

ORDINANCE NO. 7584

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, 2024, and ending September 30, 2025; 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**

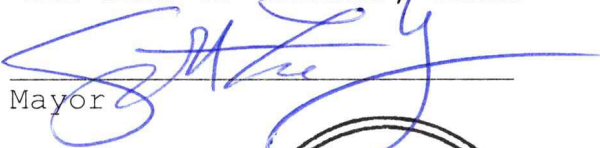
That the City Council of the City of Garland, Texas, hereby establishes the classifications and number of authorized positions within each classification and the base salary and types of pay for those classifications as specified on "Exhibits A-1 through A-4" attached hereto and made a part hereof as 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 the 6th day of May, 2025.

THE CITY OF GARLAND, TEXAS

  
\_\_\_\_\_  
Mayor

ATTEST:


  
\_\_\_\_\_  
City Secretary



EXHIBIT "A-1"

**CIVIL SERVICE**  
Budgeted Positions

**POLICE**

**Total: 357**

Classification	Number of Positions Effective 10-01-2024
Police Officer	303
Police Supervisor	40
Police Captain	9
Assistant Chief	4
Police Chief	1
<b>Total</b>	<b>357</b>

**FIRE**

**Total: \*285**

Classification	Number of Positions Effective 10-01-2024
Firefighter	147
Fire Driver	72
Fire Lieutenant	14
Fire Captain	38
Battalion Chief	10
Assistant Fire Chief	3
Fire Chief	1
<b>Total</b>	<b>285</b>

EXHIBIT "A-2"

**Civil Service**  
**Salary Schedules**

Effective 1/1/2025

**Police**

Years	Step	Classification/Seniority Pay Level	Hourly	Annual
Hire	1	Police Officer 1 (Recruit)	\$39.65	\$82,482
Year 1	2	Police Officer 2	\$42.07	\$87,513
Year 2	3	Police Officer 3	\$44.06	\$91,645
Year 3	4	Police Officer 4	\$46.15	\$95,988
Year 4	5	Police Officer 5	\$47.80	\$99,416
Year 5	6	Police Officer 6	\$49.46	\$102,883
Year 6	7	Police Officer 7	\$50.70	\$105,447
Year 7	8	Police Officer 8	\$52.05	\$108,259
Year 8	9	Police Officer 9	\$53.24	\$110,733
Year 1	1	Police Supervisor 1	\$60.60	\$126,046
Year 2	2	Police Supervisor 2	\$65.53	\$136,303
Year 1	1	Police Captain 1	\$70.94	\$147,552
Year 2	2	Police Captain 2	\$76.44	\$158,994
Year 1	1	Assistant Chief 1	\$87.25	\$181,479
Year 2	2	Assistant Chief 2	\$92.96	\$193,356

**Fire**

Years	Step	Classification/Seniority Pay Level	Staff*	Shift**	Annual
Hire	1	Firefighter Recruit 1	\$37.30	\$26.64	\$77,575
6 Months	2	Firefighter Recruit 2	\$37.84	\$27.03	\$78,717
Year 1	3	Firefighter 3	\$39.65	\$28.32	\$82,478
Year 2	4	Firefighter 4	\$41.70	\$29.79	\$86,740
Year 3	5	Firefighter 5	\$43.36	\$30.97	\$90,184
Year 5	6	Firefighter 6	\$46.64	\$33.31	\$97,008
Year 7	7	Firefighter 7	\$47.55	\$33.97	\$98,913
Year 8.5	8	Firefighter 8	\$48.18	\$34.41	\$100,214
Year 1	1	Fire Driver 1	\$50.59	\$36.13	\$105,224
Year 2	2	Fire Driver 2	\$52.34	\$37.39	\$108,871
Year 1	1	Fire Lieutenant 1	\$54.99	\$39.28	\$114,369
Year 2	2	Fire Lieutenant 2	\$57.83	\$41.31	\$120,291
Year 1	1	Fire Captain 1	\$60.72	\$43.37	\$126,306
Year 2	2	Fire Captain 2	\$64.23	\$45.88	\$133,594
Year 1	1	Battalion Chief 1	\$68.90	\$49.22	\$143,315
Year 2	2	Battalion Chief 2	\$73.07	\$52.19	\$151,983
Year 1	1	Assistant Fire Chief 1	\$85.80	\$61.28	\$178,458
Year 2	2	Assistant Fire Chief 2	\$90.39	\$64.57	\$188,020

\* 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 1/1/2025

**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) Certification level as set forth per TCOLE Rules.
- b) Available to all classifications.
- 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) Available to all classifications.
- b) 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) Available to Police Officers assigned as a Field Training Officer.
- b) Must be a graduate of the Police Academy for the Garland Police Department.

