

Oscar Leeser
Mayor

Tommy Gonzalez
City Manager



CITY COUNCIL
Peter Svarzbein, District 1
Alexsandra Annello, District 2
Cassandra Hernandez, District 3
Joe Molinar, District 4
Isabel Salcido, District 5
Claudia L. Rodriguez, District 6
Henry Rivera, District 7
Cissy Lizarraga, District 8

AGENDA FOR THE REGULAR COUNCIL MEETING

August 23, 2022

**COUNCIL CHAMBERS, CITY HALL, 300 N. CAMPBELL AND VIRTUALLY
9:00 AM**

**THE LOCAL HEALTH AUTHORITY STRONGLY RECOMMENDS THE USE OF
MASKS IN ALL CITY FACILITIES AND INDOOR SPACES**

Teleconference phone number: 1-915-213-4096

Toll free number: 1-833-664-9267

Conference ID: 291-149-6#

Notice is hereby given that a Regular Meeting of the City Council of the City of El Paso will be conducted on August 23, 2022 at 9:00 A.M. Members of the public may view the meeting via the following means:

Via the City's website. <http://www.elpasotexas.gov/videos>

Via television on City15,

YouTube: <https://www.youtube.com/user/cityofelpasotx/videos>

In compliance with the requirement that the City provide two-way communication for members of the public, members of the public may communicate with Council during public comment, and regarding agenda items by calling the following number:

1-915-213-4096 or Toll free number: 1-833-664-9267

At the prompt please enter Conference ID: 291-149-6#

**The public is strongly encouraged to sign up to speak on items on this agenda before the start
of this meeting on the following links:**

For Call to the Public: <https://elpasotx.seamlessdocs.com/f/SpeakerSignUpFormPublic>

To speak on Agenda Items: <https://elpasotx.seamlessdocs.com/f/SpeakerSignUpFormItem>

A quorum of City Council must participate in the meeting.

ROLL CALL

INVOCATION BY EL PASO POLICE CHAPLAIN ROBERT HEMPHILL, JR. PH.D.

PLEDGE OF ALLEGIANCE

NOTICE TO THE PUBLIC

All matters listed under the CONSENT AGENDA, including those on the Addition to the Agenda, will be considered by City Council to be routine and will be enacted by one motion unless separate discussion is requested by Council Members. Prior to the vote, members of the audience may ask questions regarding items on the consent agenda. When the vote has been taken, if an item has not been called out for separate discussion, the item has been approved. Council may, however, reconsider any item at any time during the meeting.

CONSENT AGENDA - APPROVAL OF MINUTES:

Goal 6: Set the Standard for Sound Governance and Fiscal Management

1. Approval of the minutes of the Agenda Review Meeting of August 15, 2022, and the Work Session of August 15, 2022. [22-1078](#)

All Districts

City Clerk's Office, Laura D. Prine, (915) 212-0049

CONSENT AGENDA - REQUEST TO EXCUSE ABSENT CITY COUNCIL MEMBERS:

2. REQUEST TO EXCUSE ABSENT CITY COUNCIL MEMBERS

REGULAR AGENDA - OPERATIONAL FOCUS UPDATES

Goal 6: Set the Standard for Sound Governance and Fiscal Management

3. Presentation, discussion, and action on the Proposed FY 2022-2023 Budget: [22-1071](#)

a. A report on Workforce Focus initiatives, including:

- i. Recruitment + Retention Tools Recap (Araceli Guerra)
- ii. Stories Spotlight (Dionne Mack)
- iii. Key Investment Strategies (Mario D'Agostino, Robert Cortinas)

All Districts

Human Resources, Araceli Guerra, (915) 212-1401
Performance Office, Juliana Baldwin-Munoz, (915) 212-1204
City Manager's Office, K. Nicole Cote, (915) 212-1092

CALL TO THE PUBLIC – PUBLIC COMMENT:

Call to the Public will begin at 12:00 p.m. Requests to speak must be received by 9:00 a.m. on the date of the meeting. Sixty minutes in total will be devoted for Call to the Public. This time is reserved for members of the public who would like to address the City Council on items that are not on the City Council Agenda.

Members of the public may communicate with Council during public comment, and regarding agenda items by calling 1-915-213-4096 or toll free number 1-833-664-9267 at the prompt please enter the following Conference ID: 291-149-6#

A sign-up form is available on line for those who wish to sign up in advance of the meeting at: <https://elpasotx.seamlessdocs.com/f/SpeakerSignUpFormPublic>

REGULAR AGENDA – PUBLIC HEARINGS AND OTHER BUSINESS RELATED TO THE FY 2023 BUDGET AND FY 2023 TAX LEVY:

Goal 6: Set the Standard for Sound Governance and Fiscal Management

4. Public Hearing on the Proposed FY 2022 - 2023 Property Tax Rate of \$0.862398 [22-1073](#)
All Districts
City Manager's Office, K. Nicole Cote, (915) 212-1092
5. Discussion and action on a Resolution that the Proposed Budget, as amended, for the City of El Paso, filed by the City Manager with the City Clerk on July 14, 2022, is hereby approved and adopted by the City Council as the Annual Budget for the Fiscal Year 2022 - 2023, which begins on September 1, 2022 and ends on August 31, 2023. [22-1074](#)
All Districts
City Manager's Office, K. Nicole Cote, (915) 212-1092
6. Discussion and action to ratify the property tax increase reflected in the Annual Budget for FY 2022 - 2023 for the City of El Paso [22-1075](#)
All Districts
City Manager's Office, K. Nicole Cote, (915) 212-1092
7. Discussion and action on an Ordinance levying FY 2022 - 2023 taxes. [22-1076](#)
All Districts
City Manager's Office, K. Nicole Cote, (915) 212-1092

Goal 2: Set the Standard for a Safe and Secure City

8. Discussion and action on a Resolution authorizing the City Manager to sign the Articles of Agreement between the City of El Paso and the Local 51, International Association of Fire Fighters for the contract period covering September 1, 2022 through August 31, 2026. [22-1070](#)

All Districts

Fire, Interim Chief Jonathan Killings, (915) 212-5665

EXECUTIVE SESSION

The City Council of the City of El Paso may retire into EXECUTIVE SESSION pursuant to Section 3.5A of the El Paso City Charter and the Texas Government Code, Chapter 551, Subchapter D, to discuss any of the following: (The items listed below are matters of the sort routinely discussed in Executive Session, but the City Council of the City of El Paso may move to Executive Session any of the items on this agenda, consistent with the terms of the Open Meetings Act and the Rules of City Council.) The City Council will return to open session to take any final action and may also, at any time during the meeting, bring forward any of the following items for public discussion, as appropriate.

Section 551.071	CONSULTATION WITH ATTORNEY
Section 551.072	DELIBERATION REGARDING REAL PROPERTY
Section 551.073	DELIBERATION REGARDING PROSPECTIVE GIFTS
Section 551.074	PERSONNEL MATTERS
Section 551.076	DELIBERATION REGARDING SECURITY DEVICES OR SECURITY AUDITS
Section 551.087	DELIBERATION REGARDING ECONOMIC DEVELOPMENT NEGOTIATIONS
Section 551.089	DELIBERATION REGARDING SECURITY DEVICES OR SECURITY AUDITS; CLOSED MEETING

Goal 6: Set the Standard for Sound Governance and Fiscal Management

Discussion and action on the following:

- EX1.** Consultation with lawyer regarding City Manager and City Attorney employment agreements. Matter No. 22-1043-831 (551.071) [22-1085](#)

City Attorney's Office, Kristen Hamilton-Karam, (915) 212-0033

ADJOURN

NOTICE TO THE PUBLIC:

Sign Language interpreters are provided for regular City Council meetings. If you need Spanish Interpreter Services, you must email CityClerk@elpasotexas.gov at least 72 hours in advance of the meeting.

ALL REGULAR CITY COUNCIL AGENDAS ARE PLACED ON THE INTERNET ON THURSDAY PRIOR TO THE MEETING HERE: <http://www.elpasotexas.gov/>



El Paso, TX

300 N. Campbell
El Paso, TX

Legislation Text

File #: 22-1078, **Version:** 1

CITY OF EL PASO, TEXAS LEGISTAR AGENDA ITEM SUMMARY FORM

DISTRICT, DEPARTMENT, CONTACT INFORMATION:

Please choose District and Department from drop down menu. Please post exactly as example below.

No Title's, No emails. Please use ARIAL 10 Font.

All Districts

City Clerk's Office, Laura D. Prine, (915) 212-0049

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Approval of the minutes of the Agenda Review Meeting of August 15, 2022, and the Work Session of August 15, 2022.

OSCAR LEESER
MAYOR

TOMMY GONZALEZ
CITY MANAGER



CITY COUNCIL
PETER SVARZBEIN, DISTRICT 1
ALEXSANDRA ANNELLO, DISTRICT 2
CASSANDRA HERNANDEZ, DISTRICT 3
JOE MOLINAR, DISTRICT 4
ISABEL SALCIDO, DISTRICT 5
CLAUDIA L. RODRIGUEZ, DISTRICT 6
HENRY RIVERA, DISTRICT 7
CISSY LIZARRAGA, DISTRICT 8

**AGENDA REVIEW MINUTES
COUNCIL CHAMBERS AND VIRTUALLY
CITY HALL, 300 N. CAMPBELL
August 15, 2022
9:00 A.M.**

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The City Council met at the above place and date. Meeting was called to order at 9:02 a.m. Mayor Leeser present and presiding. The following Council Members answered roll call: Cassandra Hernandez, Joe Molinar, Isabel Salcido, and Cissy Lizarraga. Late arrivals: Henry Rivera at 9:13 a.m. and Claudia Rodriguez at 9:17 a.m. Peter Svarzbein and Alexsandra Anello requested to be excused.

The agenda items for the August 16, 2022 Regular City Council and Special Mass Transit Board Meetings were reviewed.

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7. CONSENT AGENDA – RESOLUTIONS

That the City Manager be authorized to sign a Memorandum of Understanding between the City of El Paso and the El Paso Independent School District (EPISD) relating to the use of off-duty El Paso Police Department (EPPD) officers as school resource officers (SROs) at EPISD campuses.

Mayor Leeser and Representative Hernandez questioned the following City staff member:

- Police Assistant Chief Victor Zarur

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24. REGULAR AGENDA – FIRST READING OF ORDINANCES

An Ordinance vacating a 1,742 square-foot portion of a 20 foot wide alley and utility easement located within Block 2, Mills Map Addition, City of El Paso, El Paso County, Texas.

Subject Property: 415 North Mesa St.

Applicant: Mills Plaza Properties VIII, LP SURW22-00002

Mayor Leeser and Representative Hernandez questioned the following City staff members:

- Mr. Raul Garcia, Planning and Inspections Project Manager
- Ms. Karla Nieman, City Attorney

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33. REGULAR AGENDA – OTHER BIDS, CONTRACT, PROCUREMENTS

Discussion and action on the request that the Director of the Purchasing & Strategic Sourcing Department be authorized to issue a Purchase Order to Duncan Parking Technologies, Inc., the sole source provider for the 2022-0643 Single Parking Meters for a term of three (3) years for an estimated amount of \$1,213,816.00, with the stipulation that the vendor provides an updated sole source letter and affidavit each year. This contract will allow standardization of single space parking meter system and eliminates any modifications or edits to current system.

Contract Variance:

The difference based in comparison to the previous contract is as follows: An increase of \$595,816.00 for the initial term, which represents a 96.41% increase due to additional supplies and services under this contract.

Department:	International Bridges
Award to:	Duncan Parking Technologies, Inc.
Milwaukee,	WI
Initial Term:	3 years
Annual Estimated Award:	\$404,605.33
Total Estimated Award:	\$1,213,816.00 (3 years)
Account No.:	532090-564-3300-64850
Funding Source:	Operating Fund
Districts(s):	1, 3 & 8
Sole Source No.:	2022-0643

This is a Sole Source contract.

The Purchasing & Strategic Sourcing and International Bridges Departments recommend that the contract be awarded as indicated to Duncan Parking Technologies, Inc. the sole source and authorized distributor for Duncan Parking Technologies manufactured parts and services. Additionally, it is requested that the City Attorney's Office review and that the City Manager be authorized to execute any related contract documents and agreements necessary to effectuate this award.

Representative Hernandez questioned the following City staff members:

- Mr. Paul Stresow, International Bridges Assistant Director
- Mr. Edward Rodriguez, Procurement Analyst

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Motion made by Representative Rivera, seconded by Representative Salcido, and unanimously carried to **ADJOURN** this meeting at 9:31 a.m.

AYES: Representatives Hernandez, Molinar, Salcido, Rodriguez, Rivera, and Lizarraga

NAYS: None

ABSENT: Representatives Svarzbein and Annello

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APPROVED AS TO CONTENT:

Laura D. Prine, City Clerk



Legislation Text

File #: 22-1071, Version: 1

**CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM**

DISTRICT, DEPARTMENT, CONTACT INFORMATION:

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No Title's, No emails. Please use ARIAL 10 Font.

All Districts

Human Resources, Araceli Guerra, (915) 212-1401

Performance Office, Juliana Baldwin-Munoz, (915) 212-1204

City Manager's Office, K. Nicole Cote, (915) 212-1092

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Presentation, discussion, and action on the Proposed FY 2022-2023 Budget:

- a. A report on Workforce Focus initiatives, including:
 - i. Recruitment + Retention Tools Recap (Araceli Guerra)
 - ii. Stories Spotlight (Dionne Mack)
 - iii. Key Investment Strategies (Mario D'Agostino, Robert Cortinas)

**CITY OF EL PASO, TEXAS
AGENDA ITEM
DEPARTMENT HEAD'S SUMMARY FORM**

AGENDA DATE: August 23, 2022

PUBLIC HEARING DATE:

CONTACT PERSON(S) NAME AND PHONE NUMBER:

Human Resources, Araceli Guerra, (915) 212-1401

Performance Office, Juliana Baldwin-Munoz (915) 212-1204

K. Nicole Cote, Interim Managing Director, (915) 212-1092

DISTRICT(S) AFFECTED: All

STRATEGIC GOAL: 6. Set the Standard for Sound Governance and Fiscal Management

SUBGOAL:

6.1- Recruit and retain a skilled and diverse workforce

6.4- Implement leading-edge practices for achieving quality and performance excellence

SUBJECT:

1. Presentation, discussion, and action on the Proposed FY 2022-2023 Budget:

a. A report on Workforce Focus initiatives, including:

i. Recruitment + Retention Tools Recap (Araceli Guerra)

ii. Stories Spotlight (Dionne Mack)

iii. Key Investment Strategies (Mario D'Agostino, Robert Cortinas)

b. A motion authorizing the City Manager or his designee to approve a one-time payment to non-uniform new hires, including police and fire cadets, as part of the recruitment incentive pilot.

BACKGROUND / DISCUSSION:

As part of a series of upcoming workforce focused presentations and spotlights, this presentation will highlight progress in key areas of recruitment and retention strategies and will also provide additional insights on workforce member experiences.

PRIOR COUNCIL ACTION:

On April 12, 2022 City Council approved a resolution authorizing the City Manager or his designee to approve for a one-time payment to non-uniform new hires as part of the recruitment incentive pilot from April 10, 2022 through August 31, 2022 and a compensation increase for non-uniformed full-time, part-time, temporary employees that increases the City's minimum wage to \$11.11 per hour.

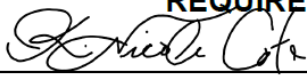
AMOUNT AND SOURCE OF FUNDING: N/A

HAVE ALL AFFECTED DEPARTMENTS BEEN NOTIFIED? ☒ YES ☐ NO

PRIMARY DEPARTMENT: City Manager's Office - Office of Management and Budget

SECONDARY DEPARTMENT: All City

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD: 

(If Department Head Summary Form is initiated by Purchasing, client department should sign also)

**CITY OF EL PASO
FISCAL YEAR 2023 BUDGET RESOLUTION**

WHEREAS, on July 14, 2022, the City Manager of the City of El Paso filed the Fiscal Year 2023 (“FY 2023”) Proposed Budget of the City of El Paso with the City Clerk; and

WHEREAS, the Proposed Budget was made available for the inspection by any person and was posted on the City’s website in accordance with Section 102.005 of the Texas Local Government Code; and

WHEREAS, on August 5, 2022, the City Clerk published notice in the El Paso Times and El Diario, newspapers of general circulation in the county in which the City of El Paso is located, of a public hearing regarding the City of El Paso FY 2023 Budget Resolution, in accordance with the Charter of the City of El Paso and Section 102.0065(a) of the Texas Local Government Code; and

WHEREAS, said public hearing was held on August 16, 2022, by the City Council (Council) regarding the City of El Paso’s Proposed Budget at which all interested persons were given the right to be present and participate; and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL PASO:

1. That the Proposed Budget for the City of El Paso filed by the City Manager with the City Clerk on July 14, 2022, is hereby approved and adopted by the City Council as the Annual Budget for the FY 2023, which begins on September 1, 2022 and ends on August 31, 2023.
2. The City Manager or his/her designee is hereby authorized to appropriate the reserve amount as part of City Attorney’s appropriation for external legal counsel, claims, and litigation expenses.
3. That the budget for confiscated funds shall be provided by the Chief of Police and submitted to the City Manager or his/her designee by January 31, 2023 with a financial report showing all appropriations for FY 2023 for all confiscated or condemned monies in a format approved by the City Manager or his/her designee.
4. That the City shall not enter into any agreement requiring the expenditure of monies if such agreement shall extend beyond the current Fiscal Year without the approval of the City Council or the City Manager. In such cases where the City Manager approves the expenditure, he/she is hereby authorized to obligate and/or encumber City funding to pay the City’s expenses, which shall also constitute the approval of City Council for the expenditure of monies extending beyond the current Fiscal Year, as may be required by Texas law.
5. That Department Heads or their designees are hereby authorized to request budget transfers not to exceed \$50,000; provided that each transfer is within the same department. Budget transfers exceeding \$50,000 that are within the same department may be approved by the

City Manager or his/her designee. A budget transfer for personal services appropriations, capital acquisition appropriations or impacting revenue accounts requires the approval of the City Manager or his/her designee.

6. That the City Manager or his/her designee is hereby authorized to make budget transfers between departments and/or non-enterprise funds or reprogram funds within an enterprise department, not to exceed \$100,000, to the extent permitted by law. Budget transfers between departments and/or non-enterprise department funds exceeding \$100,000 shall require City Council approval.

7. That a budget transfer must be approved prior to the occurrence of the expenditure, except for emergency expenditures when approved by the City Manager or his/her designee and ratified by the City Council.

8. That the City Manager or his/her designee is hereby authorized to increase or decrease the budget for any capital projects within a Capital Improvement Program (CIP) approved by the City Council, provided that the change of a project's budget of more than \$1,000,000 requires additional Council approval. No project budget may be reduced to zero or deleted unless the project has been completed. Expenditures must be in compliance with applicable laws and policies and a quarterly report must be provided to Council on the budgets for capital projects that the City Manager or his/her designee has established, amended or deleted.

9. That the City Manager or his/her designee is hereby authorized to add to an existing Capital Improvement Program (CIP). Addition of a project to an approved Capital Improvement Program (CIP) must meet the purpose of the proceeds from which the original CIP was funded and the addition of such project(s) cannot exceed more than \$500,000 without City Council authorization. Expenditures must be in compliance with applicable laws and policies and a quarterly report must be provided to Council on the budgets for capital projects that the City Manager or his/her designee has established or added.

10. That the City Manager or his/her designee is hereby authorized to allocate investment earnings on unspent bond proceeds to projects and purposes within the relevant bond authorization, provided that an allocation of more than \$500,000 to an individual project or purpose requires Council approval.

11. That the City Manager or his/her designee is hereby authorized to receive funds associated with Texas Department of Transportation (TXDOT) reimbursements to the City and appropriate the funds to TXDOT project matches awarded through the Metropolitan Planning Organization provided the projects are included in an existing Capital Improvement Program.

12. That the City Manager or his/her designee is hereby authorized to receive funds associated with El Paso Water Utilities (EPWU) reimbursements to the City and appropriate the funds to authorized street projects, park ponds or other designated city projects.

13. That any budget transfer submitted to City Council shall be accompanied by an explanation from the department and a recommendation from the City Manager or his/her

designee. The department's explanation must be sufficiently clear and provide adequate detail for the members of City Council to determine the need for the transfer.

14. That the City Manager or his/her designee is hereby authorized to establish or amend budgets and staffing table changes for Interlocal Agreements, grants, and similar awards when the Interlocal Agreement or applications for such grants and awards have been previously approved by the City Council or the City Manager. All Interlocal Agreements or grant applications requiring City Council approval shall be prepared in accordance with established procedures. The agenda item shall clearly state (i) the funding source for Interlocal Agreements or (ii) the type and amount of the required City match and the funding source of the grant match. The City Manager or his/her designee is hereby authorized to make such budget transfers and staffing table changes as are needed to close completed Interlocal Agreements, grants, and capital projects.

15. That the City Manager or his/her designee is hereby authorized to accept and appropriate funds associated with donations made to the City in an amount not to exceed \$50,000.

16. That the City Manager or his/her designee is authorized to issue, without further City Council action, purchase orders against any contract offered through the Cooperative Purchasing Network, the Houston-Galveston Area Council (H-GAC) Cooperative Purchasing Program, the Texas Association of School Boards, Inc. (TASB, Inc.) Cooperative Purchasing Buy Board, the ESC-Region 19 Cooperative Purchasing Program, the Harris County Department of Education Cooperative Purchasing Program, Tarrant County Cooperative Purchasing Program, Texas Procurement and Supportive Services (TPASS), Texas Multiple Award Schedule (TMAS and TXSmartBuy), State of Texas Department of Information Resources (DIR), Technology Bidding and Purchasing Program (PEPPM), U.S. General Services Administration (GSA), National Intergovernmental Purchasing Alliance Company dba OMNIA Partners, Public Sector and/or Communities Program Management, LLC d/b/a U.S. Communities (collectively, the "OMNIA Partners Parties") Region 8 Education Service Center, International Purchasing System Program ("TIPS"), Division of Purchases and Supply (DPS), a business unit of the Department of General Services for the Commonwealth of Virginia and any other cooperative purchasing program authorized by the City Council. The City Manager or his/her designee has the authority to sign any and all agreements related to purchases pursuant to this paragraph to effectuate the purchase.

17. That the City Manager or his/her designee is authorized to issue, without further City Council action, purchase orders against any cooperative contract through the electronic catalog maintained /Equal Level. The purchase of vehicles, trucks and/or fire apparatus/pumpers shall be expressly prohibited from being sourced through the e-catalog.

18. That restricted fund(s) shall be expended only for those purposes for which each restricted fund was established.

19. That all monies in all funds, except for grant funds, budgeted for the City's

contribution to the Employee's Health Benefit Program, Worker's Compensation, and Unemployment Funds be appropriately deposited into the respective fund by the City Chief Financial Officer or the City Manager's Designee before the closing of the Fiscal Year, and in accordance with procedures established by the City Manager or his/her designee.

20. That the City Manager or his/her designee is hereby authorized to issue, without further City Council action, purchase orders for annualized insurance coverage in accordance with the amount of funding established for such coverage in FY 2023 budget when the award of such contracts or Interlocal Agreements for coverage has been previously approved by Council.

21. That the City shall calculate monthly deduction, premium, and/or fee for health, dental, vision, life, and disability coverage during the current coverage month effective January 1, 2023. If the coverage effective date for enrollment/change falls on or before the 15th of the month, a full deduction, premium, and/or fee is processed; if the effective date falls after the 15th of the month, no deduction, premium, and/or fee is processed for that month. If the coverage termination date falls on or before the 15th of the month, no deduction, premium, and/or fee is processed; if the termination date falls after the 15th of the month, a full deduction, premium, and/or fee is processed for the month.

22. That the City Manager or his designee authorizes and approves a compensation increase for non-uniformed full-time, part-time and temporary employees as follows:

- a. This resolution hereby establishes the City's minimum wage at \$11.61 per hour effective September 11, 2022 the first full pay period of September 2022. All pay ranges and job classifications will be increased accordingly on September.
- b. An increase of \$0.50 per hour, or a minimum of 1.25 %, whichever is greater, for all non-uniform employees shall be paid starting on the September 11, 2022 pay period, and in accordance with the processes established by the City's Human Resources Department.
- c. This increase in compensation will be based on the hourly rate as of September 11, 2022 of the positions identified herein. Employees must be of active status as of September 11, 2022 to receive this pay increase; provided however, that the City Manager may approve this increase in compensation based on the availability of funds and other management factors as determined by the City Manager.
- d. This resolution hereby establishes the City's minimum wage at \$12.11 per hour effective March 12, 2023, the first full pay period of March 2023. All pay ranges and job classifications will be increased accordingly on March 12, 2023.
- e. An increase of \$0.50 per hour, or a minimum of 1.25 %, whichever is greater, for all non-uniform employees shall be paid starting on the March 12, 2023 pay period, and in accordance with the processes established by the City's Human Resources

Department.

f. This increase in compensation will be based on the hourly rate as of March 12, 2023 of the positions identified herein. Employees must be of active status as of March 12, 2023 to receive this pay increase; provided however, that the City Manager may approve this increase in compensation based on the availability of funds and other management factors as determined by the City Manager

23. That any employee pay increases for non-uniformed employees shall be given on the date or dates established by the City Manager based on the availability of funding for such purposes in FY 2023. No employee pay increases shall be paid retroactively to an anniversary date or date of a performance evaluation. Any increases for certification pay established in Ordinance 8064, as amended, or by resolution pursuant to the Ordinance as may be appropriate, may be given by the City Manager in the manner provided for in or by the Ordinance to the eligible employee classifications set forth in **Schedule B-1**.

24. The City Manager or his designee is authorized to approve a one-time payment to non-uniform, including police and fire cadets, new hires as part of the recruitment incentive, as follows:

- (a) A \$1,000 sign-on incentive for all non-uniform, full-time, part-time, and temporary employees who are hired on or between September 1, 2022 and August 31, 2023, to be distributed as follows:
 - i. a one-time payment of \$500 at the start of employment; and
 - ii. an additional one-time payment of \$500 to be disbursed at the end of the employee's successful completion of their 6-month or extended probationary period with no documented attendance or corrective/disciplinary issues for the remainder of their probationary period;
- (b) This policy does not apply to the following:
 - i. Subcontractors and/or independent consultants; and
 - ii. Elected Officials; and
 - iii. Current City of El Paso employees; and
 - iv. Previous City of El Paso employees who terminated within three months of the current hire date; and
- (c) The sign-on incentive recruitment payment shall be paid in a pay period following the employee's having met the criteria designated in this Resolution and in accordance with the process established by the City's Human Resources Department. Employee must be an active employee on the date of payment. Individuals hired will receive \$500 after their first 30 days of employment provided there are no documented attendance or disciplinary issues. This sign-on incentive recruitment payment will not be considered earned wages or compensation for purposes of pensionability. This sign-on incentive recruitment payment shall be subject to the availability of funds and other management factors as determined by the City Manager.

25. That for purposes of recognizing the service time of an employee (classified, unclassified and/or contract) other than uniformed employees covered under collective bargaining agreements an amount that most closely approximates a two percent (2%) increase will be added to the base pay of each employee on the anniversary date of five (5) years of service, two and one half percent (2.5%) on the anniversary date of ten (10) years of service, three percent (3%) on the anniversary date of fifteen (15) years of service, and three and one half percent (3.5%) on the anniversary date of twenty (20) years of service and four percent (4%) on the anniversary date of twenty five (25) years of service and four and one half percent (4.5%) on the anniversary date of thirty (30) years of service and five percent (5%) for any other five year incremental period on or beyond thirty five (35) years of service accrued by an employee.

26. That all performance-based and goal-based increases and/or one-time payments shall be subject to the availability of funds and expended as determined or authorized by the City Manager or his/her designee, except for such increases and/or payments that are otherwise governed by an employment contract.

27. That the City Manager be authorized to establish employee incentive program(s), subject to the availability of funds, and approve such administrative policies and procedures necessary for the inception and implementation of such programs:

(a) the wellness program in the City's health benefit plan for the amount established in each fiscal year's budget in an amount not to exceed \$150 per employee each month during the fiscal year, in accordance with the City Manager's administrative policy and shall include a component that allows City employees to earn up to one wellness day off annually (as designated in the administrative policy); and

(b) employees whose job specifications require a commercial driver's license or whose work includes the tracking of specific safety criteria to be eligible for a payment not to exceed \$350 per employee each year based on the employee's accident-free driving record established safety criteria for a period (i.e. quarterly, semi-annually, etc.) to be established in administrative policy and payable in increments based on such periods; and

(c) employees whose job specifications requires or may require a commercial driver's licenses may be eligible for additional pay of \$90 per pay period, provided that the employee must be in active status, their CDL in good standing, and otherwise in conformity with approved administrative CDL retention policies; and

(d) non-executive level employees will receive incentive pay of 10% of base salary while employed with the Office of the Comptroller (OTC). This incentive is only effective during their employment at OTC and otherwise in conformity with approved administrative OTC incentive pay policies; and

(e) one-time payments in an amount not to exceed \$100 (and any taxes due) for each

employee who is assigned additional duties in serving on a Lean Six Sigma team; and

(f) monthly payments in an amount not to exceed \$300 per month for each employee during the period in which each is assigned additional duties as strategic plan mentor leaders; and

(g) for perfect attendance in a 6 month period established by administrative policy, cash payment of \$50 and the option to convert 8 hours of sick leave for personal business, as set forth in the administrative policy; and

(h) monthly payments prorated in an amount not to exceed 3% of current annual salary for each employee who is assigned additional responsibilities for completion of major project whose scope has broad citywide application.

(i) Qualifying non-uniform employees will receive a lump sum not to exceed \$250 as part of an annual performance review as defined under the administrative policy.

(j) payments in an amount of \$90 per pay period for each employee whose job requires immunizations to ensure the health and safety of the employees and animals during their employment at Animal Services and the Zoo and otherwise in conformity with approved administrative ASD and Zoo infectious disease and/or incentive pay policies.

28. That Appendix A, as required to be maintained by the Human Resources Director and approved by the City Council by the Classification and Compensation Plan, Ordinance 8064, as amended, shall be as established as set forth in **Schedule D**, for such time until the Council, by resolution and as provided in Ordinance 8064, should amend or further revise.

29. That the City Manager is hereby authorized to annually adopt a Tuition Assistance Policy, which provides for tuition assistance to qualified employees in accordance with the amount of funding established for such a program. Such policy may be amended as deemed necessary by the City Manager.

30. That based on the availability of funds, the City Manager is authorized to expend no more than \$200,000 from the budget to establish and implement an on-the-spot rewards program to provide small monetary awards (face value up to \$250) to recognize immediately extraordinary acts, accomplishments or contributions that are above and beyond the typical duties of the rewarded employee. On-the-spot rewards are not in lieu of merit increases or other salary increases based on sustained high quality employee performance.

31. That the City Manager is authorized through an administrative policy and procedure to approve Department Hybrid Staffing Plans, to provide options that promote and support a high quality of work life balance for City employees, while meeting the customer services needs of the community.

32. That the hotel occupancy taxes collected by the City shall be used by El Paso

Convention and Performing Arts Center (Destination El Paso) and the Department of Museums and Cultural Affairs to fund their respective operations in accordance with El Paso City Code and State law. The functions of the Plaza Theater, McKelligon Canyon shall be included with the functions of El Paso Convention and Performing Arts Center (Destination El Paso). Expenditures from said fund shall be made in accordance with their respective adopted budgets.

33. That the special additional hotel occupancy tax collected and deposited into the Venue Project Fund (as well as other amounts contained in such fund) shall be used by the City to pay its obligations under the Master Lease Agreement Relating to the Downtown Ballpark Venue Project between the City and the City of El Paso Downtown Development Corporation or other ballpark costs and such funds are appropriated accordingly.

34. That any travel expenditure for a City Council member that exceeds the FY 2023 City Council member's budget, including discretionary funds for the City Council Member's district, must be approved by the City Council and a funding source shall be identified by the City Council.

35. That City Council members must notify the City Manager or his/her designee of any expenditure from budgeted City Council Special Projects or Discretionary Accounts, so that City staff can maintain a current balance of the individual City Council Member's year-to-date expenditure for said accounts. Prior to the use of a P-Card for a proposed expenditure, City Councilmembers should identify the municipal purpose of the expenditure and the proposed expenditure should be reviewed and authorized by the City Manager or his/her designee in writing, or authorized by the City Council when required, prior to the expenditure. The City Manager or his/her designee shall implement similar appropriate processes when utilizing discretionary funds through any other procurement or a reimbursement process.

36. That all obligations for the payment of money by City departments and agencies, including grantees, shall be made in accordance with procedures established by the City Manager or his/her designee.

37. That no employee or elected official shall incur an obligation for capital, supplies, wages, or otherwise, unless an adequate appropriation has been made in the budget to meet the obligation and said obligation has been incurred in accordance with the accounting, legal, budgetary, purchasing, and Human Resources policies and procedures of the City.

38. That the Full-Time Equivalent (FTE) positions funded by the FY 2023 Budget, and those listed in the Authorized Staffing Table, shall constitute the authorized FTE positions for each department. Requests for changes and additions shall be approved by the City Manager and his/her designee and shall show the impact on the FY 2023 Budget and the estimated impact on expenditures for FY 2024.

39. That any non-vacant classified employee position which is identified for

abolishment upon adoption of the FY 2023 Budget, shall be funded until the earlier of October 14, 2022 or sufficient time for the Human Resources Department to carry out the provisions of the City Charter related to lay-offs.

40. That the City Manager is hereby authorized to transfer any amount in the Salary Reserve appropriation, personal services appropriations, contingency appropriations, capital acquisition appropriations between departments within the General Fund or an Enterprise Fund (to the extent permitted by law), whether it is non-uniformed or uniformed salary expense, or capital expense, as necessary in connection with closing the FY 2023.

41. That based on the availability of funds the City Manager or his/her designee shall transfer on a monthly basis \$12,500 from the cash balance of the Bridge Operations Fund to the Bridge Maintenance Fund; transfer on an annual basis revenues derived from ground lease franchises, not to exceed \$91,782 from the Bridge Operations Fund to the Bridge Maintenance Fund. Any remaining balance shall be transferred to the General Fund, except for the \$25,000 Unreserved Balance and any required cash, which must be maintained pursuant to any bridge revenue bond covenants or other debt financing.

42. That all non-expended appropriations in the General Fund and Enterprise Fund shall lapse at the end of FY 2023, unless reviewed and approved not to lapse by the City Manager or his/her designee.

43. That within forty-five (45) working days after the close of each fiscal quarter, the City Manager or his/her designee shall provide a quarterly report to City Council regarding the status and year-end projection of the budget.

44. That the City shall charge the maximum allowable interest rate and impose the maximum allowable penalty pursuant to State or Federal laws, on any amounts past due to the City. Any amounts that are one hundred twenty (120) days past due will be reported to the Credit Bureau, in accordance with State and Federal law, and will be turned over to the City Attorney or a collection agency for collection or the proper disposition.

45. That the annual parking meter revenue in account number 440200 (Parking Meter Revenue) may be allocated on a monthly basis to a restricted account called Plaza Theater Sinking Fund in the Debt Service Fund to satisfy debt requirements for the fiscal year, that the City Manager or his/her designee be authorized to appropriate additional funding from this account for the replacement of parking meters upon approval of the City Manager of a meter replacement program based on availability of funds in this account, and that all funds exceeding the debt service requirement and meter replacement capital requirements for the fiscal year be deposited to the General Fund.

46. That monies that the City receives from licenses, fees, fines, and other charges for services shall be analyzed to determine if the City is recovering the cost of providing such services. Recommendations shall be made to the City Manager or his/her designee for any revisions to licenses, fees, fines and other charges.

47. That appropriation control for expenditures shall be at the Object Level.
48. That expenditures shall be in accordance with the City of El Paso – Strategic Plan.
49. That **Schedule A** amends revenues and appropriations to the City Manager’s filed budget; **Schedule B** amends staffing tables to the City Manager’s filed budget and **Schedule B-1** sets forth the employee classifications eligible for certification pay; **Schedule C** sets forth fees and formulas for calculating certain fees that are to be charged by the City for the goods and services it provides; **Schedule D** contains Appendix A, as referenced by the Classification and Compensation Plan, Ordinance 8064, as amended; and **Schedule E** sets forth the list of and approved budget for annualized computer software and hardware which may be purchased as a sole source.; and **Schedule F** is the 2022 Tax Rate Calculation Worksheet included in accordance with Texas Tax Code Chapter 26. For any programs, activities, presentations, classes or services that have a fee range listed within Schedule C, the department head shall determine and charge a fee within the stated range for each particular activity, presentation, class or service in the amount that will recover the City’s costs, as reviewed and approved by the City Manager or his/her designee. Any revisions or additions to the fees listed in Schedule C, or the process or formula used for setting fees, shall be approved by simple resolution of the City Council.
50. That the City Manager or his/her designee is authorized to determine when it is practicable for the City to accept payments by credit card of a fee, fine, court cost or other charge in accordance with City Ordinance No. 15051. Service charges added to the payment shall be in conformity with state statutory requirements and will be in such amount(s) as listed in Schedule C, provided that in the event that bank charges imposed on the City relating to credit card acceptance increase during the fiscal year, the City Manager is authorized to increase the service charge amount(s), so as to cover the City’s increased costs.
51. That the Department of Aviation shall be authorized to collect a daily rental fee for space in their cargo buildings and daily terminal fees as set forth in Schedule C, and the department shall collect the fees authorized in prior resolutions of the City Council for hangars, tie-downs, storage, heavy aircraft parking and for public parking at the Airport in the amounts as set forth in Schedule C attached hereto and that Schedule C shall be the controlling resolution for the establishment of the specific amounts of these fees.
52. That the Department of Aviation’s Foreign Trade Zone is authorized to collect fees to recover costs, as set forth in Schedule C, relating to duties in connection with (a) Blanket Admission – 214; (b) Direct Delivery Admission, Subsequent 214; (c) Application Fee, Subzone; (d) Application Fee, New General Purpose Site (Minor Boundary Modification); (e) Application Fee, Expansion Site (Magnet); and (f) Alteration Request. The Department of Aviation’s Foreign Trade Zone is also authorized to collect fees based on other changes as outlined in the Schedule C.
53. That in addition to City created programs, activities, presentations, classes (“City

programs”) and City produced or supported publications that are offered to the public in conjunction with the missions of the various departments for which the fees are separately established in Schedule C, the City Council authorizes City department directors to create and offer new City programs and publications, on a trial or temporary basis, as may be of benefit to the public and as the directors may deem appropriate and within his/her department’s capacity for providing new City programs or publications. The fee for participation in each such new City program or the cost to obtain such a publication shall be established in an amount that will recover the City’s costs to present each such City Program or provide the publication, as reviewed and approved by the City Manager or his/her designee. The City Manager or his/her designee shall maintain a list of all fees approved pursuant to this paragraph, which shall be made available to the public.

54. That the City Council sets the level of City funding support to persons and organizations seeking such support for parades that fulfill a public purpose in accordance with the process, criteria and other provisions of Section 13.36.050 E of the City Code, in an amount not to exceed \$175,000, and that the City Manager is authorized to equitably allocate such funding among the qualified applicants and sign funding agreements with such applicants.

55. That the City Council sets the maximum level of funding for the Parks and Recreation Department’s needs assessment scholarship program, as may be established by ordinance, in the amount of \$200,000, with a maximum benefit per child of \$150, for FY 2023. Receipt of scholarship funds for the Club Rec Program does not count towards the \$150 maximum per child limit.

56. That the City Council authorizes the conduct of the Holiday Parade and Tree Lighting as a program event within the Parks and Recreation Department; authorizes funding for the event as established within the City’s adopted budget; authorizes the City Manager to determine and approve participation in the event by other City departments and personnel; and authorizes the Parks and Recreation Department to charge the entry fee as set forth in Schedule C to non-City persons and organizations who submit entries in the parade.

57. That the City Manager is authorized to revise appropriate budgets to provide for changes of functions and reorganization of departments approved by City Council, to include the transfer of functions, duties and related budgets between departments.

58. That the Director of Aviation be authorized to establish a Premium Parking program, as approved by the City Manager, at the airport for public parking at the premium fees set forth in Schedule C, which will allow parking spaces to be reserved in advance by members of the general public.

59. That the Director of Aviation be authorized to establish a program, as approved by the City Manager, at the airport whereby the Director or his/her designee may provide gratis airport parking passes as appropriate for the promotion of the airport as the premier gateway for air transportation for the El Paso region. The total value of all gratis parking passes provided under this program during FY 2023 shall not exceed \$2,000.

60. That the Director of Aviation be authorized to collect fees to recover costs for work completed by El Paso International Airport on behalf of airport tenants in the amounts set forth in Schedule C.

61. The Department of Aviation is authorized to collect fees to recover costs, as set forth in Schedule C, relating to duties in connection with (a) conduct of criminal history background checks; (b) SIDA Badge issuance; (c) AOA Badge issuance; (d) AOA Badge renewal; (e) SIDA/Sterile area badge renewal; and (f) Reimbursement for Lost Not Returned Badges as listed on Schedule C.

62. That the environmental service franchise fee will be used to support the General Fund expenditures of the Streets and Maintenance department.

63. That the Department of Environmental Services is authorized to collect fee to recover costs, as set forth in Schedule C, related to safety articles sold upon request to members of the public accessing the Greater El Paso Landfill.

64. That the Department of Animal Services is authorized to collect fees to recover costs as set forth in Schedule C, related to the veterinary services provided at the City's spay and neuter clinic, for services provided at the clinic and shelter relating to the health and safety of animals, and for those services that are provided to the animal while at its facilities in order to bring the animal into compliance with the El Paso City Code's requirements. The Director of Animal Services is authorized to waive or reduce animal services fees in Schedule C, when appropriate and in line with their mission.

65. That the Department of Environmental Services is authorized to provide mulch/compost at the Citizen Collection Stations and at the Greater El Paso Landfill at no cost to citizens or commercial customers that pick up the mulch/compost and may collect a delivery fee from commercial customers requesting delivery, since the recycling of trees and other yardwaste used to generate mulch/compost serves a health and public safety purpose because materials are diverted from the City's landfills and the useful life of the landfills is extended.

66. That the City Manager or his/her designee be authorized to negotiate, award and enter into agreements and other documents on behalf of the City for the annualized computer licenses and maintenance of software and hardware specified in **Schedule E**, and any software or hardware that are available only from one source pursuant to applicable laws, in amounts not to exceed the amounts in the FY 2023 approved budget and set forth in **Schedule E**; provided, however, that all such agreements are in compliance with law and shall be approved as to form by the City Attorney.

67. That the City Council will allow the Public Service Board and the El Paso Water Utilities to use fire hydrants in conjunction with requiring developer dedications or payments for the costs of fire hydrants and together with the value of the use of City right-of-way in conjunction with system operation and functions by the Public Service Board and the El Paso Water Utilities, they are in exchange for all charges and costs owed by the City for water used

by the City for firefighting purposes, and this provision supersedes all prior resolutions of the City Council regarding this matter.

68. That any non-expended funds in the General Fund appropriations allocated to each City Council representative at the end of FY 2022 shall be allocated to the discretionary fund of each respective City Council representative in FY 2023.

A City Council member shall not expend funds from their discretionary accounts during the Lamé Duck period, which is the time period from the date of any City election until inauguration of those elected.

69. That the City Manager is authorized to establish or amend the budget for the Parkland dedication fees special fund for FY 2023, provided that such funds are committed and used in compliance with applicable city ordinances.

70. That the City Manager may appropriate up to \$500,000 from the Fleet Internal Service Fund reserves for the Streets and Maintenance Department purchase of fuel and inventory items for the city fleet.

71. That the franchise fee paid by the El Paso Water Utilities in the amount not to exceed \$6,550,000.00 (“PSB Infrastructure Franchise Fee”), which compensates the City of El Paso for the use of city streets and rights of way for utility lines and wear and tear on City streets, will be allocated as follows: up to \$3,000,000.00 will be allocated to street maintenance and the remaining PSB Infrastructure Franchise Fee funds to the General Fund.

72. City Council establishes that the police department adopted budget was \$157,607,717 for FY 19-20, \$165,428,929 for FY 20-21, and \$177,025,187 for FY 21-22. The police department budget for FY 22-23 is hereby established to be \$192,249,635. Therefore, the City Council of the City of El Paso, Texas finds and declares that the City of El Paso is not a defunding municipality as provided in Chapter 109 of the Texas Local Government Code.

73. That the City Manager or his/her designee shall immediately file, or cause to be filed a true copy of the FY 2023 Budget and a copy of this Resolution in the offices of the City Clerk and the County Clerk of El Paso, and post the same on the City’s website.

[SIGNATURES BEGIN ON THE FOLLOWING PAGE]

PASSED AND APPROVED this ____ day of August 2022.

CITY OF EL PASO:

ATTEST:

Oscar Leaser
Mayor


Laura D. Prine
City Clerk

APPROVED AS TO FORM:

Donald C. Davie

Donald Davie
Assistant City Attorney

APPROVED AS TO CONTENT:



K. Nicole Cote, Interim Managing Director
Office of Management & Budget

**SCHEDULE A
REVENUES AND EXPENDITURES
CHANGES TO THE PROPOSED BUDGET FY 2023
AS OF 08/11/2022**

Beginning Proposed All Funds Revenues/Expenditures 1,161,899,434

Beginning Proposed General Fund Revenue 504,841,694

Department	Division	Account	Account Description	Increase / (Decrease)
MUNICIPAL COURT	11010	440400	MOVING VIOLATION FINES	188,300
	11010	440410	PUBLIC INSPECTION VIOLATIONS	1,900
	11010	440430	ANIMAL VIOLATIONS	2,200
	11010	440440	LIABILITY INSURANCE VIOLATIONS	27,000
	11010	440470	MOVING WARRANTS	42,300
	11010	440480	ARREST FEES - MOVING VIOLATION	38,300
NON-DEPARTMENTAL	99999	401010	REAL PROPERTY TAX COLLECTIONS	6,014,131
	99999	420230	TEXAS GAS SERVICE	1,168,997
	99999	420250	EL PASO WATER UTILITIES	1,693,700
	99999	420300	ONEOK	388,450
	99999	420320	ELECTRIC COMPANY	2,144,389
	99999	470000	INTERFUND TRANSFERS (SOURCES)	(3,800,089)

Total Revisions to the General Fund Revenue 7,909,578

Total Revised General Fund Revenue 512,751,272

Beginning Proposed General Fund Expenditures 504,841,694

Department	Division	Account	Account Description	Inc / (Decrease)
CITY CLERK	11020	522030	ELECTIONS CONTRACTS	(500,000)
COMMUNITY AND HUMAN DEVELOPMENT	71004	501XXX	VARIOUS SALARY ACCOUNTS	51,245
	71004	522150	OUTSIDE CONTRACTS - NOC	198,755
ECONOMIC DEVELOPMENT	48010	501XXX	VARIOUS SALARY ACCOUNTS	379,654
FIRE	22090	570000	INTERFUND TRANSFERS (USES)	500,000
MAYOR AND COUNCIL	10000	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10010	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10020	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10030	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10040	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10050	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10060	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10070	501XXX	VARIOUS SALARY ACCOUNTS	50,139
MUNICIPAL COURT	11005	501XXX	VARIOUS SALARY ACCOUNTS	177,180
	11005	521130	INTERPRETER SERVICES	33,800
	11005	522090	PRINTING SERVICES CONTRACTS	6,320
	11005	522120	SECURITY CONTRACTS	8,700
	11005	531000	OFFICE SUPPLIES	18,000
	11005	540030	POSTAGE	56,000
NON-DEPARTMENTAL	99997	501XXX	VARIOUS SALARY ACCOUNTS	746,688
	99999	544110	SALARY ADJUSTMENT RESERVE EXPE	1,782,124
PARKS AND RECREATION	51260	544060	OTHER SERVICES CHARGES EXPENSE	550,000
	51295	570000	INTERFUND TRANSFERS (USES)	1,000,000
POLICE	21000	570000	INTERFUND TRANSFERS (USES)	500,000
STREETS AND MAINTENANCE	31040	570000	INTERFUND TRANSFERS (USES)	2,000,000

Total Revisions to the General Fund Expenditures 7,909,578

Total Revised General Fund Expenditures 512,751,272

Beginning Proposed Non-General Fund Revenue 657,057,740

Department	Division	Account	Account Description	Inc / (Decrease)
ECONOMIC DEVELOPMENT	48050	401010	REAL PROPERTY TAX COLLECTIONS	(288,622)
FIRE	22090	470000	INTERFUND TRANSFERS (SOURCES)	500,000
NON-DEPARTMENTAL	99900	401010	REAL PROPERTY TAX COLLECTIONS	(772,682)
	99900	470020	FUND BALANCE TRANSFERS (SOURCE)	(1,378,466)
	99999	401010	REAL PROPERTY TAX COLLECTIONS	874,742
	99999	470020	FUND BALANCE TRANSFERS (SOURCE)	(1,157,904)
PARKS AND RECREATION	51295	470000	INTERFUND TRANSFERS (SOURCES)	1,000,000
POLICE	21000	470000	INTERFUND TRANSFERS (SOURCES)	500,000
STREETS AND MAINTENANCE	31040	470000	INTERFUND TRANSFERS (SOURCES)	2,000,000

Total Revisions to the Non-General Fund Revenue 1,277,067

Total Revised Non-General Fund Revenue 658,334,807

Total Revised All Funds Revenue 1,171,086,079

Beginning Proposed Non-General Fund Expenditures 657,057,740

Department	Division	Account	Account Description	Inc / (Decrease)
ECONOMIC DEVELOPMENT	48050	570020	FUND BALANCE TRANSFERS (USES)	(288,622)
FIRE	22090	580062	AMBULANCES, FIRE TRUCK, ASL	500,000
NON-DEPARTMENTAL	99900	521060	BOND FIN ADVISORY SERVICE	1,175
		521840	ARBITRAGE BOND REVIEW SERVICE	475
		553000	INTEREST EXPENSE	(2,152,798)
	99999	570000	INTERFUND TRANSFERS (USES)	(3,800,000)
		570020	FUND BALANCE TRANSFERS (USES)	3,516,837
PARKS AND RECREATION	51295	580040	PUBLIC USE FACILITIES EQUIP	1,000,000
POLICE	21000	580290	HEAVY EQUIPMENT	500,000
STREETS AND MAINTENANCE	31040	532000	BUILDINGS FACILITIES MAINT REP	1,000,000
		580060	CARS VANS LT TRKS MOTORCYCLE	1,000,000
Total Revisions to the Non-General Fund Expenditures				1,277,067
Total Revised Non-General Fund Expenditures				658,334,807
Total Revised All Funds Expenditures				1,171,086,079

**SCHEDULE B
STAFFING TABLE
CHANGES TO THE PROPOSED BUDGET FY 2023
AS OF 08/11/2022**

DEPARTMENT	JOB CODE	TITLE		
COMMUNITY AND HUMAN DEVELOPMENT				
	U1190	Sustainability Program Specialist	Add	1.00
ECONOMIC DEVELOPMENT				
	U1061	Strategic Initiatives Manager	Add	1.00
	U1063	Strategic Initiatives Project Manager	Add	1.00
	U1066	Senior Strategic Initiatives Coordinator	Add	1.00
INFORMATION TECHNOLOGY				
	U3455	Business Systems Analyst	Add	1.00
	U4045	Mobile Network Administrator II	Add	2.00
MAYOR AND COUNCIL				
	U3185	Administrative Specialist	Add	4.00
MUNICIPAL COURT				
	11370	Customer Relations Clerk	Add	1.00
	19150	Senior Deputy Court Clerk	Add	1.00
	19160	Deputy Court Clerk	Add	1.00
	A7735	Substitute Associate Municipal Judge (appointed/part-time)	Add	1.00
NON-DEPARTMENTAL				
	U1068	Administrative Ombudsperson	Add	2.00
	U1711	Lead Storyteller	Add	1.00
	U1714	Storyteller	Add	4.00
	U1745	Public Affairs Coordinator	Add	1.00
	U1760	Media Specialist	Add	1.00
	U1763	Multimedia Design Specialist	Add	2.00
	U1767	Social Media Specialist	Add	1.00
BEGINNING PROPOSED ALL FUNDS FTE's				7,268.27
TOTAL REVISIONS				27.00
REVISED ALL FUNDS FTE's				<u>7,295.27</u>

SCHEDULE B1

3.12 CERTIFICATION PAY

A certification pay program is hereby established and the City Manager is authorized to determine if or when the program will be utilized, and when it shall cease. Employees who are receiving certification pay granted pursuant to Ordinance 8064, as amended, on the effective date of this ordinance shall continue to be eligible to receive such certification pay through August 31, 2012. Effective September 1, 2012 determinations of eligibility to receive certification pay will be made each year by the City Council at the recommendation of the City Manager in the annual budget resolution. Each year those employees who are eligible, if any, will be set forth in a schedule attached to the annual budget resolution. The purpose of the program is to provide an incentive to employees to earn and maintain certifications that can be used in the effective and efficient delivery of core business services. (Passed 02/24/09 and Amended 3/6/12)

A) **Eligibility.** Employees in the following job classifications are eligible to receive certification pay:

- 13320 Civil Engineer Associate
- 13370 Electrical Engineering Associate
- 13570 Mechanical Engineering Associate
- 13815 Engineering Lead Technician
- 13820 Engineering Senior Technician
- 13830 Engineering Technician
- 17130 Chief Building Inspector
- 17222 Building Inspector Supervisor
- 17215 Building Combination Inspector Supervisor
- 17235 Building Inspector
- 17225 Building Combination Inspector
- 17230 Electrical Inspector Supervisor
- 17240 Electrical Inspector
- 17220 Mechanical & Plumbing Inspector Supervisor
- 17260 Plumbing Inspector
- 17270 Mechanical Inspector
- 17280 Landscape Inspector
- 17340 Chief Plans Examiner
- 17343 Senior Plans Examiner
- 17350 Building Plans Examiner
- 17365 Building Inspector / Plans Examiner
- 17385 Mechanical & Plumbing Plans Examiner
- 17370 Electrical Plans Examiner
- 17380 Landscape Plans Examiner

B) **Listing of Approved Certificates.**
The following certifications are the only recognized certificates eligible for payment of certification pay:

- Commercial Building Inspector
- Commercial Electrical Inspector
- Commercial Plumbing Inspector
- Commercial Mechanical Inspector
- Building Plans Examiner
- Electrical Plans Inspector
- Mechanical Plans Examiner
- Plumbing Plans Examiner
- Residential Combination Inspector
- Residential Plan Examiner
- Commercial Combination Inspector
- Accessibility Inspector/Plans Examiner
- Commercial Energy Inspector
- Residential Energy Inspector/Plans Examiner
- Certified Building Official
- Fire Inspector I
- Fire Inspector II
- Fire Plans Examiner
- Green Building Technologies

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1	All Departments	Public Information Act	Paper Records-Standard size(50 or fewer pgs.) +postage and shipping or fax charge.	\$0.10
2	All Departments	Public Information Act	Paper Records-Standard size(50+ pgs.) + personnel charge, overhead charge, actual misc. supplies, postage and shipping or fax charge	\$0.10
3	All Departments	Public Information Act	Paper Records-non standard size	
4	All Departments	Public Information Act	Blue prints	
5	All Departments	Public Information Act	18" x 24"	\$1.60
6	All Departments	Public Information Act	24" x 36"	\$1.80
7	All Departments	Public Information Act	30" x 42"	\$2.00
8	All Departments	Public Information Act	42" x 4"	\$2.00
9	All Departments	Public Information Act	42" x 5"	\$2.20
10	All Departments	Public Information Act	42" x 6"	\$2.40
11	All Departments	Public Information Act	42" x 7"	\$2.60
12	All Departments	Public Information Act	42" x 8"	\$2.80
13	All Departments	Public Information Act	+ postage, shipping, and misc. supplies	
14	All Departments	Public Information Act	Large Bond Copies	
15	All Departments	Public Information Act	12" x 18"	\$1.10
16	All Departments	Public Information Act	18" x 24"	\$1.10
17	All Departments	Public Information Act	24" x 36"	\$1.70
18	All Departments	Public Information Act	42" x 30"	\$1.70
19	All Departments	Public Information Act	+ postage, shipping, and misc. supplies	
20	All Departments	Public Information Act	Vellum copies	
21	All Departments	Public Information Act	24" x 36"	\$2.45
22	All Departments	Public Information Act	+ postage, shipping, and misc. supplies	
23	All Departments	Public Information Act	Other non standard size copies (per page)	\$0.50
24	All Departments	Public Information Act	+ personnel charge, overhead charge, postage, shipping, and misc. supplies	
25	All Departments	Public Information Act	Photographs (Police Department)	
26	All Departments	Public Information Act	4" x 5" color print	\$2.15
27	All Departments	Public Information Act	each additional print	\$0.95
28	All Departments	Public Information Act	5" x 7" color print	\$2.20
29	All Departments	Public Information Act	each additional print	\$1.00
30	All Departments	Public Information Act	8" x 10" color print	\$2.40
31	All Departments	Public Information Act	each additional print	\$1.20
32	All Departments	Public Information Act	Polaroid color print	\$2.75
33	All Departments	Public Information Act	each additional print	\$1.55
34	All Departments	Public Information Act	4" x 5" black & white print	\$3.00
35	All Departments	Public Information Act	each additional print	\$1.80
36	All Departments	Public Information Act	5" x 7" black & white print	\$3.25
37	All Departments	Public Information Act	each additional print	\$2.05
38	All Departments	Public Information Act	8" x 10" black & white print	\$3.50
39	All Departments	Public Information Act	each additional print	\$2.30
40	All Departments	Public Information Act	4" x 5" black & white mug	\$3.20
41	All Departments	Public Information Act	each additional print	\$2.00
42	All Departments	Public Information Act	Polaroid black & white	\$2.35
43	All Departments	Public Information Act	each additional print	\$1.15
44	All Departments	Public Information Act	+postage, shipping, misc. supplies	
45	All Departments	Public Information Act	Computer and electronic document imaging printouts	
46	All Departments	Public Information Act	Standard size + personnel, overhead, computer resource, computer programming, misc. supplies, postage and handling	\$0.10
47	All Departments	Public Information Act	Non-standard size + personnel, overhead, computer resource, computer programming, misc. supplies, postage and handling	\$0.50
48	All Departments	Public Information Act	Plotter media documents: + personnel, overhead, computer resource, computer programming, misc. supplies, postage and handling	
49	All Departments	Public Information Act	8 1/2" x 11" prints	\$0.24
50	All Departments	Public Information Act	11" x 17" prints	\$0.24
51	All Departments	Public Information Act	18" x 24" prints	\$0.48
52	All Departments	Public Information Act	24" x 36" prints	\$0.72
53	All Departments	Public Information Act	36" x 42" prints	\$0.96
54	All Departments	Public Information Act	Non-standard copies (microfilm, microfiche) + personnel, overhead, computer resource, computer programming, misc. supplies, postage and handling	
55	All Departments	Public Information Act	Standard	\$0.10
56	All Departments	Public Information Act	Non-standard	\$0.50
57	All Departments	Public Information Act	Media charge+ personnel, overhead charge, computer resources, computer programming, misc. supplies, postage and handling	
58	All Departments	Public Information Act	Diskette	\$1.00
59	All Departments	Public Information Act	Computer magnetic tape	
60	All Departments	Public Information Act	4mm	\$13.50
61	All Departments	Public Information Act	8mm	\$12.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
62	All Departments	Public Information Act	9-track	\$11.00
63	All Departments	Public Information Act	Data cartridge	
64	All Departments	Public Information Act	2000 series	\$17.50
65	All Departments	Public Information Act	3000 series	\$20.00
66	All Departments	Public Information Act	6000 series	\$25.00
67	All Departments	Public Information Act	9000 series	\$35.00
68	All Departments	Public Information Act	600A	\$20.00
69	All Departments	Public Information Act	Tape Cartridge	
70	All Departments	Public Information Act	250 MB	\$38.00
71	All Departments	Public Information Act	525 MB	\$45.00
72	All Departments	Public Information Act	VHS video cassette	\$2.50
73	All Departments	Public Information Act	audio cassette	\$1.00
74	All Departments	Public Information Act	Mylar	
75	All Departments	Public Information Act	3 mil / per linear feet	\$0.85
76	All Departments	Public Information Act	4 mil / per linear feet	\$1.10
77	All Departments	Public Information Act	5 mil / per linear feet	\$1.35
78	All Departments	Public Information Act	Street code book	\$29.30
79	All Departments	Computer programming charge		\$26.00/hour
80	All Departments	Type of system	Mainframe	\$10.00/minute; \$0.17/second
81	All Departments	Type of system	Midrange	\$1.50/minute; \$0.03/second
82	All Departments	Type of system	Client/Server	\$2.20/hour; \$0.04/minute
83	All Departments	Type of system	PC or LAN	\$1.00/hour; \$0.02/minute
84	All Departments	Fax charge	Local transmission	\$0.10 per page
85	All Departments	Fax charge	Long distance within 915 area code	\$0.50 per page
86	All Departments	Fax charge	Long distance outside 915 area code	\$1.00 per page
87	All Departments	Overhead charge	Includes the cost of depreciation	\$3.00/hour; \$0.05/minute
88	All Departments	Personnel charge	See ordinance for guidance in how to assess this charge.	\$15.00/hour; \$0.25/minute
89	All Departments	Notary fees	Administering an oath or affirmation with certificate and seal	\$6.00
90	All Departments	Notary fees	A certificate under seal not otherwise provided for.	\$6.00
91	All Departments	Notary fees	A copy of a record or paper in the notary public's office.	\$0.50 for each page
92	All Departments	Notary fees	Swearing a witness to a deposition, certificate, seal, and other business connected with taking the deposition	\$6.00
93	All Departments	Credit Card Fee	City-wide credit card fee	1.98%
94	All Departments	Administrative Fee	Administrative cost to prepare liens.	\$100.00 charge for preparation of lien and the release of lien
95	Municipal Court	Credit Card Fee/ E-check	Municipal Court transactions	4.00%
96	Municipal Court	Parking Forfeits / Fines	GROUP A	
97	Municipal Court	Parking Forfeits / Fines	521 Expired Meter	\$25.00
98	Municipal Court	Parking Forfeits / Fines	503 Overtime Limit	\$25.00
99	Municipal Court	Parking Forfeits / Fines	524 Hotel Zone-Parking	\$25.00
100	Municipal Court	Parking Forfeits / Fines	512 Airport Limousine Zone	\$25.00
101	Municipal Court	Parking Forfeits / Fines	526 Protruding into Buffer Zone	\$25.00
102	Municipal Court	Parking Forfeits / Fines	504 Park on Bus or Taxi Stand	\$25.00
103	Municipal Court	Parking Forfeits / Fines	525 Other Overtime - Contrary to Sign	\$25.00
104	Municipal Court	Parking Forfeits / Fines	530 Passenger Loading Zone	\$25.00
105	Municipal Court	Parking Forfeits / Fines	532 Loading Zone: General over 30 minutes	\$25.00
106	Municipal Court	Parking Forfeits / Fines	533 Loading Zone: Commercial over 30 minutes	\$25.00
107	Municipal Court	Parking Forfeits / Fines	534 More than one meter space	\$25.00
108	Municipal Court	Parking Forfeits / Fines	535 Over 18" from Curb/Improper Proximity to Curb	\$25.00
109	Municipal Court	Parking Forfeits / Fines	536 Loading Zone: Not commercial vehicle	\$25.00
110	Municipal Court	Parking Forfeits / Fines	556 Within 30' of Stop Sign/ Stop Light	\$25.00
111	Municipal Court	Parking Forfeits / Fines	564 Park-Funeral Zone	\$25.00
112	Municipal Court	Parking Forfeits / Fines	567 Reserved Parking Space	\$25.00
113	Municipal Court	Parking Forfeits / Fines	591 Police/Police Motorcycle Zone	\$25.00
114	Municipal Court	Parking Forfeits / Fines	570 Alley-General Traffic Dist/Five Points/Not Loading	\$25.00
115	Municipal Court	Parking Forfeits / Fines	571 Airport-Contrary to Signs or Markings	\$25.00
116	Municipal Court	Parking Forfeits / Fines	572 Airport-Loading in Front of Terminal	\$25.00
117	Municipal Court	Parking Forfeits / Fines	573 Airport-West of Terminal w/o Authorization	\$25.00
118	Municipal Court	Parking Forfeits / Fines	Boot Fee	\$50.00
119	Municipal Court	Parking Forfeits / Fines	GROUP B	
120	Municipal Court	Parking Forfeits / Fines	551 Double Parking	\$55.00
121	Municipal Court	Parking Forfeits / Fines	552 Wrong Side of street	\$55.00
122	Municipal Court	Parking Forfeits / Fines	553 No Parking Zone	\$55.00
123	Municipal Court	Parking Forfeits / Fines	574 Contrary to Angle Parking Signs	\$55.00
124	Municipal Court	Parking Forfeits / Fines	592 Back-in Angled Parking Only	\$55.00
125	Municipal Court	Parking Forfeits / Fines	575 Alongside/Opposite Street Excavation	\$55.00
126	Municipal Court	Parking Forfeits / Fines	576 Violation of Street Cleaning/Construction of Signs	\$55.00
127	Municipal Court	Parking Forfeits / Fines	577 Violation of Official Sign Prohibiting Parking	\$55.00
128	Municipal Court	Parking Forfeits / Fines	578 News Media Zone	\$55.00
129	Municipal Court	Parking Forfeits / Fines	579 Inspection Zone	\$55.00
130	Municipal Court	Parking Forfeits / Fines	580 Covered Meter	\$55.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
131	Municipal Court	Parking Forfeits / Fines	581 In Violation of Sign/Adjacent to School	\$55.00
132	Municipal Court	Parking Forfeits / Fines	582 In Violation of Sign/Narrow Street	\$55.00
133	Municipal Court	Parking Forfeits / Fines	583 In Violation of Sign/One-Way Street	\$55.00
134	Municipal Court	Parking Forfeits / Fines	584 Temporary No Parking Zone	\$55.00
135	Municipal Court	Parking Forfeits / Fines	585 Adjacent to Safety Zone	\$55.00
136	Municipal Court	Parking Forfeits / Fines	586 Yellow Curb Markings	\$55.00
137	Municipal Court	Parking Forfeits / Fines	587 In-Designated Bike Lanes	\$55.00
138	Municipal Court	Parking Forfeits / Fines	508 Parking within 20' of Fire Station	\$55.00
139	Municipal Court	Parking Forfeits / Fines	509 Parking within 50' of Railroad Crossing	\$55.00
140	Municipal Court	Parking Forfeits / Fines	548 Easement/Parkway	\$55.00
141	Municipal Court	Parking Forfeits / Fines	559 Parking on Sidewalk	\$55.00
142	Municipal Court	Parking Forfeits / Fines	560 Parking on crosswalk/w 20' crosswalk	\$55.00
143	Municipal Court	Parking Forfeits / Fines	561 Parking within 15' of Fire Hydrant	\$55.00
144	Municipal Court	Parking Forfeits / Fines	562 Obstruct by Improper Parking (alley)	\$55.00
145	Municipal Court	Parking Forfeits / Fines	563 Blocking Driveway	\$55.00
146	Municipal Court	Parking Forfeits / Fines	565 Parking on Median	\$55.00
147	Municipal Court	Parking Forfeits / Fines	568 Parking on Bridge	\$55.00
148	Municipal Court	Parking Forfeits / Fines	569 In Alleys Contrary to Sign	\$55.00
149	Municipal Court	Parking Forfeits / Fines	GROUP C	
150	Municipal Court	Parking Forfeits / Fines	555 Fire Lane	\$150.00
151	Municipal Court	Parking Forfeits / Fines	589 Hazardous/Congested Place	\$150.00
152	Municipal Court	Parking Forfeits / Fines	590 Within Intersection	\$150.00
153	Municipal Court	Parking Forfeits / Fines	GROUP D	
154	Municipal Court	Parking Forfeits / Fines	549/550/554 Handicapped Zone/No Permit/Blocking	\$275.00
155	Municipal Court	Parking Forfeits / Fines	GROUP E	
156	Municipal Court	Parking Forfeits / Fines	502 Parking Prohibited / Oversize	\$225.00
157	Municipal Court	Parking Forfeits / Fines	GROUP F	
158	Municipal Court	Parking Forfeits / Fines	510 Parking on City Property	\$100.00
159	Municipal Court	Parking Forfeits / Fines	511 In R-O-W Washing, Repairing Vehicle	\$100.00
160	Municipal Court	Prohibition of gatherings involving underage drinking	1st offence	\$250.00
161	Municipal Court	Prohibition of gatherings involving underage drinking	2nd offence	\$500.00
162	Municipal Court	Prohibition of gatherings involving underage drinking	3rd offence	\$1,000.00
163	Municipal Court	Administrative Fee - Dismissal	If a person provides proof that she or he cured the violation prior to the first court appearance.	\$10.00
164	Municipal Court	Certified Copies	Certified Copies	\$6.00
165	Municipal Court	Judicial Fees	Video and Audio Recording	(E) Rewritable CD (CD-RW): \$1.00 (F) Non-rewritable CD (CD-R): \$1.00 (G) Digital video disc (DVD): \$3.00 ; Other electronic media: actual cost; plus (3) Labor Charge: (B) For locating, compiling, and reproducing: \$15 per hour (4) Overhead Charge: 20% of labor charge
166	Municipal Court	Judicial Fees	Municipal Court Documents / Electronic Reports/ Court Records Research - (minimum of 15 minutes)	Standard paper copy: \$0.10 per page; plus (E) Rewritable CD (CD-RW): \$1.00 (F) Non-rewritable CD (CD-R): \$1.00 (G) Digital video disc (DVD): \$3.00 ; Other electronic media: actual cost; plus (3) Labor Charge: (A) For programming: \$28.50 per hour (B) For locating, compiling, and reproducing: \$15 per hour (4) Overhead Charge: 20% of labor charge
167	Municipal Court	Judicial Fees	Computer and electronic document imaging printouts	Standard paper copy: \$0.10 per page plus (3) Labor Charge: (B) For locating, compiling, and reproducing: \$15 per hour (4) Overhead Charge: 20% of labor charge
168	Police	Fingerprints for Identification	Fingerprint Cards	\$10/per card Plus applicable Technology Fee
169	Police	Abandoned Auto	Owner/lien holder notification of abandoned vehicle at Vehicle Storage Facilities	\$10.00
170	Police	Taxi Cab Operator Permits	Taxi Cab Zone Permit Other Than Airport	\$250 plus applicable technology fee
171	Police	Driverless Rental Fee	Rental Car Operation Fee	\$300 plus applicable technology fee
172	Police	Alarm License	Security Alarm	3 Years \$69.00 plus applicable technology fee
173	Police	Alarm License	Signal Line from Banks	\$100 plus applicable technology fee
174	Police	Abandoned Auto	Towing- Light Duty vehicle gross weight less than 10,000lbs	\$100.00/ tow
175	Police	Abandoned Auto	Towing- Medium Duty vehicle gross weight is > 10,000lbs and < 25,000lbs	\$350.00/ tow
176	Police	Abandoned Auto	Towing- Heavy Duty vehicle gross weight more than 25,000lbs	\$450.00/ tow

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
177	Police	Impound Fee	Impound fee for storage management entity for vehicle security to PD to defray costs associated with police-ordered tows	\$20.00
178	Police	Abandoned Auto	Registered Letter of Notification	\$50.00
179	Police	Abandoned Auto	Storage, Vehicles 25' or Less in Length	\$20.00/day, including day of pick up
180	Police	Abandoned Auto	Storage, Vehicles Over 25' in Length	\$35.00/day, including day of pick up
181	Police	Towing Services Facilitation Fee	Impound Facility Fee	\$20.00
182	Police	Transportation-for-hire	Operating Authority Permit Fee	\$300 plus applicable technology fee
183	Police	Transportation-for-hire	Operating Authority Permit Fee (Alternative Vehicles)	\$130 plus applicable technology fee
184	Police	Transportation-for-hire	International Vehicle Permit	\$40 plus applicable technology fee
185	Police	Annual License Fee	Public Swimming Pool-Annual	\$275 plus applicable tech fee
186	Police	Bi-Annual License Fee	Public Swimming Pool-Bi-Annual	\$550 plus applicable tech fee
187	Police	Annual License Fee	Spas-annual	\$175 plus applicable tech fee
188	Police	Bi-Annual License Fee	Spas-bi-annual	\$350 plus applicable tech fee
189	Police	Re-Inspection Fee	Public Swimming Pool Or Public Spa Fee Per Inspection	\$175 plus applicable tech fee
190	Police	Water Sampling Fee	Water Sampling of Public Swimming Pools and Public Spas	\$100 plus lab fees, plus applicable tech fee
191	Police	Temporary License	Above Ground Public Pool (Per Pool)	\$125.00 plus applicable tech fee
192	Police	Temporary License	Above Ground Spa (Per Spa)	\$125.00 plus applicable tech fee
193	Police	Application Fee	Tattoo Studio Application Fee	\$60.00 Per Application, plus applicable tech fee
194	Police	Studio Registration Fee	Tattoo and Body Art - Biennial	2 Year \$300.00 or \$12.50, per month for terms of less than two years, plus applicable tech fee
195	Police	Re-Inspection Fee	Tattoo and Body Art - Studio Re-inspection	\$45.00 Per Re-inspection, plus applicable tech fee
196	Police	Artist License Fee	Tattoo and Body Art - Annual	\$65.00, plus applicable tech fee
197	Police	Re-Inspection Fee	Tattoo and Body Art -Artist	\$40.00 Per Re-inspection, plus applicable tech fee
198	Police	Annual License Fee	Laundries - Annual	\$175.00, plus applicable tech fee
199	Police	Bi-Annual License Fee	Laundries - Bi-Annual	\$350.00, plus applicable tech fee
200	Police	Re-Inspection Fee	Laundries	\$125.00, plus applicable tech fee
201	Police	Convenience Store Registration	Initial Registration, Inspection, Certificate and Decal	\$147.00
202	Police	Convenience Store Inspection	Re-inspection only	\$27.00
203	Police	Convenience Store Inspection	Renewal Inspection, Certificate and Decal	\$144.00
204	Fire	Ambulance Service Revenue	Base charge	\$855.00
205	Fire	Ambulance Service Revenue	Additional fee above the base charges	\$33.00
206	Fire	Ambulance Service Revenue	Specialty Care Transports (SCT)	\$850.00
207	Fire	Ambulance Service Revenue	Hazmat scene, per hour per unit	\$775.00 per unit assigned
208	Fire	Ambulance Service Revenue	Comsar rescue/search, per hour per unit	\$165 per hour per unit
209	Fire	Ambulance Service Revenue	Mileage	\$15.00 per mile
210	Fire	Ambulance Service Revenue	Response fee	\$143.00
211	Fire	Ambulance Service Revenue	Scene care	\$65.00
212	Fire	Ambulance Service Revenue	Standby	\$775 per hour contracted, without contract
213	Fire	Fire Licenses	Aerosol products	\$125 Plus applicable Tech fee
214	Fire	Fire Licenses	Amusement buildings	\$125 Plus applicable Tech fee
215	Fire	Fire Licenses	Aviation facilities	\$125 Plus applicable Tech fee
216	Fire	Fire Licenses	Carbon dioxide systems used in beverage dispensing applications	\$125 Plus applicable Tech fee
217	Fire	Fire Licenses	Carnivals and fairs	\$125 Plus applicable Tech fee
218	Fire	Fire Licenses	Cellulose nitrate film	\$125 Plus applicable Tech fee
219	Fire	Fire Licenses	Combustible dust-producing operations	\$125 Plus applicable Tech fee
220	Fire	Fire Licenses	Combustible fibers	\$125 Plus applicable Tech fee
221	Fire	Fire Licenses	Compressed gases	\$125 Plus applicable Tech fee
222	Fire	Fire Licenses	Covered and open mall buildings	\$125 Plus applicable Tech fee
223	Fire	Fire Licenses	Cryogenic fluids	\$125 Plus applicable Tech fee
224	Fire	Fire Licenses	Cutting and welding	\$125 Plus applicable Tech fee
225	Fire	Fire Licenses	Dry Cleaning	\$125 Plus applicable Tech fee
226	Fire	Fire Licenses	Exhibits and trade shows	\$125 Plus applicable Tech fee
227	Fire	Fire Licenses	Explosives	\$150 Plus applicable Tech fee
228	Fire	Fire Licenses	Fire hydrants and valves	\$150 Plus applicable Tech fee
229	Fire	Fire Licenses	Flammable and combustible liquids	\$125 Plus applicable Tech fee
230	Fire	Fire Licenses	Floor finishing	\$125 Plus applicable Tech fee
231	Fire	Fire Licenses	Fruit and crop ripening	\$125 Plus applicable Tech fee
232	Fire	Fire Licenses	Fumigation and thermal insecticidal fogging	\$125 Plus applicable Tech fee
233	Fire	Fire Licenses	Hazardous materials	\$205 Plus applicable Tech fee
234	Fire	Fire Licenses	HPM facilities	\$205 Plus applicable Tech fee
235	Fire	Fire Licenses	High piled storage 501-2500	501-2,500 sq. ft. - \$72.00 Plus applicable Tech fee
236	Fire	Fire Licenses	High piled storage 2,501-12,000	2,501-12,000 sq. ft. - \$144.00 Plus applicable Tech fee
237	Fire	Fire Licenses	High piled storage (over 12,000 sq. ft.)	>12,000 sq. ft. - \$216.00 Plus applicable Tech fee
238	Fire	Fire Licenses	Hot Work Operations	\$125 Plus applicable Tech fee

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
239	Fire	Fire Licenses	Industrial ovens	\$125 Plus applicable Tech fee
240	Fire	Fire Licenses	Lumber yards and woodworking plants	\$125 Plus applicable Tech fee
241	Fire	Fire Licenses	Liquid or gas-fueled vehicles or equipment in assembly buildings	\$125 Plus applicable Tech fee
242	Fire	Fire Licenses	LP gas	\$125 Plus applicable Tech fee
243	Fire	Fire Licenses	Magnesium	\$125 Plus applicable Tech fee
244	Fire	Fire Licenses	Miscellaneous combustible storage	\$125 Plus applicable Tech fee
245	Fire	Fire Licenses	Motor fuel-dispensing facilities	\$125 Plus applicable Tech fee
246	Fire	Fire Licenses	Open Burning	\$125 Plus applicable Tech fee
247	Fire	Fire Licenses	Open flames and torches	\$125 Plus applicable Tech fee
248	Fire	Fire Licenses	Open flames and candles	\$125 Plus applicable Tech fee
249	Fire	Fire Licenses	Organic coatings	\$125 Plus applicable Tech fee
250	Fire	Fire Licenses	Places of assembly	\$125 Plus applicable Tech fee
251	Fire	Fire Licenses	Private fire hydrants	\$150 Plus applicable Tech fee
252	Fire	Fire Licenses	Pyrotechnic special effects material	\$150 Plus applicable Tech fee
253	Fire	Fire Licenses	Pyroxylin plastics	\$125 Plus applicable Tech fee
254	Fire	Fire Licenses	Refrigeration equipment	\$125 Plus applicable Tech fee
255	Fire	Fire Licenses	Repair garages and motor fuel-dispensing facilities	\$125 Plus applicable Tech fee
256	Fire	Fire Licenses	Rooftop heliports	\$125 Plus applicable Tech fee
257	Fire	Fire Licenses	Spraying or dipping	\$125 Plus applicable Tech fee
258	Fire	Fire Licenses	Storage of scrap tires and tire byproducts	\$125 Plus applicable Tech fee
259	Fire	Fire Licenses	Temporary membrane, structures, tents and canopies	\$125 Plus applicable Tech fee
260	Fire	Fire Licenses	Tire-rebuilding plants	\$125 Plus applicable Tech fee
261	Fire	Fire Licenses	Waste handling	\$125 Plus applicable Tech fee
262	Fire	Fire Licenses	Wood products	\$125 Plus applicable Tech fee
263	Fire	Fire Licenses	Blasting operations	\$125 Plus applicable Tech fee
264	Fire	Fire Licenses	Commercial Day Care Facilities-Children	\$125 Plus applicable Tech fee
265	Fire	Fire Licenses	For Use Permit	\$125 Plus applicable Tech fee
266	Fire	Fire Licenses	Outside storage of Combustible material permit	\$125 Plus applicable Tech fee
267	Fire	Fire Service Fee	Re-Inspection Fee	\$72.00 flat rate Plus applicable Tech fee
268	Fire	Fire Service Fee	Investigation/Inspection/Fire watch/standby Fees-other than regular duty hours (Reimbursed Overtime)	\$92.00/hr.(2hr. Min) per ea. Fire Investigator/Inspector Plus applicable Tech fee
269	Fire	Fire Service Fee	Investigation/Inspection Fees-during regular duty hours	\$72.00/hr. Plus applicable Tech fee
270	Fire	Fire Service Fee	Fire Hydrant Flow Request (FHFR)	\$72.00/hr.(2hr. Min) per ea. Fire personnel Plus applicable Tech fee
271	Fire	Fire Service Fee	Fire Watch/Standby-during regular duty hours	\$72.00/hr. Plus applicable Tech fee
272	Fire	Fire Service Fee	Site Assessment (consultation)	\$75.00 flat rate Plus applicable Tech fee
273	Fire	Fire Service Fee	Non-Regulatory Inspections	\$72.00/hr. Plus applicable Tech fee
274	Fire	Fire Service Fee	Commercial Safety Training	\$72.00 flat rate Plus applicable Tech fee
275	Fire	Fire Service Fee	Fire Plan Review by Appointment	\$146.00/hr. Plus applicable Tech fee
276	Fire	Fire Service Fee	Fire Systems/Plan Review	\$72.00/hr. Plus applicable Tech fee
277	Fire	Fire Service Fee	Fire Systems Initial Acceptance Test	\$72.00/hr. Plus applicable Tech fee
278	Fire	Fire Service Fee	Building Permit Fire Final (BLD) Fee	\$72.00/hr. Plus applicable Tech fee
279	Fire	Fire Service Fee	Expedited Services Fees-Site Inspections	\$144.00 initial (2hr. Min.); \$72.00/hr. thereafter Plus applicable Tech fee
280	International Bridges	Parking Meters	Meter Rentals	\$20.00
281	International Bridges	Parking Meters	Payments with Credit or Debit Card - to include Parking fee and convenience fee	MINIMUM Payment of \$1.03/1st hour then \$1.00/hour for additional time
282	International Bridges	Parking Meters	Administrative Fee Per Rental	\$35.00
283	International Bridges	Toll for International Bridges	Tolls Charge Pedestrian, three years or older	\$0.50
284	International Bridges	Toll for International Bridges	Tolls Charge, Bicycle	\$0.50
285	International Bridges	Toll for International Bridges	Toll Charge, Motorcycle - Pre-Paid	\$3.00
286	International Bridges	Toll for International Bridges	Toll Charge, Motorcycle - Cash at booth	\$3.50
287	International Bridges	Toll for International Bridges	Tolls Charge Automobiles, pick up trucks, (up to one-ton carrying capacity), panel trucks, vans, recreational trailers - Pre-Paid	\$3.00
288	International Bridges	Toll for International Bridges	Tolls Charge Automobiles, pick up trucks, (up to one-ton carrying capacity), panel trucks, vans, recreational trailers - Cash at booth	\$3.50
289	International Bridges	Toll for International Bridges	Extra Axle for automobiles, pick up trucks, (up to one-ton carrying capacity), panel trucks, vans, recreational trailers - Pre-Paid	\$1.50
290	International Bridges	Toll for International Bridges	Extra Axle for automobiles, pick up trucks, (up to one-ton carrying capacity), panel trucks, vans, recreational trailers - Cash at booth	\$2.00
291	International Bridges	Toll for International Bridges	Tolls Charge Commercial Trucks, Buses, Motor Homes, Tractors, Commercial Towed Trailers - Pre-Paid	\$4.00 per axle
292	International Bridges	Toll for International Bridges	Tolls Charge Commercial Trucks, Buses, Motor Homes, Tractors, Commercial Towed Trailers - Cash at booth	\$4.50 per axle
293	International Bridges	Toll for International Bridges	Toll Charge, Pick Up Trucks with a carrying capacity exceeding one-ton - Pre-paid	\$4.00
294	International Bridges	Toll for International Bridges	Toll Charge, Pick Up Trucks with a carrying capacity exceeding one-ton - Cash at booth	\$4.50

