

**ORDINANCE NO. 7512**

**AN ORDINANCE OF THE CITY OF GARLAND, TEXAS, ESTABLISHING CIVIL SERVICE CLASSIFICATIONS WITHIN THE POLICE AND FIRE DEPARTMENTS; PRESCRIBING THE NUMBER OF POSITIONS IN EACH CLASSIFICATION; PRESCRIBING THE BASE SALARY AND TYPES OF PAY FOR THOSE CLASSIFICATIONS; AND PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, pursuant to Chapter 143 of the Texas Local Government Code, the City Council shall establish certain classifications and shall prescribe the number of positions in each of these classifications by ordinance;

**WHEREAS**, the City Council has reviewed and approved a budget for the City for the fiscal year beginning October 1, 2023, and ending September 30, 2024; and

**WHEREAS**, the budget contains a program of planned expenditures for the police and fire departments, including changes to the operations and human resources of those departments.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GARLAND, TEXAS:**

**Section 1**

That the City Council of the City of Garland, Texas, hereby establishes the classifications and number of authorized positions within each classification and the base salary and types of pay for those classifications as specified on "Exhibits A-1 through A-4" attached hereto and made a part hereof as if fully set forth herein.

**Section 2**

That this Ordinance shall be and become effective immediately upon and after its passage and approval.

**PASSED AND APPROVED** this 5th day of March 2024.

**CITY OF GARLAND, TEXAS**

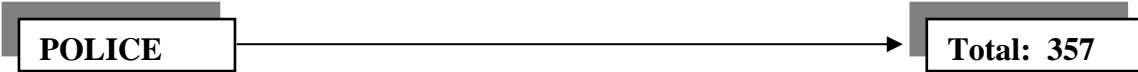
\_\_\_\_\_  
Mayor

**ATTEST:**

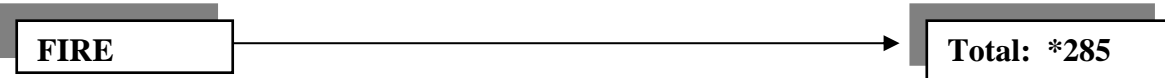
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Deputy City Secretary

EXHIBIT "A-1"

**CIVIL SERVICE**  
Budgeted Positions



Classification	Number of Positions Effective 10-01-2023
Police Officer	303
Police Supervisor	40
Police Captain	9
Assistant Chief	4
Police Chief	1
<b>Total</b>	<b>357</b>



Classification	Number of Positions Effective 10-01-2023
Firefighter*	148
Driver	72
Lieutenant	14
Captain	37
Battalion Chief	10
Assistant Chief	3
Fire Chief	1
<b>Total</b>	<b>285</b>

\*Includes nine newly requested Firefighter positions.

**EXHIBIT "A-2"**

**Civil Service  
Salary Schedules**

Effective 1/1/2024

<b>Police</b>				
<b>Years</b>	<b>Step</b>	<b>Classification</b>	<b>Hourly</b>	<b>Annual</b>
Hire	1	Recruit	\$38.4999	\$80,080
Year 1	2	Officer 2	\$40.8480	\$84,964
Year 2	3	Officer 3	\$42.7766	\$88,975
Year 3	4	Officer 4	\$44.8040	\$93,192
Year 4	5	Officer 5	\$46.4039	\$96,520
Year 5	6	Officer 6	\$48.0224	\$99,887
Year 6	7	Officer 7	\$49.2189	\$102,375
Year 7	8	Officer 8	\$50.5317	\$105,106
Year 8	9	Officer 9	\$51.6865	\$107,508
Year 1	1	Supervisor 1	\$58.7093	\$122,115
Year 2	2	Supervisor 2	\$63.2646	\$131,590
Year 1	1	Captain 1	\$68.8857	\$143,282
Year 2	2	Captain 2	\$74.2132	\$154,364
Year 1	1	Assistant Chief 1	\$82.1615	\$170,896
Year 2	2	Assistant Chief 2	\$85.3602	\$177,549

