

**ORDINANCE NO. 7656**

**AN ORDINANCE OF THE CITY OF GARLAND, TEXAS, AMENDING ORDINANCE 7620 BY REPEALING AND REPLACING EXHIBITS A-1 AND A-2; ESTABLISHING CIVIL SERVICE CLASSIFICATIONS WITHIN THE POLICE AND FIRE DEPARTMENTS; INITIALLY PRESCRIBING THE ABOLISHMENT OF TWO POLICE SUPERVISOR POSITIONS; SUBSEQUENTLY PRESCRIBING THE ESTABLISHMENT OF TWO DEPUTY ASSISTANT POLICE CHIEF POSITIONS; 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 civil service classifications and shall prescribe the number of positions in each of these classifications by ordinance;

**WHEREAS**, the City Council has determined that in the interest of public policy, public safety, and the efficient operation of the police department, two police supervisor positions should be abolished;

**WHEREAS**, the City Council has determined that in the interest of public policy, public safety, and the efficient operation of the police department, two deputy assistant police chief positions should be established;

**WHEREAS**, the City Council has determined that Ordinance 7620, passed and approved September 2, 2025, should be amended by repealing and replacing Exhibits A-1 and A-2, attached thereto; and

**WHEREAS**, Exhibits A-1 and A-2, attached hereto, reflect the abolishment of two supervisor positions, the creation of two deputy assistant chief positions, and the corresponding salaries associated with such positions;

**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 initially abolishes two police supervisor positions, reducing the number of police supervisors from 40 to 38, and subsequently creates a new classification of deputy assistant police chief and establishes two new positions within that classification.

**Section 2**

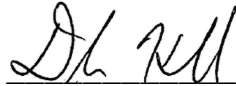
That, to implement the above changes, the City Council of the City of Garland, Texas, hereby repeals and replaces Exhibits A-1 and A-2, attached to Ordinance 7620, with attachments A-1 and A-2 attached hereto reflecting the changes above in Section 1 and establishing the base salary and types of pay for the deputy assistant police chief classification.

**Section 3**

That this Ordinance shall take effect immediately upon its passage and approval

**PASSED AND APPROVED** this the 3rd day of March, 2026.

**THE CITY OF GARLAND, TEXAS**



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Mayor

**ATTEST:**

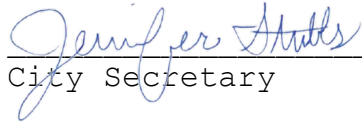
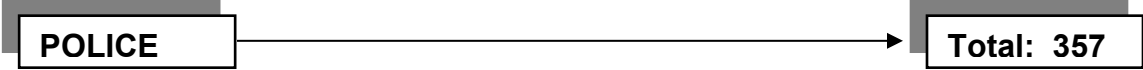
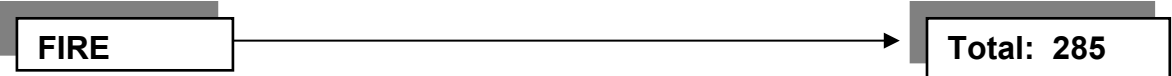
  
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City Secretary

EXHIBIT "A-1"

**CIVIL SERVICE**  
Budgeted Positions



<b>Classification</b>		<b>Number of Positions</b>
		<b>Effective 10-01-2025</b>
Police Officer		303
Police Supervisor*		38
Police Captain		9
Deputy Assistant Police Chief*		2
Assistant Police Chief		4
Police Chief		1
<b>Total</b>		<b>357</b>



<b>Classification</b>		<b>Number of Positions</b>
		<b>Effective 10-01-2025</b>
Firefighter		148
Fire Driver		72
Fire Lieutenant		13
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 10/1/2025

<b>Police</b>					
<b>Years</b>	<b>Step</b>	<b>Classification/Seniority Pay</b>		<b>Hourly</b>	<b>Annual</b>
		<b>Level</b>			
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	Deputy Assistant Police Chief 1		\$79.10	\$164,528
Year 2	2	Deputy Assistant Police Chief 2		\$84.70	\$176,176
Year 1	1	Assistant Chief 1		\$87.25	\$181,479
Year 2	2	Assistant Chief 2		\$92.96	\$193,356

<b>Fire</b>						
<b>Years</b>	<b>Step</b>	<b>Classification/Seniority Pay</b>		<b>Staff*</b>	<b>Shift**</b>	<b>Annual</b>
		<b>Level</b>				
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 10/1/2025

**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.

<b>Description</b>	<b>Amount Per Month</b>
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.

<b>Description</b>	<b>Amount Per Month</b>
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.

<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. 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.

<b>Description</b>	<b>Annual Amount</b>
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.

<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

EXHIBIT "A-4"

**FIRE DEPARTMENT  
INCENTIVE PAY PLANS**

Effective 10/1/2025 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 PAY**

- 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 PAY**

- 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.

<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