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
295	International Bridges	Toll for International Bridges	Toll Charge, Pick Up Trucks using the Zaragoza Commercial Bridge - Pre-Paid	\$4.00 per axle
296	International Bridges	Toll for International Bridges	Toll Charge, Pick Up Trucks using the Zaragoza Commercial Bridge - Cash at booth	\$4.50 per axle
297	International Bridges	Toll for International Bridges	Tolls Charge, Empty Tractor, without Trailer, 2 or 3 axles - Pre-paid	Between \$5.00 and \$3.00
298	International Bridges	Toll for International Bridges	Tolls Charge, Empty Tractor, without Trailer, 2 or 3 axles - Cash at booth	Between \$5.50 and \$3.50
299	International Bridges	Toll for International Bridges	Tolls Charge, Empty 2-axle Commercial Truck - Pre-paid	Between \$5.00 and \$3.00
300	International Bridges	Toll for International Bridges	Tolls Charge, Empty 2-axle Commercial Truck - Cash at booth	Between \$5.50 and \$3.50
301	International Bridges	Toll for International Bridges	Tolls Charge, Empty Tractor with Empty Trailer, 3 axles or more - Pre-paid	Between \$7.50 and \$4.00
302	International Bridges	Toll for International Bridges	Tolls Charge, Empty Tractor with Empty Trailer, 3 axles or more - Cash at booth	Between \$8.00 and \$4.50
303	International Bridges	Toll for International Bridges	Tolls Charge, Empty Commercial Truck, 3 axles or more - Pre-paid	Between \$7.50 and \$4.00
304	International Bridges	Toll for International Bridges	Tolls Charge, Empty Commercial Truck, 3 axles or more - Cash at Booth	Between \$8.00 and \$4.50
305	International Bridges	Toll for International Bridges	AVI RFID - Replacement Fee	\$7.00
306	Streets and Maintenance	Temporary Traffic Control	Traffic Control Permit-duration of less than Three Days	\$17.00 plus applicable Technology Fee
307	Streets and Maintenance	Temporary Traffic Control	Traffic Control Permit-duration of three to 15 days	\$50.00 plus applicable Technology Fee
308	Streets and Maintenance	Temporary Traffic Control	Traffic Control Permit-duration of 16 to 30 days	\$160.00 plus applicable Technology Fee
309	Streets and Maintenance	Temporary Traffic Control	Traffic Control Permit-fee for each month after first 30 days	\$90.00 plus applicable Technology Fee
310	Streets and Maintenance	Temporary Traffic Control	City Placement of Traffic control devices	\$100.00
311	Streets and Maintenance	Temporary Traffic Control	Noncompliance Correction	\$100.00
312	Streets and Maintenance	Temporary Traffic Control	Lane/sidewalk rental (after expiration of permit)	\$100.00
313	Streets and Maintenance	Film Permit	Use of City ROW or facility not to exceed 48 hours for filmmaking event	\$40.00
314	Streets and Maintenance	Residential Parking	Application to impose parking restrictions within a district	\$30.00 Plus applicable Tech fee - Restriction/Boundary Modification; \$25.00 Plus applicable Tech Fee - Dissolution of restriction or district
315	Streets and Maintenance	Residential Parking	Application to dissolve parking restrictions within a district	\$25.00 Plus applicable Tech fee
316	Streets and Maintenance	Residential Parking	New resident permit	\$10.00 Plus applicable Tech fee
317	Streets and Maintenance	Residential Parking	Annual resident parking permit	\$10.00 Plus applicable Tech fee
318	Streets and Maintenance	Residential Parking	Annual owner's parking permit	\$10.00 Plus applicable Tech fee
319	Streets and Maintenance	Residential Parking	Annual visitor parking permit	\$10.00 Plus applicable Tech fee
320	Streets and Maintenance	Residential Parking	Annual renewal fee	\$10.00 Plus applicable Tech fee
321	Streets and Maintenance	Residential Parking	Annual Renewal Fee (when paid via internet beginning in 2010)	\$5.00 Plus applicable Tech fee
322	Streets and Maintenance	Residential Parking	Temporary one day parking permit	\$1.00 Plus applicable Tech fee
323	Streets and Maintenance	Residential Parking	Permit replacement	\$10.00 Plus applicable Tech fee
324	Streets and Maintenance	Parking Forfeits / Fines	Parking without permit in a residential parking district	\$28.00
325	Streets and Maintenance	Parking Forfeits / Fines	Parking in a residential parking district with expired permit	\$28.00
326	Streets and Maintenance	Media Parking Placards	Annual placard for Media parking or replacement of placard	\$50.00
327	Streets and Maintenance	Downtown Parking District - Parking Permit Fee(Initial Permit)	Downtown Parking District	\$30.00
328	Streets and Maintenance	Downtown Parking District - Parking Permit Fee(Additional Permit)	Downtown Parking District	\$200.00
329	Streets and Maintenance	Downtown Parking District - New Resident Temporary Parking Permit Fee	Downtown Parking District	\$30.00
330	Streets and Maintenance	Downtown Parking District Replacement Parking Permit Fee	Downtown Parking District	\$30.00
331	Streets and Maintenance	Paving Cut Permit	Paving Cut Permit	\$69.00
332	Streets and Maintenance	Paving Cut Permit	Paving Cut Permit Extension	\$23.00
333	Streets and Maintenance	Paving Cut Permit	After Hours Inspection Fee, Weekend inspections (Sat & Sun) will require the contractor to be charged a minimum of 4 hours, Over 4 hours will be charged actual worked hours.	\$90.00
334	Streets and Maintenance	Memorial Marker Fee	Memorial Marker Fee	\$124.00
335	Streets and Maintenance	Memorial Marker - Optional Personalized Memorials Fee	Memorial Marker Fee	\$50.00
336	Planning & Inspections	Special Privilege	Application Fee - Permit	\$371.00 plus applicable technology fee
337	Planning & Inspections	Special Privilege	Application Fee - License	\$699 plus applicable technology fee
338	Planning & Inspections	Special Privilege	Application Fee - Downtown improvement area (construction)	Downtown fee waived per incentive. Only applicable technology fee.
339	Planning & Inspections	Special Privilege	Application Fee - RTS (Rapid Transit System) and TOD (Transit Oriented Development) Corridors	Applicable technology fee
340	Planning & Inspections	Special Privilege	Application Fee - Smart Code Zoned Properties	Applicable technology fee
341	Planning & Inspections	Special Privilege - Annual fee	Awning, canopy, marquee, sign (legally existing)	\$21.00 per awning, canopy, marquee, sign; plus applicable technology fee
342	Planning & Inspections	Special Privilege - Annual fee	Awning, canopy, marquee, sign (new)	\$21.00 per awning, canopy, marquee, sign; plus applicable technology fee
343	Planning & Inspections	Special Privilege - Annual fee	Arcades, Awnings, Canopies & Galleries that comply with City Code Section 15.08.1201	
344	Planning & Inspections	Special Privilege - Annual fee	Subdivision entrance signs	\$106.00 per sign; plus applicable technology fee
345	Planning & Inspections	Special Privilege - Annual fee	Taxi stand	\$2,120 per stand; plus applicable technology fee

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346	Planning & Inspections	Special Privilege - Annual fee	Underground storage vault or structure in CBD	\$530.00 per vault or structure; plus applicable technology fee
347	Planning & Inspections	Special Privilege - Annual fee	Designated food vending concessions in the downtown area	\$2,120 per site; plus applicable technology fee
348	Planning & Inspections	Special Privilege - Annual fee	Pipelines, whether overhead, surface or subsurface	\$3,710.00 flat rate plus \$220 per pipeline; plus applicable technology fee
349	Planning & Inspections	Special Privilege - Annual fee	Building or other structural encroachment	\$5.00 per square foot; plus applicable technology fee
350	Planning & Inspections	Special Privilege - Annual fee	Stairways	\$11.00 per stairway; plus applicable technology fee
351	Planning & Inspections	Special Privilege - Annual fee	Stairways (legally existing building 40 year and older)	
352	Planning & Inspections	Special Privilege - Annual fee	Facades	\$2.00 per linear foot; plus applicable technology fee
353	Planning & Inspections	Special Privilege - Annual fee	Pedestrian Sky Walk	\$530.00 per sky walk; plus applicable technology fee
354	Planning & Inspections	Special Privilege - Annual fee	Accessibility ramps required by code	\$11.00 per site; plus applicable technology fee
355	Planning & Inspections	Special Privilege - Annual fee	Accessibility ramps required by code (legally existing building 40 years and older)	
356	Planning & Inspections	Special Privilege - Annual fee	Street furniture	\$21.00 per site; plus applicable technology fee
357	Planning & Inspections	Special Privilege - Annual fee	Cables to include fiberoptics - surface, subsurface and aerial	\$3,710.00 for up to 2,000 linear feet plus \$2.00 per linear foot thereafter; technology fee does not apply
358	Planning & Inspections	Special Privilege - Annual fee	Outdoor pay telephones	\$1,060.00 per site; plus applicable technology fee
359	Planning & Inspections	Special Privilege - Annual Fee	Mobile Billboards	\$1,500.00 per issued Permit; plus applicable technology fee
360	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	New, relocated, repaired or replaced canopy or awning	\$21.00 per canopy or awning; plus applicable technology fee
361	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	New, relocated, repaired or replaced canopy or awning, canopy or gallery that complies with City Code Section 15.08.1201	
362	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	New, relocated, repaired or replaced wall sign	\$21.00 per site; plus applicable technology fee
363	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	New, relocated, repaired or replaced marquee, kiosk, or other sign	\$53.00 per site; plus applicable technology fee
364	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	Street furniture	\$21.00 per site; plus applicable technology fee
365	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	Outdoor cafe, restaurant, or market place	\$159.00 per site; plus applicable technology fee
366	Planning & Inspections	Special Privilege - Annual Fee - Downtown Improvement Area	Sidewalk Vending Space	Flat fee of \$150 for 100 square feet or less of license area and \$300 for license area over 100 square feet; plus applicable technology fee
367	Planning & Inspections	Special Privilege - Annual Fee	Sidewalk Vending Space	Flat fee of \$200 for 100 square feet or less of license area and \$400 for license area over 100 square feet; plus applicable technology fee
368	Planning & Inspections	Special Privilege - Temporary Use Fee - Downtown Improvement Area	Street closure in Downtown Improvement Area	\$53.00 per 12 hour period; plus applicable technology fee
369	Planning & Inspections	Special Privilege - Temporary Use Fee	Temporary street display	\$11.00 each plus the city's cost of installation, inspection and removal; plus applicable technology fee
370	Planning & Inspections	Special Privilege - Temporary Use Fee	Banner Program	\$11.00, plus city's cost of installation fees; plus applicable technology fee
371	Planning & Inspections	Special Privilege - Temporary Use Fee	Temporary banner	\$11.00 per day, plus city's cost of installation and inspection; plus applicable technology fee
372	Planning & Inspections	Special Privilege - Temporary Use Fee	Street closure in a residential/apartment zone, exceeding 24 hours	\$53.00 per 12 hour period; plus applicable technology fee
373	Planning & Inspections	Special Privilege - Temporary Use Fee	Street closure in a commercial/manufacturing zone	\$106.00 per 12 hour period; plus applicable technology fee
374	Planning & Inspections	Special Privilege - Annual Fee	Aerial, surface and sub-surface encroachments other than those listed	Area in square feet x market value per square foot x ten percent x seventy-five percent; minimum fee of \$1,060.00; plus applicable technology fee
375	Planning & Inspections	Parade Permit Application - Base Fee	Application submitted at least 30 days in advance of event. Event not to exceed 24 hours.	\$131.00 plus applicable technology fee
376	Planning & Inspections	Parade Permit Application-late fee	Application submitted at least 7 days but less than 30 days in advance of event. Event not to exceed 24 hours.	\$131.00 plus base parade permit fee and applicable technology fee
377	Planning & Inspections	Special Event Permit Application	Application submitted at least 30 days in advance of event for areas located outside of the Downtown Improvement Area.	\$371 plus applicable technology fee
378	Planning & Inspections	Special Event Permit Application-late fee	Application submitted at least 7 days but less than 30 days in advance of event.	\$371.00 plus base special event permit application fee and applicable technology fee
379	Planning & Inspections	Special Event Permit Application - Downtown Improvement Area	Application submitted at least 30 days in advance of event for areas located within the Downtown Improvement Area.	\$212 plus applicable technology fee
380	Planning & Inspections	Special Event Permit Application - Downtown Improvement Area- late fee	Application submitted at least 7 days but less than 30 days in advance of event.	\$212.00 plus base downtown special event permit application fee and applicable technology fee
381	Planning & Inspections	Temporary Event Permit Application	Application submitted at least 30 days in advance of event. Event not to exceed 24 hours.	\$131.00 plus applicable technology fee
382	Planning & Inspections	Temporary Event Permit Application-late fee	Application submitted at least 7 days but less than 30 days in advance of event. Event not to exceed 24 hours.	\$131.00 plus base temporary event permit application fee and applicable technology fee

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383	Planning & Inspections	Planning Documents	Any Other Medium	Cost plus applicable technology fee
384	Planning & Inspections	Planning Documents	Special Publications of City and Geographical Information	
385	Planning & Inspections	Planning Documents	Planning dept. demo pack	\$19 plus applicable technology fee
386	Planning & Inspections	Planning Documents	Zoning Map Series	\$176 plus applicable technology fee
387	Planning & Inspections	Planning Documents	Plan El Paso	\$56 plus applicable technology fee
388	Planning & Inspections	Planning Documents	Plan El Paso (single 11 x 17)	\$9.00 plus applicable technology fee
389	Planning & Inspections	Planning Documents	Plan El Paso (single 24 x 36)	\$18 plus applicable technology fee
390	Planning & Inspections	Planning Documents	GIS Information	
391	Planning & Inspections	Planning Documents	Maps-size of longest side	
392	Planning & Inspections	Planning Documents	up to 12"	\$6 plus applicable technology fee
393	Planning & Inspections	Planning Documents	up to 24"	\$12 plus applicable technology fee
394	Planning & Inspections	Planning Documents	up to 36"	\$18 plus applicable technology fee
395	Planning & Inspections	Planning Documents	over 36"	\$21 plus applicable technology fee
396	Planning & Inspections	Planning Documents	Street Code Book	\$33 plus applicable technology fee
397	Planning & Inspections	Applications - Zoning	Zoning Condition or Special Contract - Release or Amendment	\$1,195 plus applicable technology fee
398	Planning & Inspections	Applications - Zoning	Rezoning	\$1,195 plus applicable technology fee
399	Planning & Inspections	Applications - Zoning	Special Permit	\$1,289 plus applicable technology fee
400	Planning & Inspections	Applications - Zoning	Detailed Site Development Plan - City Council	\$1,131 plus applicable technology fee
401	Planning & Inspections	Applications - Zoning	Detailed Site Development Plan Review - City Plan Commission	\$648 plus applicable technology fee
402	Planning & Inspections	Applications - Zoning	Detailed Site Development Plan Review - Administrative Review	\$351 plus applicable technology fee
403	Planning & Inspections	Applications - Zoning	Detailed Site Plan-Administrative Modification	\$194 plus applicable technology fee.
404	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - up to and including 1 acre	\$352 plus applicable technology fee
405	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - over 1 acre up to and including 3 acres	\$415 plus applicable technology fee
406	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - over 3 acres up to and including 5 acres	\$495 plus applicable technology fee
407	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - over 5 acres up to and including 10 acres	\$562 plus applicable technology fee
408	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - over 10 acres or more	\$709 plus applicable technology fee
409	Planning & Inspections	Applications - Subdivisions	Major Preliminary	\$2,013 plus applicable technology fee
410	Planning & Inspections	Applications - Subdivisions	Major Final	\$1,902 plus applicable technology fee
411	Planning & Inspections	Applications - Subdivisions	Major Combination	\$2,211 plus applicable technology fee
412	Planning & Inspections	Applications - Subdivisions	Development Plat	\$1,846 plus applicable technology fee
413	Planning & Inspections	Applications - Subdivisions	Minor	\$878 plus applicable technology fee
414	Planning & Inspections	Applications - Subdivisions	Re-Subdivision Preliminary	\$1,695 plus applicable technology fee
415	Planning & Inspections	Applications - Subdivisions	Re-Subdivision Final	\$1,857 plus applicable technology fee
416	Planning & Inspections	Applications - Subdivisions	Extension/Reinstatement	\$416 plus applicable technology fee
417	Planning & Inspections	Applications - Subdivisions	Re-Subdivision Combination	\$2,222 plus applicable technology fee
418	Planning & Inspections	Applications - Subdivisions	Amending	\$717 plus applicable technology fee
419	Planning & Inspections	Applications - Subdivisions	Platting Determination Certificate	\$80 plus applicable technology fee
420	Planning & Inspections	Subdivision Improvements Review Application	Review Only	. 1-10 acres \$1000 thereafter \$75/acre plus applicable technology fee
421	Planning & Inspections	Subdivision Improvements	Pre application review for drainage, subdivision, commercial, flood zone	\$75.00/hour plus applicable technology fee
422	Planning & Inspections	Construction Improvement Permit	Improvement Inspection	\$148 + \$60 per hour, plus applicable technology fee
423	Planning & Inspections	Subdivision Inspections	0.1-10.0 acre	\$148 + \$60 per hour, plus applicable technology fee
424	Planning & Inspections	Subdivision Inspections	10.1-30.0 acre	\$255 + \$60 per hour, plus applicable technology fee
425	Planning & Inspections	Subdivision Inspections	30.1-60.0 acre	\$448 + \$60 per hour, plus applicable technology fee
426	Planning & Inspections	Subdivision Inspections	60.1-100.0 acre	\$815 + \$60 per hour, plus applicable technology fee
427	Planning & Inspections	Subdivision Inspections	Over 100 acres	\$1,333 + \$60 per hour, plus applicable technology fee
428	Planning & Inspections	Subdivision Inspections	Pre final or final inspections	\$200/hour, Plus applicable technology fee
429	Planning & Inspections	Subdivision Inspections	Preparation of Acceptance of Subdivision	\$75.00/hour
430	Planning & Inspections	Applications - Grading	Grading Plan - Additional fee is required for additional review, additional inspection, or expedite review	\$84 per hour applicable technology fee
431	Planning & Inspections	Applications - Subdivision Improvement Plans	Subdivision Improvement Plan - Beyond the second review additional fee	\$168 per hour applicable technology fee
432	Planning & Inspections	Applications - Subdivisions	Vesting review of regulations for development applications	\$297.60 plus applicable technology fee
433	Planning & Inspections	Applications - Subdivisions	Land Study - 0.0 up to and including 300 acres	\$4,719 plus applicable technology fee.
434	Planning & Inspections	Applications - Subdivisions	Land Study - over 300 acres up to and including 600 acres	\$6,958 plus applicable technology fee.
435	Planning & Inspections	Applications - Subdivisions	Land Study - over 600 acres up to and including 900 acres	\$8,906 plus applicable technology fee.
436	Planning & Inspections	Applications - Subdivisions	Land Study - over 900 acres or more	\$11,651 plus applicable technology fee.
437	Planning & Inspections	Applications - Subdivisions	Amended Land Study - 0.0 up to and including 300 acres	\$2,293 plus applicable technology fee.
438	Planning & Inspections	Applications - Subdivisions	Amended Land Study - over 300 acres up to and including 600 acres	\$3,381 plus applicable technology fee.
439	Planning & Inspections	Applications - Subdivisions	Amended Land Study - over 600 acres up to and including 900 acres	\$4,327 plus applicable technology fee.
440	Planning & Inspections	Applications - Subdivisions	Amended Land Study - over 900 acres or more	\$5,661 plus applicable technology fee.
441	Planning & Inspections	Applications - MTP Amendment	Major Thoroughfare Plan Amendment	\$645 plus applicable technology fee.
442	Planning & Inspections	Comp Plan Amendment	Comprehensive Plan Amendment	\$958 plus applicable technology fee
443	Planning & Inspections	Applications - Subdivisions	Vacation of Recorded Subdivision	\$1,201 plus applicable technology fee.
444	Planning & Inspections	Applications - Subdivisions	Vacation of Public Rights-of-Way or Easements	\$1,938 plus applicable technology fee
445	Planning & Inspections	Applications - Subdivisions	Dedication of Rights-of-Way or Easements by Metes & Bounds	\$1,538 plus applicable technology fee

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446	Planning & Inspections	Applications - Subdivisions	Street Name Change	\$2,056 plus applicable technology fee.
447	Planning & Inspections	Applications - Subdivisions	5-day review (Third review and any subsequent reviews)	\$235 plus applicable technology fee
448	Planning & Inspections	Other Applications	Address assignment, change or verification	\$18 plus applicable technology fee
449	Planning & Inspections	Other Applications	Development Agreement (includes PID applications)	\$1,996 plus applicable technology fee
450	Planning & Inspections	Other Applications	Off-site park dedications	\$1,996 plus applicable technology fee
451	Planning & Inspections	Other Applications	Annexation	\$2,405 plus applicable technology fee
452	Planning & Inspections	Other Applications	Complete subdivision ordinance	\$16 plus applicable technology fee.
453	Planning & Inspections	Other Applications	Zoning verification letter per contiguous parcels	\$150 plus applicable technology fee.
454	Planning & Inspections	Other Applications	Zoning verification letter/ with specific request for information	\$150 plus applicable technology fee.
455	Planning & Inspections	Other Applications	Shared Parking	\$146 plus applicable technology fee.
456	Planning & Inspections	Other Applications	Special Investigation	\$84 plus applicable technology fee.
457	Planning & Inspections	Other Applications	Additional requests for information for above	\$84 plus applicable technology fee.
458	Planning & Inspections	Other Applications	Processing fee for high screening walls	\$150 plus applicable technology fee.
459	Planning & Inspections	Other Applications	Rescind mandatory wall requirement	\$150 plus applicable technology fee.
460	Planning & Inspections	Other Applications	Classification of use from zoning administrator	\$150 plus applicable technology fee.
461	Planning & Inspections	Other Applications	Zoning Board of Adjustment - residential application	\$728 plus applicable technology fee.
462	Planning & Inspections	Other Applications	Zoning Board of Adjustment - commercial application	\$728 plus applicable technology fee.
463	Planning & Inspections	Legal Nonconforming	Registration for Legal Nonconforming use	\$123 plus applicable technology fee
464	Planning & Inspections	Neighborhood Conservancy Overlay (NCO) - CRC review	Neighborhood Conservancy Overlay (NCO) - CRC review	\$212 plus applicable technology fee
465	Planning & Inspections	Other Applications	Pre-application meeting	\$125/hr plus applicable technology fee
466	Planning & Inspections	Historic Landmark Commission	Appeal of Historic Landmark commission decision	\$308 plus applicable technology fee.
467	Planning & Inspections	Development	Floodplain, CLOMR, LOMR or any other FEMA's application for review	\$80.00/hour plus applicable technology fee
468	Planning & Inspections	Development	Third party review for Floodplain, CLOMR, LOMR or any other FEMA's application for review	\$130.00/hour plus applicable technology fee
469	Planning & Inspections	Development	Flood Determination Letter	\$25.00 plus applicable technology fee.
470	Planning & Inspections	Electronic Conversion	Flat fee for COEP to convert Paper plans to Electronic Documents- Residential	\$24.00 plus applicable tech fee
471	Planning & Inspections	Electronic Conversion	Flat fee for COEP to convert Paper plans to Electronic Documents- Engineering- Land Development	\$30.00 plus applicable technology fee
472	Planning & Inspections	Electronic Conversion	Flat fee for COEP to convert Paper plans to Electronic Documents- Commercial	\$45.00 plus applicable technology fee
473	Planning & Inspections	Administrative Fee (Permit Cancellation)	Permit cancellation fee for permits that are not assessed a plan review fee.	Equal to 30% of permit fee plus applicable technology fee
474	Planning & Inspections	Electronic Conversion	Flat fee for COEP to convert Paper plans to Electronic Documents – Planning	\$30.00 plus applicable technology fee
475	Planning & Inspections	Completion Permit	Completion Permit for Plumbing, Mechanical or Electrical Permits	50% of original mechanical, plumbing or electrical permit fee or the base fee, whichever is higher plus applicable technology fee
476	Planning & Inspections	Board and Secure Permit Fee	Board and Secure Permit Fee:	Level I: Single Family and up to a quadruplex on one parcel or commercial building less than 5,000 sq. ft.: \$115 Level II: Commercial building greater than 5,000 sq. ft. but less than 10,000 sq. ft.: \$231 Level III: Commercial building greater than 10,000 sq. ft.: \$346 plus applicable technology fee
477	Planning & Inspections	Plan Review - Re-Submission Fee		\$212 plus applicable technology fee
478	Planning & Inspections	Plan Review- Expedited Review 1 - For construction permits with valuation equal to or greater than \$300,000.00		Six hundred forty five dollars (\$645) plus one hundred and fifty six dollars (\$156) for each hour or portion of an hour of plan review time plus applicable technology fee.
479	Planning & Inspections	Plan Review - Expedited Review 2 - For construction permits with valuation less than \$300,000.00		Two hundred and fifty six dollars (\$256) plus ninety four dollars (\$94) for each hour or portion of an hour of plan review time plus applicable technology fee.
480	Planning & Inspections	Commercial Plan Review - Review Fee		Equal to 30% of building permit fee plus applicable technology fee
481	Planning & Inspections	Appeals Board Fees		\$555 plus applicable technology fee
482	Planning & Inspections	Building and Standards Commission	Hearing/Rehearing for Building and Standards Comm.	\$555 plus applicable technology fee
483	Planning & Inspections	Building Permits	Solar Shingle per 100 sq. ft.	\$14 per sq. ft. plus base fee plus applicable technology fee
484	Planning & Inspections	Building Permits	Contractor starting work without a permit on a residential building, structure, electrical, gas, mechanical, irrigation, or plumbing system before obtaining the necessary permits or written authorization from the building official	Triple the permit fee for working without a permit plus applicable technology fee
485	Planning & Inspections	Building Permits	Contractor starting work without a permit on a commercial building, structure, electrical, gas, mechanical, irrigation, or plumbing system before obtaining the necessary permits or written authorization from the building official	Triple the permit fee for working without a permit plus applicable technology fee
486	Planning & Inspections	Building Permits	Homeowner starting work without a permit on his own residential building, structure, electrical, gas, mechanical, irrigation or plumbing system before obtaining the necessary permits or written authorization from the building official	Double the permit fee for working without a permit plus applicable technology fee
487	Planning & Inspections	Building Permits	Permit which require only one inspection	\$110 plus applicable technology fee
488	Planning & Inspections	Building Permits	Pre-Inspection Fee	\$110 plus applicable technology fee
489	Planning & Inspections	Building Permits	building/existing building C of O	\$110 plus applicable technology fee
490	Planning & Inspections	Building Permits	building /fences	\$110 plus applicable technology fee
491	Planning & Inspections	Building Permits	Building/electrical fence	\$152 plus applicable technology fee
492	Planning & Inspections	Building Permits	building/placement	\$110 plus applicable technology fee

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493	Planning & Inspections	Building Permits	building/plumbing/CHP	\$110 plus applicable technology fee
494	Planning & Inspections	Building Permits	building/right of way	\$110 plus applicable technology fee
495	Planning & Inspections	Building Permits	building/siding	\$110 plus applicable technology fee
496	Planning & Inspections	Building Permits	building/weatherization	\$110 plus applicable technology fee
497	Planning & Inspections	Building Permits	building/windows	\$110 plus applicable technology fee
498	Planning & Inspections	Building Permits	Permit which require two inspections	\$160 plus applicable technology fee
499	Planning & Inspections	Building Permits	Demolition Permit	\$115 plus applicable technology fee
500	Planning & Inspections	Building Permits	building/residential/swimming pool, spa	\$115 plus applicable technology fee
501	Planning & Inspections	Building Permits	building/retaining walls	\$115 plus applicable technology fee
502	Planning & Inspections	Building Permits	Moving a building	\$115 plus applicable technology fee
503	Planning & Inspections	Building Permits	Temporary structures-amusement devices	
504	Planning & Inspections	Building Permits	per ride-per month	\$9 plus applicable technology fee
505	Planning & Inspections	Building Permits	minimum	\$51 plus applicable technology fee
506	Planning & Inspections	Building Permits	Cellular Service	Based on the valuation of the tower. The same as a commercial building. plus applicable technology fee
507	Planning & Inspections	Sidewalk, Street and Public ROW Rental	Permit Fee	\$40 plus applicable technology fee
508	Planning & Inspections	Sidewalk, Street and Public ROW Rental	Per Month	\$ 0.14 / Sq. ft. plus applicable technology fee
509	Planning & Inspections	Sidewalk, Street and Public ROW Rental	minimum	\$51 plus applicable technology fee
510	Planning & Inspections	Sidewalk, Street and Public ROW Rental	If the street rental prevents use of :	
511	Planning & Inspections	Sidewalk, Street and Public ROW Rental	If the street rental prevents use of on-street parking meters	\$9/day per meter plus applicable technology fee
512	Planning & Inspections	Building Permits - Commercial		For Structural repair work costing over five hundred dollars (\$500.00) and less than fifteen thousand dollars (\$15,000.00), all repair work, new work and remodeling with a valuation up to and not including fifteen thousand dollars and requiring plans and plan review, the fee shall be one hundred sixty dollars and forty-nine cents (\$160.49) plus plan review fee and applicable technology fee.
513	Planning & Inspections	Building Permits - Commercial		For a valuation from fifteen thousand dollars and including one hundred thousand dollars, the fee shall be one hundred sixty-one dollars and twelve cents (\$161.12) for the first fifteen thousand dollars plus eight dollars and forty-eight cents (\$8.48) per thousand for each additional thousand or fraction thereof by which the valuation exceeds fifteen thousand dollars plus plan review fee and applicable technology fee.
514	Planning & Inspections	Building Permits - Commercial		For a valuation over one hundred thousand dollars up to and including five hundred thousand dollars, the fee shall be eight hundred thirty-seven dollars and forty cents (\$837.40) for the first one hundred thousand dollars, plus six dollars and thirty-six cents (\$6.36) for each one thousand dollars or fraction thereof by which the valuation exceeds one hundred thousand dollars plus plan review fee and applicable technology fee.
515	Planning & Inspections	Building Permits - Commercial		For a valuation over five hundred thousand dollars up to and including one million dollars, the fee shall be three thousand one hundred twelve dollars and seventy-two cents (\$3,112.72) for the first five hundred thousand dollars plus three dollars and twenty eight cents (\$3.28) for each one thousand dollars of fraction thereof by which the valuation exceeds five hundred thousand dollars plus plan review fee and applicable technology fee.
516	Planning & Inspections	Building Permits - Commercial		For a valuation over one million dollars, the fee shall be four thousand seven hundred fifty-eight dollars and thirty-four cents (\$4,758.34) for the first one million dollars plus two dollars and twelve cents (\$2.12) for each one thousand dollars of fraction thereof by which the valuation exceeds one million thousand dollars plus plan review fee and applicable technology fee.
517	Planning & Inspections	Building Permits - Commercial	Commercial Swimming Pool	\$238 plus applicable technology fee
518	Planning & Inspections	Building Permits - Commercial	Commercial Spa	\$185 plus applicable technology fee
519	Planning & Inspections	Building Permits	Completion Permit	50% of current permit fee plus applicable technology fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
520	Planning & Inspections	Building Permits	Foundation Only Permit	10% of total permit fee plus applicable technology fee
521	Planning & Inspections	Building Permits - Commercial	Shell Permit	80% of building permit fee plus applicable technology fee
522	Planning & Inspections	Building Permits - Commercial	Tenant Improvement Permit For Existing Buildings	20% of building permit fee plus applicable technology fee
523	Planning & Inspections	Building Permits - Commercial	Tenant Improvement Permit For New Buildings	20% of building permit fee plus applicable technology fee
524	Planning & Inspections	Landscape Buyout Fee	Landscape Buyout Fee	Landscape fees in lieu of installation Calculation based on \$5,300 per plan unit, plus applicable technology fee
525	Planning & Inspections	Single Family Residential Landscape Buyout Fee	Landscape Buyout Fee	Landscape fees in lieu of installation \$150 plus applicable technology fee
526	Planning & Inspections	Electrical Permits		Repairs or alterations costing under \$1,000.00 requiring building permit fee shall be according to Schedule B. plus applicable technology fee
527	Planning & Inspections	Electrical Permits	\$1,000.00 to \$6,000.00	Repair work costing over \$1,000.00 and all new and remodeling work with a building permit valuation up to including \$6,000.00 shall be \$76 plus applicable technology fee.
528	Planning & Inspections	Electrical Permits	\$6,000.00 to \$15,000.00	Building permit valuation over \$6,000.00 shall be \$78 for the first \$6,000.00 plus \$1.05 for each additional thousand of fraction thereof up to and including \$15,000.00 plus applicable technology fee.
529	Planning & Inspections	Electrical Permits	\$15,000.00 to \$100,000.00	Building permit valuation over \$15,000 fee shall be \$89 for the first \$15,000.00 plus \$1.05 for each additional thousand or fraction thereof up to and including \$100,000.00 plus applicable tech fee.
530	Planning & Inspections	Electrical Permits	\$100,000.00 to \$500,000.00	Building permit valuation over \$100,000.00 shall be \$222 for the first \$100,000.00 plus \$1.05 for each additional thousand or fraction thereof up to and including \$500,000.00 plus applicable technology fee.
531	Planning & Inspections	Electrical Permits	\$500,000.00 to \$1,000,000.00	Building permit valuation over \$500,000.00 shall be \$634 for the first \$500,000.00 plus \$1.05 for each additional thousand or fraction thereof up to and including \$1,000,000.00 plus applicable technology fee.
532	Planning & Inspections	Electrical Permits	\$1,000,000.00 and over	Building permit valuation over \$1,000,000.00 shall be \$1,051 for the first \$1,000,000.00 plus \$1.05 for each additional thousand for fraction plus applicable technology fee.
533	Planning & Inspections	Electrical Permits		Fees as herein established shall be paid for ordinary minor repairs costing under \$1,000.00 or jobs without building permits plus applicable technology fee
534	Planning & Inspections	Other Applications	Neighborhood Conservancy Overlay (NCO) - Appeal	\$121 plus applicable technology fee
535	Planning & Inspections	Electrical Permits	Base fee, ea. (non-refundable)	\$110 plus applicable technology fee
536	Planning & Inspections	Electrical Permits	Service entrance:	
537	Planning & Inspections	Electrical Permits	Each Temporary Service or Each Service Release	\$30 based on quantity plus base fee and applicable technology fee
538	Planning & Inspections	Electrical Permits	New change or replace	
539	Planning & Inspections	Electrical Permits	Each Service or new/replacement of electrical panel/panel board	\$47 based on quantity plus base fee and applicable technology fee
540	Planning & Inspections	Electrical Permits	Max Service Entrance Fee	\$130 plus applicable technology fee
541	Planning & Inspections	Electrical Permits	Outlets:	
542	Planning & Inspections	Electrical Permits	1 to 20 ea.	\$1.17 Based on quantity plus base fee and applicable technology fee
543	Planning & Inspections	Electrical Permits	21 to 40 ea.	\$0.90 Based on quantity plus base fee and applicable technology fee
544	Planning & Inspections	Electrical Permits	Over 40 ea.	\$0.90 Based on quantity plus base fee and applicable technology fee
545	Planning & Inspections	Electrical Permits	Fixtures:	
546	Planning & Inspections	Electrical Permits	Appliances to include: Range, Dyers, Water Heaters, Furnace, Dishwasher, Garbage Disposal, Trash Compactor, Bathroom Heaters and Evaporative Coolers.	\$3.18 Based on quantity plus base fee and applicable technology fee
547	Planning & Inspections	Electrical Permits	Refrigerated air conditioner, per ton	\$1.05 based on quantity plus base fee and applicable technology fee
548	Planning & Inspections	Electrical Permits	Transformer type welder, ea.	\$13 based on quantity plus base fee and applicable technology fee
549	Planning & Inspections	Electrical Permits	X-ray machine, ea.	\$38 based on quantity plus base fee and applicable technology fee
550	Planning & Inspections	Electrical Permits	Fractional H.P. Motor, per H.P.:	
551	Planning & Inspections	Electrical Permits	1 to 10 H.P.	\$2.11 based on quantity plus base fee and applicable technology fee
552	Planning & Inspections	Electrical Permits	Over 10 H.P., ea.	\$1.05 based on quantity plus base fee and applicable technology fee
553	Planning & Inspections	Electrical Permits	Motor, per H.P.	

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554	Planning & Inspections	Electrical Permits	1 to 20 H.P., ea.	\$2.11 based on quantity plus base fee and applicable technology fee
555	Planning & Inspections	Electrical Permits	Over 20 H.P., ea.	\$1.05 based on quantity plus base fee and applicable technology fee
556	Planning & Inspections	Electrical Permits	Feed rail and bus way, per linear foot	\$0.74 based on quantity plus base fee and applicable technology fee
557	Planning & Inspections	Electrical Permits	Under floor duct or cellular raceway/conduit per linear foot	\$0.27 based on quantity plus base fee and applicable technology fee
558	Planning & Inspections	Electrical Permits	Power or lighting transformer per k.v.a.	\$1.05 based on quantity plus base fee and applicable technology fee
559	Planning & Inspections	Electrical Permits	Mobile home	\$14 based on quantity plus base fee and applicable technology fee
560	Planning & Inspections	Electrical Permits	T.V. Outlets-master systems only:	
561	Planning & Inspections	Electrical Permits	Base fee	\$110 plus applicable technology fee
562	Planning & Inspections	Electrical Permits	Plus per outlet	\$2 based on quantity plus base fee and applicable technology fee
563	Planning & Inspections	Electrical Permits	Swimming pool; hot-tub; spa; Jacuzzi; ea.	\$46 based on quantity plus base fee and applicable technology fee
564	Planning & Inspections	Electrical Permits	Temporary installation such as carnivals, show windows, conventions, etc., ea.	\$51 based on quantity plus base fee and applicable technology fee
565	Planning & Inspections	Electrical Permits	Generators	\$51 based on quantity plus base fee and applicable technology fee
566	Planning & Inspections	Electrical Permits	Others not covered	\$14 based on quantity plus base fee and applicable technology fee
567	Planning & Inspections	Electrical Permits	Re-inspection fee, ea.	\$100 plus applicable technology fee
568	Planning & Inspections	Electrical Permits	Solar heating systems	\$24 based on quantity plus base fee and applicable technology fee
569	Planning & Inspections	Electrical Permits	Solar panels, ea.	\$14 based on quantity plus base fee and applicable technology fee
570	Planning & Inspections	Mechanical	Base fee, ea. (non-refundable)	\$110 plus applicable technology fee
571	Planning & Inspections	Mechanical	Boiler: 5 horsepower or less, ea.	\$36 based on quantity plus base fee and applicable technology fee
572	Planning & Inspections	Mechanical	Boiler Horsepower additional over 5, ea.	\$36 plus \$6.35 per horsepower over 5, based on quantity plus base fee and applicable technology fee
573	Planning & Inspections	Mechanical	Each evaporative cooler	\$24 based on quantity plus base fee and applicable technology fee
574	Planning & Inspections	Mechanical	Each force air or gravity heater or furnace	\$24 based on quantity plus base fee and applicable technology fee
575	Planning & Inspections	Mechanical	Non-ducted heating appliances; wall, space, unit infrared heaters, ea.	\$22 Based on quantity plus base fee and applicable technology fee
576	Planning & Inspections	Mechanical	Combination heating-cooling unit or refrigeration unit, ea.	\$47 plus \$6.35 per ton plus base fee and applicable technology fee
577	Planning & Inspections	Mechanical	Heat exchanger, ea.	\$22 Based on quantity plus base fee and applicable technology fee
578	Planning & Inspections	Mechanical	Air handlers and mixing boxes, ea.	\$22 Based on quantity plus base fee and applicable technology fee
579	Planning & Inspections	Mechanical	Perimeter convectors, per linear foot	\$3.18 Based on quantity plus base fee and applicable technology fee
580	Planning & Inspections	Mechanical	Cooling tower	\$39 plus base fee and applicable technology fee
581	Planning & Inspections	Mechanical	Power units: icemakers, walk-in coolers, reach -in coolers, etc., ea.	\$24 plus \$6.35 per ton, ventilation system and/or fans, ducts and applicable technology fee
582	Planning & Inspections	Mechanical	Icemakers not a portion of heating and cooling system no tons	\$36 plus base fee and applicable technology fee
583	Planning & Inspections	Mechanical	Condensate drains	\$9 based on quantity plus base fee and applicable technology fee
584	Planning & Inspections	Mechanical	Solar Systems (excluding duct work)	\$36 plus base fee and applicable technology fee
585	Planning & Inspections	Mechanical	Collectors	\$20 Based on quantity plus base fee and applicable technology fee
586	Planning & Inspections	Mechanical	Hood and/or exhaust fan, duct: Residential	\$9.54 based on quantity plus base fee and applicable technology fee
587	Planning & Inspections	Mechanical	Type 1 Hood and/or exhaust fan, duct: Non-Residential	\$153 plus base fee and applicable technology fee
588	Planning & Inspections	Mechanical	Type 2 Hood and/or exhaust fan, duct: Non-Residential	\$77 plus base fee and applicable technology fee
589	Planning & Inspections	Mechanical	Restroom exhaust fan and/or duct/Dryer Vent: Residential	\$6.35 Based on quantity plus base fee and applicable technology fee
590	Planning & Inspections	Mechanical	Restroom exhaust fan and/or duct/Dryer Vent: Non-Residential	\$9.53 based on quantity plus base fee and applicable technology fee
591	Planning & Inspections	Mechanical	Fire dampers, ea.	\$3.18 Based on quantity plus base fee and applicable technology fee
592	Planning & Inspections	Mechanical	Humidifiers, ea.	\$20.11 Based on quantity plus base fee and applicable technology fee
593	Planning & Inspections	Mechanical	Ducts: Heating, cooling and/or under slab 1-10 openings	\$21.24 Based on quantity plus base fee and applicable technology fee
594	Planning & Inspections	Mechanical	Ducts: Heating, cooling and/or under slab 11-20 openings	\$27.54 Based on quantity plus base fee and applicable technology fee
595	Planning & Inspections	Mechanical	Ducts: Heating, cooling and/or under slab 21-30 openings	\$34 based on quantity plus base fee and applicable technology fee
596	Planning & Inspections	Mechanical	Ducts: Heating, cooling and/or under slab over 30 openings	\$36 plus \$1 for each opening plus base fee and applicable technology fee
597	Planning & Inspections	Mechanical	Re-inspection fee, ea.	\$100 plus applicable technology fee
598	Planning & Inspections	Plumbing	Base fee, ea. (non-refundable)	\$110 plus applicable technology fee

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599	Planning & Inspections	Plumbing	Fixture: Backflow prevention device	\$9.53 Based on quantity plus base fee and applicable technology fee
600	Planning & Inspections	Plumbing	house to sewer curb cut	\$26.48 plus base fee and applicable technology fee
601	Planning & Inspections	Plumbing	Sewer tap	\$10.59 plus base fee and applicable technology fee
602	Planning & Inspections	Plumbing	Water closet 1-5	\$20.12 plus base fee and applicable technology fee
603	Planning & Inspections	Plumbing	Water closet over 5	\$14.83 plus base fee and applicable technology fee
604	Planning & Inspections	Plumbing	Water closet reset	\$14.83 plus base fee and applicable technology fee
605	Planning & Inspections	Plumbing	Inspection outside City limit	\$76.25 and applicable technology fee
606	Planning & Inspections	Plumbing	re-inspection	\$100 plus applicable technology fee
607	Planning & Inspections	Plumbing	surcharge on above fees	\$96.36 and applicable technology fee
608	Planning & Inspections	Plumbing	additional surcharge after water connected	\$96.36 and applicable technology fee
609	Planning & Inspections	Plumbing	Consumer Health Permit - Inspections for 3 compartment sink, grease trap, etc.	\$76.25 and applicable technology fee
610	Planning & Inspections	Plumbing	Grease trap, sand traps, separation tanks, dental chair, dishwasher, washing machine, garbage disposal unit, water softener, electric water heater, indirect waste line into plumbing drain or fixture, (all other this category), ea.	\$10.59 based on quantity plus base fee and applicable technology fee
611	Planning & Inspections	Plumbing	Commercial roof drain, ea.	\$8.47 based on quantity plus base fee and applicable technology fee
612	Planning & Inspections	Plumbing	Bathtub, shower, lavatory, kitchen sink, commercial sink, (per section) urinal, bidet, drinking fountain, ea.	\$8.47 based on quantity plus base fee and applicable technology fee
613	Planning & Inspections	Plumbing	Vehicular dump station	\$16.95 Based on quantity plus base fee and applicable technology fee
614	Planning & Inspections	Plumbing Sewer ejectors	Single	\$15.89 Based on quantity plus base fee and applicable technology fee
615	Planning & Inspections	Plumbing Sewer ejectors	Dual	\$24.35 based on quantity plus base fee and applicable technology fee
616	Planning & Inspections	Plumbing	Solar heating systems	\$24.35 based on quantity plus base fee and applicable technology fee
617	Planning & Inspections	Plumbing	Solar panels, ea.	\$13.76 based on quantity plus base fee and applicable technology fee
618	Planning & Inspections	Plumbing	Back-up water heaters, gas	\$13.76 based on quantity plus base fee and applicable technology fee
619	Planning & Inspections	Plumbing	Storage tank	\$11.55 Based on quantity plus base fee and applicable technology fee
620	Planning & Inspections	Plumbing Permits	Appliances	\$76.25 permit fee plus \$17.47 per fixture and applicable technology fee
621	Planning & Inspections	Irrigation System	Irrigation base fee for residential	\$110 (Add fixtures below to base commercial irrigation fee) and applicable technology fee
622	Planning & Inspections	Irrigation System	Irrigation Base fee for Commercial	\$110 (Add fixtures below to base commercial irrigation fee) and applicable technology fee
623	Planning & Inspections	Irrigation System	Fixture: Control valve (each section)	\$9.53 Based on quantity and applicable technology fee
624	Planning & Inspections	Irrigation System	Fixture: Backflow preventive device	\$9.53 Based on quantity and applicable technology fee
625	Planning & Inspections	Irrigation System	Fixture: Sprinkler head, ea.	\$0.64 Based on quantity and applicable technology fee
626	Planning & Inspections	Irrigation System	Fixture: Drips, ea.	\$0.14 Based on quantity and applicable technology fee
627	Planning & Inspections	Irrigation System	Fixture: Bubblers, ea.	\$0.14 Based on quantity and applicable technology fee
628	Planning & Inspections	Irrigation System	Subterranean irrigation systems per square yard irrigated	\$0.14 Based on quantity and applicable technology fee
629	Planning & Inspections	Plumbing	Swimming pools	\$76 and applicable technology fee
630	Planning & Inspections	Plumbing	Jacuzzi (Hot Tubs), Therapy tubs, whirlpools, ea.	\$76 and applicable technology fee
631	Planning & Inspections	Plumbing	Jacuzzi (Hot Tubs), Therapy tubs, whirlpools, ea. additionally if included with swimming pool	\$13.76 based on quantity plus base fee and applicable technology fee
632	Planning & Inspections	Plumbing	Gas water heater (pool, Jacuzzi, etc.)	\$13.76 based on quantity plus base fee and applicable technology fee
633	Planning & Inspections	Plumbing	Cartridge filters (pool, Jacuzzi, etc.)	\$8.47 based on quantity plus base fee and applicable technology fee
634	Planning & Inspections	Plumbing	Plumbing work no fixtures or sewer	\$76 and applicable technology fee
635	Planning & Inspections	Plumbing	Mobile home hook-ups	\$76 and applicable technology fee
636	Planning & Inspections	Gas	Base fee, ea. (non-refundable)	\$110 plus applicable technology fee
637	Planning & Inspections	Gas	Gas opening, appliance by others, ea.	\$7.41 Based on quantity plus base fee and applicable technology fee
638	Planning & Inspections	Gas	Commercial cooking unit, (ovens, etc.), ea.	\$13.76 based on quantity plus base fee and applicable technology fee
639	Planning & Inspections	Gas	Domestic cooking unit	\$10.59 based on quantity plus base fee and applicable technology fee
640	Planning & Inspections	Gas Water Heater	Gas Water Heater	\$13.76 based on quantity plus base fee and applicable technology fee
641	Planning & Inspections	Gas	Commercial clothes dryer	\$13.76 based on quantity plus base fee and applicable technology fee
642	Planning & Inspections	Gas	Residential clothes dryer	\$10.59 based on quantity plus base fee and applicable technology fee
643	Planning & Inspections	Gas-Unducted heating appliances	Circulating wall, ceiling, space, unit-infra-red, ea.	\$20.11 based on quantity plus base fee and applicable technology fee
644	Planning & Inspections	Gas	Lighting unit, log lighter	\$10.59 based on quantity plus base fee and applicable technology fee
645	Planning & Inspections	Gas	Floor furnace	\$15.89 based on quantity plus base fee and applicable technology fee

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646	Planning & Inspections	Gas	Service yard line	\$13.76 based on quantity plus base fee and applicable technology fee
647	Planning & Inspections	Gas	Gas refrigerator	\$13.76 based on quantity plus base fee and applicable technology fee
648	Planning & Inspections	Gas	Re-inspection	\$100 plus applicable technology fee
649	Planning & Inspections	Building Permit - Residential	For additional lines than 400 square feet	\$307 and applicable technology fee
650	Planning & Inspections	Third party building permit discount	Discount for residential permit when builder utilizes third party services for process.	<ul style="list-style-type: none"> • First 400 TPRN permits issued, \$100 reduction in individual permit cost • Subsequent 100 TPRN permits issued (401 to 500), \$125 reduction in permit cost • Subsequent permits in excess of 500 permits issued, \$150 reduction in permit cost
651	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction between 401-1299 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.87 per square foot plus applicable Technology Fee.
652	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction between 1300-2399 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.82 per square foot plus applicable Technology Fee.
653	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction between 2400-3399 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.81 per square foot plus applicable Technology Fee.
654	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction between 3400-4399 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.72 per square foot plus applicable Technology Fee.
655	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction greater than 4400 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.61 per square foot plus applicable Technology Fee.
656	Planning & Inspections	Building Permit - Residential	Residential Permit	Total Permit cost will be comprised of the following: Master Permit-66%; Electrical-20%; Plumbing-7%; Mechanical-7%; applicable technology fee will be assessed to each permit.
657	Planning & Inspections	Building Permit	Inspection fee-business hours	\$110 plus applicable technology fee
658	Planning & Inspections	Building Permit	Inspection fee-non business hours (Two hour minimum)	\$127 (Two Hour Minimum) plus applicable technology fee
659	Planning & Inspections	Building Permit	Inspection fee-Expedited "On-Demand" inspections (Two hour minimum)	\$127 (Two Hour Minimum) plus applicable technology fee
660	Planning & Inspections	Building Permit	Investigative Inspection Permit	\$150 plus applicable technology fee
661	Planning & Inspections	Sign Permits	Sign Permit	A basic sign valuation shall be determined for all signs by multiplying the sign area in square feet by the appropriate value from the following table:
662	Planning & Inspections	Sign Permits	Sign Height (Ft)	
663	Planning & Inspections	Sign Permits	Non-Illuminated	Single Face
664	Planning & Inspections	Sign Permits	1 up to and including 20 Ft in Height	\$14.00 plus applicable technology fee
665	Planning & Inspections	Sign Permits	over 20 ft. up to and including 30 ft. in height	\$16.00 plus applicable technology fee
666	Planning & Inspections	Sign Permits	over 30 ft. up to and including 40 ft. in height	\$17.00 plus applicable technology fee
667	Planning & Inspections	Sign Permits	over 40 ft. up to and including 50 ft. in height	\$18.00 plus applicable technology fee
668	Planning & Inspections	Sign Permits	over 50 ft. up to and including 60 ft. in height	\$20.00 plus applicable technology fee
669	Planning & Inspections	Sign Permits	Over 60 ft. in Height	\$21.00 plus applicable technology fee
670	Planning & Inspections	Sign Permits	Non-Illuminated	
671	Planning & Inspections	Sign Permits	1 up to and including 20 ft. in Height	\$20.00 plus applicable technology fee
672	Planning & Inspections	Sign Permits	over 20 ft. up to and including 30 ft. in height	\$23.00 plus applicable technology fee
673	Planning & Inspections	Sign Permits	over 30 ft. up to and including 40 ft. in height	\$24.00 plus applicable technology fee
674	Planning & Inspections	Sign Permits	over 40 ft. up to and including 50 ft. in height	\$26.00 plus applicable technology fee
675	Planning & Inspections	Sign Permits	over 50 ft. up to and including 60 ft. in height	\$29.00 plus applicable technology fee
676	Planning & Inspections	Sign Permits	Over 60 ft. in Height	\$30.00 plus applicable technology fee
677	Planning & Inspections	Sign Permits	Sign Height (Ft)	
678	Planning & Inspections	Sign Permits	Illuminated	Single Face
679	Planning & Inspections	Sign Permits	1 up to and including 20 ft. in Height	\$25.00 plus applicable technology fee
680	Planning & Inspections	Sign Permits	over 20 ft. up to and including 30 ft. in height	\$30.00 plus applicable technology fee
681	Planning & Inspections	Sign Permits	over 30 ft. up to and including 40 ft. in height	\$34.00 plus applicable technology fee
682	Planning & Inspections	Sign Permits	over 40 ft. up to and including 50 ft. in height	\$37.00 plus applicable technology fee
683	Planning & Inspections	Sign Permits	over 50 ft. up to and including 60 ft. in height	\$39.00 plus applicable technology fee
684	Planning & Inspections	Sign Permits	Over 60 ft. in Height	\$41.00 plus applicable technology fee
685	Planning & Inspections	Sign Permits	Illuminated Double Face	Double Face
686	Planning & Inspections	Sign Permits	1 up to and including 20 ft. in Height	\$39.00 plus applicable technology fee
687	Planning & Inspections	Sign Permits	over 20 ft. up to and including 30 ft. in height	\$47.00 plus applicable technology fee
688	Planning & Inspections	Sign Permits	over 30 ft. up to and including 40 ft. in height	\$50.00 plus applicable technology fee
689	Planning & Inspections	Sign Permits	over 40 ft. up to and including 50 ft. in height	\$53.00 plus applicable technology fee
690	Planning & Inspections	Sign Permits	over 50 ft. up to and including 60 ft. in height	\$56.00 plus applicable technology fee
691	Planning & Inspections	Sign Permits	Over 60 ft. in Height	\$59.00 plus applicable technology fee
692	Planning & Inspections	Sign Permits	Off-Premise Sign Demolition	\$76.00 plus applicable technology fee
693	Planning & Inspections	Sign Permits	For sign valuations equal to or less than two hundred dollars (\$200.00). Except for temporary real estate signs.	\$51.00 plus applicable technology fee

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694	Planning & Inspections	Sign Permits		For sign valuations of two hundred one (\$201.00), up to and including one thousand, sign permit fee shall be fifty two dollars and forty one cents (\$52.41) plus two dollars and eighteen cents (\$2.18) for each one hundred or portion thereof over two hundred plus applicable technology fee.
695	Planning & Inspections	Sign Permits		For sign valuation of one thousand one (\$1,001.00), up to and including ten thousand, sign permit fee shall be sixty-eight dollars and seventy-eight cents (\$68.78) plus twelve dollars and one cent (\$12.01) for each one thousand or portion thereof over one thousand plus applicable technology fee.
696	Planning & Inspections	Sign Permits		For sign valuations over ten thousand one (\$10,001.00), up to and including twenty-five thousand sign permit fee shall be one hundred seventy five dollars and seventy-eight cents (\$175.78) plus twenty-five dollars and forty-two cents (\$25.42) for each one thousand or portion thereof over ten thousand plus applicable technology fee.
697	Planning & Inspections	Sign Permits		For sign valuations over twenty-five thousand and one (\$25,001.00), sign permit fee shall be five hundred ninety-two dollars and eighty-five cents (\$592.85) plus thirty-eight dollars and twenty-one cents (\$38.12) for each one thousand or portion thereof over twenty-five thousand plus applicable technology fee.
698	Planning & Inspections	Fire Permits	Fire Sprinkler or Fire Extinguishing System	Minimum Fee \$77 plus applicable technology fee
699	Planning & Inspections	Fire Permits	Number of Sprinkler heads	
700	Planning & Inspections	Fire Permits	1 to 15	\$77 plus applicable technology fee
701	Planning & Inspections	Fire Permits	16 to 75	\$118 plus applicable technology fee
702	Planning & Inspections	Fire Permits	76 to 100	\$158 plus applicable technology fee
703	Planning & Inspections	Fire Permits	101 to 200	\$236 plus applicable technology fee
704	Planning & Inspections	Fire Permits	201 to 300	\$277 plus applicable technology fee
705	Planning & Inspections	Fire Permits	Over 300	\$316 plus applicable technology fee
706	Planning & Inspections	Fire Permits	Fire Suppression Systems for Cooking Operations	\$77 plus applicable technology fee
707	Planning & Inspections	Fire Permits	Number of Devices	
708	Planning & Inspections	Fire Permits	1 to 5	\$77 plus applicable technology fee
709	Planning & Inspections	Fire Permits	6 to 20	\$118 plus applicable technology fee
710	Planning & Inspections	Fire Permits	21 to 40	\$158 plus applicable technology fee
711	Planning & Inspections	Fire Permits	41 to 60	\$198 plus applicable technology fee
712	Planning & Inspections	Fire Permits	61 to 100	\$236 plus applicable technology fee
713	Planning & Inspections	Fire Permits	over 100	\$278 plus applicable technology fee
714	Planning & Inspections	Fire Permits	1 to 3 fire hydrants	\$77 plus applicable technology fee
715	Planning & Inspections	Fire Permits	4 to 6 fire hydrants	\$118 plus applicable technology fee
716	Planning & Inspections	Fire Permits	over 6 fire hydrants	\$158 plus applicable technology fee
717	Planning & Inspections	Building Permit	Roofing Permit	\$118 plus applicable technology fee
718	Planning & Inspections	Building Permit	Certified Roofing Permit	\$77 plus applicable technology fee
719	Planning & Inspections	Building Permit	Sidewalk Permit	\$110 plus applicable technology fee
720	Planning & Inspections	Building Permit	Sidewalk Permit- Re-inspection	\$100 plus applicable technology fee
721	Planning & Inspections	Building Permit	Driveway Permit	\$110 plus applicable technology fee
722	Planning & Inspections	Building Permit	Driveway Permit- Re-inspection	\$100 plus applicable technology fee
723	Planning & Inspections	Building Permit	Certificate of Use	\$398 plus applicable technology fee
724	Planning & Inspections	Building Permit	Conditional Certificate of Occupancy	\$398 plus applicable technology fee
725	Planning & Inspections	Building Permit	Temporary Certificate of Occupancy	\$169 plus applicable technology fee
726	Planning & Inspections	Building Permit	Temporary Structures (Tents, construction sheds, seat canopies, etc.)	Minimum \$51 (\$0.11 per square foot for the total area per month or fraction thereof) plus applicable technology fee
727	Planning & Inspections	Building Permit	Vacant Building Annual Registration-Commercial less than 5,000 square feet in area	\$159 plus applicable technology fee
728	Planning & Inspections	Building Permit	Vacant Building Annual Registration-Commercial 5,001 square feet to 20,000 square feet in area	\$318 plus applicable technology fee
729	Planning & Inspections	Building Permit	Vacant Building Annual Registration-commercial over 20,001 square feet in area	\$477 plus applicable technology fee
730	Planning & Inspections	Building Permit	Vacant Building commercial and residential fee for registration ownership transfers not requiring a plan review	\$80 plus applicable technology fee
731	Planning & Inspections	Building Permit	Vacant Building Annual Residential Registration Fee	\$159 plus applicable technology fee
732	Planning & Inspections	Building Permit	Mobile Home Placement Permit	\$110 plus applicable technology fee
733	Planning & Inspections	Building Permit	Duplicate Cards or Licenses	\$17.00 plus applicable technology fee
734	Planning & Inspections	Business Licenses	Vendor	\$48 plus applicable technology fee
735	Planning & Inspections	Business Licenses	Tax Exempt Vendor	No Fee
736	Planning & Inspections	Business Licenses	Motel	\$230 plus applicable technology fee
737	Planning & Inspections	Business Licenses	Hotel	\$230 plus applicable technology fee
738	Planning & Inspections	Business Licenses	Lodging house	\$56 plus applicable technology fee
739	Planning & Inspections	Business Licenses	Home occupation (New) -Annual	\$160 plus applicable technology fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
740	Planning & Inspections	Business License	Home occupation- Late Fee	20% of renewal fee plus applicable tech fee
741	Planning & Inspections	Business Licenses	2nd hand dealers	\$190 plus applicable technology fee
742	Planning & Inspections	Business Licenses	Expedited Application Review Fee	\$48 plus applicable technology fee
743	Planning & Inspections	Business Licenses	Enhanced Provisional License Fee	\$148 plus applicable technology fee
744	Planning & Inspections	Business Licenses	Flea Market Operator License	\$630 plus applicable technology fee
745	Planning & Inspections	Business Licenses	Renewal Fee for Flea Market Operators License	\$505 plus applicable technology fee
746	Planning & Inspections	Business Licenses	2nd hand dealer receipt books- 50 receipts per book.	\$18 each plus applicable technology fee
747	Planning & Inspections	Amplification Fee	4 or more days in advance of event	\$15 plus applicable technology fee
748	Planning & Inspections	Amplification Fee	3 or less day in advance of event	\$30 plus applicable technology fee
749	Planning & Inspections	Contractors Registration Fee	Registration Fee	\$100 plus applicable technology fee
750	Planning & Inspections	Third Party Contractor Registration Fee	Application and renewal fee for third party contractor registrations	\$300 plus applicable technology fee (valid for a three year period)
751	Planning & Inspections	Business License	Sign Painting Contractors	\$110 plus applicable technology fee
752	Planning & Inspections	Business License	Sign Contractor	1 Year \$607.00 2 Years \$1,214.00 plus applicable technology fee
753	Planning & Inspections	Business License	Sign Installer	\$607 plus applicable technology fee
754	Planning & Inspections	Business License	Temp. inflatable sign installer	\$1,213 plus applicable technology fee
755	Planning & Inspections	Business License	Temp inflatable sign installed by property owner	\$607 plus applicable technology fee
756	Planning & Inspections	Business License	Motor Vehicle Dealers	1 Year \$145.00 2 Years \$290.00 plus applicable technology fee
757	Planning & Inspections	Business License	TABC Certification Inspection	\$110.00 plus applicable tech fee
758	Planning & Inspections	Licenses	Sexually Oriented Business License	
759	Planning & Inspections	Licenses	Initial Fee (Annual)	\$667 plus applicable technology fee
760	Planning & Inspections	Licenses	Renewal Fee (Annual)	\$424 plus applicable technology fee
761	Planning & Inspections	Licenses	Sexually Oriented Business Employee	
762	Planning & Inspections	Licenses	Initial Fee (Annual)	\$48 plus applicable technology fee
763	Planning & Inspections	Licenses	Renewal Fee (Annual)	\$23 plus applicable technology fee
764	Planning & Inspections	Licenses	Background checks (per employee) for Boarding Home License	\$17.00 per employee plus applicable technology fee
765	Planning & Inspections	Licenses	Sounds Amplification License	\$367.00 plus applicable tech fee
766	Planning & Inspections	Licenses	Sounds Amplification Renewal Fee	\$125.00 plus applicable tech fee
767	Planning & Inspections	Licenses	Sounds Amplification Appeal Fee	\$308.00 plus applicable tech fee
768	Planning & Inspections	Development	Expedited Review of Grading Permits	Two hundred fifty six dollars (\$256.00) plus ninety-four dollars (\$94.00) for each hour or portion of an hour of plan review time plus applicable technology fee.
769	Planning & Inspections	Development	Construction SWP3 permit fee - 5 Acres sites or larger	\$129.00 one time permit fee plus applicable technology fee
770	Planning & Inspections	Development	Construction SWP3 Review fee- .1-4.99 Acres sites	\$75.00 one time permit fee plus applicable technology fee
771	Planning & Inspections	Development	Industrial SWP3 permit fee	\$129.00 one time permit fee plus applicable technology fee
772	Planning & Inspections	Development	De-Watering/Discharge to MS4 (Storm water) permit fee	\$129.00 one time permit fee plus applicable technology fee
773	Planning & Inspections	Development	Commercial Sidewalk	\$200.00 plus applicable technology fee
774	Planning & Inspections	Development	Commercial Driveway	\$200.00 plus applicable technology fee
775	Planning & Inspections	Development	Grading Permit - Subdivisions	
776	Planning & Inspections	Development	0-5 acres	\$639.00 plus applicable technology fee
777	Planning & Inspections	Development	5.1-10acres	\$764.00 plus applicable technology fee
778	Planning & Inspections	Development	10.1-20 acres	\$892.00 plus applicable technology fee
779	Planning & Inspections	Development	20.1-30 acres	\$1,019.00 plus applicable technology fee
780	Planning & Inspections	Development	30.1-40 acres	\$1,148.00 plus applicable technology fee
781	Planning & Inspections	Development	40.1-50 acres	\$1,275.00 plus applicable technology fee
782	Planning & Inspections	Development	50.1 + acres	\$1,402.00 plus applicable technology fee
783	Planning & Inspections	Development	Borrow / Waste	\$546.00 plus applicable technology fee
784	Planning & Inspections	Development	First Extension	36% of grading permit plus applicable technology fee
785	Planning & Inspections	Development	Second Extension	36% of grading permit plus applicable technology fee
786	Planning & Inspections	Development	Grading Permit-All other commercial/residential	
787	Planning & Inspections	Development	0-5 acres	\$456.00 plus applicable technology fee
788	Planning & Inspections	Development	5.1-10acres	\$546.00 plus applicable technology fee
789	Planning & Inspections	Development	10.1-20 acres	\$637.00 plus applicable technology fee
790	Planning & Inspections	Development	20.1-30 acres	\$729.00 plus applicable technology fee
791	Planning & Inspections	Development	30.1-40 acres	\$820.00 plus applicable technology fee
792	Planning & Inspections	Development	40.1-50 acres	\$911.00 plus applicable technology fee
793	Planning & Inspections	Development	50.1 + acres	\$1,002.00 plus applicable technology fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
794	Planning & Inspections	Development	Borrow / Waste	\$546.00 plus applicable technology fee
795	Planning & Inspections	Development	First Extension	36% of grading permit plus applicable technology fee
796	Planning & Inspections	Development	Second Extension	36% of grading permit plus applicable technology fee
797	Planning & Inspections	Development	Mountain Development Association	
798	Planning & Inspections	Development	Grading Permit	
799	Planning & Inspections	Development	0-5 acres	\$1,820.00 plus applicable technology fee
800	Planning & Inspections	Development	5.1-10 acres	\$2,185.00 plus applicable technology fee
801	Planning & Inspections	Development	10.1-20 acres	\$2,549.00 plus applicable technology fee
802	Planning & Inspections	Development	20.1-30 acres	\$2913.00 plus applicable technology fee
803	Planning & Inspections	Development	30.1-40 acres	\$3,276.00 plus applicable technology fee
804	Planning & Inspections	Development	40.1-50 acres	\$3,641.00 plus applicable technology fee
805	Planning & Inspections	Development	50.1 + acres	\$ 4,005.00 plus applicable technology fee
806	Planning & Inspections	Development	Borrow / Waste	\$1,455.00 plus applicable technology fee
807	Planning & Inspections	Development	First Extension	36% of MDA plus applicable technology fee
808	Planning & Inspections	Development	Second Extension	36% of MDA plus applicable technology fee
809	Planning & Inspections	Development	Re-inspection fee	\$100 plus applicable technology fee
810	Planning & Inspections	Development	Inspection Fees-other than regular duty hours	\$127.00/hr.(2hr. Min) plus applicable technology fee
811	Planning & Inspections	Development	Credit Access Certificate of Registration	\$195 each year plus applicable technology fee
812	Planning & Inspections	Business Permit	Brewer's License (BW)	2 Year License \$1,500.00
813	Planning & Inspections	Business Permit	Distiller's and Rectifier's Permit (D)	2 Year License \$1,500.00
814	Planning & Inspections	Business Permit	Winery Permit (G)	2 Year License \$75.00
815	Planning & Inspections	Business Permit	Out-of-State Winery Direct Shipper's Permit (DS)	N/A (Out-of-State)
816	Planning & Inspections	Business Permit	Nonresident Brewer's License (BN)	N/A (Out-of-State)
817	Planning & Inspections	Business Permit	Nonresident Seller's Permit (S)	2 Year License \$150.00
818	Planning & Inspections	Business Permit	General Distributor's License (BB)	2 Year License \$300.00
819	Planning & Inspections	Business Permit	Wholesaler's Permit (W)	2 Year License \$1,875.00
820	Planning & Inspections	Business Permit	General Class B Wholesaler's Permit (X)	2 Year License \$300.00
821	Planning & Inspections	Business Permit	Mixed Beverage Permit and Mixed Beverage w/Food & Beverage Certificate (FB) Required (MB)	
822	Planning & Inspections	Business Permit	Original (1st and 2nd Year)	2 Year License, no fee
823	Planning & Inspections	Business Permit	1st Renewal (3rd and 4th Year)	3rd Year No Fee, 4th year \$1,125.00
824	Planning & Inspections	Business Permit	2nd Renewal (5th and 6th Year)	2 Year License \$1,500.00
825	Planning & Inspections	Business Permit	3rd and Subsequent Renewals	2 Year License \$750.00
826	Planning & Inspections	Business Permit	Wine and Malt Beverage Retailer's Permit (BG)	2 Year License \$175.00
827	Planning & Inspections	Business Permit	Wine and Malt Beverage Retailer's Off-Premise Permit (BQ)	2 Year License \$60.00
828	Planning & Inspections	Business Permit	(Malt Beverage) Retail Dealer's On- Premise License (BE)	2 Year License \$150.00
829	Planning & Inspections	Business Permit	(Malt Beverage) Retail Dealer's Off-Premise License (BF)	2 Year License \$60.00
830	Planning & Inspections	Business Permit	Private Club Registration Permit (N)	2 Year License no fee
831	Planning & Inspections	Business Permit	Private Club Malt Beverage and Wine Permit (NB)	2 Year License no fee
832	Planning & Inspections	Business Permit	Private Club Exemption Certificate (NE)	2 Year License no fee
833	Planning & Inspections	Business Permit	Package Store Permit (P)	2 Year License \$500.00
834	Planning & Inspections	Business Permit	Wine-Only Package Store Permit (Q)	2 Year License \$75.00
835	Planning & Inspections	Business Permit	Passenger Transportation Permit (TR)	2 Year License no fee
836	Planning & Inspections	Business Permit	Consumer Delivery Permit (CD)	2 Year License no fee
837	Planning & Inspections	Business Permit	Bonded Warehouse Permit (J/JD)	2 Year License \$150.00
838	Planning & Inspections	Business Permit	Manufacturer's Agent's Warehousing Permit (AW)	2 Year License \$750.00
839	Planning & Inspections	Business Permit	Carrier's Permit (C)	2 Year License no fee
840	Planning & Inspections	Business Permit	Promotional Permit (PR)	2 Year License \$300.00
841	Planning & Inspections	Business Permit	Third-Party Local Cartage Permit (ET)	2 Year License no fee
842	Planning & Inspections	Business Permit	Branch Distributor's License (BC)	2 Year License \$75.00
843	Planning & Inspections	Business Permit	Forwarding Center Authority (FC)	2 Year License no fee
844	Planning & Inspections	Business Permit	Brewer's Self- Distribution License (SD)	2 Year License \$600.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
845	Planning & Inspections	Business Permit	Brewpub License (BP)	2 Year License \$500.00
846	Planning & Inspections	Business Permit	Food and Beverage Certificate (FB)	2 Year License no fee
847	Planning & Inspections	Business Permit	Late Hours Certificate (LH)	2 Year License no fee
848	Planning & Inspections	Business Permit	Local Distributor's Permit (LP)	2 Year License \$100.00
849	Planning & Inspections	Business Permit	Water Park Permit (WP)	2 Year License \$30.00
850	Planning & Inspections	Business Licenses	Boarding Home Facility Annual Permit	\$262 plus applicable technology fee
851	Planning & Inspections	Business License	Boarding Home Facility Renewal- Late Fee	20% of renewal fee plus applicable tech fee
852	Planning & Inspections	Nodes for Small Cell Networks	Application Fee - Network Node	An application fee in the amount of \$500.00 per application covering up to five network nodes in each application, and \$100.00 for each additional network node in the application; a maximum of 30 network nodes is permitted per application.
853	Planning & Inspections	Nodes for Small Cell Networks	Application Fee - New Node Support Pole	An application fee of \$1,000.00 for each node support pole.
854	Planning & Inspections	Nodes for Small Cell Networks	Application Fee - Transport Facility	An application fee in the amount of \$500.00 per application covering up to five network nodes in each application, and \$250.00 for each additional network node in the application; a maximum of 30 network nodes is permitted per application.
855	Planning & Inspections	Nodes for Small Cell Networks	Recurring Annual Rental Rate - Network Nodes	An annual network node site rental rate of \$250.00 per Network node site, with an annual adjustment in an amount equal to one-half the annual change in the Consumer Price Index for All Urban Consumers for Texas as published by the BLS. Recurring fee is payable in advance and due upon approval of the permit(s). Initial amounts shall be pro-rated, based upon an annual due date of January 1 of each year; thereafter, all payments of recurring fees are due to the City by January 1 for the following calendar year.
856	Planning & Inspections	Nodes for Small Cell Networks	Recurring Monthly Rental Rate - Transport Facility	A monthly transport facility rental rate of \$28.00 for each network node site, not to exceed the provider's monthly aggregate per-node compensation to the City. Recurring fee is payable in advance and due upon approval of the permit(s). Initial amounts shall be pro-rated, based upon an annual due date of January 1 of each year; thereafter, all payments of recurring fees are due to the City by January 1 for the following calendar year.
857	Planning & Inspections	Nodes for Small Cell Networks	Recurring Annual Rental Rate - Collocation of Network Nodes on Municipally-Owned Service Poles	An annual rate of \$20.00 per municipally owned service pole. Recurring fee is payable in advance and due upon approval of the permit(s). Initial amounts shall be pro-rated, based upon an annual due date of January 1 of each year; thereafter, all payments of recurring fees are due to the City by January 1 for the following calendar year.
858	Planning & Inspections	Special Privilege - Annual Fee - Cincinnati Commercial District	Outdoor Café	\$2.00 per square foot
859	Planning & Inspections	Shared Mobility Devices	Application Fee	\$371 Application Review
860	Planning & Inspections	Shared Mobility Devices	Permit Fee	\$1/day per device: or Per-Trip Surcharge of \$.25 for each booked trip
861	Planning & Inspections	Shared Mobility Devices	Annual Fee	\$50 per device
862	Planning & Inspections	Annual License Fee	Trailer Court Annual	\$275.00, plus applicable tech fee
863	Planning & Inspections	Re-Inspection Fee	Trailer Court	\$175.00, plus applicable tech fee
864	Library	Library Fees	Overdue Fines	\$0.15/day
865	Library	Library Fees	Lost Adult/YA Hardback	Fair Market Value to Replace Item
866	Library	Library Fees	Adult Card/replacement	\$2.00
867	Library	Library Fees	Juvenile Card/replacement	\$1.00
868	Library	Library Fees	Student Card issue and replacement fees (including non-resident convenience fee) applicable only to students attending schools within city limits	Fees waived for elementary, middle and high school only.
869	Library	Library Fees	Non-Resident Convenience Fee	\$50.00 per year/\$25.00 per 6 months
870	Library	Library Fees	Student/Non-Profit Use Scanning of Photographs (low resolution)	\$10.00 per image
871	Library	Library Fees	Student/Non-Profit Use Scanning of Photographs (high resolution)	\$15.00 per image

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
872	Library	Library Fees	Student/Non-Profit Use Preservation Fee (Applies to all Reproduction Requests)	waived
873	Library	Library Fees	Scanning of Photographs (low resolution)	\$20.00
874	Library	Library Fees	Scanning of Photographs (high resolution)	\$30.00
875	Library	Library Fees	Scanning of Maps/Architectural Drawings (low resolution)	\$25.00
876	Library	Library Fees	Scanning of Maps/Architectural Drawings (med resolution)	\$35.00
877	Library	Library Fees	Scanning of Maps/Architectural Drawings (high resolution)	\$45.00
878	Library	Library Fees	Scanning of Maps/Architectural Drawings Fee (in-house)	\$3 per sheet
879	Library	Library Fees	Scanning of Maps/Architectural Drawings Fee- Student	\$15.00
880	Library	Library Fees	Preservation Fee (Applies to all Reproduction Requests)	\$1.00
881	Library	Library Fees	Document Delivery Services	\$1.00 per page
882	Library	Library Fees	Commercial Use Fee	\$10.00
883	Library	Library Fees	Damaged or missing DVD/Music CD Case	\$3.00
884	Library	Library Fees	Damaged or Missing Book Cover	\$3.00
885	Library	Library Fees	Damaged or Missing Kit Bag	\$3.00
886	Library	Library Fees	Damaged or Missing Audiobook Case	\$3.00
887	Library	Library Fees	Damaged or Missing Barcode	\$3.00
888	Library	Library Fees	Damaged or Missing Spine Label	\$3.00
889	Library	Library Fees	Border Heritage/Interlibrary Loan Postage Fee	\$3.00 per item
890	Library	Library Fees	Copy black/white	\$0.20
891	Library	Library Fees	Copy color	\$0.50
892	Library	Library Fees	Printer black/white	\$0.20
893	Library	Library Fees	Printer color	\$0.50
894	Library	Library Fees	Scanner	\$0.10
895	Library	Library Fees	Fax	\$1.00
896	Library	Library Fees	USB Save	free
897	Library	Library Fees	USB Drives	\$6.00
898	Library	Library Fees	Damaged or Missing Hotspot Accessory - plastic case, USB cable, charger or adapter	\$5.00
899	Library	Library Fees	Damaged or Missing Hotspot Accessory - SIM card or battery	\$10.00
900	Library	Library Fees	Damaged or Missing Hotspot - Entire item	\$85.00
901	Library	Library Fees	Damaged or Missing finger puppet, flannelboard piece or toy piece	\$3.00
902	Library	Library Fees	Damaged or Missing iPad	\$300.00
903	Environmental Services	Residential	Base Rate (Residential)	\$19.00 per month
904	Environmental Services	Residential	Excess Waste - Administrative Fee	\$10.00 for one additional lift of the arm.
905	Environmental Services	Residential	Additional Container (Residential)	\$19.00 per month for each additional container, plus service charges
906	Environmental Services	Residential	Senior and Disabled Citizens Discount	20% reduction of Base Rate
907	Environmental Services	Commercial	Base Rate (Commercial)	\$28.00 per month for once a week collection per container.
908	Environmental Services	Commercial	Additional Container (Commercial)	\$28.00 per month for each additional container.
909	Environmental Services	Commercial	Solid waste commercial dumpster, 2 cu. yd.	\$24.38 per month for each 2 cubic yard dumpster
910	Environmental Services	Commercial	Solid waste commercial dumpster, 4 cu. yd.	\$48.76 per month for each 4 cubic yard dumpster
911	Environmental Services	Commercial	Solid waste commercial dumpster, 6 cu. yd.	\$73.14 per month for each 6 cubic yard dumpster
912	Environmental Services	Commercial	Solid waste commercial dumpster, 8 cu. yd.	\$97.52 per month for each 8 cubic yard dumpster
913	Environmental Services	Commercial	Solid Waste Commercial Dumpster delivery and retrieval	Onetime Fee of \$150
914	Environmental Services	Residential	Side door Collection	\$19.00
915	Environmental Services	Residential	Residential Refuse Collection	\$19.00 per month
916	Environmental Services	Residential	Residential Refuse Collection for on-call Service	\$25 per service call for 96 gallon container
917	Environmental Services	Other	Special Collection Service (Residential)	\$35.00 up to 5 cubic yards. \$7.00 for each additional cubic yard.
918	Environmental Services	Other	Dead Animal Collection Fee	\$40.00 for domesticated pets; \$150.00 for small farm animals within the city limits; \$175.00 for large farm animals inside county and outside city limits.
919	Environmental Services	Residential	Citizen Collection Station Fee	\$5.00 for each visit in excess of monthly frequency limit set by Director with limit of 4 cy, no C&D and no commercial.
920	Environmental Services	Residential	Citizen Collection Station Fee	\$5.00 coupon Non-customer, one visit; standard restrictions; non-commercial; residential solid waste only, excludes household hazardous waste.
921	Environmental Services	Special Collections	Property Clean Up Fee	Labor, equipment and disposal rates as set by Director in 1/4 hour increments with 1 hour minimum.
922	Environmental Services	General	Interest on unpaid balances	10% per year (0.83% of invoiced amount per month)