<b>Fire</b>					
<b>Years</b>	<b>Step</b>	<b>Classification</b>	<b>Staff*</b>	<b>Shift**</b>	<b>Annual</b>
Hire	1	Recruit 1	\$34.9279	\$24.9485	\$72,650
6 Months	2	Recruit 2	\$35.4087	\$25.2919	\$73,650
Year 1	3	Firefighter 3	\$36.9084	\$26.3632	\$76,770
Year 2	4	Firefighter 4	\$38.8185	\$27.7275	\$80,743
Year 3	5	Firefighter 5	\$40.7845	\$29.1318	\$84,832
Year 5	6	Firefighter 6	\$42.8508	\$30.6077	\$89,130
Year 7	7	Firefighter 7	\$43.8643	\$31.3316	\$91,238
Year 8.5	8	Firefighter 8	\$45.0144	\$32.1532	\$93,630
Year 1	1	Fire Driver 1	\$47.2651	\$33.7608	\$98,312
Year 2	2	Fire Driver 2	\$49.3461	\$35.2472	\$102,640
Year 1	1	Lieutenant 1	\$52.0867	\$37.2048	\$108,340
Year 2	2	Lieutenant 2	\$54.4234	\$38.8739	\$113,201
Year 1	1	Captain 1	\$57.6841	\$41.2029	\$119,983
Year 2	2	Captain 2	\$61.1260	\$43.6614	\$127,142
Year 1	1	Battalion Chief 1	\$65.4423	\$46.7445	\$136,120
Year 2	2	Battalion Chief 2	\$69.7119	\$49.7942	\$145,001
Year 1	1	Assistant Chief 1	\$79.9155	\$57.0825	\$166,224
Year 2	2	Assistant Chief 2	\$84.5946	\$60.4247	\$175,957

\* Staff - hourly rate calculated from 2080 hours per year

\*\* Shift - hourly rate calculated from 2912 hours per year

EXHIBIT "A-3"

**POLICE DEPARTMENT  
INCENTIVE PAY PLANS**

Effective 1/1/2024

**ELIGIBILITY:**

Must be a full-time, paid and duly sworn peace officer within the Garland Police Department.

**CERTIFICATION AND EDUCATION INCENTIVE PAY:**

**1. CERTIFICATION INCENTIVE**

- a) Per TCOLE Rules
- b) Available to all ranks
- c) Pay is not cumulative within Police Certification Incentives; eligible for the highest level achieved only

Description	Amount Per Month
1) Advanced Certification	\$75 per month
2) Master Certification	\$95 per month

**2. EDUCATION INCENTIVE**

- a) Per TCOLE Rules
- b) Available to all ranks
- c) Pay is not cumulative within Police Education Incentives; eligible for the highest level achieved only

Description	Amount Per Month
1) Bachelor's Degree	\$125 per month
2) Master's or Doctoral Degree	\$150 per month

**EXHIBIT "A-3" (Continued)**

**ASSIGNMENT PAY:**

**1. FIELD TRAINING OFFICER (FTO) ASSIGNMENT PAY**

- a) Per TCOLE Rules
- b) Available to Police Officers assigned as a Field Training Officer
- c) Must be a graduate of the Police Academy for the Garland Police Department

<b>Description</b>	<b>Amount Per Month</b>
1) Officers designated by the Chief of Police as Field Training Officers (FTO) shall receive FTO Pay in compensation for this job assignment. This job assignment is of a temporary nature and can be removed at the discretion of the Chief of Police	\$250 per month

**2. PATROL ASSIGNMENT PAY**

- a) Per TCOLE Rules
- b) Available to Police Officers and Lieutenants assigned to the Patrol Division for the majority of calendar year
- c) Must be a graduate of the Police Academy for the Garland Police Department

<b>Description</b>	<b>Annual Amount</b>
1) Patrol Officers and Patrol Lieutenants who spend the majority of the calendar year in that assignment	\$1,000 per year

**EXHIBIT "A-3" (Continued)**

**SPECIAL PAY:**

**1. BILINGUAL PAY**

- a) Available to all ranks
- b) Pay is not cumulative within the Bilingual Pay; eligible for the highest level achieved only

<b>Description</b>	<b>Amount Per Month</b>
1) Certification by the State of Texas indicating proficiency in verbal bilingual skills.	\$100 per month
2) Certification by the State of Texas indicating proficiency in verbal and written bilingual skills.	\$150 per month

**2. LATERAL ACADEMY PAY**

- a) Must be assigned to the Lateral Academy of the Garland Police Department as a student
- b) Must be licensed as a Texas Peace Officer or meet the eligibility requirements for TCOLE Reciprocity for Out-of-State Peace Officers, Federal Criminal Investigators and Military Police

<b>Description</b>	<b>Amount Per Month</b>
1) Be enrolled in and attending the first day of Garland Police Academy Lateral Academy	one-time remuneration of \$5000
2) Be enrolled in and attending the last day of the Garland Police Academy Lateral Academy.	one-time remuneration of \$5000

**EXHIBIT "A-4"**

**FIRE DEPARTMENT  
INCENTIVE PAY PLANS**

Effective 1/1/2024 unless otherwise noted

**ELIGIBILITY:**

Must be a Certified Texas Commission on Fire Protection (TCFP) Firefighter.

