

**CITY OF LAKE DALLAS, TEXAS
RESOLUTION NO. 8272020-23**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LAKE DALLAS, TEXAS, ADOPTING A CITY EMPLOYEE JOB CLASSIFICATION TABLE AND EMPLOYEE COMPENSATION PLAN; PROVIDING AN EFFECTIVE DATE

WHEREAS, the City Council has determined that in order to recruit and retain quality employees for the City, the City must place itself in a position to offer competitive pay and benefits; and

WHEREAS, at the direction of the City Council, City Administration engaged Paypoint HR, LLC to conduct an employee classification and compensation study for all city employee positions; and

WHEREAS, having received and considered the report prepared by Paypoint HR, LLC, dated July 10, 2020, the City Council of the City of Lake Dallas finds it to be in public interest to adopt a new employee job classification table and employee compensation plan.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF LAKE DALLAS, TEXAS, THAT:

SECTION 1. The various employment positions within the City of Lake Dallas shall be classified within the respective pay grades set forth in the Employee Job Classification Table attached hereto as Exhibit “A” and incorporated herein by reference.

SECTION 2. The Police Officer Salary Schedule set forth in Exhibit “B,” attached hereto and incorporated herein by reference, is hereby adopted for use in determining the compensation to be paid to uniformed peace officers employed by the Police Department. Employee movement between Milestones within the Police Officer Salary Schedule shall be subject to budgetary determinations made by the City Council in consultation with the City Manager and satisfactory employee performance.

SECTION 3. The General Employee Salary Schedule set forth in Exhibit “C,” attached hereto and incorporated herein by reference, is hereby adopted for use in the determining the compensation to be paid to employees of the City who are not classified within the General Employee Salary Schedule. Employee movement between Pay Levels within the General Employee Salary Schedule shall be subject to budgetary determinations made by the City Council in consultation with the City Manager and satisfactory employee performance.

SECTION 4. This Resolution shall be effective immediately upon approval.

PASSED AND APPROVED this the 27th day of August 2020.

APPROVED:

Michael Barnhart, Mayor

ATTEST:

Codi Delcambre, TRMC, City Secretary

APPROVED AS TO FORM:

Kevin B. Laughlin, City Attorney
(kbl:8/18/2020:116867)

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Exhibit “A” – Employee Job Classification Schedule

<u>Grade</u>	<u>Title</u>
LD01	
LD02	
LD03	
LD04	
LD05	Library Assistant Kennel Technician
LD06	Administrative Assistant
LD07	Animal Control Officer Equipment Operator I Court Clerk Municipal Court Clerk
LD08	Permit Technician
LD09	Accounting Clerk Equipment Operator II
LD10	Librarian Code Enforcement
LD11	Record Clerk
LD12	Community Development Coordinator
OFC	Crew Leader Police Officer Police Officer Detective
LD13	-
LD14	Animal Shelter Manager Deputy City Secretary
LD15	Court Administrator
SGT	Police Sergeant
16	Public Works Manager
LD17	Police Lieutenant
LT	Library Services Director
LD18	Public Works Superintendent City Secretary
LD19	-
LD20	-
LD21	
LD22	Development Services Director Finance Director
LD23	Police Chief
LD24	-
LD25	City Manager

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**Exhibit "B" – Police Officer Salary Schedule
Beginning October 1, 2020**

	Officer (OFC)	Sergeant (SGT)	Lieutenant (LT)
1	\$26.34	\$29.62	\$36.16
2	\$27.86	\$32.02	\$38.61
3	\$29.91	\$34.42	\$41.06
4	\$31.29	\$36.82	\$43.51
5	\$32.67	\$39.22	\$45.96
6	\$34.05	\$41.63	\$48.42
7	\$35.45	\$44.04	\$50.89

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**Exhibit "B" – Police Officer Salary Schedule
Beginning October 1, 2021**

Milestone Level	Officer (OFC)	Sergeant (SGT)	Lieutenant (LT)
1	\$27.15	\$32.24	\$37.90
2	\$28.53	\$34.21	\$40.07
3	\$29.91	\$36.18	\$42.24
4	\$31.29	\$38.15	\$44.41
5	\$32.67	\$40.12	\$46.58
6	\$34.05	\$42.08	\$48.75
7	\$35.45	\$44.04	\$50.89

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**Exhibit “C” – General Employee Salary Schedule
Beginning October 1, 2020**