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
923	Environmental Services	Permits	Hauler Permit Fee	\$150.00 per vehicle for complete term of permit or \$12.50 per vehicle per month for less than complete term of permit plus applicable tech fees
924	Environmental Services	Permits	Replacement Decal	\$10.00 each
925	Environmental Services	Permits	Reinstatement of Suspended or Revoked Permit	50% of annual Hauler Permit Fee for suspended permit, 100% of annual Hauler Permit Fee for revoked permit. Plus applicable tech fees
926	Environmental Services	Permits	Special Waste Disposal Fee-Immediate Disposal	\$25.00 surcharge plus regular per ton landfill disposal charge for a scheduled disposal. \$35.00 surcharge plus double the regular per ton landfill disposal charge for an unscheduled disposal.
927	Environmental Services	Permits	Permit Fee (Container on Sidewalk/R.O.W.)	\$72.00 annual fee per container or \$6.00 per month for a partial first year, plus applicable tech fees
928	Environmental Services	Disposal	Landfill Fees	\$26.00 per ton, prorated, with a minimum fee of \$16.00. \$5.00 charge for unsecured/uncovered load.
929	Environmental Services	Disposal	Landfill Fee (Brush Waste, Uncontaminated)	\$26.00 per ton, prorated, with a minimum fee of \$10.00.
930	Environmental Services	Disposal	Landfill Fees (Materials Requiring Special Handling)	\$90.00 per ton, pro-rated, for RACM Non-Friables, foam materials, sponge or sponge-like materials and other wastes requiring special handling, with a minimum fee of \$90. \$5.00 for refrigerant removal.
931	Environmental Services	Disposal	Landfill Fees (Materials Requiring Special Handling)	\$90.00 per ton, pro-rated, for dead animals with a total weight greater than 100 lbs. Small dead animals with a total weight less than 100 lbs. will be charged the standard landfill rate.
932	Environmental Services	Disposal	Billing Fee for Landfill Charge Accounts	\$25.00 per month
933	Environmental Services	Disposal	Disposal Fee (Waste Tires)	Small or Medium tires (19.5 inches or less) \$3.00, Large Tires (greater than 19.5 inches but less than 24 inches) \$10.00, tires greater than 24 inches will be charged a rate of \$200.00/ton. Rim Removal Fee - Small or Medium tires \$5.00, Rim Removal Fee - Large Tires \$15.00.
934	Environmental Services	Disposal	Disposal Fee (Mattresses)	\$20.00 per Mattress disposed of at a City Landfill or other authorized facility
935	Environmental Services	Disposal	Prohibited Waste	\$25.00 surcharge plus applicable disposal and administrative costs.
936	Environmental Services	Disposal	Transfer Fee	\$30.00 per ton, prorated, with a minimum fee of \$20.00
937	Environmental Services	Disposal	Sale of Mulch/Compost	City Departments - Free, El Paso Solid Waste Residential Customers - Free at CCS or Landfill; Commercial Customers - Free at Landfill; Commercial Customers within City limits - \$15.00 cy if delivered by ESD.
938	Environmental Services	Disposal	Sale of Safety Vest	\$10.00 each
939	Environmental Services	Disposal	RFID (Automated Scale) Tag	\$25.00 each
940	Environmental Services	Other	Container Replacement Fee	\$55.00 per Container
941	Environmental Services	Other	Service Charge (delivery or removal of container)	\$25.00 per Event
942	Environmental Services	Other	Un Authorized Solid Waste Container Removal Fee	\$25.00 per Event
943	Environmental Services	Other	Missed Collection Fee	\$15.00 for pick up
944	Environmental Services	Administrative Fee	Lien Preparation Fee(Environmental Services)	\$75.00 charge for administrative costs related to the preparation of property liens
945	Environmental Services	Shopping Cart Recovery	Shopping Cart Recovery Fee	\$50.00 per Cart impounded by City
946	Environmental Services	Construction or Demolition	Manifest Fee	\$5.00 per manifest; No fee for City-funded projects
947	Environmental Services	Services	Environmental Fee (Residential)	\$5.00 per Residential Living Unit
948	Environmental Services	Services	Environmental Fee (Commercial)	\$20.00 per Commercial Establishment
949	Environmental Services	Environmental General-Facilities		
950	Environmental Services	Franchise Fee	Waste Container Franchise Fee- Per Container	\$2.00 Per Month, Per approved container
951	Environmental Services	Franchise Fee	Waste Container Franchise Fee- Quarterly	\$2,000.00/ Per Year
952	Environmental Services	Franchise Fee	Franchise Fee	\$6.00
953	Animal Services	Animal Services		
954	Animal Services	Adoption Fee - includes age-appropriate vaccinations, license, microchip and sterilization.		Each adoption from no charge to \$110.00
955	Animal Services	Livestock Permit - Keeping Horses And Cattle-Permit Required-Application-Fee-Term-Suspension Or Revocation	Permit Yearly Renewal	\$60.00 plus applicable tech fee
956	Animal Services	Livestock Permit - Keeping Horses And Cattle-Permit Required-Application-Fee-Term-Suspension Or Revocation	Re-Inspection and/or Amending Permit	\$45.00 plus applicable tech fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
957	Animal Services	Fowl and Rabbits (6 or more)-Restrictions-Permit Requirements	Permit Yearly Renewal	\$60.00 plus applicable tech fee
958	Animal Services	Fowl and Rabbits (6 or more)-Restrictions-Permit Requirements	Re-Inspection and/or Amending Permit	\$45.00 plus applicable tech fee
959	Animal Services	Microchip Fees	Initial Issuance	from no charge to \$15.00
960	Animal Services	Shelter Services	Animal Rabies Vaccination	from no charge to \$9.00
961	Animal Services	Parasite Treatment and/or Control	Parasite Treatment and/or Control	\$10.00
962	Animal Services	Disposal of Dead Animals	Disposal of owned dead animals brought to shelter, less than 100 lbs.	\$16.00
963	Animal Services	Euthanasia of Animals	Euthanasia of animals brought to the shelter, less than 100 lbs.	\$25.00
964	Animal Services	Boarding and Kennel Permit	Boarding kennel permit	\$110.00 plus applicable tech fee
965	Animal Services	Pick up or Delivery of Animals to Owners	Pick up/delivery of live, owned animals for quarantine or return-to-owner purposes	from no charge to \$45.00
966	Animal Services	Buying And Selling	Shows And Exhibition	\$110.00 plus applicable tech fee
967	Animal Services	Buying And Selling	Grooming	\$110.00 plus applicable tech fee
968	Animal Services	Buying And Selling	Kennel	\$110.00 plus applicable tech fee
969	Animal Services	Buying And Selling	Animal Establishment	\$200.00 plus applicable tech fee
970	Animal Services	Registration	Application Initial Issuance or Renewal	\$12.50
971	Animal Services	Registration	Replacement Registration and/or Tag	\$5.00 - Altered Pets \$15.00 - Intact pets
972	Animal Services	Registration	Registration Transfer	\$12.50
973	Animal Services	Fees-Impoundment	Class A: Dog, Cat, Exotic, Ferret not requiring capture by division personnel, Each	from no charge to \$60.00 plus applicable tech fee
974	Animal Services	Fees-Impoundment	Class B: Goats, Sheep, Lambs, Pigs, Sows, Shoats, Calves, Foals And Animals Of The Same Approximate Size And Weight, Each Animal	from no charge to \$60.00 plus applicable tech fee
975	Animal Services	Fees-Impoundment	Class C: Horses, Ponies, Mules And Animals Of Same Size And Weight, Each Animal	from no charge to \$85.00 plus applicable tech fee
976	Animal Services	Fees-Impoundment	CLASS D: Exotic Animals: Requiring Capture by Division Personnel	from no charge to \$85.00 plus applicable tech fee
977	Animal Services	Fees-Impoundment	Class D: Exotic Animals, Already Contained	from no charge to \$55.00
978	Animal Services	Handling Fee	Daily Fee Class A	from no charge to \$18.00
979	Animal Services	Handling Fee	Daily Fee Class B	from no charge to \$23.00
980	Animal Services	Handling Fee	Daily Fee Class C	from no charge to \$23.00
981	Animal Services	Handling Fee	Daily Fee Class D	from no charge to \$23.00
982	Animal Services	Shelter Services	Animal Trap Replacement Fee - Small	\$60.00
983	Animal Services	Shelter Services	Animal Trap Replacement Fee - Large	\$110.00
984	Animal Services	Shelter Services	Impound Fee Dog or Cat-Repeat Offender within one (1) year	from no charge to \$25.00 per event
985	Animal Services	Animal Litter Permit	Per litter	\$50.00 plus applicable tech fee
986	Animal Services	Breeding	Breeder's Permit	\$100.00 plus applicable tech fee
987	Animal Services	Shelter Services	Vet Assessment for Quarantine and/or Criminal Case	from no charge to \$50.00 per animal per assessment
988	Animal Services	Shelter Services	Animal Transportation Fee	Fee for packaging and transporting to lab for testing: \$100
989	Animal Services	Shelter Services	Animal Storage Fee for Remains	Fee to store animal properly prior to cremation, or to hold for burial pending results of the rabies exam: \$25.00
990	Animal Services	Shelter Services	Animal Vaccinations and Tests	DHLPP (dog) from no charge to \$9.00
991	Animal Services	Shelter Services	Animal Vaccinations and Tests	FVRCP (cat) from no charge to \$9.00
992	Animal Services	Shelter Services	Animal Vaccinations and Tests	Bordetella (dog) from no charge to \$10.00
993	Animal Services	Shelter Services	Animal Vaccinations and Tests	FELV (cat) from no charge \$15.00
994	Animal Services	Shelter Services	Animal Vaccinations and Tests	Ringworm test (cat) from no charge to \$25.00
995	Animal Services	Shelter Services	Animal Vaccinations and Tests	Heartworm test (dog) from no charge to \$25.00
996	Animal Services	Shelter Services	Animal Vaccinations and Tests	Parvo test (dog) from no charge to \$25.00
997	Animal Services	Fees-Impoundment	Impoundment of animals in unincorporated areas of County	\$55.00
998	Animal Services	Shelter Services	Pet Aids (leash, cat carrier, other)	from no charge to \$5.00
999	Animal Services	Shelter Services	Spay/Neuter Fees - Cats/Dogs	Cat Neuter \$0-\$30.00, Cat Spay \$0-\$50.00, Dog Neuter (under 40 pounds) \$0-\$65.00, Dog Neuter (40 - 70 pounds) \$0-\$85.00, Dog Spay (under 40 pounds) \$0-\$85.00, Dog Spay (40 - 70 pounds) \$0-\$100.00
1000	Animal Services	EP County Spay/Neuter Voucher Program	Spay/Neuter Fees - Cats/Dogs	Cat Spay/Neuter \$0 - \$35.00, Dog Spay/Neuter \$0 - \$60.00 Per Legal, this is in the County's Agreements
1001	Animal Services	Registration	Dangerous Dog Registration	\$50.00
1002	Animal Services	Municipal Contract Fees - Impoundment	Class A: Dog, Cat, Exotic, Ferret not requiring capture by division personnel, Each	\$60.00
1003	Animal Services	Municipal Contract Fees - Impoundment	Class B: Goats, Sheep, Lambs, Pigs, Sows, Shoats, Calves, Foals And Animals Of The Same Approximate Size And Weight, Each Animal	\$60.00
1004	Animal Services	Municipal Contract Fees - Impoundment	Class C: Horses, Ponies, Mules And Animals Of Same Size And Weight, Each Animal	\$85.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1005	Animal Services	Municipal Contract Fees - Impoundment	Class D: Exotic Animals: Requiring Capture by Division Personnel	\$85.00
1006	Animal Services	Municipal Contract Fees - Handling	Daily Fee Class A	\$18.00 per day
1007	Animal Services	Municipal Contract Fees - Handling	Daily Fee Class B	\$23.00 per day
1008	Animal Services	Municipal Contract Fees - Handling	Daily Fee Class C	\$23.00 per day
1009	Animal Services	Municipal Contract Fees - Handling	Daily Fee Class D	\$23.00 per day
1010	Animal Services	Municipal Contract Fees - Quarantine		\$18.00 per day
1011	Animal Services	Grooming re-inspection fee		\$50.00
1012	Animal Services	Grooming Shop Application fee-\$110		\$110.00
1013	Animal Services	Groomer License fee-\$25		\$25.00
1014	Animal Services	Groomer License replacement fee-\$5	Replacement Fee	\$5.00
1015	Parks and Recreation	Recreation Centers	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated Two hour minimum rental for facility use that is non-contiguous to public hour of operation.	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1016	Parks and Recreation	Valle Bajo Recreation Center		
1017	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1018	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1019	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1020	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1021	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1022	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1023	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1024	Parks and Recreation	Multipurpose Room 1		\$56.00 /\$45.00 / \$226.00 / \$70.00
1025	Parks and Recreation	Multipurpose Room 2		\$50.00/ \$40.00 / \$200.00 / \$63.00
1026	Parks and Recreation	Armijo Recreation Center		
1027	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1028	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1029	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1030	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1031	Parks and Recreation	Lower Multipurpose Room 1 (open area)		\$80.00 / \$64.00 / \$320.00 / \$100.00
1032	Parks and Recreation	Classroom 1		\$36.00 / \$29.00 / \$144.00 / \$45.00
1033	Parks and Recreation	Classroom 2		\$43.00 / \$35.00 / \$172.00 / \$54.00
1034	Parks and Recreation	Boxing Room (per month) (+) Adult/Youth		\$15.00/\$19.00 \$10.00/\$13.00
1035	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1036	Parks and Recreation	Boxing Room		\$36.00 / \$29.00 /\$144.00 / \$45.00
1037	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1038	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1039	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1040	Parks and Recreation	Officer David Ortiz		
1041	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1042	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1043	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1044	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1045	Parks and Recreation	Classroom 1		\$11.00 / \$9.00 / \$44.00 / \$14.00
1046	Parks and Recreation	Classroom 2		\$21.00 / \$17.00 / \$84.00 / \$26.00
1047	Parks and Recreation	Classroom A		\$20.00 / \$16.00 / \$80.00 / \$25.00
1048	Parks and Recreation	Multipurpose Room		\$56.00 / \$45.00 / \$224.00 / \$70.00
1049	Parks and Recreation	Boxing Room (per month) (+) Adult/Youth		\$15.00/\$19.00 \$10.00/\$13.00
1050	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1051	Parks and Recreation	Boxing Room		\$83.00 / \$66.00 / \$332.00 / \$104.00
1052	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1053	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1054	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1055	Parks and Recreation	Chamizal Recreation Center		
1056	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1057	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1058	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1059	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1060	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1061	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1062	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1063	Parks and Recreation	Multipurpose Room 1		\$71.00 / \$56.00 / \$282.00 / \$88.00
1064	Parks and Recreation	Multipurpose Room 2		\$81.00 / \$64.00 / \$322.00 / \$101.00
1065	Parks and Recreation	Outside Rentable Space		\$65.00 / \$52.00 / \$260.00 / \$81.00
1066	Parks and Recreation	Chihuahuita Neighborhood Center		
1067	Parks and Recreation	Multipurpose Room		\$35.00 / \$28.00 / \$140.00 / \$44.00
1068	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1069	Parks and Recreation	Weight Room (per month) (+)		\$3.00/\$4.00
1070	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1071	Parks and Recreation	Don Haskins Recreation Center		
1072	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1073	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1074	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1075	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1076	Parks and Recreation	Auxiliary Gym (per hour)		\$25.00 / \$20.00 / \$100.00 / \$31.00
1077	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$13.00 / \$10.00 / \$52.00 / \$16.00
1078	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$35.00 / \$28.00 / \$140.00 / \$44.00
1079	Parks and Recreation	Auxiliary Gym Half Court (per hour)-Prime Time		\$17.00 / \$14.00 / \$68.00 / \$21.00
1080	Parks and Recreation	Classroom 1		\$12.00 / \$10.00 / \$48.00 / \$15.00
1081	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1082	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1083	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1084	Parks and Recreation	Eastside Regional Recreation Center - The Beast		
1085	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1086	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1087	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1088	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1089	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1090	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1091	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1092	Parks and Recreation	Multipurpose Room		\$86.00 / \$69.00 / \$343.00 / \$107.00
1093	Parks and Recreation	Activity Room		\$58.00 / \$46.00 / \$231.00 / \$72.00
1094	Parks and Recreation	Outside Rentable Space		\$132.00 / \$ 105.00 / \$526.00 / \$164.00
1095	Parks and Recreation	Galatzan Recreation Center		
1096	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1097	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1098	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1099	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1100	Parks and Recreation	Auxiliary Gym (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1101	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1102	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1103	Parks and Recreation	Auxiliary Gym Half Court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1104	Parks and Recreation	Multipurpose Room		\$66.00 / \$53.00 / \$264.00 / \$82.00
1105	Parks and Recreation	Dance Studio		\$20.00 / \$16.00 / \$80.00 / \$25.00
1106	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1107	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1108	Parks and Recreation	Gary del Palacio Recreation Center		
1109	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1110	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1111	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1112	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1113	Parks and Recreation	Auxiliary Gym (per hour)		\$25.00 / \$20.00 / \$100.00 / \$31.00
1114	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$13.00 / \$10.00 / \$52.00 / \$16.00
1115	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$35.00 / \$28.00 / \$140.00 / \$44.00
1116	Parks and Recreation	Auxiliary Gym Half Court (per hour)-Prime Time		\$17.00 / \$14.00 / \$68.00 / \$21.00
1117	Parks and Recreation	Multipurpose Room		\$44.00 / \$35.00 / \$176.00 / \$55.00
1118	Parks and Recreation	Dance Studio		\$26.00 / \$21.00 / \$104.00 / \$32.00
1119	Parks and Recreation	Racquetball Court (per month)(+) Adult/Youth		\$15.00\$19.00 \$10.00/\$13.00
1120	Parks and Recreation	Racquetball Court (per hour)(+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1121	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1122	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1123	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1124	Parks and Recreation	Leona Ford Washington Recreation Center		
1125	Parks and Recreation	Gym Full Court (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1126	Parks and Recreation	Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1127	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1128	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1129	Parks and Recreation	Multipurpose Room-Hall		\$59.00 / \$47.00 / \$236.00 / \$74.00
1130	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1131	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1132	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1133	Parks and Recreation	Sylvia Carreon Recreation Center		
1134	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1135	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1136	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1137	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1138	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1139	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1140	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1141	Parks and Recreation	Multipurpose Room		\$53.00 / \$43.00 / \$214.00 \$67.00
1142	Parks and Recreation	Activity Room		\$ 40.00 / \$32.00 / \$ 160.00 / \$50.00
1143	Parks and Recreation	Balcony Party Area		\$46.00 / \$37.00 / \$185.00 / \$58.00
1144	Parks and Recreation	Marty Robbins Recreation Center		
1145	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1146	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1147	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1148	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1149	Parks and Recreation	Multi Purpose Room		\$44.00 / \$35.00 / \$176.00 / \$55.00
1150	Parks and Recreation	Dance Studio		\$26.00 / \$21.00 / \$104.00 / \$32.00
1151	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1152	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1153	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1154	Parks and Recreation	Multipurpose Recreation Center		
1155	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1156	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1157	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1158	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1159	Parks and Recreation	Multipurpose Room	Old Weight room	\$35.00 / \$28.00 / \$140.00 / \$44.00
1160	Parks and Recreation	Ballroom		\$138.00 / \$110.00 / \$552.00 / \$172.00
1161	Parks and Recreation	Dance Studio		\$27.00 / \$22.00 / \$108.00 / \$34.00
1162	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$75.00
1163	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1164	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1165	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1166	Parks and Recreation	Nolan Richardson Recreation Center		
1167	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1168	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1169	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1170	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1171	Parks and Recreation	Multipurpose Room		\$42.00 / \$34.00 / \$168.00 / \$52.00
1172	Parks and Recreation	Classroom A	Base on 730 Sq. Ft.	\$22.00 / \$18.00 / \$88.00 / \$27.00
1173	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$75.00
1174	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1175	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1176	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1177	Parks and Recreation	Pat O'Rourke Recreation Center		
1178	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1179	Parks and Recreation	Gym Half Court (pre hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1180	Parks and Recreation	Gym Full Court (per day) prime time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1181	Parks and Recreation	Gym Half Court (per day) prime time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1182	Parks and Recreation	Multi Purpose Room 1		\$58.00 / \$46.00 / \$232.00 / \$72.00
1183	Parks and Recreation	Multi Purpose Room 2A		\$23.00 / \$18.00 / \$92.00 / \$29.00
1184	Parks and Recreation	Multi Purpose Room 2B		\$22.00 / \$18.00 / \$88.00 / \$27.00
1185	Parks and Recreation	Multi Purpose Room 2C		\$22.00 / \$18.00 / \$88.00 / \$27.00
1186	Parks and Recreation	Multi Purpose Room 2A and 2B		\$45.00 / \$36.00 / \$180.00 / \$56.00
1187	Parks and Recreation	Multi Purpose Room 2B and 2C		\$43.00 / \$34.00 / \$172.00 / \$54.00
1188	Parks and Recreation	Multi Purpose Room 2A, 2B, 2C		\$67.00 / \$54.00 / \$268.00 / \$84.00
1189	Parks and Recreation	Conference Room		\$30.00 / \$24.00 / \$120.00 / \$37.00
1190	Parks and Recreation	Dance Studio		\$71.00 / \$57.00 / \$284.00 / \$89.00
1191	Parks and Recreation	Courtyard	Available for rental in conjunction with room rental - Flat Rate	\$34.00 / \$27.00 / \$136.00 / \$42.00
1192	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1193	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1194	Parks and Recreation	Pavo Real Recreation Center		
1195	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1196	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1197	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1198	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1199	Parks and Recreation	Auxiliary Gym (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1200	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1201	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1202	Parks and Recreation	Auxiliary Gym Half Court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1203	Parks and Recreation	Classroom 1		\$12.00 / \$10.00 / \$48.00 / \$15.00
1204	Parks and Recreation	Classroom 2		\$24.00 / \$19.00 / \$96.00 / \$30.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1205	Parks and Recreation	Classroom 3		\$21.00 / \$17.00 / \$84.00 / \$26.00
1206	Parks and Recreation	Dance Studio		\$69.00 / \$55.00 / \$276.00 / \$86.00
1207	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$75.00
1208	Parks and Recreation	Boxing Room (per month) (+) Adult/Youth		\$15.00/\$19.00 \$10.00/\$13.00
1209	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1210	Parks and Recreation	Boxing Room		\$83.00 / \$66.00 / \$332.00 / \$104.00
1211	Parks and Recreation	Racquetball Court (per month)(+) Adult/Youth		\$15.00/\$19.00 \$19.00/ \$13.00
1212	Parks and Recreation	Racquetball Court (per hour)(+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1213	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1214	Parks and Recreation	Weight Room (per hour) (+)		\$4.00/\$5.00
1215	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1216	Parks and Recreation	Rae Gilmore Recreation Center		
1217	Parks and Recreation	Multipurpose Room		\$58.00 / \$46.00 / \$232.00 / \$72.00
1218	Parks and Recreation	Classroom 1		\$10.00 / \$8.00 / \$40.00 / \$12.00
1219	Parks and Recreation	Classroom 2		\$10.00 / \$8.00 / \$40.00 / \$12.00
1220	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$75.00
1221	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1222	Parks and Recreation	Weight Room (per hour) (+)		\$3.00/\$4.00
1223	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1224	Parks and Recreation	San Juan Recreation Center		
1225	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1226	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1227	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1228	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1229	Parks and Recreation	Multipurpose Room		\$27.00 / \$22.00 / \$108.00 / \$34.00
1230	Parks and Recreation	Classroom 1		\$12.00 / \$10.00 / \$48.00 / \$15.00
1231	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1232	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1233	Parks and Recreation	Boxing Room (per month) (+) Adult/Youth		\$15.00/\$19.00 \$10.00/\$13.00
1234	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1235	Parks and Recreation	Boxing Room		\$35.00 / \$28.00 / \$140.00 / \$44.00
1236	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1237	Parks and Recreation	Seville Recreation Center		
1238	Parks and Recreation	Gym Full Court (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1239	Parks and Recreation	Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1240	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1241	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1242	Parks and Recreation	Multipurpose Room		\$12.00 / \$10.00 / \$48.00 / \$15.00
1243	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1244	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1245	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1246	Parks and Recreation	Veterans Recreation Center		
1247	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1248	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1249	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1250	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1251	Parks and Recreation	Auxiliary Gym (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1252	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1253	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1254	Parks and Recreation	Auxiliary Gym half court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1255	Parks and Recreation	Classroom 5		\$18.00 / \$14.00 / \$72.00 / \$22.00
1256	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1257	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1258	Parks and Recreation	Memorial Outdoor Resource Center		
1259	Parks and Recreation	Multipurpose Room		\$43.00 / \$34.00 / \$172.00 / \$54.00
1260	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1261	Parks and Recreation	Leisure Interest Class or Workshop		Direct Costs - (staff, supplies, contracts, equipment) plus 25% factor to recover leisure interest coordinator divided by number of expected participants /plus \$7.00 nonrefundable administrative fee, equals cost of class/workshop. Plus 25% increase for nonresidential premium

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1262	Parks and Recreation	Outdoor Recreation Activity or Program		Direct Costs - (staff, supplies, contracts, equipment) plus a 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, equals cost of activity/program. Plus 25% increase for nonresidential premium
1263	Parks and Recreation	Trips/Excursions (Off Site)		Direct Costs - (staff, supplies, contracts, entry fees, vehicles, equipment) plus 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, equals cost of activity/program. Plus 25% increase for nonresidential premium
1264	Parks and Recreation	Dances/Entertainment (On Site)		Direct Costs - (staff, supplies, contracts, equipment) plus 50% factor to recover program coordinator divided by number of expected participants equals cost of activity/program. Plus 25% increase for nonresidential premium
1265	Parks and Recreation	Senior Centers	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated Two hour minimum rental for facility use that is non-contiguous to public hour of operation.	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1266	Parks and Recreation	Eastside Senior Center		
1267	Parks and Recreation	Multipurpose Room		\$79.00 / \$64.00 / \$317.00 / \$98.00
1268	Parks and Recreation	Multipurpose Room #2		\$47.00 / \$37.00 / \$187.00 / \$59.00
1269	Parks and Recreation	Classroom 2		\$20.00 / \$17.00 / \$82.00 / \$25.00
1270	Parks and Recreation	Arts and Crafts Room		\$18.00 / \$14.00 / \$72.00 / \$23.00
1271	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$76.00
1272	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1273	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1274	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1275	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1276	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1277	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1278	Parks and Recreation	Father Martinez Senior Center		
1279	Parks and Recreation	Multipurpose Room		\$146.00 / \$118.00 / \$586.00 / \$182.00
1280	Parks and Recreation	Classroom 2		\$14.00 / \$12.00 / \$58.00 / \$18.00
1281	Parks and Recreation	Arts and Crafts Room		\$23.00 / \$18.00 / \$90.00 / \$29.00
1282	Parks and Recreation	Dance Studio		\$22.00 / \$17.00 / \$86.00 / \$26.00
1283	Parks and Recreation	Billiard Rooms #1 and #2 (per year)		\$30.00/\$38.00
1284	Parks and Recreation	Billiard Rooms #1 and #2 (per month) (+)		\$10.00/\$13.00
1285	Parks and Recreation	Billiard Rooms #1 and #2 (per day) (+)		\$2.00/\$3.00
1286	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1287	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1288	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1289	Parks and Recreation	Grandview Senior Center		
1290	Parks and Recreation	Multipurpose Room		\$85.00 / \$68.00 / \$341.00 / \$107.00
1291	Parks and Recreation	Classroom 1		\$19.00 / \$16.00 / \$77.00 / \$24.00
1292	Parks and Recreation	Classroom 2		\$14.00 / \$12.00 / \$58.00 / \$18.00
1293	Parks and Recreation	Classroom 3		\$10.00 / \$7.00 / \$38.00 / \$12.00
1294	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1295	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1296	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1297	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1298	Parks and Recreation	Happiness Senior Center		
1299	Parks and Recreation	Multipurpose Room		\$95.00 / \$76.00 / \$379.00 / \$119.00
1300	Parks and Recreation	Classroom 1		\$13.00 / \$11.00 / \$53.00 / \$17.00
1301	Parks and Recreation	Classroom 2		\$12.00 / \$10.00 / \$48.00 / \$16.00
1302	Parks and Recreation	Billiard Room (per year) (+)		\$30.00/\$38.00
1303	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1304	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1305	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1306	Parks and Recreation	Hilos de Plata Senior Center		
1307	Parks and Recreation	Multipurpose Room		\$146.00 / \$118.00 / \$586.00 / \$182.00
1308	Parks and Recreation	Classroom 2		\$17.00 / \$13.00 / \$67.00 / \$20.00
1309	Parks and Recreation	Arts and Crafts Room		\$23.00 / \$18.00 / \$91.00 / \$29.00
1310	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1311	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1312	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1313	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1314	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1315	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1316	Parks and Recreation	Memorial Senior Center		
1317	Parks and Recreation	Multipurpose Room		\$68.00 / \$55.00 / \$274.00 / \$85.00
1318	Parks and Recreation	Multipurpose Room (1,282 sq. ft.)		\$40.00 / \$33.00 / \$160.00 / \$50.00
1319	Parks and Recreation	Classroom 2		\$7.00 / \$6.00 / \$29.00 / \$8.00
1320	Parks and Recreation	Arts and Crafts Room		\$25.00 / \$20.00 / \$101.00 / \$31.00
1321	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1322	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1323	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1324	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1325	Parks and Recreation	Polly Harris Senior Center		
1326	Parks and Recreation	Multipurpose Room		\$85.00 / \$68.00 / \$341.00 / \$107.00
1327	Parks and Recreation	Arts and Crafts Room		\$17.00 / \$13.00 / \$67.00 / \$20.00
1328	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1329	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1330	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1331	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1332	Parks and Recreation	San Juan Senior Center		
1333	Parks and Recreation	Multipurpose Room		\$92.00 / \$74.00 / \$370.00 / \$115.00
1334	Parks and Recreation	Dance Studio		\$29.00 / \$23.00 / \$115.00 / \$36.00
1335	Parks and Recreation	Placita		\$60.00 / \$48.00 / \$240.00 / \$76.00
1336	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1337	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1338	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1339	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1340	Parks and Recreation	South El Paso Senior Center		
1341	Parks and Recreation	Multipurpose Room		\$154.00 / \$122.00 / \$714.00 / \$192.00
1342	Parks and Recreation	Classroom 2		\$28.00 / \$22.00 / \$110.00 / \$35.00
1343	Parks and Recreation	Classroom 3		\$22.00 / \$17.00 / \$86.00 / \$26.00
1344	Parks and Recreation	Classroom 4		\$22.00 / \$17.00 / \$86.00 / \$26.00
1345	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1346	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1347	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1348	Parks and Recreation	Wellington Chew Senior Center		
1349	Parks and Recreation	Multipurpose Room		\$138.00 / \$110.00 / \$552.00 / \$173.00
1350	Parks and Recreation	Classroom 1		\$17.00 / \$13.00 / \$67.00 / \$20.00
1351	Parks and Recreation	Classroom 2		\$12.00 / \$10.00 / \$48.00 / \$14.00
1352	Parks and Recreation	Classroom 3		\$21.00 / \$17.00 / \$86.00 / \$26.00
1353	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1354	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1355	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1356	Parks and Recreation	Leisure Interest Class or Workshop		Direct Costs - (staff, supplies, contracts, equipment) plus 25% factor to recover leisure interest coordinator divided by number of expected participants plus \$7.00, nonrefundable administrative fee, equals cost of class/workshop. Plus 25% non residential premium.
1357	Parks and Recreation	Outdoor Recreation Activity or Program		Direct Costs - (staff, supplies, contracts, equipment) plus a 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, equals cost of activity/program. Plus 25% increase for nonresidential premium
1358	Parks and Recreation	Trips/Excursions (Off Site)		Direct Costs - (staff, supplies, contracts, entry fees, vehicles, equipment) plus 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, equals cost of activity/program.
1359	Parks and Recreation	Dances/Entertainment (On Site)		Direct Costs - (staff, supplies, contracts, equipment) plus 50% factor to recover program coordinator divided by number of expected participants equals cost of activity/program. Plus 25% increase for nonresidential premium

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1360	Parks and Recreation	Shelters: Arlington, Braden Aboud, Grandview, Sunrise, Thomas Manor		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1361	Parks and Recreation	Per hour		\$48.00 / \$38.00 / \$192.00 / \$60.00
1362	Parks and Recreation	All day		\$288.00 / \$230.00 / \$1152.00 / \$360.00
1363	Parks and Recreation	Per hour - Prime time		\$66.00 / \$53.00 / \$264.00 / \$83.00
1364	Parks and Recreation	All day - Prime time		\$396.00 / \$317.00 / \$1,584.00 / \$494.00
1365	Parks and Recreation	Reserves: Memorial		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1366	Parks and Recreation	Per hour		\$44.00 / \$35.00 / \$175.00 / \$55.00
1367	Parks and Recreation	All day		\$262.00 / \$210.00 / \$1,050.00 / \$327.00
1368	Parks and Recreation	Per hour - Prime time		\$56.00 / \$45.00 / \$225.00 / \$70.00
1369	Parks and Recreation	All day - Prime time		\$375.00 / \$300.00 / \$1,500.00 / \$469.00
1370	Parks and Recreation	Pavilions: Veterans, Shawver, Pavo Real		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1371	Parks and Recreation	Per hour		\$18.00 / \$14.00 / \$72.00 / \$23.00
1372	Parks and Recreation	All day		\$108.00 / \$86.00 / \$432.00 / \$136.00
1373	Parks and Recreation	Per hour - Prime time		\$24.00 / \$19.00 / \$96.00 / \$30.00
1374	Parks and Recreation	All day - Prime time		\$144.00 / \$115.00 / \$576.00 / \$180.00
1375	Parks and Recreation	Plazas: Union Plaza, San Jacinto Plaza, Cleveland Square Plaza, Rambla		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1376	Parks and Recreation	Per hour Stage with electricity		\$36.00 / \$29.00 / \$144.00 / \$44.00
1377	Parks and Recreation	All day Stage with electricity		\$216.00 / \$173.00 / \$864.00 / \$270.00
1378	Parks and Recreation	Per hour Stage without electricity		\$12.00 / \$10.00 / \$48.00 / \$14.00
1379	Parks and Recreation	All day Stage without electricity		\$72.00 / \$58.00 / \$288.00 / \$90.00
1380	Parks and Recreation	Per hour - Prime time - Stage with electricity		\$42.00 / \$34.00 / \$168.00 / \$53.00
1381	Parks and Recreation	All day - Prime time - Stage with electricity		\$252.00 / \$202.00 / \$1,008.00 / \$314.00
1382	Parks and Recreation	Per hour - Prime time - Stage w/o electricity		\$24.00 / \$19.00 / \$96.00 / \$30.00
1383	Parks and Recreation	All day - Prime time - Stage w/o electricity		\$144.00 / \$115.00 / \$576.00 / \$180.00
1384	Parks and Recreation	Additional electrical (Union Plaza only) (per event)		\$96.00/\$120.00
1385	Parks and Recreation	San Jacinto Plaza deposit for rental option B		\$500.00/\$625.00
1386	Parks and Recreation	San Jacinto Plaza deposit for rental option C		\$1,000.00/\$1,250.00
1387	Parks and Recreation	San Jacinto 1 peace officer at \$35.00 per hour for rental option C		\$35.00/\$44.00
1388	Parks and Recreation	San Jacinto Splash Pad operator per hour		\$15.00/\$19.00
1389	Parks and Recreation	Rose Garden Site		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1390	Parks and Recreation	Per hour		\$42.00 / \$34.00 / \$168.00 / \$53.00
1391	Parks and Recreation	Per hour - Prime time		\$54.00 / \$43.00 / \$216.00 / \$67.00
1392	Parks and Recreation	Park Grounds , Greens, Squares		Flat Rate Residential/NonResidential
1393	Parks and Recreation	Reserved use of outdoor park areas (per event) (per day)		\$54.00/\$68.00
1394	Parks and Recreation	Trainer/Instructor Permit (Non-exclusive; good for 6 months)		\$54.00/\$68.00
1395	Parks and Recreation	Aquatics	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1396	Parks and Recreation	Public Swim/Lap Swim		
1397	Parks and Recreation	Youth (+)		\$2.00 Fee waived for children under 2 years of age.
1398	Parks and Recreation	Adult (+)		\$3.00/\$4.00
1399	Parks and Recreation	Senior (+)		\$2.00/\$3.00
1400	Parks and Recreation	Swim Passes		
1401	Parks and Recreation	Swim Pass - Adults (+)	(30, 60 or 90 days)	\$3 x 2 visits/week x 4 Weeks = \$24.00 /\$3.75 x 2 visits/week x 4 weeks = \$30.00

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1402	Parks and Recreation	Swim Pass - Youth and Seniors (+)	(30, 60 or 90 days)	\$2 x 2 visits/week x 4 Weeks = \$16.00/\$2.50 x 2 visits/per x 4 weeks = \$20.00
1403	Parks and Recreation	Trial Fee for Water Programs		\$5.00/\$6.00
1404	Parks and Recreation	Drop In Fee for Water Aerobics	Daily Drop In Fee	\$5.00/\$6.00
1405	Parks and Recreation	Organized Swim Teams	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1406	Parks and Recreation	School Swim Teams (per hour)	With Inter-Local Agreement	\$25.00/\$31.00
1407	Parks and Recreation	School Swim Teams (per hour Half Pool)	With Inter-Local Agreement	\$12.50/16.00
1408	Parks and Recreation	Individual lane rental – 25 yd.		\$14.00 / \$12.00 / \$50.00 / \$17.00
1409	Parks and Recreation	Individual lane rental – 50M		\$21.00 / \$18.00 / \$78.00 / \$26.00
1410	Parks and Recreation	Swim Meets – 25 yd.		\$132.00 / \$110.00 / \$528.00 / \$165.00
1411	Parks and Recreation	Swim Meets – 50M		\$173.00 / \$144.00 / \$692.00 / \$216.00
1412	Parks and Recreation	Swim Meets – Starting System (per meet)		\$25.00 / \$20.00 / \$100.00 / \$31.00
1413	Parks and Recreation	Swim Meets – Touch Pad (per meet)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1414	Parks and Recreation	Dolphin Timers (per meet)		\$100.00/\$125.00
1415	Parks and Recreation	Swim Meets - Timing System (per 8 lane meet)		\$500.00/\$625.00
1416	Parks and Recreation	Operator Fee for Timing System per hour (per operator)		\$30.00/\$38.00
1417	Parks and Recreation	Swim Meets – Spectator Fee (+) Adult/Youth and Senior		\$3.00/ \$4.00 \$2.00/\$3.00
1418	Parks and Recreation	Westside Pool		
1419	Parks and Recreation	Individual lane rental – 25 yd.		\$14.00 / \$12.00 / \$50.00 / \$17.00
1420	Parks and Recreation	Individual lane rental – 50M		\$21.00 / \$18.00 / \$78.00 / \$26.00
1421	Parks and Recreation	Swim Meets per hour		\$173.00 / \$144.00 / \$692.00 / \$216.00
1422	Parks and Recreation	Multipurpose Room (703 sq. ft.) per hour		\$20.00/\$25.00 per hour
1423	Parks and Recreation	Pool Party During Operating Hours (fee includes use of Multipurpose Room and 50 guests admission for 2 hours)		\$200.00/250.00
1424	Parks and Recreation	Eastside Regional Natatorium		
1425	Parks and Recreation	Individual Lane Rental- 25 yd.		\$14.00 / \$12.00 / \$50.00 / \$17.00
1426	Parks and Recreation	Individual Lane Rental- 50 M		\$21.00 / \$18.00 / \$78.00 / \$26.00
1427	Parks and Recreation	Swim Meet Per Hour		\$173.00 / \$144.00 / \$692.00 / \$216.00
1428	Parks and Recreation	Public Pool Rentals	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated Two hour minimum rental for facility use that is non-contiguous to public hours of operation.	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1429	Parks and Recreation	Pool Rental – >8,000 sq. ft.		\$100.00 / \$80.00 / \$400.00 / \$125.00
1430	Parks and Recreation	Pool Rental – <8,000 sq. ft.		\$60.00 / \$48.00 / \$240.00 / \$75.00
1431	Parks and Recreation	Armijo Water Leisure Pool		\$100.00 / \$80.00 / \$400.00 / \$125.00
1432	Parks and Recreation	Gus and Goldie (per hour)		\$50.00/\$63.00
1433	Parks and Recreation	Lifeguard rate (per hour)		\$25.00/\$31.00
1434	Parks and Recreation	Pool Attendant (per hour)		\$20.00/25.00
1435	Parks and Recreation	Learn to Swim, Diving, Water Aerobics, Stroke, Junior Lifeguard Training, Water Safety Instructor Classes		Direct Costs - (staff, supplies, equipment) plus 25% factor to recover aquatics coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, plus Red Cross Materials equals cost of class. Plus 25% non residential premium.
1436	Parks and Recreation	Event or Activity Fees	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Flat Rate Residential/NonResidential
1437	Parks and Recreation	General Food Booth (per day)	Price Range	\$65.00 to \$400.00/\$81.00 to \$500.00
1438	Parks and Recreation	General Vendor Booth (per day)	Price Range	\$45.00/\$56.00
1439	Parks and Recreation	Holiday Parade General Vendor Booth (per day)		\$60.00/\$75.00
1440	Parks and Recreation	Art in the Park Craft Vendor (per event)		\$90.00/\$113.00
1441	Parks and Recreation	Holiday Parade Food Vendor (per event)		\$500.00/\$625.00
1442	Parks and Recreation	Holiday Parade route Pre-packaged snack Mobile Vendor (per event)		\$100.00/125.00
1443	Parks and Recreation	General Food Vendor for Friday Holiday Posada at San Jacinto Plaza		\$200.00/\$250.00
1444	Parks and Recreation	General Food vendor Saturdays Holiday Posadas at San Jacinto Plaza		\$400.00/\$500

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1445	Parks and Recreation	General Food vendor Sundays Holiday Posadas at San Jacinto Plaza		\$300.00/\$375.00
1446	Parks and Recreation	General Food vendor Friday, Saturday and Sunday Holiday Posadas at San Jacinto Plaza each day, beginning new year's day and after.		\$100.00/\$125.00
1447	Parks and Recreation	Holiday Parade Lights/Trinkets Vendor (per event)		\$200.00/\$250.00
1448	Parks and Recreation	Senior Games Registration, all individual events (+)		\$45.00/\$56.00
1449	Parks and Recreation	Senior Games, 2 individual events (+)		\$15.00/\$19.00
1450	Parks and Recreation	Senior Games, each additional individual event (+)		\$5.00/\$6.00
1451	Parks and Recreation	Senior Games Banquet - Player & Guest Tickets		\$8.00/\$10.00
1452	Parks and Recreation	Senior Games Additional T-Shirt		\$10.00/\$13.00
1453	Parks and Recreation	Senior Games, Basketball Team (per team - 5 player roster)		\$30.00/\$38.00
1454	Parks and Recreation	Senior Games, Basketball Team (per team - 10 player roster)		\$60.00/\$75.00
1455	Parks and Recreation	Senior Games, Volleyball team (per team - 8 player roster)		\$45.00/\$56.00
1456	Parks and Recreation	Holiday Parade Walking Participants Per Entry		\$50.00 to \$75.00/\$63.00 to \$94.00
1457	Parks and Recreation	Holiday Parade Vehicles Per Entry		\$50.00 to \$75.00/\$63.00 to \$94.00
1458	Parks and Recreation	Family Camp Out Activities		Resident/Non-Resident
1459	Parks and Recreation	Family Camp Out - Adults 18+ (per person)		\$10.00 / \$12.00
1460	Parks and Recreation	Family Camp Out - Youth 17 and under (per person)		\$5.00 / \$6.00
1461	Parks and Recreation	Special Events Entry Fee for Plaza Theater		\$10.00/\$13.00
1462	Parks and Recreation	Community Special Event		Direct Costs - (staff, supplies, contracts, equipment) divided by number of expected participants plus \$7.00 nonrefundable administrative fee equals cost of event. Plus 25% non residential premium.
1463	Parks and Recreation	Skate Parks	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1464	Parks and Recreation	Carolina, Mountain View, Northeast Regional, Westside Skate Parks		
1465	Parks and Recreation	Per hour		\$40.00 / \$32.00 / \$160.00 / \$50.00
1466	Parks and Recreation	All day (8 hours, additional hours at hourly rate)		\$240.00 / \$192.00 / \$960.00 / \$300.00
1467	Parks and Recreation	All other Skate Parks		
1468	Parks and Recreation	Per hour		\$20.00 / \$16.00 / \$80.00 / \$25.00
1469	Parks and Recreation	All day (8 hours, additional hours at hourly rate)		\$120.00 / \$96.00 / \$480.00 / \$150.00
1470	Parks and Recreation	Sports Leagues & Tournaments		
1471	Parks and Recreation	Sports - Adults Leagues & Tournaments		Direct Costs - (Staff, supplies, equipment, field prep, officials, governing bodies) plus 50% factor to recover sports coordinator divided by number of expected teams plus \$7.00 nonrefundable administrative fee, equals cost of league/tournament. Plus 25% non residential premium.
1472	Parks and Recreation	Sports - Youth Leagues & Tournaments		Direct Costs - (Staff, supplies, equipment, field prep, officials, governing bodies) plus 50% factor to recover sports coordinator divided by number of expected teams plus \$7.00 nonrefundable administrative fee, equals cost of league/tournament. Plus 25% non residential premium.
1473	Parks and Recreation	Sports Centers	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated Two hour minimum rental for facility use that is non-contiguous to public hours of operation.	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1474	Parks and Recreation	Acosta Sports Center		
1475	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1476	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1477	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1478	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$23.00
1479	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1480	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1481	Parks and Recreation	Wrestling Room (per month) (+) Adult/Youth		\$15.00 / \$10.00 \$19.00/\$13.00
1482	Parks and Recreation	Wrestling Room (per daily) (+) Adult/Youth		\$2.00 / \$1.00 \$3.00/\$1.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1483	Parks and Recreation	Multipurpose Mat Room Hourly Rental		\$15.00/\$19.00
1484	Parks and Recreation	Multipurpose Mat Room Daily Rental		\$69.00 / \$55.00 / \$276.00 / \$86.00
1485	Parks and Recreation	Nations Tobin Sports Center		
1486	Parks and Recreation	Multipurpose Room		\$42.00 / \$34.00 / \$168.00 / \$52.00
1487	Parks and Recreation	Small Rink Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1488	Parks and Recreation	Small Rink Full Court (per hour)-Prime Time - 5:00pm to Close, Saturdays, and Sundays		\$45.00 / \$36.00 / \$180.00 / \$56.00
1489	Parks and Recreation	Boxing Room Membership (per month) (+) Adult/Youth		\$15.00 / \$10.00 \$19.00/\$13.00
1490	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00 / \$1.00 \$3.00/\$1.00
1491	Parks and Recreation	Boxing Room Rental		\$69.00 / \$55.00 / \$276.00 / \$86.00
1492	Parks and Recreation	Big Rink Full Court (per hour)		\$65.00 / \$50.00 / \$240.00 / \$85.00
1493	Parks and Recreation	Big Rink Full Court (per hour)-Prime Time - 5:00pm to Close, Saturdays, and Sundays		\$75.00 / \$60.00 / \$300.00 / \$95.00
1494	Parks and Recreation	Sports Administration	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Flat Rate Residential/NonResidential
1495	Parks and Recreation	Player Fee – Independent Leagues–per player/per season		\$16.00/\$20.00
1496	Parks and Recreation	Player Fee – City Programs–per player/per season		\$6.00/\$8.00
1497	Parks and Recreation	Parent Class PDF Version – per family per year		\$5.00/\$6.00
1498	Parks and Recreation	Parent Class Video Session–per family per year		\$7.00/\$9.00
1499	Parks and Recreation	Background check (+) - Biennial		\$40.00/\$50.00
1500	Parks and Recreation	Youth Coach ID Cards – (+) Biennial		\$5.00/\$6.00
1501	Parks and Recreation	Player ID cards (+) Youth and Adult	Youth - annually; Adult (18 years and older) every 5 years.	\$5.00/\$6.00
1502	Parks and Recreation	Tournament Spectator Fee (+) Adult/Youth		\$2.00/\$1.00 \$3.00/\$1.00
1503	Parks and Recreation	Tournament T-Shirt		\$10.00 to \$30.00
1504	Parks and Recreation	Tournament Homerun		5 for \$20.00, or 1 for \$5.00
1505	Parks and Recreation	Tournament Bracelet		\$20.00 per bracelet
1506	Parks and Recreation	League Night/Tournament Softballs		\$5.00 per ball, or \$50.00 per case
1507	Parks and Recreation	Homerun Derby Entry		\$20.00 per player
1508	Parks and Recreation	Lost Ball Fee (Basketball, Volleyball, Soccer Ball)		\$25.00 per ball
1509	Parks and Recreation	Lost Disk Fee - per disk		\$10.00 per disk
1510	Parks and Recreation	Set of 3 Beginner Disc Golf Disk		\$15.00 per set of 3
1511	Parks and Recreation	Premium Disc Golf Disc		\$10.00 per disc
1512	Parks and Recreation	Banner Program (per banner)	(up to 12 months) Outfield, gym and/or internet	\$400.00/\$500.00
1513	Parks and Recreation	Banner Program (per banner per month)	(1month) Outfield, gym and/or internet	\$50.00/\$63.00
1514	Parks and Recreation	Concessions – Small – per quarter		\$150.00/\$188.00
1515	Parks and Recreation	Concessions – Small – per month		\$50.00/\$63.00
1516	Parks and Recreation	Concessions – Medium – per quarter		\$300.00/\$375.00
1517	Parks and Recreation	Concessions – Medium – per month		\$100.00/\$125.00
1518	Parks and Recreation	Concessions – Large – per quarter		\$600.00/\$750.00
1519	Parks and Recreation	Concessions – Large – per month		\$200.00/\$250.00
1520	Parks and Recreation	Sports Field Practice Permits		Flat Rate Residential/NonResidential
1521	Parks and Recreation	Practice Permit (per 60 minutes-without lights)		\$7.00/\$9.00
1522	Parks and Recreation	Sports Field Lighting - per hour, per field		\$10.00/\$13.00
1523	Parks and Recreation	Sports Field Rental Games, Scrimmages, Practice, Tournaments, Other Events (non-game "only" fields)		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1524	Parks and Recreation	Single field games/scrimmages (per 12 hours-without lights)		\$75.00 / \$60.00 / \$300.00 / \$94.00
1525	Parks and Recreation	Single field games/scrimmages (per hour-without lights)		\$20.00 / \$16.00 / \$80.00 / \$25.00
1526	Parks and Recreation	Sports Game Fields - Game "only" Fields	Not available for rental for practice activities - Permit Required	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1527	Parks and Recreation	East Side Sports Complex (8 flat fields)		
1528	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1529	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1530	Parks and Recreation	Full complex (per 12 hours)		\$1,200.00 / \$1,008.00 / \$4,080.00 / \$1,440.00
1531	Parks and Recreation	Gate Admission Tournament/league for adult/youth per day		\$5.00/\$2.00 \$6.00/\$3.00
1532	Parks and Recreation	Westside Sports Complex (11 flat fields)		
1533	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1534	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1535	Parks and Recreation	Full complex (per 12 hours)		\$1,950.00 / \$1,560.00 / \$6,630.00 / \$2,340.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1536	Parks and Recreation	Marty Robbins Sports Complex (4 plex diamond fields)		
1537	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1538	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1539	Parks and Recreation	Full complex (12 hours))		\$600.00 / \$504.00 / \$2,040.00 / \$720.00
1540	Parks and Recreation	Joey Barraza & Vino Memorial Park (4-plex diamond fields)		
1541	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1542	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1543	Parks and Recreation	Full complex (12 hours))		\$600.00 / \$504.00 / \$2,040.00 / \$720.00
1544	Parks and Recreation	Joey Barraza & Vino Memorial Park (3 flat fields)		
1545	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1546	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1547	Parks and Recreation	Full complex (12 hours))		\$450.00 / \$378.00 / \$1,530.00 / \$540.00
1548	Parks and Recreation	Blackie Chesher Sports Complex (5-plex diamond fields)		
1549	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1550	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1551	Parks and Recreation	Full complex (12 hours))		\$750.00 / \$630.00 / \$2,550.00 / \$900.00
1552	Parks and Recreation	Blackie Chesher Sports Complex (8-flat fields)		
1553	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1554	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1555	Parks and Recreation	Full complex (12 hours))		\$1,200.00 / \$1,008.00 / \$4,080.00 / \$1,440.00
1556	Parks and Recreation	Blackie Chesher Sports Complex (Alex Gutierrez - 1 diamond field)		
1557	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1558	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1559	Parks and Recreation	Sports Field Lighting (per hour)(per field)		\$10.00/\$13.00
1560	Parks and Recreation	Youth Development Programs	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Resident/Non-Resident
1561	Parks and Recreation	Club Rec Summer Program (per week) (+)		\$40.00 / \$50.00
1562	Parks and Recreation	Club Rec Youth Leader Mentor Program (per week) (+)		\$20.00 / \$25.00
1563	Parks and Recreation	Afterschool Program (per week) (+)		\$5.00/\$6.00
1564	Parks and Recreation	After School weekly payment late fee per child		\$5.00/\$6.00
1565	Parks and Recreation	Afterschool late pick up after 6:00 pm per child		\$5.00/\$6.00
1566	Parks and Recreation	Youth "Mini" Sports (Ages 4-7) Activity or Program		Direct Costs - (staff, supplies, equipment, volunteers) divided by number of expected participants plus \$7.00 non-refundable administrative fee, equals cost of activity/program. Plus 25% non residential premium.
1567	Parks and Recreation	Youth Enrichment (Non-Sport) Activity or Program		Direct Costs - (staff, supplies, equipment) divided by number of expected participants plus \$7.00 non-refundable administrative fee, equals cost of activity/program. Plus 25% non residential premium.
1568	Parks and Recreation	Trips/Excursions (Off Site)		Direct Costs - (staff, supplies, contracts, entry fees, vehicles, equipment) plus 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 non-refundable administrative fee, equals cost of activity/program. Plus 25% non residential premium.
1569	Parks and Recreation	Dances/Entertainment (On Site)		Direct Costs - (staff, supplies, contracts, equipment) plus 50% factor to recover program coordinator divided by number of expected participants equals cost of activity/program. Plus 25% non residential premium.
1570	Parks and Recreation	Miscellaneous Fees		Flat Rate Residential/NonResidential
1571	Parks and Recreation	Daily Vendor Fee		\$65.00/\$81.00
1572	Parks and Recreation	Daily Merchandise Fee		\$45.00/\$56.00
1573	Parks and Recreation	Tournament/Special Event Vendor Fee		\$300.00/\$375.00 per Tournament/Per Site
1574	Parks and Recreation	Tournament/Special Event Merchandise Fee		\$150.00/\$188.00 per Tournament/Per Site
1575	Parks and Recreation	Field Paint/Chalk Diamond Field		\$30.00/\$38.00 per field of play
1576	Parks and Recreation	Field Paint/Chalk Flat Field		\$50.00/\$63.00 per field of play
1577	Parks and Recreation	Portable Outfield fence	Portable fencing to change size of fields	\$20.00/\$25.00 per field/per day

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1578	Parks and Recreation	Security Guard (per hour)	Also applied to outdoor park electric outlet access	\$20.00
1579	Parks and Recreation	Park Community Garden Application & Annual Permit		\$50.00
1580	Parks and Recreation	Shelter or Center Cleaning charge (per cleaning, per event, per rental per day)		\$60.00
1581	Parks and Recreation	Recreation Staff Labor Rate	Per hour, per staff member	\$20.00
1582	Parks and Recreation	Trash Removal - Tournament/Event (Per Day)(Per Site)		\$350.00 Per Day/Per Site
1583	Parks and Recreation	Trash Removal Special Event per Tournament		\$600.00 Per Tournament/Per Site
1584	Parks and Recreation	After Rental Clean Up Fee (Nations Tobin)		\$60.00
1585	Parks and Recreation	20 Yard Trash Container		\$420.00 per event
1586	Parks and Recreation	30 Yard Trash Container		\$520.00 per event
1587	Parks and Recreation	40 Yard Trash Container		\$580.00 per event
1588	Parks and Recreation	Gym rental for other than sports use (add to gym rate – per hour) Category A		\$80.00/\$100.00
1589	Parks and Recreation	Gym rental for other than sports use (add to gym rate – per hour) Category B		\$60.00/\$75.00
1590	Parks and Recreation	Gym rental for other than sports use (add to gym rate – per hour) Category C		\$40.00/\$50.00
1591	Parks and Recreation	Gym rental for other than sports use (add to gym rate – per hour) Category D		\$30.00/\$38.00
1592	Parks and Recreation	Locker Rental at Senior Centers (per month, excludes swimming pools)		\$2.00/\$3.00
1593	Parks and Recreation	Activity/Player Card Replacement	Per Card	\$5.00/\$6.00
1594	Parks and Recreation	Senior Discount	50% Discount, ages 60+ years old - applies only to Leisure Interest Classes, Racquetball Courts, Weight Room, Billiards, Boxing (Monthly/Yearly fees only)	50% Discount
1595	Parks and Recreation	Multiple Child Program Discount	10% Discount each child from same household (17 years or under) registering for leisure class, or mini-sports program. Does not apply to Daycare and Afterschool.	10% Discount
1596	Parks and Recreation	Non-Resident Premium	25% premium for non-residents applies to all programs requiring individual registration.	25% Increase
1597	Parks and Recreation	Drop In Fee for Leisure Instruction Class	Per Class	\$5.00/\$6.00
1598	Parks and Recreation	Ceramics - Firing (per month unlimited pieces)		\$6.00/\$8.00
1599	Parks and Recreation	Game Room Area Access w/Facility Rental during none operating hours	Flat Fee	\$50.00/\$63.00
1600	Parks and Recreation	Arts & Craft Sales	Per space not to exceed 10' x 10', per day	\$10.00/\$13.00
1601	Parks and Recreation	Senior Center Arts & Crafts Sales	Per space not to exceed 10' x 10', per day	\$10.00
1602	Parks and Recreation	Senior Tournaments (billiards, horseshoe, huachas, etc.)	Per player, per event	\$2.00/\$3.00
1603	Parks and Recreation	Catered/commercial food sales-Indoor Facilities - (Kitchen for warming, no prep)	Per Event	\$50.00/\$63.00
1604	Parks and Recreation	Administration Fee (per permit or registered activity)		\$7.00
1605	Parks and Recreation	Portable Restroom Fee	League, Tournaments and Special Events	\$59.00 per unit/per day
1606	Parks and Recreation	Portable Restroom Fee (ADA)	League, Tournaments and Special Events	\$85.00 per unit/per day
1607	Parks and Recreation	Portable Restroom Delivery/Pick Up		\$30.00 per site
1608	Parks and Recreation	Portable Restroom Service Fee		\$30.00 per cleaning/per site
1609	Parks and Recreation	Cleaning Restroom Fee - Existing Restrooms	Tournaments and Special Events	\$30.00 per cleaning/per site
1610	Parks and Recreation	Amplification Fee	4 or more days in advance of event	\$15.00/\$19.00
1611	Zoo	General Admission	Ages: 23 months and under (must be accompanied by an adult)	Free
1612	Zoo	General Admission	Ages: 2 years old and up to 12 years old (must be accompanied by an adult). Rate expires April 30, 2023	\$7.50
1613	Zoo	General Admission (non-City resident)	Ages: 2 years old and up to 12 years old (must be accompanied by an adult). Rate expires April 30, 2023	\$9.50
1614	Zoo	General Admission	Ages: 13 years old and up to 17 years old. Rate expires April 30, 2023. Rate expires April 30, 2023	\$9.00
1615	Zoo	General Admission (non-City resident)	Ages: 13 years old and up to 17 years old. Rate expires April 30, 2023	\$11.00
1616	Zoo	General Admission	Ages: 18 years old and up to 59 years old. Rate expires April 30, 2023	\$12.00
1617	Zoo	General Admission (non-City resident)	Ages: 18 years old and up to 59 years old. Rate expires April 30, 2023	\$14.00
1618	Zoo	General Admission	Seniors 60 years old and older. Rate expires April 30, 2023	\$9.00
1619	Zoo	General Admission (non-City resident)	Seniors 60 years old and older. Rate expires April 30, 2023	\$11.00
1620	Zoo	General Admission	Active Duty Military Personnel & Spouse with Valid Military ID. Rate expires April 30, 2023	\$9.00
1621	Zoo	General Admission	May 1, 2023 - Ages: 2 years old and up to 12 years old (must be accompanied by an adult)	\$8.95
1622	Zoo	General Admission	May 1, 2023 - Ages: 13 years old and up to 17 years old	\$10.95
1623	Zoo	General Admission	May 1, 2023 - Ages: 18 years old and up to 59 years old	\$13.95
1624	Zoo	General Admission	May 1, 2023 - Seniors 60 years old and older	\$10.95
1625	Zoo	General Admission	May 1, 2023 - Active Duty Military Personnel & Spouse with Valid Military ID	\$10.95
1626	Zoo	General Admission (non-City resident)	May 1, 2023 - Ages: 2 years old and up to 12 years old (must be accompanied by an adult)	\$10.95
1627	Zoo	General Admission (non-City resident)	May 1, 2023 - Ages: 13 years old and up to 17 years old	\$12.95
1628	Zoo	General Admission (non-City resident)	May 1, 2023 - Ages: 18 years old and up to 59 years old	\$15.95
1629	Zoo	General Admission (non-City resident)	May 1, 2023 - Seniors 60 years old and older	\$12.95

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1630	Zoo	General Admission (non-City resident)	May 1, 2023 - Active Duty Military Personnel & Spouse with Valid Military ID	\$10.95
1631	Zoo	General Admission	Discount to Active City Employees with Valid City ID	10% - 100% off Regular General Admission
1632	Zoo	General Admission	Discount to Family of Active City Employees (accompanying City employee with Valid City ID) (up to 5 family members of city employee - General Admission)	Up to 20% discount (from regular general admission price)
1633	Zoo	Admission package pricing	Package pricing bundle. Package includes zoo admission, meal, combination of ride/attractions (i.e. Copper Canyon Challenge Ropes Course, train, carousel). Discount to Members, City employees and Active Duty Military. This special discounted ticket is not applicable towards an annual membership pass.	\$18.00 - \$25.00
1634	Zoo	Reservation School Group Admission - Grade 12 and under	Advance reservation & completed application required. Monday-Sunday, except for City Holiday or Zoo Special Event. School groups include: Public or private: Licensed child daycare, pre-kindergarten, kindergarten, primary, secondary and special education through grade twelve, and home school groups. Minimum # of students may apply.	\$5.00
1635	Zoo	Reservation School Group Admission - Universities/Colleges	Advance reservation & completed application required. Monday-Sunday, except for City Holiday or Zoo Special Event. School groups include: Higher learning groups (universities/community colleges). Minimum # of students may apply.	\$7.50
1636	Zoo	Reservation School Group Admission - Chaperones (required for any School Group)	Adult Chaperones (18 years of age or over) Ratio: 1 chaperone per 5 Head start, Pre-K, & Kinder; 1 chaperone per 1 Special Education Student; 1 chaperone per 10 students of any other age group or upon discretion of the director.	\$7.50
1637	Zoo	Group Ticketing	Groups of 12+ guests. Group Visits are for groups of 12 or more guests (not including those under the age of 23 months). Must enter the Zoo same day/time. Discount applies to regular priced general admissions. Cannot be combined with other discounts. Not valid towards zoo memberships	10%-30% off of regular general admission prices.
1638	Zoo	Advanced Bulk Ticket Purchases for Specified Zoo Partners (blocks of 250)	Ages: 24 months old and up to 12 years old. Blocks of 250 tickets. General Admission only.	Up to 20% discount (from regular admission price)
1639	Zoo	Advanced Bulk Ticket Purchases for Specified Zoo Partners (blocks of 250)	Ages: 13 years old or older. Blocks of 250 tickets. General Admission only.	Up to 20% discount (from regular admission price)
1640	Zoo	Advanced Bulk Ticket Purchases for Specified Zoo Partners for birthday parties (blocks of 50)	Ages: 24 months and older. Discounted tickets for birthday party packages offered through the Concessionaire.	20% up to 50% discount (from regular admission price)
1641	Zoo	Consignment Ticket for Specified Zoo Partners with agreement	Signed agreement required. Minimum # of tickets as required. No further discounts apply.	\$7.00 per ticket
1642	Zoo	Zoo Amenities	Carousel Regular Admission Price (All Ages)	\$2.00
1643	Zoo	Zoo Amenities	Carousel Admission Price for Parents accompanying child or anyone under 42" (standing next to but not riding)	Free
1644	Zoo	Zoo Amenities	Carousel Discount from General Admission Price (All Ages) for El Paso Zoological Society Members. Must present membership card and valid ID up to 5 children allowed for discount.	\$0.50 discount from regular admission price
1645	Zoo	Zoo Amenities	Rental of Carousel for private event in conjunction with catered event. Per hour price and additional fee for attendant(s).	\$500.00 per hour
1646	Zoo	Zoo Amenities	Ropes Course Sky Trail Navigator Regular Admission Price (Anyone over 48" tall).	\$8.00
1647	Zoo	Zoo Amenities	Ropes Course Sky Trail Navigator Discount from General Admission Price (Anyone over 48" tall) for El Paso Zoological Society Members. Must present membership card and valid ID up to 5 children allowed for discount.	\$0.50 discount from regular admission price
1648	Zoo	Zoo Amenities	Ropes Course Sky Tykes Regular Admission Price (Anyone 42" tall and under)	\$5.00
1649	Zoo	Zoo Amenities	Ropes Course Sky Tykes Discount from General Admission Price (Anyone 42" tall and under) for El Paso Zoological Society Members. Must present membership card and valid ID up to 5 children allowed for discount.	\$0.50 discount from regular admission price
1650	Zoo	Zoo Amenities	Rental of Ropes Course for private event in conjunction with catered event. Per hour price and additional fee for attendant(s).	\$300.00 per hour
1651	Zoo	Zoo Amenities	Rental of Wildlife Amphitheater. Per hour price and additional fees for staff/security	\$325.00 per hour
1652	Zoo	Facility rental - sampling	Includes 10 X 10 outdoor space, one table, two chairs. Additional needs will be charged as per fee schedule. Sampling item approval required by Zoo Director. Additional fees for staff assistance may apply.	Low Season (September-February)- \$500.00 for 4 hours; High Season (March - August) \$1,000.00 for 4 hours.
1653	Zoo	Community - Event Visitor Experiences	All-inclusive ticket that allows visitors to partake in one or more of the following benefits inside the Zoo: meal or snack, craft, activity, animal experience, special access to facilities, classes, etc. Separate ticket required, not part of General/Discount Admissions.	\$20.00 - \$100.00
1654	Zoo	Community-Event Promotions	Internet sales for holiday-type promotions such as, but not limited to, naming bugs for Valentine's Day, event t-shirts, photos, etc.	\$1.00 - \$50.00
1655	Zoo	Community-Event Fee	Performance/Concert admission	\$5.00 - \$10.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1656	Zoo	Community-Event Sponsorship	Custom sponsorship packages may include, but are not limited to: booth space, table and chair usage, ability to hand out marketing materials or goodies, tickets to the event, website and/or map advertising, in-kind, acknowledgment as sponsor on: event banner, press releases, event programs, map inserts, in email and social media, TV, radio, internet, billboards, flyers, and/or posters.	\$250.00 - \$15,000.00
1657	Zoo	Facility Rental - Portrait/Interactive Photography	Wedding/engagement/family portraits/graduation/quinceanera or other portraiture of individual(s) by professional photographer/videographers or by amateurs acting in the role of a professional, involving planning/organization by Zoo staff. Maximum photo time allowed is 1 hour. Fee includes necessary staff, up to 5 people plus photographer. Additional persons pay regular Zoo admission.	\$75.00 - \$150.00
1658	Zoo	Facility Rental - Commercial-Film/Photos	Any type of film or still photography for commercial purposes (movies, DVD's, publications, etc. that will gain profit). Minimum of 1 security guard required for up to 20; admission tickets not included; does not include required staff or security time. Staff/security fees will be charged as outlined in fee schedule and as required by Zoo Director; Film/video/photos allowed from public areas only; rental space needed by crew will be charged as outlined in fee schedule. Date and time must be approved 3 weeks prior. Crew size as determined by Zoo Director.	\$300.00 per hour
1659	Zoo	Rental Equipment	Individual Chairs	\$0.75 each
1660	Zoo	Rental Equipment	Tables (30"x 72")	\$8.00 each
1661	Zoo	Services for rental/event	Additional Staff Required by the Zoo	\$45.00/hr.
1662	Zoo	Services for rental/event	Security as required by the Zoo	\$30.00/hr. Supervisor, \$25.00/hr. dispatcher, guard \$22.00/hr.
1663	Zoo	Parking Fee Revenue	For use of Zoo parking lot, fee per available space or vehicle	\$3.00
1664	Zoo	Special Program	Animal Encounter for private event in conjunction with catered event. Maximum of 50 people for up close encounter. For parties larger than 50 people, a Walkabout encounter will be done. Additional fees apply for staff.	\$75 per Educator
1665	Zoo	Special Program	After Hours - Dinner Experience. In conjunction with concessionaire. Guests will be provide a meal, beverages and entertainment. Limited number of tickets to be sold. Ages 21+. Minimum/Maximum # of people applicable.	\$50.00 - \$150.00 per person
1666	Zoo	Adventure Program (Non-School)	10% Discount on Adventure and Animal Encounter Programs to El Paso Zoological Society Members (unless otherwise noted)	10% Discount to Zoological Society Members
1667	Zoo	Adventure Program	Giraffe Animal Feeding - per item (admission ticket not included but required). No membership discount	\$3.00
1668	Zoo	Adventure Program	Behind the scene tour for educational/school groups: minimum/maximum # of people/ages applicable (admission ticket not included but required).	\$25.00 per person
1669	Zoo	Group Program	Behind the Scenes - Build your own Adventure - Animal Encounter (includes admission ticket and souvenirs). Minimum/Maximum # of people applicable. Ages 6 years and older (unless otherwise noted)	\$45 per person Additional add-on experience \$15.00 per person
1670	Zoo	Adventure Program	Animal Produce Hunt - minimum/maximum # of people applicable (purchase of an admission ticket required). Ages 6 years and older.	\$7.00 per person
1671	Zoo	Adventure Program	Elephant Platform - Behind the scenes and oversee the elephants on a platform. Minimum/maximum # of people applicable. A paid adult must accompany minor/youth (child/adult ratio may apply). (admission ticket not included but required)Ages 6 years and older.	\$7.00 per person
1672	Zoo	Adventure Program	Workshop - EPWU Discovery Center: minimum/maximum # of people/age applicable (workshop only does not include access to Zoo)	\$10.00 per person
1673	Zoo	Adventure Program	Workshop - EPWU Discovery Center - Includes training materials. Minimum/maximum # of people/ages applicable, (does not include access to Zoo).	\$15.00 per person
1674	Zoo	Adventure Program	Badge Programs - 2 hours workshop. Minimum/maximum # of people applicable. Ages 5 years and older. (does not include access to the Zoo).	\$15.00 per person
1675	Zoo	Adventure Program	Career Vet Day - 2 hour Clinic workshop for High School students in a veterinarian program. Minimum age requirement applicable. (does not include access to the Zoo).	\$20.00
1676	Zoo	Adventure Program	Spring Break & Summer weekly camps. Ages: 6 -10 years old or 11 - 16 years old. Members and Active Duty Military receive 10% discount, must present I.D.'s Minimum/Maximum # of people applicable.	\$200- \$300 per Youth/Week
1677	Zoo	Adventure Program	Spring Break & Summer weekly Early/Late Drop-off. Ages: 6 - 16 years old. Drop off hours before/after Spring/Summer Camp 7:30 - 9:00 am & 3:00pm - 6:00pm. No discounts.	\$20.00 p/p/hr
1678	Zoo	Adventure Program	Other camps. Ages: will vary. Members and Active Duty Military receive 10% discount, must present I.D.'s Minimum/Maximum # of people applicable.	\$100 - \$150 per Youth/Week
1679	Zoo	Adventure Program	Night Prowl - Explore the Zoo after hours - 2.5 hours. For all ages. Minimum/maximum # of people applicable. Paid adult must accompany minor/youths.	\$15.00 per person

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1680	Zoo	Adventure Program	Open reservation Sleepover - Open to the public as a first come first serve. Ages: 7 years old and older. Youth/Minor must be accompanied by a paid adult. Minimum of 4 registered participants in order to hold sleepover. Max # of people 20	\$45.00 - \$75.00 per person
1681	Zoo	Adventure Program	Private Group Sleepover - Includes up to 15 participants. Ages: 7 years old and older. Minimum of 1 paid adult must accompany group.	Flat Fee \$675.00
1682	Zoo	Adventure Program	Deluxe Campout/Sleepover - Any age group. Minors/Youths 17 years old and under must be accompanied by a paid adult. Ratio of adult/child may apply. Minimum/Maximum # of participants applicable. Discount to Members and Active Duty Military, must present I.D.'s	\$100- \$300 per Adult \$65 - \$150 Child
1683	Zoo	Adventure Program (Animal Wrappers)	At the Zoo Group Reservation Program in conjunction with a paid field trip - Classroom curriculum based. 4 years old and older. One program per school visit. Minimum/maximum # of people applicable.	\$3.00
1684	Zoo	Adventure Program	Zoo to You - Offsite program at a School / Institution - 10 up 40 participants	\$115 per program. Repeated programs \$75 each
1685	Zoo	Adventure Program	Zoo to You - Offsite program at a School/Auditorium. 41-200+ participants	\$150 per program. Repeated programs \$110 each
1686	Zoo	Adventure Program - Virtual (School's Only)	Zoo Adventure Program - Live Curriculum Virtual programming. Up to 30 minute presentation. Selection of programs which includes a live animal encounter and Q&A with an Educator. Up 95 participants	\$50.00 Per group
1687	Zoo	Adventure Program - Virtual (Non-School's)	Zoo Adventure Program - Live Custom Virtual program. Up to 30 minute presentation. Can include an animal encounter or a custom curriculum-type program. Up to 95 participants.	\$75.00 Per group
1688	Zoo	Adventure Program - Walking Tour (School's Only)	Walking Tour - Group Reservation Program in conjunction with a paid field trip - 4 years old and older. One program per school visit. Students will be led on a tour to learn about the animals in either Africa/Asia/Americas section	\$3.00 per/person
1689	Zoo	Adventure Program - Walking Tour (Non-School's)	Walking Tour - Group Reservation Program. 4 years old and older. One program per visit. Group will be led on a tour to learn about the animals in either Africa/Asia/Americas section. Minimum/maximum # of people applicable. Zoo admission not included.	\$5.00 per/person
1690	Zoo	Adventure Program - Virtual	Behind the Scenes - Virtual Animal Encounter Tour - Participants will select from a menu of available animals and see training/feeding/enrichment/etc. and have a Q&A session with the Zoo Keeper. Up to 30 minute presentation. Up to 95 participants.	\$125.00 Per group
1691	Zoo	Adventure Program - Virtual	Zoo Tour - Virtual Tour - Participants will select from a menu of available areas to see. Up to 95 participants will take a virtual walking tour, stops may include an animal training session or enrichment session. Up to 30 minute presentation.	\$100.00 Per group
1692	Zoo	Adventure Program - Virtual	Virtual Animal Painting - See one of our animals create/make a painting. Select from a menu of available animals. Includes a Q&A session with Zoo Keeper. Up to 30 minutes. May request 1 additional painting session. Painting not included	\$150.00 Per device (1st painting); \$50.00 (1 additional session)
1693	Zoo	Adventure Program - Virtual	Pre-recorded Programming on Learn Dash - School Curriculum Programming. Select from a menu includes a program link. Video has instruction material provides lesson and quiz. This is a "do at your own pace/on your own." Link will expire after set number of days. Teacher to share link with students. Length time varies by program selection. Minimum/Maximum # of people applicable.	\$30.00
1694	Zoo	Adventure Program - Virtual	Get up close and personal with animals from the El Paso Zoo. Virtually meet one of our animals at the Zoo. Participants receive a link. Up to 95 participants. Up to a 50 minute session.	\$25.00 per person
1695	MCAD-Art Museum	Membership Fees-Art Museum	Teaching Artist	\$30.00
1696	MCAD-Art Museum	Membership Fees-Art Museum	Student	\$25.00
1697	MCAD-Art Museum	Membership Fees-Art Museum	Individual	\$35.00
1698	MCAD-Art Museum	Membership Fees-Art Museum	Family	\$65.00
1699	MCAD-Art Museum	Membership Fees-Art Museum	Active Duty Military-Individual	\$25.00
1700	MCAD-Art Museum	Membership Fees-Art Museum	Active Duty Military-Family	\$55.00
1701	MCAD-Art Museum	Membership Fees-Art Museum	Contributors	\$100.00
1702	MCAD-Art Museum	Membership Fees-Art Museum	Supporters Circle	\$250.00
1703	MCAD-Art Museum	Membership Fees-Art Museum	Collectors Circle	\$500.00
1704	MCAD-Art Museum	Membership Fees-Art Museum	Sponsors Circle	\$1,000.00
1705	MCAD-Art Museum	Membership Fees-Art Museum	Donors Circle	\$2,500.00
1706	MCAD-Art Museum	Membership Fees-Art Museum	Founder	\$1,000.00
1707	MCAD-Art Museum	Membership Fees-Art Museum	Executive	\$2,500.00
1708	MCAD-Art Museum	Membership Fees-Art Museum	Patrons	\$5,000.00
1709	MCAD-Art Museum	Membership Fees-Art Museum	Collector's Club Membership - Single	\$250.00
1710	MCAD-Art Museum	Membership Fees-Art Museum	Collector's Club Membership - Couple Membership	\$400.00
1711	MCAD-Art Museum	Membership Fees-Art Museum	Business Membership	\$3,000-\$10,000 level
1712	MCAD-Art Museum	Membership Fees-Art Museum	Senior Citizen Couple	\$35.00
1713	MCAD-Art Museum	Membership Fees-Art Museum	Los Tastemakers	\$60.00
1714	MCAD-Art Museum	Outside caterer fee	Vendor fee to use museum	15% of Caterers fee

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Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1715	MCAD-Art Museum	Facility rental fees	Entire Museum	\$10,000.00
1716	MCAD-Art Museum	Facility rental fees	Rogers Grand Lobby	\$225 /hr for up to 4 hours / \$187/hr for up to 8 hours
1717	MCAD-Art Museum	Facility rental fees	Isha Rogers Sculpture Gallery	\$225 /hr for up to 4 hours / \$187/hr for up to 8 hours
1718	MCAD-Art Museum	Facility rental fees	Ginger Francis Seminar Room	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1719	MCAD-Art Museum	Facility rental fees	Dede Rogers Gallery	\$525/hr for up to 4 hours / \$487/hr for up to 8 hours
1720	MCAD-Art Museum	Facility rental fees	C2	\$525/hr for up to 4 hours / \$487/hr for up to 8 hours
1721	MCAD-Art Museum	Facility rental fees	EP Energy Auditorium: up to 2 hrs.	\$750.00 for up to 2 hours
1722	MCAD-Art Museum	Facility rental fees	EP Energy Auditorium:4hrs. to 8 hrs.	\$375/hr for up to 4 hours / \$262/hr for up to 8 hours
1723	MCAD-Art Museum	Facility rental fees	Museum Connect: up to 2 hrs.	\$750.00 for up to 2 hours
1724	MCAD-Art Museum	Facility rental fees	Museum Connect:4hrs. to 8 hrs.	\$375/hr for up to 4 hours / \$262/hr for up to 8 hours
1725	MCAD-Art Museum	Facility rental fees	Larry Francis Board Room	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1726	MCAD-Art Museum	Facility rental fees	Hoy Conference Room	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1727	MCAD-Art Museum	Facility rental fees	Algur H. Meadows Makers Space	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1728	MCAD-Art Museum	Facility rental fees	Classrooms (each)	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1729	MCAD-Art Museum	Facility rental fees	Outdoor Seating Area	\$525/hr for up to 4 hours / \$487/hr for up to 8 hours
1730	MCAD-Art Museum	Facility object rentals	Chairs	\$8.00 each
1731	MCAD-Art Museum	Facility object rentals	Tables (8', 6', 48" round)	\$15.00 each
1732	MCAD-Art Museum	Facility object rentals	Seminar Tables (2'x6', 7 available)	\$15.00 each
1733	MCAD-Art Museum	Facility object rentals	Podium/sound system	\$100.00
1734	MCAD-Art Museum	Facility object rentals	Slide Projector	\$100.00 Each
1735	MCAD-Art Museum	Facility object rentals	Tent (20' x 40')	\$400.00
1736	MCAD-Art Museum	Facility object rentals	Piano	\$400.00
1737	MCAD-Art Museum	Facility object rentals	Security Officer	\$40.00 per hour
1738	MCAD-Art Museum	Facility object rentals	Audio Visual Operator	\$40.00 per hour
1739	MCAD-Art Museum	Facility object rentals	Event staff (each)	\$40.00 per hour
1740	MCAD-Art Museum	One time use copyright release for photography	Copyright	Up to \$150 .00 per image
1741	MCAD-Art Museum	Object loan fee	Permanent Collection Lending	Up to \$250.00 per work of art
1742	MCAD-Art Museum	Teacher Workshops Fees	Program Registration	Non Member: 3hr - \$35/6 hr - \$50 Members 20% Discount of Non-Members fees
1743	MCAD-Art Museum	Exhibition Admission fees	Entry fees (Adults) - Non member	\$10.00
1744	MCAD-Art Museum	Exhibition Admission fees	Entry fees (members)	\$5.00
1745	MCAD-Art Museum	Art classes fees*	4 session Youth Class (ages 6 to 13)	\$75.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1746	MCAD-Art Museum	Art classes fees*	8 session Kids Classes (ages 6 to 13)	\$85.00 to \$120.00 non members/ Members 20% Discount of non-member fees/ Employees10% Discount of non-member fees.
1747	MCAD-Art Museum	Art classes fees*	8 session Adult Classes (ages 14 and above)	\$85.00 to \$120.00 non members/ Members 20% Discount of non-member fees/ Employees10% Discount of non-member fees.
1748	MCAD-Art Museum	Art classes fees*	4 session Family Classes (ages 3 and up)	\$46.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1749	MCAD-Art Museum	Art classes fees*	6 Session Adult Classes - (ages 14 and above)	\$65 to \$95.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1750	MCAD-Art Museum	Art classes fees*	6 Session Youth Classes - (ages 6 to 18)	\$50 to \$95.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1751	MCAD-Art Museum	Art classes fees*	1-day Family Classes (ages 3 and above)	\$12.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1752	MCAD-Art Museum	Art classes fees*	1-day Youth Workshops (ages 6 to 18)	\$38.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1753	MCAD-Art Museum	Art classes fees*	1-day Adult Workshops (ages 14 and above)	\$38.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1754	MCAD-Art Museum	Art classes fees*	Open Studio/Class	Up to \$100.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1755	MCAD-Art Museum	Art classes fees*	Artist Workshop (Artist as students)	Up to \$1000.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1756	MCAD-Art Museum	Art classes fees*	Independent Study	Up to \$75.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1757	MCAD-Art Museum	Event Fees	1 Performance/Concert Admission	Free for members/\$5.00 non-members
1758	MCAD-Art Museum	Art classes fees*	1 Day Supervised Lunch (ages 6 to 14 years), Lunch not Included	\$5.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1759	MCAD-Art Museum	Art classes fees*	4 Session Adult Classes	\$75.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1760	MCAD-Art Museum	Tour + Studio	Special programming	\$15.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1761	MCAD-Art Museum	Tour + Lunch	Special programming	\$15.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1762	MCAD-History Museum	Membership fees- History Museum	Membership Discount	10% Off Memberships During Special Promotions
1763	MCAD-History Museum	Membership fees- History Museum	Student	\$25.00
1764	MCAD-History Museum	Membership fees- History Museum	Senior Citizen	\$25.00
1765	MCAD-History Museum	Membership fees- History Museum	Active Duty Military - Individual	\$25.00
1766	MCAD-History Museum	Membership fees- History Museum	Senior Citizen Couple	\$35.00
1767	MCAD-History Museum	Membership fees- History Museum	Military Family active duty	\$55.00
1768	MCAD-History Museum	Membership fees- History Museum	Individual	\$30.00
1769	MCAD-History Museum	Membership fees- History Museum	Family	\$60.00
1770	MCAD-History Museum	Membership fees- History Museum	Contributor	\$100.00
1771	MCAD-History Museum	Membership fees- History Museum	Supporters Circle	\$250-500
1772	MCAD-History Museum	Facility Rental Fees	1st floor orientation theatre	\$200.00 for up to 4 hrs / \$300.00 for up to 6 hrs / \$400.00 for up to 8 hrs
1773	MCAD-History Museum	Facility Rental Fees	1st floor seminar room	\$240.00 for up to 4 hrs./ \$360.00 for up to 6 hrs./ \$480.00 for up to 8 hrs.
1774	MCAD-History Museum	Facility Rental Fees	1st Floor Lobby	\$600.00 for up to 4 hrs./ \$840.00 for up to 6 hrs./ \$1140.00 for up to 8 hrs.
1775	MCAD-History Museum	Facility Rental Fees	2nd floor board room	\$200.00 for up to 4 hrs / \$300.00 for up to 6 hrs / \$400.00 for up to 8 hrs
1776	MCAD-History Museum	Facility Rental Fees	2nd floor lecture room (activity classroom)	\$120.00 for up to 4 hrs./ \$170.00 for up to 6 hrs./ \$210.00 for up to 8 hrs.
1777	MCAD-History Museum	Facility Rental Fees	2nd Floor lobby	\$600.00 for up to 4 hrs./ \$840.00 for up to 6 hrs./ \$1140.00 for up to 8 hrs.
1778	MCAD-History Museum	Facility Rental Fees	Outdoor Garden Terrace	\$600.00 for up to 4 hrs./ \$840.00 for up to 6 hrs./ \$1140.00 for up to 8 hrs.
1779	MCAD-History Museum	Facility Rental Fees	Digital Wall Pavilion	\$600.00 for up to 4 hrs./ \$840.00 for up to 6 hrs./ \$1140.00 for up to 8 hrs.
1780	MCAD-History Museum	Facility Rental Fees	Entire 1st Floor	\$1,800.00 for 4 hrs / \$3,200.00 for 8 hrs
1781	MCAD-History Museum	Facility Rental Fees	Entire 2nd Floor	\$1,500.00 for 4 hrs / \$3,000.00 for 8 hrs
1782	MCAD-History Museum	Facility Rental Fees	First Floor Gallery	\$900.00 for 4 hrs / \$1,300.00 for 8 hrs
1783	MCAD-History Museum	Facility Rental Fees	Entire Museum.	\$4,000.00 for 4 hrs / \$8,000.00 for 8 hrs
1784	MCAD-History Museum	Facility Object Rental Fees	Chairs	\$2.00 each
1785	MCAD-History Museum	Facility Object Rental Fees	Table (5' rectangular)	\$10.00 per table
1786	MCAD-History Museum	Facility Object Rental Fees	Tables (round)	\$15.00 per table
1787	MCAD-History Museum	Facility Object Rental Fees	Sound system (includes 2 speakers, Mixer, and 2 microphones)	\$100.00
1788	MCAD-History Museum	Facility Object Rental Fees	Security Officer (each)	\$40.00/hour per officer
1789	MCAD-History Museum	Facility Object Rental Fees	Event staff (each)	\$40.00/hour per staff person
1790	MCAD-History Museum	Instructional Fees	4 Day History Camps (all) (Ages 6-13)	\$60.00 members / \$75.00 non members / \$68.00 employees
1791	MCAD-History Museum	Instructional Fees	5 Day, half-day History Camps	\$30.00 members / \$38.00 non members / \$35.00 employees
1792	MCAD-History Museum	Instructional Fees	8 session Adult Classes (ages 14 and above)	\$60.00 members / \$75.00 non members/\$70.00 employees
1793	MCAD-History Museum	Instructional Fees	4 Session Parent/Child Craft Classes	\$40.00 members / \$50.00 non members / \$45.00 employees
1794	MCAD-History Museum	Instructional Fees	6 Session Adult Classes - (ages 14 and above)	\$50.00 members / \$60.00 non members / \$55.00 employees
1795	MCAD-History Museum	Instructional Fees	1-Day Adult Workshop with take home project (4 hr.)	\$45.00 members / \$55.00 non members / \$49.00 employees

