dallas County tax payers pay for \$582 million in uncompensated care costs through Parkland Hospital
- ❑ Dallas County is the fourth most uninsured county in the country, with around 30 percent uninsured
- ❑ Estimated 40% of the eligible population will come through a hospital in Dallas County during the open enrollment period



STAKEHOLDERS ROUNDTABLE JULY 22, 2013



ACA REGIONAL ROUNDTABLE

- July 22, 2013
 - Convening of area ACA Stakeholders with Secretary Sebelius and executive Department of Health and Human Services staff
 - 18 regional stakeholders attended, including county officials, non-profit leaders, and private sector leaders
 - Texas is ground center for the health care effort, and Dallas is in the center
 - 500,000 people need health insurance in Dallas County
 - Get people connected through the Navigators and Certified Application Counselors
 - Hospitals and schools will play a huge role in enrolling residents



ENROLL DALLAS STAKEHOLDERS MEETING AUGUST 8, 2013



ACA REGIONAL STAKEHOLDERS

- City of Dallas and Dallas County co-hosted a regional stakeholders meeting on Thursday, August 8, 2013, at Parkland Hospital
 - 4pm-5pm
 - Elected officials, private business leaders, non-profit organizations, and key stakeholders are invited
 - Goal is to develop outreach strategy to encourage enrollment of uninsured Dallas County residents
 - 254 attendees



MOVING FORWARD

- The collaborative model between the County and City of Dallas along with our other public and private partners has been recognized by HHS and the White House as a “Best Model”
- Continue outreach to our current partners and work to find ways to reach the eligible population
- Opportunity to improve public health and economic strength



KEY MESSAGES FOR CITY OF DALLAS



KEY MESSAGES: UNINSURED RESIDENTS

- Texas has the highest percentage of uninsured residents in the US
 - 26.6% uninsured in Texas (6.3 million people)
 - 26.1% uninsured in Dallas County (500,000 residents)
- In the City of Dallas, approximately 33% of the population, or just under 383,000 residents, do not have health insurance (HHS Study, 2013)



KEY MESSAGES: ECONOMIC COST

- Uninsured residents are a huge economic cost to Parkland Hospital
- In 2011 Parkland Hospital provided \$582 million in uncompensated care to Dallas County residents without health insurance
- **Not free health care**
- We pay for it in our property taxes and we pay for it with higher medical costs
- This is not good for Dallas, and hurts us in the global economy



KEY MESSAGES: NATURALIZED CITIZENS AND LEGAL RESIDENTS

- **Naturalized citizens and legal residents** with lawful status may sign up for health insurance via healthcare.gov and receive tax credits and other subsidies
 - ▣ Are eligible for Medicaid
 - ▣ Are eligible for Children's Health Insurance Program (CHIP)
 - ▣ Are required to have health insurance
- **Children born** in the United States to undocumented parents are:
 - ▣ Are eligible for Medicaid
 - ▣ Are eligible for CHIP
 - ▣ Are required to have health insurance



KEY MESSAGES: UNDOCUMENTED RESIDENTS

- Undocumented residents are not required to purchase health insurance and are not allowed to sign up via health care exchanges
 - ▣ Not eligible for Medicaid
 - ▣ Not eligible for CHIP
 - ▣ May purchase private health insurance or receive it through employer
- Children brought to the United States before the age of 16 fall under the Deferred Action for Childhood Arrivals (DACA)
 - ▣ Are commonly known as the “Dreamers”
 - ▣ Fall under same criteria as undocumented residents
- Undocumented residents still may receive emergency room care at Parkland Hospital and general care at 11 clinics in Dallas County (eight in City of Dallas)



KEY MESSAGES: WHY SHOULD I GET HEALTH INSURANCE?

- What is the benefit for people to sign up for health insurance?
 - ▣ A variety of low cost plans will be available
 - ▣ Preventive care is free if you sign up for insurance
 - ▣ People with health insurance are eligible for tax credits and other subsidies
- Goals
 - ▣ Make sure everyone eligible for Medicaid is registered
 - ▣ Make sure kid eligible for CHIP is enrolled
 - ▣ Make sure everyone has health insurance



CITY OF DALLAS OUTREACH STRATEGIES



CITY OF DALLAS GENERAL OUTREACH STRATEGIES

- The City of Dallas organization will:
 - Support efforts to get residents to register for health care
 - Add information about the health care exchange to the City of Dallas website
 - Assist non-profit organizations like Be Covered, AARP, and Enroll America in registration efforts in Dallas County
 - Allow Navigators to help enroll residents at various City of Dallas facilities
- Seek funding opportunities to provide education and outreach

CITY OF DALLAS GENERAL OUTREACH STRATEGIES

- The City of Dallas has already begun coordinating outreach efforts at City of Dallas facilities
 - AARP has delivered publicity materials to Central Library and the 28 branch locations and has trained library staff to help library users find materials
 - AARP will be delivering additional materials to the following facilities this week:
 - WIC Clinics (20 in Dallas County)
 - Recreation Centers (48 locations)
 - One Stop Centers (Martin Luther King, Jr. Community Center and the West Dallas Multi-Purpose Center)
 - Other City of Dallas facilities

CITY OF DALLAS GENERAL OUTREACH STRATEGIES

- City of Dallas will also support organizations in reaching high-priority targets
 - ▣ The Invincibles
 - People between the ages of 21-30
 - ▣ The Invisibles
 - Self-employed



OUTREACH OPPORTUNITIES FOR COUNCIL MEMBERS

- Do Outreach to Crucial Constituencies
 - Host meetings with local media
 - Host roundtables with key business and district leadership
 - Meet with your Neighborhood Associations, Crime Watch Groups, and Homeowners Associations
 - Meet with other elected officials
 - Host meetings with religious leaders
- Be a Champion of Enroll Dallas



QUESTIONS?