Description	Amount Per Month
1) Officers designated by the Chief of Police as Field Training Officers (FTO) shall receive FTO Pay in compensation for this job assignment. The number of FTOs shall be determined by the Chief of Police. 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) Available to Police Officers and Police Supervisor classifications assigned to the Patrol Division for the majority of calendar year.
- b) Must be a graduate of the Police Academy for the Garland Police Department.

Description	Annual Amount
1) Patrol Officers and Patrol Supervisors 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 classifications.
- b) Pay is not cumulative within the Bilingual Pay; eligible for the highest level achieved only.

Description	Amount Per Month
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

*(This incentive pay will no longer be offered after the completion of the Lateral Academy scheduled to begin in September 2025.)*

- 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, or Military Police.

Description	Amount Per Month
1) Be enrolled in and attending the first day of Garland Police Academy Lateral Academy.	one-time remuneration of \$5,000
2) Be enrolled in and attending the last day of the Garland Police Academy Lateral Academy.	one-time remuneration of \$5,000

EXHIBIT "A-4"

**FIRE DEPARTMENT  
INCENTIVE PAY PLANS**

Effective 10/1/2024 unless otherwise noted

**ELIGIBILITY:**

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

**CERTIFICATION AND EDUCATIONAL INCENTIVE PAY:**

**1. CERTIFICATION INCENTIVE**

- a) Certification levels as set forth per TCFP Rules.
- b) Available to all classifications.
- c) Must have completed the Garland Way Fire Academy.
- d) Pay is not cumulative within TCFP Fire Certification Incentives; eligible for the highest level achieved only.

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

**2. PARAMEDIC CERTIFICATION INCENTIVE**

- a) Per Texas Department of State Health Services and credentialed by the Medical Director.
- b) Available to Operations and Staff Firefighter, Fire Driver, Fire Lieutenant, and Fire Captain classifications only. Personnel assigned to the Fire Marshal's Office in the Inspector or Fire/Arson Investigator sections are not eligible for this pay.

Description	Amount Per Month
1) <b>Paramedic</b> Must be certified by the State and be accepted by the City Medical Control Director and assigned to the position.	\$150 per month
2) Paramedics who staff an ambulance or work in the capacity of EMS SDO receive.	\$45 per shift

EXHIBIT "A-4" (Continued)

3. EDUCATION INCENTIVE

- a) Available to all classifications.
- b) Certification levels as set forth per TCFP rules.
- c) 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) Instructor levels as set forth per TCFP rules.
- b) Available to Training Division Staff Firefighter, Fire Driver, Fire Lieutenant, and Fire Captain classifications only.
- c) Must be in a non-probationary status and assigned to the Training Division.
- d) Pay is not cumulative within the Fire Instructor Assignment Pay; eligible for the highest level achieved only.

Description	Amount Per Month
1) <b>Instructor II</b> 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) <b>Instructor III</b> Must be assigned full time to Training Division	\$100 per month

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

**2. FIRE MARSHAL'S OFFICE ASSIGNMENT PAYS**

- a) Instructor, inspector, or investigator levels as set forth TCFP rules.
- b) Available to Fire Marshal's Office Staff Firefighter, Fire Driver, Fire Lieutenant, and Fire Captain ranks only.
- c) Assigned personnel may receive both Inspector and Investigator Pay, if assigned to regular duties as an Investigator and Inspector.

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

**3. STAFF ASSIGNMENT PAY**

- a) Available to all Firefighter, Fire Driver, Fire Lieutenant, Fire Captain, and Battalion Chief classifications assigned to Staff positions.
- b) Must be in a non-probationary status.

Description	% Pay
<b>1) Staff Assignment Pay</b> shall be for all listed non-exempt classifications assigned to a Staff position performing duties in the Fire Administration, Support Services, Training, or Fire Prevention Divisions of the Fire Department.	2.7815% of Staff hourly rate

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

**4. HAZMAT ASSIGNMENT PAY**

- a) Hazmat Technician as set forth per TCFP rules.
- b) Available to Firefighter, Fire Driver, and Fire Captain classifications only.
- c) Must be assigned to the HazMat Station (Station 2).

<b>Description</b>	<b>Amount Per Month</b>
1) <b>HazMat Technician</b> Must be assigned full time to the HazMat Station (Station 2).	\$100 per month

**5. RESCUE ASSIGNMENT PAY**

- a) Available to Firefighter, Fire Driver, and Fire Captain classifications only.
- b) Must be assigned to the Rescue Station (Station 8).
- c) Must be certified to the Technician level in both Swiftwater Rescue and Rope Rescue.
- d) Certifications must meet NFPA 1006 and 2500 standards.

<b>Description</b>	<b>Amount Per Month</b>
1) <b>Rescue Technician</b> Must be assigned full time to the Rescue Station (Station 8) and certified as both swiftwater and rope rescue technician.	\$75 per month

EXHIBIT "A-4" (Continued)

SPECIAL PAY:

1. BILINGUAL PAY

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

Description	Amount Per Month
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