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1796	MCAD-History Museum	Instructional Fees	1-Day 2 hr. Youth Workshop with take home project (2 hr.)	\$15.00 for members / \$19.00 for non-members / \$17.00 employees
1797	MCAD-History Museum	Instructional Fees	Special programming	\$5.00 for members / \$10.00 for non-members / \$9.00 employees
1798	MCAD-History Museum	Instructional Fees	Tour Fees -Special hands on programs for school groups	\$2.00 per student plus cost of program materials. Non-residential - \$4.00 per student plus cost of program materials
1799	MCAD-History Museum	Instructional Fees	Tour Fees -Special history tours of El Paso	Members - \$25.00 for up to 4 hrs. / Non-members - \$40.00 for up to 4 hrs./ Employees - \$36.00 for up to 4 hrs./ Non-residential-\$60.00 for up to 4 hrs.
1800	MCAD-History Museum	Exhibition rental fees	Permanent Collection/Curated In-house	\$500 min to \$10,000 max
1801	MCAD-History Museum	Exhibition rental fees	One time use copyright releases for photography	Up to \$75.00 per image
1802	MCAD-History Museum	Event Fees	Fees for lectures	\$5.00 for members / \$10.00 for non-members/ \$10.00 for non-residential
1803	MCAD-Archeology Museum	Membership fees- Archeology Museum	Teacher/Military/Senior	\$20.00
1804	MCAD-Archeology Museum	Membership fees- Archeology Museum	Student	\$15.00
1805	MCAD-Archeology Museum	Membership fees- Archeology Museum	Individual	\$25.00
1806	MCAD-Archeology Museum	Membership fees- Archeology Museum	Family	\$40.00
1807	MCAD-Archeology Museum	Membership fees- Archeology Museum	Military Family	\$35.00
1808	MCAD-Archeology Museum	Membership fees- Archeology Museum	Folsom	\$100.00
1809	MCAD-Archeology Museum	Membership fees- Archeology Museum	Clovis	\$250.00
1810	MCAD-Archeology Museum	Membership fees- Archeology Museum	Keystone	\$500.00
1811	MCAD-Archeology Museum	Membership fees- Archeology Museum	Chert (Corporate circle)	\$1,000.00
1812	MCAD-Archeology Museum	Facility Rental Fees	Entire Museum.	\$500.00 for up to 4 hrs./\$1,200.00 for up to 8 hrs.
1813	MCAD-Archeology Museum	Facility Rental Fees	Auditorium Gallery	\$150.00 for up to 4 hrs./\$350.00 for up to 8 hrs.
1814	MCAD-Archeology Museum	Facility Rental Fees	Gazebo	\$150.00 for up to 4 hrs./\$300.00 for up to 8 hrs.
1815	MCAD-Archeology Museum	Facility Rental Fees	Lab Room	\$75.00 for up to 4 hrs./ \$150.00 for up to 8 hrs.
1816	MCAD-Archeology Museum	Facility Object Rental Fees	Security Officer (each)	\$30.00/hour
1817	MCAD-Archeology Museum	Facility Object Rental Fees	Audio Visual Operator (each)	\$30.00/hour
1818	MCAD-Archeology Museum	Facility Object Rental Fees	Event staff (each)	\$30.00/hour
1819	MCAD-Archeology Museum	Instructional Fees	Camp Fees for all camps (per child up to age to 14)	Up to \$55.00 for members/up to \$70.00 for non-members/up to \$70.00 for non-residents/ up to \$63.00 for employees
1820	MCAD-Archeology Museum	Instructional Fees	Parent/child workshop (1 parent and up to 2 children)	Up to \$25.00 for members/Up to \$35.00 non-members/Up to \$35.00 non-residents/Up to \$31.00 employees
1821	MCAD-Archeology Museum	Instructional Fees	Child workshop (ages 6-17)	Up to \$20.00 for members/Up to \$35.00 non-members/Up to \$35.00 non-residents/Up to \$31.00 employees
1822	MCAD-Archeology Museum	Instructional Fees	Adult workshops (ages 18 and older)	Up to \$50.00 for members plus materials cost/Up to \$75.00 for non-members plus materials cost/Up to \$75.00 for non-members plus materials cos/Up to \$67.00 for employees plus materials cost
1823	MCAD-Archeology Museum	Instructional Fees	Conference Fees	\$35.00 + material fee per person-pre registration/\$45.00 + material fee per person at the door/\$28.00 + material fee for students w/ID/ \$55.00 + material fee per person-pre registration for non residents/\$40.00 + material fee for employees
1824	MCAD-Archeology Museum	Event Fees	Museum special events fees (per person)	Members up to \$60.00 per person/ Non members up to \$95.00/ Non residents up to \$95.00
1825	MCAD-Archeology Museum	Instructional Fees	Creative workshops	Up to \$25.00 for up to 4 hours for members, up to \$40.00 for up to 4 hours for non-members, up to \$40.00 for up to 4 hours for non-residents, \$36.00 for up to 4 hours for employees
1826	MCAD-Archeology Museum	Tour Fees	Archeological tours - in El Paso County	\$50.00 for up to 8 hours and \$25.00 for up to 4 hours for members; \$80.00 for up to 8 hours and \$40.00 for up to 4 hours for non-members
1827	MCAD-Archeology Museum	Tour Fees	Archeological tours - outside of El Paso	Cost + 15% administration costs
1828	MCAD-Archeology Museum; MCAD-History Museum	Event Fees	Vendor fees for onsite commercial vendors	Up to \$60.00 members/Up to \$100.00 non-members/Up to \$100.00 non-residents
1829	MCAD-Archeology Museum; MCAD-History Museum	Instructional Fees	One Day Camp Fee (per child up to age of 14)	Up to \$15.00 members/Up to \$20.00 non-members/Up to \$20.00 non-residents/Up to \$18.00 employees
1830	MCAD-Archeology Museum; MCAD-History Museum	Object loan fee	Permanent Collection Lending	Up to \$100.00 per object

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1831	MCAD-Archeology Museum; MCAD-History Museum; MCAD Art Museum	Event Fees	Admission Fees to special art, culture and heritage events, competitions and/or programs	\$1.00 to \$100.00 per person; up to \$1.05 per person for non residents
1832	MCAD-Cultural Affairs Division	Miscellaneous non-operating revenues	Vendor booth fees for cultural and heritage tourism events	Up to \$900.00 per booth for food, arts & crafts vendors/ Up \$1,000 per booth for food, arts & crafts non resident vendors
1833	Museum and Cultural Affairs Department - Public Art	Miscellaneous non-operating revenues	Application Fee for request to customize illumination of Artwork called 1-10 corridor aesthetic improvement project	\$50 / \$45 non-profit
1834	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- Non-profit institution (US) with 6 months notice	First object - \$150.00 per object/per venue; each additional object - \$50.00/venue; with less than six months notice
1835	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- Non-profit institution (US) without 6 months notice	First Object - \$250 per object/per venue; each additional object - \$200/venue
1836	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- Non-profit institution (Foreign) with 9 months notice	First object - \$300.00 per object/per venue; each additional object - \$200.00/venue
1837	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- Non-profit institution (Foreign) without 9 months notice	First object - \$400.00 per object/per venue; each additional object - \$300.00/venue
1838	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- For-profit institution (US) with a minimum of 6 months notice	First object - \$500.00 per object/per venue; each additional object - \$400.00/venue
1839	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- For-profit institution (US) with less than 6 months notice	First object - \$750.00 per object/per venue; each additional object - \$650.00/venue
1840	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- For-profit institution (foreign) with 9 months notice	First object - \$1,500.00 per object/per venue; each additional object - \$1,400.00/venue
1841	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- For-profit institution (foreign) without 9 months notice	First object - \$2,500.00 per object/per venue; each additional object - \$2,400.00/venue
1842	MCAD-Museums Division	Miscellaneous non-operating revenues	Fees for exhibitions organized by the El Paso Museum of Art, El Paso Museum of Archaeology or El Paso Museum of History	Package off/ from 5 to 200 objects including framing, educational material, and graphics - \$5,000 to \$40,000
1843	MCAD-Museums Division	Miscellaneous non-operating revenues	Fees for extended loans (over one year)	\$100.00 per object/per year up to \$5,001.00
1844	EPMH/EPMARCH	Event Fees	Admission Fees to special art, culture and heritage events, competitions and/or programs and exhibits	Up to \$50.00 for up to 8 hours for nonprofit organizations; up to \$100.00 for up to 8 hours for for-profit organizations
1845	Aviation	FTZ Transaction Fees	Transaction Fee	\$15.00
1846	Aviation	FTZ Transaction Fees	High Volume Admissions 0-150	\$15.00
1847	Aviation	FTZ Transaction Fees	High Volume Admissions 151-300	\$12.00
1848	Aviation	FTZ Transaction Fees	High Volume Admissions > 301	\$10.00
1849	Aviation	FTZ Transaction Fees	Blanket Admission	\$100.00
1850	Aviation	FTZ Transaction Fees	Training Seminar	\$150.00
1851	Aviation	FTZ Transaction Fees	Weekly Transportation and Exportation	\$30.00
1852	Aviation	FTZ Transaction Fees	Weekly Entry	\$30.00
1853	Aviation	FTZ Transaction Fees	Direct Delivery Admission, Daily cumulative 214	\$75.00
1854	Aviation	FTZ Transaction Fees	Direct Delivery Admission, Subsequent 214	\$15.00
1855	Aviation	FTZ Transaction Fees	Cartage Document Fee	\$15.00
1856	Aviation	FTZ Transaction Fees	Application Fee, Subzone	\$10,000.00
1857	Aviation	FTZ Transaction Fees	Application Fee, New General Purpose Site (Minor Boundary Modification)	\$3,000.00
1858	Aviation	FTZ Transaction Fees	Application Fee, Expansion Site (Magnet)	\$5,000.00
1859	Aviation	FTZ Transaction Permit	Activation Fee, General Purpose Site	\$2,000.00
1860	Aviation	FTZ Transaction Permit	Activation, Sub-Zone Fee	\$5,000.00
1861	Aviation	FTZ Transaction Permit	Alteration Request	\$300.00
1862	Aviation	FTZ Transaction Permit	Annual Subzone Fee, per Site in GP Zone	\$20,000.00
1863	Aviation	FTZ Transaction Permit	Annual Subzone Fee, per Site outside GP Zone	\$20,000.00
1864	Aviation	FTZ Transaction Permit	Annual Fee, Manufacturing Operator	\$15,000.00
1865	Aviation	FTZ Transaction Permit	Annual Fee, Distribution Site Operator	\$20,000.00
1866	Aviation	FTZ Transaction Permit	Annual Fee, FTZ User/Operator (Reduced by total yearly Transaction Fees) (Minimum is \$0)	\$2,000.00
1867	Aviation	FTZ Event Fees	Admission fee for special events, per person)	up to \$200.00
1868	Aviation	Vendor Booth Fees	Vendor fees for onsite commercial vendors	up to \$500.00
1869	Aviation	Event Sponsor Fees	Custom sponsorship packages may include, but are not limited to: booth space, table and chair usage, ability to hand out marketing materials or goodies, tickets to the event, website and/or map advertising, in-kind, acknowledgment as sponsor on: event banner, press releases, event programs, map inserts, in email and social media, TV, radio, internet, billboards, flyers, and/or posters.	\$250.00 to 15,000.00
1870	Aviation	FTZ Transaction Fees	FTZ Consulting Fee - Hourly	\$100.00
1871	Aviation	FTZ Transaction Fees	Business Analysis Fee - Hourly	\$100.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1872	Aviation	Customer Facility Charge	Fee imposed by the City of El Paso and collected by On-Airport Car Rental Concessionaires on a per transaction day basis.	\$3.50 per transaction day
1873	Aviation	Aircraft Parking (Dead Storage)	Under 80,000 lbs.	\$30.00/day
1874	Aviation	Aircraft Parking (Dead Storage)	Over 80,000 lbs.	\$100.00/day
1875	Aviation	Aircraft Parking (RON)	Remain Overnight (RON) Aircraft Parking	\$20.00/day
1876	Aviation	Ground Service Equipment Parking	Rental of Parking Area for Airline Ground Service Equipment	\$2.70 per Square Foot per Year
1877	Aviation	Fuel Flowage Fees	Fuel Flowage Fees	\$0.08 per gallon
1878	Aviation	Annual Shuttle Service Permit	Application	\$150.00 per vehicle
1879	Aviation	Off-Airport Rental Car Permit	Off-Airport Rental Car Permit	10% gross receipts
1880	Aviation	Annual Taxicab Permit	Annual Taxicab Permit	\$250.00 per vehicle or \$20.83/mo.
1881	Aviation	Cost Recovery Rates	SIDA Badge Issue	\$110.00
1882	Aviation	Cost Recovery Rates	AOA Badge Issue	\$45.00
1883	Aviation	Cost Recovery Rates	AOA Badge Renewal	\$35.00
1884	Aviation	Cost Recovery Rates	SIDA/ Sterile area badge renewal	\$70.00
1885	Aviation	Cost Recovery Rates	Reimbursement for Lost Not Returned Badges	\$110.00
1886	Aviation	Cost Recovery Rates	Daily Terminal Rental Rate (Non-Signatory) - Terminal Rate (Non-Signatory) divided by 360 days X Number of Rented Square Feet = Daily Terminal Rental Rate	Will be based on Rates & Charges
1887	Aviation	Cost Recovery Rates	Gate Use Fee Charge per Turn Around	\$125.00
1888	Aviation	Cost Recovery Rates	International Arrivals Area Charge per Deplaned International Passenger	Will be based on Rates & Charges
1889	Aviation	Cost Recovery Rates	Administrative Charge for Work Completed by the El Paso International Airport.	Work completed by El Paso International Airport on behalf of airport tenants will be assessed an administrative charge of \$40.00 when the costs for such work exceeds \$100.00.
1890	Aviation	Public Parking Short Term (ST)	ST 0 – 10 min.	Free
1891	Aviation	Public Parking Short Term (ST)	ST 11 min – 1 hr.	\$1.00
1892	Aviation	Public Parking Short Term (ST)	ST Each Additional Hour	\$1.00
1893	Aviation	Public Parking Short Term (ST)	ST Max each 24 hrs.	\$15.00
1894	Aviation	Public Parking Long Term (LT)	LT 0 – 10 min	Free
1895	Aviation	Public Parking Long Term (LT)	LT 11 min. - 1 hr.	\$1.00
1896	Aviation	Public Parking Long Term (LT)	LT Each Additional Hour	\$1.00
1897	Aviation	Public Parking Long Term (LT)	LT Max. each 24 hrs.	\$7.00
1898	Aviation	Oversized Vehicle Parking Fee	Fee for parking of oversized vehicles such as motor homes, buses, utility vehicles, etc.	Double the otherwise applicable Public Parking Short Term & Long Term Parking Fee
1899	Aviation	Premium Parking Fee	Reserved Parking Space	\$20.00 per day
1900	Aviation	Transportation-for-hire TNC Vehicle Fee	Transportation-for-hire Trip Fee / Per TNC Trip Originating or Ending at the Airport	\$2.00 per trip
1901	Aviation	Cost Recovery Rates	Daily Cargo Building Rental Rate - Cargo Building Rate divided by 360 days X Number of Rented Square Feet = Daily Cargo Building Rental Rate	\$0.0221 per square foot per day
1902	Aviation	Cost Recovery Rates	Daily Cargo fee	Up to 4 hours - \$91.71 4 Hours to 24 Hours - \$183.43
1903	Public Health	FOOD		
1904	Public Health	Temporary Establishment	Exposed or Unexposed Food	\$79.00 plus applicable tech fee
1905	Public Health	Recurrent Establishment	Exposed or Unexposed Food	\$265.00 plus applicable tech fee
1906	Public Health	Seasonal Establishment	Exposed or Unexposed Food	\$158.00
1907	Public Health	Home Child Care Facility	12 or less	\$79.00
1908	Public Health	Day Care Center	More Than 12 Recipients	\$170.00
1909	Public Health	Charitable/Non-Profit Organization	Exempt from permit and license fees.	EXEMPT
1910	Public Health	Mobile Food Establishment	Exposed Food or Unexposed Food	\$163.00
1911	Public Health	Kiosk Service	Kiosk Service for new permits	
1912	Public Health	Food Service Establishment Food Product Establishment	Under 3,000 Square Feet	\$174.00
1913	Public Health	Food Service Establishment Food Product Establishment - Late Fee on permits passed 30 days from expiration date	20% of renewal fee with a license expiration date of one year from original expiration date	\$174.00 plus 20% late fee
1914	Public Health	Food Service Establishment Food Product Establishment	3,001 To 6,000 Square Feet	\$344.00 plus applicable tech fee
1915	Public Health	Food Service Establishment Food Product Establishment - Late Fee on permits passed 30 days from expiration date	20% of renewal fee with a license expiration date of one year from original expiration date	\$344.00 plus 20% late fee
1916	Public Health	Food Service Establishment Food Product Establishment	6,001 To 9,000 Square Feet	\$515.00 plus applicable tech fee
1917	Public Health	Food Service Establishment Food Product Establishment - Late Fee on permits passed 30 days from expiration date	20% of renewal fee with a license expiration date of one year from original expiration date	\$515.00 plus 20% late fee
1918	Public Health	Food Service Establishment Food Product Establishment	9,001 Or More Square Feet	\$685.00 plus applicable tech fee
1919	Public Health	Food Service Establishment Food Product Establishment - Late Fee on permits passed 30 days from expiration date	20% of renewal fee with a license expiration date of one year from original expiration date	\$685.00 plus 20% late fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1920	Public Health	Outdoor Market	Outdoor produce sales	\$163.00 plus applicable tech fee
1921	Public Health	Adult Foster Care Home/Private Care Home	4 Or Less Care Recipients	\$79.00
1922	Public Health	Personal Care Home	5-8 Care Recipients	\$105.00
1923	Public Health	Personal Care Home	9-18 Care Recipients	\$158.00
1924	Public Health	Booklets	Chapter 9.12	\$5.00
1925	Public Health	Booklets	Texas Food Establishment Rules	\$10.00
1926	Public Health	Plan Review	Under 3,000 Square Feet	\$105.00 plus applicable tech fee
1927	Public Health	Plan Review	3,001 To 6,000 Square Feet	\$158.00 plus applicable tech fee
1928	Public Health	Plan Review	6,001 To 9,000 Square Feet	\$210.00 plus applicable tech fee
1929	Public Health	Plan Review	More Than 9,000 Square Feet	\$263.00 plus applicable tech fee
1930	Public Health	Plan Review Remodels	Plan Review Remodels	\$105.00
1931	Public Health	Plan Review Fee Plus Expedited Fee	Regular plan review is within 15 business days, expedited within 3 to 7 business days	\$105.00 plus \$158.00
1932	Public Health	Administrative Change Fee	Change in equipment, business name, change of menu, clerical work, processing depts. Etc.	\$105.00
1933	Public Health	Site Assessment	Under 200 Sq. Ft-No Potentially Hazardous Food, Mobile, Recurrent, Outdoor Market, Home Day Care, Adult, Foster Or Personal Care. Meat establishment/warehouse/food processing plant under direct supervision of an authorized Federal or State inspection agency.	\$47.00 plus applicable tech fee
1934	Public Health	Site Assessment	Under 3,000 Square Feet	\$105.00 plus applicable tech fee
1935	Public Health	Site Assessment	3,001 To 6,000 Square Feet	\$158.00 plus applicable tech fee
1936	Public Health	Site Assessment	6,001 To 9,000 Square Feet,	\$210.00 plus applicable tech fee
1937	Public Health	Site Assessment	More Than 9,000 Square Feet	\$263.00 plus applicable tech fee
1938	Public Health	Re-Inspection Fee	Re-Inspection	\$85.00 plus applicable tech fee
1939	Public Health	Food Establishment Permit	Duplicate	\$15.00
1940	Public Health	Food Handler/Manager	Duplicate	\$15.00
1941	Public Health	Signs	Ground Meat	\$1.00
1942	Public Health	Signs	Hand wash	\$1.00
1943	Public Health	Signs	Oyster	\$1.00
1944	Public Health	Signs	Buffet	\$1.00
1945	Public Health	Signs	Smoking	\$1.00
1946	Public Health	Signs	Food Safety (Restrooms)	\$1.00
1947	Public Health	Application Annual Processing Fee		\$53.00
1948	Public Health	Condemnation Fee	Under 500 Lbs.	N/C
1949	Public Health	Condemnation Fee	501 Lbs. To 1,000 Lbs.	\$53.00
1950	Public Health	Condemnation Fee	1,001 To 3,000 Lbs.	\$105.00
1951	Public Health	Condemnation Fee	3,001 To 5,000 Lbs.	\$210.00
1952	Public Health	Condemnation Fee	5,001 To 10,000 Lbs.	\$315.00
1953	Public Health	Condemnation Fee	10,001 To 25,000 Lbs.	\$420.00
1954	Public Health	Condemnation Fee	25,001 To 40,000 Lbs.	\$525.00
1955	Public Health	Condemnation Fee	Over 40,000 Lbs.	\$630.00
1956	Public Health	HACCP Plan Review	Established facility to write plan, dept. to review plan for accuracy	\$105.00
1957	Public Health	Temporary Expedited Services (Application Submitted Less Than 72 hours Prior to Start of Event) - does not include required temporary permit fee	Expedited processing	\$158.00
1958	Public Health	Food Handler/Food Manager Badge ID	Badge ID Duplicate/Replacement	\$5.00
1959	Public Health	Food Handler Internet Course	Internet course with badge ID/certificate	\$10.00
1960	Public Health	Food Handler Certificate Course	Certificate/Badge	\$32.00
1961	Public Health	Food Protection Management Certification Course	Certificate/Badge covers cost for nationally recognized exam	\$85.00
1962	Public Health	Food Handler/Food Manager Certificate	Certificate Duplicate/Replacement	\$1.00
1963	Public Health	Public Information	Food Management Class Pamphlets	VARIES
1964	Public Health	Verification of Texas/ANSI Food Handler/Food Manager Certification	Certificate/Badge	\$16.00
1965	Public Health	Requested Routine Inspection for Central Preparation Facility	For Central Preparation Facility	\$100.00
1966	Public Health	Application Fee	Health and Sanitary Application Processing Fee (Sack Lunch Daycares w/o Food Permits)	\$52.00
1967	Public Health	Inspection Fee	Health and Sanitary Site Visit (Sack Lunch Daycares w/o Food Permits)	\$47.00
1968	Public Health	Reinstatement of Suspended Permit Fee	(50% of the license amount based on type of establishment)	VARIES
1969	Public Health	After Hours Fire Inspection Fee, Fee or Food Condemnation/retention Fee Over 500# (M-F 5:00pm to 8:00am) All day Saturday, Sunday & City Holiday's	Per Hour Inspector (With a Minimum one (1) Hour Charge or Any Portion Thereof.	\$86.00
1970	Public Health	Field Consultation Flat Fee	meetings with owner/operator's at the request of the owner/operator	\$86.00
1971	Public Health		Reduced fees for Dental, STD, TB Clinic Self-Pay Patients will be based in accordance with the US Department of Health and Human Services. The Sliding Fee Scale is available at the Department of Public Health for review and discounted fees will be charged after required documentation is received and eligibility determination by department personnel is made.	Medical related fees are set in accordance with Medicaid rates.

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1972	Public Health	DENTAL		
1973	Public Health	Initial Oral Exam	Initial Oral Exam D0150	\$46.00
1974	Public Health	Oral Periodic Oral Exam	Oral Periodic Oral Exam D0120	\$38.00
1975	Public Health	Emergency Oral Exam	Emergency Oral Exam D0140	\$25.00
1976	Public Health	Oral Exam 6 Mos. Old.	Oral Exam 6 Mos. Old. D0145	\$181.00
1977	Public Health	Detailed/extensive oral eval B/R	Detailed/extensive oral eval B/R D0160	\$19.00
1978	Public Health	Limited Re-evaluation estab patient	Limited Re-evaluation estab patient D0170	\$22.00
1979	Public Health	Retreat prev RCT molar	Retreat prev RCT molar D3348	\$342.00
1980	Public Health	Comprehensive perio evaluation	Comprehensive perio evaluation D0180	\$10.00
1981	Public Health	Apexification/recal Initial	Apexification/recal Initial D3351	\$93.00
1982	Public Health	Apexification/recal Interim	Apexification/recal Interim D3352	\$62.00
1983	Public Health	Apexification/final visit	Apexification/final visit D3352	\$62.00
1984	Public Health	Intraoral-Complete Series	Intraoral-Complete Series D0210	\$92.00
1985	Public Health	Int/Oral-Periapical 1st Film	Int/Oral-Periapical 1st Film D0220	\$17.00
1986	Public Health	Int/Oral-Periapical each add	Int/Oral-Periapical each add D0230	\$16.00
1987	Public Health	Intraoral Occlusal Film	Intraoral Occlusal Film D0240	\$13.00
1988	Public Health	Apexification/recal final	Apexification/recal final D3353	\$125.00
1989	Public Health	Extraoral first film	Extraoral first film D0250	\$23.00
1990	Public Health	Bitewings single film	Bitewings single film D0270	\$6.00
1991	Public Health	Bitewings Two Films	Bitewings Two Films D0272	\$30.00
1992	Public Health	Bitewings three films	Bitewings three films D0273	\$38.00
1993	Public Health	Bitewings Four Film	Bitewings Four Films D0274	\$45.00
1994	Public Health	Verticle bitewings 7-8 films	Verticle bitewings 7-8 films D0277	\$40.00
1995	Public Health	Panoramic Film	Panoramic Film D0330	\$83.00
1996	Public Health	Crown buildup, include any pins	Crown buildup, include any pins D2950	\$56.00
1997	Public Health	Interim ther Pin retention/tooth, (+rest)	Interim ther Pin retention/tooth, (+rest) D2951	\$16.00
1998	Public Health	Cast post \$ core in add to crm	Cast post \$ core in add to crm D2952	\$109.00
1999	Public Health	Each addtl cast post -same tooth	Each addtl cast post -same tooth D2953	\$55.00
2000	Public Health	Pulp vitality tests	Pulp vitality tests D0460	\$16.00
2001	Public Health	Dianostic casts	Dianostic casts D0470	\$29.00
2002	Public Health	Prefab post & core in add to crown	Prefab post & core in add to crown D2954	\$94.00
2003	Public Health	Post Removal (not with endo)	Post Removal (not with endo) D2955	\$94.00
2004	Public Health	Each + prefab post same tooth	Each + prefab post same tooth D2957	\$47.00
2005	Public Health	Lablal veneer (lamine) Chairsd	Lablal veneer (lamine) Chairsd D2960	\$139.00
2006	Public Health	Lablal veneer (porceln lam - lab	Lablal veneer (porceln lam - lab D2961	\$225.00
2007	Public Health	Lablal veneer porce lam lab	Lablal veneer porce lam lab D2962	\$264.00
2008	Public Health	Addtl prc-new crm under exs dent	Addtl prc-new crm under exs dent D2971	\$139.00
2009	Public Health	crown repair by report	crown repair by report D2980	\$62.00
2010	Public Health	Pulpal Therapy anterior primary	Pulpal Therapy anterior primary D3230	\$48.00
2011	Public Health	Adult/Prophy	Adult/Prophy D1110	\$71.00
2012	Public Health	Child/Prophy	Child/Prophy D1120	\$48.00
2013	Public Health	Pulpal Therapy posterior primary	Pulpal Therapy posterior primary D3240	\$55.00
2014	Public Health	Retreat prev RCT anterior	Retreat prev RCT anterior D4336	\$194.00
2015	Public Health	Child/Fluoride	Child/Fluoride D1206	\$19.00
2016	Public Health	Retreat prev RCT bicuspid	Retreat prev RCT bicuspid D3347	\$256.00
2017	Public Health	Adult/Fluoride	Adult/Fluoride D1208	\$19.00
2018	Public Health	Non Dentin Restorative Sealant	Non Dentin Restorative Sealant D1352	\$48.00
2019	Public Health	Space maint remove unilateral	Space maint remove unilateral D1520	\$96.00
2020	Public Health	Oral Hygiene Instruction	Oral Hygiene Instruction D1330	\$16.00
2021	Public Health	Sealant per Tooth	Sealant per Tooth D1351	\$36.00
2022	Public Health	Space Maint/Fixed Unilat	Space Maint/Fixed Unilat D1510	\$204.00
2023	Public Health	Space Maintainer -fixed bil, maxillary	Space Maintainer -fixed bil, maxillary D1516	\$303.00
2024	Public Health	Space Maintainer -fixed bil, mandibular	Space Maintainer -fixed bil, mandibular D1517	\$303.00
2025	Public Health	Recementation of Space Maintainer	Recementation of Space Maintainer D1550	\$23.00
2026	Public Health	Re-cement/re-bond bil. space maintainer - ma	Re-cement/re-bond bil. space maintainer - maxillary D1551	\$23.00
2027	Public Health	Re-cement or re-bond bilateral space maintai	Re-cement or re-bond bilateral space maintainer - mandibular D1552	\$23.00
2028	Public Health	Re-cement or re-bond unilateral space maintai	Re-cement or re-bond unilateral space maintainer - per quadrant D1553	\$18.00
2029	Public Health	Removal of fixed unilateral space maintainer -	Removal of fixed unilateral space maintainer - per quadrant D1557	\$64.00
2030	Public Health	Crown - porcelain fused to high noble metal	Crown - porcelain fused to high noble metal D2750	\$656.00
2031	Public Health	Removal of fixed bilateral space maintainer - m	Removal of fixed bilateral space maintainer - mandibular D1558	\$64.00
2032	Public Health	Periodontal scaling and root planing - one to three teeth per quadrant	Periodontal scaling and root planing - one to three teeth per quadrant D4342	\$9.00
2033	Public Health	AMAL. PRIM (1S)	AMAL. PRIM (1S) D2140	\$82.00
2034	Public Health	AMAL. PERM (1S)	AMAL. PERM (1S) D2140	\$82.00
2035	Public Health	AMAL. PRIM (2S)	AMAL. PRIM (2S) D2150	\$109.00
2036	Public Health	AMAL. PERM (2S)	AMAL. PERM (2S) D2150	\$109.00
2037	Public Health	AMAL. PRIM (3S)	AMAL. PRIM (3S) D2160	\$138.00
2038	Public Health	AMAL. PERM (3S)	AMAL. PERM (3S) D2160	\$138.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
2039	Public Health	AMAL. PRIM (4), Primary or Permanent	AMAL. PRIM (4) D2161	\$159.00
2040	Public Health	RESIN, ANTE (1S)	RESIN, ANTE (1S) D2330	\$99.00
2041	Public Health	RESIN, ANTE (2S)	RESIN, ANTE (2S) D2331	\$130.00
2042	Public Health	RESIN, ANTE (3S)	RESIN, ANTE (3S) D2332	\$170.00
2043	Public Health	RESIN, ANTE (4+S)	RESIN, ANTE (4+S) D2335	\$212.00
2044	Public Health	RESIN One Surface Post/Primary	RESIN One Surface Post/Primary D2391	\$104.00
2045	Public Health	Resin One Surface Perm	Resin One Surface Perm D2391	\$104.00
2046	Public Health	Resin Two Surface/Primary	Resin Two Surface/Primary D2392	\$136.00
2047	Public Health	Resin Two Surface Perm	Resin Two Surface Perm D2392	\$136.00
2048	Public Health	Resin Three Post Prim	Resin Three Post Prim D2393	\$153.00
2049	Public Health	Resin Three Perm	Resin Three Perm D2393	\$153.00
2050	Public Health	Re-cement Crown	Re-cement Crown D2920	\$25.00
2051	Public Health	Prefab esth ctd stnl stl cm-prn	Prefab esth ctd stnl stl cm-prn D2934	\$194.00
2052	Public Health	SSC/Primary	SSC/Primary D2930	\$194.00
2053	Public Health	Prefabricated resin crown	Prefabricated resin crown D2932	\$86.00
2054	Public Health	Prefab stl crown w/resin window	Prefab stl crown w/resin window D2933	\$194.00
2055	Public Health	SSC/Permanent	SSC/Permanent D2931	\$201.00
2056	Public Health	Sedative Fill Temp	Sedative Fill Temp D2940	\$45.00
2057	Public Health	Post & core in addt to crown, indirectly fabricated	Post & core in addt to crown, indirectly fabricated D2952	\$109.00
2058	Public Health	Pulp Cap - Direct	Pulp Cap - Direct D3110	\$21.00
2059	Public Health	Pulp Cap - Indirect	Pulp Cap - Indirect D3120	\$38.00
2060	Public Health	Therapeutic Pulp	Therapeutic Pulp D3220	\$109.00
2061	Public Health	Pulpal Therapy (Restorable Filling)	Pulpal Therapy (Restorable Filling) D3240	\$55.00
2062	Public Health	1 RT Canal	2 RT Canal D3310	\$442.00
2063	Public Health	2 PT Canal	3 PT Canal D3320	\$512.00
2064	Public Health	Three or More Canals, Molar	Three or More Canals, Molar D3330	\$775.00
2065	Public Health	Gingivectomy per Quadrant	Gingivectomy per Quadrant D4210	\$201.00
2066	Public Health	Gingivectomy per Tooth	Gingivectomy per Tooth D4211	\$62.00
2067	Public Health	Provisional Splinting - Introcoronal	Provisional Splinting - Introcoronal D4320	\$78.00
2068	Public Health	Provisional Splinting	Provisional Splinting D4321	\$125.00
2069	Public Health	Extraction Single Tooth	Extraction Single Tooth D7140	\$83.00
2070	Public Health	Surg. Extraction	Surg. Extraction D7210	\$127.00
2071	Public Health	Suture of Small Wound	Suture of Small Wound D7910	\$94.00
2072	Public Health	Excision of Pericoronal Gingiva	Excision of Pericoronal Gingiva D7971	\$55.00
2073	Public Health	Local Anesthesia Not in Conjunction with surgery	Local Anesthesia Not in Conj. D9210	\$16.00
2074	Public Health	Analgesia, Anxiolysis, Inhalation	Analgesia, Anxiolysis, Inhalation D9230	\$35.00
2075	Public Health	Occlusal Adjustment - Limited	Occlusal Adjustment - Limited D9551	\$47.00
2076	Public Health	Palliative Threat (Emg)	Palliative Threat (Emg) D9110	\$23.00
2077	Public Health	Reattach tooth fragment, edge D2921	Reattach tooth fragment, edge D2921	\$113.00
2078	Public Health	Extraction, coronal remnants Primary tooth D7111	Extraction, coronal remnants Primary tooth D7111	\$14.00
2079	Public Health	Crown full cast base metal	Crown full cast base metal D2791	\$328.00
2080	Public Health	Protective restoration	Protective restoration D2940	\$45.00
2081	Public Health	Crown full metal cast noble metal	Crown full metal cast noble metal D2792	\$328.00
2082	Public Health	Recement inlay/onlay/partial	Recement inlay/onlay/partial D2910	\$23.00
2083	Public Health	Recement cast or prefab pst/cor	Recement cast or prefab pst/cor D2915	\$23.00
2084	Public Health	Crown full cast high noble metal	Crown full cas high noble metal D2790	\$655.00
2085	Public Health	Resin 4 surfaces primary	Resin 4 surfaces primary D2394	\$172.00
2086	Public Health	Resin 4 surfaces permanent	Resin 4 surfaces permanent D2394-1	\$172.00
2087	Public Health	Resin composite crown anterior	Resin composite crown anterior D2390	\$186.00
2088	Public Health	Inlay-resin based composite 1s	Inlay-resin based composite 1s D2650	\$328.00
2089	Public Health	Inlay-resin based composite 2s	Inlay-resin based composite 2s D2651	\$328.00
2090	Public Health	Inlay-resin based composite 3s	Inlay-resin based composite 3 + s D2652	\$328.00
2091	Public Health	Onlay resin base composite 2s	Onlay resin base composite 2s D2662	\$328.00
2092	Public Health	Onlay resin base composite 3s	Onlay resin base composite 3s D2663	\$328.00
2093	Public Health	Onlay resin base composite 3 + s	Onlay resin base composite 3 + s D2664	\$328.00
2094	Public Health	Crown Resin composite indirect	Crown Resin composite indirect D2710	\$328.00
2095	Public Health	Crown resin with high noble metal	Crown resin with high noble metal D2720	\$328.00
2096	Public Health	Crown resin with most base metal	Crown resin with most base metal D2721	\$328.00
2097	Public Health	Crown resin with noble metal	Crown resin with noble metal D2722	\$328.00
2098	Public Health	Crown porcelain ceramic substr	Crown porcelain ceramic substr D2740	\$328.00
2099	Public Health	Crown porcelain fuse high noble mtl	Crown porcelain fuse high noble mtl D2750	\$655.00
2100	Public Health	Crown porcelain fuse to base metal	Crown porcelain fuse to base metal D2751	\$655.00
2101	Public Health	Crown porcelain fuse to noble metal	Crown porcelain fuse to noble metal D2752	\$655.00
2102	Public Health	Crown 3/4 cast high noble metal	Crown 3/4 cast high noble metal D2780	\$328.00
2103	Public Health	Crown 3/4 cast most base metal	Crown 3/4 cast most base metal D2781	\$328.00
2104	Public Health	Crown 3/4 porcelain/ceramic	Crown 3/4 cast noble metal D2782	\$328.00
2105	Public Health	Gingivectomy for access restorative procedure, per tooth D4212	Gingivectomy for access restorative procedure, per tooth \$59.34 o cost on mk	\$59.00

FY 2023 Schedule C
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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
2106	Public Health	D4341- Periodontal Scaling/Root Planning - four or more teeth per quadrant	D4341- Periodontal Scaling/Root Planning -four or more teeth per quadrant	\$70.00
2107	Public Health	D4342 - Periodontal Scaling/Root Planning - one to three teeth per quadrant	D4342 - Periodontal Scaling/Root Planning - one to three teeth per quadrant	\$9.00
2108	Public Health	D4355 - Full Mouth Debridement	D4355 - Full Mouth Debridement	\$90.00
2109	Public Health	D4910 -Periodontal Maintenance	D4910 -Periodontal Maintenance	\$47.00
2110	Public Health	D7220 - Removal of Impacted tooth/soft tissue	D7220 - Removal of Impacted tooth/soft tissue	\$150.00
2111	Public Health	D7230- Removal of Impacted tooth/partially bony	D7230- Removal of Impacted tooth/partially bony	\$172.00
2112	Public Health	D7270 -Reimplantation/Stabilization of accidentally avulsed or displaced tooth	D7270 -Reimplantation/Stabilization of accidentally avulsed or displaced tooth	\$105.00
2113	Public Health	D7971- Excision of Pericoronal gingiva	D7971- Excision of Pericoronal gingiva	\$55.00
2114	Public Health	D7980- Surgical Sialolithotomy	D7980- Surgical Sialolithotomy	\$242.00
2115	Public Health	D8698 - Recement or Rebond fixed retainer- Maxillary	D8698 - Recement or Rebond fixed retainer- Maxillary	\$47.00
2116	Public Health	D8699 -Recement or Rebond fixed retainer- Mandibular	D8699 -Recement or Rebond fixed retainer-Mandibular	\$47.00
2117	Public Health	D8703 -Replacement of lost Maxillary retainer	D8703 -Replacement of lost Maxillary retainer	\$157.00
2118	Public Health	D8704 - Replacement of lost Mandibular retainer	D8704 - Replacement of lost Mandibular retainer	\$157.00
2119	Public Health	D9910 -Application of desensitizing medicament	D9910 -Application of desensitizing medicament	\$16.00
2120	Public Health	D9920 - Behavior management, by report	D9920 - Behavior management, by report	\$63.00
2121	Public Health	D9941-Fabrication of athletic mouthguard	D9941-Fabrication of athletic mouthguard	\$167.00
2122	Public Health	D9943 - Occlusal guard adjustment	D9943 - Occlusal guard adjustment	\$70.00
2123	Public Health	D9944 - Occlusal guard -hard appliance, full arch	D9944 - Occlusal guard -hard appliance, full arch	\$113.00
2124	Public Health	D9945 -Occlusal guard -soft appliance, full arch	D9945 -Occlusal guard -soft appliance, full arch	\$113.00
2125	Public Health	D9996 - Teledentistry	D9996 - Teledentistry	\$95.99
2126	Public Health	D9999 - Unspecified adjunctive procedure, by report	D9999 - Unspecified adjunctive procedure, by report	\$25.00
2127	Public Health	Crown 3/4 cast noble metal	Crown 3/4 cast noble metal D2783	\$328.00
2128	Public Health	IMMUNIZATIONS ADMINISTRATION FEES		
2129	Public Health	Administration Fee for TVFC Vaccines with Counseling	Per Vaccine - 90460 First Vaccine, 90461 Each Additional Vaccine	\$0.00-\$15.00 per vaccine at Health Director's discretion
2130	Public Health	Administration Fee for Children's Vaccines - Private Stock	Per Vaccine - 90460 First Vaccine, 90461 Each Additional Vaccine	\$15.00 Per Vaccine
2131	Public Health	Administration Fee for Adult Vaccines - State Stock	Per Vaccine - 90471 First Vaccine, 90472 Each Additional Vaccine	\$15.00 Per Vaccine
2132	Public Health	Administration Fee for Adult Vaccines - Private Stock	Per Vaccine - 90471 First Vaccine, 90472 Each Additional Vaccine	\$15.00 Per Vaccine
2133	Public Health	LABORATORY - CLINICAL (MAIN LAB)		
2134	Public Health	QuantIFERON TB	TB test cell immune measure (CPT 86480)	\$81.00
2135	Public Health	RPR	Syphilis Test non-trep quant (CPT 86592)	\$6.00
2136	Public Health	RPR Titter	Syphilis Test non-trep qual (CPT 86593)	\$6.00
2137	Public Health	TPPA	Confirmation Treponema Pallidum (CPT 86780)	\$17.00
2138	Public Health	Smear Gram stain	Smear Gram stain (CPT 87205)	\$6.00
2139	Public Health	Smear wet mount	Smear wet mount (CPT 87210) QW	\$8.00
2140	Public Health	Chlamydia DNA amp probe	Chlamydia DNA amp probe (CPT 87491)	\$45.00
2141	Public Health	N. Gonorrhea Culture	N. Gonorrhea Culture (CPT 87075, 87077)	\$54.00
2142	Public Health	CT/GC RNA,TMA, - throat or rectal 89240	CT/GC RNA,TMA, - throat or rectal 89240	\$120.00
2143	Public Health	N. Gonorrhea DNA amp probe	N. Gonorrhea DNA amp probe (CPT 87591)	\$46.00
2144	Public Health	Mycology	Mycology	\$84.00
2145	Public Health	HIV-1/HIV-2 single assay	HIV-1/HIV-2 single assay (CPT 86703)	\$18.00
2146	Public Health	HIV-1 Serum Confirmation test	HIV-1 Geenius confirmation (CPT 86701)	\$65.00
2147	Public Health	HIV- 2 Serum Confirmation test	HIV-1 Geenius confirmation (CPT 86702)	\$65.00
2148	Public Health	Hep A AB IgM - 86709	Hep A AB IgM - 86709	\$18.00
2149	Public Health	Hepatic Function Panel - 80076	Hepatic Function Panel - 80076	\$13.00
2150	Public Health	Hep B Core IgM - 86705	Hep B Core IgM - 86705	\$15.00
2151	Public Health	Hep B Surface Antigen - 87340	Hep B Surface Antigen, HBsAg- 87340	\$17.00
2152	Public Health	Hep B Antibody - 86706	Hep B Antibody - 86706	\$17.00
2153	Public Health	Hepatitis C Virus IgM	HCV IgM (CPT 86803)	\$23.00
2154	Public Health	Hepatitis C Virus RNA	HCV RNA (CPT 87520)	\$68.00
2155	Public Health	Urinalysis non auto w/ scope	Urinalysis with Microscopy (CPT 81000)	\$25.00
2156	Public Health	Complete Blood Count (CBC)	CBC (CPT 85027)	\$10.00
2157	Public Health	Differential, manual	Differential after CBC (CPT 85007)	\$6.00
2158	Public Health	Zika Virus IgM	Zika IgM (86790)	\$18.00
2159	Public Health	Zika Real Time PCR	Zika PCR (CPT 87662)	\$65.00
2160	Public Health	Chikungunya Real Time PCR	Chikungunya PCR (87798)	\$45.00
2161	Public Health	Dengue Real Time PCR	Dengue PCR (CPT 87798)	\$45.00
2162	Public Health	Influenza Surveillance without Culture	Flu Testing (CPT 87502)	\$110.00
2163	Public Health	Complete Metabolic Panel	CMP (CPT 80053)	\$17.00
2164	Public Health	Pregnancy Test	hCG (CPT 81025)	\$12.00
2165	Public Health	Shipping and Handling	Ship Specimen to DSHS for additional testing	\$60.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
2166	Public Health	LABORATORY - ENVIRONMENTAL		
2167	Public Health	Rabies Testing	Rabies Testing	\$76.00
2168	Public Health	Potable Water Testing up to 9 samples	Potable Water testing	\$23.00
2169	Public Health	Potable Water testing 10 up to 19 samples	Potable Water testing	\$21.00
2170	Public Health	Potable Water testing 20 or more samples	Potable Water testing	\$19.00
2171	Public Health	Water, HPC (pour plate)	Potable and recreational water testing	\$44.00
2172	Public Health	STD PROGRAM		
2173	Public Health	Medications	Nitrofurantoin for UTI	\$15.00
2174	Public Health	Medications	Acyclovir for Herpes	\$35.00
2175	Public Health	Medications	Metronidazole	\$10.00
2176	Public Health	EDUCATION		
2177	Public Health	CPR Classes	CPR Classes	\$40.00
2178	Public Health	Blood borne Pathogen Class	Blood borne Pathogen Class	\$30.00
2179	Public Health	Health Services	Health Services Provided through interlocal with the County of El Paso	\$544,733.00
2180	Public Health	CLINICAL SERVICES		
2181	Public Health	OFFICE VISITS		
2182	Public Health	New Patient - Office Visit - 20 minutes face-to-face time	Expanded problem focused history, exam, straightforward decision making (99202)	\$92.00
2183	Public Health	New Patient - Office Visit - 30 minutes face-to-face time	Detailed history & exam, low complexity decision making (99203)	\$142.00
2184	Public Health	New Patient - Office Visit - 45 minutes face-to-face time	Comprehensive history & exam, moderate complexity decision making (99204)	\$212.00
2185	Public Health	New Patient - Office Visit - 60 minutes face-to-face time	Comprehensive history & exam. High Complexity decision making (99205)	\$280.00
2186	Public Health	Established Patient - Office Visit 5 minutes face-to-face time	Minor Problem focus. Straightforward decision making (99211)	\$29.00
2187	Public Health	Established Patient - Office Visit 10 minutes face-to-face time	Problem focused history, exam, straightforward decision making (99212)	\$72.00
2188	Public Health	Established Patient - Office Visit 15 minutes face-to-face time	Expanded problem focused history, exam, low complexity decision making (99213)	\$115.00
2189	Public Health	Established Patient - Office Visit 25 minutes face-to-face time	Detailed history, exam, moderate complexity decision making (99214)	\$163.00
2190	Public Health	Established Patient - Office Visit 40 minutes face-to-face time	Comprehensive history, exam, high complexity decision making (99215)	\$229.00
2191	Public Health	OFFICE CONSULTATIONS		
2192	Public Health	Consultation New or Established patient	Problem focused history, exam, straightforward decision making (99241)	\$58.00
2193	Public Health	Consultation New or Established Patient	Expanded Problem focused history, exam, straightforward decision making (99242)	\$91.00
2194	Public Health	Consultation New or Established Patient	Detailed history, exam, low complexity decision making (99243)	\$118.00
2195	Public Health	Consultation New or Established Patient	Comprehensive history, exam, moderate complexity decision making (99244)	\$165.00
2196	Public Health	PREVENTIVE MEDICINE		
2197	Public Health	Initial Comprehensive Exam 12 through 17 yrs	New Patient Initial Preventive Medicine Evaluation (99384)	\$388.00
2198	Public Health	Initial Comprehensive Exam 18 through 39 yrs	New Patient Initial Preventive Medicine Evaluation (99385)	\$162.00
2199	Public Health	Initial Comprehensive Exam 40 through 64 yrs	New Patient Initial Preventive Medicine Evaluation (99386)	\$188.00
2200	Public Health	Initial Comprehensive Exam 65 yrs and over	Initial Comprehensive Exam 65 yrs and over (99387)	\$188.00
2201	Public Health	Periodic Comprehensive Exam 12 through 17 yrs	Established Patient Preventive Medicine Re-Evaluation (99394)	\$120.00
2202	Public Health	Periodic Comprehensive Exam 18 through 39 yrs	Established Patient Preventive Medicine Re-Evaluation (99395)	\$147.00
2203	Public Health	Periodic Comprehensive Exam 40 through 64 yrs	Established Patient Preventive Medicine Re-Evaluation (99396)	\$156.00
2204	Public Health	Periodic Comprehensive Exam 65yrs and over	Established Patient Preventive Medicine Re-Evaluation (99397)	\$156.00
2205	Public Health	BEHAVIOR COUNSELING		
2206	Public Health	99406 - Smoking & Tobacco Cessation Counseling	greater then 3 min up to 10 min	\$19.00
2207	Public Health	99407 - Smoking & Tobacco Cessation Counseling	greater than 10 min	\$36.00
2208	Public Health	PREVENTIVE MEDICINE, INDIVIDUAL COUNSELING		
2209	Public Health	99401 - 15 min		\$49.00
2210	Public Health	99402 - 30 min		\$82.00
2211	Public Health	99403 - 45 min		\$101.00
2212	Public Health	99404 - 60 min		\$141.00
2213	Public Health	LABORATORY SERVICES STAT		
2214	Public Health	TB Skin Test	TB Skin Test (CPT 86580)	\$11.00
2215	Public Health	Urinalysis Dip Stick	Urinalisys - dip stick, non automated without microscopy (81002)	\$5.00
2216	Public Health	UA with micorscopic RFX culture 81001	UA with micorscopic RFX culture 81001	\$4.00
2217	Public Health	Urine Dip Stick 81003	Urine Dip Stick 81003	\$3.00
2218	Public Health	UA nonautow/scope 81000	UA nonautow/scope 81000	\$5.00
2219	Public Health	UA Preanancy Test 81025	UA Preanancy Test 81025	\$11.00
2220	Public Health	Urine C & S 87088	Urine C & S 87088	\$11.00
2221	Public Health	RPR 86592	Rapid Plasma Reagin 86592	\$6.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
2222	Public Health	TPPA 86780	Treponema Pallidum Particle Agglutination 86780	\$17.00
2223	Public Health	Smear Wet Mount 87210	Smear Wet Mount 87210	\$8.00
2224	Public Health	CLINICAL LABORATORY SERVICES		
2225	Public Health	Basic Metabolic Panel (Calcium total)	Basic Metabolic Panel (80048)	\$11.00
2226	Public Health	Renal Function Panel	Renal Function Panel (80069)	\$11.00
2227	Public Health	80061 Lipid Panel	80061 Lipid Panel (Cardiac Risk Profile)	\$18.00
2228	Public Health	Electrolyte Panel	Electrolyte Panel (80051)	\$9.00
2229	Public Health	Comprehensive Metabolic Panel	Metabolic Panel (80053)	\$14.00
2230	Public Health	Complete Blood Count (CBCD)	Complete Blood Count with Differential (85025)	\$10.00
2231	Public Health	81015 - Urilysis; qualitative or semiquantitative - microscopic only	Clinical Lab - UA Qualitative/Semiquantitative; microscopic only	\$4.00
2232	Public Health	81025 Urinalysis - CLIA Waived	Clinical Lab - UA Pregnancy Test	\$11.00
2233	Public Health	82465QW - Cholesterol Serum	Clinical Lab - Cholesterol , Serum	\$6.00
2234	Public Health	82270 - Blood Occult (Guaiac) CLIA Waived	Clinical Lab - Blood Occult (guaiac)	\$5.00
2235	Public Health	82565 - Creatinine	82565 - Creatinine	\$7.00
2236	Public Health	82950QW - Post Glucose Dose (includes glucose)	Clinical Lab - Post Glucose Dose (includes glucose)	\$6.00
2237	Public Health	83001 - FSH	83001 - FSH Gonadotropin	\$30.00
2238	Public Health	83036QW - Hemoglobin Glycosylated (A1C)	Clinical Lab - Glycosylated (A1C)	\$13.00
2239	Public Health	84146 - Prolactin	84146 - Prolactin	\$31.00
2240	Public Health	84450QW - AST, SGOT	Clinical Lab - AST, SGOT	\$7.00
2241	Public Health	84460QW - ALT, SGPT	Clinical Lab - ALT, SGPT	\$7.00
2242	Public Health	84703 - HCG Qual Serum	84703 - HCG Qual Serum	\$7.00
2243	Public Health	84702 HCG Serum Quantitative	84702 HCG Serum Quantitative	\$20.00
2244	Public Health	84478QW - Triglycerides	Clinical Lab - Triglycerides	\$9.00
2245	Public Health	85018QW - Hemoglobin	Clinical Lab - Hemoglobin	\$3.00
2246	Public Health	85610QW - Prothrombin Time	Clinical Lab - PT	\$6.00
2247	Public Health	86780QW - Treponema Pallidum	Clinical Services - Treponema Pallidum	\$17.00
2248	Public Health	87186 Susceptibility	87166 Susceptibility	\$12.00
2249	Public Health	87389 - HIV 1/2 with Reflex	87389 - HIV 1/2 with Reflex	\$31.00
2250	Public Health	87624 HPV HR Reflex	87624 HPV HR Reflex	\$56.00
2251	Public Health	88142 - Cytopathology - Thin Prep	Lab -Cervical/Vaginal any reporting systme	\$26.00
2252	Public Health	84443 TSH	84443 TSH	\$27.00
2253	Public Health	87086 Urine Culture	87086 Urine Culture	\$10.00
2254	Public Health	87077 Difinitive ID Aerobic	87077 Difinitive ID Aerobic	\$13.00
2255	Public Health	88161 -Cytopathology Smear	Lab - Preparation, screening & Preparation	\$75.00
2256	Public Health	G0475 HIV 1/2 Rapid 4th Gen	G0475 HIV 1/2 Rapid 4th Gen	\$38.00
2257	Public Health	99000 - Handling and/or conveyance of specimen	Lab - Specimen transfer from office/site to an outside laboratory	\$12.00
2258	Public Health	FAMILY PLANNING - IMMUNIZATIONS		
2259	Public Health	FAMILY PLANNING CONTRACEPTIVE SUPPLIES & SERVICES		
2260	Public Health	A4261 - Cervical Cap Contraceptive for contraceptive use	Supplies - Cervical Cap	\$66.00
2261	Public Health	A4266 - Diaphragm for Contraceptive use	Supplies - Diaphragm	\$30.00
2262	Public Health	A4269 - Spermicide (eg: Foam, Gel) each 10-55 yrs of age	Supplies - Contraceptive	\$16.00
2263	Public Health	S4993 - Oral Contraceptive pills, one cycle	Supplies - Oral contraceptive pills	\$30.00
2264	Public Health	A9150 - Non Prescription Drugs	Supplies - Miscellaneous	\$18.00
2265	Public Health	H1010 - Non-Medical Family planning education, per session	Service - Rehabilitative Service	\$17.00
2266	Public Health	FAMILY PLANNING CONTRACEPTIVE METHODS	Service - Rehabilitative Service	
2267	Public Health	J1050 - Medroxyprogesterone Acetate, 1mg	DEPO - PROVERA (150 mg)	\$93.00
2268	Public Health	J7296 - Levonorgestrel-releasing intrauterine contraceptive IUD - Kyleena 19.5 mg	IUD - Kyleena, 19.5 mg	\$632.00
2269	Public Health	J7297 - Levonorgestrel- releasing intrauterine contraceptive	IUD - Liletta, 52mg	\$497.00
2270	Public Health	J7298 - Levonorgestrel - releasing intrauterine contraceptive	IUD - Mirena 52mg	\$632.00
2271	Public Health	J7300 - Copper Intrauterine Contraceptive	IUD - Copper Paraguard	\$586.00
2272	Public Health	J7301 - Levonorgestrol intrauterine contraceptive	IUD - Skyla 13.5 mg	\$842.00
2273	Public Health	J7303 - Vaginal Ring, each	Supplies - Contraceptive Ring (Nuvaring pack of 3)	\$216.00
2274	Public Health	J7304 - Contraceptive Patch, each	Supply - Contraceptive (Ortho Evra Patch)	\$56.00
2275	Public Health	J7307 - Implantable Contraceptive capsule	Implant - etonogestrel 68 mg (Nexplanon)	\$992.00
2276	Public Health	FAMILY PLANNING PROCEDURES		
2277	Public Health	11976 - Removal of Implantable Contraceptive	Removal of Implatable Contraceptive	\$183.00
2278	Public Health	11981 - Implant Insertion, Non-Biodegradable Drug Delivery	Insertion of Non-Biodegradable Drug Delivery Implant	\$128.00
2279	Public Health	11982 - Implant Removal, Non-Biodegradable	Removal of Non-Biodegradable Drug Delivery Implant	\$143.00
2280	Public Health	11983 - Removal with re-insertion, non-biodegradable Drug Delivery Implant	Removal & Reinsertion of Non-Biodegradable Implant	\$180.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
2281	Public Health	96372 - Injection Fee for Medroxyprogesterone acetate (Depo-Provera)	Injection fee for Contraceptive use (Depo-Provera)	\$18.00
2282	Public Health	57170 - Diaphragm or Cervical Cap Fitting with Instructions	Diaphragm or Cervical Cap Fitting with Instructions	\$100.00
2283	Public Health	58300 - Insertion of Intrauterine Device	Insertion of IUD	\$113.00
2284	Public Health	58301 - Removal of Intrauterine Device	Removal of IUD	\$142.00
2285	Public Health	56501 - Destroy Vulva Lesions, Simple	Destroy Vulva Lesions, Simple (Liquid Nitrogen Treatment)	\$250.00
2286	Public Health	56515 - Destroy Vulva Lesions, Complex	Destroy Vulva Lesions, Complex (Liquid Nitrogen Treatment)	\$357.00
2287	Public Health	46900 - Destruction of Anal Lesions, Simple	46900 - Destruction of Anal Lesions, Simple	\$306.00
2288	Public Health	54050 - Destruction of Lesions, Penile Simple Chemical	54050 - Destruction of Lesions, Penile Simple - Chemical	\$181.00
2289	Public Health	57061 - Destruction Vaginal Lesions - Simple	57061 - Destruction Vaginal Lesions - Simple	\$217.00
2290	Public Health	FAMILY PLANNING - DRUGS ADMINISTERED OTHER THAN ORAL		
2291	Public Health	J0696 - Injection , Ceftriaxone sodium, per 250mg	Drugs - Administered other than oral	\$1.00
2292	Public Health	J0558 - Injection, Penicillin g benzathine 100,000 un, Penicillin & Procaine	Drugs - Administered other than oral	\$15.00
2293	Public Health	J0561 - Injection, Penicillin g benzathine, 100,000un	Drugs - Administered other than oral	\$19.00
2294	Public Health	J0690 - Injection, cefazolin sodium 500mg	Drugs - Administered other than oral	\$2.00
2295	Public Health	J2010 - Injection , lincomycin HCL, up to 300 mg	Drugs - Administered other than oral	\$17.00
2296	Public Health	Education & Counseling (H1010)		\$15.00
2297	Public Health	Clindamycin 300g each tablet	Clindamycin 300g each tablet	\$1.00
2298	Public Health	Truvada NDC Tab 200mg/300mg	Truvada NDC Tab 200mg/300mg	\$6.00
2299	Public Health	Dolutegravir		\$32.00
2300	Public Health	Raltegravir		\$11.00
2301	Public Health	Diphenhydramine HCL injection 50mg (Benadryl) each vial	Diphenhydramine HCL injection 50mg (Benadryl) each vial	\$1.00
2302	Public Health	Epinephrine 1:1000 injection		\$1.00
2303	Public Health	benzathine PCN 100,000 units J0561		\$16.00
2304	Public Health	Medroxyprogesterone Acetate 5mg each tablet	Medroxyprogesterone Acetate 5mg each tablet	\$1.00
2305	Public Health	Macrobid 100 mg (Nitrofurantoin)	Macrobid 100 mg (Nitrofurantoin)	\$1.00
2306	Public Health	*Azithromycin 250mg tablet	*Azithromycin 250mg tablet	\$1.00
2307	Public Health	Azithromycin Powder 1g-single dose packet	Azithromycin Powder 1g-single dose packet	\$16.00
2308	Public Health	*Bicilin L-A 1200MU 2ML injectable	*Bicilin L-A 1200MU 2ML injectable	\$1.00
2309	Public Health	Cefixime (Suprax) 400mg Tabs	Cefixime (Suprax) 400mg Tabs	\$9.00
2310	Public Health	Ceftriaxone (Rocephin) 500mg each vial	Ceftriaxone (Rocephin) 500mg per vial	\$1.00
2311	Public Health	*Doxycycline 100mg tablet	*Doxycycline 100mg tablet	\$1.00
2312	Public Health	Fluconazole 150 mg tablet (each tablet)	Fluconazole 150 mg tablet (each tablet)	\$1.00
2313	Public Health	*Gentamicin 80 mg/2ML Vial	*Gentamicin 80 mg/2ML Vial	\$1.00
2314	Public Health	*Imiquimod Cream 5%	*Imiquimod Cream 5%	\$6.00
2315	Public Health	Levofloxacin 500mg	Levofloxacin 500mg	\$1.00
2316	Public Health	Levonorgestrel (Alesse or Luteru) each caed	Levonorgestrel (Alesse or Luteru) each card	\$30.00
2317	Public Health	Lidocaine 10mg/ML little each vials	Lidocaine 10mg/ML little each vial	\$1.00
2318	Public Health	Loestrin FE 1.5mg/30mcg pill (generic *Microgestin FE) per card	Loestrin FE 1.5mg/30mcg pill (generic *Microgestin FE) per card	\$30.00
2319	Public Health	Medroxyprogesterone Acetate Injection 150mg/ml each vial	Medroxyprogesterone Acetate Injection 150mg/ml each vial	\$1.00
2320	Public Health	*Metronidazole 0.75% Vag Gel Tube (70g/tube)	*Metronidazole 0.75% Vag Gel Tube (70g/tube)	\$1.00
2321	Public Health	*Metronidazole 500mg tablet	*Metronidazole 500mg tablet	\$1.00
2322	Public Health	*Metronidazole 500mg tablet	*Metronidazole 500mg tablet	\$1.00
2323	Public Health	*Miconazole 3 Combo pk w/cream tube	*Miconazole 3 Combo pk w/cream tube	\$5.00
2324	Public Health	Micronor 0.35 mg pill (generic *Norlyda) per card	Micronor 0.35 mg pill (generic *Norlyda) -28 day per card	\$30.00
2325	Public Health	*Monistat 1 Day/Night combo pk w/cream tube	*Monistat 1 Day/Night combo pk w/cream tube	\$19.00
2326	Public Health	*Moxifloxacin 400mg tablet	*Moxifloxacin 400mg tablet	\$1.00
2327	Public Health	Multivitamin w/ Folic Acid tablet	Multivitamin w/ Folic Acid tablet	\$1.00
2328	Public Health	Nuva Ring (3 pk)	Nuva Ring (3 pk)	\$1.00
2329	Public Health	Ortho Tri-cyclen LO 0.180/0.215/0.025mg pill (generic *Tri VyLibra LO) -28 day per card	Ortho Tri-cyclen LO 0.180/0.215/0.025mg pill (generic *Tri VyLibra LO) -28 day per card	\$30.00
2330	Public Health	*Permethrin Cream 5% (60gm/tube)	*Permethrin Cream 5% (60gm/tube)	\$7.00
2331	Public Health	Plan B One Step 1.5mg tablet each tablet	Plan B One Step 1.5mg each tablet	\$5.00
2332	Public Health	*Suprax Cap 400mg capsule (each capsule)	*Suprax Cap 400mg capsule (each capsule)	\$8.00
2333	Public Health	*Valacyclovir HCL 1gm tablet	*Valacyclovir HCL 1gm tablet	\$3.00
2334	Public Health	Xulane Transdermal Patch 150/35mcg (3pk)	Xulane Transdermal Patch 150/35mcg (3pk)	\$31.00
2335	Public Health	*Xylocaine 1% 2ML vial	*Xylocaine 1% 2ML vial	\$1.00
2336	Public Health	Barriers: Condoms - each	Barriers: Male Condoms A4267	\$1.00
2337	Public Health	Barriers: Condoms - each	Barriers: Female Condoms A4268	\$1.00
2338	Public Health	Urine Pregnancy Test	Urine Pregnancy Test	\$1.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
2339	Purchasing & Strategic Sourcing	Hire El Paso First	Hire El Paso First	\$150.00 for a three year period
2340	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 1 (\$5-\$100)	\$2.00 - technology fee - added to applicable base fee
2341	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 2 (\$101-\$500)	\$4.00 - technology fee - added to applicable base fee
2342	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 3 (\$501-\$1,000)	\$15.00 - technology fee - added to applicable base fee
2343	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 4 (\$1001-\$3,000)	\$30.00 - technology fee - added to applicable base fee
2344	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 5 (\$3,001-\$5,000)	\$100.00-technology fee - added to applicable base fee
2345	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 6 (\$5,001-\$10,000)	\$150.00 - technology fee - added to applicable base fee
2346	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 7 (\$10,001-and over)	\$300.00-technology fee - added to applicable base fee
2347	Capital Improvement	Application Fee-Purchase/Sale		\$1,000.00
2348	Capital Improvement	Consideration - Purchase/Sale		Market Value as determined by Real Estate Policies
2349	Capital Improvement	Due Diligence		Actual cost charged by contractors
2350	Capital Improvement	Application Fee- Rights of Entry		\$500.00
2351	Capital Improvement	Consideration - Rights of Entry		\$0.00
2352	Capital Improvement	Application Fee - Easements		\$1,000.00
2353	Capital Improvement	Consideration - Easement		Market Value as determined by Real Estate Policies
2354	Capital Improvement	Application Fee - Leases		\$1,000.00
2355	Capital Improvement	Consideration - Lease		Market Value as determined by Real Estate Policies
2356	Capital Improvement	Agreement Amendments		\$200.00
2357	Capital Improvement	Consent to Assignments		\$200.00
2358	Capital Improvement	Release		\$200.00
2359	Capital Improvement	Termination of Agreements		\$200.00
2360	Capital Improvement	Application Fee - Special Event		\$500.00
2361	Capital Improvement	Consideration - Special Event		The greater of the following will be the consideration fee for the rental of a City Property: \$5,000;\$10 per parking slot space per day;or then percent a year of the fair market value of the property prorated daily.