Grade	Level 1 (Min)	Level 2	Level 3	Level 4 (Mid)	Level 5	Level 6	Level 7 (Max)
LD01	\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00	\$16.00
LD02	\$10.75	\$11.83	\$12.90	\$13.98	\$15.05	\$16.13	\$17.20
LD03	\$11.56	\$12.71	\$13.87	\$15.02	\$16.18	\$17.33	\$18.49
LD04	\$12.42	\$13.67	\$14.91	\$16.15	\$17.39	\$18.63	\$19.88
LD05	\$13.00	\$14.34	\$15.68	\$17.02	\$18.36	\$19.70	\$21.04
LD06	\$14.36	\$15.79	\$17.23	\$18.66	\$20.10	\$21.53	\$22.97
LD07	\$15.43	\$16.98	\$18.52	\$20.06	\$21.61	\$23.15	\$24.69
LD08	\$16.59	\$18.25	\$19.91	\$21.57	\$23.23	\$24.89	\$26.54
LD09	\$17.83	\$19.62	\$21.40	\$23.19	\$24.97	\$26.75	\$28.54
LD10	\$19.17	\$21.09	\$23.01	\$24.92	\$26.84	\$28.76	\$30.68
LD11	\$20.61	\$22.67	\$24.73	\$26.79	\$28.85	\$30.92	\$32.98
LD12	\$22.16	\$24.37	\$26.59	\$28.80	\$31.02	\$33.23	\$35.45
LD13	\$23.82	\$26.20	\$28.58	\$30.96	\$33.34	\$35.73	\$38.11
LD14	\$25.60	\$28.16	\$30.72	\$33.29	\$35.85	\$38.41	\$40.97
LD15	\$27.52	\$30.28	\$33.03	\$35.78	\$38.53	\$41.29	\$44.04
LD16	\$29.59	\$32.55	\$35.51	\$38.47	\$41.42	\$44.38	\$47.34
LD17	\$31.81	\$34.99	\$38.17	\$41.35	\$44.53	\$47.71	\$50.89
LD18	\$32.81	\$36.23	\$39.65	\$43.07	\$46.49	\$49.91	\$53.33
LD19	\$32.97	\$36.65	\$40.33	\$44.01	\$47.69	\$51.37	\$55.05
LD20	\$33.09	\$37.04	\$40.99	\$44.94	\$48.89	\$52.84	\$56.79
LD21	\$33.21	\$37.45	\$41.69	\$45.93	\$50.17	\$54.41	\$58.65
LD22	\$33.29	\$37.86	\$42.43	\$47.00	\$51.57	\$56.14	\$60.71
LD23	\$49.09	\$54.00	\$58.91	\$63.82	\$68.72	\$73.63	\$78.54
LD24	\$52.77	\$58.05	\$63.33	\$68.60	\$73.88	\$79.16	\$84.43
LD25	\$56.73	\$62.40	\$68.07	\$73.75	\$79.42	\$85.09	\$90.77

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**Exhibit “C” – General Employee Salary Schedule
Beginning October 1, 2021**

Grade	Level 1 (Min)	Level 2	Level 3	Level 4 (Mid)	Level 5	Level 6	Level 7 (Max)
LD01	\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00	\$16.00
LD02	\$10.75	\$11.83	\$12.90	\$13.98	\$15.05	\$16.13	\$17.20
LD03	\$11.56	\$12.71	\$13.87	\$15.02	\$16.18	\$17.33	\$18.49
LD04	\$12.42	\$13.67	\$14.91	\$16.15	\$17.39	\$18.63	\$19.88
LD05	\$13.35	\$14.69	\$16.03	\$17.36	\$18.70	\$20.03	\$21.37
LD06	\$14.36	\$15.79	\$17.23	\$18.66	\$20.10	\$21.53	\$22.97
LD07	\$15.43	\$16.98	\$18.52	\$20.06	\$21.61	\$23.15	\$24.69
LD08	\$16.59	\$18.25	\$19.91	\$21.57	\$23.23	\$24.89	\$26.54
LD09	\$17.83	\$19.62	\$21.40	\$23.19	\$24.97	\$26.75	\$28.54
LD10	\$19.17	\$21.09	\$23.01	\$24.92	\$26.84	\$28.76	\$30.68
LD11	\$20.61	\$22.67	\$24.73	\$26.79	\$28.85	\$30.92	\$32.98
LD12	\$22.16	\$24.37	\$26.59	\$28.80	\$31.02	\$33.23	\$35.45
LD13	\$23.82	\$26.20	\$28.58	\$30.96	\$33.34	\$35.73	\$38.11
LD14	\$25.60	\$28.16	\$30.72	\$33.29	\$35.85	\$38.41	\$40.97
LD15	\$27.52	\$30.28	\$33.03	\$35.78	\$38.53	\$41.29	\$44.04
LD16	\$29.59	\$32.55	\$35.51	\$38.47	\$41.42	\$44.38	\$47.34
LD17	\$31.81	\$34.99	\$38.17	\$41.35	\$44.53	\$47.71	\$50.89
LD18	\$34.19	\$37.61	\$41.03	\$44.45	\$47.87	\$51.29	\$54.71
LD19	\$36.76	\$40.43	\$44.11	\$47.79	\$51.46	\$55.14	\$58.81
LD20	\$39.51	\$43.47	\$47.42	\$51.37	\$55.32	\$59.27	\$63.22
LD21	\$42.48	\$46.73	\$50.97	\$55.22	\$59.47	\$63.72	\$67.97
LD22	\$45.66	\$50.23	\$54.80	\$59.36	\$63.93	\$68.50	\$73.06
LD23	\$49.09	\$54.00	\$58.91	\$63.82	\$68.72	\$73.63	\$78.54
LD24	\$52.77	\$58.05	\$63.33	\$68.60	\$73.88	\$79.16	\$84.43
LD25	\$56.73	\$62.40	\$68.07	\$73.75	\$79.42	\$85.09	\$90.77