**CERTIFICATION AND EDUCATIONAL INCENTIVE PAY:**

**1. CERTIFICATION INCENTIVE**

- a) Per TCFP Rules
- b) Available to all ranks
- c) Must be in a non-probationary status
- d) Pay is not cumulative within TCFP Fire Certification Incentives; eligible for the highest level achieved only

<b>Description</b>	<b>Amount Per Month</b>
1) Intermediate	\$45 per month
2) Advanced	\$85 per month
3) Master	\$125 per month

**2. PARAMEDIC CERTIFICATION INCENTIVE**

- a) Per TCFP Rules
- b) Available to Operations and Staff Firefighter, Fire Driver, Fire Lieutenant and Fire Captain ranks only; Personnel assigned to the Fire Marshal's Office in the Inspector or Fire/Arson Investigator Sections are not eligible
- c) Must be in a non-probationary status

<b>Description</b>	<b>Amount Per Month</b>
1) Paramedic Must be certified by the State and be accepted by the City Medical Control Director and assigned to the position.	\$100 per month

2) Paramedics who staff an ambulance or work in the capacity of EMS SDO receive.  <b>*Effective 10/1/2023</b>	*\$40 per shift
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**3. EDUCATION INCENTIVE**

- a) Per TCFP Rules
- b) Available to all ranks
- c) Must be in a non-probationary status
- d) Pay is not cumulative within TCFP Fire Education Incentives; eligible for the highest level achieved only

Description	Amount Per Month
1. Bachelor's or Master's Degree + Intermediate Certification	\$50 per month
2. Bachelor's or Master's Degree + Advanced Certification	\$100 per month
3. Bachelor's Degree + Master Certification	\$150 per month
4. Master's Degree + Master Certification	\$200 per month

**ASSIGNMENT PAY:**

**1. TRAINING DIVISION ASSIGNMENT PAYS**

- a) Per TCFP Rules
- b) Available to Training Division Staff Firefighter, Fire Driver, Fire Lieutenant and Fire Captain ranks only
- c) Must be in a non-probationary status
- d) Pay is not cumulative within the Fire Instructor Assignment Pay; eligible for the highest level achieved only

Description	Amount Per Month
1) Instructor II Requires an annual minimum of twenty (20) hours of documented instruction for the GFD, in approved Fire or EMS subjects. Hours of instruction will be totaled from October 1st to September 30th of each fiscal year to qualify for the next fiscal year.	\$25 per month

2) Instructor III Must be assigned full time to Training Division	\$100 per month
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**2. FIRE MARSHAL'S OFFICE ASSIGNMENT PAYS**

- a) Per TCFP Rules
- b) Available to Fire Marshal's Office Staff Firefighter, Fire Driver, Fire Lieutenant and Fire Captain ranks only
- c) Must be in a non-probationary status
- d) Assigned personnel may receive both Inspector and Investigator Pay, if assigned to regular duties as an Investigator and Inspector

Description	Amount Per Month
1) Instructor II Assigned to the Public Education Section of the Fire Marshal's Office	\$25 per month
2) Fire Inspector Must be certified and assigned to Inspection and Prevention Section of Fire Marshal's Office	\$100 per month
3) Fire/Arson Investigator Must be certified and assigned to the Arson and Investigation Section of Fire Marshal's Office.	\$100 per month

**3. STAFF ASSIGNMENT PAY**

- a) Per TCFP Rules
- b) Available to all ranks assigned to Staff positions
- c) Must be in a non-probationary status

Description	% Pay
1) Staff Assignment Pay shall be for all non-exempt, sworn personnel assigned to a Staff position performing duties in the Support Services or Life and Safety Divisions of the Fire Department	2.7815% of Staff hourly rate

**EXHIBIT "A-4" (Continued)**

**SPECIAL PAY:**

**1. BILINGUAL PAY**

- a) Available to all ranks
- b) Must be in a non-probationary status
- c) Pay is not cumulative within the Bilingual Pay; eligible for the highest level achieved only

<b>Description</b>	<b>Amount Per Month</b>
1) Certification by the State of Texas indicating proficiency in verbal bilingual skills	\$100 per month
2) Certification by the State of Texas indicating proficiency in verbal and written bilingual skills	\$150 per month