Schedule D
Ordinance 8064 Appendix "A"

JOB CODE	Job Description	Pay Plan	Pay Grade
10930	Accessibility Coordinator	PM	128
10940	Accessibility Specialist	GS	052
12230	Accountant	PM	125
12210	Accounting Manager	PM	130
12260	Accounting/Payroll Clerk	GS	046
12250	Accounting/Payroll Specialist	GS	050
10525	ADA Accommodations Coordinator	PM	129
11150	Administrative Analyst	PM	128
11110	Administrative Assistant	GS	052
10645	Affordable Housing Finance Coo	PM	132
10640	Aging Services Coordinator	PM	126
18325	Airfield Maintenance Superviso	GS	055
14060	Airport Facilities Maintenanc	PM	129
14100	Airport Assist Ops Off	PM	123
18328	Airport Labor Supervisor	GS	052
14070	Airport Operations Superintend	PM	131
14090	Airport Operations Supervisor	PM	126
14055	Airport Program Coordinator	PM	132
14080	Airport Security Coordinator	PM	129
22380	Animal Care Attendant	GS	046
22350	Animal Protection Officer	GS	051
22315	Animal Services Manager	PM	130
22321	Animal Services Operations Sup	GS	057
22325	Animal Services Shift Supervis	GS	055
16555	Animal Training and Enrichment	GS	053
16120	Aquatics Supv	PM	123
16480	Aquatics Systems Manager	GS	053
15250	Archaeology Museum Edu Curator	PM	125
15220	Archeology Museum Curator	PM	127
13120	Architect	PM	130
13130	Architectural Intern	PM	124
11040	Archives & Records Analyst	PM	123
11030	Archives & Records Manager	PM	128
15270	Art Museum Assist Edu Curator	PM	123
15260	Art Museum Assistant Curator	PM	124
15215	Art Museum Curator	PM	127
15210	Art Museum Senior Curator	PM	129
15235	Art Museum Sr. Edu Curator	PM	126
15120	Arts Programs & Education Spec	PM	124
15635	Assist Library Branch Mgr	PM	127
15625	Assist Trans-Pecos Sysys Coord	PM	127
73430	Assistant Fire Marshall	FS	6

13240	Assoc Hydrogeologist	PM	126
12240	Associate Accountant	PM	122
17330	Associate Code Compliance Offi	GS	047
11335	Associate Ombudsman	PM	125
16515	Associate Veterinarian	PM	133
12075	Audit Supervisor	PM	133
12090	Auditor	PM	125
12106	Benefit Specialist	GS	052
17215	Bldg Combination Inspector Sup	GS	057
22180	Breast Feeding Coordinator	PM	125
12170	Budget & Mgmt Analyst	PM	125
12160	Budget & Svs Coord	PM	127
12180	Budget Specialist	GS	053
17225	Building Combination Inspector	GS	055
17235	Building Insp	GS	053
17387	Building Insp / Plans Examr	GS	055
17222	Building Insp Supv	GS	055
17396	Building Permit Technician	GS	050
17350	Building Plans Examiner	GS	057
11320	Business & Customer Service As	PM	130
12065	Business & Financial Manager	PM	132
10340	Buyer	GS	054
17285	Capital Projects Inspector	GS	051
18750	Carpenter	GS	049
12470	Cashier	GS	043
10650	CDBG Contract Administrator	PM	127
73280	Certified Firefighter Trainee	GS	050
73290	Certified Paramedic-Fire Train	GS	054
75400	Certified Police Trainee	GS	054
13245	Chemist	PM	125
17130	Chief Building Inspector	PM	127
13040	Chief Construction Inspector	PM	126
17340	Chief Plans Examiner	PM	132
18307	City Facilities Manager	PM	134
13310	Civil Engineer	PM	132
13320	Civil Engineering Associate	PM	128
11190	Civil Service Commission Recor	GS	050
22130	Clinical Assistant	GS	046
14460	Coach Operator Trainee	GS	043
17300	Code Compliance Manager	PM	130
17320	Code Compliance Officer	GS	051
17310	Code Compliance Supervisor	GS	055
17305	Code Field Operations Supervis	GS	057
12530	Coin Sorter Operator	GS	043
15535	Collect Dev Librarian	PM	128
15520	Collect Dev Mgr	PM	130
12440	Collections Supv	GS	051

12255	Collectively Bargained Payroll	GS	047
10670	Comm. Dev. Program Coordinator	PM	127
11420	Communication Dispatcher	GS	050
11410	Communication Dispatcher Super	GS	052
19620	Communications Assistant Manag	PM	129
16110	Community Center Supervisor	PM	125
22255	Community Health Preparedness	PM	132
22190	Community Service Aide Breastf	GS	045
17290	Construction Inspector Trainee	GS	047
11340	Consumer Affairs Officer	PM	126
20130	Contracts Development Coordina	PM	128
19385	Court Liaison Supv	GS	045
19110	Court Sentencing & Security Sup	PM	129
19135	Court Services Supervisor	GS	053
19330	Criminal Intelligence Liaison	PM	123
15130	Cultural Funding & Technical A	PM	125
18330	Custodial Services Supervisor	GS	049
18350	Custodial Shift Leader	GS	045
18340	Custodial Supervisor	GS	047
11350	Customer Relations & Billing S	GS	052
11370	Customer Relations Clerk	GS	045
11360	Customer Relations Representat	GS	048
22220	Dental Assistant	GS	046
22210	Dental Hygienist	GS	057
11140	Department Administrative Mana	PM	129
11080	Departmental Data Management S	GS	055
11085	Departmental Data Management S	GS	050
10510	Departmental Human Resources M	PM	132
19160	Deputy Court Clerk	GS	046
12430	Disbursements Supv	GS	055
11050	Document Center Supervisor	GS	051
11090	Document Ctr Spec	GS	044
10030	Economic Program Analyst	PM	126
11715	Edu & Graphics Spec	PM	122
13360	Electrical Engineer	PM	132
13370	Electrical Engineering Associa	PM	128
17240	Electrical Inspector	GS	053
17230	Electrical Inspector Superviso	GS	055
17370	Electrical Plans Examiner	GS	057
18630	Electrician	GS	054
18605	Electrician Supv	GS	056
18615	Electronics Lead Tech	GS	055
18650	Electronics Technician	GS	053
13080	Energy Coordinator	PM	128
13075	Energy Resources Manager	PM	132
13840	Engineering Aide	GS	046
13810	Engineering Associate	PM	126

13815	Engineering Lead Technician	GS	056
13820	Engineering Senior Technician	GS	054
13830	Engineering Technician	GS	051
13410	Environmental Engineer	PM	132
13420	Environmental Engineering Asso	PM	128
13835	Environmental Field Technician	GS	048
10145	Environmental Planner	PM	128
10200	Environmental Planner	PM	128
13440	Environmental Review Specialis	PM	122
13430	Environmental Scientist	PM	126
13825	Environmental Senior Field Tec	GS	052
13415	Environmental Senior Scientist	PM	130
13435	Environmental Staff Scientist	PM	124
22267	Epidemiologist	PM	131
19448	EPPD Warehouse Supervisor	GS	057
18430	Equipment Operator	GS	048
18315	Facilities Maintenance Chief	GS	056
18520	Facilities Maintenance Lead Wo	GS	050
18310	Facilities Maintenance Superin	PM	130
18320	Facilities Maintenance Supervi	GS	055
18530	Facilities Maintenance Worker	GS	047
10820	Fair Housing & Relocation Off	PM	123
12060	Financial Systems Coordinator	PM	126
73460	Fire Administrative Chief	FS	7
73480	Fire Assistant Chief	FS	9
73390	Fire Battalion Chief	FS	6
73395	Fire Battalion Chief 56 Hrs	FS	6
73380	Fire Captain	FS	5
73385	Fire Captain 56 Hrs	FS	5
73470	Fire Deputy Chief	FS	8
73475	Fire Deputy Chief 56 Hrs	FS	8
73420	Fire Division Chief	FS	6
73370	Fire Lieutenant	FS	4
73375	Fire Lieutenant 56 Hrs	FS	4
73410	Fire Maintenance Superintenden	FS8	7
73440	Fire Marshall	FS	8
73365	Fire Med Lieutenant 56 Hrs	FM12	004
73310	Fire Medic	FMS	001
73360	Fire Medical Lieutenant	FMS	004
73320	Fire Paramedic	FMS	002
73325	Fire Paramedic 56 Hrs	FM12	002
73388	Fire Staff Battalion Chief	FS	6
73335	Fire Suppression Tech 56 Hrs	FS	2
73350	Fire Suppression Tech II	FS	3
73355	Fire Suppression Tech II 56 Hr	FS	3
73330	Fire Suppression Technician	FS8	2
73450	Fire Training Chief	FS	7

73300	Firefighter	FS	1
73305	Firefighter 56 Hrs	FS	1
73270	Firefighter Trainee	GS	048
20280	Fleet & Building Maintenance S	PM	131
18200	Fleet Body Repair Lead Technic	GS	054
18210	Fleet Body Repair Technician	GS	052
18040	Fleet Body Shop Supervisor	GS	056
18020	Fleet Maintenance Chief	GS	058
18110	Fleet Maintenance Lead Technic	GS	054
18030	Fleet Maintenance Supervisor	GS	056
18140	Fleet Maintenance Tech. Trainee	GS	046
18120	Fleet Maintenance Technician	GS	052
18105	Fleet Maintenance Trainer Supe	GS	057
18230	Fleet Service Assistant	GS	043
18220	Fleet Service Worker	GS	045
18045	Fleet Svs Coord	GS	052
22480	Food Safety Associate Inspecto	GS	047
22470	Food Safety Inspector	GS	051
22460	Food Safety Inspector Supervis	GS	055
22450	Food Safety Program Manager	PM	130
22455	Food Safety Spec	PM	122
10025	Foreign Trade Zone Coordinator	PM	128
10020	Foreign Trade Zone Manager	PM	130
18570	General Service Worker	GS	043
18510	General Services Supervisor	GS	052
18535	General Svs Lead Worker	GS	046
17628	Graffiti Abatement Prgm Coord	GS	056
10720	Grant Planner	PM	125
10735	Grant Services Coordinator	PM	125
11065	Graphics Technician	GS	050
18550	Groundskeeper	GS	045
18130	Groundskeeping Equipment Techn	GS	048
22230	Health Training & Promotions M	PM	132
18420	Heavy Equipment Operator	GS	051
18410	Heavy Equipment Supervisor	GS	055
18405	Heavy Equipment Trainer Supv	GS	057
11620	Help Desk Specialist	GS	045
15225	History Museum Curator	PM	127
15240	History Museum Sr. Edu Curator	PM	126
15100	History Preservation Officer	PM	130
22275	Hlth Edu Supv	PM	127
10830	Housing Const Spec	GS	054
10660	Housing Construction Superviso	GS	056
10840	Housing Program Relocation Rep	GS	046
10810	Housing Program Specialist	PM	124
10530	Human Resources Analyst	PM	125
10535	Human Resources Audit Speciali	GS	057

10515	Human Resources Business Partn	PM	130
10430	Human Resources Manager	PM	134
10550	Human Resources Specialist	GS	052
13210	Hydrogeologist	PM	131
18610	Industrial Electrician	GS	055
13510	Industrial Engineer	PM	132
13520	Industrial Engineering Associa	PM	128
11430	Info & Referral 211 Spec	GS	046
11400	Information and Referral 211 S	GS	046
20820	Inst Control Assist Supt	PM	125
20850	Inst Control Lead Tech	GS	056
20815	Inst Control Supt	PM	127
20840	Inst Control Supv	GS	057
20875	Instrumentation Control Techni	GS	054
12400	International Bridges Operatio	PM	130
11570	Inventory Coder	GS	043
18760	Irrigation Tech	GS	048
20520	Laboratory Services Manager	PM	132
10370	Land & Contract Administrator	PM	126
10390	Land and Contract Specialist	GS	051
16045	Land Management Superintendent	PM	132
17280	Landscape Inspector	GS	053
17380	Landscape Plans Examiner	GS	057
19445	Latent Print Examr	GS	053
19430	Latent Print Examr Supv	PM	126
12080	Lead Auditor	PM	130
12140	Lead Budget & Mgmt Analyst	PM	131
19154	Lead Court Customer Representa	GS	049
19156	Lead Deputy Court Clerk	GS	047
22205	Lead Epidemiologist	PM	133
10540	Lead Human Resources Specialis	GS	056
18710	Lead Maint Mechanic	GS	054
10130	Lead Planner	PM	130
17825	Lead Solid Waste Truck Driver	GS	051
11115	Legal/Contract Secretary	GS	051
15555	Library Acquisitions Specialis	GS	052
15580	Library Assistant	GS	043
15620	Library Branch Mgr	PM	129
15570	Library Customer Service Speci	GS	046
15440	Library Head Cataloger	PM	128
15430	Library Head of General Refere	PM	130
15560	Library Information Servic Spe	GS	049
15650	Library Literacy Coordinator	PM	125
15550	Library Services Supervisor	GS	052
15530	Library Youth Services Coordin	PM	128
10850	Loan Account & Collection Spec	GS	045
18780	Locksmith	GS	046

18740	Maint Mechanic	GS	051
18050	Maintenance Service Ticket Wri	GS	046
10050	Marketing & Customer Relations	PM	126
15150	Marketing and Cultural Tourism	PM	124
11540	Materials Specialist	GS	047
11520	Materials Supervisor	GS	054
17220	Mech & Plumbing Insp Supv	GS	055
17385	Mech & Plumbing Plans Examr	GS	056
13560	Mechanical Engineer	PM	132
13570	Mechanical Engineering Associa	PM	128
17270	Mechanical Inspector	GS	052
22120	Medical Assistant	GS	048
13250	Microbiologist	PM	125
19120	Municipal Court Hearing Office	PM	126
19152	Municipal Court Records Superv	GS	051
19130	Municipal Court Sentencing Co	PM	124
19535	Municipal Vehicle Storage Faci	GS	048
15060	Museum Development Coordinator	PM	125
15245	Museum Edu Curator	PM	125
15050	Museum Events Coordinator	GS	049
15040	Museum Manager	PM	132
15320	Museum Operations Assistant	GS	044
15070	Museum Preparator	PM	123
15080	Museum Registrar	PM	123
15310	Museum Store Manager	PM	123
10730	Neighborhood Relations Coordin	PM	124
22100	Nurse Supervisor	PM	130
22085	Nurse Supv	PM	130
22080	Nursing Program Manager	PM	133
22140	Nutrition Services Manager	PM	133
22170	Nutritionist	PM	125
11250	Office Assistant	GS	043
11210	Office Manager	GS	055
11220	Office Supervisor	GS	049
11330	Ombudsman	PM	128
16065	Open Space, Trails and Parks C	PM	126
17640	Operations Assistant	GS	053
17630	Operations Supervisor	GS	057
11179	Paralegal	PM	123
14240	Paratransit Assistant Superint	PM	128
16320	Park Area Supervisor	GS	055
16010	Park Operations Superintendent	PM	134
16210	Park User Representative	GS	049
19525	Parking & Traffic Controller	GS	048
19530	Parking Enforcement Controller	GS	047
12510	Parking Meter Service Supervis	GS	049
12520	Parking Meter Service Worker	GS	046

17627	Pavement Coordinator	PM	126
19440	Photographic Laboratory Senior	GS	053
19438	Photographic Laboratory Super	GS	056
19455	Photographic Laboratory Tech	GS	050
10150	Planner	PM	125
10170	Planning Specialist	GS	049
10190	Planning Technician	GS	043
18720	Plumber	GS	052
17260	Plumbing Inspector	GS	053
19220	Police Admin Svcs Division Mgr	PM	129
75670	Police Assistant Chief	P	8
19230	Police Budget Coordinator	PM	126
75630	Police Commander	P	6
10725	Police Community Services Supe	PM	130
75660	Police Deputy Chief	P	7
75510	Police Detective	P	3
19340	Police Interagency Program Co	PM	122
75620	Police Lieutenant	P	5
75420	Police Officer	P	1
19325	Police Planner	PM	127
19370	Police Public Information Offi	PM	127
19250	Police Records Specialist	GS	047
19235	Police Records Supervisor	GS	057
19240	Police Records Unit Supervisor	GS	055
75610	Police Sergeant	P	4
19320	Police Toxicologist	PM	127
19310	Police Train Mgr	PM	128
75410	Police Trainee	GS	054
13750	Pretreatment Assist Mgr	PM	125
20940	Pretreatment Inspector	GS	051
20930	Pretreatment Inspector Supervi	GS	054
13720	Pretreatment Mgr	PM	132
13740	Pretreatment Engineering Associ	PM	128
11070	Printing & Equip Oper	GS	046
10320	Procurement Analyst	PM	126
10350	Project Compliance Specialist	PM	122
19465	Prop & Evidence Spec	GS	048
19450	Prop & Evidence Supv	GS	052
19460	Property and Disposition Speci	GS	050
11530	Property Control Off	GS	050
11560	Property Control Officer	GS	050
17237	Property Maint & Housing Inspe	GS	055
17227	Prpty Maint & Housing Inspe Su	GS	057
19233	PS Report Taker Supervisor	GS	055
15545	Pub Svs Librarian	PM	125
15110	Public Arts Program Coordinato	PM	125
22300	Public Health Aide	GS	045

22090	Public Health Nurse	PM	128
22265	Public Health Program Manager	PM	132
22290	Public Health Specialist	PM	123
22270	Public Health Supervisor	PM	128
22070	Public Health Technician	GS	052
19760	Public Safety Call Taker	GS	051
19780	Public Safety Communications S	GS	050
19750	Public Safety Communicator	GS	054
19755	Public Safety Communicator Tra	GS	051
19740	Public Safety Dispatcher - Pol	GS	051
19770	Public Safety Report Taker	GS	045
19730	Public Safety Shift Supervisor	GS	057
10310	Purch Agent	PM	129
10360	Purchasing Clerk	GS	047
13220	Quality Control Chemist	PM	131
16070	Recreation & Sports Coordinato	PM	126
16050	Recreation Division Supervisor	PM	129
16230	Recreation Leader	GS	043
16020	Recreation Prgm Mgr	PM	130
16130	Recreation Prgm Supv	PM	122
16220	Recreation Spec	GS	047
15615	Regional Library Branch Mgr	PM	130
11180	Research Assistant	PM	122
17650	Resurfacing Inspector	GS	047
12105	Return to Work Specialist	PM	124
12330	Revenue Processing Supervisor	GS	054
10380	Right of Way Agent	PM	125
12100	Risk Management Analyst	PM	129
12095	Risk Management Coordinator	PM	134
18770	Roofer	GS	047
11725	Safety and Training Coord	PM	125
23010	Safety Engineer	PM	132
11730	Safety Specialist	PM	124
11740	Safety Technician	GS	048
24030	Sanitarian	PM	125
24040	Sanitarian Specialist	PM	123
24000	Sanitary Services Manager	PM	134
24010	Sanitary Services Supervisor	PM	128
11130	Secretary	GS	046
12220	Senior Accountant	PM	128
12245	Senior Accounting/Payroll Spec	GS	052
22370	Senior Animal Care Attenda	GS	048
12085	Senior Auditor	PM	128
13230	Senior Chemist	PM	129
17315	Senior Code Compliance Officer	GS	053
19315	Senior Crime Analyst	PM	128
19150	Senior Deputy Court Clerk	GS	051

10710	Senior Grant Planner	PM	128
11055	Senior Graphics Technician	PM	123
10520	Senior HR Analyst	PM	128
10545	Senior Human Resources Special	GS	054
18604	Senior Industrial Electrician	GS	058
22150	Senior Nutritionist	PM	127
11230	Senior Office Assistant	GS	045
11169	Senior Paralegal	PM	125
10140	Senior Planner	PM	128
10180	Senior Planning Technician	GS	046
17343	Senior Plans Examiner	PM	127
22280	Senior Public Health Specialis	PM	124
10325	Senior Purchasing Agent	PM	131
20450	Senior Safety Specialist	PM	126
11120	Senior Secretary	GS	049
12450	Senior Toll Collector	GS	045
16580	Senior Zoo Keeper	GS	049
14440	Shuttle Coach Operator	GS	045
10935	Sign Language Interpreter	PM	128
17810	Solid Waste Division Superviso	GS	054
17740	Solid Waste Landfill Superviso	GS	055
17738	Solid Waste Operations Coordin	PM	122
17735	Solid Waste Operations Manager	PM	132
17820	Solid Waste Route Supervisor	GS	044
18565	Solid Waste Service Worker	GS	045
17730	Solid Waste Superintendent	GS	056
17824	Solid Waste Trk Drv Trainer	GS	052
17830	Solid Waste Truck Driver	GS	049
17840	Solid Waste Truck Driver Train	GS	043
15450	Southwest Librarian	PM	127
22340	Sr Animal Protection Officer	GS	053
12150	Sr. Budget & Mgmt Analyst	PM	129
12460	Sr. Cashier	GS	045
19435	Sr. Latent Print Examr	PM	123
13235	Sr. Microbiologist	PM	128
10315	Sr. Procurement Analyst	PM	128
10300	Sr. Purch Agent	PM	131
16240	Sr. Recreation Leader	GS	043
11550	Stores Clerk	GS	045
20705	Stormwater Superintendent	PM	130
18290	Streetcar Hostler	GS	043
18250	Streetcar Maintenance Supervis	GS	058
18270	Streetcar Maintenance Tech	GS	055
14235	Streetcar Safety Manager	PM	132
18555	Svs & Secur Worker	GS	043
12340	Tax Accounts Supervisor	GS	054
18240	Tire Repairer	GS	043

12420	Toll Collect Supv	GS	054
12480	Toll Collector	GS	043
19540	Tow Truck Operator	GS	045
18540	Trades Helper	GS	045
17510	Traffic Control Installation S	GS	053
13630	Traffic Control Planner	PM	126
13640	Traffic Control Specialsit	GS	052
13610	Traffic Engineer	PM	132
13620	Traffic Engineering Associate	PM	128
17420	Traffic Signal Division Superv	GS	056
17440	Traffic Signal Maintenance Sup	GS	055
17430	Traffic Signs & Markings Divis	GS	056
17515	Traffic Signs & Markings Techn	GS	048
17520	Traffic Signs & Markings Worke	GS	046
17390	Traffic Signs and Markings Pla	GS	055
10440	Training & Development Coordin	PM	127
11700	Training & Public Programs Man	PM	132
11710	Training Specialist	PM	126
11720	Training Technician	GS	047
14258	Tran Asst Super of Ops	GS	058
14310	Tran Cust Svs Supv	GS	051
14320	Tran Data Spec	GS	051
14300	Tran Fleet Svs Supv	GS	052
14265	Tran Supv	GS	053
14260	Transit Call Ctr Supv	GS	055
14365	Transit Customer Service Repre	GS	044
14420	Transit Operator	GS	049
14410	Transit Operator Trainer	GS	051
14210	Transit Planning & Program Coo	PM	132
14360	Transit Quality Control Inspec	GS	049
14305	Transit Safety Manager	PM	130
14307	Transit Safety Officer	PM	126
14340	Transit Schedule Writer	GS	051
14315	Transit Scheduler	GS	051
14255	Transit Senior Service Planner	PM	127
14256	Transit Service Planner	PM	125
11510	Transit Stock Controller	PM	123
14230	Transit Superintendent of Oper	PM	132
15610	Trans-Pecos Library System Coo	PM	130
17625	Transportation Manager	PM	132
17626	Transportation Planner	PM	127
14120	Transportation Svs Supv	GS	052
18440	Truck Driver	GS	045
20870	Util Central Control Oper	GS	054
20860	Util Central Control Supv	GS	054
20605	Util Cust Srv Quality Assuranc	GS	054
13730	Util Engr Assoc	PM	128

20625	Util Meter Reader Supv	GS	050
20650	Util Meter Repairer	GS	047
20615	Util Meter Shop Supv	GS	053
20635	Util Meter Sr. Repairer	GS	049
21140	Util Pipe Layer	GS	046
20905	Util Reclamation Plant Supt	PM	129
21030	Util Warehouse Supv	GS	057
20600	Utility Call Center Supervisor	GS	055
13770	Utility Capital Improvement	GS	056
20448	Utility Claims Specialist	PM	126
21060	Utility Construction Superviso	GS	054
20610	Utility Customer Service Super	GS	055
13710	Utility Engineer	PM	132
18445	Utility Equip Oper Associate	GS	044
18450	Utility Equip Operator Trainee	GS	043
20621	Utility Field Cust Serv Sr Ins	GS	051
20620	Utility Field Customer Service	GS	051
20630	Utility Field Customer Service	GS	049
20640	Utility Field Customer Service	GS	048
20430	Utility HR Assistant Mgr	PM	134
20560	Utility Laboratory Aide	GS	042
20555	Utility Laboratory Sampler	GS	048
20550	Utility Laboratory Technician	GS	050
21070	Utility Lead Maintenance Mech	GS	054
20660	Utility Meter Reader	GS	046
10375	Utility Planner	PM	126
20704	Utility Plant Chief Superinten	PM	132
20745	Utility Plant Lead Technician	GS	055
20750	Utility Plant Senior Tech	GS	052
20770	Utility Plant Technician	GS	050
20880	Utility Reclamation Plant Supe	PM	129
20440	Utility Safety & Claims Superv	PM	128
20530	Utility Sample Specialist	GS	053
20645	Utility Senior Meter Reader	GS	048
19520	Vehicle for Hire Inspector	GS	048
19510	Vehicle for Hire Supervisor	GS	050
16530	Veterinary Assistant	GS	049
16518	Veterinary Practice Manager	GS	055
16520	Veterinary Technician	GS	054
19380	Victim Services Advocate	GS	054
10910	Volunteer Program Coordinator	PM	125
10920	Volunteer Program Specialist	PM	122
10950	Volunteer Svs Spec	GS	050
19155	Warrant Clerk	GS	047
19140	Warrant Supervisor	GS	052
21027	Wastewater Coll Maint Asst Sup	GS	055
21015	Wastewater Coll Systems Chief	PM	130

21025	Wastewater Collection Maintena	PM	128
21020	Wastewater Construction Superi	PM	128
21130	Wastewater Lead Service Worker	GS	045
21040	Wastewater Lift Station Mainte	GS	054
20910	Wastewater Lift Station Superi	PM	128
20740	Wastewater Plant Assistant Sup	PM	125
20760	Wastewater Plant Senior Techni	GS	052
20720	Wastewater Plant Superintenden	PM	130
21110	Wastewater Service Worker Supe	GS	052
21050	Wastewtr Collect Maint Supv	GS	055
20525	Wastewtr Ops Control Analyst	PM	129
20320	Water Conservation Specialist	PM	124
20330	Water Conservation Technician	GS	049
21026	Water Dist Asst Superintendent	PM	125
21010	Water Distribution Supt	PM	130
21120	Water Lead Service Worker	GS	048
20528	Water Ops Control Analyst	PM	129
20730	Water Plant Assistant Superint	PM	125
20710	Water Plant Superintendent	PM	130
20830	Water Production Assist Supt	PM	125
20810	Water Production Superintenden	PM	130
21100	Water Service Worker Superviso	GS	052
21115	Water Svs Insp	GS	050
18730	Welder	GS	052
18790	Welder	GS	052
22050	WIC Services Manager	PM	130
17395	Zone Board Adjust Secretary	GS	053
16500	Zoo Animal Behavior and Enrich	GS	053
16430	Zoo Animal Curator	PM	129
16560	Zoo Area Supervisor	GS	051
16550	Zoo Collection Supervisor	GS	053
16543	Zoo Commissary Lead Tech	GS	046
16540	Zoo Commissary Supervisor	GS	052
16545	Zoo Commissary Technician	GS	043
16440	Zoo Education Curator	PM	125
16445	Zoo Education Specialist	PM	123
16485	Zoo Exhibit Tech	GS	051
16490	Zoo Facilities Supv	GS	050
16590	Zoo Keeper	GS	047
16460	Zoo Parks Operations Manager	PM	130
16465	Zoo Registrar	GS	053

Schedule E
Department of Information Technology Services
FY 2023 Maintenance, Support, and License Renewals

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTOIN	FY23 Budget	Vendor
Capital Improvement	15240	522020	P1506	Data Processing Svcs. Contracts	32,000	LCPTTracker Inc.
Capital Improvement	15240	522020	P1506	Data Processing Svcs. Contracts	14,310	Environmental Systems Research Inc.
Capital Improvement	15240	522020	P1506	Data Processing Svcs. Contracts	22,500	Carahsoft Inc.
					<u>68,810</u>	
City Attorney	15240	522150	P1506	Outside Contracts -Noc	33,330	GovQA Inc. / Granicus LLC.
City Attorney	15240	522150	P1506	Outside Contracts -Noc	5,590	GovQA Inc./ Granicus LLC.
City Attorney	15240	522290	P1506	Data Processing Svcs. Contracts	72,419	Thomson Reuters Elite a division of West Publishing Corp.
					<u>111,339</u>	
City Clerk	15240	522020	P1506	Data Processing Svcs. Contracts	1,800	Municipal Code Corporation
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	170,000	Microsoft Corporation
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	1,700,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	Pivot Technology Services Corp.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	165,000	Insight Public Sector
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	35,000	Videotex Systems Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	140,940	Environmental Systems Research Institute (ESRI)
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	824,824	Carahsoft Inc. / Accela Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	Carahsoft Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	180,694	Carahsoft Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	77,492	Granicus LLC.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	10,000	Spectrum Technologies Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	Creative Enterprise Solutions, LLC dba Beyond20
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	105,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	94,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	5,500	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	7,500	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	176,788	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	76,167	Carahsoft Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	64,435	Transtelco Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	Various Vendors
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	9,000	Active Power Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	50,000	Hewlett Packard Enterprise Company
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	85,500	Dell Computer Corp. d/b/a/ Dell Marketing LP
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	50,000	Decision Tree Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	10,000	Checkpoint / Decision Tree
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	1,100	1099 Pro Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	800	ACL Services Ltd. d/b/a/ Galvanize
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	65,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	7,500	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	1,820	SHI Govt. Solutions Inc. / Solarwinds
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	57,750	Professional Document Systems

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTOIN	FY23 Budget	Vendor
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	141,240	Tech Data Corporation
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	615,000	Oracle America Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	186,602	Oracle America Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	Oracle America Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	4,500	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	35,000	Park Place via SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	6,000	SHI Government Solutions
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	32,000	Innis Maggiore Group Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	HPS Audio Video LLC.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	52,500	SHI Govt. Solutions / CitySourced
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	175,000	Creative Enterprise Solutions, LLC dba Beyond20
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	5,000	Micro Tel Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	10,000	Advanced Security Contractors
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	60,000	ITD Electripro
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	246,000	Dell Computer Corp. d/b/a/ Dell Marketing LP
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	150,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	26,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	Dell Computer Corp. d/b/a/ Dell Marketing LP
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	Carahsoft Technology Corp. / Akamai
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	SHI Government Solutions / Bitsight
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	Faronics Technologies USA Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	Pivot Technology Services Corp.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	440,256	Pivot Technology Services Corp.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	35,000	Kudelski Security Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	20,000	Insight Public Sector
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	65,000	Kudelski Security Inc.
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	20,000	John Hargrove Consulting
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	15,000	RTC, Inc.
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	120,000	RTC Inc.
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	2,474,407	Motorola Solutions Inc.
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	155,000	WatchGuard Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	187,703	SHI Government Solutions Inc. /CitySourced- Rock Solid
					<u>9,736,018</u>	

Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	750	C2ER
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	Chmura Economics & Analytics
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	1,800	Moody's Analytics
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	6,250	Impact Data Source
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	1,000	Implan
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	21,667	TBD
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	8,000	SizeUP
					<u>54,467</u>	

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTOIN	FY23 Budget	Vendor
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	1,700	Sydion LLC
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	103,395	Central Square Technologies LLC
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	2,550	Ron Turley and Associates
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	15,750	ESI Acquisition Inc./ Juvare LLC
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	80,000	Sierra Wireless America Inc. / Insight Public Sector
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	65,000	Target Solutions Learning Inc.
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	38,430	Kronos Inc.
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	Kronos Inc.
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	18,000	PulsePoint Foundation
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	17,010	Environmental Services Research Institute Inc.
					<u>353,835</u>	

Human Resources	15240	522150	P1506	Outside Contracts - Noc	7,500	Economic Research Institute
Human Resources	15240	522150	P1506	Outside Contracts - Noc	40,000	SHI Government Solutions Inc.
Human Resources	15240	522150	P1506	Outside Contracts - Noc	15,000	SHI Government Solutions Inc.
Human Resources	15240	522150	P1506	Outside Contracts - Noc	61,500	GovernmentJobs.com d/b/a Neogov
Human Resources	15240	522150	P1506	Outside Contracts - Noc	132,000	GovernmentJobs.com d/b/a Neogov
Human Resources	15240	522020	P1506	Data Processing Svcs. Contracts	250,000	Kronos Inc.
Human Resources	15240	522020	P1506	Data Processing Svcs. Contracts	1,600	Scantron Corporation
Human Resources	15240	522020	P1506	Data Processing Svcs. Contracts	300	Engineered Data Products(EDP) LLP
Human Resources	15240	522020	P1506	Data Processing Svcs. Contracts	5,400	Acuity Scheduling
					<u>513,300</u>	

Libraries	15240	522290	P1506	Office Equip. Maint. Contracts	133,259	SIRSI Corporation d/b/a/ SirisDynix
Libraries	15240	522290	P1506	Office Equip. Maint. Contracts	13,528	SIRSI Corporation d/b/a/ SirisDynix
Libraries	15240	522290	P1506	Office Equip. Maint. Contracts	9,507	SIRSI Corporation d/b/a/ SirisDynix
Libraries	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	Bibliotheca Inc.
Libraries	15240	522020	P1506	Data Processing Svcs. Contracts	10,602	Comprise Technologies Inc.
Libraries	15240	522290	P1506	Office Equip. Maint. Contracts	15,827	Comprise Technologies Inc.
Libraries	15240	522020	P1506	Data Processing Svcs. Contracts	3,392	TechLogic Corporation
					<u>216,115</u>	

MCAD	15240	522020	P1506	Data Processing Svcs. Contracts	75,000	The Gibson Group Touch City Ltd.
MCAD	15240	522020	P1506	Data Processing Svcs. Contracts	3,500	PCMG Inc.
MCAD	15240	522020	P1506	Data Processing Svcs. Contracts	2,210	Past Perfect Software Inc.
MCAD	15240	522020	P1506	Data Processing Svcs. Contracts	5,120	Submittable Holdings Inc.
					<u>85,830</u>	

OTC	15240	522150	P1506	Outside Contracts - Noc	38,500	Vertisoft LLC. / Workiva Inc.
OTC	15240	522150	P1506	Outside Contracts - Noc	18,136	Appticity Corporation
OTC	15240	522150	P1506	Outside Contracts - Noc	30,529	Prodigiq Inc.
OTC	15240	522020	P1506	Data Processing Svcs. Contracts	63,000	e-CIVIS Inc.
					<u>150,165</u>	

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTION	FY23 Budget	Vendor
OMB	15240	522150	P1506	Outside Contracts - Noc	20,000	Suttech Inc.
Parks	15249	522020	P1506	Data Processing Svcs. Contracts	43,700	Perfect Mind Inc.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	26,420	Selectron Technologies Inc.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	15,488	CityGovApp Inc.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	11,000	Qless, Inc.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	7,000	Pivot Technology Services Corp.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	72,000	Carahsoft / e-Plansoft
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	T-Mobile USA Inc.
					143,908	

Police	15240	522020	P1506	Data Processing Svcs. Contracts	51,000	CDW-G Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	3,500	CI Technologies Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	165,000	El Paso County, Texas / Intergraph Corporation d/b/a/ Hexagon Safety and Infrastructure
Police	15240	522020	P1506	Data Processing Svcs. Contracts	70,000	El Paso County, Texas / Intergraph Corporation d/b/a/ Hexagon Safety and Infrastructure
Police	15240	522020	P1506	Data Processing Svcs. Contracts	5,000	Intergraph Corporation Hexagon Safety and Infrastructure
Police	15240	522020	P1506	Data Processing Svcs. Contracts	13,320	Orion Communications, Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	9,000	Orion Communications, Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	60,528	GOV QA
Police	15240	522020	P1506	Data Processing Svcs. Contracts	196,615	Morpho USA Inc., d/b/a Idemia Identity & Security USA LLC
Police	15240	522020	P1506	Data Processing Svcs. Contracts	1,929	Scantron Corporation
Police	15240	522020	P1506	Data Processing Svcs. Contracts	6,057	Noritsu America Corporation
Police	15240	522020	P1506	Data Processing Svcs. Contracts	5,500	Tyler Technologies Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	2,000	Digital Audio Corp. d/b/a/ Salient Sciences
Police	15240	522020	P1506	Data Processing Svcs. Contracts	9,200	Oxygen Forensics
Police	15240	522020	P1506	Data Processing Svcs. Contracts	995	INPUT-ACE
Police	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	Environmental Systems Research Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	4,500	GTS Technology Solutions Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	6,000	Hawke Analytics Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	18,000	FARO Technologies Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	5,100	WatchGuard
Police	15240	522020	P1506	Data Processing Svcs. Contracts	33,750	Lexis-Nexis
Police	15240	522020	P1506	Data Processing Svcs. Contracts	5,840	FARO Technologies Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	4,380	Magnet Forensics
Police	15240	522020	P1506	Data Processing Svcs. Contracts	3,800	Berla IVE & Blackthorn GPS
Police	15240	522020	P1506	Data Processing Svcs. Contracts	140,000	QueTel Digital Evidence SaaS Gold Omnigo/SHI
					833,014	

Public Health	15240	522020	P1506	Data Processing Svcs. Contracts	5,000	Henry Schein Practice Solutions
Public Health	15240	522020	P1506	Data Processing Svcs. Contracts	6,000	Qless Inc.
					11,000	

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTOIN	FY23 Budget	Vendor
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	2,500	Wild Apricot
Purchasing & Strategic Sourcing	15240	522150	P1506	Outside Contracts - Noc	50,000	Equal Level Inc.
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	Cantoche USA, Inc.
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	34,650	Gartner Inc.
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	1,000	EventBee
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	34,650	Ionwave
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	68,475	Carahsoft Inc./ Paymentworks
					<u>203,275</u>	

Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	McCain Inc.
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	14,310	Environmental Systems Research Inc. (ESRI)
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	2,020	Transoft Solutions
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	3,432	Trafficware Ltd.
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	MioVision
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	16,911	Johnson Controls Inc.
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	3,500	PIX4D
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	987	APWA Tracking Software
					<u>86,160</u>	

	FY 23 Budget
	Request
Revised CM Proposed Budget	<u>12,632,736</u>

SCHEDULE F

2022 Tax Rate Calculation Worksheet

Taxing Units Other Than School Districts or Water Districts

Form 50-856

CITY OF EL PASO

Taxing Unit Name

300 N. Campbell, El Paso, TX 79901

Taxing Unit's Address, City, State, ZIP Code

(915) 212-0000

Phone (area code and number)

www.elpasotexas.gov

Taxing Unit's Website Address

GENERAL INFORMATION: Tax Code Section 26.04(c) requires an officer or employee designated by the governing body to calculate the no-new-revenue (NNR) tax rate and voter-approval tax rate for the taxing unit. These tax rates are expressed in dollars per \$100 of taxable value calculated. The calculation process starts after the chief appraiser delivers to the taxing unit the certified appraisal roll and the estimated values of properties under protest. The designated officer or employee shall certify that the officer or employee has accurately calculated the tax rates and used values shown for the certified appraisal roll or certified estimate. The officer or employee submits the rates to the governing body by Aug. 7 or as soon thereafter as practicable.

School districts do not use this form, but instead use Comptroller Form 50-859 *Tax Rate Calculation Worksheet, School District without Chapter 313 Agreements* or Comptroller Form 50-884 *Tax Rate Calculation Worksheet, School District with Chapter 313 Agreements*.

Water districts as defined under Water Code Section 49.001(1) do not use this form, but instead use Comptroller Form 50-858 *Water District Voter-Approval Tax Rate Worksheet for Low Tax Rate and Developing Districts* or Comptroller Form 50-860 *Developed Water District Voter-Approval Tax Rate Worksheet*.

The Comptroller's office provides this worksheet to assist taxing units in determining tax rates. The information provided in this worksheet is offered as technical assistance and not legal advice. Taxing units should consult legal counsel for interpretations of law regarding tax rate preparation and adoption.

SECTION 1: No-New-Revenue Tax Rate

The NNR tax rate enables the public to evaluate the relationship between taxes for the prior year and for the current year based on a tax rate that would produce the same amount of taxes (no new taxes) if applied to the same properties that are taxed in both years. When appraisal values increase, the NNR tax rate should decrease.

The NNR tax rate for a county is the sum of the NNR tax rates calculated for each type of tax the county levies.

While uncommon, it is possible for a taxing unit to provide an exemption for only maintenance and operations taxes. In this case, the taxing unit will need to calculate the NNR tax rate separately for the maintenance and operations tax and the debt tax, then add the two components together.

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
1.	2021 total taxable value. Enter the amount of 2021 taxable value on the 2021 tax roll today. Include any adjustments since last year's certification; exclude Tax Code Section 25.25(d) one-fourth and one-third over-appraisal corrections from these adjustments. Exclude any property value subject to an appeal under Chapter 42 as of July 25 (will add undisputed value in Line 6). This total includes the taxable value of homesteads with tax ceilings (will deduct in Line 2) and the captured value for tax increment financing (adjustment is made by deducting TIF taxes, as reflected in Line 17). ¹	\$ 38,117,380,327
2.	2021 tax ceilings. Counties, cities and junior college districts. Enter 2021 total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. Other taxing units enter 0. If your taxing unit adopted the tax ceiling provision in 2021 or a prior year for homeowners age 65 or older or disabled, use this step. ²	\$ 0
3.	Preliminary 2021 adjusted taxable value. Subtract Line 2 from Line 1.	\$ 38,117,380,324
4.	2021 total adopted tax rate.	\$ 0.907301 /\$100
5.	2021 taxable value lost because court appeals of ARB decisions reduced 2021 appraised value.	
	A. Original 2021 ARB values:	\$ 1,567,303,707
	B. 2021 values resulting from final court decisions:	- \$ 1,278,188,643
	C. 2021 value loss. Subtract B from A. ³	\$ 289,115,064
6.	2021 taxable value subject to an appeal under Chapter 42, as of July 25.	
	A. 2021 ARB certified value:	\$ 1,290,446,407
	B. 2021 disputed value:	- \$ 720,672,623
	C. 2021 undisputed value. Subtract B from A. ⁴	\$ 569,773,784
7.	2021 Chapter 42 related adjusted values. Add Line 5C and Line 6C.	\$ 858,888,848

¹ Tex. Tax Code § 26.012(14)

² Tex. Tax Code § 26.012(14)

³ Tex. Tax Code § 26.012(13)

⁴ Tex. Tax Code § 26.012(13)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
8.	2021 taxable value, adjusted for actual and potential court-ordered adjustments. Add Line 3 and Line 7.	\$ 38,976,269,172
9.	2021 taxable value of property in territory the taxing unit deannexed after Jan. 1, 2021. Enter the 2021 value of property in deannexed territory. ⁵	\$ 0
10.	2021 taxable value lost because property first qualified for an exemption in 2022. If the taxing unit increased an original exemption, use the difference between the original exempted amount and the increased exempted amount. Do not include value lost due to freeport, goods-in-transit, temporary disaster exemptions. Note that lowering the amount or percentage of an existing exemption in 2022 does not create a new exemption or reduce taxable value. A. Absolute exemptions. Use 2021 market value: \$ 13,505,537 B. Partial exemptions. 2022 exemption amount or 2022 percentage exemption times 2021 value: + \$ 171,822,392 C. Value loss. Add A and B. ⁶	\$ 185,327,929
11.	2021 taxable value lost because property first qualified for agricultural appraisal (1-d or 1-d-1), timber appraisal, recreational/scenic appraisal or public access airport special appraisal in 2022. Use only properties that qualified in 2022 for the first time; do not use properties that qualified in 2021. A. 2021 market value: \$ 8,916 B. 2022 productivity or special appraised value: - \$ 188 C. Value loss. Subtract B from A. ⁷	\$ 8,728
12.	Total adjustments for lost value. Add Lines 9, 10C and 11C.	\$ 185,336,657
13.	2021 captured value of property in a TIF. Enter the total value of 2021 captured appraised value of property taxable by a taxing unit in a tax increment financing zone for which 2021 taxes were deposited into the tax increment fund. ⁸ If the taxing unit has no captured appraised value in line 18D, enter 0.	\$ 933,829,606
14.	2021 total value. Subtract Line 12 and Line 13 from Line 8.	\$ 37,857,102,909
15.	Adjusted 2021 total levy. Multiply Line 4 by Line 14 and divide by \$100.	\$ 343,477,873
16.	Taxes refunded for years preceding tax year 2021. Enter the amount of taxes refunded by the taxing unit for tax years preceding tax year 2021. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for tax year 2021. This line applies only to tax years preceding tax year 2021. ⁹	\$ 4,391,003
17.	Adjusted 2021 levy with refunds and TIF adjustment. Add Lines 15 and 16. ¹⁰	\$ 347,868,876
18.	Total 2022 taxable value on the 2022 certified appraisal roll today. This value includes only certified values or certified estimate of values and includes the total taxable value of homesteads with tax ceilings (will deduct in Line 20). These homesteads include homeowners age 65 or older or disabled. ¹¹ A. Certified values: \$ 42,726,398,055 B. Counties: Include railroad rolling stock values certified by the Comptroller's office: + \$ C. Pollution control and energy storage system exemption: Deduct the value of property exempted for the current tax year for the first time as pollution control or energy storage system property: - \$ 0 D. Tax increment financing: Deduct the 2022 captured appraised value of property taxable by a taxing unit in a tax increment financing zone for which the 2022 taxes will be deposited into the tax increment fund. Do not include any new property value that will be included in Line 23 below. ¹² - \$ 1,135,909,027 E. Total 2022 value. Add A and B, then subtract C and D.	\$ 41,590,489,028

⁵ Tex. Tax Code § 26.012(15)⁶ Tex. Tax Code § 26.012(15)⁷ Tex. Tax Code § 26.012(15)⁸ Tex. Tax Code § 26.03(c)⁹ Tex. Tax Code § 26.012(13)¹⁰ Tex. Tax Code § 26.012(13)¹¹ Tex. Tax Code § 26.012, 26.04(c-2)¹² Tex. Tax Code § 26.03(c)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
19.	Total value of properties under protest or not included on certified appraisal roll. ¹³	
A.	2022 taxable value of properties under protest. The chief appraiser certifies a list of properties still under ARB protest. The list shows the appraisal district's value and the taxpayer's claimed value, if any, or an estimate of the value if the taxpayer wins. For each of the properties under protest, use the lowest of these values. Enter the total value under protest. ¹⁴ \$ <u>1,180,279,968</u>	
B.	2022 value of properties not under protest or included on certified appraisal roll. The chief appraiser gives taxing units a list of those taxable properties that the chief appraiser knows about but are not included in the appraisal roll certification. These properties also are not on the list of properties that are still under protest. On this list of properties, the chief appraiser includes the market value, appraised value and exemptions for the preceding year and a reasonable estimate of the market value, appraised value and exemptions for the current year. Use the lower market, appraised or taxable value (as appropriate). Enter the total value of property not on the certified roll. ¹⁵ + \$ <u>0</u>	
C.	Total value under protest or not certified. Add A and B.	\$ <u>1,180,279,968</u>
20.	2022 tax ceilings. Counties, cities and junior colleges enter 2022 total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. Other taxing units enter 0. If your taxing unit adopted the tax ceiling provision in 2021 or a prior year for homeowners age 65 or older or disabled, use this step. ¹⁶	\$ <u>0</u>
21.	2022 total taxable value. Add Lines 18E and 19C. Subtract Line 20. ¹⁷	\$ <u>42,770,768,996</u>
22.	Total 2022 taxable value of properties in territory annexed after Jan. 1, 2021. Include both real and personal property. Enter the 2022 value of property in territory annexed. ¹⁸	\$ <u>0</u>
23.	Total 2022 taxable value of new improvements and new personal property located in new improvements. New means the item was not on the appraisal roll in 2021. An improvement is a building, structure, fixture or fence erected on or affixed to land. New additions to exist-ing improvements may be included if the appraised value can be determined. New personal property in a new improvement must have been brought into the taxing unit after Jan. 1, 2021 and be located in a new improvement. New improvements do include property on which a tax abatement agreement has expired for 2022. ¹⁹	\$ <u>505,387,116</u>
24.	Total adjustments to the 2022 taxable value. Add Lines 22 and 23.	\$ <u>505,387,116</u>
25.	Adjusted 2022 taxable value. Subtract Line 24 from Line 21.	\$ <u>42,265,381,880</u>
26.	2022 NNR tax rate. Divide Line 17 by Line 25 and multiply by \$100. ²⁰	\$ <u>0.823058</u> /\$100
27.	COUNTIES ONLY. Add together the NNR tax rates for each type of tax the county levies. The total is the 2022 county NNR tax rate. ²¹	\$ _____/\$100

SECTION 2: Voter-Approval Tax Rate

The voter-approval tax rate is the highest tax rate that a taxing unit may adopt without holding an election to seek voter approval of the rate. The voter-approval tax rate is split into two separate rates:

- Maintenance and Operations (M&O) Tax Rate:** The M&O portion is the tax rate that is needed to raise the same amount of taxes that the taxing unit levied in the prior year plus the applicable percentage allowed by law. This rate accounts for such things as salaries, utilities and day-to-day operations.
- Debt Rate:** The debt rate includes the debt service necessary to pay the taxing unit's debt payments in the coming year. This rate accounts for principal and interest on bonds and other debt secured by property tax revenue.

The voter-approval tax rate for a county is the sum of the voter-approval tax rates calculated for each type of tax the county levies. In most cases the voter-approval tax rate exceeds the no-new-revenue tax rate, but occasionally decreases in a taxing unit's debt service will cause the NNR tax rate to be higher than the voter-approval tax rate.

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
28.	2021 M&O tax rate. Enter the 2021 M&O tax rate.	\$ <u>0.621636</u> /\$100
29.	2021 taxable value, adjusted for actual and potential court-ordered adjustments. Enter the amount in Line 8 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ <u>38,976,269,172</u>

¹³ Tex. Tax Code § 26.01(c) and (d)

¹⁴ Tex. Tax Code § 26.01(c)

¹⁵ Tex. Tax Code § 26.01(d)

¹⁶ Tex. Tax Code § 26.012(6)(B)

¹⁷ Tex. Tax Code § 26.012(6)

¹⁸ Tex. Tax Code § 26.012(17)

¹⁹ Tex. Tax Code § 26.012(17)

²⁰ Tex. Tax Code § 26.04(c)

²¹ Tex. Tax Code § 26.04(d)

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
30.	Total 2021 M&O levy. Multiply Line 28 by Line 29 and divide by \$100	\$ 242,290,520
31.	Adjusted 2021 levy for calculating NNR M&O rate. A. M&O taxes refunded for years preceding tax year 2021. Enter the amount of M&O taxes refunded in the preceding year for taxes before that year. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for tax year 2021. This line applies only to tax years preceding tax year 2021. + \$ 2,999,418 B. 2021 taxes in TIF. Enter the amount of taxes paid into the tax increment fund for a reinvestment zone as agreed by the taxing unit. If the taxing unit has no 2022 captured appraised value in Line 18D, enter 0. - \$ 5,805,021 C. 2021 transferred function. If discontinuing all of a department, function or activity and transferring it to another taxing unit by written contract, enter the amount spent by the taxing unit discontinuing the function in the 12 months preceding the month of this calculation. If the taxing unit did not operate this function for this 12-month period, use the amount spent in the last full fiscal year in which the taxing unit operated the function. The taxing unit discontinuing the function will subtract this amount in D below. The taxing unit receiving the function will add this amount in D below. Other taxing units enter 0. +/- \$ 0 D. 2021 M&O levy adjustments. Subtract B from A. For taxing unit with C, subtract if discontinuing function and add if receiving function. \$ -2,805,603 E. Add Line 30 to 31D.	\$ 239,484,917
32.	Adjusted 2022 taxable value. Enter the amount in Line 25 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,265,381,880
33.	2022 NNR M&O rate (unadjusted). Divide Line 31E by Line 32 and multiply by \$100.	\$ 0.566621 /\$100
34.	Rate adjustment for state criminal justice mandate. ²³ A. 2022 state criminal justice mandate. Enter the amount spent by a county in the previous 12 months providing for the maintenance and operation cost of keeping inmates in county-paid facilities after they have been sentenced. Do not include any state reimbursement received by the county for the same purpose. \$ 0 B. 2021 state criminal justice mandate. Enter the amount spent by a county in the 12 months prior to the previous 12 months providing for the maintenance and operation cost of keeping inmates in county-paid facilities after they have been sentenced. Do not include any state reimbursement received by the county for the same purpose. Enter zero if this is the first time the mandate applies. - \$ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ 0/\$100 D. Enter the rate calculated in C. If not applicable, enter 0.	\$ 0/\$100
35.	Rate adjustment for indigent health care expenditures. ²⁴ A. 2022 indigent health care expenditures. Enter the amount paid by a taxing unit providing for the maintenance and operation cost of providing indigent health care for the period beginning on July 1, 2021 and ending on June 30, 2022, less any state assistance received for the same purpose. \$ 0 B. 2021 indigent health care expenditures. Enter the amount paid by a taxing unit providing for the maintenance and operation cost of providing indigent health care for the period beginning on July 1, 2020 and ending on June 30, 2021, less any state assistance received for the same purpose. - \$ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ 0.000000/\$100 D. Enter the rate calculated in C. If not applicable, enter 0.	\$ 0/\$100

²² [Reserved for expansion]²³ Tex. Tax Code § 26.044²⁴ Tex. Tax Code § 26.0441

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
36.	Rate adjustment for county indigent defense compensation. ²⁵ A. 2022 indigent defense compensation expenditures. Enter the amount paid by a county to provide appointed counsel for indigent individuals and fund the operations of a public defender's office under Article 26.044, Code of Criminal Procedure for the period beginning on July 1, 2021 and ending on June 30, 2022, less any state grants received by the county for the same purpose. \$ _____ 0 B. 2021 indigent defense compensation expenditures. Enter the amount paid by a county to provide appointed counsel for indigent individuals and fund the operations of a public defender's office under Article 26.044, Code of Criminal Procedure for the period beginning on July 1, 2020 and ending on June 30, 2021, less any state grants received by the county for the same purpose. \$ _____ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 D. Multiply B by 0.05 and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 E. Enter the lesser of C and D. If not applicable, enter 0.	\$ _____ 0/\$100
37.	Rate adjustment for county hospital expenditures. ²⁶ A. 2022 eligible county hospital expenditures. Enter the amount paid by the county or municipality to maintain and operate an eligible county hospital for the period beginning on July 1, 2021 and ending on June 30, 2022. \$ _____ 0 B. 2021 eligible county hospital expenditures. Enter the amount paid by the county or municipality to maintain and operate an eligible county hospital for the period beginning on July 1, 2020 and ending on June 30, 2021. \$ _____ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 D. Multiply B by 0.08 and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 E. Enter the lesser of C and D, if applicable. If not applicable, enter 0.	\$ _____ 0/\$100
38.	Rate adjustment for defunding municipality. This adjustment only applies to a municipality that is considered to be a defunding municipality for the current tax year under Chapter 109, Local Government Code. Chapter 109, Local Government Code only applies to municipalities with a population of more than 250,000 and includes a written determination by the Office of the Governor. See Tax Code 26.0444 for more information. A. Amount appropriated for public safety in 2021. Enter the amount of money appropriated for public safety in the budget adopted by the municipality for the preceding fiscal year. \$ _____ 0 B. Expenditures for public safety in 2021. Enter the amount of money spent by the municipality for public safety during the preceding fiscal year. \$ _____ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 D. Enter the rate calculated in C. If not applicable, enter 0.	\$ _____ 0/\$100
39.	Adjusted 2022 NNR M&O rate. Add Lines 33, 34D, 35D, 36E, and 37E. Subtract Line 38D.	\$ _____ 0.566621/\$100
40.	Adjustment for 2021 sales tax specifically to reduce property values. Cities, counties and hospital districts that collected and spent additional sales tax on M&O expenses in 2021 should complete this line. These entities will deduct the sales tax gain rate for 2022 in Section 3. Other taxing units, enter zero. A. Enter the amount of additional sales tax collected and spent on M&O expenses in 2021, if any. Counties must exclude any amount that was spent for economic development grants from the amount of sales tax spent. \$ _____ 0 B. Divide Line 40A by Line 32 and multiply by \$100. \$ _____ 0/\$100 C. Add Line 40B to Line 39.	\$ _____ 0.566621/\$100
41.	2022 voter-approval M&O rate. Enter the rate as calculated by the appropriate scenario below. Special Taxing Unit. If the taxing unit qualifies as a special taxing unit, multiply Line 40C by 1.08. - or - Other Taxing Unit. If the taxing unit does not qualify as a special taxing unit, multiply Line 40C by 1.035.	\$ _____ 0.586452/\$100

²⁵ Tex. Tax Code § 26.0442²⁶ Tex. Tax Code § 26.0443

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
D41.	Disaster Line 41 (D41): 2022 voter-approval M&O rate for taxing unit affected by disaster declaration. If the taxing unit is located in an area declared a disaster area and at least one person is granted an exemption under Tax Code Section 11.35 for property located in the taxing unit, the governing body may direct the person calculating the voter-approval tax rate to calculate in the manner provided for a special taxing unit. The taxing unit shall continue to calculate the voter-approval tax rate in this manner until the earlier of 1) the first year in which total taxable value on the certified appraisal roll exceeds the total taxable value of the tax year in which the disaster occurred, or 2) the third tax year after the tax year in which the disaster occurred If the taxing unit qualifies under this scenario, multiply Line 40C by 1.08. ²⁷ If the taxing unit does not qualify, do not complete Disaster Line 41 (Line D41).	\$ _____ 0 /\$100
42.	Total 2022 debt to be paid with property taxes and additional sales tax revenue. Debt means the interest and principal that will be paid on debts that: (1) are paid by property taxes, (2) are secured by property taxes, (3) are scheduled for payment over a period longer than one year, and (4) are not classified in the taxing unit's budget as M&O expenses. A. Debt also includes contractual payments to other taxing units that have incurred debts on behalf of this taxing unit, if those debts meet the four conditions above. Include only amounts that will be paid from property tax revenue. Do not include appraisal district budget payments. If the governing body of a taxing unit authorized or agreed to authorize a bond, warrant, certificate of obligation, or other evidence of indebtedness on or after Sept. 1, 2022, verify if it meets the amended definition of debt before including it here. ²⁸ Enter debt amount \$ <u>132,633,441</u> B. Subtract unencumbered fund amount used to reduce total debt. - \$ <u>2,881,500</u> C. Subtract certified amount spent from sales tax to reduce debt (enter zero if none) - \$ <u>0</u> D. Subtract amount paid from other resources - \$ <u>10,094,777</u> E. Adjusted debt. Subtract B, C and D from A.	\$ <u>119,657,164</u>
43.	Certified 2021 excess debt collections. Enter the amount certified by the collector. ²⁹	\$ <u>2,561,125</u>
44.	Adjusted 2022 debt. Subtract Line 43 from Line 42E.	\$ <u>117,096,039</u>
45.	2022 anticipated collection rate. A. Enter the 2022 anticipated collection rate certified by the collector. ³⁰ <u>98.79</u> % B. Enter the 2021 actual collection rate. <u>98.79</u> % C. Enter the 2020 actual collection rate. <u>100.27</u> % D. Enter the 2019 actual collection rate. <u>99.25</u> % E. If the anticipated collection rate in A is lower than actual collection rates in B, C and D, enter the lowest collection rate from B, C and D. If the anticipated rate in A is higher than at least one of the rates in the prior three years, enter the rate from A. Note that the rate can be greater than 100%. ³¹	<u>98.79</u> %
46.	2022 debt adjusted for collections. Divide Line 44 by Line 45E.	\$ <u>118,530,255</u>
47.	2022 total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ <u>42,770,768,996</u>
48.	2022 debt rate. Divide Line 46 by Line 47 and multiply by \$100.	\$ <u>0.277129</u> /\$100
49.	2022 voter-approval tax rate. Add Lines 41 and 48.	\$ <u>0.863581</u> /\$100
D49.	Disaster Line 49 (D49): 2022 voter-approval tax rate for taxing unit affected by disaster declaration. Complete this line if the taxing unit calculated the voter-approval tax rate in the manner provided for a special taxing unit on Line D41. Add Line D41 and 48.	\$ _____ /\$100

²⁷ Tex. Tax Code § 26.042(a)²⁸ Tex. Tax Code § 26.012(7)²⁹ Tex. Tax Code § 26.012(10) and 26.04(b)³⁰ Tex. Tax Code § 26.04(b)³¹ Tex. Tax Code §§ 26.04(h), (h-1) and (h-2)

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
50.	COUNTIES ONLY. Add together the voter-approval tax rates for each type of tax the county levies. The total is the 2022 county voter-approval tax rate.	\$ _____ 0 /\$100

SECTION 3: NNR Tax Rate and Voter-Approval Tax Rate Adjustments for Additional Sales Tax to Reduce Property Taxes

Cities, counties and hospital districts may levy a sales tax specifically to reduce property taxes. Local voters by election must approve imposing or abolishing the additional sales tax. If approved, the taxing unit must reduce its NNR and voter-approval tax rates to offset the expected sales tax revenue.

This section should only be completed by a county, city or hospital district that is required to adjust its NNR tax rate and/or voter-approval tax rate because it adopted the additional sales tax.

Line	Additional Sales and Use Tax Worksheet	Amount/Rate
51.	Taxable Sales. For taxing units that adopted the sales tax in November 2021 or May 2022, enter the Comptroller's estimate of taxable sales for the previous four quarters. ³² Estimates of taxable sales may be obtained through the Comptroller's Allocation Historical Summary webpage. Taxing units that adopted the sales tax before November 2021, enter 0.	\$ _____ 0
52.	Estimated sales tax revenue. Counties exclude any amount that is or will be spent for economic development grants from the amount of estimated sales tax revenue. ³³ Taxing units that adopted the sales tax in November 2021 or in May 2022. Multiply the amount on Line 51 by the sales tax rate (.01, .005 or .0025, as applicable) and multiply the result by .95. ³⁴ - or - Taxing units that adopted the sales tax before November 2021. Enter the sales tax revenue for the previous four quarters. Do not multiply by .95.	\$ _____ 0
53.	2022 total taxable value. Enter the amount from Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,770,768,996
54.	Sales tax adjustment rate. Divide Line 52 by Line 53 and multiply by \$100.	\$ _____ 0 /\$100
55.	2022 NNR tax rate, unadjusted for sales tax. ³⁵ Enter the rate from Line 26 or 27, as applicable, on the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 0.823058 /\$100
56.	2022 NNR tax rate, adjusted for sales tax. Taxing units that adopted the sales tax in November 2021 or in May 2022. Subtract Line 54 from Line 55. Skip to Line 57 if you adopted the additional sales tax before November 2021.	\$ 0.823058 /\$100
57.	2022 voter-approval tax rate, unadjusted for sales tax. ³⁶ Enter the rate from Line 49, Line D49 (disaster) or Line 50 (counties) as applicable, of the <i>Voter-Approval Tax Rate Worksheet</i> .	\$ 0.863581 /\$100
58.	2022 voter-approval tax rate, adjusted for sales tax. Subtract Line 54 from Line 57.	\$ 0.863581 /\$100

SECTION 4: Voter-Approval Tax Rate Adjustment for Pollution Control

A taxing unit may raise its rate for M&O funds used to pay for a facility, device or method for the control of air, water or land pollution. This includes any land, structure, building, installation, excavation, machinery, equipment or device that is used, constructed, acquired or installed wholly or partly to meet or exceed pollution control requirements. The taxing unit's expenses are those necessary to meet the requirements of a permit issued by the Texas Commission on Environmental Quality (TCEQ). The taxing unit must provide the tax assessor with a copy of the TCEQ letter of determination that states the portion of the cost of the installation for pollution control.

This section should only be completed by a taxing unit that uses M&O funds to pay for a facility, device or method for the control of air, water or land pollution.

Line	Voter-Approval Rate Adjustment for Pollution Control Requirements Worksheet	Amount/Rate
59.	Certified expenses from the Texas Commission on Environmental Quality (TCEQ). Enter the amount certified in the determination letter from TCEQ. ³⁷ The taxing unit shall provide its tax assessor-collector with a copy of the letter. ³⁸	\$ _____ 0
60.	2022 total taxable value. Enter the amount from Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,770,768,996
61.	Additional rate for pollution control. Divide Line 59 by Line 60 and multiply by \$100.	\$ _____ 0 /\$100
62.	2022 voter-approval tax rate, adjusted for pollution control. Add Line 61 to one of the following lines (as applicable): Line 49, Line D49 (disaster), Line 50 (counties) or Line 58 (taxing units with the additional sales tax).	\$ 0.863581 /\$100

³² Tex. Tax Code § 26.041(d)

³³ Tex. Tax Code § 26.041(i)

³⁴ Tex. Tax Code § 26.041(d)

³⁵ Tex. Tax Code § 26.04(c)

³⁶ Tex. Tax Code § 26.04(c)

³⁷ Tex. Tax Code § 26.045(d)

³⁸ Tex. Tax Code § 26.045(i)

SECTION 5: Voter-Approval Tax Rate Adjustment for Unused Increment Rate

The unused increment rate is the rate equal to the difference between the adopted tax rate and voter-approval tax rate before the unused increment rate for the prior three years.³⁹ In a year where a taxing unit adopts a rate by applying any portion of the unused increment rate, the unused increment rate for that year would be zero.

The difference between the adopted tax rate and voter-approval tax rate is considered zero in the following scenarios:

- a tax year before 2020;⁴⁰
- a tax year in which the municipality is a defunding municipality, as defined by Tax Code Section 26.0501(a);⁴¹ or
- after Jan. 1, 2022, a tax year in which the comptroller determines that the county implemented a budget reduction or reallocation described by Local Government Code Section 120.002(a) without the required voter approval.⁴²

This section should only be completed by a taxing unit that does not meet the definition of a special taxing unit.⁴³

Line	Unused Increment Rate Worksheet	Amount/Rate
63.	2021 unused increment rate. Subtract the 2021 actual tax rate and the 2021 unused increment rate from the 2021 voter-approval tax rate. If the number is less than zero, enter zero.	\$ 0.002237 /\$100
64.	2020 unused increment rate. Subtract the 2020 actual tax rate and the 2020 unused increment rate from the 2020 voter-approval tax rate. If the number is less than zero, enter zero.	\$ 0.005995 /\$100
65.	2019 unused increment rate. Subtract the 2019 actual tax rate and the 2019 unused increment rate from the 2019 voter-approval tax rate. If the number is less than zero, enter zero. If the year is prior to 2020, enter zero.	\$ 0 /\$100
66.	2022 unused increment rate. Add Lines 63, 64 and 65.	\$ 0.008232 /\$100
67.	2022 voter-approval tax rate, adjusted for unused increment rate. Add Line 66 to one of the following lines (as applicable): Line 49, Line D49 (disaster), Line 50 (counties), Line 58 (taxing units with the additional sales tax) or Line 62 (taxing units with pollution control).	\$ 0.871813 /\$100

SECTION 6: De Minimis Rate

The de minimis rate is the rate equal to the sum of the no-new-revenue maintenance and operations rate, the rate that will raise \$500,000, and the current debt rate for a taxing unit.⁴⁴

This section should only be completed by a taxing unit that is a municipality of less than 30,000 or a taxing unit that does not meet the definition of a special taxing unit.⁴⁵

Line	De Minimis Rate Worksheet	Amount/Rate
68.	Adjusted 2022 NNR M&O tax rate. Enter the rate from Line 39 of the <i>Voter-Approval Tax Rate Worksheet</i>	\$ 0.566621 /\$100
69.	2022 total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,770,768,996
70.	Rate necessary to impose \$500,000 in taxes. Divide \$500,000 by Line 69 and multiply by \$100.	\$ 0.001169 /\$100
71.	2022 debt rate. Enter the rate from Line 48 of the <i>Voter-Approval Tax Rate Worksheet</i> .	\$ 0.277129 /\$100
72.	De minimis rate. Add Lines 68, 70 and 71.	\$ 0.000000 /\$100

SECTION 7: Voter-Approval Tax Rate Adjustment for Emergency Revenue Rate

In the tax year after the end of the disaster calculation time period detailed in Tax Code Section 26.042(a), a taxing unit that calculated its voter-approval tax rate in the manner provided for a special taxing unit due to a disaster must calculate its emergency revenue rate and reduce its voter-approval tax rate for that year.⁴⁶

Similarly, if a taxing unit adopted a tax rate that exceeded its voter-approval tax rate, calculated normally, without holding an election to respond to a disaster, as allowed by Tax Code Section 26.042(d), in the prior year, it must also reduce its voter-approval tax rate for the current tax year.⁴⁷

This section will apply to a taxing unit other than a special taxing unit that:

- directed the designated officer or employee to calculate the voter-approval tax rate of the taxing unit in the manner provided for a special taxing unit in the prior year; and
- the current year is the first tax year in which the total taxable value of property taxable by the taxing unit as shown on the appraisal roll for the taxing unit submitted by the assessor for the taxing unit to the governing body exceeds the total taxable value of property taxable by the taxing unit on January 1 of the tax year in which the disaster occurred or the disaster occurred four years ago.

³⁹ Tex. Tax Code § 26.013(a)

⁴⁰ Tex. Tax Code § 26.013(c)

⁴¹ Tex. Tax Code §§ 26.0501(a) and (c)

⁴² Tex. Local Gov't Code § 120.007(d), effective Jan. 1, 2022

⁴³ Tex. Tax Code § 26.063(a)(1)

⁴⁴ Tex. Tax Code § 26.012(8-a)

⁴⁵ Tex. Tax Code § 26.063(a)(1)

⁴⁶ Tex. Tax Code § 26.042(b)

⁴⁷ Tex. Tax Code § 26.042(f)

This section will apply to a taxing unit in a disaster area that adopted a tax rate greater than its voter-approval tax rate without holding an election in the prior year.

Note: This section does not apply if a taxing unit is continuing to calculate its voter-approval tax rate in the manner provided for a special taxing unit because it is still within the disaster calculation time period detailed in Tax Code Section 26.042(a) because it has not met the conditions in Tax Code Section 26.042(a)(1) or (2).

Line	Emergency Revenue Rate Worksheet	Amount/Rate
73.	2021 adopted tax rate. Enter the rate in Line 4 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 0.907301 / \$100
74.	Adjusted 2021 voter-approval tax rate. Use the taxing unit's Tax Rate Calculation Worksheets from the prior year(s) to complete this line. If a disaster occurred in 2021 and the taxing unit calculated its 2021 voter-approval tax rate using a multiplier of 1.08 on Disaster Line 41 (D41) of the 2021 worksheet due to a disaster, enter the 2021 voter-approval tax rate as calculated using a multiplier of 1.035 from Line 49. - or - If a disaster occurred prior to 2021 for which the taxing unit continued to calculate its voter-approval tax rate using a multiplier of 1.08 on Disaster Line 41 (D41) in 2021, complete the separate <i>Adjusted Voter-Approval Tax Rate for Taxing Units in Disaster Area Calculation Worksheet</i> to recalculate the voter-approval tax rate the taxing unit would have calculated in 2021 if it had generated revenue based on an adopted tax rate using a multiplier of 1.035 in the year(s) following the disaster. ⁴⁸ Enter the final adjusted 2021 voter-approval tax rate from the worksheet. - or - If the taxing unit adopted a tax rate above the 2021 voter-approval tax rate without calculating a disaster tax rate or holding an election due to a disaster, no recalculation is necessary. Enter the voter-approval tax rate from the prior year's worksheet.	\$ 0 / \$100
75.	Increase in 2021 tax rate due to disaster. Subtract Line 74 from Line 73.	\$ 0.907301 / \$100
76.	Adjusted 2021 taxable value. Enter the amount in Line 14 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 37,857,102,909
77.	Emergency revenue. Multiply Line 75 by Line 76 and divide by \$100.	\$ 343,477,873
78.	Adjusted 2022 taxable value. Enter the amount in Line 25 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,265,381,880
79.	Emergency revenue rate. Divide Line 77 by Line 78 and multiply by \$100. ⁴⁹	\$ 0 / \$100
80.	2022 voter-approval tax rate, adjusted for emergency revenue. Subtract Line 79 from one of the following lines (as applicable): Line 49, Line D49 (disaster), Line 50 (counties), Line 58 (taxing units with the additional sales tax), Line 62 (taxing units with pollution control) or Line 67 (taxing units with the unused increment rate).	\$ 0.871813 / \$100

SECTION 8: Total Tax Rate

Indicate the applicable total tax rates as calculated above.

No-new-revenue tax rate. As applicable, enter the 2022 NNR tax rate from: Line 26, Line 27 (counties), or Line 56 (adjusted for sales tax). Indicate the line number used: <u>26</u>	\$ 0.823058 / \$100
Voter-approval tax rate. As applicable, enter the 2022 voter-approval tax rate from: Line 49, Line D49 (disaster), Line 50 (counties), Line 58 (adjusted for sales tax), Line 62 (adjusted for pollution control), Line 67 (adjusted for unused increment), or Line 80 (adjusted for emergency revenue). Indicate the line number used: <u>80</u>	\$ 0.871813 / \$100
De minimis rate. If applicable, enter the 2022 de minimis rate from Line 72.	\$ 0.000000 / \$100

SECTION 9: Taxing Unit Representative Name and Signature

Enter the name of the person preparing the tax rate as authorized by the governing body of the taxing unit. By signing below, you certify that you are the designated officer or employee of the taxing unit and have accurately calculated the tax rates using values that are the same as the values shown in the taxing unit's certified appraisal roll or certified estimate of taxable value, in accordance with requirements in Tax Code. ⁵⁰

print
here

Maria O. Pasillas, RTA

Printed Name of Taxing Unit Representative

sign
here

Maria O. Pasillas

Taxing Unit Representative

07/26/2022

Date

⁴⁸ Tex. Tax Code §26.042(c)

⁴⁹ Tex. Tax Code §26.042(b)

⁵⁰ Tex. Tax Code §§ 26.04(c-2) and (d-2)



WORKFORCE FOCUS August 2022

Deliver exceptional services
to support a high quality of life
and place for our community.





LEADERSHIP SYSTEM

- ✓ Our PLAN sets our organizational purpose and direction
- ✓ PEOPLE are at the core of our work
- ✓ We are oriented to continuously improve our PROCESS

2



WHAT WE WILL COVER

AREAS OF FOCUS

- 1 Recruitment + Retention Tools
(Araceli Guerra)
- 2 Stories Spotlight (Dionne Mack)
- 3 Key Investment Strategies
(Robert Cortinas)

1

KEY RECRUITMENT & RETENTION TOOLS

- Process Improvements
- Hybrid Workplace, Hiring Incentive
- Partnered Approach
 - Workforce Solutions Borderplex
- Learning + Development
 - Tuition Assistance Program



KEY PROCESS IMPROVEMENTS

- Paper based forms
- 81-day hiring average
- Employee requests non-centralized
- Exams on Paper
- TAP – Only Full-time employees

Before



- Listening to the Voice of our Workforce
- Digitized systems for prompt service + tracking
- **68**-day hiring average
- Centralized Service Request System
- Online exams
- **TAP** \$5k / year PT + FT

Now



- Exit Interview Surveys
- Performance Evaluations
- Robust Volunteer / Internship Program
- Dedicated Careers Site
- Continued Partner Opportunities

Next



WHAT WE WILL COVER

AREAS OF FOCUS

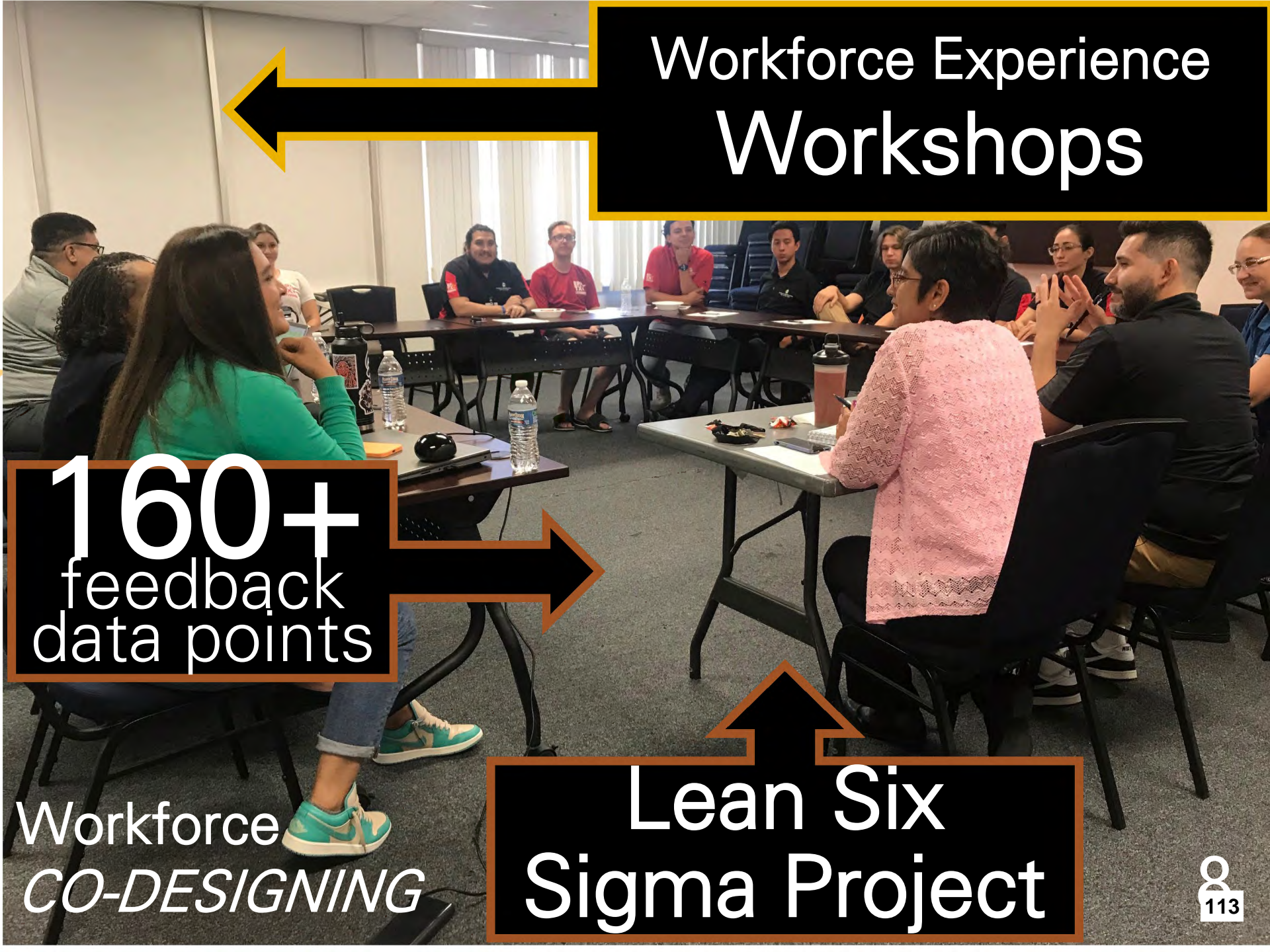
2 Stories Spotlight (Dionne Mack)

There is a story to be told.



LEAN 6σ HCD

Understand
Generate
Deliver



Workforce Experience
Workshops

160+
feedback
data points

Workforce
CO-DESIGNING

Lean Six
Sigma Project

Jesus Avila, Aquatics Division

I've worked as a lifeguard, head lifeguard, swimming/lifeguard instructor trainer, and supervisor for the City of El Paso and Fort Bliss. But wanted to work more with the City of El Paso as I had more opportunities in career advancement

To continue to grow, I am currently taking advantage of the Tuition Assistance Program (TAP) This program has encouraged me to grow personally and professionally while also becoming a better asset to my organization.

Despite all of these opportunities, not many people have had the opportunity to benefit from this program as our organization is currently facing workforce capacity challenges such as lifeguards. This challenge was and currently presented to the aquatics division during pre and post pandemic period.

Some possible solutions that can improve the lifeguard shortage is better compensation, retention program, incentives, increase of training, and continued career advancement.

In essence, if we pursue these solutions together, I am confident that our organization will no longer face a lifeguard staffing shortage and will continue to take pride and joy in the waves we leave behind as we develop a skilled workforce.

In June of 2019 there was an opening at the Zoo, so I jumped at the chance to work with guests at a location that focused on animal conservation and preservation. The following semester, I was accepted into the Master's in Public Administration program and this past December, earned my graduate degree. This is a lifelong dream that I would have never been able to achieve without the City of El Paso's TAP Program

The City really demonstrated that it cares for and invests in the growth of their staff. During the pandemic, my entire team was furloughed and one of the biggest challenges has been to re-staff and to be able to hire and retain good people, especially in today's challenging workforce market.

The city and the Zoo have proven that they are listening to the staff concerns and finding a viable solution to making this a win-win situation for the community, the guests and the staff here at the Zoo.

Where else can you balance the day's receipts while lions are roaring in the background and the wolves are howling for their dinner.



**Rocio Nevarez,
Customer Relations & Billing
Supervisor at the El Paso Zoo and
Botanical Gardens**



WHAT WE WILL COVER

AREAS OF FOCUS

3 Key Investment Strategies

Robert Cortinas

Continued Workforce Focus

Compensation

- Wage increases
- Incentives
- Service-Time
- Performance Pay

Benefits

- Healthcare
- Shape it Up
- Wellness Clinics
- City Gyms

Development

- Tuition Assistance
- Leadership Training
- LinkedIn Library
- Lean Six Sigma

Continuous investment in our Workforce



- ✓ **6 years of pay increases** and health and fitness incentives
- ✓ No healthcare increases for all civilian employees
- ✓ **Shape It Up** wellness Program
- ✓ Increase in number of Wellness Clinics from two to nine
- ✓ Health Savings Account with employer contribution annually
 - ✓ \$500 per employee/\$1,000 per family
- ✓ Blood work discount
 - ✓ \$25 per paycheck per employee or \$50 per family

Aggressive, Competitive Wages

- **Wage Adjustments** for Animal Services and aquatic positions
 - Immediate increase in base pay of **\$13 per hour**, includes adjustments to address compression for supervisors
 - Additional **\$1.00 increase** built into FY 2023 Budget over two phases (Sep and Mar)
- Additionally,
 - Budget Resolution includes **\$90 per pay period incentive** for positions requiring immunizations for the health and safety of employees and animals (Animal Services and Zoo employees)

FY 2023 Workforce Investments

Improved	New	Continued	Benefit
9% increase to minimum wage (\$11.11 to \$12.11)	Up to \$250 lump sum payment for qualifying performance evaluation reviews	No healthcare cost increase to employees (4 th year City covering full increase)	Healthcare deferred cost to employee \$293.76
Service Time – additional percentage increase for every five years of service (between 2%-5%)	\$90 per pay period incentive for Animal Services and Zoo employees whose job requires immunizations	\$1,000 Sign-On Incentive continues through FY 2023	
		Shape It Up (Up to \$150 monthly)	\$1,800 annual
		HSA Contribution	\$500/\$1,000 annual
		Tuition Assistance Program	\$3,000 PT/ \$5,000 FT annual

Workforce Compensation and Benefits

Wage increase (amount based on full-time employee)	\$2,080
Performance Evaluation (lump sum up to \$250)	\$250
Shape it Up Wellness Incentive (\$600-\$1,800)	\$1,800
Health Savings Account (\$500 - \$1,000)	\$1,000
Tuition Assistance Program (up to \$5,000 annually)	\$5,000
Service Time Increase (additional % increase every 5 years)	\$760*
CDL, Animal Services, Zoo incentive (\$90 per pay period)	\$2,340
Sign-On incentive for new employees	\$1,000
Employee healthcare savings due to no cost increase (paid by City)	\$294
Accident-Free driving incentive (jobs requiring CDL)	\$350
Perfect Attendance incentive	\$100
U-Matter recognition (up to \$250)	\$250
Total Available Compensation Increase, Benefits, Incentives	\$15,224

WHAT WE COVERED

AREAS OF FOCUS

- 1 Recruitment + Retention Tools
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City of El Paso FY 2023 Budget

August 23, 2022

Budget Development Approach

Fiscal Management for Short & Long-Term

- Provides **financial relief** to taxpayers through strategic economic recovery
- *Continues our critical investment in Council and community **priorities** – ex. police, fire, streets, parks, museums*
- Invests aggressively in our **workforce** through competitive compensation, benefits, and incentives
- Includes cost increases due to **inflation** and contractual obligations – ex. fuel, utilities, information technology contracts, and November election

COVID & Economic Uncertainty

- Unknown potential long-term health, financial, operational, and economic impacts
- Revenue impacts – ex. sales tax, bridges, licenses and permits, etc.
- Inflationary pressures are driving costs up – fuel and supply chain disruptions, increasing contract costs (ex. security, janitorial, etc.)
- Tight labor market – hiring challenges and competitiveness
- Global geopolitical instability (Russia, Ukraine, Immigration)

COVID-19 Impact and Response – Year 4



5-Year Forecast

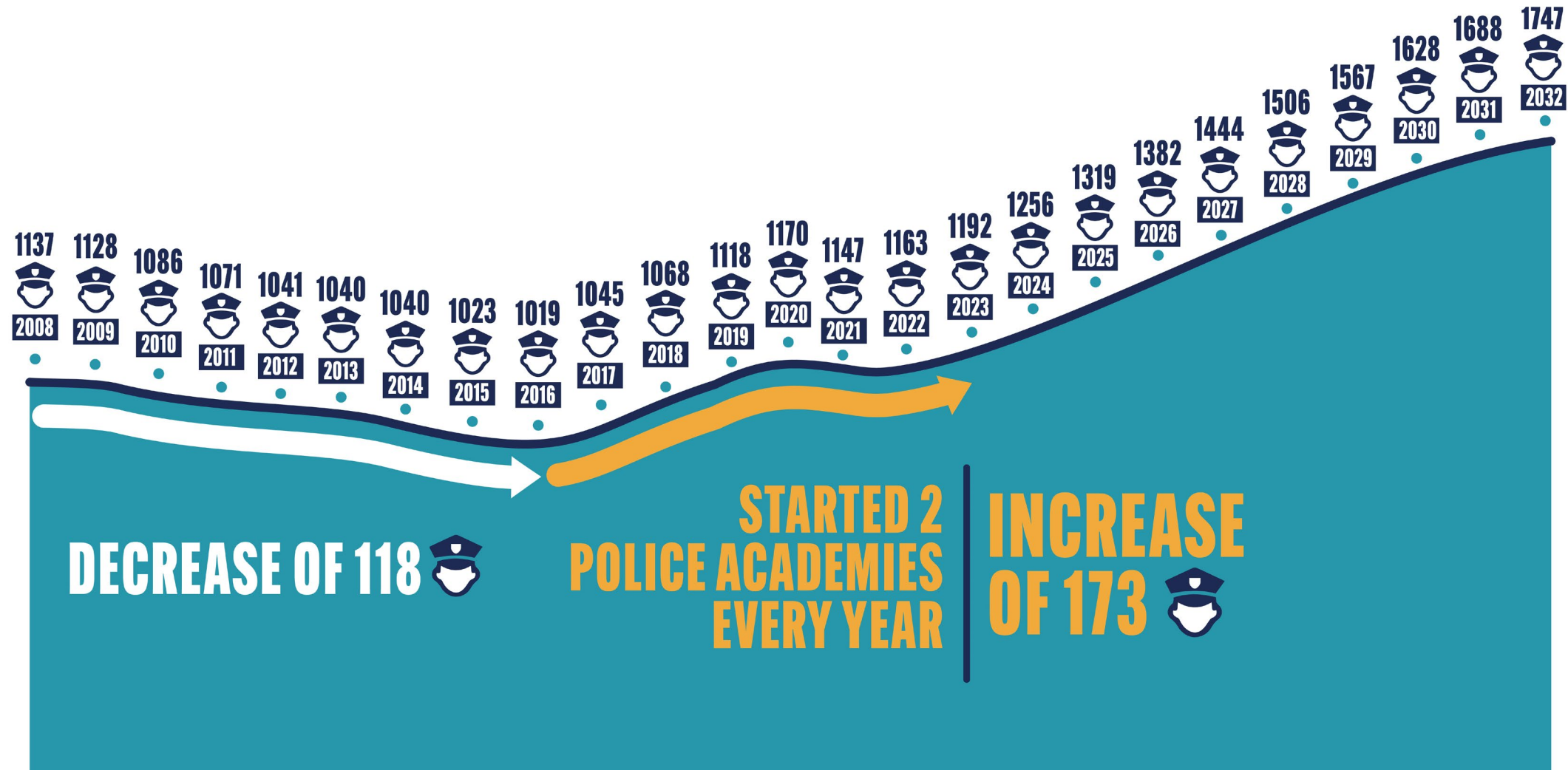
Focus on Short and Long-Term Sustainability

- Future deficits projected based on status quo - proactive actions being recommended and implemented
- Property value and sales tax growth have seen unprecedented increases this year, however this growth trend will not continue
- City's largest expenditure is our workforce, 4th largest employer in the area, and we need to continue to be competitive
- Remaining bond costs for public safety projects

Category
Police CBA
Fire CBA
Police Staffing
911 Staffing
Fire Staffing
Workforce Competitiveness
Healthcare
Public Safety Bond Operating
Quality of Life operating
Facilities Maintenance
Vehicle Replacement
Equipment Replacement
Parks Amenities
Streets

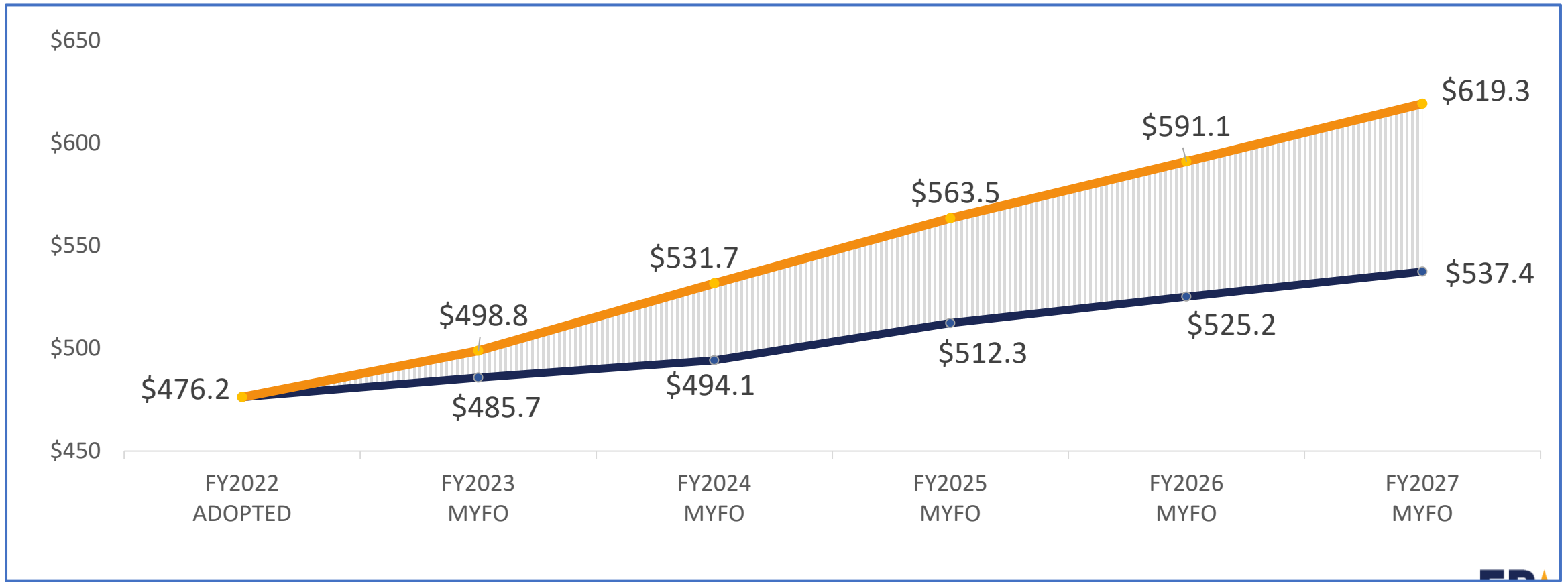
Police Staffing

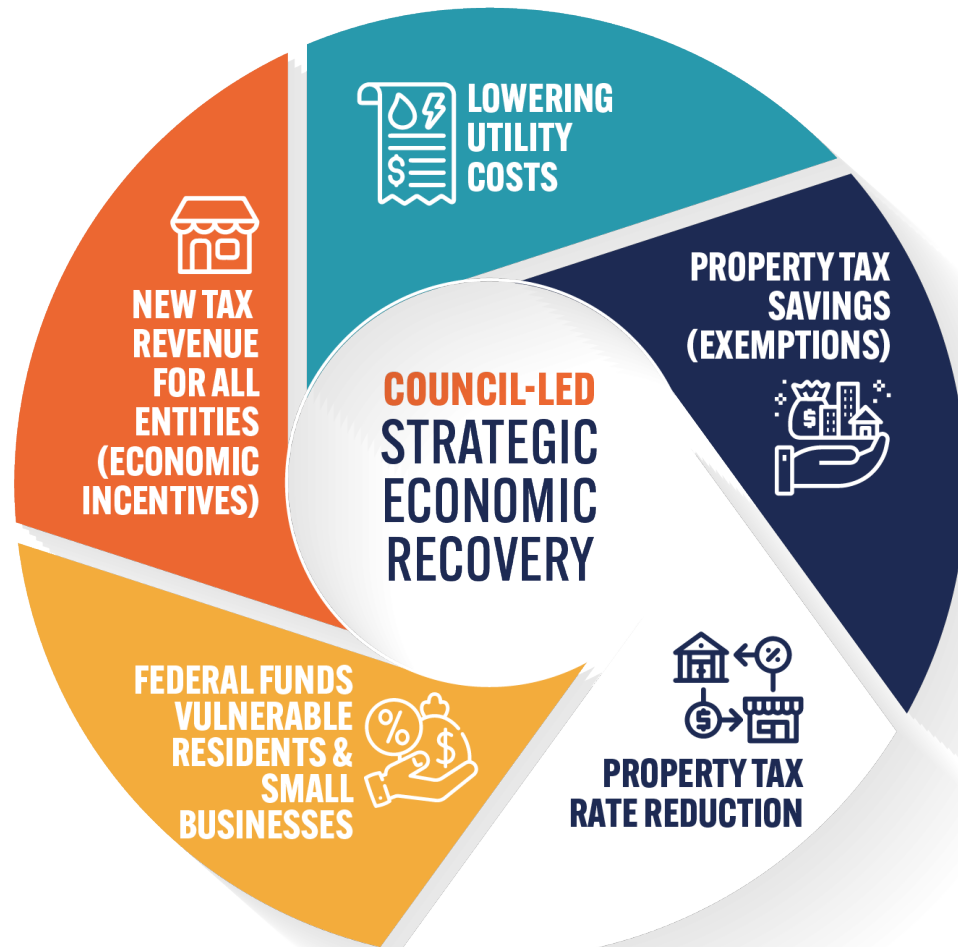
Back to 2008 Level and Growing for the Future



FY2023-FY2027 MYFO

From February 2022





Helping our
Community

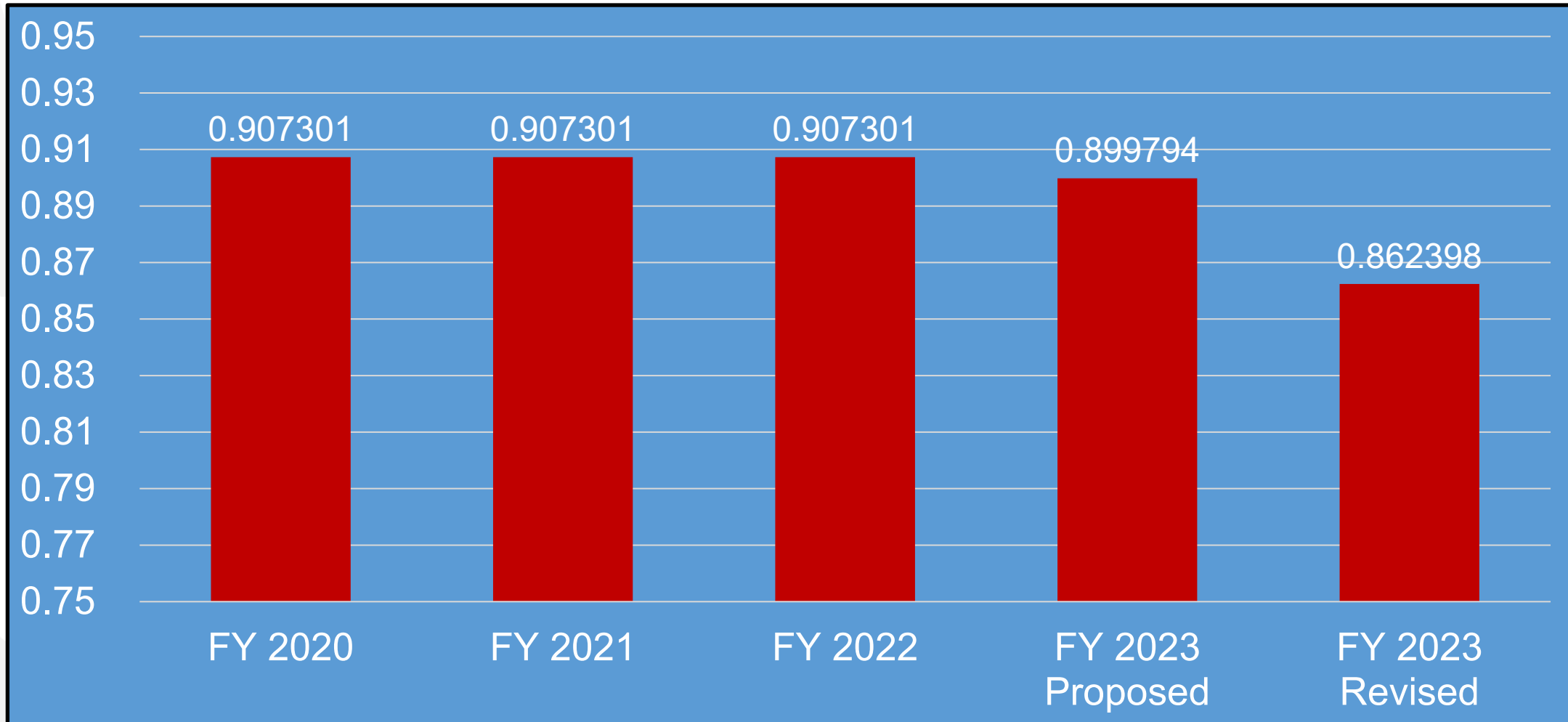
Council-led
Strategic Economic
Recovery

Helping our Community

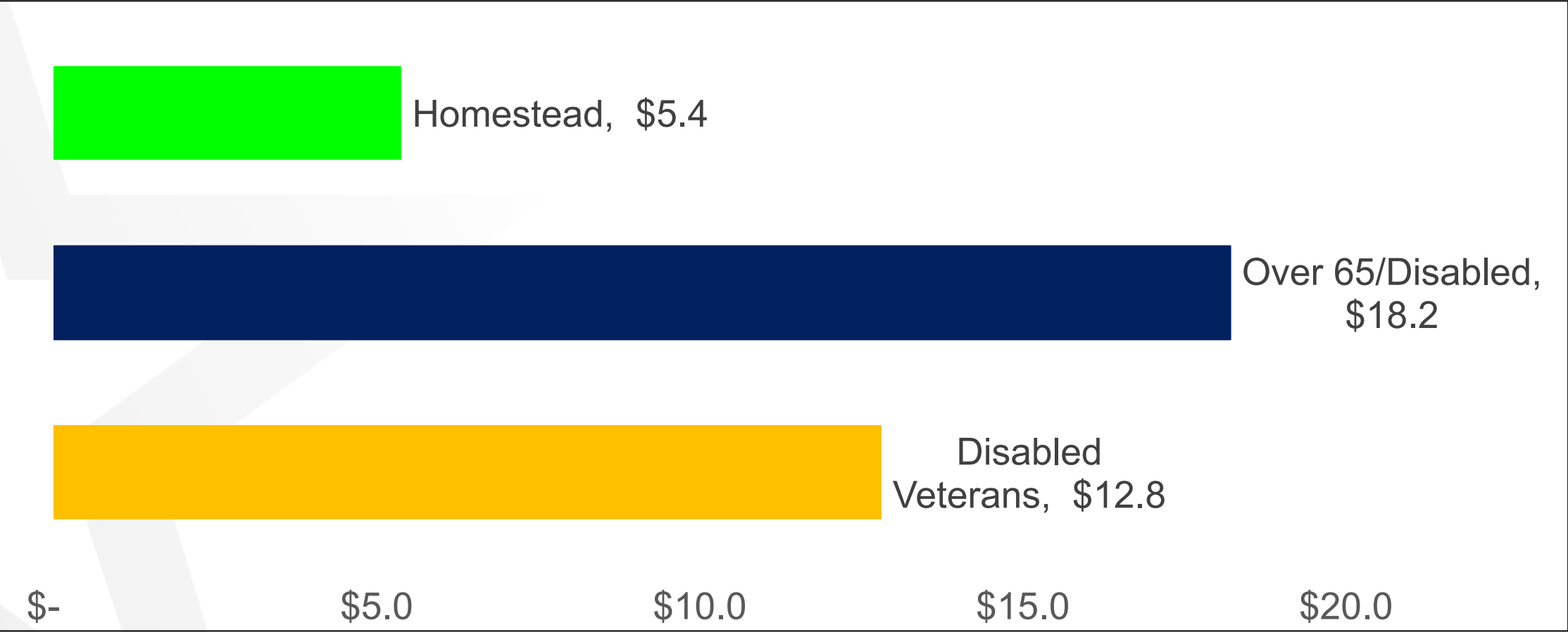
Council-Led Strategic Economic Recovery

- **No tax rate increase** for the last two years and tax decrease provided last year for 52,000 seniors & disabled
- Largest tax rate decrease in 35 years for upcoming budget
- State constitutional amendment increasing the amount of the **homestead exemption savings** from \$25,000 to \$40,000
- \$196 million in **savings on Texas Gas** costs (Winter Storm URI)
- \$28.3 million **savings on El Paso Electric** rate case settlement (approx. \$117 savings on avg. residential bill)
- \$268 million in **new property tax revenue** for all taxing entities as a result of City Economic Incentive Agreements
- \$37 million for **rental and utility assistance** (ERA), \$29.4 million in Community Development from CARES and ARPA, and \$35.9 million for **small business assistance**

Property Tax Rate



\$36.4 Million for Property Tax Relief



FY 2022/23 Budget Highlights

- 4.5 penny tax rate decrease - to minimize the impact on taxpayers as directed by City Council on April 26, 2022, and July 19, 2022
- Four police and fire academies to increase staffing for opening of new police and fire stations, plus **\$7 million** for police cars, fire trucks, and ambulance replacements
- Continues **\$10 million** street resurfacing program, traffic safety program, neighborhood traffic mitigation program, and street striping and light program

FY 2022/23 Budget Highlights

- Includes operating costs for bond projects - Children's Museum, Mexican American Cultural Center, Penguin exhibit, Joey Barraza and Vino regional park
- Increases minimum wage by 9% (to \$12.11) over two phases, City paying increases in employee healthcare costs, plus new/improved incentives
- Increases in fixed costs and contracts such as information technology, janitorial, security, November election, appraisal services, and utilities

Competitive Wages

17% Increase in Minimum Wage

Competitive Wages

Increase minimum wage by 9% (from \$11.11 to \$12.11) over two phases. ½ in September 2022 and ½ in March 2023

Over two phases, all employees will receive a total pay increase of \$1.00 per hour, with a minimum of 2.5%

	FY 2022 (Sept. & May)	FY 2023 (Sept. & March)
Hourly (GS)	7.5% ↑	6.4% ↑
Managerial (PM)	3.8% ↑	4.0% ↑
Executive (EX)	2.3% ↑	2.5% ↑

Based on average salary

Competitive Compensation

Wage increase (amount based on full-time employee)	\$2,080
Performance Evaluation (lump sum up to \$250)	\$250
Shape it Up Wellness Incentive (\$600-\$1,800)	\$1,800
Health Savings Account (\$500 - \$1,000)	\$1,000
Tuition Assistance Program (up to \$5,000 annually)	\$5,000
Service Time Increase (additional % increase every 5 years)	\$760*
CDL, Animal Services, Zoo incentive (\$90 per pay period)	\$2,340
Sign-On incentive for new employees	\$1,000
Employee healthcare savings due to no cost increase (paid by City)	\$294
Accident-Free driving incentive (jobs requiring CDL)	\$350
Perfect Attendance incentive	\$100
U-Matter recognition (up to \$250)	\$250
Total Available Compensation Increase, Benefits, Incentives	\$15,224

* Based on average salary @ 5-year anniversary

FY 2022/23 Source of Funds As of August 1, 2022

	GF	NGF						
BUDGET BY GOAL	GENERAL FUND	CDBG	DEBT SERVICE	CAPITAL PROJECTS	SPECIAL REVENUE	ENTERPRISE	INTERNAL SERVICE	ALL FUNDS
Goal 1: Economic Development	3,201,468	-	-	3,000,000	39,614,704	89,941,683	-	135,757,856
Goal 2: Public Safety	305,654,254	-	-	7,000,000	27,059,808	-	-	339,714,062
Goal 3: Visual Image	8,362,486	-	-	-	1,068,226	-	-	9,430,712
Goal 4: Quality of Life	63,477,805	-	-	1,000,000	6,351,350	-	-	70,829,155
Goal 5: Communication	22,916,444	-	-	-	-	-	-	22,916,444
Goal 6: Sound Governance	46,151,523	65,243	123,918,066	89,608	23,136,880	2,324,297	73,142,156	268,827,774
Goal 7: Infrastructure	54,683,081	-	-	2,500,000	16,966,331	93,165,450	17,213,610	184,528,472
Goal 8: Healthy, Sustainable Community	8,304,210	12,301,128	-	-	25,868,368	92,607,897	-	139,081,604
TOTAL CITY	\$ 512,751,272	\$ 12,366,371	\$ 123,918,066	\$ 13,589,608	\$ 140,065,668	\$ 278,039,328	\$ 90,355,766	\$1,171,086,079

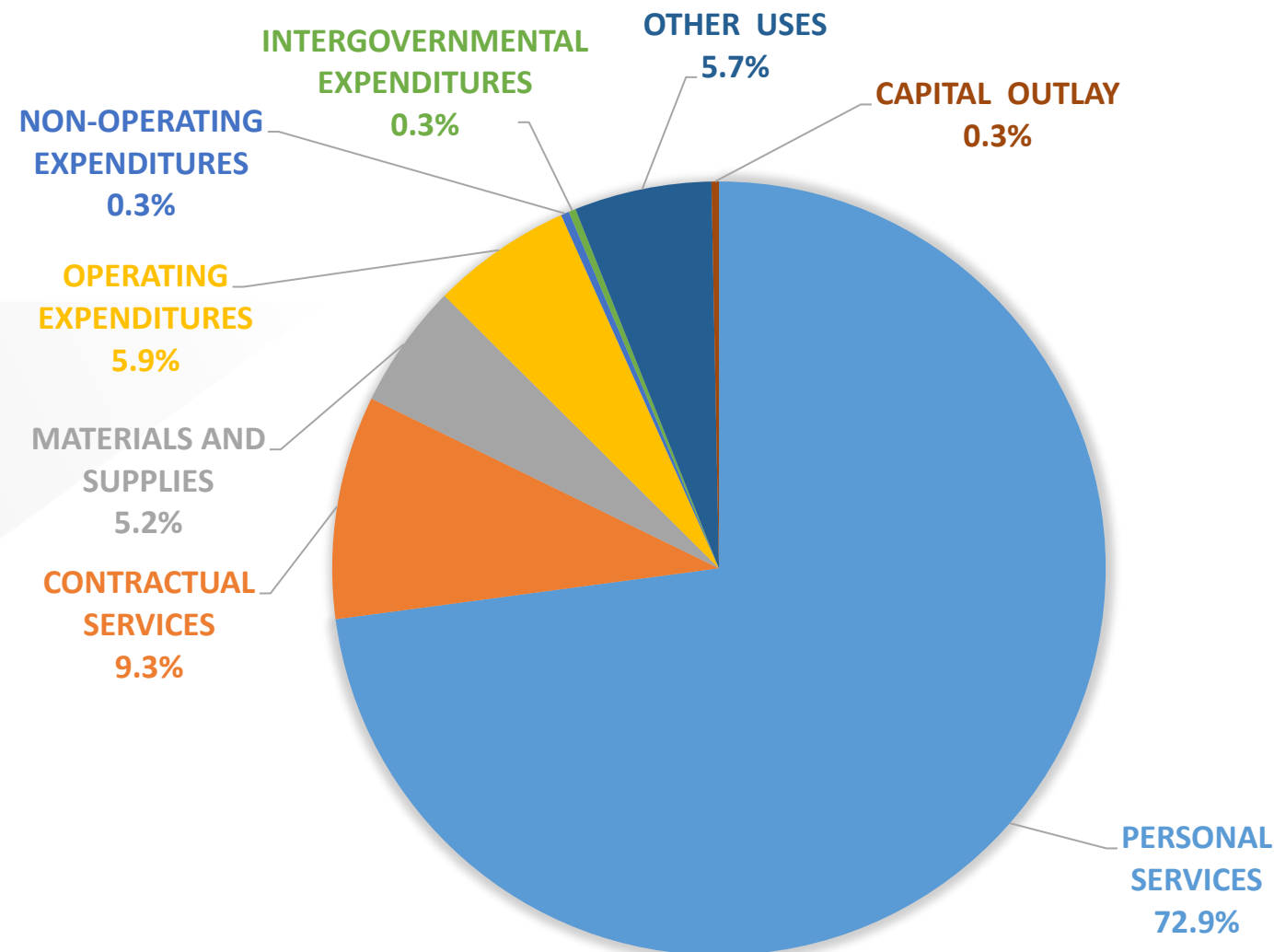
Proposed General Fund Revenue

CATEGORY	FY 2021	FY 2022	FY 2023	FY 2022 / FY 2023	
	ADOPTED	ADOPTED	PROPOSED	VARIANCE	PERCENT
PROPERTY TAXES	226,894,834	235,929,354	251,280,449	15,351,095	7%
SALES TAXES	82,572,139	105,957,017	112,783,370	6,826,353	6%
FRANCHISE FEES	45,465,495	49,750,000	56,616,885	6,866,885	14%
CHARGES FOR SERVICES	31,413,624	28,636,083	30,250,649	1,614,565	6%
FINES AND FORFEITURES	4,950,740	5,653,301	7,097,584	1,444,283	26%
LICENSES AND PERMITS	10,640,778	12,743,122	12,944,114	200,992	2%
INTERGOVERNMENTAL REVENUES	984,329	1,168,809	1,268,809	100,000	9%
INTEREST	100,000	125,000	125,000	-	0%
RENTS AND OTHER	2,793,181	2,236,970	2,277,531	40,561	2%
OTHER SOURCES (USES)	4,998,408	5,336,175	5,321,175	(15,000)	0%
OPERATING TRANSFERS IN	31,171,793	28,695,033	32,785,706	4,090,674	14%
TOTAL REVENUES	441,985,321	476,230,863	512,751,272	36,520,408	8%

- Property taxes – reflects a 13.3% increase in taxable values and reduction of 4.49 cents to the O&M rate
- Sales taxes – assumes 6% increase from the adopted budget. Current year is up 16.2% through first seven months.
- Franchise fees - to align with EPWater and El Paso Electric actuals
- Charges for Services – align with actuals
- Fines and Forfeitures – align with actuals
- Operating transfers in – includes repayment of general fund subsidy to TRZ 2 and increase in international bridge transfer

General Fund Summary by Category

As of August 1, 2022



General Fund Summary by Category

BUDGET BY CATEGORY	FY 2022 ADOPTED	FY 2023 PROPOSED	VARIANCE
PERSONAL SERVICES	347,760,554	373,777,936	26,017,382
CONTRACTUAL SERVICES	41,286,664	47,845,832	6,559,168
MATERIALS AND SUPPLIES	23,493,167	26,726,652	3,233,484
OPERATING EXPENDITURES	25,758,358	30,103,597	4,345,239
NON-OPERATING EXPENDITURES	1,624,207	1,766,547	142,340
INTERGOVERNMENTAL EXPENDITURES	1,610,978	1,505,866	(105,111)
OTHER USES	34,245,034	29,436,877	(4,808,157)
CAPITAL OUTLAY	451,901	1,587,965	1,136,064
TOTAL GENERAL FUND	\$ 476,230,863	\$ 512,751,272	\$ 36,520,408

General Fund Summary by Vision Block

As of August 1, 2022

BUDGET BY VISION BLOCK		FY 2022 ADOPTED	FY 2023 PROPOSED	VARIANCE
VIBRANT REGIONAL ECONOMY	Goal 1: Economic Development	1,961,689	3,201,468	1,239,779
	Goal 3: Visual Image	6,950,879	8,362,486	1,411,606
	VISION BLOCK TOTAL	8,912,569	11,563,954	2,651,386
SAFE AND BEAUTIFUL NEIGHBORHOODS	Goal 2: Public Safety	290,553,847	305,654,254	15,100,407
	Goal 7: Infrastructure	52,567,893	54,683,081	2,115,188
	Goal 8: Healthy, Sustainable Community	7,754,668	8,304,210	549,542
	VISION BLOCK TOTAL	350,876,408	368,641,546	17,765,138
ERCEO	Goal 4: Quality of Life	53,429,275	63,477,805	10,048,530
	VISION BLOCK TOTAL	53,429,275	63,477,805	10,048,530
HIGH PERFORMING GOVERNMENT	Goal 5: Communication	21,442,986	22,916,444	1,473,458
	Goal 6: Sound Governance	41,569,626	46,151,523	4,581,897
	VISION BLOCK TOTAL	63,012,612	69,067,967	6,055,355
TOTAL GENERAL FUND		\$476,230,863	\$512,751,272	\$ 36,520,408

Non-General Fund Summary by Vision Block

As of August 1, 2022

BUDGET BY VISION BLOCK		FY 2022 ADOPTED	FY 2023 PROPOSED	VARIANCE
VIBRANT REGIONAL ECONOMY	Goal 1: Economic Development	121,414,747	132,556,388	11,141,640
	Goal 3: Visual Image	1,019,567	1,068,226	48,659
	VISION BLOCK TOTAL	122,434,314	133,624,614	11,190,299
SAFE AND BEAUTIFUL NEIGHBORHOODS	Goal 2: Public Safety	23,592,474	34,059,808	10,467,334
	Goal 7: Infrastructure	110,947,554	129,845,391	18,897,837
	Goal 8: Healthy, Sustainable Community	125,528,880	130,777,393	5,248,513
	VISION BLOCK TOTAL	260,068,908	294,682,592	34,613,684
ERCEO	Goal 4: Quality of Life	5,885,541	7,351,350	1,465,810
	VISION BLOCK TOTAL	5,885,541	7,351,350	1,465,810
HIGH PERFORMING GOVERNMENT	Goal 5: Communication	-	-	-
	Goal 6: Sound Governance	202,856,202	222,676,251	19,820,049
	VISION BLOCK TOTAL	202,856,202	222,676,251	19,820,049
TOTAL NON GENERAL FUND		\$591,244,965	\$658,334,807	\$ 67,089,842

MISSION



Deliver exceptional services to support a high quality of life and place for our community

VISION



Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



VALUES

Integrity, **R**espect, **E**xcellence,
Accountability, **P**eople



El Paso, TX

300 N. Campbell
El Paso, TX

Legislation Text

File #: 22-1073, Version: 1

CITY OF EL PASO, TEXAS LEGISTAR AGENDA ITEM SUMMARY FORM

DISTRICT, DEPARTMENT, CONTACT INFORMATION:

*Please choose District and Department from drop down menu. Please post exactly as example below.
No Title's, No emails. Please use ARIAL 10 Font.*

All Districts

City Manager's Office, K. Nicole Cote, (915) 212-1092

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Public Hearing on the Proposed FY 2022 - 2023 Property Tax Rate of \$0.862398

**CITY OF EL PASO, TEXAS
AGENDA ITEM
DEPARTMENT HEAD'S SUMMARY FORM**

AGENDA DATE: August 23, 2022

PUBLIC HEARING DATE: August 23, 2022

CONTACT PERSON(S) NAME AND PHONE NUMBER: K. Nicole Cote, Interim Managing Director
(915) 212-1092

DISTRICT(S) AFFECTED: All

STRATEGIC GOAL: 6. Set the Standard for Sound Governance and Fiscal Management

SUBGOAL:

SUBJECT:

Public Hearing on the Proposed FY 2022 - 2023 Property Tax Rate of \$0.862398

BACKGROUND / DISCUSSION:

The City of El Paso is holding a public hearing to discuss the property tax rate introduced on August 1, 2022. Texas Tax Code § 26.05(d) requires at least one public hearings before the adoption of an ordinance levying taxes, if the proposed tax rate exceeds the no-new revenue tax rate. Texas Tax Code § 26.06 provides that the first hearing may not be held before the seventh day after the date the notice of the public hearing is given. Notice of the public hearing was given on Friday, August 5, 2022, a date more than seven days before August 23, 2022.

PRIOR COUNCIL ACTION:

Yes, the Ordinance levying 2022 taxes was introduced on August 1, 2022.

AMOUNT AND SOURCE OF FUNDING:

N/A

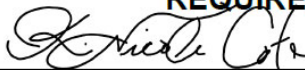
HAVE ALL AFFECTED DEPARTMENTS BEEN NOTIFIED? ☒ YES ☐ NO

PRIMARY DEPARTMENT: City Manager's Office - Office of Management and Budget

SECONDARY DEPARTMENT: All City

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD:



(If Department Head Summary Form is initiated by Purchasing, client
department should sign also)

ORDINANCE NO. _____

AN ORDINANCE LEVYING FY2023 TAXES

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF EL PASO:

SECTION 1: That ad valorem taxes for the tax year ending December 31, 2022 to fund the City's budgetary requirements for the fiscal year ending August 31, 2023, be and are hereby levied on all property, real and personal, subject to taxation by the City, at the rate of **\$0.862398 per \$100 of taxable value** of said property. The tax rate consists of two components, each which are separately approved by Council:

A. For General Purposes:

\$0.585269 per \$100 of taxable value, the rate that, if applied to the total taxable value, will impose the amount of taxes needed to fund maintenance and operation expenditures of the City for the coming year.

B. For Special Purposes:

\$0.277129 per \$100 of taxable value, the rate that, if applied to the total taxable value, will impose the total amount published under Section 26.04(e)(3)(C) of the Texas Property Tax Code (Tax Code).

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 3.29 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY -\$36.37.

SECTION 2: Occupational Tax:

There is hereby levied on every person, firm, association or corporation pursuing within the limits of the City of El Paso any occupation taxes by the State of Texas as authorized by City Council an annual tax equal to one-half of the occupation tax levied by the State of Texas.

(Signatures on the Following Page)

ORDINANCE NO. _____

PASSED AND APPROVED this ____ day of August, 2022.

CITY OF EL PASO

Oscar Leeser
Mayor

ATTEST:

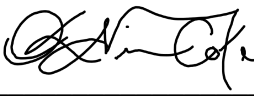
Laura D. Prine
City Clerk

APPROVED AS TO FORM:

Donald C. Davis

Donald Davie
Assistant City Attorney

APPROVED AS TO CONTENT:



K. Nicole Cote, Interim Managing Director
Office of Management and Budget

ORDINANCE NO. _____



Public Hearing on the Tax Rate

August 23, 2022



Ordinance Levying FY 2023 Taxes



A tax rate of \$0.862398 per \$100 valuation has been proposed by the governing body of CITY OF EL PASO.

PROPOSED TAX RATE	\$0.862398 per \$100
NO-NEW-REVENUE TAX RATE	\$0.823058 per \$100
VOTER-APPROVAL TAX RATE	\$0.871813 per \$100

Ordinance Levying FY 2023 Taxes

- The 86th Texas Legislature modified the manner in which the voter-approval tax rate is calculated to limit the rate of growth of property taxes in the state.
- The following table compares the taxes imposed on the average residence homestead by CITY OF EL PASO last year to the taxes proposed to be imposed on the average residence homestead by CITY OF EL PASO this year:

	2021	2022	Change
Total Tax Rate (per \$100 of value)	\$0.907301	\$0.862398	increase of -\$0.044903, or -4.95%
Average homestead taxable value	\$149,407	\$166,823	increase of \$17,416, or 11.66%
Tax on average homestead	\$1,355.57	\$1,438.68	increase of \$83.11, or 6.13%
Total tax levy on all properties	\$349,550,437	\$368,854,256	increase of \$19,303,819, or 5.52%



Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People



Legislation Text

File #: 22-1074, Version: 1

**CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM**

DISTRICT, DEPARTMENT, CONTACT INFORMATION:

Please choose District and Department from drop down menu. Please post exactly as example below.

No Title's, No emails. Please use ARIAL 10 Font.

All Districts

City Manager's Office, K. Nicole Cote, (915) 212-1092

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Discussion and action on a Resolution that the Proposed Budget, as amended, for the City of El Paso, filed by the City Manager with the City Clerk on July 14, 2022, is hereby approved and adopted by the City Council as the Annual Budget for the Fiscal Year 2022 - 2023, which begins on September 1, 2022 and ends on August 31, 2023.

**CITY OF EL PASO, TEXAS
AGENDA ITEM
DEPARTMENT HEAD'S SUMMARY FORM**

AGENDA DATE: August 23, 2022

PUBLIC HEARING DATE: August 16, 2022

CONTACT PERSON(S) NAME AND PHONE NUMBER: K. Nicole Cote, Interim Managing Director
(915) 212-1092

DISTRICT(S) AFFECTED: All

STRATEGIC GOAL: 6. Set the Standard for Sound Governance and Fiscal Management

SUBJECT:

Discussion and action on a Resolution that the Proposed Budget, as amended, for the City of El Paso, filed by the City Manager with the City Clerk on July 14, 2022, is hereby approved and adopted by the City Council as the Annual Budget for the Fiscal Year 2022 - 2023, which begins on September 1, 2022 and ends on August 31, 2023.

BACKGROUND / DISCUSSION:

Section 7.3D of the City Charter requires a budget to be adopted by resolution no later than August 31st of each year.

PRIOR COUNCIL ACTION:

The FY 2021 - 2022 Annual Budget for the City of El Paso was adopted by Resolution on August 24, 2021.

AMOUNT AND SOURCE OF FUNDING:

N/A

HAVE ALL AFFECTED DEPARTMENTS BEEN NOTIFIED? ☒ YES ☐ NO

PRIMARY DEPARTMENT: City Manager's Office - Office of Management and Budget

SECONDARY DEPARTMENT: All City

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD:



(If Department Head Summary Form is initiated by Purchasing, client department should sign also)

**CITY OF EL PASO
FISCAL YEAR 2023 BUDGET RESOLUTION**

WHEREAS, on July 14, 2022, the City Manager of the City of El Paso filed the Fiscal Year 2023 (“FY 2023”) Proposed Budget of the City of El Paso with the City Clerk; and

WHEREAS, the Proposed Budget was made available for the inspection by any person and was posted on the City’s website in accordance with Section 102.005 of the Texas Local Government Code; and

WHEREAS, on August 5, 2022, the City Clerk published notice in the El Paso Times and El Diario, newspapers of general circulation in the county in which the City of El Paso is located, of a public hearing regarding the City of El Paso FY 2023 Budget Resolution, in accordance with the Charter of the City of El Paso and Section 102.0065(a) of the Texas Local Government Code; and

WHEREAS, said public hearing was held on August 16, 2022, by the City Council (Council) regarding the City of El Paso’s Proposed Budget at which all interested persons were given the right to be present and participate; and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL PASO:

1. That the Proposed Budget for the City of El Paso filed by the City Manager with the City Clerk on July 14, 2022, is hereby approved and adopted by the City Council as the Annual Budget for the FY 2023, which begins on September 1, 2022 and ends on August 31, 2023.
2. The City Manager or his/her designee is hereby authorized to appropriate the reserve amount as part of City Attorney’s appropriation for external legal counsel, claims, and litigation expenses.
3. That the budget for confiscated funds shall be provided by the Chief of Police and submitted to the City Manager or his/her designee by January 31, 2023 with a financial report showing all appropriations for FY 2023 for all confiscated or condemned monies in a format approved by the City Manager or his/her designee.
4. That the City shall not enter into any agreement requiring the expenditure of monies if such agreement shall extend beyond the current Fiscal Year without the approval of the City Council or the City Manager. In such cases where the City Manager approves the expenditure, he/she is hereby authorized to obligate and/or encumber City funding to pay the City’s expenses, which shall also constitute the approval of City Council for the expenditure of monies extending beyond the current Fiscal Year, as may be required by Texas law.
5. That Department Heads or their designees are hereby authorized to request budget transfers not to exceed \$50,000; provided that each transfer is within the same department. Budget transfers exceeding \$50,000 that are within the same department may be approved by the

City Manager or his/her designee. A budget transfer for personal services appropriations, capital acquisition appropriations or impacting revenue accounts requires the approval of the City Manager or his/her designee.

6. That the City Manager or his/her designee is hereby authorized to make budget transfers between departments and/or non-enterprise funds or reprogram funds within an enterprise department, not to exceed \$100,000, to the extent permitted by law. Budget transfers between departments and/or non-enterprise department funds exceeding \$100,000 shall require City Council approval.

7. That a budget transfer must be approved prior to the occurrence of the expenditure, except for emergency expenditures when approved by the City Manager or his/her designee and ratified by the City Council.

8. That the City Manager or his/her designee is hereby authorized to increase or decrease the budget for any capital projects within a Capital Improvement Program (CIP) approved by the City Council, provided that the change of a project's budget of more than \$1,000,000 requires additional Council approval. No project budget may be reduced to zero or deleted unless the project has been completed. Expenditures must be in compliance with applicable laws and policies and a quarterly report must be provided to Council on the budgets for capital projects that the City Manager or his/her designee has established, amended or deleted.

9. That the City Manager or his/her designee is hereby authorized to add to an existing Capital Improvement Program (CIP). Addition of a project to an approved Capital Improvement Program (CIP) must meet the purpose of the proceeds from which the original CIP was funded and the addition of such project(s) cannot exceed more than \$500,000 without City Council authorization. Expenditures must be in compliance with applicable laws and policies and a quarterly report must be provided to Council on the budgets for capital projects that the City Manager or his/her designee has established or added.

10. That the City Manager or his/her designee is hereby authorized to allocate investment earnings on unspent bond proceeds to projects and purposes within the relevant bond authorization, provided that an allocation of more than \$500,000 to an individual project or purpose requires Council approval.

11. That the City Manager or his/her designee is hereby authorized to receive funds associated with Texas Department of Transportation (TXDOT) reimbursements to the City and appropriate the funds to TXDOT project matches awarded through the Metropolitan Planning Organization provided the projects are included in an existing Capital Improvement Program.

12. That the City Manager or his/her designee is hereby authorized to receive funds associated with El Paso Water Utilities (EPWU) reimbursements to the City and appropriate the funds to authorized street projects, park ponds or other designated city projects.

13. That any budget transfer submitted to City Council shall be accompanied by an explanation from the department and a recommendation from the City Manager or his/her

designee. The department's explanation must be sufficiently clear and provide adequate detail for the members of City Council to determine the need for the transfer.

14. That the City Manager or his/her designee is hereby authorized to establish or amend budgets and staffing table changes for Interlocal Agreements, grants, and similar awards when the Interlocal Agreement or applications for such grants and awards have been previously approved by the City Council or the City Manager. All Interlocal Agreements or grant applications requiring City Council approval shall be prepared in accordance with established procedures. The agenda item shall clearly state (i) the funding source for Interlocal Agreements or (ii) the type and amount of the required City match and the funding source of the grant match. The City Manager or his/her designee is hereby authorized to make such budget transfers and staffing table changes as are needed to close completed Interlocal Agreements, grants, and capital projects.

15. That the City Manager or his/her designee is hereby authorized to accept and appropriate funds associated with donations made to the City in an amount not to exceed \$50,000.

16. That the City Manager or his/her designee is authorized to issue, without further City Council action, purchase orders against any contract offered through the Cooperative Purchasing Network, the Houston-Galveston Area Council (H-GAC) Cooperative Purchasing Program, the Texas Association of School Boards, Inc. (TASB, Inc.) Cooperative Purchasing Buy Board, the ESC-Region 19 Cooperative Purchasing Program, the Harris County Department of Education Cooperative Purchasing Program, Tarrant County Cooperative Purchasing Program, Texas Procurement and Supportive Services (TPASS), Texas Multiple Award Schedule (TMAS and TXSmartBuy), State of Texas Department of Information Resources (DIR), Technology Bidding and Purchasing Program (PEPPM), U.S. General Services Administration (GSA), National Intergovernmental Purchasing Alliance Company dba OMNIA Partners, Public Sector and/or Communities Program Management, LLC d/b/a U.S. Communities (collectively, the "OMNIA Partners Parties") Region 8 Education Service Center, International Purchasing System Program ("TIPS"), Division of Purchases and Supply (DPS), a business unit of the Department of General Services for the Commonwealth of Virginia and any other cooperative purchasing program authorized by the City Council. The City Manager or his/her designee has the authority to sign any and all agreements related to purchases pursuant to this paragraph to effectuate the purchase.

17. That the City Manager or his/her designee is authorized to issue, without further City Council action, purchase orders against any cooperative contract through the electronic catalog maintained /Equal Level. The purchase of vehicles, trucks and/or fire apparatus/pumpers shall be expressly prohibited from being sourced through the e-catalog.

18. That restricted fund(s) shall be expended only for those purposes for which each restricted fund was established.

19. That all monies in all funds, except for grant funds, budgeted for the City's

contribution to the Employee's Health Benefit Program, Worker's Compensation, and Unemployment Funds be appropriately deposited into the respective fund by the City Chief Financial Officer or the City Manager's Designee before the closing of the Fiscal Year, and in accordance with procedures established by the City Manager or his/her designee.

20. That the City Manager or his/her designee is hereby authorized to issue, without further City Council action, purchase orders for annualized insurance coverage in accordance with the amount of funding established for such coverage in FY 2023 budget when the award of such contracts or Interlocal Agreements for coverage has been previously approved by Council.

21. That the City shall calculate monthly deduction, premium, and/or fee for health, dental, vision, life, and disability coverage during the current coverage month effective January 1, 2023. If the coverage effective date for enrollment/change falls on or before the 15th of the month, a full deduction, premium, and/or fee is processed; if the effective date falls after the 15th of the month, no deduction, premium, and/or fee is processed for that month. If the coverage termination date falls on or before the 15th of the month, no deduction, premium, and/or fee is processed; if the termination date falls after the 15th of the month, a full deduction, premium, and/or fee is processed for the month.

22. That the City Manager or his designee authorizes and approves a compensation increase for non-uniformed full-time, part-time and temporary employees as follows:

- a. This resolution hereby establishes the City's minimum wage at \$11.61 per hour effective September 11, 2022 the first full pay period of September 2022. All pay ranges and job classifications will be increased accordingly on September.
- b. An increase of \$0.50 per hour, or a minimum of 1.25 %, whichever is greater, for all non-uniform employees shall be paid starting on the September 11, 2022 pay period, and in accordance with the processes established by the City's Human Resources Department.
- c. This increase in compensation will be based on the hourly rate as of September 11, 2022 of the positions identified herein. Employees must be of active status as of September 11, 2022 to receive this pay increase; provided however, that the City Manager may approve this increase in compensation based on the availability of funds and other management factors as determined by the City Manager.
- d. This resolution hereby establishes the City's minimum wage at \$12.11 per hour effective March 12, 2023, the first full pay period of March 2023. All pay ranges and job classifications will be increased accordingly on March 12, 2023.
- e. An increase of \$0.50 per hour, or a minimum of 1.25 %, whichever is greater, for all non-uniform employees shall be paid starting on the March 12, 2023 pay period, and in accordance with the processes established by the City's Human Resources

Department.

f. This increase in compensation will be based on the hourly rate as of March 12, 2023 of the positions identified herein. Employees must be of active status as of March 12, 2023 to receive this pay increase; provided however, that the City Manager may approve this increase in compensation based on the availability of funds and other management factors as determined by the City Manager

23. That any employee pay increases for non-uniformed employees shall be given on the date or dates established by the City Manager based on the availability of funding for such purposes in FY 2023. No employee pay increases shall be paid retroactively to an anniversary date or date of a performance evaluation. Any increases for certification pay established in Ordinance 8064, as amended, or by resolution pursuant to the Ordinance as may be appropriate, may be given by the City Manager in the manner provided for in or by the Ordinance to the eligible employee classifications set forth in **Schedule B-1**.

24. The City Manager or his designee is authorized to approve a one-time payment to non-uniform, including police and fire cadets, new hires as part of the recruitment incentive, as follows:

- (a) A \$1,000 sign-on incentive for all non-uniform, full-time, part-time, and temporary employees who are hired on or between September 1, 2022 and August 31, 2023, to be distributed as follows:
 - i. a one-time payment of \$500 at the start of employment; and
 - ii. an additional one-time payment of \$500 to be disbursed at the end of the employee's successful completion of their 6-month or extended probationary period with no documented attendance or corrective/disciplinary issues for the remainder of their probationary period;
- (b) This policy does not apply to the following:
 - i. Subcontractors and/or independent consultants; and
 - ii. Elected Officials; and
 - iii. Current City of El Paso employees; and
 - iv. Previous City of El Paso employees who terminated within three months of the current hire date; and
- (c) The sign-on incentive recruitment payment shall be paid in a pay period following the employee's having met the criteria designated in this Resolution and in accordance with the process established by the City's Human Resources Department. Employee must be an active employee on the date of payment. Individuals hired will receive \$500 after their first 30 days of employment provided there are no documented attendance or disciplinary issues. This sign-on incentive recruitment payment will not be considered earned wages or compensation for purposes of pensionability. This sign-on incentive recruitment payment shall be subject to the availability of funds and other management factors as determined by the City Manager.

25. That for purposes of recognizing the service time of an employee (classified, unclassified and/or contract) other than uniformed employees covered under collective bargaining agreements an amount that most closely approximates a two percent (2%) increase will be added to the base pay of each employee on the anniversary date of five (5) years of service, two and one half percent (2.5%) on the anniversary date of ten (10) years of service, three percent (3%) on the anniversary date of fifteen (15) years of service, and three and one half percent (3.5%) on the anniversary date of twenty (20) years of service and four percent (4%) on the anniversary date of twenty five (25) years of service and four and one half percent (4.5%) on the anniversary date of thirty (30) years of service and five percent (5%) for any other five year incremental period on or beyond thirty five (35) years of service accrued by an employee.

26. That all performance-based and goal-based increases and/or one-time payments shall be subject to the availability of funds and expended as determined or authorized by the City Manager or his/her designee, except for such increases and/or payments that are otherwise governed by an employment contract.

27. That the City Manager be authorized to establish employee incentive program(s), subject to the availability of funds, and approve such administrative policies and procedures necessary for the inception and implementation of such programs:

(a) the wellness program in the City's health benefit plan for the amount established in each fiscal year's budget in an amount not to exceed \$150 per employee each month during the fiscal year, in accordance with the City Manager's administrative policy and shall include a component that allows City employees to earn up to one wellness day off annually (as designated in the administrative policy); and

(b) employees whose job specifications require a commercial driver's license or whose work includes the tracking of specific safety criteria to be eligible for a payment not to exceed \$350 per employee each year based on the employee's accident-free driving record established safety criteria for a period (i.e. quarterly, semi-annually, etc.) to be established in administrative policy and payable in increments based on such periods; and

(c) employees whose job specifications requires or may require a commercial driver's licenses may be eligible for additional pay of \$90 per pay period, provided that the employee must be in active status, their CDL in good standing, and otherwise in conformity with approved administrative CDL retention policies; and

(d) non-executive level employees will receive incentive pay of 10% of base salary while employed with the Office of the Comptroller (OTC). This incentive is only effective during their employment at OTC and otherwise in conformity with approved administrative OTC incentive pay policies; and

(e) one-time payments in an amount not to exceed \$100 (and any taxes due) for each

employee who is assigned additional duties in serving on a Lean Six Sigma team; and

(f) monthly payments in an amount not to exceed \$300 per month for each employee during the period in which each is assigned additional duties as strategic plan mentor leaders; and

(g) for perfect attendance in a 6 month period established by administrative policy, cash payment of \$50 and the option to convert 8 hours of sick leave for personal business, as set forth in the administrative policy; and

(h) monthly payments prorated in an amount not to exceed 3% of current annual salary for each employee who is assigned additional responsibilities for completion of major project whose scope has broad citywide application.

(i) Qualifying non-uniform employees will receive a lump sum not to exceed \$250 as part of an annual performance review as defined under the administrative policy.

(j) payments in an amount of \$90 per pay period for each employee whose job requires immunizations to ensure the health and safety of the employees and animals during their employment at Animal Services and the Zoo and otherwise in conformity with approved administrative ASD and Zoo infectious disease and/or incentive pay policies.

28. That Appendix A, as required to be maintained by the Human Resources Director and approved by the City Council by the Classification and Compensation Plan, Ordinance 8064, as amended, shall be as established as set forth in **Schedule D**, for such time until the Council, by resolution and as provided in Ordinance 8064, should amend or further revise.

29. That the City Manager is hereby authorized to annually adopt a Tuition Assistance Policy, which provides for tuition assistance to qualified employees in accordance with the amount of funding established for such a program. Such policy may be amended as deemed necessary by the City Manager.

30. That based on the availability of funds, the City Manager is authorized to expend no more than \$200,000 from the budget to establish and implement an on-the-spot rewards program to provide small monetary awards (face value up to \$250) to recognize immediately extraordinary acts, accomplishments or contributions that are above and beyond the typical duties of the rewarded employee. On-the-spot rewards are not in lieu of merit increases or other salary increases based on sustained high quality employee performance.

31. That the City Manager is authorized through an administrative policy and procedure to approve Department Hybrid Staffing Plans, to provide options that promote and support a high quality of work life balance for City employees, while meting the customer services needs of the community.

32. That the hotel occupancy taxes collected by the City shall be used by El Paso

Convention and Performing Arts Center (Destination El Paso) and the Department of Museums and Cultural Affairs to fund their respective operations in accordance with El Paso City Code and State law. The functions of the Plaza Theater, McKelligon Canyon shall be included with the functions of El Paso Convention and Performing Arts Center (Destination El Paso). Expenditures from said fund shall be made in accordance with their respective adopted budgets.

33. That the special additional hotel occupancy tax collected and deposited into the Venue Project Fund (as well as other amounts contained in such fund) shall be used by the City to pay its obligations under the Master Lease Agreement Relating to the Downtown Ballpark Venue Project between the City and the City of El Paso Downtown Development Corporation or other ballpark costs and such funds are appropriated accordingly.

34. That any travel expenditure for a City Council member that exceeds the FY 2023 City Council member's budget, including discretionary funds for the City Council Member's district, must be approved by the City Council and a funding source shall be identified by the City Council.

35. That City Council members must notify the City Manager or his/her designee of any expenditure from budgeted City Council Special Projects or Discretionary Accounts, so that City staff can maintain a current balance of the individual City Council Member's year-to-date expenditure for said accounts. Prior to the use of a P-Card for a proposed expenditure, City Councilmembers should identify the municipal purpose of the expenditure and the proposed expenditure should be reviewed and authorized by the City Manager or his/her designee in writing, or authorized by the City Council when required, prior to the expenditure. The City Manager or his/her designee shall implement similar appropriate processes when utilizing discretionary funds through any other procurement or a reimbursement process.

36. That all obligations for the payment of money by City departments and agencies, including grantees, shall be made in accordance with procedures established by the City Manager or his/her designee.

37. That no employee or elected official shall incur an obligation for capital, supplies, wages, or otherwise, unless an adequate appropriation has been made in the budget to meet the obligation and said obligation has been incurred in accordance with the accounting, legal, budgetary, purchasing, and Human Resources policies and procedures of the City.

38. That the Full-Time Equivalent (FTE) positions funded by the FY 2023 Budget, and those listed in the Authorized Staffing Table, shall constitute the authorized FTE positions for each department. Requests for changes and additions shall be approved by the City Manager and his/her designee and shall show the impact on the FY 2023 Budget and the estimated impact on expenditures for FY 2024.

39. That any non-vacant classified employee position which is identified for

abolishment upon adoption of the FY 2023 Budget, shall be funded until the earlier of October 14, 2022 or sufficient time for the Human Resources Department to carry out the provisions of the City Charter related to lay-offs.

40. That the City Manager is hereby authorized to transfer any amount in the Salary Reserve appropriation, personal services appropriations, contingency appropriations, capital acquisition appropriations between departments within the General Fund or an Enterprise Fund (to the extent permitted by law), whether it is non-uniformed or uniformed salary expense, or capital expense, as necessary in connection with closing the FY 2023.

41. That based on the availability of funds the City Manager or his/her designee shall transfer on a monthly basis \$12,500 from the cash balance of the Bridge Operations Fund to the Bridge Maintenance Fund; transfer on an annual basis revenues derived from ground lease franchises, not to exceed \$91,782 from the Bridge Operations Fund to the Bridge Maintenance Fund. Any remaining balance shall be transferred to the General Fund, except for the \$25,000 Unreserved Balance and any required cash, which must be maintained pursuant to any bridge revenue bond covenants or other debt financing.

42. That all non-expended appropriations in the General Fund and Enterprise Fund shall lapse at the end of FY 2023, unless reviewed and approved not to lapse by the City Manager or his/her designee.

43. That within forty-five (45) working days after the close of each fiscal quarter, the City Manager or his/her designee shall provide a quarterly report to City Council regarding the status and year-end projection of the budget.

44. That the City shall charge the maximum allowable interest rate and impose the maximum allowable penalty pursuant to State or Federal laws, on any amounts past due to the City. Any amounts that are one hundred twenty (120) days past due will be reported to the Credit Bureau, in accordance with State and Federal law, and will be turned over to the City Attorney or a collection agency for collection or the proper disposition.

45. That the annual parking meter revenue in account number 440200 (Parking Meter Revenue) may be allocated on a monthly basis to a restricted account called Plaza Theater Sinking Fund in the Debt Service Fund to satisfy debt requirements for the fiscal year, that the City Manager or his/her designee be authorized to appropriate additional funding from this account for the replacement of parking meters upon approval of the City Manager of a meter replacement program based on availability of funds in this account, and that all funds exceeding the debt service requirement and meter replacement capital requirements for the fiscal year be deposited to the General Fund.

46. That monies that the City receives from licenses, fees, fines, and other charges for services shall be analyzed to determine if the City is recovering the cost of providing such services. Recommendations shall be made to the City Manager or his/her designee for any revisions to licenses, fees, fines and other charges.

47. That appropriation control for expenditures shall be at the Object Level.
48. That expenditures shall be in accordance with the City of El Paso – Strategic Plan.
49. That **Schedule A** amends revenues and appropriations to the City Manager’s filed budget; **Schedule B** amends staffing tables to the City Manager’s filed budget and **Schedule B-1** sets forth the employee classifications eligible for certification pay; **Schedule C** sets forth fees and formulas for calculating certain fees that are to be charged by the City for the goods and services it provides; **Schedule D** contains Appendix A, as referenced by the Classification and Compensation Plan, Ordinance 8064, as amended; and **Schedule E** sets forth the list of and approved budget for annualized computer software and hardware which may be purchased as a sole source.; and **Schedule F** is the 2022 Tax Rate Calculation Worksheet included in accordance with Texas Tax Code Chapter 26. For any programs, activities, presentations, classes or services that have a fee range listed within Schedule C, the department head shall determine and charge a fee within the stated range for each particular activity, presentation, class or service in the amount that will recover the City’s costs, as reviewed and approved by the City Manager or his/her designee. Any revisions or additions to the fees listed in Schedule C, or the process or formula used for setting fees, shall be approved by simple resolution of the City Council.
50. That the City Manager or his/her designee is authorized to determine when it is practicable for the City to accept payments by credit card of a fee, fine, court cost or other charge in accordance with City Ordinance No. 15051. Service charges added to the payment shall be in conformity with state statutory requirements and will be in such amount(s) as listed in Schedule C, provided that in the event that bank charges imposed on the City relating to credit card acceptance increase during the fiscal year, the City Manager is authorized to increase the service charge amount(s), so as to cover the City’s increased costs.
51. That the Department of Aviation shall be authorized to collect a daily rental fee for space in their cargo buildings and daily terminal fees as set forth in Schedule C, and the department shall collect the fees authorized in prior resolutions of the City Council for hangars, tie-downs, storage, heavy aircraft parking and for public parking at the Airport in the amounts as set forth in Schedule C attached hereto and that Schedule C shall be the controlling resolution for the establishment of the specific amounts of these fees.
52. That the Department of Aviation’s Foreign Trade Zone is authorized to collect fees to recover costs, as set forth in Schedule C, relating to duties in connection with (a) Blanket Admission – 214; (b) Direct Delivery Admission, Subsequent 214; (c) Application Fee, Subzone; (d) Application Fee, New General Purpose Site (Minor Boundary Modification); (e) Application Fee, Expansion Site (Magnet); and (f) Alteration Request. The Department of Aviation’s Foreign Trade Zone is also authorized to collect fees based on other changes as outlined in the Schedule C.
53. That in addition to City created programs, activities, presentations, classes (“City

programs”) and City produced or supported publications that are offered to the public in conjunction with the missions of the various departments for which the fees are separately established in Schedule C, the City Council authorizes City department directors to create and offer new City programs and publications, on a trial or temporary basis, as may be of benefit to the public and as the directors may deem appropriate and within his/her department’s capacity for providing new City programs or publications. The fee for participation in each such new City program or the cost to obtain such a publication shall be established in an amount that will recover the City’s costs to present each such City Program or provide the publication, as reviewed and approved by the City Manager or his/her designee. The City Manager or his/her designee shall maintain a list of all fees approved pursuant to this paragraph, which shall be made available to the public.

54. That the City Council sets the level of City funding support to persons and organizations seeking such support for parades that fulfill a public purpose in accordance with the process, criteria and other provisions of Section 13.36.050 E of the City Code, in an amount not to exceed \$175,000, and that the City Manager is authorized to equitably allocate such funding among the qualified applicants and sign funding agreements with such applicants.

55. That the City Council sets the maximum level of funding for the Parks and Recreation Department’s needs assessment scholarship program, as may be established by ordinance, in the amount of \$200,000, with a maximum benefit per child of \$150, for FY 2023. Receipt of scholarship funds for the Club Rec Program does not count towards the \$150 maximum per child limit.

56. That the City Council authorizes the conduct of the Holiday Parade and Tree Lighting as a program event within the Parks and Recreation Department; authorizes funding for the event as established within the City’s adopted budget; authorizes the City Manager to determine and approve participation in the event by other City departments and personnel; and authorizes the Parks and Recreation Department to charge the entry fee as set forth in Schedule C to non-City persons and organizations who submit entries in the parade.

57. That the City Manager is authorized to revise appropriate budgets to provide for changes of functions and reorganization of departments approved by City Council, to include the transfer of functions, duties and related budgets between departments.

58. That the Director of Aviation be authorized to establish a Premium Parking program, as approved by the City Manager, at the airport for public parking at the premium fees set forth in Schedule C, which will allow parking spaces to be reserved in advance by members of the general public.

59. That the Director of Aviation be authorized to establish a program, as approved by the City Manager, at the airport whereby the Director or his/her designee may provide gratis airport parking passes as appropriate for the promotion of the airport as the premier gateway for air transportation for the El Paso region. The total value of all gratis parking passes provided under this program during FY 2023 shall not exceed \$2,000.

60. That the Director of Aviation be authorized to collect fees to recover costs for work completed by El Paso International Airport on behalf of airport tenants in the amounts set forth in Schedule C.

61. The Department of Aviation is authorized to collect fees to recover costs, as set forth in Schedule C, relating to duties in connection with (a) conduct of criminal history background checks; (b) SIDA Badge issuance; (c) AOA Badge issuance; (d) AOA Badge renewal; (e) SIDA/Sterile area badge renewal; and (f) Reimbursement for Lost Not Returned Badges as listed on Schedule C.

62. That the environmental service franchise fee will be used to support the General Fund expenditures of the Streets and Maintenance department.

63. That the Department of Environmental Services is authorized to collect fee to recover costs, as set forth in Schedule C, related to safety articles sold upon request to members of the public accessing the Greater El Paso Landfill.

64. That the Department of Animal Services is authorized to collect fees to recover costs as set forth in Schedule C, related to the veterinary services provided at the City's spay and neuter clinic, for services provided at the clinic and shelter relating to the health and safety of animals, and for those services that are provided to the animal while at its facilities in order to bring the animal into compliance with the El Paso City Code's requirements. The Director of Animal Services is authorized to waive or reduce animal services fees in Schedule C, when appropriate and in line with their mission.

65. That the Department of Environmental Services is authorized to provide mulch/compost at the Citizen Collection Stations and at the Greater El Paso Landfill at no cost to citizens or commercial customers that pick up the mulch/compost and may collect a delivery fee from commercial customers requesting delivery, since the recycling of trees and other yardwaste used to generate mulch/compost serves a health and public safety purpose because materials are diverted from the City's landfills and the useful life of the landfills is extended.

66. That the City Manager or his/her designee be authorized to negotiate, award and enter into agreements and other documents on behalf of the City for the annualized computer licenses and maintenance of software and hardware specified in **Schedule E**, and any software or hardware that are available only from one source pursuant to applicable laws, in amounts not to exceed the amounts in the FY 2023 approved budget and set forth in **Schedule E**; provided, however, that all such agreements are in compliance with law and shall be approved as to form by the City Attorney.

67. That the City Council will allow the Public Service Board and the El Paso Water Utilities to use fire hydrants in conjunction with requiring developer dedications or payments for the costs of fire hydrants and together with the value of the use of City right-of-way in conjunction with system operation and functions by the Public Service Board and the El Paso Water Utilities, they are in exchange for all charges and costs owed by the City for water used

by the City for firefighting purposes, and this provision supersedes all prior resolutions of the City Council regarding this matter.

68. That any non-expended funds in the General Fund appropriations allocated to each City Council representative at the end of FY 2022 shall be allocated to the discretionary fund of each respective City Council representative in FY 2023.

A City Council member shall not expend funds from their discretionary accounts during the Lamé Duck period, which is the time period from the date of any City election until inauguration of those elected.

69. That the City Manager is authorized to establish or amend the budget for the Parkland dedication fees special fund for FY 2023, provided that such funds are committed and used in compliance with applicable city ordinances.

70. That the City Manager may appropriate up to \$500,000 from the Fleet Internal Service Fund reserves for the Streets and Maintenance Department purchase of fuel and inventory items for the city fleet.

71. That the franchise fee paid by the El Paso Water Utilities in the amount not to exceed \$6,550,000.00 (“PSB Infrastructure Franchise Fee”), which compensates the City of El Paso for the use of city streets and rights of way for utility lines and wear and tear on City streets, will be allocated as follows: up to \$3,000,000.00 will be allocated to street maintenance and the remaining PSB Infrastructure Franchise Fee funds to the General Fund.

72. City Council establishes that the police department adopted budget was \$157,607,717 for FY 19-20, \$165,428,929 for FY 20-21, and \$177,025,187 for FY 21-22. The police department budget for FY 22-23 is hereby established to be \$192,249,635. Therefore, the City Council of the City of El Paso, Texas finds and declares that the City of El Paso is not a defunding municipality as provided in Chapter 109 of the Texas Local Government Code.

73. That the City Manager or his/her designee shall immediately file, or cause to be filed a true copy of the FY 2023 Budget and a copy of this Resolution in the offices of the City Clerk and the County Clerk of El Paso, and post the same on the City’s website.

[SIGNATURES BEGIN ON THE FOLLOWING PAGE]

PASSED AND APPROVED this ____ day of August 2022.

CITY OF EL PASO:

ATTEST:

Oscar Leaser
Mayor

Laura D. Prine
City Clerk

APPROVED AS TO FORM:

Donald C. Davie

Donald Davie
Assistant City Attorney

APPROVED AS TO CONTENT:



K. Nicole Cote, Interim Managing Director
Office of Management & Budget

SCHEDULE A
REVENUES AND EXPENDITURES
CHANGES TO THE PROPOSED BUDGET FY 2023
AS OF 08/11/2022

Beginning Proposed All Funds Revenues/Expenditures 1,161,899,434

Beginning Proposed General Fund Revenue 504,841,694

Department	Division	Account	Account Description	Increase / (Decrease)
MUNICIPAL COURT	11010	440400	MOVING VIOLATION FINES	188,300
	11010	440410	PUBLIC INSPECTION VIOLATIONS	1,900
	11010	440430	ANIMAL VIOLATIONS	2,200
	11010	440440	LIABILITY INSURANCE VIOLATIONS	27,000
	11010	440470	MOVING WARRANTS	42,300
	11010	440480	ARREST FEES - MOVING VIOLATION	38,300
NON-DEPARTMENTAL	99999	401010	REAL PROPERTY TAX COLLECTIONS	6,014,131
	99999	420230	TEXAS GAS SERVICE	1,168,997
	99999	420250	EL PASO WATER UTILITIES	1,693,700
	99999	420300	ONEOK	388,450
	99999	420320	ELECTRIC COMPANY	2,144,389
	99999	470000	INTERFUND TRANSFERS (SOURCES)	(3,800,089)

Total Revisions to the General Fund Revenue 7,909,578

Total Revised General Fund Revenue 512,751,272

Beginning Proposed General Fund Expenditures 504,841,694

Department	Division	Account	Account Description	Inc / (Decrease)
CITY CLERK	11020	522030	ELECTIONS CONTRACTS	(500,000)
COMMUNITY AND HUMAN DEVELOPMENT	71004	501XXX	VARIOUS SALARY ACCOUNTS	51,245
	71004	522150	OUTSIDE CONTRACTS - NOC	198,755
ECONOMIC DEVELOPMENT	48010	501XXX	VARIOUS SALARY ACCOUNTS	379,654
FIRE	22090	570000	INTERFUND TRANSFERS (USES)	500,000
MAYOR AND COUNCIL	10000	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10010	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10020	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10030	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10040	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10050	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10060	501XXX	VARIOUS SALARY ACCOUNTS	50,139
	10070	501XXX	VARIOUS SALARY ACCOUNTS	50,139
MUNICIPAL COURT	11005	501XXX	VARIOUS SALARY ACCOUNTS	177,180
	11005	521130	INTERPRETER SERVICES	33,800
	11005	522090	PRINTING SERVICES CONTRACTS	6,320
	11005	522120	SECURITY CONTRACTS	8,700
	11005	531000	OFFICE SUPPLIES	18,000
	11005	540030	POSTAGE	56,000
NON-DEPARTMENTAL	99997	501XXX	VARIOUS SALARY ACCOUNTS	746,688
	99999	544110	SALARY ADJUSTMENT RESERVE EXPE	1,782,124
PARKS AND RECREATION	51260	544060	OTHER SERVICES CHARGES EXPENSE	550,000
	51295	570000	INTERFUND TRANSFERS (USES)	1,000,000
POLICE	21000	570000	INTERFUND TRANSFERS (USES)	500,000
STREETS AND MAINTENANCE	31040	570000	INTERFUND TRANSFERS (USES)	2,000,000

Total Revisions to the General Fund Expenditures 7,909,578

Total Revised General Fund Expenditures 512,751,272

Beginning Proposed Non-General Fund Revenue 657,057,740

Department	Division	Account	Account Description	Inc / (Decrease)
ECONOMIC DEVELOPMENT	48050	401010	REAL PROPERTY TAX COLLECTIONS	(288,622)
FIRE	22090	470000	INTERFUND TRANSFERS (SOURCES)	500,000
NON-DEPARTMENTAL	99900	401010	REAL PROPERTY TAX COLLECTIONS	(772,682)
	99900	470020	FUND BALANCE TRANSFERS (SOURCE)	(1,378,466)
	99999	401010	REAL PROPERTY TAX COLLECTIONS	874,742
	99999	470020	FUND BALANCE TRANSFERS (SOURCE)	(1,157,904)
PARKS AND RECREATION	51295	470000	INTERFUND TRANSFERS (SOURCES)	1,000,000
POLICE	21000	470000	INTERFUND TRANSFERS (SOURCES)	500,000
STREETS AND MAINTENANCE	31040	470000	INTERFUND TRANSFERS (SOURCES)	2,000,000

Total Revisions to the Non-General Fund Revenue 1,277,067

Total Revised Non-General Fund Revenue 658,334,807

Total Revised All Funds Revenue 1,171,086,079

Beginning Proposed Non-General Fund Expenditures 657,057,740

Department	Division	Account	Account Description	Inc / (Decrease)
ECONOMIC DEVELOPMENT	48050	570020	FUND BALANCE TRANSFERS (USES)	(288,622)
FIRE	22090	580062	AMBULANCES, FIRE TRUCK, ASL	500,000
NON-DEPARTMENTAL	99900	521060	BOND FIN ADVISORY SERVICE	1,175
		521840	ARBITRAGE BOND REVIEW SERVICE	475
		553000	INTEREST EXPENSE	(2,152,798)
	99999	570000	INTERFUND TRANSFERS (USES)	(3,800,000)
		570020	FUND BALANCE TRANSFERS (USES)	3,516,837
PARKS AND RECREATION	51295	580040	PUBLIC USE FACILITIES EQUIP	1,000,000
POLICE	21000	580290	HEAVY EQUIPMENT	500,000
STREETS AND MAINTENANCE	31040	532000	BUILDINGS FACILITIES MAINT REP	1,000,000
		580060	CARS VANS LT TRKS MOTORCYCLE	1,000,000
Total Revisions to the Non-General Fund Expenditures				1,277,067
Total Revised Non-General Fund Expenditures				658,334,807
Total Revised All Funds Expenditures				1,171,086,079

**SCHEDULE B
STAFFING TABLE
CHANGES TO THE PROPOSED BUDGET FY 2023
AS OF 08/11/2022**

DEPARTMENT	JOB CODE	TITLE		
COMMUNITY AND HUMAN DEVELOPMENT				
	U1190	Sustainability Program Specialist	Add	1.00
ECONOMIC DEVELOPMENT				
	U1061	Strategic Initiatives Manager	Add	1.00
	U1063	Strategic Initiatives Project Manager	Add	1.00
	U1066	Senior Strategic Initiatives Coordinator	Add	1.00
INFORMATION TECHNOLOGY				
	U3455	Business Systems Analyst	Add	1.00
	U4045	Mobile Network Administrator II	Add	2.00
MAYOR AND COUNCIL				
	U3185	Administrative Specialist	Add	4.00
MUNICIPAL COURT				
	11370	Customer Relations Clerk	Add	1.00
	19150	Senior Deputy Court Clerk	Add	1.00
	19160	Deputy Court Clerk	Add	1.00
	A7735	Substitute Associate Municipal Judge (appointed/part-time)	Add	1.00
NON-DEPARTMENTAL				
	U1068	Administrative Ombudsperson	Add	2.00
	U1711	Lead Storyteller	Add	1.00
	U1714	Storyteller	Add	4.00
	U1745	Public Affairs Coordinator	Add	1.00
	U1760	Media Specialist	Add	1.00
	U1763	Multimedia Design Specialist	Add	2.00
	U1767	Social Media Specialist	Add	1.00
BEGINNING PROPOSED ALL FUNDS FTE's				7,268.27
TOTAL REVISIONS				27.00
REVISED ALL FUNDS FTE's				<u>7,295.27</u>

SCHEDULE B1

3.12 CERTIFICATION PAY

A certification pay program is hereby established and the City Manager is authorized to determine if or when the program will be utilized, and when it shall cease. Employees who are receiving certification pay granted pursuant to Ordinance 8064, as amended, on the effective date of this ordinance shall continue to be eligible to receive such certification pay through August 31, 2012. Effective September 1, 2012 determinations of eligibility to receive certification pay will be made each year by the City Council at the recommendation of the City Manager in the annual budget resolution. Each year those employees who are eligible, if any, will be set forth in a schedule attached to the annual budget resolution. The purpose of the program is to provide an incentive to employees to earn and maintain certifications that can be used in the effective and efficient delivery of core business services. (Passed 02/24/09 and Amended 3/6/12)

A) **Eligibility.** Employees in the following job classifications are eligible to receive certification pay:

- 13320 Civil Engineer Associate
- 13370 Electrical Engineering Associate
- 13570 Mechanical Engineering Associate
- 13815 Engineering Lead Technician
- 13820 Engineering Senior Technician
- 13830 Engineering Technician
- 17130 Chief Building Inspector
- 17222 Building Inspector Supervisor
- 17215 Building Combination Inspector Supervisor
- 17235 Building Inspector
- 17225 Building Combination Inspector
- 17230 Electrical Inspector Supervisor
- 17240 Electrical Inspector
- 17220 Mechanical & Plumbing Inspector Supervisor
- 17260 Plumbing Inspector
- 17270 Mechanical Inspector
- 17280 Landscape Inspector
- 17340 Chief Plans Examiner
- 17343 Senior Plans Examiner
- 17350 Building Plans Examiner
- 17365 Building Inspector / Plans Examiner
- 17385 Mechanical & Plumbing Plans Examiner
- 17370 Electrical Plans Examiner
- 17380 Landscape Plans Examiner

B) **Listing of Approved Certificates.**
The following certifications are the only recognized certificates eligible for payment of certification pay:

- Commercial Building Inspector
- Commercial Electrical Inspector
- Commercial Plumbing Inspector
- Commercial Mechanical Inspector
- Building Plans Examiner
- Electrical Plans Inspector
- Mechanical Plans Examiner
- Plumbing Plans Examiner
- Residential Combination Inspector
- Residential Plan Examiner
- Commercial Combination Inspector
- Accessibility Inspector/Plans Examiner
- Commercial Energy Inspector
- Residential Energy Inspector/Plans Examiner
- Certified Building Official
- Fire Inspector I
- Fire Inspector II
- Fire Plans Examiner
- Green Building Technologies

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1	All Departments	Public Information Act	Paper Records-Standard size(50 or fewer pgs.) +postage and shipping or fax charge.	\$0.10
2	All Departments	Public Information Act	Paper Records-Standard size(50+ pgs.) + personnel charge, overhead charge, actual misc. supplies, postage and shipping or fax charge	\$0.10
3	All Departments	Public Information Act	Paper Records-non standard size	
4	All Departments	Public Information Act	Blue prints	
5	All Departments	Public Information Act	18" x 24"	\$1.60
6	All Departments	Public Information Act	24" x 36"	\$1.80
7	All Departments	Public Information Act	30" x 42"	\$2.00
8	All Departments	Public Information Act	42" x 4"	\$2.00
9	All Departments	Public Information Act	42" x 5"	\$2.20
10	All Departments	Public Information Act	42" x 6"	\$2.40
11	All Departments	Public Information Act	42" x 7"	\$2.60
12	All Departments	Public Information Act	42" x 8"	\$2.80
13	All Departments	Public Information Act	+ postage, shipping, and misc. supplies	
14	All Departments	Public Information Act	Large Bond Copies	
15	All Departments	Public Information Act	12" x 18"	\$1.10
16	All Departments	Public Information Act	18" x 24"	\$1.10
17	All Departments	Public Information Act	24" x 36"	\$1.70
18	All Departments	Public Information Act	42" x 30"	\$1.70
19	All Departments	Public Information Act	+ postage, shipping, and misc. supplies	
20	All Departments	Public Information Act	Vellum copies	
21	All Departments	Public Information Act	24" x 36"	\$2.45
22	All Departments	Public Information Act	+ postage, shipping, and misc. supplies	
23	All Departments	Public Information Act	Other non standard size copies (per page)	\$0.50
24	All Departments	Public Information Act	+ personnel charge, overhead charge, postage, shipping, and misc. supplies	
25	All Departments	Public Information Act	Photographs (Police Department)	
26	All Departments	Public Information Act	4" x 5" color print	\$2.15
27	All Departments	Public Information Act	each additional print	\$0.95
28	All Departments	Public Information Act	5" x 7" color print	\$2.20
29	All Departments	Public Information Act	each additional print	\$1.00
30	All Departments	Public Information Act	8" x 10" color print	\$2.40
31	All Departments	Public Information Act	each additional print	\$1.20
32	All Departments	Public Information Act	Polaroid color print	\$2.75
33	All Departments	Public Information Act	each additional print	\$1.55
34	All Departments	Public Information Act	4" x 5" black & white print	\$3.00
35	All Departments	Public Information Act	each additional print	\$1.80
36	All Departments	Public Information Act	5" x 7" black & white print	\$3.25
37	All Departments	Public Information Act	each additional print	\$2.05
38	All Departments	Public Information Act	8" x 10" black & white print	\$3.50
39	All Departments	Public Information Act	each additional print	\$2.30
40	All Departments	Public Information Act	4" x 5" black & white mug	\$3.20
41	All Departments	Public Information Act	each additional print	\$2.00
42	All Departments	Public Information Act	Polaroid black & white	\$2.35
43	All Departments	Public Information Act	each additional print	\$1.15
44	All Departments	Public Information Act	+postage, shipping, misc. supplies	
45	All Departments	Public Information Act	Computer and electronic document imaging printouts	
46	All Departments	Public Information Act	Standard size + personnel, overhead, computer resource, computer programming, misc. supplies, postage and handling	\$0.10
47	All Departments	Public Information Act	Non-standard size + personnel, overhead, computer resource, computer programming, misc. supplies, postage and handling	\$0.50
48	All Departments	Public Information Act	Plotter media documents: + personnel, overhead, computer resource, computer programming, misc. supplies, postage and handling	
49	All Departments	Public Information Act	8 1/2" x 11" prints	\$0.24
50	All Departments	Public Information Act	11" x 17" prints	\$0.24
51	All Departments	Public Information Act	18" x 24" prints	\$0.48
52	All Departments	Public Information Act	24" x 36" prints	\$0.72
53	All Departments	Public Information Act	36" x 42" prints	\$0.96
54	All Departments	Public Information Act	Non-standard copies (microfilm, microfiche) + personnel, overhead, computer resource, computer programming, misc. supplies, postage and handling	
55	All Departments	Public Information Act	Standard	\$0.10
56	All Departments	Public Information Act	Non-standard	\$0.50
57	All Departments	Public Information Act	Media charge+ personnel, overhead charge, computer resources, computer programming, misc. supplies, postage and handling	
58	All Departments	Public Information Act	Diskette	\$1.00
59	All Departments	Public Information Act	Computer magnetic tape	
60	All Departments	Public Information Act	4mm	\$13.50
61	All Departments	Public Information Act	8mm	\$12.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
62	All Departments	Public Information Act	9-track	\$11.00
63	All Departments	Public Information Act	Data cartridge	
64	All Departments	Public Information Act	2000 series	\$17.50
65	All Departments	Public Information Act	3000 series	\$20.00
66	All Departments	Public Information Act	6000 series	\$25.00
67	All Departments	Public Information Act	9000 series	\$35.00
68	All Departments	Public Information Act	600A	\$20.00
69	All Departments	Public Information Act	Tape Cartridge	
70	All Departments	Public Information Act	250 MB	\$38.00
71	All Departments	Public Information Act	525 MB	\$45.00
72	All Departments	Public Information Act	VHS video cassette	\$2.50
73	All Departments	Public Information Act	audio cassette	\$1.00
74	All Departments	Public Information Act	Mylar	
75	All Departments	Public Information Act	3 mil / per linear feet	\$0.85
76	All Departments	Public Information Act	4 mil / per linear feet	\$1.10
77	All Departments	Public Information Act	5 mil / per linear feet	\$1.35
78	All Departments	Public Information Act	Street code book	\$29.30
79	All Departments	Computer programming charge		\$26.00/hour
80	All Departments	Type of system	Mainframe	\$10.00/minute; \$0.17/second
81	All Departments	Type of system	Midrange	\$1.50/minute; \$0.03/second
82	All Departments	Type of system	Client/Server	\$2.20/hour; \$0.04/minute
83	All Departments	Type of system	PC or LAN	\$1.00/hour; \$0.02/minute
84	All Departments	Fax charge	Local transmission	\$0.10 per page
85	All Departments	Fax charge	Long distance within 915 area code	\$0.50 per page
86	All Departments	Fax charge	Long distance outside 915 area code	\$1.00 per page
87	All Departments	Overhead charge	Includes the cost of depreciation	\$3.00/hour; \$0.05/minute
88	All Departments	Personnel charge	See ordinance for guidance in how to assess this charge.	\$15.00/hour; \$0.25/minute
89	All Departments	Notary fees	Administering an oath or affirmation with certificate and seal	\$6.00
90	All Departments	Notary fees	A certificate under seal not otherwise provided for.	\$6.00
91	All Departments	Notary fees	A copy of a record or paper in the notary public's office.	\$0.50 for each page
92	All Departments	Notary fees	Swearing a witness to a deposition, certificate, seal, and other business connected with taking the deposition	\$6.00
93	All Departments	Credit Card Fee	City-wide credit card fee	1.98%
94	All Departments	Administrative Fee	Administrative cost to prepare liens.	\$100.00 charge for preparation of lien and the release of lien
95	Municipal Court	Credit Card Fee/ E-check	Municipal Court transactions	4.00%
96	Municipal Court	Parking Forfeits / Fines	GROUP A	
97	Municipal Court	Parking Forfeits / Fines	521 Expired Meter	\$25.00
98	Municipal Court	Parking Forfeits / Fines	503 Overtime Limit	\$25.00
99	Municipal Court	Parking Forfeits / Fines	524 Hotel Zone-Parking	\$25.00
100	Municipal Court	Parking Forfeits / Fines	512 Airport Limousine Zone	\$25.00
101	Municipal Court	Parking Forfeits / Fines	526 Protruding into Buffer Zone	\$25.00
102	Municipal Court	Parking Forfeits / Fines	504 Park on Bus or Taxi Stand	\$25.00
103	Municipal Court	Parking Forfeits / Fines	525 Other Overtime - Contrary to Sign	\$25.00
104	Municipal Court	Parking Forfeits / Fines	530 Passenger Loading Zone	\$25.00
105	Municipal Court	Parking Forfeits / Fines	532 Loading Zone: General over 30 minutes	\$25.00
106	Municipal Court	Parking Forfeits / Fines	533 Loading Zone: Commercial over 30 minutes	\$25.00
107	Municipal Court	Parking Forfeits / Fines	534 More than one meter space	\$25.00
108	Municipal Court	Parking Forfeits / Fines	535 Over 18" from Curb/Improper Proximity to Curb	\$25.00
109	Municipal Court	Parking Forfeits / Fines	536 Loading Zone: Not commercial vehicle	\$25.00
110	Municipal Court	Parking Forfeits / Fines	556 Within 30' of Stop Sign/ Stop Light	\$25.00
111	Municipal Court	Parking Forfeits / Fines	564 Park-Funeral Zone	\$25.00
112	Municipal Court	Parking Forfeits / Fines	567 Reserved Parking Space	\$25.00
113	Municipal Court	Parking Forfeits / Fines	591 Police/Police Motorcycle Zone	\$25.00
114	Municipal Court	Parking Forfeits / Fines	570 Alley-General Traffic Dist/Five Points/Not Loading	\$25.00
115	Municipal Court	Parking Forfeits / Fines	571 Airport-Contrary to Signs or Markings	\$25.00
116	Municipal Court	Parking Forfeits / Fines	572 Airport-Loading in Front of Terminal	\$25.00
117	Municipal Court	Parking Forfeits / Fines	573 Airport-West of Terminal w/o Authorization	\$25.00
118	Municipal Court	Parking Forfeits / Fines	Boot Fee	\$50.00
119	Municipal Court	Parking Forfeits / Fines	GROUP B	
120	Municipal Court	Parking Forfeits / Fines	551 Double Parking	\$55.00
121	Municipal Court	Parking Forfeits / Fines	552 Wrong Side of street	\$55.00
122	Municipal Court	Parking Forfeits / Fines	553 No Parking Zone	\$55.00
123	Municipal Court	Parking Forfeits / Fines	574 Contrary to Angle Parking Signs	\$55.00
124	Municipal Court	Parking Forfeits / Fines	592 Back-in Angled Parking Only	\$55.00
125	Municipal Court	Parking Forfeits / Fines	575 Alongside/Opposite Street Excavation	\$55.00
126	Municipal Court	Parking Forfeits / Fines	576 Violation of Street Cleaning/Construction of Signs	\$55.00
127	Municipal Court	Parking Forfeits / Fines	577 Violation of Official Sign Prohibiting Parking	\$55.00
128	Municipal Court	Parking Forfeits / Fines	578 News Media Zone	\$55.00
129	Municipal Court	Parking Forfeits / Fines	579 Inspection Zone	\$55.00
130	Municipal Court	Parking Forfeits / Fines	580 Covered Meter	\$55.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
131	Municipal Court	Parking Forfeits / Fines	581 In Violation of Sign/Adjacent to School	\$55.00
132	Municipal Court	Parking Forfeits / Fines	582 In Violation of Sign/Narrow Street	\$55.00
133	Municipal Court	Parking Forfeits / Fines	583 In Violation of Sign/One-Way Street	\$55.00
134	Municipal Court	Parking Forfeits / Fines	584 Temporary No Parking Zone	\$55.00
135	Municipal Court	Parking Forfeits / Fines	585 Adjacent to Safety Zone	\$55.00
136	Municipal Court	Parking Forfeits / Fines	586 Yellow Curb Markings	\$55.00
137	Municipal Court	Parking Forfeits / Fines	587 In-Designated Bike Lanes	\$55.00
138	Municipal Court	Parking Forfeits / Fines	508 Parking within 20' of Fire Station	\$55.00
139	Municipal Court	Parking Forfeits / Fines	509 Parking within 50' of Railroad Crossing	\$55.00
140	Municipal Court	Parking Forfeits / Fines	548 Easement/Parkway	\$55.00
141	Municipal Court	Parking Forfeits / Fines	559 Parking on Sidewalk	\$55.00
142	Municipal Court	Parking Forfeits / Fines	560 Parking on crosswalk/w 20' crosswalk	\$55.00
143	Municipal Court	Parking Forfeits / Fines	561 Parking within 15' of Fire Hydrant	\$55.00
144	Municipal Court	Parking Forfeits / Fines	562 Obstruct by Improper Parking (alley)	\$55.00
145	Municipal Court	Parking Forfeits / Fines	563 Blocking Driveway	\$55.00
146	Municipal Court	Parking Forfeits / Fines	565 Parking on Median	\$55.00
147	Municipal Court	Parking Forfeits / Fines	568 Parking on Bridge	\$55.00
148	Municipal Court	Parking Forfeits / Fines	569 In Alleys Contrary to Sign	\$55.00
149	Municipal Court	Parking Forfeits / Fines	GROUP C	
150	Municipal Court	Parking Forfeits / Fines	555 Fire Lane	\$150.00
151	Municipal Court	Parking Forfeits / Fines	589 Hazardous/Congested Place	\$150.00
152	Municipal Court	Parking Forfeits / Fines	590 Within Intersection	\$150.00
153	Municipal Court	Parking Forfeits / Fines	GROUP D	
154	Municipal Court	Parking Forfeits / Fines	549/550/554 Handicapped Zone/No Permit/Blocking	\$275.00
155	Municipal Court	Parking Forfeits / Fines	GROUP E	
156	Municipal Court	Parking Forfeits / Fines	502 Parking Prohibited / Oversize	\$225.00
157	Municipal Court	Parking Forfeits / Fines	GROUP F	
158	Municipal Court	Parking Forfeits / Fines	510 Parking on City Property	\$100.00
159	Municipal Court	Parking Forfeits / Fines	511 In R-O-W Washing, Repairing Vehicle	\$100.00
160	Municipal Court	Prohibition of gatherings involving underage drinking	1st offence	\$250.00
161	Municipal Court	Prohibition of gatherings involving underage drinking	2nd offence	\$500.00
162	Municipal Court	Prohibition of gatherings involving underage drinking	3rd offence	\$1,000.00
163	Municipal Court	Administrative Fee - Dismissal	If a person provides proof that she or he cured the violation prior to the first court appearance.	\$10.00
164	Municipal Court	Certified Copies	Certified Copies	\$6.00
165	Municipal Court	Judicial Fees	Video and Audio Recording	(E) Rewritable CD (CD-RW): \$1.00 (F) Non-rewritable CD (CD-R): \$1.00 (G) Digital video disc (DVD): \$3.00 ; Other electronic media: actual cost; plus (3) Labor Charge: (B) For locating, compiling, and reproducing: \$15 per hour (4) Overhead Charge: 20% of labor charge
166	Municipal Court	Judicial Fees	Municipal Court Documents / Electronic Reports/ Court Records Research - (minimum of 15 minutes)	Standard paper copy: \$0.10 per page; plus (E) Rewritable CD (CD-RW): \$1.00 (F) Non-rewritable CD (CD-R): \$1.00 (G) Digital video disc (DVD): \$3.00 ; Other electronic media: actual cost; plus (3) Labor Charge: (A) For programming: \$28.50 per hour (B) For locating, compiling, and reproducing: \$15 per hour (4) Overhead Charge: 20% of labor charge
167	Municipal Court	Judicial Fees	Computer and electronic document imaging printouts	Standard paper copy: \$0.10 per page plus (3) Labor Charge: (B) For locating, compiling, and reproducing: \$15 per hour (4) Overhead Charge: 20% of labor charge
168	Police	Fingerprints for Identification	Fingerprint Cards	\$10/per card Plus applicable Technology Fee
169	Police	Abandoned Auto	Owner/lien holder notification of abandoned vehicle at Vehicle Storage Facilities	\$10.00
170	Police	Taxi Cab Operator Permits	Taxi Cab Zone Permit Other Than Airport	\$250 plus applicable technology fee
171	Police	Driverless Rental Fee	Rental Car Operation Fee	\$300 plus applicable technology fee
172	Police	Alarm License	Security Alarm	3 Years \$69.00 plus applicable technology fee
173	Police	Alarm License	Signal Line from Banks	\$100 plus applicable technology fee
174	Police	Abandoned Auto	Towing- Light Duty vehicle gross weight less than 10,000lbs	\$100.00/ tow
175	Police	Abandoned Auto	Towing- Medium Duty vehicle gross weight is > 10,000lbs and < 25,000lbs	\$350.00/ tow
176	Police	Abandoned Auto	Towing- Heavy Duty vehicle gross weight more than 25,000lbs	\$450.00/ tow

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
177	Police	Impound Fee	Impound fee for storage management entity for vehicle security to PD to defray costs associated with police-ordered tows	\$20.00
178	Police	Abandoned Auto	Registered Letter of Notification	\$50.00
179	Police	Abandoned Auto	Storage, Vehicles 25' or Less in Length	\$20.00/day, including day of pick up
180	Police	Abandoned Auto	Storage, Vehicles Over 25' in Length	\$35.00/day, including day of pick up
181	Police	Towing Services Facilitation Fee	Impound Facility Fee	\$20.00
182	Police	Transportation-for-hire	Operating Authority Permit Fee	\$300 plus applicable technology fee
183	Police	Transportation-for-hire	Operating Authority Permit Fee (Alternative Vehicles)	\$130 plus applicable technology fee
184	Police	Transportation-for-hire	International Vehicle Permit	\$40 plus applicable technology fee
185	Police	Annual License Fee	Public Swimming Pool-Annual	\$275 plus applicable tech fee
186	Police	Bi-Annual License Fee	Public Swimming Pool-Bi-Annual	\$550 plus applicable tech fee
187	Police	Annual License Fee	Spas-annual	\$175 plus applicable tech fee
188	Police	Bi-Annual License Fee	Spas-bi-annual	\$350 plus applicable tech fee
189	Police	Re-Inspection Fee	Public Swimming Pool Or Public Spa Fee Per Inspection	\$175 plus applicable tech fee
190	Police	Water Sampling Fee	Water Sampling of Public Swimming Pools and Public Spas	\$100 plus lab fees, plus applicable tech fee
191	Police	Temporary License	Above Ground Public Pool (Per Pool)	\$125.00 plus applicable tech fee
192	Police	Temporary License	Above Ground Spa (Per Spa)	\$125.00 plus applicable tech fee
193	Police	Application Fee	Tattoo Studio Application Fee	\$60.00 Per Application, plus applicable tech fee
194	Police	Studio Registration Fee	Tattoo and Body Art - Biennial	2 Year \$300.00 or \$12.50, per month for terms of less than two years, plus applicable tech fee
195	Police	Re-Inspection Fee	Tattoo and Body Art - Studio Re-inspection	\$45.00 Per Re-inspection, plus applicable tech fee
196	Police	Artist License Fee	Tattoo and Body Art - Annual	\$65.00, plus applicable tech fee
197	Police	Re-Inspection Fee	Tattoo and Body Art -Artist	\$40.00 Per Re-inspection, plus applicable tech fee
198	Police	Annual License Fee	Laundries - Annual	\$175.00, plus applicable tech fee
199	Police	Bi-Annual License Fee	Laundries - Bi-Annual	\$350.00, plus applicable tech fee
200	Police	Re-Inspection Fee	Laundries	\$125.00, plus applicable tech fee
201	Police	Convenience Store Registration	Initial Registration, Inspection, Certificate and Decal	\$147.00
202	Police	Convenience Store Inspection	Re-inspection only	\$27.00
203	Police	Convenience Store Inspection	Renewal Inspection, Certificate and Decal	\$144.00
204	Fire	Ambulance Service Revenue	Base charge	\$855.00
205	Fire	Ambulance Service Revenue	Additional fee above the base charges	\$33.00
206	Fire	Ambulance Service Revenue	Specialty Care Transports (SCT)	\$850.00
207	Fire	Ambulance Service Revenue	Hazmat scene, per hour per unit	\$775.00 per unit assigned
208	Fire	Ambulance Service Revenue	Comsar rescue/search, per hour per unit	\$165 per hour per unit
209	Fire	Ambulance Service Revenue	Mileage	\$15.00 per mile
210	Fire	Ambulance Service Revenue	Response fee	\$143.00
211	Fire	Ambulance Service Revenue	Scene care	\$65.00
212	Fire	Ambulance Service Revenue	Standby	\$775 per hour contracted, without contract
213	Fire	Fire Licenses	Aerosol products	\$125 Plus applicable Tech fee
214	Fire	Fire Licenses	Amusement buildings	\$125 Plus applicable Tech fee
215	Fire	Fire Licenses	Aviation facilities	\$125 Plus applicable Tech fee
216	Fire	Fire Licenses	Carbon dioxide systems used in beverage dispensing applications	\$125 Plus applicable Tech fee
217	Fire	Fire Licenses	Carnivals and fairs	\$125 Plus applicable Tech fee
218	Fire	Fire Licenses	Cellulose nitrate film	\$125 Plus applicable Tech fee
219	Fire	Fire Licenses	Combustible dust-producing operations	\$125 Plus applicable Tech fee
220	Fire	Fire Licenses	Combustible fibers	\$125 Plus applicable Tech fee
221	Fire	Fire Licenses	Compressed gases	\$125 Plus applicable Tech fee
222	Fire	Fire Licenses	Covered and open mall buildings	\$125 Plus applicable Tech fee
223	Fire	Fire Licenses	Cryogenic fluids	\$125 Plus applicable Tech fee
224	Fire	Fire Licenses	Cutting and welding	\$125 Plus applicable Tech fee
225	Fire	Fire Licenses	Dry Cleaning	\$125 Plus applicable Tech fee
226	Fire	Fire Licenses	Exhibits and trade shows	\$125 Plus applicable Tech fee
227	Fire	Fire Licenses	Explosives	\$150 Plus applicable Tech fee
228	Fire	Fire Licenses	Fire hydrants and valves	\$150 Plus applicable Tech fee
229	Fire	Fire Licenses	Flammable and combustible liquids	\$125 Plus applicable Tech fee
230	Fire	Fire Licenses	Floor finishing	\$125 Plus applicable Tech fee
231	Fire	Fire Licenses	Fruit and crop ripening	\$125 Plus applicable Tech fee
232	Fire	Fire Licenses	Fumigation and thermal insecticidal fogging	\$125 Plus applicable Tech fee
233	Fire	Fire Licenses	Hazardous materials	\$205 Plus applicable Tech fee
234	Fire	Fire Licenses	HPM facilities	\$205 Plus applicable Tech fee
235	Fire	Fire Licenses	High piled storage 501-2500	501-2,500 sq. ft. - \$72.00 Plus applicable Tech fee
236	Fire	Fire Licenses	High piled storage 2,501-12,000	2,501-12,000 sq. ft... - \$144.00 Plus applicable Tech fee
237	Fire	Fire Licenses	High piled storage (over 12,000 sq. ft.)	>12,000 sq. ft... - \$216.00 Plus applicable Tech fee
238	Fire	Fire Licenses	Hot Work Operations	\$125 Plus applicable Tech fee

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
239	Fire	Fire Licenses	Industrial ovens	\$125 Plus applicable Tech fee
240	Fire	Fire Licenses	Lumber yards and woodworking plants	\$125 Plus applicable Tech fee
241	Fire	Fire Licenses	Liquid or gas-fueled vehicles or equipment in assembly buildings	\$125 Plus applicable Tech fee
242	Fire	Fire Licenses	LP gas	\$125 Plus applicable Tech fee
243	Fire	Fire Licenses	Magnesium	\$125 Plus applicable Tech fee
244	Fire	Fire Licenses	Miscellaneous combustible storage	\$125 Plus applicable Tech fee
245	Fire	Fire Licenses	Motor fuel-dispensing facilities	\$125 Plus applicable Tech fee
246	Fire	Fire Licenses	Open Burning	\$125 Plus applicable Tech fee
247	Fire	Fire Licenses	Open flames and torches	\$125 Plus applicable Tech fee
248	Fire	Fire Licenses	Open flames and candles	\$125 Plus applicable Tech fee
249	Fire	Fire Licenses	Organic coatings	\$125 Plus applicable Tech fee
250	Fire	Fire Licenses	Places of assembly	\$125 Plus applicable Tech fee
251	Fire	Fire Licenses	Private fire hydrants	\$150 Plus applicable Tech fee
252	Fire	Fire Licenses	Pyrotechnic special effects material	\$150 Plus applicable Tech fee
253	Fire	Fire Licenses	Pyroxylin plastics	\$125 Plus applicable Tech fee
254	Fire	Fire Licenses	Refrigeration equipment	\$125 Plus applicable Tech fee
255	Fire	Fire Licenses	Repair garages and motor fuel-dispensing facilities	\$125 Plus applicable Tech fee
256	Fire	Fire Licenses	Rooftop heliports	\$125 Plus applicable Tech fee
257	Fire	Fire Licenses	Spraying or dipping	\$125 Plus applicable Tech fee
258	Fire	Fire Licenses	Storage of scrap tires and tire byproducts	\$125 Plus applicable Tech fee
259	Fire	Fire Licenses	Temporary membrane, structures, tents and canopies	\$125 Plus applicable Tech fee
260	Fire	Fire Licenses	Tire-rebuilding plants	\$125 Plus applicable Tech fee
261	Fire	Fire Licenses	Waste handling	\$125 Plus applicable Tech fee
262	Fire	Fire Licenses	Wood products	\$125 Plus applicable Tech fee
263	Fire	Fire Licenses	Blasting operations	\$125 Plus applicable Tech fee
264	Fire	Fire Licenses	Commercial Day Care Facilities-Children	\$125 Plus applicable Tech fee
265	Fire	Fire Licenses	For Use Permit	\$125 Plus applicable Tech fee
266	Fire	Fire Licenses	Outside storage of Combustible material permit	\$125 Plus applicable Tech fee
267	Fire	Fire Service Fee	Re-Inspection Fee	\$72.00 flat rate Plus applicable Tech fee
268	Fire	Fire Service Fee	Investigation/Inspection/Fire watch/standby Fees-other than regular duty hours (Reimbursed Overtime)	\$92.00/hr.(2hr. Min) per ea. Fire Investigator/Inspector Plus applicable Tech fee
269	Fire	Fire Service Fee	Investigation/Inspection Fees-during regular duty hours	\$72.00/hr. Plus applicable Tech fee
270	Fire	Fire Service Fee	Fire Hydrant Flow Request (FHFR)	\$72.00/hr.(2hr. Min) per ea. Fire personnel Plus applicable Tech fee
271	Fire	Fire Service Fee	Fire Watch/Standby-during regular duty hours	\$72.00/hr. Plus applicable Tech fee
272	Fire	Fire Service Fee	Site Assessment (consultation)	\$75.00 flat rate Plus applicable Tech fee
273	Fire	Fire Service Fee	Non-Regulatory Inspections	\$72.00/hr. Plus applicable Tech fee
274	Fire	Fire Service Fee	Commercial Safety Training	\$72.00 flat rate Plus applicable Tech fee
275	Fire	Fire Service Fee	Fire Plan Review by Appointment	\$146.00/hr. Plus applicable Tech fee
276	Fire	Fire Service Fee	Fire Systems/Plan Review	\$72.00/hr. Plus applicable Tech fee
277	Fire	Fire Service Fee	Fire Systems Initial Acceptance Test	\$72.00/hr. Plus applicable Tech fee
278	Fire	Fire Service Fee	Building Permit Fire Final (BLD) Fee	\$72.00/hr. Plus applicable Tech fee
279	Fire	Fire Service Fee	Expedited Services Fees-Site Inspections	\$144.00 initial (2hr. Min.); \$72.00/hr. thereafter Plus applicable Tech fee
280	International Bridges	Parking Meters	Meter Rentals	\$20.00
281	International Bridges	Parking Meters	Payments with Credit or Debit Card - to include Parking fee and convenience fee	MINIMUM Payment of \$1.03/1st hour then \$1.00/hour for additional time
282	International Bridges	Parking Meters	Administrative Fee Per Rental	\$35.00
283	International Bridges	Toll for International Bridges	Tolls Charge Pedestrian, three years or older	\$0.50
284	International Bridges	Toll for International Bridges	Tolls Charge, Bicycle	\$0.50
285	International Bridges	Toll for International Bridges	Toll Charge, Motorcycle - Pre-Paid	\$3.00
286	International Bridges	Toll for International Bridges	Toll Charge, Motorcycle - Cash at booth	\$3.50
287	International Bridges	Toll for International Bridges	Tolls Charge Automobiles, pick up trucks, (up to one-ton carrying capacity), panel trucks, vans, recreational trailers - Pre-Paid	\$3.00
288	International Bridges	Toll for International Bridges	Tolls Charge Automobiles, pick up trucks, (up to one-ton carrying capacity), panel trucks, vans, recreational trailers - Cash at booth	\$3.50
289	International Bridges	Toll for International Bridges	Extra Axle for automobiles, pick up trucks, (up to one-ton carrying capacity), panel trucks, vans, recreational trailers - Pre-Paid	\$1.50
290	International Bridges	Toll for International Bridges	Extra Axle for automobiles, pick up trucks, (up to one-ton carrying capacity), panel trucks, vans, recreational trailers - Cash at booth	\$2.00
291	International Bridges	Toll for International Bridges	Tolls Charge Commercial Trucks, Buses, Motor Homes, Tractors, Commercial Towed Trailers - Pre-Paid	\$4.00 per axle
292	International Bridges	Toll for International Bridges	Tolls Charge Commercial Trucks, Buses, Motor Homes, Tractors, Commercial Towed Trailers - Cash at booth	\$4.50 per axle
293	International Bridges	Toll for International Bridges	Toll Charge, Pick Up Trucks with a carrying capacity exceeding one-ton - Pre-paid	\$4.00
294	International Bridges	Toll for International Bridges	Toll Charge, Pick Up Trucks with a carrying capacity exceeding one-ton - Cash at booth	\$4.50

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
295	International Bridges	Toll for International Bridges	Toll Charge, Pick Up Trucks using the Zaragoza Commercial Bridge - Pre-Paid	\$4.00 per axle
296	International Bridges	Toll for International Bridges	Toll Charge, Pick Up Trucks using the Zaragoza Commercial Bridge - Cash at booth	\$4.50 per axle
297	International Bridges	Toll for International Bridges	Tolls Charge, Empty Tractor, without Trailer, 2 or 3 axles - Pre-paid	Between \$5.00 and \$3.00
298	International Bridges	Toll for International Bridges	Tolls Charge, Empty Tractor, without Trailer, 2 or 3 axles - Cash at booth	Between \$5.50 and \$3.50
299	International Bridges	Toll for International Bridges	Tolls Charge, Empty 2-axle Commercial Truck - Pre-paid	Between \$5.00 and \$3.00
300	International Bridges	Toll for International Bridges	Tolls Charge, Empty 2-axle Commercial Truck - Cash at booth	Between \$5.50 and \$3.50
301	International Bridges	Toll for International Bridges	Tolls Charge, Empty Tractor with Empty Trailer, 3 axles or more - Pre-paid	Between \$7.50 and \$4.00
302	International Bridges	Toll for International Bridges	Tolls Charge, Empty Tractor with Empty Trailer, 3 axles or more - Cash at booth	Between \$8.00 and \$4.50
303	International Bridges	Toll for International Bridges	Tolls Charge, Empty Commercial Truck, 3 axles or more - Pre-paid	Between \$7.50 and \$4.00
304	International Bridges	Toll for International Bridges	Tolls Charge, Empty Commercial Truck, 3 axles or more - Cash at Booth	Between \$8.00 and \$4.50
305	International Bridges	Toll for International Bridges	AVI RFID - Replacement Fee	\$7.00
306	Streets and Maintenance	Temporary Traffic Control	Traffic Control Permit-duration of less than Three Days	\$17.00 plus applicable Technology Fee
307	Streets and Maintenance	Temporary Traffic Control	Traffic Control Permit-duration of three to 15 days	\$50.00 plus applicable Technology Fee
308	Streets and Maintenance	Temporary Traffic Control	Traffic Control Permit-duration of 16 to 30 days	\$160.00 plus applicable Technology Fee
309	Streets and Maintenance	Temporary Traffic Control	Traffic Control Permit-fee for each month after first 30 days	\$90.00 plus applicable Technology Fee
310	Streets and Maintenance	Temporary Traffic Control	City Placement of Traffic control devices	\$100.00
311	Streets and Maintenance	Temporary Traffic Control	Noncompliance Correction	\$100.00
312	Streets and Maintenance	Temporary Traffic Control	Lane/sidewalk rental (after expiration of permit)	\$100.00
313	Streets and Maintenance	Film Permit	Use of City ROW or facility not to exceed 48 hours for filmmaking event	\$40.00
314	Streets and Maintenance	Residential Parking	Application to impose parking restrictions within a district	\$30.00 Plus applicable Tech fee - Restriction/Boundary Modification; \$25.00 Plus applicable Tech Fee - Dissolution of restriction or district
315	Streets and Maintenance	Residential Parking	Application to dissolve parking restrictions within a district	\$25.00 Plus applicable Tech fee
316	Streets and Maintenance	Residential Parking	New resident permit	\$10.00 Plus applicable Tech fee
317	Streets and Maintenance	Residential Parking	Annual resident parking permit	\$10.00 Plus applicable Tech fee
318	Streets and Maintenance	Residential Parking	Annual owner's parking permit	\$10.00 Plus applicable Tech fee
319	Streets and Maintenance	Residential Parking	Annual visitor parking permit	\$10.00 Plus applicable Tech fee
320	Streets and Maintenance	Residential Parking	Annual renewal fee	\$10.00 Plus applicable Tech fee
321	Streets and Maintenance	Residential Parking	Annual Renewal Fee (when paid via internet beginning in 2010)	\$5.00 Plus applicable Tech fee
322	Streets and Maintenance	Residential Parking	Temporary one day parking permit	\$1.00 Plus applicable Tech fee
323	Streets and Maintenance	Residential Parking	Permit replacement	\$10.00 Plus applicable Tech fee
324	Streets and Maintenance	Parking Forfeits / Fines	Parking without permit in a residential parking district	\$28.00
325	Streets and Maintenance	Parking Forfeits / Fines	Parking in a residential parking district with expired permit	\$28.00
326	Streets and Maintenance	Media Parking Placards	Annual placard for Media parking or replacement of placard	\$50.00
327	Streets and Maintenance	Downtown Parking District - Parking Permit Fee(Initial Permit)	Downtown Parking District	\$30.00
328	Streets and Maintenance	Downtown Parking District - Parking Permit Fee(Additional Permit)	Downtown Parking District	\$200.00
329	Streets and Maintenance	Downtown Parking District - New Resident Temporary Parking Permit Fee	Downtown Parking District	\$30.00
330	Streets and Maintenance	Downtown Parking District Replacement Parking Permit Fee	Downtown Parking District	\$30.00
331	Streets and Maintenance	Paving Cut Permit	Paving Cut Permit	\$69.00
332	Streets and Maintenance	Paving Cut Permit	Paving Cut Permit Extension	\$23.00
333	Streets and Maintenance	Paving Cut Permit	After Hours Inspection Fee, Weekend inspections (Sat & Sun) will require the contractor to be charged a minimum of 4 hours, Over 4 hours will be charged actual worked hours.	\$90.00
334	Streets and Maintenance	Memorial Marker Fee	Memorial Marker Fee	\$124.00
335	Streets and Maintenance	Memorial Marker - Optional Personalized Memorials Fee	Memorial Marker Fee	\$50.00
336	Planning & Inspections	Special Privilege	Application Fee - Permit	\$371.00 plus applicable technology fee
337	Planning & Inspections	Special Privilege	Application Fee - License	\$699 plus applicable technology fee
338	Planning & Inspections	Special Privilege	Application Fee - Downtown improvement area (construction)	Downtown fee waived per incentive. Only applicable technology fee.
339	Planning & Inspections	Special Privilege	Application Fee - RTS (Rapid Transit System) and TOD (Transit Oriented Development) Corridors	Applicable technology fee
340	Planning & Inspections	Special Privilege	Application Fee - Smart Code Zoned Properties	Applicable technology fee
341	Planning & Inspections	Special Privilege - Annual fee	Awning, canopy, marquee, sign (legally existing)	\$21.00 per awning, canopy, marquee, sign; plus applicable technology fee
342	Planning & Inspections	Special Privilege - Annual fee	Awning, canopy, marquee, sign (new)	\$21.00 per awning, canopy, marquee, sign; plus applicable technology fee
343	Planning & Inspections	Special Privilege - Annual fee	Arcades, Awnings, Canopies & Galleries that comply with City Code Section 15.08.1201	
344	Planning & Inspections	Special Privilege - Annual fee	Subdivision entrance signs	\$106.00 per sign; plus applicable technology fee
345	Planning & Inspections	Special Privilege - Annual fee	Taxi stand	\$2,120 per stand; plus applicable technology fee

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346	Planning & Inspections	Special Privilege - Annual fee	Underground storage vault or structure in CBD	\$530.00 per vault or structure; plus applicable technology fee
347	Planning & Inspections	Special Privilege - Annual fee	Designated food vending concessions in the downtown area	\$2,120 per site; plus applicable technology fee
348	Planning & Inspections	Special Privilege - Annual fee	Pipelines, whether overhead, surface or subsurface	\$3,710.00 flat rate plus \$220 per pipeline; plus applicable technology fee
349	Planning & Inspections	Special Privilege - Annual fee	Building or other structural encroachment	\$5.00 per square foot; plus applicable technology fee
350	Planning & Inspections	Special Privilege - Annual fee	Stairways	\$11.00 per stairway; plus applicable technology fee
351	Planning & Inspections	Special Privilege - Annual fee	Stairways (legally existing building 40 year and older)	
352	Planning & Inspections	Special Privilege - Annual fee	Facades	\$2.00 per linear foot; plus applicable technology fee
353	Planning & Inspections	Special Privilege - Annual fee	Pedestrian Sky Walk	\$530.00 per sky walk; plus applicable technology fee
354	Planning & Inspections	Special Privilege - Annual fee	Accessibility ramps required by code	\$11.00 per site; plus applicable technology fee
355	Planning & Inspections	Special Privilege - Annual fee	Accessibility ramps required by code (legally existing building 40 years and older)	
356	Planning & Inspections	Special Privilege - Annual fee	Street furniture	\$21.00 per site; plus applicable technology fee
357	Planning & Inspections	Special Privilege - Annual fee	Cables to include fiberoptics - surface, subsurface and aerial	\$3,710.00 for up to 2,000 linear feet plus \$2.00 per linear foot thereafter; technology fee does not apply
358	Planning & Inspections	Special Privilege - Annual fee	Outdoor pay telephones	\$1,060.00 per site; plus applicable technology fee
359	Planning & Inspections	Special Privilege - Annual Fee	Mobile Billboards	\$1,500.00 per issued Permit; plus applicable technology fee
360	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	New, relocated, repaired or replaced canopy or awning	\$21.00 per canopy or awning; plus applicable technology fee
361	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	New, relocated, repaired or replaced canopy or awning, canopy or gallery that complies with City Code Section 15.08.1201	
362	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	New, relocated, repaired or replaced wall sign	\$21.00 per site; plus applicable technology fee
363	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	New, relocated, repaired or replaced marquee, kiosk, or other sign	\$53.00 per site; plus applicable technology fee
364	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	Street furniture	\$21.00 per site; plus applicable technology fee
365	Planning & Inspections	Special Privilege - Annual fee - Downtown Improvement Area	Outdoor cafe, restaurant, or market place	\$159.00 per site; plus applicable technology fee
366	Planning & Inspections	Special Privilege - Annual Fee - Downtown Improvement Area	Sidewalk Vending Space	Flat fee of \$150 for 100 square feet or less of license area and \$300 for license area over 100 square feet; plus applicable technology fee
367	Planning & Inspections	Special Privilege - Annual Fee	Sidewalk Vending Space	Flat fee of \$200 for 100 square feet or less of license area and \$400 for license area over 100 square feet; plus applicable technology fee
368	Planning & Inspections	Special Privilege - Temporary Use Fee - Downtown Improvement Area	Street closure in Downtown Improvement Area	\$53.00 per 12 hour period; plus applicable technology fee
369	Planning & Inspections	Special Privilege - Temporary Use Fee	Temporary street display	\$11.00 each plus the city's cost of installation, inspection and removal; plus applicable technology fee
370	Planning & Inspections	Special Privilege - Temporary Use Fee	Banner Program	\$11.00, plus city's cost of installation fees; plus applicable technology fee
371	Planning & Inspections	Special Privilege - Temporary Use Fee	Temporary banner	\$11.00 per day, plus city's cost of installation and inspection; plus applicable technology fee
372	Planning & Inspections	Special Privilege - Temporary Use Fee	Street closure in a residential/apartment zone, exceeding 24 hours	\$53.00 per 12 hour period; plus applicable technology fee
373	Planning & Inspections	Special Privilege - Temporary Use Fee	Street closure in a commercial/manufacturing zone	\$106.00 per 12 hour period; plus applicable technology fee
374	Planning & Inspections	Special Privilege - Annual Fee	Aerial, surface and sub-surface encroachments other than those listed	Area in square feet x market value per square foot x ten percent x seventy-five percent; minimum fee of \$1,060.00; plus applicable technology fee
375	Planning & Inspections	Parade Permit Application - Base Fee	Application submitted at least 30 days in advance of event. Event not to exceed 24 hours.	\$131.00 plus applicable technology fee
376	Planning & Inspections	Parade Permit Application-late fee	Application submitted at least 7 days but less than 30 days in advance of event. Event not to exceed 24 hours.	\$131.00 plus base parade permit fee and applicable technology fee
377	Planning & Inspections	Special Event Permit Application	Application submitted at least 30 days in advance of event for areas located outside of the Downtown Improvement Area.	\$371 plus applicable technology fee
378	Planning & Inspections	Special Event Permit Application-late fee	Application submitted at least 7 days but less than 30 days in advance of event.	\$371.00 plus base special event permit application fee and applicable technology fee
379	Planning & Inspections	Special Event Permit Application - Downtown Improvement Area	Application submitted at least 30 days in advance of event for areas located within the Downtown Improvement Area.	\$212 plus applicable technology fee
380	Planning & Inspections	Special Event Permit Application - Downtown Improvement Area- late fee	Application submitted at least 7 days but less than 30 days in advance of event.	\$212.00 plus base downtown special event permit application fee and applicable technology fee
381	Planning & Inspections	Temporary Event Permit Application	Application submitted at least 30 days in advance of event. Event not to exceed 24 hours.	\$131.00 plus applicable technology fee
382	Planning & Inspections	Temporary Event Permit Application-late fee	Application submitted at least 7 days but less than 30 days in advance of event. Event not to exceed 24 hours.	\$131.00 plus base temporary event permit application fee and applicable technology fee

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383	Planning & Inspections	Planning Documents	Any Other Medium	Cost plus applicable technology fee
384	Planning & Inspections	Planning Documents	Special Publications of City and Geographical Information	
385	Planning & Inspections	Planning Documents	Planning dept. demo pack	\$19 plus applicable technology fee
386	Planning & Inspections	Planning Documents	Zoning Map Series	\$176 plus applicable technology fee
387	Planning & Inspections	Planning Documents	Plan El Paso	\$56 plus applicable technology fee
388	Planning & Inspections	Planning Documents	Plan El Paso (single 11 x 17)	\$9.00 plus applicable technology fee
389	Planning & Inspections	Planning Documents	Plan El Paso (single 24 x 36)	\$18 plus applicable technology fee
390	Planning & Inspections	Planning Documents	GIS Information	
391	Planning & Inspections	Planning Documents	Maps-size of longest side	
392	Planning & Inspections	Planning Documents	up to 12"	\$6 plus applicable technology fee
393	Planning & Inspections	Planning Documents	up to 24"	\$12 plus applicable technology fee
394	Planning & Inspections	Planning Documents	up to 36"	\$18 plus applicable technology fee
395	Planning & Inspections	Planning Documents	over 36"	\$21 plus applicable technology fee
396	Planning & Inspections	Planning Documents	Street Code Book	\$33 plus applicable technology fee
397	Planning & Inspections	Applications - Zoning	Zoning Condition or Special Contract - Release or Amendment	\$1,195 plus applicable technology fee
398	Planning & Inspections	Applications - Zoning	Rezoning	\$1,195 plus applicable technology fee
399	Planning & Inspections	Applications - Zoning	Special Permit	\$1,289 plus applicable technology fee
400	Planning & Inspections	Applications - Zoning	Detailed Site Development Plan - City Council	\$1,131 plus applicable technology fee
401	Planning & Inspections	Applications - Zoning	Detailed Site Development Plan Review - City Plan Commission	\$648 plus applicable technology fee
402	Planning & Inspections	Applications - Zoning	Detailed Site Development Plan Review - Administrative Review	\$351 plus applicable technology fee
403	Planning & Inspections	Applications - Zoning	Detailed Site Plan-Administrative Modification	\$194 plus applicable technology fee.
404	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - up to and including 1 acre	\$352 plus applicable technology fee
405	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - over 1 acre up to and including 3 acres	\$415 plus applicable technology fee
406	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - over 3 acres up to and including 5 acres	\$495 plus applicable technology fee
407	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - over 5 acres up to and including 10 acres	\$562 plus applicable technology fee
408	Planning & Inspections	Applications - Zoning	Comprehensive Sign Plan Review - over 10 acres or more	\$709 plus applicable technology fee
409	Planning & Inspections	Applications - Subdivisions	Major Preliminary	\$2,013 plus applicable technology fee
410	Planning & Inspections	Applications - Subdivisions	Major Final	\$1,902 plus applicable technology fee
411	Planning & Inspections	Applications - Subdivisions	Major Combination	\$2,211 plus applicable technology fee
412	Planning & Inspections	Applications - Subdivisions	Development Plat	\$1,846 plus applicable technology fee
413	Planning & Inspections	Applications - Subdivisions	Minor	\$878 plus applicable technology fee
414	Planning & Inspections	Applications - Subdivisions	Re-Subdivision Preliminary	\$1,695 plus applicable technology fee
415	Planning & Inspections	Applications - Subdivisions	Re-Subdivision Final	\$1,857 plus applicable technology fee
416	Planning & Inspections	Applications - Subdivisions	Extension/Reinstatement	\$416 plus applicable technology fee
417	Planning & Inspections	Applications - Subdivisions	Re-Subdivision Combination	\$2,222 plus applicable technology fee
418	Planning & Inspections	Applications - Subdivisions	Amending	\$717 plus applicable technology fee
419	Planning & Inspections	Applications - Subdivisions	Platting Determination Certificate	\$80 plus applicable technology fee
420	Planning & Inspections	Subdivision Improvements Review Application	Review Only	. 1-10 acres \$1000 thereafter \$75/acre plus applicable technology fee
421	Planning & Inspections	Subdivision Improvements	Pre application review for drainage, subdivision, commercial, flood zone	\$75.00/hour plus applicable technology fee
422	Planning & Inspections	Construction Improvement Permit	Improvement Inspection	\$148 + \$60 per hour, plus applicable technology fee
423	Planning & Inspections	Subdivision Inspections	0.1-10.0 acre	\$148 + \$60 per hour, plus applicable technology fee
424	Planning & Inspections	Subdivision Inspections	10.1-30.0 acre	\$255 + \$60 per hour, plus applicable technology fee
425	Planning & Inspections	Subdivision Inspections	30.1-60.0 acre	\$448 + \$60 per hour, plus applicable technology fee
426	Planning & Inspections	Subdivision Inspections	60.1-100.0 acre	\$815 + \$60 per hour, plus applicable technology fee
427	Planning & Inspections	Subdivision Inspections	Over 100 acres	\$1,333 + \$60 per hour, plus applicable technology fee
428	Planning & Inspections	Subdivision Inspections	Pre final or final inspections	\$200/hour, Plus applicable technology fee
429	Planning & Inspections	Subdivision Inspections	Preparation of Acceptance of Subdivision	\$75.00/hour
430	Planning & Inspections	Applications - Grading	Grading Plan - Additional fee is required for additional review, additional inspection, or expedite review	\$84 per hour applicable technology fee
431	Planning & Inspections	Applications - Subdivision Improvement Plans	Subdivision Improvement Plan - Beyond the second review additional fee	\$168 per hour applicable technology fee
432	Planning & Inspections	Applications - Subdivisions	Vesting review of regulations for development applications	\$297.60 plus applicable technology fee
433	Planning & Inspections	Applications - Subdivisions	Land Study - 0.0 up to and including 300 acres	\$4,719 plus applicable technology fee.
434	Planning & Inspections	Applications - Subdivisions	Land Study - over 300 acres up to and including 600 acres	\$6,958 plus applicable technology fee.
435	Planning & Inspections	Applications - Subdivisions	Land Study - over 600 acres up to and including 900 acres	\$8,906 plus applicable technology fee.
436	Planning & Inspections	Applications - Subdivisions	Land Study - over 900 acres or more	\$11,651 plus applicable technology fee.
437	Planning & Inspections	Applications - Subdivisions	Amended Land Study - 0.0 up to and including 300 acres	\$2,293 plus applicable technology fee.
438	Planning & Inspections	Applications - Subdivisions	Amended Land Study - over 300 acres up to and including 600 acres	\$3,381 plus applicable technology fee.
439	Planning & Inspections	Applications - Subdivisions	Amended Land Study - over 600 acres up to and including 900 acres	\$4,327 plus applicable technology fee.
440	Planning & Inspections	Applications - Subdivisions	Amended Land Study - over 900 acres or more	\$5,661 plus applicable technology fee.
441	Planning & Inspections	Applications - MTP Amendment	Major Thoroughfare Plan Amendment	\$645 plus applicable technology fee.
442	Planning & Inspections	Comp Plan Amendment	Comprehensive Plan Amendment	\$958 plus applicable technology fee
443	Planning & Inspections	Applications - Subdivisions	Vacation of Recorded Subdivision	\$1,201 plus applicable technology fee.
444	Planning & Inspections	Applications - Subdivisions	Vacation of Public Rights-of-Way or Easements	\$1,938 plus applicable technology fee
445	Planning & Inspections	Applications - Subdivisions	Dedication of Rights-of-Way or Easements by Metes & Bounds	\$1,538 plus applicable technology fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
446	Planning & Inspections	Applications - Subdivisions	Street Name Change	\$2,056 plus applicable technology fee.
447	Planning & Inspections	Applications - Subdivisions	5-day review (Third review and any subsequent reviews)	\$235 plus applicable technology fee
448	Planning & Inspections	Other Applications	Address assignment, change or verification	\$18 plus applicable technology fee
449	Planning & Inspections	Other Applications	Development Agreement (includes PID applications)	\$1,996 plus applicable technology fee
450	Planning & Inspections	Other Applications	Off-site park dedications	\$1,996 plus applicable technology fee
451	Planning & Inspections	Other Applications	Annexation	\$2,405 plus applicable technology fee
452	Planning & Inspections	Other Applications	Complete subdivision ordinance	\$16 plus applicable technology fee.
453	Planning & Inspections	Other Applications	Zoning verification letter per contiguous parcels	\$150 plus applicable technology fee.
454	Planning & Inspections	Other Applications	Zoning verification letter/ with specific request for information	\$150 plus applicable technology fee.
455	Planning & Inspections	Other Applications	Shared Parking	\$146 plus applicable technology fee.
456	Planning & Inspections	Other Applications	Special Investigation	\$84 plus applicable technology fee.
457	Planning & Inspections	Other Applications	Additional requests for information for above	\$84 plus applicable technology fee.
458	Planning & Inspections	Other Applications	Processing fee for high screening walls	\$150 plus applicable technology fee.
459	Planning & Inspections	Other Applications	Rescind mandatory wall requirement	\$150 plus applicable technology fee.
460	Planning & Inspections	Other Applications	Classification of use from zoning administrator	\$150 plus applicable technology fee.
461	Planning & Inspections	Other Applications	Zoning Board of Adjustment - residential application	\$728 plus applicable technology fee.
462	Planning & Inspections	Other Applications	Zoning Board of Adjustment - commercial application	\$728 plus applicable technology fee.
463	Planning & Inspections	Legal Nonconforming	Registration for Legal Nonconforming use	\$123 plus applicable technology fee
464	Planning & Inspections	Neighborhood Conservancy Overlay (NCO) - CRC review	Neighborhood Conservancy Overlay (NCO) - CRC review	\$212 plus applicable technology fee
465	Planning & Inspections	Other Applications	Pre-application meeting	\$125/hr plus applicable technology fee
466	Planning & Inspections	Historic Landmark Commission	Appeal of Historic Landmark commission decision	\$308 plus applicable technology fee.
467	Planning & Inspections	Development	Floodplain, CLOMR, LOMR or any other FEMA's application for review	\$80.00/hour plus applicable technology fee
468	Planning & Inspections	Development	Third party review for Floodplain, CLOMR, LOMR or any other FEMA's application for review	\$130.00/hour plus applicable technology fee
469	Planning & Inspections	Development	Flood Determination Letter	\$25.00 plus applicable technology fee.
470	Planning & Inspections	Electronic Conversion	Flat fee for COEP to convert Paper plans to Electronic Documents- Residential	\$24.00 plus applicable tech fee
471	Planning & Inspections	Electronic Conversion	Flat fee for COEP to convert Paper plans to Electronic Documents- Engineering- Land Development	\$30.00 plus applicable technology fee
472	Planning & Inspections	Electronic Conversion	Flat fee for COEP to convert Paper plans to Electronic Documents- Commercial	\$45.00 plus applicable technology fee
473	Planning & Inspections	Administrative Fee (Permit Cancellation)	Permit cancellation fee for permits that are not assessed a plan review fee.	Equal to 30% of permit fee plus applicable technology fee
474	Planning & Inspections	Electronic Conversion	Flat fee for COEP to convert Paper plans to Electronic Documents – Planning	\$30.00 plus applicable technology fee
475	Planning & Inspections	Completion Permit	Completion Permit for Plumbing, Mechanical or Electrical Permits	50% of original mechanical, plumbing or electrical permit fee or the base fee, whichever is higher plus applicable technology fee
476	Planning & Inspections	Board and Secure Permit Fee	Board and Secure Permit Fee:	Level I: Single Family and up to a quadruplex on one parcel or commercial building less than 5,000 sq. ft.: \$115 Level II: Commercial building greater than 5,000 sq. ft. but less than 10,000 sq. ft.: \$231 Level III: Commercial building greater than 10,000 sq. ft.: \$346 plus applicable technology fee
477	Planning & Inspections	Plan Review - Re-Submission Fee		\$212 plus applicable technology fee
478	Planning & Inspections	Plan Review- Expedited Review 1 - For construction permits with valuation equal to or greater than \$300,000.00		Six hundred forty five dollars (\$645) plus one hundred and fifty six dollars (\$156) for each hour or portion of an hour of plan review time plus applicable technology fee.
479	Planning & Inspections	Plan Review - Expedited Review 2 - For construction permits with valuation less than \$300,000.00		Two hundred and fifty six dollars (\$256) plus ninety four dollars (\$94) for each hour or portion of an hour of plan review time plus applicable technology fee.
480	Planning & Inspections	Commercial Plan Review - Review Fee		Equal to 30% of building permit fee plus applicable technology fee
481	Planning & Inspections	Appeals Board Fees		\$555 plus applicable technology fee
482	Planning & Inspections	Building and Standards Commission	Hearing/Rehearing for Building and Standards Comm.	\$555 plus applicable technology fee
483	Planning & Inspections	Building Permits	Solar Shingle per 100 sq. ft.	\$14 per sq. ft. plus base fee plus applicable technology fee
484	Planning & Inspections	Building Permits	Contractor starting work without a permit on a residential building, structure, electrical, gas, mechanical, irrigation, or plumbing system before obtaining the necessary permits or written authorization from the building official	Triple the permit fee for working without a permit plus applicable technology fee
485	Planning & Inspections	Building Permits	Contractor starting work without a permit on a commercial building, structure, electrical, gas, mechanical, irrigation, or plumbing system before obtaining the necessary permits or written authorization from the building official	Triple the permit fee for working without a permit plus applicable technology fee
486	Planning & Inspections	Building Permits	Homeowner starting work without a permit on his own residential building, structure, electrical, gas, mechanical, irrigation or plumbing system before obtaining the necessary permits or written authorization from the building official	Double the permit fee for working without a permit plus applicable technology fee
487	Planning & Inspections	Building Permits	Permit which require only one inspection	\$110 plus applicable technology fee
488	Planning & Inspections	Building Permits	Pre-Inspection Fee	\$110 plus applicable technology fee
489	Planning & Inspections	Building Permits	building/existing building C of O	\$110 plus applicable technology fee
490	Planning & Inspections	Building Permits	building /fences	\$110 plus applicable technology fee
491	Planning & Inspections	Building Permits	Building/electrical fence	\$152 plus applicable technology fee
492	Planning & Inspections	Building Permits	building/placement	\$110 plus applicable technology fee

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493	Planning & Inspections	Building Permits	building/plumbing/CHP	\$110 plus applicable technology fee
494	Planning & Inspections	Building Permits	building/right of way	\$110 plus applicable technology fee
495	Planning & Inspections	Building Permits	building/siding	\$110 plus applicable technology fee
496	Planning & Inspections	Building Permits	building/weatherization	\$110 plus applicable technology fee
497	Planning & Inspections	Building Permits	building/windows	\$110 plus applicable technology fee
498	Planning & Inspections	Building Permits	Permit which require two inspections	\$160 plus applicable technology fee
499	Planning & Inspections	Building Permits	Demolition Permit	\$115 plus applicable technology fee
500	Planning & Inspections	Building Permits	building/residential/swimming pool, spa	\$115 plus applicable technology fee
501	Planning & Inspections	Building Permits	building/retaining walls	\$115 plus applicable technology fee
502	Planning & Inspections	Building Permits	Moving a building	\$115 plus applicable technology fee
503	Planning & Inspections	Building Permits	Temporary structures-amusement devices	
504	Planning & Inspections	Building Permits	per ride-per month	\$9 plus applicable technology fee
505	Planning & Inspections	Building Permits	minimum	\$51 plus applicable technology fee
506	Planning & Inspections	Building Permits	Cellular Service	Based on the valuation of the tower. The same as a commercial building. plus applicable technology fee
507	Planning & Inspections	Sidewalk, Street and Public ROW Rental	Permit Fee	\$40 plus applicable technology fee
508	Planning & Inspections	Sidewalk, Street and Public ROW Rental	Per Month	\$ 0.14 / Sq. ft. plus applicable technology fee
509	Planning & Inspections	Sidewalk, Street and Public ROW Rental	minimum	\$51 plus applicable technology fee
510	Planning & Inspections	Sidewalk, Street and Public ROW Rental	If the street rental prevents use of :	
511	Planning & Inspections	Sidewalk, Street and Public ROW Rental	If the street rental prevents use of on-street parking meters	\$9/day per meter plus applicable technology fee
512	Planning & Inspections	Building Permits - Commercial		For Structural repair work costing over five hundred dollars (\$500.00) and less than fifteen thousand dollars (\$15,000.00), all repair work, new work and remodeling with a valuation up to and not including fifteen thousand dollars and requiring plans and plan review, the fee shall be one hundred sixty dollars and forty-nine cents (\$160.49) plus plan review fee and applicable technology fee.
513	Planning & Inspections	Building Permits - Commercial		For a valuation from fifteen thousand dollars and including one hundred thousand dollars, the fee shall be one hundred sixty-one dollars and twelve cents (\$161.12) for the first fifteen thousand dollars plus eight dollars and forty-eight cents (\$8.48) per thousand for each additional thousand or fraction thereof by which the valuation exceeds fifteen thousand dollars plus plan review fee and applicable technology fee.
514	Planning & Inspections	Building Permits - Commercial		For a valuation over one hundred thousand dollars up to and including five hundred thousand dollars, the fee shall be eight hundred thirty-seven dollars and forty cents (\$837.40) for the first one hundred thousand dollars, plus six dollars and thirty-six cents (\$6.36) for each one thousand dollars or fraction thereof by which the valuation exceeds one hundred thousand dollars plus plan review fee and applicable technology fee.
515	Planning & Inspections	Building Permits - Commercial		For a valuation over five hundred thousand dollars up to and including one million dollars, the fee shall be three thousand one hundred twelve dollars and seventy-two cents (\$3,112.72) for the first five hundred thousand dollars plus three dollars and twenty eight cents (\$3.28) for each one thousand dollars of fraction thereof by which the valuation exceeds five hundred thousand dollars plus plan review fee and applicable technology fee.
516	Planning & Inspections	Building Permits - Commercial		For a valuation over one million dollars, the fee shall be four thousand seven hundred fifty-eight dollars and thirty-four cents (\$4,758.34) for the first one million dollars plus two dollars and twelve cents (\$2.12) for each one thousand dollars of fraction thereof by which the valuation exceeds one million thousand dollars plus plan review fee and applicable technology fee.
517	Planning & Inspections	Building Permits - Commercial	Commercial Swimming Pool	\$238 plus applicable technology fee
518	Planning & Inspections	Building Permits - Commercial	Commercial Spa	\$185 plus applicable technology fee
519	Planning & Inspections	Building Permits	Completion Permit	50% of current permit fee plus applicable technology fee

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520	Planning & Inspections	Building Permits	Foundation Only Permit	10% of total permit fee plus applicable technology fee
521	Planning & Inspections	Building Permits - Commercial	Shell Permit	80% of building permit fee plus applicable technology fee
522	Planning & Inspections	Building Permits - Commercial	Tenant Improvement Permit For Existing Buildings	20% of building permit fee plus applicable technology fee
523	Planning & Inspections	Building Permits - Commercial	Tenant Improvement Permit For New Buildings	20% of building permit fee plus applicable technology fee
524	Planning & Inspections	Landscape Buyout Fee	Landscape Buyout Fee	Landscape fees in lieu of installation Calculation based on \$5,300 per plan unit, plus applicable technology fee
525	Planning & Inspections	Single Family Residential Landscape Buyout Fee	Landscape Buyout Fee	Landscape fees in lieu of installation \$150 plus applicable technology fee
526	Planning & Inspections	Electrical Permits		Repairs or alterations costing under \$1,000.00 requiring building permit fee shall be according to Schedule B. plus applicable technology fee
527	Planning & Inspections	Electrical Permits	\$1,000.00 to \$6,000.00	Repair work costing over \$1,000.00 and all new and remodeling work with a building permit valuation up to including \$6,000.00 shall be \$76 plus applicable technology fee.
528	Planning & Inspections	Electrical Permits	\$6,000.00 to \$15,000.00	Building permit valuation over \$6,000.00 shall be \$78 for the first \$6,000.00 plus \$1.05 for each additional thousand of fraction thereof up to and including \$15,000.00 plus applicable technology fee.
529	Planning & Inspections	Electrical Permits	\$15,000.00 to \$100,000.00	Building permit valuation over \$15,000 fee shall be \$89 for the first \$15,000.00 plus \$1.05 for each additional thousand or fraction thereof up to and including \$100,000.00 plus applicable tech fee.
530	Planning & Inspections	Electrical Permits	\$100,000.00 to \$500,000.00	Building permit valuation over \$100,000.00 shall be \$222 for the first \$100,000.00 plus \$1.05 for each additional thousand or fraction thereof up to and including \$500,000.00 plus applicable technology fee.
531	Planning & Inspections	Electrical Permits	\$500,000.00 to \$1,000,000.00	Building permit valuation over \$500,000.00 shall be \$634 for the first \$500,000.00 plus \$1.05 for each additional thousand or fraction thereof up to and including \$1,000,000.00 plus applicable technology fee.
532	Planning & Inspections	Electrical Permits	\$1,000,000.00 and over	Building permit valuation over \$1,000,000.00 shall be \$1,051 for the first \$1,000,000.00 plus \$1.05 for each additional thousand or fraction plus applicable technology fee.
533	Planning & Inspections	Electrical Permits		Fees as herein established shall be paid for ordinary minor repairs costing under \$1,000.00 or jobs without building permits plus applicable technology fee
534	Planning & Inspections	Other Applications	Neighborhood Conservancy Overlay (NCO) - Appeal	\$121 plus applicable technology fee
535	Planning & Inspections	Electrical Permits	Base fee, ea. (non-refundable)	\$110 plus applicable technology fee
536	Planning & Inspections	Electrical Permits	Service entrance:	
537	Planning & Inspections	Electrical Permits	Each Temporary Service or Each Service Release	\$30 based on quantity plus base fee and applicable technology fee
538	Planning & Inspections	Electrical Permits	New change or replace	
539	Planning & Inspections	Electrical Permits	Each Service or new/replacement of electrical panel/panel board	\$47 based on quantity plus base fee and applicable technology fee
540	Planning & Inspections	Electrical Permits	Max Service Entrance Fee	\$130 plus applicable technology fee
541	Planning & Inspections	Electrical Permits	Outlets:	
542	Planning & Inspections	Electrical Permits	1 to 20 ea.	\$1.17 Based on quantity plus base fee and applicable technology fee
543	Planning & Inspections	Electrical Permits	21 to 40 ea.	\$0.90 Based on quantity plus base fee and applicable technology fee
544	Planning & Inspections	Electrical Permits	Over 40 ea.	\$0.90 Based on quantity plus base fee and applicable technology fee
545	Planning & Inspections	Electrical Permits	Fixtures:	
546	Planning & Inspections	Electrical Permits	Appliances to include: Range, Dyers, Water Heaters, Furnace, Dishwasher, Garbage Disposal, Trash Compactor, Bathroom Heaters and Evaporative Coolers.	\$3.18 Based on quantity plus base fee and applicable technology fee
547	Planning & Inspections	Electrical Permits	Refrigerated air conditioner, per ton	\$1.05 based on quantity plus base fee and applicable technology fee
548	Planning & Inspections	Electrical Permits	Transformer type welder, ea.	\$13 based on quantity plus base fee and applicable technology fee
549	Planning & Inspections	Electrical Permits	X-ray machine, ea.	\$38 based on quantity plus base fee and applicable technology fee
550	Planning & Inspections	Electrical Permits	Fractional H.P. Motor, per H.P:	
551	Planning & Inspections	Electrical Permits	1 to 10 H.P.	\$2.11 based on quantity plus base fee and applicable technology fee
552	Planning & Inspections	Electrical Permits	Over 10 H.P., ea.	\$1.05 based on quantity plus base fee and applicable technology fee
553	Planning & Inspections	Electrical Permits	Motor, per H.P.	

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554	Planning & Inspections	Electrical Permits	1 to 20 H.P., ea.	\$2.11 based on quantity plus base fee and applicable technology fee
555	Planning & Inspections	Electrical Permits	Over 20 H.P., ea.	\$1.05 based on quantity plus base fee and applicable technology fee
556	Planning & Inspections	Electrical Permits	Feed rail and bus way, per linear foot	\$0.74 based on quantity plus base fee and applicable technology fee
557	Planning & Inspections	Electrical Permits	Under floor duct or cellular raceway/conduit per linear foot	\$0.27 based on quantity plus base fee and applicable technology fee
558	Planning & Inspections	Electrical Permits	Power or lighting transformer per k.v.a.	\$1.05 based on quantity plus base fee and applicable technology fee
559	Planning & Inspections	Electrical Permits	Mobile home	\$14 based on quantity plus base fee and applicable technology fee
560	Planning & Inspections	Electrical Permits	T.V. Outlets-master systems only:	
561	Planning & Inspections	Electrical Permits	Base fee	\$110 plus applicable technology fee
562	Planning & Inspections	Electrical Permits	Plus per outlet	\$2 based on quantity plus base fee and applicable technology fee
563	Planning & Inspections	Electrical Permits	Swimming pool; hot-tub; spa; Jacuzzi; ea.	\$46 based on quantity plus base fee and applicable technology fee
564	Planning & Inspections	Electrical Permits	Temporary installation such as carnivals, show windows, conventions, etc., ea.	\$51 based on quantity plus base fee and applicable technology fee
565	Planning & Inspections	Electrical Permits	Generators	\$51 based on quantity plus base fee and applicable technology fee
566	Planning & Inspections	Electrical Permits	Others not covered	\$14 based on quantity plus base fee and applicable technology fee
567	Planning & Inspections	Electrical Permits	Re-inspection fee, ea.	\$100 plus applicable technology fee
568	Planning & Inspections	Electrical Permits	Solar heating systems	\$24 based on quantity plus base fee and applicable technology fee
569	Planning & Inspections	Electrical Permits	Solar panels, ea.	\$14 based on quantity plus base fee and applicable technology fee
570	Planning & Inspections	Mechanical	Base fee, ea. (non-refundable)	\$110 plus applicable technology fee
571	Planning & Inspections	Mechanical	Boiler: 5 horsepower or less, ea.	\$36 based on quantity plus base fee and applicable technology fee
572	Planning & Inspections	Mechanical	Boiler Horsepower additional over 5, ea.	\$36 plus \$6.35 per horsepower over 5, based on quantity plus base fee and applicable technology fee
573	Planning & Inspections	Mechanical	Each evaporative cooler	\$24 based on quantity plus base fee and applicable technology fee
574	Planning & Inspections	Mechanical	Each force air or gravity heater or furnace	\$24 based on quantity plus base fee and applicable technology fee
575	Planning & Inspections	Mechanical	Non-ducted heating appliances; wall, space, unit infrared heaters, ea.	\$22 Based on quantity plus base fee and applicable technology fee
576	Planning & Inspections	Mechanical	Combination heating-cooling unit or refrigeration unit, ea.	\$47 plus \$6.35 per ton plus base fee and applicable technology fee
577	Planning & Inspections	Mechanical	Heat exchanger, ea.	\$22 Based on quantity plus base fee and applicable technology fee
578	Planning & Inspections	Mechanical	Air handlers and mixing boxes, ea.	\$22 Based on quantity plus base fee and applicable technology fee
579	Planning & Inspections	Mechanical	Perimeter convectors, per linear foot	\$3.18 Based on quantity plus base fee and applicable technology fee
580	Planning & Inspections	Mechanical	Cooling tower	\$39 plus base fee and applicable technology fee
581	Planning & Inspections	Mechanical	Power units: icemakers, walk-in coolers, reach -in coolers, etc., ea.	\$24 plus \$6.35 per ton, ventilation system and/or fans, ducts and applicable technology fee
582	Planning & Inspections	Mechanical	Icemakers not a portion of heating and cooling system no tons	\$36 plus base fee and applicable technology fee
583	Planning & Inspections	Mechanical	Condensate drains	\$9 based on quantity plus base fee and applicable technology fee
584	Planning & Inspections	Mechanical	Solar Systems (excluding duct work)	\$36 plus base fee and applicable technology fee
585	Planning & Inspections	Mechanical	Collectors	\$20 Based on quantity plus base fee and applicable technology fee
586	Planning & Inspections	Mechanical	Hood and/or exhaust fan, duct: Residential	\$9.54 based on quantity plus base fee and applicable technology fee
587	Planning & Inspections	Mechanical	Type 1 Hood and/or exhaust fan, duct: Non-Residential	\$153 plus base fee and applicable technology fee
588	Planning & Inspections	Mechanical	Type 2 Hood and/or exhaust fan, duct: Non-Residential	\$77 plus base fee and applicable technology fee
589	Planning & Inspections	Mechanical	Restroom exhaust fan and/or duct/Dryer Vent: Residential	\$6.35 Based on quantity plus base fee and applicable technology fee
590	Planning & Inspections	Mechanical	Restroom exhaust fan and/or duct/Dryer Vent: Non-Residential	\$9.53 based on quantity plus base fee and applicable technology fee
591	Planning & Inspections	Mechanical	Fire dampers, ea.	\$3.18 Based on quantity plus base fee and applicable technology fee
592	Planning & Inspections	Mechanical	Humidifiers, ea.	\$20.11 Based on quantity plus base fee and applicable technology fee
593	Planning & Inspections	Mechanical	Ducts: Heating, cooling and/or under slab 1-10 openings	\$21.24 Based on quantity plus base fee and applicable technology fee
594	Planning & Inspections	Mechanical	Ducts: Heating, cooling and/or under slab 11-20 openings	\$27.54 Based on quantity plus base fee and applicable technology fee
595	Planning & Inspections	Mechanical	Ducts: Heating, cooling and/or under slab 21-30 openings	\$34 based on quantity plus base fee and applicable technology fee
596	Planning & Inspections	Mechanical	Ducts: Heating, cooling and/or under slab over 30 openings	\$36 plus \$1 for each opening plus base fee and applicable technology fee
597	Planning & Inspections	Mechanical	Re-inspection fee, ea.	\$100 plus applicable technology fee
598	Planning & Inspections	Plumbing	Base fee, ea. (non-refundable)	\$110 plus applicable technology fee

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599	Planning & Inspections	Plumbing	Fixture: Backflow prevention device	\$9.53 Based on quantity plus base fee and applicable technology fee
600	Planning & Inspections	Plumbing	house to sewer curb cut	\$26.48 plus base fee and applicable technology fee
601	Planning & Inspections	Plumbing	Sewer tap	\$10.59 plus base fee and applicable technology fee
602	Planning & Inspections	Plumbing	Water closet 1-5	\$20.12 plus base fee and applicable technology fee
603	Planning & Inspections	Plumbing	Water closet over 5	\$14.83 plus base fee and applicable technology fee
604	Planning & Inspections	Plumbing	Water closet reset	\$14.83 plus base fee and applicable technology fee
605	Planning & Inspections	Plumbing	Inspection outside City limit	\$76.25 and applicable technology fee
606	Planning & Inspections	Plumbing	re-inspection	\$100 plus applicable technology fee
607	Planning & Inspections	Plumbing	surcharge on above fees	\$96.36 and applicable technology fee
608	Planning & Inspections	Plumbing	additional surcharge after water connected	\$96.36 and applicable technology fee
609	Planning & Inspections	Plumbing	Consumer Health Permit - Inspections for 3 compartment sink, grease trap, etc.	\$76.25 and applicable technology fee
610	Planning & Inspections	Plumbing	Grease trap, sand traps, separation tanks, dental chair, dishwasher, washing machine, garbage disposal unit, water softener, electric water heater, indirect waste line into plumbing drain or fixture, (all other this category), ea.	\$10.59 based on quantity plus base fee and applicable technology fee
611	Planning & Inspections	Plumbing	Commercial roof drain, ea.	\$8.47 based on quantity plus base fee and applicable technology fee
612	Planning & Inspections	Plumbing	Bathtub, shower, lavatory, kitchen sink, commercial sink, (per section) urinal, bidet, drinking fountain, ea.	\$8.47 based on quantity plus base fee and applicable technology fee
613	Planning & Inspections	Plumbing	Vehicular dump station	\$16.95 Based on quantity plus base fee and applicable technology fee
614	Planning & Inspections	Plumbing Sewer ejectors	Single	\$15.89 Based on quantity plus base fee and applicable technology fee
615	Planning & Inspections	Plumbing Sewer ejectors	Dual	\$24.35 based on quantity plus base fee and applicable technology fee
616	Planning & Inspections	Plumbing	Solar heating systems	\$24.35 based on quantity plus base fee and applicable technology fee
617	Planning & Inspections	Plumbing	Solar panels, ea.	\$13.76 based on quantity plus base fee and applicable technology fee
618	Planning & Inspections	Plumbing	Back-up water heaters, gas	\$13.76 based on quantity plus base fee and applicable technology fee
619	Planning & Inspections	Plumbing	Storage tank	\$11.55 Based on quantity plus base fee and applicable technology fee
620	Planning & Inspections	Plumbing Permits	Appliances	\$76.25 permit fee plus \$17.47 per fixture and applicable technology fee
621	Planning & Inspections	Irrigation System	Irrigation base fee for residential	\$110 (Add fixtures below to base commercial irrigation fee) and applicable technology fee
622	Planning & Inspections	Irrigation System	Irrigation Base fee for Commercial	\$110 (Add fixtures below to base commercial irrigation fee) and applicable technology fee
623	Planning & Inspections	Irrigation System	Fixture: Control valve (each section)	\$9.53 Based on quantity and applicable technology fee
624	Planning & Inspections	Irrigation System	Fixture: Backflow preventive device	\$9.53 Based on quantity and applicable technology fee
625	Planning & Inspections	Irrigation System	Fixture: Sprinkler head, ea.	\$0.64 Based on quantity and applicable technology fee
626	Planning & Inspections	Irrigation System	Fixture: Drips, ea.	\$0.14 Based on quantity and applicable technology fee
627	Planning & Inspections	Irrigation System	Fixture: Bubblers, ea.	\$0.14 Based on quantity and applicable technology fee
628	Planning & Inspections	Irrigation System	Subterranean irrigation systems per square yard irrigated	\$0.14 Based on quantity and applicable technology fee
629	Planning & Inspections	Plumbing	Swimming pools	\$76 and applicable technology fee
630	Planning & Inspections	Plumbing	Jacuzzi (Hot Tubs), Therapy tubs, whirlpools, ea.	\$76 and applicable technology fee
631	Planning & Inspections	Plumbing	Jacuzzi (Hot Tubs), Therapy tubs, whirlpools, ea. additionally if included with swimming pool	\$13.76 based on quantity plus base fee and applicable technology fee
632	Planning & Inspections	Plumbing	Gas water heater (pool, Jacuzzi, etc.)	\$13.76 based on quantity plus base fee and applicable technology fee
633	Planning & Inspections	Plumbing	Cartridge filters (pool, Jacuzzi, etc.)	\$8.47 based on quantity plus base fee and applicable technology fee
634	Planning & Inspections	Plumbing	Plumbing work no fixtures or sewer	\$76 and applicable technology fee
635	Planning & Inspections	Plumbing	Mobile home hook-ups	\$76 and applicable technology fee
636	Planning & Inspections	Gas	Base fee, ea. (non-refundable)	\$110 plus applicable technology fee
637	Planning & Inspections	Gas	Gas opening, appliance by others, ea.	\$7.41 Based on quantity plus base fee and applicable technology fee
638	Planning & Inspections	Gas	Commercial cooking unit, (ovens, etc.), ea.	\$13.76 based on quantity plus base fee and applicable technology fee
639	Planning & Inspections	Gas	Domestic cooking unit	\$10.59 based on quantity plus base fee and applicable technology fee
640	Planning & Inspections	Gas Water Heater	Gas Water Heater	\$13.76 based on quantity plus base fee and applicable technology fee
641	Planning & Inspections	Gas	Commercial clothes dryer	\$13.76 based on quantity plus base fee and applicable technology fee
642	Planning & Inspections	Gas	Residential clothes dryer	\$10.59 based on quantity plus base fee and applicable technology fee
643	Planning & Inspections	Gas-Unducted heating appliances	Circulating wall, ceiling, space, unit-infra-red, ea.	\$20.11 based on quantity plus base fee and applicable technology fee
644	Planning & Inspections	Gas	Lighting unit, log lighter	\$10.59 based on quantity plus base fee and applicable technology fee
645	Planning & Inspections	Gas	Floor furnace	\$15.89 based on quantity plus base fee and applicable technology fee

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646	Planning & Inspections	Gas	Service yard line	\$13.76 based on quantity plus base fee and applicable technology fee
647	Planning & Inspections	Gas	Gas refrigerator	\$13.76 based on quantity plus base fee and applicable technology fee
648	Planning & Inspections	Gas	Re-inspection	\$100 plus applicable technology fee
649	Planning & Inspections	Building Permit - Residential	For additional lines than 400 square feet	\$307 and applicable technology fee
650	Planning & Inspections	Third party building permit discount	Discount for residential permit when builder utilizes third party services for process.	<ul style="list-style-type: none"> • First 400 TPRN permits issued, \$100 reduction in individual permit cost • Subsequent 100 TPRN permits issued (401 to 500), \$125 reduction in permit cost • Subsequent permits in excess of 500 permits issued, \$150 reduction in permit cost
651	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction between 401-1299 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.87 per square foot plus applicable Technology Fee.
652	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction between 1300-2399 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.82 per square foot plus applicable Technology Fee.
653	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction between 2400-3399 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.81 per square foot plus applicable Technology Fee.
654	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction between 3400-4399 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.72 per square foot plus applicable Technology Fee.
655	Planning & Inspections	Building Permit - Residential	For additions or new single family residential construction greater than 4400 square feet, to include a single structure on one parcel that contains a single family dwelling duplex, triplex, or quadrplex.	\$0.61 per square foot plus applicable Technology Fee.
656	Planning & Inspections	Building Permit - Residential	Residential Permit	Total Permit cost will be comprised of the following: Master Permit-66%; Electrical-20%; Plumbing-7%; Mechanical-7%; applicable technology fee will be assessed to each permit.
657	Planning & Inspections	Building Permit	Inspection fee-business hours	\$110 plus applicable technology fee
658	Planning & Inspections	Building Permit	Inspection fee-non business hours (Two hour minimum)	\$127 (Two Hour Minimum) plus applicable technology fee
659	Planning & Inspections	Building Permit	Inspection fee-Expedited "On-Demand" inspections (Two hour minimum)	\$127 (Two Hour Minimum) plus applicable technology fee
660	Planning & Inspections	Building Permit	Investigative Inspection Permit	\$150 plus applicable technology fee
661	Planning & Inspections	Sign Permits	Sign Permit	A basic sign valuation shall be determined for all signs by multiplying the sign area in square feet by the appropriate value from the following table:
662	Planning & Inspections	Sign Permits	Sign Height (Ft)	
663	Planning & Inspections	Sign Permits	Non-Illuminated	Single Face
664	Planning & Inspections	Sign Permits	1 up to and including 20 Ft in Height	\$14.00 plus applicable technology fee
665	Planning & Inspections	Sign Permits	over 20 ft. up to and including 30 ft. in height	\$16.00 plus applicable technology fee
666	Planning & Inspections	Sign Permits	over 30 ft. up to and including 40 ft. in height	\$17.00 plus applicable technology fee
667	Planning & Inspections	Sign Permits	over 40 ft. up to and including 50 ft. in height	\$18.00 plus applicable technology fee
668	Planning & Inspections	Sign Permits	over 50 ft. up to and including 60 ft. in height	\$20.00 plus applicable technology fee
669	Planning & Inspections	Sign Permits	Over 60 ft. in Height	\$21.00 plus applicable technology fee
670	Planning & Inspections	Sign Permits	Non-Illuminated	
671	Planning & Inspections	Sign Permits	1 up to and including 20 ft. in Height	\$20.00 plus applicable technology fee
672	Planning & Inspections	Sign Permits	over 20 ft. up to and including 30 ft. in height	\$23.00 plus applicable technology fee
673	Planning & Inspections	Sign Permits	over 30 ft. up to and including 40 ft. in height	\$24.00 plus applicable technology fee
674	Planning & Inspections	Sign Permits	over 40 ft. up to and including 50 ft. in height	\$26.00 plus applicable technology fee
675	Planning & Inspections	Sign Permits	over 50 ft. up to and including 60 ft. in height	\$29.00 plus applicable technology fee
676	Planning & Inspections	Sign Permits	Over 60 ft. in Height	\$30.00 plus applicable technology fee
677	Planning & Inspections	Sign Permits	Sign Height (Ft)	
678	Planning & Inspections	Sign Permits	Illuminated	Single Face
679	Planning & Inspections	Sign Permits	1 up to and including 20 ft. in Height	\$25.00 plus applicable technology fee
680	Planning & Inspections	Sign Permits	over 20 ft. up to and including 30 ft. in height	\$30.00 plus applicable technology fee
681	Planning & Inspections	Sign Permits	over 30 ft. up to and including 40 ft. in height	\$34.00 plus applicable technology fee
682	Planning & Inspections	Sign Permits	over 40 ft. up to and including 50 ft. in height	\$37.00 plus applicable technology fee
683	Planning & Inspections	Sign Permits	over 50 ft. up to and including 60 ft. in height	\$39.00 plus applicable technology fee
684	Planning & Inspections	Sign Permits	Over 60 ft. in Height	\$41.00 plus applicable technology fee
685	Planning & Inspections	Sign Permits	Illuminated Double Face	Double Face
686	Planning & Inspections	Sign Permits	1 up to and including 20 ft. in Height	\$39.00 plus applicable technology fee
687	Planning & Inspections	Sign Permits	over 20 ft. up to and including 30 ft. in height	\$47.00 plus applicable technology fee
688	Planning & Inspections	Sign Permits	over 30 ft. up to and including 40 ft. in height	\$50.00 plus applicable technology fee
689	Planning & Inspections	Sign Permits	over 40 ft. up to and including 50 ft. in height	\$53.00 plus applicable technology fee
690	Planning & Inspections	Sign Permits	over 50 ft. up to and including 60 ft. in height	\$56.00 plus applicable technology fee
691	Planning & Inspections	Sign Permits	Over 60 ft. in Height	\$59.00 plus applicable technology fee
692	Planning & Inspections	Sign Permits	Off-Premise Sign Demolition	\$76.00 plus applicable technology fee
693	Planning & Inspections	Sign Permits	For sign valuations equal to or less than two hundred dollars (\$200.00). Except for temporary real estate signs.	\$51.00 plus applicable technology fee

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694	Planning & Inspections	Sign Permits		For sign valuations of two hundred one (\$201.00), up to and including one thousand, sign permit fee shall be fifty two dollars and forty one cents (\$52.41) plus two dollars and eighteen cents (\$2.18) for each one hundred or portion thereof over two hundred plus applicable technology fee.
695	Planning & Inspections	Sign Permits		For sign valuation of one thousand one (\$1,001.00), up to and including ten thousand, sign permit fee shall be sixty-eight dollars and seventy-eight cents (\$68.78) plus twelve dollars and one cent (\$12.01) for each one thousand or portion thereof over one thousand plus applicable technology fee.
696	Planning & Inspections	Sign Permits		For sign valuations over ten thousand one (\$10,001.00), up to and including twenty-five thousand sign permit fee shall be one hundred seventy five dollars and seventy-eight cents (\$175.78) plus twenty-five dollars and forty-two cents (\$25.42) for each one thousand or portion thereof over ten thousand plus applicable technology fee.
697	Planning & Inspections	Sign Permits		For sign valuations over twenty-five thousand and one (\$25,001.00), sign permit fee shall be five hundred ninety-two dollars and eighty-five cents (\$592.85) plus thirty-eight dollars and twenty-one cents (\$38.12) for each one thousand or portion thereof over twenty-five thousand plus applicable technology fee.
698	Planning & Inspections	Fire Permits	Fire Sprinkler or Fire Extinguishing System	Minimum Fee \$77 plus applicable technology fee
699	Planning & Inspections	Fire Permits	Number of Sprinkler heads	
700	Planning & Inspections	Fire Permits	1 to 15	\$77 plus applicable technology fee
701	Planning & Inspections	Fire Permits	16 to 75	\$118 plus applicable technology fee
702	Planning & Inspections	Fire Permits	76 to 100	\$158 plus applicable technology fee
703	Planning & Inspections	Fire Permits	101 to 200	\$236 plus applicable technology fee
704	Planning & Inspections	Fire Permits	201 to 300	\$277 plus applicable technology fee
705	Planning & Inspections	Fire Permits	Over 300	\$316 plus applicable technology fee
706	Planning & Inspections	Fire Permits	Fire Suppression Systems for Cooking Operations	\$77 plus applicable technology fee
707	Planning & Inspections	Fire Permits	Number of Devices	
708	Planning & Inspections	Fire Permits	1 to 5	\$77 plus applicable technology fee
709	Planning & Inspections	Fire Permits	6 to 20	\$118 plus applicable technology fee
710	Planning & Inspections	Fire Permits	21 to 40	\$158 plus applicable technology fee
711	Planning & Inspections	Fire Permits	41 to 60	\$198 plus applicable technology fee
712	Planning & Inspections	Fire Permits	61 to 100	\$236 plus applicable technology fee
713	Planning & Inspections	Fire Permits	over 100	\$278 plus applicable technology fee
714	Planning & Inspections	Fire Permits	1 to 3 fire hydrants	\$77 plus applicable technology fee
715	Planning & Inspections	Fire Permits	4 to 6 fire hydrants	\$118 plus applicable technology fee
716	Planning & Inspections	Fire Permits	over 6 fire hydrants	\$158 plus applicable technology fee
717	Planning & Inspections	Building Permit	Roofing Permit	\$118 plus applicable technology fee
718	Planning & Inspections	Building Permit	Certified Roofing Permit	\$77 plus applicable technology fee
719	Planning & Inspections	Building Permit	Sidewalk Permit	\$110 plus applicable technology fee
720	Planning & Inspections	Building Permit	Sidewalk Permit- Re-inspection	\$100 plus applicable technology fee
721	Planning & Inspections	Building Permit	Driveway Permit	\$110 plus applicable technology fee
722	Planning & Inspections	Building Permit	Driveway Permit- Re-inspection	\$100 plus applicable technology fee
723	Planning & Inspections	Building Permit	Certificate of Use	\$398 plus applicable technology fee
724	Planning & Inspections	Building Permit	Conditional Certificate of Occupancy	\$398 plus applicable technology fee
725	Planning & Inspections	Building Permit	Temporary Certificate of Occupancy	\$169 plus applicable technology fee
726	Planning & Inspections	Building Permit	Temporary Structures (Tents, construction sheds, seat canopies, etc.)	Minimum \$51 (\$0.11 per square foot for the total area per month or fraction thereof) plus applicable technology fee
727	Planning & Inspections	Building Permit	Vacant Building Annual Registration-Commercial less than 5,000 square feet in area	\$159 plus applicable technology fee
728	Planning & Inspections	Building Permit	Vacant Building Annual Registration-Commercial 5,001 square feet to 20,000 square feet in area	\$318 plus applicable technology fee
729	Planning & Inspections	Building Permit	Vacant Building Annual Registration-commercial over 20,001 square feet in area	\$477 plus applicable technology fee
730	Planning & Inspections	Building Permit	Vacant Building commercial and residential fee for registration ownership transfers not requiring a plan review	\$80 plus applicable technology fee
731	Planning & Inspections	Building Permit	Vacant Building Annual Residential Registration Fee	\$159 plus applicable technology fee
732	Planning & Inspections	Building Permit	Mobile Home Placement Permit	\$110 plus applicable technology fee
733	Planning & Inspections	Building Permit	Duplicate Cards or Licenses	\$17.00 plus applicable technology fee
734	Planning & Inspections	Business Licenses	Vendor	\$48 plus applicable technology fee
735	Planning & Inspections	Business Licenses	Tax Exempt Vendor	No Fee
736	Planning & Inspections	Business Licenses	Motel	\$230 plus applicable technology fee
737	Planning & Inspections	Business Licenses	Hotel	\$230 plus applicable technology fee
738	Planning & Inspections	Business Licenses	Lodging house	\$56 plus applicable technology fee
739	Planning & Inspections	Business Licenses	Home occupation (New) -Annual	\$160 plus applicable technology fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
740	Planning & Inspections	Business License	Home occupation- Late Fee	20% of renewal fee plus applicable tech fee
741	Planning & Inspections	Business Licenses	2nd hand dealers	\$190 plus applicable technology fee
742	Planning & Inspections	Business Licenses	Expedited Application Review Fee	\$48 plus applicable technology fee
743	Planning & Inspections	Business Licenses	Enhanced Provisional License Fee	\$148 plus applicable technology fee
744	Planning & Inspections	Business Licenses	Flea Market Operator License	\$630 plus applicable technology fee
745	Planning & Inspections	Business Licenses	Renewal Fee for Flea Market Operators License	\$505 plus applicable technology fee
746	Planning & Inspections	Business Licenses	2nd hand dealer receipt books- 50 receipts per book.	\$18 each plus applicable technology fee
747	Planning & Inspections	Amplification Fee	4 or more days in advance of event	\$15 plus applicable technology fee
748	Planning & Inspections	Amplification Fee	3 or less day in advance of event	\$30 plus applicable technology fee
749	Planning & Inspections	Contractors Registration Fee	Registration Fee	\$100 plus applicable technology fee
750	Planning & Inspections	Third Party Contractor Registration Fee	Application and renewal fee for third party contractor registrations	\$300 plus applicable technology fee (valid for a three year period)
751	Planning & Inspections	Business License	Sign Painting Contractors	\$110 plus applicable technology fee
752	Planning & Inspections	Business License	Sign Contractor	1 Year \$607.00 2 Years \$1,214.00 plus applicable technology fee
753	Planning & Inspections	Business License	Sign Installer	\$607 plus applicable technology fee
754	Planning & Inspections	Business License	Temp. inflatable sign installer	\$1,213 plus applicable technology fee
755	Planning & Inspections	Business License	Temp inflatable sign installed by property owner	\$607 plus applicable technology fee
756	Planning & Inspections	Business License	Motor Vehicle Dealers	1 Year \$145.00 2 Years \$290.00 plus applicable technology fee
757	Planning & Inspections	Business License	TABC Certification Inspection	\$110.00 plus applicable tech fee
758	Planning & Inspections	Licenses	Sexually Oriented Business License	
759	Planning & Inspections	Licenses	Initial Fee (Annual)	\$667 plus applicable technology fee
760	Planning & Inspections	Licenses	Renewal Fee (Annual)	\$424 plus applicable technology fee
761	Planning & Inspections	Licenses	Sexually Oriented Business Employee	
762	Planning & Inspections	Licenses	Initial Fee (Annual)	\$48 plus applicable technology fee
763	Planning & Inspections	Licenses	Renewal Fee (Annual)	\$23 plus applicable technology fee
764	Planning & Inspections	Licenses	Background checks (per employee) for Boarding Home License	\$17.00 per employee plus applicable technology fee
765	Planning & Inspections	Licenses	Sounds Amplification License	\$367.00 plus applicable tech fee
766	Planning & Inspections	Licenses	Sounds Amplification Renewal Fee	\$125.00 plus applicable tech fee
767	Planning & Inspections	Licenses	Sounds Amplification Appeal Fee	\$308.00 plus applicable tech fee
768	Planning & Inspections	Development	Expedited Review of Grading Permits	Two hundred fifty six dollars (\$256.00) plus ninety-four dollars (\$94.00) for each hour or portion of an hour of plan review time plus applicable technology fee.
769	Planning & Inspections	Development	Construction SWP3 permit fee - 5 Acres sites or larger	\$129.00 one time permit fee plus applicable technology fee
770	Planning & Inspections	Development	Construction SWP3 Review fee- .1-4.99 Acres sites	\$75.00 one time permit fee plus applicable technology fee
771	Planning & Inspections	Development	Industrial SWP3 permit fee	\$129.00 one time permit fee plus applicable technology fee
772	Planning & Inspections	Development	De-Watering/Discharge to MS4 (Storm water) permit fee	\$129.00 one time permit fee plus applicable technology fee
773	Planning & Inspections	Development	Commercial Sidewalk	\$200.00 plus applicable technology fee
774	Planning & Inspections	Development	Commercial Driveway	\$200.00 plus applicable technology fee
775	Planning & Inspections	Development	Grading Permit - Subdivisions	
776	Planning & Inspections	Development	0-5 acres	\$639.00 plus applicable technology fee
777	Planning & Inspections	Development	5.1-10acres	\$764.00 plus applicable technology fee
778	Planning & Inspections	Development	10.1-20 acres	\$892.00 plus applicable technology fee
779	Planning & Inspections	Development	20.1-30 acres	\$1,019.00 plus applicable technology fee
780	Planning & Inspections	Development	30.1-40 acres	\$1,148.00 plus applicable technology fee
781	Planning & Inspections	Development	40.1-50 acres	\$1,275.00 plus applicable technology fee
782	Planning & Inspections	Development	50.1 + acres	\$1,402.00 plus applicable technology fee
783	Planning & Inspections	Development	Borrow / Waste	\$546.00 plus applicable technology fee
784	Planning & Inspections	Development	First Extension	36% of grading permit plus applicable technology fee
785	Planning & Inspections	Development	Second Extension	36% of grading permit plus applicable technology fee
786	Planning & Inspections	Development	Grading Permit-All other commercial/residential	
787	Planning & Inspections	Development	0-5 acres	\$456.00 plus applicable technology fee
788	Planning & Inspections	Development	5.1-10acres	\$546.00 plus applicable technology fee
789	Planning & Inspections	Development	10.1-20 acres	\$637.00 plus applicable technology fee
790	Planning & Inspections	Development	20.1-30 acres	\$729.00 plus applicable technology fee
791	Planning & Inspections	Development	30.1-40 acres	\$820.00 plus applicable technology fee
792	Planning & Inspections	Development	40.1-50 acres	\$911.00 plus applicable technology fee
793	Planning & Inspections	Development	50.1 + acres	\$1,002.00 plus applicable technology fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
794	Planning & Inspections	Development	Borrow / Waste	\$546.00 plus applicable technology fee
795	Planning & Inspections	Development	First Extension	36% of grading permit plus applicable technology fee
796	Planning & Inspections	Development	Second Extension	36% of grading permit plus applicable technology fee
797	Planning & Inspections	Development	Mountain Development Association	
798	Planning & Inspections	Development	Grading Permit	
799	Planning & Inspections	Development	0-5 acres	\$1,820.00 plus applicable technology fee
800	Planning & Inspections	Development	5.1-10 acres	\$2,185.00 plus applicable technology fee
801	Planning & Inspections	Development	10.1-20 acres	\$2,549.00 plus applicable technology fee
802	Planning & Inspections	Development	20.1-30 acres	\$2913.00 plus applicable technology fee
803	Planning & Inspections	Development	30.1-40 acres	\$3,276.00 plus applicable technology fee
804	Planning & Inspections	Development	40.1-50 acres	\$3,641.00 plus applicable technology fee
805	Planning & Inspections	Development	50.1 + acres	\$ 4,005.00 plus applicable technology fee
806	Planning & Inspections	Development	Borrow / Waste	\$1,455.00 plus applicable technology fee
807	Planning & Inspections	Development	First Extension	36% of MDA plus applicable technology fee
808	Planning & Inspections	Development	Second Extension	36% of MDA plus applicable technology fee
809	Planning & Inspections	Development	Re-inspection fee	\$100 plus applicable technology fee
810	Planning & Inspections	Development	Inspection Fees-other than regular duty hours	\$127.00/hr.(2hr. Min) plus applicable technology fee
811	Planning & Inspections	Development	Credit Access Certificate of Registration	\$195 each year plus applicable technology fee
812	Planning & Inspections	Business Permit	Brewer's License (BW)	2 Year License \$1,500.00
813	Planning & Inspections	Business Permit	Distiller's and Rectifier's Permit (D)	2 Year License \$1,500.00
814	Planning & Inspections	Business Permit	Winery Permit (G)	2 Year License \$75.00
815	Planning & Inspections	Business Permit	Out-of-State Winery Direct Shipper's Permit (DS)	N/A (Out-of-State)
816	Planning & Inspections	Business Permit	Nonresident Brewer's License (BN)	N/A (Out-of-State)
817	Planning & Inspections	Business Permit	Nonresident Seller's Permit (S)	2 Year License \$150.00
818	Planning & Inspections	Business Permit	General Distributor's License (BB)	2 Year License \$300.00
819	Planning & Inspections	Business Permit	Wholesaler's Permit (W)	2 Year License \$1,875.00
820	Planning & Inspections	Business Permit	General Class B Wholesaler's Permit (X)	2 Year License \$300.00
821	Planning & Inspections	Business Permit	Mixed Beverage Permit and Mixed Beverage w/Food & Beverage Certificate (FB) Required (MB)	
822	Planning & Inspections	Business Permit	Original (1st and 2nd Year)	2 Year License, no fee
823	Planning & Inspections	Business Permit	1st Renewal (3rd and 4th Year)	3rd Year No Fee, 4th year \$1,125.00
824	Planning & Inspections	Business Permit	2nd Renewal (5th and 6th Year)	2 Year License \$1,500.00
825	Planning & Inspections	Business Permit	3rd and Subsequent Renewals	2 Year License \$750.00
826	Planning & Inspections	Business Permit	Wine and Malt Beverage Retailer's Permit (BG)	2 Year License \$175.00
827	Planning & Inspections	Business Permit	Wine and Malt Beverage Retailer's Off-Premise Permit (BQ)	2 Year License \$60.00
828	Planning & Inspections	Business Permit	(Malt Beverage) Retail Dealer's On- Premise License (BE)	2 Year License \$150.00
829	Planning & Inspections	Business Permit	(Malt Beverage) Retail Dealer's Off-Premise License (BF)	2 Year License \$60.00
830	Planning & Inspections	Business Permit	Private Club Registration Permit (N)	2 Year License no fee
831	Planning & Inspections	Business Permit	Private Club Malt Beverage and Wine Permit (NB)	2 Year License no fee
832	Planning & Inspections	Business Permit	Private Club Exemption Certificate (NE)	2 Year License no fee
833	Planning & Inspections	Business Permit	Package Store Permit (P)	2 Year License \$500.00
834	Planning & Inspections	Business Permit	Wine-Only Package Store Permit (Q)	2 Year License \$75.00
835	Planning & Inspections	Business Permit	Passenger Transportation Permit (TR)	2 Year License no fee
836	Planning & Inspections	Business Permit	Consumer Delivery Permit (CD)	2 Year License no fee
837	Planning & Inspections	Business Permit	Bonded Warehouse Permit (J/JD)	2 Year License \$150.00
838	Planning & Inspections	Business Permit	Manufacturer's Agent's Warehousing Permit (AW)	2 Year License \$750.00
839	Planning & Inspections	Business Permit	Carrier's Permit (C)	2 Year License no fee
840	Planning & Inspections	Business Permit	Promotional Permit (PR)	2 Year License \$300.00
841	Planning & Inspections	Business Permit	Third-Party Local Cartage Permit (ET)	2 Year License no fee
842	Planning & Inspections	Business Permit	Branch Distributor's License (BC)	2 Year License \$75.00
843	Planning & Inspections	Business Permit	Forwarding Center Authority (FC)	2 Year License no fee
844	Planning & Inspections	Business Permit	Brewer's Self- Distribution License (SD)	2 Year License \$600.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
845	Planning & Inspections	Business Permit	Brewpub License (BP)	2 Year License \$500.00
846	Planning & Inspections	Business Permit	Food and Beverage Certificate (FB)	2 Year License no fee
847	Planning & Inspections	Business Permit	Late Hours Certificate (LH)	2 Year License no fee
848	Planning & Inspections	Business Permit	Local Distributor's Permit (LP)	2 Year License \$100.00
849	Planning & Inspections	Business Permit	Water Park Permit (WP)	2 Year License \$30.00
850	Planning & Inspections	Business Licenses	Boarding Home Facility Annual Permit	\$262 plus applicable technology fee
851	Planning & Inspections	Business License	Boarding Home Facility Renewal- Late Fee	20% of renewal fee plus applicable tech fee
852	Planning & Inspections	Nodes for Small Cell Networks	Application Fee - Network Node	An application fee in the amount of \$500.00 per application covering up to five network nodes in each application, and \$100.00 for each additional network node in the application; a maximum of 30 network nodes is permitted per application.
853	Planning & Inspections	Nodes for Small Cell Networks	Application Fee - New Node Support Pole	An application fee of \$1,000.00 for each node support pole.
854	Planning & Inspections	Nodes for Small Cell Networks	Application Fee - Transport Facility	An application fee in the amount of \$500.00 per application covering up to five network nodes in each application, and \$250.00 for each additional network node in the application; a maximum of 30 network nodes is permitted per application.
855	Planning & Inspections	Nodes for Small Cell Networks	Recurring Annual Rental Rate - Network Nodes	An annual network node site rental rate of \$250.00 per Network node site, with an annual adjustment in an amount equal to one-half the annual change in the Consumer Price Index for All Urban Consumers for Texas as published by the BLS. Recurring fee is payable in advance and due upon approval of the permit(s). Initial amounts shall be pro-rated, based upon an annual due date of January 1 of each year; thereafter, all payments of recurring fees are due to the City by January 1 for the following calendar year.
856	Planning & Inspections	Nodes for Small Cell Networks	Recurring Monthly Rental Rate - Transport Facility	A monthly transport facility rental rate of \$28.00 for each network node site, not to exceed the provider's monthly aggregate per-node compensation to the City. Recurring fee is payable in advance and due upon approval of the permit(s). Initial amounts shall be pro-rated, based upon an annual due date of January 1 of each year; thereafter, all payments of recurring fees are due to the City by January 1 for the following calendar year.
857	Planning & Inspections	Nodes for Small Cell Networks	Recurring Annual Rental Rate - Collocation of Network Nodes on Municipally-Owned Service Poles	An annual rate of \$20.00 per municipally owned service pole. Recurring fee is payable in advance and due upon approval of the permit(s). Initial amounts shall be pro-rated, based upon an annual due date of January 1 of each year; thereafter, all payments of recurring fees are due to the City by January 1 for the following calendar year.
858	Planning & Inspections	Special Privilege - Annual Fee - Cincinnati Commercial District	Outdoor Café	\$2.00 per square foot
859	Planning & Inspections	Shared Mobility Devices	Application Fee	\$371 Application Review
860	Planning & Inspections	Shared Mobility Devices	Permit Fee	\$1/day per device: or Per-Trip Surcharge of \$.25 for each booked trip
861	Planning & Inspections	Shared Mobility Devices	Annual Fee	\$50 per device
862	Planning & Inspections	Annual License Fee	Trailer Court Annual	\$275.00, plus applicable tech fee
863	Planning & Inspections	Re-Inspection Fee	Trailer Court	\$175.00, plus applicable tech fee
864	Library	Library Fees	Overdue Fines	\$0.15/day
865	Library	Library Fees	Lost Adult/YA Hardback	Fair Market Value to Replace Item
866	Library	Library Fees	Adult Card/replacement	\$2.00
867	Library	Library Fees	Juvenile Card/replacement	\$1.00
868	Library	Library Fees	Student Card issue and replacement fees (including non-resident convenience fee) applicable only to students attending schools within city limits	Fees waived for elementary, middle and high school only.
869	Library	Library Fees	Non-Resident Convenience Fee	\$50.00 per year/\$25.00 per 6 months
870	Library	Library Fees	Student/Non-Profit Use Scanning of Photographs (low resolution)	\$10.00 per image
871	Library	Library Fees	Student/Non-Profit Use Scanning of Photographs (high resolution)	\$15.00 per image

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
872	Library	Library Fees	Student/Non-Profit Use Preservation Fee (Applies to all Reproduction Requests)	waived
873	Library	Library Fees	Scanning of Photographs (low resolution)	\$20.00
874	Library	Library Fees	Scanning of Photographs (high resolution)	\$30.00
875	Library	Library Fees	Scanning of Maps/Architectural Drawings (low resolution)	\$25.00
876	Library	Library Fees	Scanning of Maps/Architectural Drawings (med resolution)	\$35.00
877	Library	Library Fees	Scanning of Maps/Architectural Drawings (high resolution)	\$45.00
878	Library	Library Fees	Scanning of Maps/Architectural Drawings Fee (in-house)	\$3 per sheet
879	Library	Library Fees	Scanning of Maps/Architectural Drawings Fee- Student	\$15.00
880	Library	Library Fees	Preservation Fee (Applies to all Reproduction Requests)	\$1.00
881	Library	Library Fees	Document Delivery Services	\$1.00 per page
882	Library	Library Fees	Commercial Use Fee	\$10.00
883	Library	Library Fees	Damaged or missing DVD/Music CD Case	\$3.00
884	Library	Library Fees	Damaged or Missing Book Cover	\$3.00
885	Library	Library Fees	Damaged or Missing Kit Bag	\$3.00
886	Library	Library Fees	Damaged or Missing Audiobook Case	\$3.00
887	Library	Library Fees	Damaged or Missing Barcode	\$3.00
888	Library	Library Fees	Damaged or Missing Spine Label	\$3.00
889	Library	Library Fees	Border Heritage/Interlibrary Loan Postage Fee	\$3.00 per item
890	Library	Library Fees	Copy black/white	\$0.20
891	Library	Library Fees	Copy color	\$0.50
892	Library	Library Fees	Printer black/white	\$0.20
893	Library	Library Fees	Printer color	\$0.50
894	Library	Library Fees	Scanner	\$0.10
895	Library	Library Fees	Fax	\$1.00
896	Library	Library Fees	USB Save	free
897	Library	Library Fees	USB Drives	\$6.00
898	Library	Library Fees	Damaged or Missing Hotspot Accessory - plastic case, USB cable, charger or adapter	\$5.00
899	Library	Library Fees	Damaged or Missing Hotspot Accessory - SIM card or battery	\$10.00
900	Library	Library Fees	Damaged or Missing Hotspot - Entire item	\$85.00
901	Library	Library Fees	Damaged or Missing finger puppet, flannelboard piece or toy piece	\$3.00
902	Library	Library Fees	Damaged or Missing iPad	\$300.00
903	Environmental Services	Residential	Base Rate (Residential)	\$19.00 per month
904	Environmental Services	Residential	Excess Waste - Administrative Fee	\$10.00 for one additional lift of the arm.
905	Environmental Services	Residential	Additional Container (Residential)	\$19.00 per month for each additional container, plus service charges
906	Environmental Services	Residential	Senior and Disabled Citizens Discount	20% reduction of Base Rate
907	Environmental Services	Commercial	Base Rate (Commercial)	\$28.00 per month for once a week collection per container.
908	Environmental Services	Commercial	Additional Container (Commercial)	\$28.00 per month for each additional container.
909	Environmental Services	Commercial	Solid waste commercial dumpster, 2 cu. yd.	\$24.38 per month for each 2 cubic yard dumpster
910	Environmental Services	Commercial	Solid waste commercial dumpster, 4 cu. yd.	\$48.76 per month for each 4 cubic yard dumpster
911	Environmental Services	Commercial	Solid waste commercial dumpster, 6 cu. yd.	\$73.14 per month for each 6 cubic yard dumpster
912	Environmental Services	Commercial	Solid waste commercial dumpster, 8 cu. yd.	\$97.52 per month for each 8 cubic yard dumpster
913	Environmental Services	Commercial	Solid Waste Commercial Dumpster delivery and retrieval	Onetime Fee of \$150
914	Environmental Services	Residential	Side door Collection	\$19.00
915	Environmental Services	Residential	Residential Refuse Collection	\$19.00 per month
916	Environmental Services	Residential	Residential Refuse Collection for on-call Service	\$25 per service call for 96 gallon container
917	Environmental Services	Other	Special Collection Service (Residential)	\$35.00 up to 5 cubic yards. \$7.00 for each additional cubic yard.
918	Environmental Services	Other	Dead Animal Collection Fee	\$40.00 for domesticated pets; \$150.00 for small farm animals within the city limits; \$175.00 for large farm animals inside county and outside city limits.
919	Environmental Services	Residential	Citizen Collection Station Fee	\$5.00 for each visit in excess of monthly frequency limit set by Director with limit of 4 cy, no C&D and no commercial.
920	Environmental Services	Residential	Citizen Collection Station Fee	\$5.00 coupon Non-customer, one visit; standard restrictions; non-commercial; residential solid waste only, excludes household hazardous waste.
921	Environmental Services	Special Collections	Property Clean Up Fee	Labor, equipment and disposal rates as set by Director in 1/4 hour increments with 1 hour minimum.
922	Environmental Services	General	Interest on unpaid balances	10% per year (0.83% of invoiced amount per month)

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Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
923	Environmental Services	Permits	Hauler Permit Fee	\$150.00 per vehicle for complete term of permit or \$12.50 per vehicle per month for less than complete term of permit plus applicable tech fees
924	Environmental Services	Permits	Replacement Decal	\$10.00 each
925	Environmental Services	Permits	Reinstatement of Suspended or Revoked Permit	50% of annual Hauler Permit Fee for suspended permit, 100% of annual Hauler Permit Fee for revoked permit. Plus applicable tech fees
926	Environmental Services	Permits	Special Waste Disposal Fee-Immediate Disposal	\$25.00 surcharge plus regular per ton landfill disposal charge for a scheduled disposal. \$35.00 surcharge plus double the regular per ton landfill disposal charge for an unscheduled disposal.
927	Environmental Services	Permits	Permit Fee (Container on Sidewalk/R.O.W.)	\$72.00 annual fee per container or \$6.00 per month for a partial first year, plus applicable tech fees
928	Environmental Services	Disposal	Landfill Fees	\$26.00 per ton, prorated, with a minimum fee of \$16.00. \$5.00 charge for unsecured/uncovered load.
929	Environmental Services	Disposal	Landfill Fee (Brush Waste, Uncontaminated)	\$26.00 per ton, prorated, with a minimum fee of \$10.00.
930	Environmental Services	Disposal	Landfill Fees (Materials Requiring Special Handling)	\$90.00 per ton, pro-rated, for RACM Non-Friables, foam materials, sponge or sponge-like materials and other wastes requiring special handling, with a minimum fee of \$90. \$5.00 for refrigerant removal.
931	Environmental Services	Disposal	Landfill Fees (Materials Requiring Special Handling)	\$90.00 per ton, pro-rated, for dead animals with a total weight greater than 100 lbs. Small dead animals with a total weight less than 100 lbs. will be charged the standard landfill rate.
932	Environmental Services	Disposal	Billing Fee for Landfill Charge Accounts	\$25.00 per month
933	Environmental Services	Disposal	Disposal Fee (Waste Tires)	Small or Medium tires (19.5 inches or less) \$3.00, Large Tires (greater than 19.5 inches but less than 24 inches) \$10.00, tires greater than 24 inches will be charged a rate of \$200.00/ton. Rim Removal Fee - Small or Medium tires \$5.00, Rim Removal Fee - Large Tires \$15.00.
934	Environmental Services	Disposal	Disposal Fee (Mattresses)	\$20.00 per Mattress disposed of at a City Landfill or other authorized facility
935	Environmental Services	Disposal	Prohibited Waste	\$25.00 surcharge plus applicable disposal and administrative costs.
936	Environmental Services	Disposal	Transfer Fee	\$30.00 per ton, prorated, with a minimum fee of \$20.00
937	Environmental Services	Disposal	Sale of Mulch/Compost	City Departments - Free, El Paso Solid Waste Residential Customers - Free at CCS or Landfill; Commercial Customers - Free at Landfill; Commercial Customers within City limits - \$15.00 cy if delivered by ESD.
938	Environmental Services	Disposal	Sale of Safety Vest	\$10.00 each
939	Environmental Services	Disposal	RFID (Automated Scale) Tag	\$25.00 each
940	Environmental Services	Other	Container Replacement Fee	\$55.00 per Container
941	Environmental Services	Other	Service Charge (delivery or removal of container)	\$25.00 per Event
942	Environmental Services	Other	Un Authorized Solid Waste Container Removal Fee	\$25.00 per Event
943	Environmental Services	Other	Missed Collection Fee	\$15.00 for pick up
944	Environmental Services	Administrative Fee	Lien Preparation Fee(Environmental Services)	\$75.00 charge for administrative costs related to the preparation of property liens
945	Environmental Services	Shopping Cart Recovery	Shopping Cart Recovery Fee	\$50.00 per Cart impounded by City
946	Environmental Services	Construction or Demolition	Manifest Fee	\$5.00 per manifest; No fee for City-funded projects
947	Environmental Services	Services	Environmental Fee (Residential)	\$5.00 per Residential Living Unit
948	Environmental Services	Services	Environmental Fee (Commercial)	\$20.00 per Commercial Establishment
949	Environmental Services	Environmental General-Facilities		
950	Environmental Services	Franchise Fee	Waste Container Franchise Fee- Per Container	\$2.00 Per Month, Per approved container
951	Environmental Services	Franchise Fee	Waste Container Franchise Fee- Quarterly	\$2,000.00/ Per Year
952	Environmental Services	Franchise Fee	Franchise Fee	\$6.00
953	Animal Services	Animal Services		
954	Animal Services	Adoption Fee - includes age-appropriate vaccinations, license, microchip and sterilization.		Each adoption from no charge to \$110.00
955	Animal Services	Livestock Permit - Keeping Horses And Cattle-Permit Required-Application-Fee-Term-Suspension Or Revocation	Permit Yearly Renewal	\$60.00 plus applicable tech fee
956	Animal Services	Livestock Permit - Keeping Horses And Cattle-Permit Required-Application-Fee-Term-Suspension Or Revocation	Re-Inspection and/or Amending Permit	\$45.00 plus applicable tech fee

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
957	Animal Services	Fowl and Rabbits (6 or more)-Restrictions-Permit Requirements	Permit Yearly Renewal	\$60.00 plus applicable tech fee
958	Animal Services	Fowl and Rabbits (6 or more)-Restrictions-Permit Requirements	Re-Inspection and/or Amending Permit	\$45.00 plus applicable tech fee
959	Animal Services	Microchip Fees	Initial Issuance	from no charge to \$15.00
960	Animal Services	Shelter Services	Animal Rabies Vaccination	from no charge to \$9.00
961	Animal Services	Parasite Treatment and/or Control	Parasite Treatment and/or Control	\$10.00
962	Animal Services	Disposal of Dead Animals	Disposal of owned dead animals brought to shelter, less than 100 lbs.	\$16.00
963	Animal Services	Euthanasia of Animals	Euthanasia of animals brought to the shelter, less than 100 lbs.	\$25.00
964	Animal Services	Boarding and Kennel Permit	Boarding kennel permit	\$110.00 plus applicable tech fee
965	Animal Services	Pick up or Delivery of Animals to Owners	Pick up/delivery of live, owned animals for quarantine or return-to-owner purposes	from no charge to \$45.00
966	Animal Services	Buying And Selling	Shows And Exhibition	\$110.00 plus applicable tech fee
967	Animal Services	Buying And Selling	Grooming	\$110.00 plus applicable tech fee
968	Animal Services	Buying And Selling	Kennel	\$110.00 plus applicable tech fee
969	Animal Services	Buying And Selling	Animal Establishment	\$200.00 plus applicable tech fee
970	Animal Services	Registration	Application Initial Issuance or Renewal	\$12.50
971	Animal Services	Registration	Replacement Registration and/or Tag	\$5.00 - Altered Pets \$15.00 - Intact pets
972	Animal Services	Registration	Registration Transfer	\$12.50
973	Animal Services	Fees-Impoundment	Class A: Dog, Cat, Exotic, Ferret not requiring capture by division personnel, Each	from no charge to \$60.00 plus applicable tech fee
974	Animal Services	Fees-Impoundment	Class B: Goats, Sheep, Lambs, Pigs, Sows, Shoats, Calves, Foals And Animals Of The Same Approximate Size And Weight, Each Animal	from no charge to \$60.00 plus applicable tech fee
975	Animal Services	Fees-Impoundment	Class C: Horses, Ponies, Mules And Animals Of Same Size And Weight, Each Animal	from no charge to \$85.00 plus applicable tech fee
976	Animal Services	Fees-Impoundment	CLASS D: Exotic Animals: Requiring Capture by Division Personnel	from no charge to \$85.00 plus applicable tech fee
977	Animal Services	Fees-Impoundment	Class D: Exotic Animals, Already Contained	from no charge to \$55.00
978	Animal Services	Handling Fee	Daily Fee Class A	from no charge to \$18.00
979	Animal Services	Handling Fee	Daily Fee Class B	from no charge to \$23.00
980	Animal Services	Handling Fee	Daily Fee Class C	from no charge to \$23.00
981	Animal Services	Handling Fee	Daily Fee Class D	from no charge to \$23.00
982	Animal Services	Shelter Services	Animal Trap Replacement Fee - Small	\$60.00
983	Animal Services	Shelter Services	Animal Trap Replacement Fee - Large	\$110.00
984	Animal Services	Shelter Services	Impound Fee Dog or Cat-Repeat Offender within one (1) year	from no charge to \$25.00 per event
985	Animal Services	Animal Litter Permit	Per litter	\$50.00 plus applicable tech fee
986	Animal Services	Breeding	Breeder's Permit	\$100.00 plus applicable tech fee
987	Animal Services	Shelter Services	Vet Assessment for Quarantine and/or Criminal Case	from no charge to \$50.00 per animal per assessment
988	Animal Services	Shelter Services	Animal Transportation Fee	Fee for packaging and transporting to lab for testing: \$100
989	Animal Services	Shelter Services	Animal Storage Fee for Remains	Fee to store animal properly prior to cremation, or to hold for burial pending results of the rabies exam: \$25.00
990	Animal Services	Shelter Services	Animal Vaccinations and Tests	DHLPP (dog) from no charge to \$9.00
991	Animal Services	Shelter Services	Animal Vaccinations and Tests	FVRCP (cat) from no charge to \$9.00
992	Animal Services	Shelter Services	Animal Vaccinations and Tests	Bordetella (dog) from no charge to \$10.00
993	Animal Services	Shelter Services	Animal Vaccinations and Tests	FELV (cat) from no charge \$15.00
994	Animal Services	Shelter Services	Animal Vaccinations and Tests	Ringworm test (cat) from no charge to \$25.00
995	Animal Services	Shelter Services	Animal Vaccinations and Tests	Heartworm test (dog) from no charge to \$25.00
996	Animal Services	Shelter Services	Animal Vaccinations and Tests	Parvo test (dog) from no charge to \$25.00
997	Animal Services	Fees-Impoundment	Impoundment of animals in unincorporated areas of County	\$55.00
998	Animal Services	Shelter Services	Pet Aids (leash, cat carrier, other)	from no charge to \$5.00
999	Animal Services	Shelter Services	Spay/Neuter Fees - Cats/Dogs	Cat Neuter \$0-\$30.00, Cat Spay \$0-\$50.00, Dog Neuter (under 40 pounds) \$0-\$65.00, Dog Neuter (40 - 70 pounds) \$0-\$85.00, Dog Spay (under 40 pounds) \$0-\$85.00, Dog Spay (40 - 70 pounds) \$0-\$100.00
1000	Animal Services	EP County Spay/Neuter Voucher Program	Spay/Neuter Fees - Cats/Dogs	Cat Spay/Neuter \$0 - \$35.00, Dog Spay/Neuter \$0 - \$60.00 Per Legal, this is in the County's Agreements
1001	Animal Services	Registration	Dangerous Dog Registration	\$50.00
1002	Animal Services	Municipal Contract Fees - Impoundment	Class A: Dog, Cat, Exotic, Ferret not requiring capture by division personnel, Each	\$60.00
1003	Animal Services	Municipal Contract Fees - Impoundment	Class B: Goats, Sheep, Lambs, Pigs, Sows, Shoats, Calves, Foals And Animals Of The Same Approximate Size And Weight, Each Animal	\$60.00
1004	Animal Services	Municipal Contract Fees - Impoundment	Class C: Horses, Ponies, Mules And Animals Of Same Size And Weight, Each Animal	\$85.00

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Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1005	Animal Services	Municipal Contract Fees - Impoundment	Class D: Exotic Animals: Requiring Capture by Division Personnel	\$85.00
1006	Animal Services	Municipal Contract Fees - Handling	Daily Fee Class A	\$18.00 per day
1007	Animal Services	Municipal Contract Fees - Handling	Daily Fee Class B	\$23.00 per day
1008	Animal Services	Municipal Contract Fees - Handling	Daily Fee Class C	\$23.00 per day
1009	Animal Services	Municipal Contract Fees - Handling	Daily Fee Class D	\$23.00 per day
1010	Animal Services	Municipal Contract Fees - Quarantine		\$18.00 per day
1011	Animal Services	Grooming re-inspection fee		\$50.00
1012	Animal Services	Grooming Shop Application fee-\$110		\$110.00
1013	Animal Services	Groomer License fee-\$25		\$25.00
1014	Animal Services	Groomer License replacement fee-\$5	Replacement Fee	\$5.00
1015	Parks and Recreation	Recreation Centers	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated Two hour minimum rental for facility use that is non-contiguous to public hour of operation.	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1016	Parks and Recreation	Valle Bajo Recreation Center		
1017	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1018	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1019	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1020	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1021	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1022	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1023	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1024	Parks and Recreation	Multipurpose Room 1		\$56.00 /\$45.00 / \$226.00 / \$70.00
1025	Parks and Recreation	Multipurpose Room 2		\$50.00/ \$40.00 / \$200.00 / \$63.00
1026	Parks and Recreation	Armijo Recreation Center		
1027	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1028	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1029	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1030	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1031	Parks and Recreation	Lower Multipurpose Room 1 (open area)		\$80.00 / \$64.00 / \$320.00 / \$100.00
1032	Parks and Recreation	Classroom 1		\$36.00 / \$29.00 / \$144.00 / \$45.00
1033	Parks and Recreation	Classroom 2		\$43.00 / \$35.00 / \$172.00 / \$54.00
1034	Parks and Recreation	Boxing Room (per month) (+) Adult/Youth		\$15.00/\$19.00 \$10.00/\$13.00
1035	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1036	Parks and Recreation	Boxing Room		\$36.00 / \$29.00 /\$144.00 / \$45.00
1037	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1038	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1039	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1040	Parks and Recreation	Officer David Ortiz		
1041	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1042	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1043	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1044	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1045	Parks and Recreation	Classroom 1		\$11.00 / \$9.00 / \$44.00 / \$14.00
1046	Parks and Recreation	Classroom 2		\$21.00 / \$17.00 / \$84.00 / \$26.00
1047	Parks and Recreation	Classroom A		\$20.00 / \$16.00 / \$80.00 / \$25.00
1048	Parks and Recreation	Multipurpose Room		\$56.00 / \$45.00 / \$224.00 / \$70.00
1049	Parks and Recreation	Boxing Room (per month) (+) Adult/Youth		\$15.00/\$19.00 \$10.00/\$13.00
1050	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1051	Parks and Recreation	Boxing Room		\$83.00 / \$66.00 / \$332.00 / \$104.00
1052	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1053	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1054	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1055	Parks and Recreation	Chamizal Recreation Center		
1056	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1057	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1058	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1059	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1060	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1061	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1062	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1063	Parks and Recreation	Multipurpose Room 1		\$71.00 / \$56.00 / \$282.00 / \$88.00
1064	Parks and Recreation	Multipurpose Room 2		\$81.00 / \$64.00 / \$322.00 / \$101.00
1065	Parks and Recreation	Outside Rentable Space		\$65.00 / \$52.00 / \$260.00 / \$81.00
1066	Parks and Recreation	Chihuahuita Neighborhood Center		
1067	Parks and Recreation	Multipurpose Room		\$35.00 / \$28.00 / \$140.00 / \$44.00
1068	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1069	Parks and Recreation	Weight Room (per month) (+)		\$3.00/\$4.00
1070	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1071	Parks and Recreation	Don Haskins Recreation Center		
1072	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1073	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1074	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1075	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1076	Parks and Recreation	Auxiliary Gym (per hour)		\$25.00 / \$20.00 / \$100.00 / \$31.00
1077	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$13.00 / \$10.00 / \$52.00 / \$16.00
1078	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$35.00 / \$28.00 / \$140.00 / \$44.00
1079	Parks and Recreation	Auxiliary Gym Half Court (per hour)-Prime Time		\$17.00 / \$14.00 / \$68.00 / \$21.00
1080	Parks and Recreation	Classroom 1		\$12.00 / \$10.00 / \$48.00 / \$15.00
1081	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1082	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1083	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1084	Parks and Recreation	Eastside Regional Recreation Center - The Beast		
1085	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1086	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1087	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1088	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1089	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1090	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1091	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1092	Parks and Recreation	Multipurpose Room		\$86.00 / \$69.00 / \$343.00 / \$107.00
1093	Parks and Recreation	Activity Room		\$58.00 / \$46.00 / \$231.00 / \$72.00
1094	Parks and Recreation	Outside Rentable Space		\$132.00 / \$ 105.00 / \$526.00 / \$164.00
1095	Parks and Recreation	Galatzan Recreation Center		
1096	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1097	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1098	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1099	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1100	Parks and Recreation	Auxiliary Gym (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1101	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1102	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1103	Parks and Recreation	Auxiliary Gym Half Court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1104	Parks and Recreation	Multipurpose Room		\$66.00 / \$53.00 / \$264.00 / \$82.00
1105	Parks and Recreation	Dance Studio		\$20.00 / \$16.00 / \$80.00 / \$25.00
1106	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1107	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1108	Parks and Recreation	Gary del Palacio Recreation Center		
1109	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1110	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1111	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1112	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1113	Parks and Recreation	Auxiliary Gym (per hour)		\$25.00 / \$20.00 / \$100.00 / \$31.00
1114	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$13.00 / \$10.00 / \$52.00 / \$16.00
1115	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$35.00 / \$28.00 / \$140.00 / \$44.00
1116	Parks and Recreation	Auxiliary Gym Half Court (per hour)-Prime Time		\$17.00 / \$14.00 / \$68.00 / \$21.00
1117	Parks and Recreation	Multipurpose Room		\$44.00 / \$35.00 / \$176.00 / \$55.00
1118	Parks and Recreation	Dance Studio		\$26.00 / \$21.00 / \$104.00 / \$32.00
1119	Parks and Recreation	Racquetball Court (per month)(+) Adult/Youth		\$15.00\$19.00 \$10.00/\$13.00
1120	Parks and Recreation	Racquetball Court (per hour)(+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1121	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1122	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1123	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1124	Parks and Recreation	Leona Ford Washington Recreation Center		
1125	Parks and Recreation	Gym Full Court (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1126	Parks and Recreation	Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1127	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1128	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1129	Parks and Recreation	Multipurpose Room-Hall		\$59.00 / \$47.00 / \$236.00 / \$74.00
1130	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1131	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1132	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1133	Parks and Recreation	Sylvia Carreon Recreation Center		
1134	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1135	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1136	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00

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Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1137	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1138	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1139	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1140	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1141	Parks and Recreation	Multipurpose Room		\$53.00 / \$43.00 / \$214.00 \$67.00
1142	Parks and Recreation	Activity Room		\$ 40.00 / \$32.00 / \$ 160.00 / \$50.00
1143	Parks and Recreation	Balcony Party Area		\$46.00 / \$37.00 / \$185.00 / \$58.00
1144	Parks and Recreation	Marty Robbins Recreation Center		
1145	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1146	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1147	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1148	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1149	Parks and Recreation	Multi Purpose Room		\$44.00 / \$35.00 / \$176.00 / \$55.00
1150	Parks and Recreation	Dance Studio		\$26.00 / \$21.00 / \$104.00 / \$32.00
1151	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1152	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1153	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1154	Parks and Recreation	Multipurpose Recreation Center		
1155	Parks and Recreation	Gym Full Court (per hour)		\$45.00 / \$36.00 / \$180.00 / \$56.00
1156	Parks and Recreation	Gym Half Court (per hour)		\$23.00 / \$18.00 / \$92.00 / \$29.00
1157	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$55.00 / \$44.00 / \$220.00 / \$69.00
1158	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$28.00 / \$22.00 / \$112.00 / \$35.00
1159	Parks and Recreation	Multipurpose Room	Old Weight room	\$35.00 / \$28.00 / \$140.00 / \$44.00
1160	Parks and Recreation	Ballroom		\$138.00 / \$110.00 / \$552.00 / \$172.00
1161	Parks and Recreation	Dance Studio		\$27.00 / \$22.00 / \$108.00 / \$34.00
1162	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$75.00
1163	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1164	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1165	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1166	Parks and Recreation	Nolan Richardson Recreation Center		
1167	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1168	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1169	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1170	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1171	Parks and Recreation	Multipurpose Room		\$42.00 / \$34.00 / \$168.00 / \$52.00
1172	Parks and Recreation	Classroom A	Base on 730 Sq. Ft.	\$22.00 / \$18.00 / \$88.00 / \$27.00
1173	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$75.00
1174	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1175	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1176	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1177	Parks and Recreation	Pat O'Rourke Recreation Center		
1178	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1179	Parks and Recreation	Gym Half Court (pre hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1180	Parks and Recreation	Gym Full Court (per day) prime time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1181	Parks and Recreation	Gym Half Court (per day) prime time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1182	Parks and Recreation	Multi Purpose Room 1		\$58.00 / \$46.00 / \$232.00 / \$72.00
1183	Parks and Recreation	Multi Purpose Room 2A		\$23.00 / \$18.00 / \$92.00 / \$29.00
1184	Parks and Recreation	Multi Purpose Room 2B		\$22.00 / \$18.00 / \$88.00 / \$27.00
1185	Parks and Recreation	Multi Purpose Room 2C		\$22.00 / \$18.00 / \$88.00 / \$27.00
1186	Parks and Recreation	Multi Purpose Room 2A and 2B		\$45.00 / \$36.00 / \$180.00 / \$56.00
1187	Parks and Recreation	Multi Purpose Room 2B and 2C		\$43.00 / \$34.00 / \$172.00 / \$54.00
1188	Parks and Recreation	Multi Purpose Room 2A, 2B, 2C		\$67.00 / \$54.00 / \$268.00 / \$84.00
1189	Parks and Recreation	Conference Room		\$30.00 / \$24.00 / \$120.00 / \$37.00
1190	Parks and Recreation	Dance Studio		\$71.00 / \$57.00 / \$284.00 / \$89.00
1191	Parks and Recreation	Courtyard	Available for rental in conjunction with room rental - Flat Rate	\$34.00 / \$27.00 / \$136.00 / \$42.00
1192	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1193	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1194	Parks and Recreation	Pavo Real Recreation Center		
1195	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1196	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1197	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1198	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1199	Parks and Recreation	Auxiliary Gym (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1200	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1201	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1202	Parks and Recreation	Auxiliary Gym Half Court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1203	Parks and Recreation	Classroom 1		\$12.00 / \$10.00 / \$48.00 / \$15.00
1204	Parks and Recreation	Classroom 2		\$24.00 / \$19.00 / \$96.00 / \$30.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1205	Parks and Recreation	Classroom 3		\$21.00 / \$17.00 / \$84.00 / \$26.00
1206	Parks and Recreation	Dance Studio		\$69.00 / \$55.00 / \$276.00 / \$86.00
1207	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$75.00
1208	Parks and Recreation	Boxing Room (per month) (+) Adult/Youth		\$15.00/\$19.00 \$10.00/\$13.00
1209	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1210	Parks and Recreation	Boxing Room		\$83.00 / \$66.00 / \$332.00 / \$104.00
1211	Parks and Recreation	Racquetball Court (per month)(+) Adult/Youth		\$15.00/\$19.00 \$19.00/ \$13.00
1212	Parks and Recreation	Racquetball Court (per hour)(+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1213	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1214	Parks and Recreation	Weight Room (per hour) (+)		\$4.00/\$5.00
1215	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1216	Parks and Recreation	Rae Gilmore Recreation Center		
1217	Parks and Recreation	Multipurpose Room		\$58.00 / \$46.00 / \$232.00 / \$72.00
1218	Parks and Recreation	Classroom 1		\$10.00 / \$8.00 / \$40.00 / \$12.00
1219	Parks and Recreation	Classroom 2		\$10.00 / \$8.00 / \$40.00 / \$12.00
1220	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$75.00
1221	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1222	Parks and Recreation	Weight Room (per hour) (+)		\$3.00/\$4.00
1223	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1224	Parks and Recreation	San Juan Recreation Center		
1225	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1226	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1227	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1228	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1229	Parks and Recreation	Multipurpose Room		\$27.00 / \$22.00 / \$108.00 / \$34.00
1230	Parks and Recreation	Classroom 1		\$12.00 / \$10.00 / \$48.00 / \$15.00
1231	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1232	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1233	Parks and Recreation	Boxing Room (per month) (+) Adult/Youth		\$15.00/\$19.00 \$10.00/\$13.00
1234	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00/\$3.00 \$1.00/\$1.00
1235	Parks and Recreation	Boxing Room		\$35.00 / \$28.00 / \$140.00 / \$44.00
1236	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1237	Parks and Recreation	Seville Recreation Center		
1238	Parks and Recreation	Gym Full Court (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1239	Parks and Recreation	Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1240	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1241	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1242	Parks and Recreation	Multipurpose Room		\$12.00 / \$10.00 / \$48.00 / \$15.00
1243	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1244	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1245	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1246	Parks and Recreation	Veterans Recreation Center		
1247	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1248	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$22.00
1249	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1250	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1251	Parks and Recreation	Auxiliary Gym (per hour)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1252	Parks and Recreation	Auxiliary Gym Half Court (per hour)		\$7.00 / \$6.00 / \$28.00 / \$9.00
1253	Parks and Recreation	Auxiliary Gym (per hour)-Prime Time		\$25.00 / \$20.00 / \$100.00 / \$31.00
1254	Parks and Recreation	Auxiliary Gym half court (per hour)-Prime Time		\$13.00 / \$10.00 / \$52.00 / \$16.00
1255	Parks and Recreation	Classroom 5		\$18.00 / \$14.00 / \$72.00 / \$22.00
1256	Parks and Recreation	Weight Room (per month) (+)		\$18.00/\$23.00
1257	Parks and Recreation	Weight Room (per day) (+)		\$4.00/\$5.00
1258	Parks and Recreation	Memorial Outdoor Resource Center		
1259	Parks and Recreation	Multipurpose Room		\$43.00 / \$34.00 / \$172.00 / \$54.00
1260	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1261	Parks and Recreation	Leisure Interest Class or Workshop		Direct Costs - (staff, supplies, contracts, equipment) plus 25% factor to recover leisure interest coordinator divided by number of expected participants /plus \$7.00 nonrefundable administrative fee, equals cost of class/workshop. Plus 25% increase for nonresidential premium

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1262	Parks and Recreation	Outdoor Recreation Activity or Program		Direct Costs - (staff, supplies, contracts, equipment) plus a 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, equals cost of activity/program. Plus 25% increase for nonresidential premium
1263	Parks and Recreation	Trips/Excursions (Off Site)		Direct Costs - (staff, supplies, contracts, entry fees, vehicles, equipment) plus 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, equals cost of activity/program. Plus 25% increase for nonresidential premium
1264	Parks and Recreation	Dances/Entertainment (On Site)		Direct Costs - (staff, supplies, contracts, equipment) plus 50% factor to recover program coordinator divided by number of expected participants equals cost of activity/program. Plus 25% increase for nonresidential premium
1265	Parks and Recreation	Senior Centers	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated Two hour minimum rental for facility use that is non-contiguous to public hour of operation.	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1266	Parks and Recreation	Eastside Senior Center		
1267	Parks and Recreation	Multipurpose Room		\$79.00 / \$64.00 / \$317.00 / \$98.00
1268	Parks and Recreation	Multipurpose Room #2		\$47.00 / \$37.00 / \$187.00 / \$59.00
1269	Parks and Recreation	Classroom 2		\$20.00 / \$17.00 / \$82.00 / \$25.00
1270	Parks and Recreation	Arts and Crafts Room		\$18.00 / \$14.00 / \$72.00 / \$23.00
1271	Parks and Recreation	Patio	Available for rental in conjunction with room rental - Flat Rate	\$60.00 / \$48.00 / \$240.00 / \$76.00
1272	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1273	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1274	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1275	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1276	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1277	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1278	Parks and Recreation	Father Martinez Senior Center		
1279	Parks and Recreation	Multipurpose Room		\$146.00 / \$118.00 / \$586.00 / \$182.00
1280	Parks and Recreation	Classroom 2		\$14.00 / \$12.00 / \$58.00 / \$18.00
1281	Parks and Recreation	Arts and Crafts Room		\$23.00 / \$18.00 / \$90.00 / \$29.00
1282	Parks and Recreation	Dance Studio		\$22.00 / \$17.00 / \$86.00 / \$26.00
1283	Parks and Recreation	Billiard Rooms #1 and #2 (per year)		\$30.00/\$38.00
1284	Parks and Recreation	Billiard Rooms #1 and #2 (per month) (+)		\$10.00/\$13.00
1285	Parks and Recreation	Billiard Rooms #1 and #2 (per day) (+)		\$2.00/\$3.00
1286	Parks and Recreation	Weight Room (per month) (+)		\$6.00/\$8.00
1287	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1288	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1289	Parks and Recreation	Grandview Senior Center		
1290	Parks and Recreation	Multipurpose Room		\$85.00 / \$68.00 / \$341.00 / \$107.00
1291	Parks and Recreation	Classroom 1		\$19.00 / \$16.00 / \$77.00 / \$24.00
1292	Parks and Recreation	Classroom 2		\$14.00 / \$12.00 / \$58.00 / \$18.00
1293	Parks and Recreation	Classroom 3		\$10.00 / \$7.00 / \$38.00 / \$12.00
1294	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1295	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1296	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1297	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1298	Parks and Recreation	Happiness Senior Center		
1299	Parks and Recreation	Multipurpose Room		\$95.00 / \$76.00 / \$379.00 / \$119.00
1300	Parks and Recreation	Classroom 1		\$13.00 / \$11.00 / \$53.00 / \$17.00
1301	Parks and Recreation	Classroom 2		\$12.00 / \$10.00 / \$48.00 / \$16.00
1302	Parks and Recreation	Billiard Room (per year) (+)		\$30.00/\$38.00
1303	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1304	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1305	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1306	Parks and Recreation	Hilos de Plata Senior Center		
1307	Parks and Recreation	Multipurpose Room		\$146.00 / \$118.00 / \$586.00 / \$182.00
1308	Parks and Recreation	Classroom 2		\$17.00 / \$13.00 / \$67.00 / \$20.00
1309	Parks and Recreation	Arts and Crafts Room		\$23.00 / \$18.00 / \$91.00 / \$29.00
1310	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1311	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1312	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1313	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1314	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1315	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1316	Parks and Recreation	Memorial Senior Center		
1317	Parks and Recreation	Multipurpose Room		\$68.00 / \$55.00 / \$274.00 / \$85.00
1318	Parks and Recreation	Multipurpose Room (1,282 sq. ft.)		\$40.00 / \$33.00 / \$160.00 / \$50.00
1319	Parks and Recreation	Classroom 2		\$7.00 / \$6.00 / \$29.00 / \$8.00
1320	Parks and Recreation	Arts and Crafts Room		\$25.00 / \$20.00 / \$101.00 / \$31.00
1321	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1322	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1323	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1324	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1325	Parks and Recreation	Polly Harris Senior Center		
1326	Parks and Recreation	Multipurpose Room		\$85.00 / \$68.00 / \$341.00 / \$107.00
1327	Parks and Recreation	Arts and Crafts Room		\$17.00 / \$13.00 / \$67.00 / \$20.00
1328	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1329	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1330	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1331	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1332	Parks and Recreation	San Juan Senior Center		
1333	Parks and Recreation	Multipurpose Room		\$92.00 / \$74.00 / \$370.00 / \$115.00
1334	Parks and Recreation	Dance Studio		\$29.00 / \$23.00 / \$115.00 / \$36.00
1335	Parks and Recreation	Placita		\$60.00 / \$48.00 / \$240.00 / \$76.00
1336	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1337	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1338	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1339	Parks and Recreation	Kitchen (per event)		\$30.00/\$38.00
1340	Parks and Recreation	South El Paso Senior Center		
1341	Parks and Recreation	Multipurpose Room		\$154.00 / \$122.00 / \$714.00 / \$192.00
1342	Parks and Recreation	Classroom 2		\$28.00 / \$22.00 / \$110.00 / \$35.00
1343	Parks and Recreation	Classroom 3		\$22.00 / \$17.00 / \$86.00 / \$26.00
1344	Parks and Recreation	Classroom 4		\$22.00 / \$17.00 / \$86.00 / \$26.00
1345	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1346	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1347	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1348	Parks and Recreation	Wellington Chew Senior Center		
1349	Parks and Recreation	Multipurpose Room		\$138.00 / \$110.00 / \$552.00 / \$173.00
1350	Parks and Recreation	Classroom 1		\$17.00 / \$13.00 / \$67.00 / \$20.00
1351	Parks and Recreation	Classroom 2		\$12.00 / \$10.00 / \$48.00 / \$14.00
1352	Parks and Recreation	Classroom 3		\$21.00 / \$17.00 / \$86.00 / \$26.00
1353	Parks and Recreation	Billiard Room (per year)		\$30.00/\$38.00
1354	Parks and Recreation	Billiard Room (per month) (+)		\$10.00/\$13.00
1355	Parks and Recreation	Billiard Room (per day) (+)		\$2.00/\$3.00
1356	Parks and Recreation	Leisure Interest Class or Workshop		Direct Costs - (staff, supplies, contracts, equipment) plus 25% factor to recover leisure interest coordinator divided by number of expected participants plus \$7.00, nonrefundable administrative fee, equals cost of class/workshop. Plus 25% non residential premium.
1357	Parks and Recreation	Outdoor Recreation Activity or Program		Direct Costs - (staff, supplies, contracts, equipment) plus a 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, equals cost of activity/program. Plus 25% increase for nonresidential premium
1358	Parks and Recreation	Trips/Excursions (Off Site)		Direct Costs - (staff, supplies, contracts, entry fees, vehicles, equipment) plus 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, equals cost of activity/program.
1359	Parks and Recreation	Dances/Entertainment (On Site)		Direct Costs - (staff, supplies, contracts, equipment) plus 50% factor to recover program coordinator divided by number of expected participants equals cost of activity/program. Plus 25% increase for nonresidential premium

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1360	Parks and Recreation	Shelters: Arlington, Braden Aboud, Grandview, Sunrise, Thomas Manor		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1361	Parks and Recreation	Per hour		\$48.00 / \$38.00 / \$192.00 / \$60.00
1362	Parks and Recreation	All day		\$288.00 / \$230.00 / \$1152.00 / \$360.00
1363	Parks and Recreation	Per hour - Prime time		\$66.00 / \$53.00 / \$264.00 / \$83.00
1364	Parks and Recreation	All day - Prime time		\$396.00 / \$317.00 / \$1,584.00 / \$494.00
1365	Parks and Recreation	Reserves: Memorial		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1366	Parks and Recreation	Per hour		\$44.00 / \$35.00 / \$175.00 / \$55.00
1367	Parks and Recreation	All day		\$262.00 / \$210.00 / \$1,050.00 / \$327.00
1368	Parks and Recreation	Per hour - Prime time		\$56.00 / \$45.00 / \$225.00 / \$70.00
1369	Parks and Recreation	All day - Prime time		\$375.00 / \$300.00 / \$1,500.00 / \$469.00
1370	Parks and Recreation	Pavilions: Veterans, Shawver, Pavo Real		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1371	Parks and Recreation	Per hour		\$18.00 / \$14.00 / \$72.00 / \$23.00
1372	Parks and Recreation	All day		\$108.00 / \$86.00 / \$432.00 / \$136.00
1373	Parks and Recreation	Per hour - Prime time		\$24.00 / \$19.00 / \$96.00 / \$30.00
1374	Parks and Recreation	All day - Prime time		\$144.00 / \$115.00 / \$576.00 / \$180.00
1375	Parks and Recreation	Plazas: Union Plaza, San Jacinto Plaza, Cleveland Square Plaza, Rambla		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1376	Parks and Recreation	Per hour Stage with electricity		\$36.00 / \$29.00 / \$144.00 / \$44.00
1377	Parks and Recreation	All day Stage with electricity		\$216.00 / \$173.00 / \$864.00 / \$270.00
1378	Parks and Recreation	Per hour Stage without electricity		\$12.00 / \$10.00 / \$48.00 / \$14.00
1379	Parks and Recreation	All day Stage without electricity		\$72.00 / \$58.00 / \$288.00 / \$90.00
1380	Parks and Recreation	Per hour - Prime time - Stage with electricity		\$42.00 / \$34.00 / \$168.00 / \$53.00
1381	Parks and Recreation	All day - Prime time - Stage with electricity		\$252.00 / \$202.00 / \$1,008.00 / \$314.00
1382	Parks and Recreation	Per hour - Prime time - Stage w/o electricity		\$24.00 / \$19.00 / \$96.00 / \$30.00
1383	Parks and Recreation	All day - Prime time - Stage w/o electricity		\$144.00 / \$115.00 / \$576.00 / \$180.00
1384	Parks and Recreation	Additional electrical (Union Plaza only) (per event)		\$96.00/\$120.00
1385	Parks and Recreation	San Jacinto Plaza deposit for rental option B		\$500.00/\$625.00
1386	Parks and Recreation	San Jacinto Plaza deposit for rental option C		\$1,000.00/\$1,250.00
1387	Parks and Recreation	San Jacinto 1 peace officer at \$35.00 per hour for rental option C		\$35.00/\$44.00
1388	Parks and Recreation	San Jacinto Splash Pad operator per hour		\$15.00/\$19.00
1389	Parks and Recreation	Rose Garden Site		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1390	Parks and Recreation	Per hour		\$42.00 / \$34.00 / \$168.00 / \$53.00
1391	Parks and Recreation	Per hour - Prime time		\$54.00 / \$43.00 / \$216.00 / \$67.00
1392	Parks and Recreation	Park Grounds , Greens, Squares		Flat Rate Residential/NonResidential
1393	Parks and Recreation	Reserved use of outdoor park areas (per event) (per day)		\$54.00/\$68.00
1394	Parks and Recreation	Trainer/Instructor Permit (Non-exclusive; good for 6 months)		\$54.00/\$68.00
1395	Parks and Recreation	Aquatics	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1396	Parks and Recreation	Public Swim/Lap Swim		
1397	Parks and Recreation	Youth (+)		\$2.00 Fee waived for children under 2 years of age.
1398	Parks and Recreation	Adult (+)		\$3.00/\$4.00
1399	Parks and Recreation	Senior (+)		\$2.00/\$3.00
1400	Parks and Recreation	Swim Passes		
1401	Parks and Recreation	Swim Pass - Adults (+)	(30, 60 or 90 days)	\$3 x 2 visits/week x 4 Weeks = \$24.00 /\$3.75 x 2 visits/week x 4 weeks = \$30.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1402	Parks and Recreation	Swim Pass - Youth and Seniors (+)	(30, 60 or 90 days)	\$2 x 2 visits/week x 4 Weeks = \$16.00/\$2.50 x 2 visits/per x 4 weeks = \$20.00
1403	Parks and Recreation	Trial Fee for Water Programs		\$5.00/\$6.00
1404	Parks and Recreation	Drop In Fee for Water Aerobics	Daily Drop In Fee	\$5.00/\$6.00
1405	Parks and Recreation	Organized Swim Teams	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1406	Parks and Recreation	School Swim Teams (per hour)	With Inter-Local Agreement	\$25.00/\$31.00
1407	Parks and Recreation	School Swim Teams (per hour Half Pool)	With Inter-Local Agreement	\$12.50/16.00
1408	Parks and Recreation	Individual lane rental – 25 yd.		\$14.00 / \$12.00 / \$50.00 / \$17.00
1409	Parks and Recreation	Individual lane rental – 50M		\$21.00 / \$18.00 / \$78.00 / \$26.00
1410	Parks and Recreation	Swim Meets – 25 yd.		\$132.00 / \$110.00 / \$528.00 / \$165.00
1411	Parks and Recreation	Swim Meets – 50M		\$173.00 / \$144.00 / \$692.00 / \$216.00
1412	Parks and Recreation	Swim Meets – Starting System (per meet)		\$25.00 / \$20.00 / \$100.00 / \$31.00
1413	Parks and Recreation	Swim Meets – Touch Pad (per meet)		\$15.00 / \$12.00 / \$60.00 / \$19.00
1414	Parks and Recreation	Dolphin Timers (per meet)		\$100.00/\$125.00
1415	Parks and Recreation	Swim Meets - Timing System (per 8 lane meet)		\$500.00/\$625.00
1416	Parks and Recreation	Operator Fee for Timing System per hour (per operator)		\$30.00/\$38.00
1417	Parks and Recreation	Swim Meets – Spectator Fee (+) Adult/Youth and Senior		\$3.00/ \$4.00 \$2.00/\$3.00
1418	Parks and Recreation	Westside Pool		
1419	Parks and Recreation	Individual lane rental – 25 yd.		\$14.00 / \$12.00 / \$50.00 / \$17.00
1420	Parks and Recreation	Individual lane rental – 50M		\$21.00 / \$18.00 / \$78.00 / \$26.00
1421	Parks and Recreation	Swim Meets per hour		\$173.00 / \$144.00 / \$692.00 / \$216.00
1422	Parks and Recreation	Multipurpose Room (703 sq. ft.) per hour		\$20.00/\$25.00 per hour
1423	Parks and Recreation	Pool Party During Operating Hours (fee includes use of Multipurpose Room and 50 guests admission for 2 hours)		\$200.00/250.00
1424	Parks and Recreation	Eastside Regional Natatorium		
1425	Parks and Recreation	Individual Lane Rental- 25 yd.		\$14.00 / \$12.00 / \$50.00 / \$17.00
1426	Parks and Recreation	Individual Lane Rental- 50 M		\$21.00 / \$18.00 / \$78.00 / \$26.00
1427	Parks and Recreation	Swim Meet Per Hour		\$173.00 / \$144.00 / \$692.00 / \$216.00
1428	Parks and Recreation	Public Pool Rentals	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated Two hour minimum rental for facility use that is non-contiguous to public hours of operation.	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1429	Parks and Recreation	Pool Rental – >8,000 sq. ft.		\$100.00 / \$80.00 / \$400.00 / \$125.00
1430	Parks and Recreation	Pool Rental – <8,000 sq. ft.		\$60.00 / \$48.00 / \$240.00 / \$75.00
1431	Parks and Recreation	Armijo Water Leisure Pool		\$100.00 / \$80.00 / \$400.00 / \$125.00
1432	Parks and Recreation	Gus and Goldie (per hour)		\$50.00/\$63.00
1433	Parks and Recreation	Lifeguard rate (per hour)		\$25.00/\$31.00
1434	Parks and Recreation	Pool Attendant (per hour)		\$20.00/25.00
1435	Parks and Recreation	Learn to Swim, Diving, Water Aerobics, Stroke, Junior Lifeguard Training, Water Safety Instructor Classes		Direct Costs - (staff, supplies, equipment) plus 25% factor to recover aquatics coordinator divided by number of expected participants plus \$7.00 nonrefundable administrative fee, plus Red Cross Materials equals cost of class. Plus 25% non residential premium.
1436	Parks and Recreation	Event or Activity Fees	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Flat Rate Residential/NonResidential
1437	Parks and Recreation	General Food Booth (per day)	Price Range	\$65.00 to \$400.00/\$81.00 to \$500.00
1438	Parks and Recreation	General Vendor Booth (per day)	Price Range	\$45.00/\$56.00
1439	Parks and Recreation	Holiday Parade General Vendor Booth (per day)		\$60.00/\$75.00
1440	Parks and Recreation	Art in the Park Craft Vendor (per event)		\$90.00/\$113.00
1441	Parks and Recreation	Holiday Parade Food Vendor (per event)		\$500.00/\$625.00
1442	Parks and Recreation	Holiday Parade route Pre-packaged snack Mobile Vendor (per event)		\$100.00/125.00
1443	Parks and Recreation	General Food Vendor for Friday Holiday Posada at San Jacinto Plaza		\$200.00/\$250.00
1444	Parks and Recreation	General Food vendor Saturdays Holiday Posadas at San Jacinto Plaza		\$400.00/\$500

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1445	Parks and Recreation	General Food vendor Sundays Holiday Posadas at San Jacinto Plaza		\$300.00/\$375.00
1446	Parks and Recreation	General Food vendor Friday, Saturday and Sunday Holiday Posadas at San Jacinto Plaza each day, beginning new year's day and after.		\$100.00/\$125.00
1447	Parks and Recreation	Holiday Parade Lights/Trinkets Vendor (per event)		\$200.00/\$250.00
1448	Parks and Recreation	Senior Games Registration, all individual events (+)		\$45.00/\$56.00
1449	Parks and Recreation	Senior Games, 2 individual events (+)		\$15.00/\$19.00
1450	Parks and Recreation	Senior Games, each additional individual event (+)		\$5.00/\$6.00
1451	Parks and Recreation	Senior Games Banquet - Player & Guest Tickets		\$8.00/\$10.00
1452	Parks and Recreation	Senior Games Additional T-Shirt		\$10.00/\$13.00
1453	Parks and Recreation	Senior Games, Basketball Team (per team - 5 player roster)		\$30.00/\$38.00
1454	Parks and Recreation	Senior Games, Basketball Team (per team - 10 player roster)		\$60.00/\$75.00
1455	Parks and Recreation	Senior Games, Volleyball team (per team - 8 player roster)		\$45.00/\$56.00
1456	Parks and Recreation	Holiday Parade Walking Participants Per Entry		\$50.00 to \$75.00/\$63.00 to \$94.00
1457	Parks and Recreation	Holiday Parade Vehicles Per Entry		\$50.00 to \$75.00/\$63.00 to \$94.00
1458	Parks and Recreation	Family Camp Out Activities		Resident/Non-Resident
1459	Parks and Recreation	Family Camp Out - Adults 18+ (per person)		\$10.00 / \$12.00
1460	Parks and Recreation	Family Camp Out - Youth 17 and under (per person)		\$5.00 / \$6.00
1461	Parks and Recreation	Special Events Entry Fee for Plaza Theater		\$10.00/\$13.00
1462	Parks and Recreation	Community Special Event		Direct Costs - (staff, supplies, contracts, equipment) divided by number of expected participants plus \$7.00 nonrefundable administrative fee equals cost of event. Plus 25% non residential premium.
1463	Parks and Recreation	Skate Parks	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1464	Parks and Recreation	Carolina, Mountain View, Northeast Regional, Westside Skate Parks		
1465	Parks and Recreation	Per hour		\$40.00 / \$32.00 / \$160.00 / \$50.00
1466	Parks and Recreation	All day (8 hours, additional hours at hourly rate)		\$240.00 / \$192.00 / \$960.00 / \$300.00
1467	Parks and Recreation	All other Skate Parks		
1468	Parks and Recreation	Per hour		\$20.00 / \$16.00 / \$80.00 / \$25.00
1469	Parks and Recreation	All day (8 hours, additional hours at hourly rate)		\$120.00 / \$96.00 / \$480.00 / \$150.00
1470	Parks and Recreation	Sports Leagues & Tournaments		
1471	Parks and Recreation	Sports - Adults Leagues & Tournaments		Direct Costs - (Staff, supplies, equipment, field prep, officials, governing bodies) plus 50% factor to recover sports coordinator divided by number of expected teams plus \$7.00 nonrefundable administrative fee, equals cost of league/tournament. Plus 25% non residential premium.
1472	Parks and Recreation	Sports - Youth Leagues & Tournaments		Direct Costs - (Staff, supplies, equipment, field prep, officials, governing bodies) plus 50% factor to recover sports coordinator divided by number of expected teams plus \$7.00 nonrefundable administrative fee, equals cost of league/tournament. Plus 25% non residential premium.
1473	Parks and Recreation	Sports Centers	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated Two hour minimum rental for facility use that is non-contiguous to public hours of operation.	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1474	Parks and Recreation	Acosta Sports Center		
1475	Parks and Recreation	Weight Room (per month) (+)		\$10.00/\$13.00
1476	Parks and Recreation	Weight Room (per day) (+)		\$3.00/\$4.00
1477	Parks and Recreation	Gym Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1478	Parks and Recreation	Gym Half Court (per hour)		\$18.00 / \$14.00 / \$72.00 / \$23.00
1479	Parks and Recreation	Gym Full Court (per hour)-Prime Time		\$45.00 / \$36.00 / \$180.00 / \$56.00
1480	Parks and Recreation	Gym Half Court (per hour)-Prime Time		\$23.00 / \$18.00 / \$92.00 / \$29.00
1481	Parks and Recreation	Wrestling Room (per month) (+) Adult/Youth		\$15.00 / \$10.00 \$19.00/\$13.00
1482	Parks and Recreation	Wrestling Room (per daily) (+) Adult/Youth		\$2.00 / \$1.00 \$3.00/\$1.00

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1483	Parks and Recreation	Multipurpose Mat Room Hourly Rental		\$15.00/\$19.00
1484	Parks and Recreation	Multipurpose Mat Room Daily Rental		\$69.00 / \$55.00 / \$276.00 / \$86.00
1485	Parks and Recreation	Nations Tobin Sports Center		
1486	Parks and Recreation	Multipurpose Room		\$42.00 / \$34.00 / \$168.00 / \$52.00
1487	Parks and Recreation	Small Rink Full Court (per hour)		\$35.00 / \$28.00 / \$140.00 / \$44.00
1488	Parks and Recreation	Small Rink Full Court (per hour)-Prime Time - 5:00pm to Close, Saturdays, and Sundays		\$45.00 / \$36.00 / \$180.00 / \$56.00
1489	Parks and Recreation	Boxing Room Membership (per month) (+) Adult/Youth		\$15.00 / \$10.00 \$19.00/\$13.00
1490	Parks and Recreation	Boxing Room (per day) (+) Adult/Youth		\$2.00 / \$1.00 \$3.00/\$1.00
1491	Parks and Recreation	Boxing Room Rental		\$69.00 / \$55.00 / \$276.00 / \$86.00
1492	Parks and Recreation	Big Rink Full Court (per hour)		\$65.00 / \$50.00 / \$240.00 / \$85.00
1493	Parks and Recreation	Big Rink Full Court (per hour)-Prime Time - 5:00pm to Close, Saturdays, and Sundays		\$75.00 / \$60.00 / \$300.00 / \$95.00
1494	Parks and Recreation	Sports Administration	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Flat Rate Residential/NonResidential
1495	Parks and Recreation	Player Fee – Independent Leagues–per player/per season		\$16.00/\$20.00
1496	Parks and Recreation	Player Fee – City Programs–per player/per season		\$6.00/\$8.00
1497	Parks and Recreation	Parent Class PDF Version – per family per year		\$5.00/\$6.00
1498	Parks and Recreation	Parent Class Video Session–per family per year		\$7.00/\$9.00
1499	Parks and Recreation	Background check (+) - Biennial		\$40.00/\$50.00
1500	Parks and Recreation	Youth Coach ID Cards – (+) Biennial		\$5.00/\$6.00
1501	Parks and Recreation	Player ID cards (+) Youth and Adult	Youth - annually; Adult (18 years and older) every 5 years.	\$5.00/\$6.00
1502	Parks and Recreation	Tournament Spectator Fee (+) Adult/Youth		\$2.00/\$1.00 \$3.00/\$1.00
1503	Parks and Recreation	Tournament T-Shirt		\$10.00 to \$30.00
1504	Parks and Recreation	Tournament Homerun		5 for \$20.00, or 1 for \$5.00
1505	Parks and Recreation	Tournament Bracelet		\$20.00 per bracelet
1506	Parks and Recreation	League Night/Tournament Softballs		\$5.00 per ball, or \$50.00 per case
1507	Parks and Recreation	Homerun Derby Entry		\$20.00 per player
1508	Parks and Recreation	Lost Ball Fee (Basketball, Volleyball, Soccer Ball)		\$25.00 per ball
1509	Parks and Recreation	Lost Disk Fee - per disk		\$10.00 per disk
1510	Parks and Recreation	Set of 3 Beginner Disc Golf Disk		\$15.00 per set of 3
1511	Parks and Recreation	Premium Disc Golf Disc		\$10.00 per disc
1512	Parks and Recreation	Banner Program (per banner)	(up to 12 months) Outfield, gym and/or internet	\$400.00/\$500.00
1513	Parks and Recreation	Banner Program (per banner per month)	(1month) Outfield, gym and/or internet	\$50.00/\$63.00
1514	Parks and Recreation	Concessions – Small – per quarter		\$150.00/\$188.00
1515	Parks and Recreation	Concessions – Small – per month		\$50.00/\$63.00
1516	Parks and Recreation	Concessions – Medium – per quarter		\$300.00/\$375.00
1517	Parks and Recreation	Concessions – Medium – per month		\$100.00/\$125.00
1518	Parks and Recreation	Concessions – Large – per quarter		\$600.00/\$750.00
1519	Parks and Recreation	Concessions – Large – per month		\$200.00/\$250.00
1520	Parks and Recreation	Sports Field Practice Permits		Flat Rate Residential/NonResidential
1521	Parks and Recreation	Practice Permit (per 60 minutes-without lights)		\$7.00/\$9.00
1522	Parks and Recreation	Sports Field Lighting - per hour, per field		\$10.00/\$13.00
1523	Parks and Recreation	Sports Field Rental Games, Scrimmages, Practice, Tournaments, Other Events (non-game "only" fields)		Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1524	Parks and Recreation	Single field games/scrimmages (per 12 hours-without lights)		\$75.00 / \$60.00 / \$300.00 / \$94.00
1525	Parks and Recreation	Single field games/scrimmages (per hour-without lights)		\$20.00 / \$16.00 / \$80.00 / \$25.00
1526	Parks and Recreation	Sports Game Fields - Game "only" Fields	Not available for rental for practice activities - Permit Required	Single fee listings are the General Admission or Flat Rate; Multiple fee listings are noted in the following order: Standard Rate; Non-Profit Rate; Commercial Rate; Non-Resident Rate
1527	Parks and Recreation	East Side Sports Complex (8 flat fields)		
1528	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1529	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1530	Parks and Recreation	Full complex (per 12 hours)		\$1,200.00 / \$1,008.00 / \$4,080.00 / \$1,440.00
1531	Parks and Recreation	Gate Admission Tournament/league for adult/youth per day		\$5.00/\$2.00 \$6.00/\$3.00
1532	Parks and Recreation	Westside Sports Complex (11 flat fields)		
1533	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1534	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1535	Parks and Recreation	Full complex (per 12 hours)		\$1,950.00 / \$1,560.00 / \$6,630.00 / \$2,340.00

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1536	Parks and Recreation	Marty Robbins Sports Complex (4 plex diamond fields)		
1537	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1538	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1539	Parks and Recreation	Full complex (12 hours))		\$600.00 / \$504.00 / \$2,040.00 / \$720.00
1540	Parks and Recreation	Joey Barraza & Vino Memorial Park (4-plex diamond fields)		
1541	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1542	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1543	Parks and Recreation	Full complex (12 hours))		\$600.00 / \$504.00 / \$2,040.00 / \$720.00
1544	Parks and Recreation	Joey Barraza & Vino Memorial Park (3 flat fields)		
1545	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1546	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1547	Parks and Recreation	Full complex (12 hours))		\$450.00 / \$378.00 / \$1,530.00 / \$540.00
1548	Parks and Recreation	Blackie Chesher Sports Complex (5-plex diamond fields)		
1549	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1550	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1551	Parks and Recreation	Full complex (12 hours))		\$750.00 / \$630.00 / \$2,550.00 / \$900.00
1552	Parks and Recreation	Blackie Chesher Sports Complex (8-flat fields)		
1553	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1554	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1555	Parks and Recreation	Full complex (12 hours))		\$1,200.00 / \$1,008.00 / \$4,080.00 / \$1,440.00
1556	Parks and Recreation	Blackie Chesher Sports Complex (Alex Gutierrez - 1 diamond field)		
1557	Parks and Recreation	Field without lights		\$30.00 / \$25.00 / \$102.00 / \$36.00
1558	Parks and Recreation	Field without lights (per 12 hours)		\$150.00 / \$126.00 / \$510.00 / \$180.00
1559	Parks and Recreation	Sports Field Lighting (per hour)(per field)		\$10.00/\$13.00
1560	Parks and Recreation	Youth Development Programs	(+) Indicates Per Person 1/2 hour increment @ 1/2 hourly rate Rates are per hour unless indicated	Resident/Non-Resident
1561	Parks and Recreation	Club Rec Summer Program (per week) (+)		\$40.00 / \$50.00
1562	Parks and Recreation	Club Rec Youth Leader Mentor Program (per week) (+)		\$20.00 / \$25.00
1563	Parks and Recreation	Afterschool Program (per week) (+)		\$5.00/\$6.00
1564	Parks and Recreation	After School weekly payment late fee per child		\$5.00/\$6.00
1565	Parks and Recreation	Afterschool late pick up after 6:00 pm per child		\$5.00/\$6.00
1566	Parks and Recreation	Youth "Mini" Sports (Ages 4-7) Activity or Program		Direct Costs - (staff, supplies, equipment, volunteers) divided by number of expected participants plus \$7.00 non-refundable administrative fee, equals cost of activity/program. Plus 25% non residential premium.
1567	Parks and Recreation	Youth Enrichment (Non-Sport) Activity or Program		Direct Costs - (staff, supplies, equipment) divided by number of expected participants plus \$7.00 non-refundable administrative fee, equals cost of activity/program. Plus 25% non residential premium.
1568	Parks and Recreation	Trips/Excursions (Off Site)		Direct Costs - (staff, supplies, contracts, entry fees, vehicles, equipment) plus 50% factor to recover program coordinator divided by number of expected participants plus \$7.00 non-refundable administrative fee, equals cost of activity/program. Plus 25% non residential premium.
1569	Parks and Recreation	Dances/Entertainment (On Site)		Direct Costs - (staff, supplies, contracts, equipment) plus 50% factor to recover program coordinator divided by number of expected participants equals cost of activity/program. Plus 25% non residential premium.
1570	Parks and Recreation	Miscellaneous Fees		Flat Rate Residential/NonResidential
1571	Parks and Recreation	Daily Vendor Fee		\$65.00/\$81.00
1572	Parks and Recreation	Daily Merchandise Fee		\$45.00/\$56.00
1573	Parks and Recreation	Tournament/Special Event Vendor Fee		\$300.00/\$375.00 per Tournament/Per Site
1574	Parks and Recreation	Tournament/Special Event Merchandise Fee		\$150.00/\$188.00 per Tournament/Per Site
1575	Parks and Recreation	Field Paint/Chalk Diamond Field		\$30.00/\$38.00 per field of play
1576	Parks and Recreation	Field Paint/Chalk Flat Field		\$50.00/\$63.00 per field of play
1577	Parks and Recreation	Portable Outfield fence	Portable fencing to change size of fields	\$20.00/\$25.00 per field/per day

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1578	Parks and Recreation	Security Guard (per hour)	Also applied to outdoor park electric outlet access	\$20.00
1579	Parks and Recreation	Park Community Garden Application & Annual Permit		\$50.00
1580	Parks and Recreation	Shelter or Center Cleaning charge (per cleaning, per event, per rental per day)		\$60.00
1581	Parks and Recreation	Recreation Staff Labor Rate	Per hour, per staff member	\$20.00
1582	Parks and Recreation	Trash Removal - Tournament/Event (Per Day)(Per Site)		\$350.00 Per Day/Per Site
1583	Parks and Recreation	Trash Removal Special Event per Tournament		\$600.00 Per Tournament/Per Site
1584	Parks and Recreation	After Rental Clean Up Fee (Nations Tobin)		\$60.00
1585	Parks and Recreation	20 Yard Trash Container		\$420.00 per event
1586	Parks and Recreation	30 Yard Trash Container		\$520.00 per event
1587	Parks and Recreation	40 Yard Trash Container		\$580.00 per event
1588	Parks and Recreation	Gym rental for other than sports use (add to gym rate – per hour) Category A		\$80.00/\$100.00
1589	Parks and Recreation	Gym rental for other than sports use (add to gym rate – per hour) Category B		\$60.00/\$75.00
1590	Parks and Recreation	Gym rental for other than sports use (add to gym rate – per hour) Category C		\$40.00/\$50.00
1591	Parks and Recreation	Gym rental for other than sports use (add to gym rate – per hour) Category D		\$30.00/\$38.00
1592	Parks and Recreation	Locker Rental at Senior Centers (per month, excludes swimming pools)		\$2.00/\$3.00
1593	Parks and Recreation	Activity/Player Card Replacement	Per Card	\$5.00/\$6.00
1594	Parks and Recreation	Senior Discount	50% Discount, ages 60+ years old - applies only to Leisure Interest Classes, Racquetball Courts, Weight Room, Billiards, Boxing (Monthly/Yearly fees only)	50% Discount
1595	Parks and Recreation	Multiple Child Program Discount	10% Discount each child from same household (17 years or under) registering for leisure class, or mini-sports program. Does not apply to Daycare and Afterschool.	10% Discount
1596	Parks and Recreation	Non-Resident Premium	25% premium for non-residents applies to all programs requiring individual registration.	25% Increase
1597	Parks and Recreation	Drop In Fee for Leisure Instruction Class	Per Class	\$5.00/\$6.00
1598	Parks and Recreation	Ceramics - Firing (per month unlimited pieces)		\$6.00/\$8.00
1599	Parks and Recreation	Game Room Area Access w/Facility Rental during none operating hours	Flat Fee	\$50.00/\$63.00
1600	Parks and Recreation	Arts & Craft Sales	Per space not to exceed 10' x 10', per day	\$10.00/\$13.00
1601	Parks and Recreation	Senior Center Arts & Crafts Sales	Per space not to exceed 10' x 10', per day	\$10.00
1602	Parks and Recreation	Senior Tournaments (billiards, horseshoe, huachas, etc.)	Per player, per event	\$2.00/\$3.00
1603	Parks and Recreation	Catered/commercial food sales-Indoor Facilities - (Kitchen for warming, no prep)	Per Event	\$50.00/\$63.00
1604	Parks and Recreation	Administration Fee (per permit or registered activity)		\$7.00
1605	Parks and Recreation	Portable Restroom Fee	League, Tournaments and Special Events	\$59.00 per unit/per day
1606	Parks and Recreation	Portable Restroom Fee (ADA)	League, Tournaments and Special Events	\$85.00 per unit/per day
1607	Parks and Recreation	Portable Restroom Delivery/Pick Up		\$30.00 per site
1608	Parks and Recreation	Portable Restroom Service Fee		\$30.00 per cleaning/per site
1609	Parks and Recreation	Cleaning Restroom Fee - Existing Restrooms	Tournaments and Special Events	\$30.00 per cleaning/per site
1610	Parks and Recreation	Amplification Fee	4 or more days in advance of event	\$15.00/\$19.00
1611	Zoo	General Admission	Ages: 23 months and under (must be accompanied by an adult)	Free
1612	Zoo	General Admission	Ages: 2 years old and up to 12 years old (must be accompanied by an adult). Rate expires April 30, 2023	\$7.50
1613	Zoo	General Admission (non-City resident)	Ages: 2 years old and up to 12 years old (must be accompanied by an adult). Rate expires April 30, 2023	\$9.50
1614	Zoo	General Admission	Ages: 13 years old and up to 17 years old. Rate expires April 30, 2023. Rate expires April 30, 2023	\$9.00
1615	Zoo	General Admission (non-City resident)	Ages: 13 years old and up to 17 years old. Rate expires April 30, 2023	\$11.00
1616	Zoo	General Admission	Ages: 18 years old and up to 59 years old. Rate expires April 30, 2023	\$12.00
1617	Zoo	General Admission (non-City resident)	Ages: 18 years old and up to 59 years old. Rate expires April 30, 2023	\$14.00
1618	Zoo	General Admission	Seniors 60 years old and older. Rate expires April 30, 2023	\$9.00
1619	Zoo	General Admission (non-City resident)	Seniors 60 years old and older. Rate expires April 30, 2023	\$11.00
1620	Zoo	General Admission	Active Duty Military Personnel & Spouse with Valid Military ID. Rate expires April 30, 2023	\$9.00
1621	Zoo	General Admission	May 1, 2023 - Ages: 2 years old and up to 12 years old (must be accompanied by an adult)	\$8.95
1622	Zoo	General Admission	May 1, 2023 - Ages: 13 years old and up to 17 years old	\$10.95
1623	Zoo	General Admission	May 1, 2023 - Ages: 18 years old and up to 59 years old	\$13.95
1624	Zoo	General Admission	May 1, 2023 - Seniors 60 years old and older	\$10.95
1625	Zoo	General Admission	May 1, 2023 - Active Duty Military Personnel & Spouse with Valid Military ID	\$10.95
1626	Zoo	General Admission (non-City resident)	May 1, 2023 - Ages: 2 years old and up to 12 years old (must be accompanied by an adult)	\$10.95
1627	Zoo	General Admission (non-City resident)	May 1, 2023 - Ages: 13 years old and up to 17 years old	\$12.95
1628	Zoo	General Admission (non-City resident)	May 1, 2023 - Ages: 18 years old and up to 59 years old	\$15.95
1629	Zoo	General Admission (non-City resident)	May 1, 2023 - Seniors 60 years old and older	\$12.95

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Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1630	Zoo	General Admission (non-City resident)	May 1, 2023 - Active Duty Military Personnel & Spouse with Valid Military ID	\$10.95
1631	Zoo	General Admission	Discount to Active City Employees with Valid City ID	10% - 100% off Regular General Admission
1632	Zoo	General Admission	Discount to Family of Active City Employees (accompanying City employee with Valid City ID) (up to 5 family members of city employee - General Admission)	Up to 20% discount (from regular general admission price)
1633	Zoo	Admission package pricing	Package pricing bundle. Package includes zoo admission, meal, combination of ride/attractions (i.e. Copper Canyon Challenge Ropes Course, train, carousel). Discount to Members, City employees and Active Duty Military. This special discounted ticket is not applicable towards an annual membership pass.	\$18.00 - \$25.00
1634	Zoo	Reservation School Group Admission - Grade 12 and under	Advance reservation & completed application required. Monday-Sunday, except for City Holiday or Zoo Special Event. School groups include: Public or private: Licensed child daycare, pre-kindergarten, kindergarten, primary, secondary and special education through grade twelve, and home school groups. Minimum # of students may apply.	\$5.00
1635	Zoo	Reservation School Group Admission - Universities/Colleges	Advance reservation & completed application required. Monday-Sunday, except for City Holiday or Zoo Special Event. School groups include: Higher learning groups (universities/community colleges). Minimum # of students may apply.	\$7.50
1636	Zoo	Reservation School Group Admission - Chaperones (required for any School Group)	Adult Chaperones (18 years of age or over) Ratio: 1 chaperone per 5 Head start, Pre-K, & Kinder; 1 chaperone per 1 Special Education Student; 1 chaperone per 10 students of any other age group or upon discretion of the director.	\$7.50
1637	Zoo	Group Ticketing	Groups of 12+ guests. Group Visits are for groups of 12 or more guests (not including those under the age of 23 months). Must enter the Zoo same day/time. Discount applies to regular priced general admissions. Cannot be combined with other discounts. Not valid towards zoo memberships	10%-30% off of regular general admission prices.
1638	Zoo	Advanced Bulk Ticket Purchases for Specified Zoo Partners (blocks of 250)	Ages: 24 months old and up to 12 years old. Blocks of 250 tickets. General Admission only.	Up to 20% discount (from regular admission price)
1639	Zoo	Advanced Bulk Ticket Purchases for Specified Zoo Partners (blocks of 250)	Ages: 13 years old or older. Blocks of 250 tickets. General Admission only.	Up to 20% discount (from regular admission price)
1640	Zoo	Advanced Bulk Ticket Purchases for Specified Zoo Partners for birthday parties (blocks of 50)	Ages: 24 months and older. Discounted tickets for birthday party packages offered through the Concessionaire.	20% up to 50% discount (from regular admission price)
1641	Zoo	Consignment Ticket for Specified Zoo Partners with agreement	Signed agreement required. Minimum # of tickets as required. No further discounts apply.	\$7.00 per ticket
1642	Zoo	Zoo Amenities	Carousel Regular Admission Price (All Ages)	\$2.00
1643	Zoo	Zoo Amenities	Carousel Admission Price for Parents accompanying child or anyone under 42" (standing next to but not riding)	Free
1644	Zoo	Zoo Amenities	Carousel Discount from General Admission Price (All Ages) for El Paso Zoological Society Members. Must present membership card and valid ID up to 5 children allowed for discount.	\$0.50 discount from regular admission price
1645	Zoo	Zoo Amenities	Rental of Carousel for private event in conjunction with catered event. Per hour price and additional fee for attendant(s).	\$500.00 per hour
1646	Zoo	Zoo Amenities	Ropes Course Sky Trail Navigator Regular Admission Price (Anyone over 48" tall).	\$8.00
1647	Zoo	Zoo Amenities	Ropes Course Sky Trail Navigator Discount from General Admission Price (Anyone over 48" tall) for El Paso Zoological Society Members. Must present membership card and valid ID up to 5 children allowed for discount.	\$0.50 discount from regular admission price
1648	Zoo	Zoo Amenities	Ropes Course Sky Tykes Regular Admission Price (Anyone 42" tall and under)	\$5.00
1649	Zoo	Zoo Amenities	Ropes Course Sky Tykes Discount from General Admission Price (Anyone 42" tall and under) for El Paso Zoological Society Members. Must present membership card and valid ID up to 5 children allowed for discount.	\$0.50 discount from regular admission price
1650	Zoo	Zoo Amenities	Rental of Ropes Course for private event in conjunction with catered event. Per hour price and additional fee for attendant(s).	\$300.00 per hour
1651	Zoo	Zoo Amenities	Rental of Wildlife Amphitheater. Per hour price and additional fees for staff/security	\$325.00 per hour
1652	Zoo	Facility rental - sampling	Includes 10 X 10 outdoor space, one table, two chairs. Additional needs will be charged as per fee schedule. Sampling item approval required by Zoo Director. Additional fees for staff assistance may apply.	Low Season (September-February)- \$500.00 for 4 hours; High Season (March - August) \$1,000.00 for 4 hours.
1653	Zoo	Community - Event Visitor Experiences	All-inclusive ticket that allows visitors to partake in one or more of the following benefits inside the Zoo: meal or snack, craft, activity, animal experience, special access to facilities, classes, etc. Separate ticket required, not part of General/Discount Admissions.	\$20.00 - \$100.00
1654	Zoo	Community-Event Promotions	Internet sales for holiday-type promotions such as, but not limited to, naming bugs for Valentine's Day, event t-shirts, photos, etc.	\$1.00 - \$50.00
1655	Zoo	Community-Event Fee	Performance/Concert admission	\$5.00 - \$10.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1656	Zoo	Community-Event Sponsorship	Custom sponsorship packages may include, but are not limited to: booth space, table and chair usage, ability to hand out marketing materials or goodies, tickets to the event, website and/or map advertising, in-kind, acknowledgment as sponsor on: event banner, press releases, event programs, map inserts, in email and social media, TV, radio, internet, billboards, flyers, and/or posters.	\$250.00 - \$15,000.00
1657	Zoo	Facility Rental - Portrait/Interactive Photography	Wedding/engagement/family portraits/graduation/quinceanera or other portraiture of individual(s) by professional photographer/videographers or by amateurs acting in the role of a professional, involving planning/organization by Zoo staff. Maximum photo time allowed is 1 hour. Fee includes necessary staff, up to 5 people plus photographer. Additional persons pay regular Zoo admission.	\$75.00 - \$150.00
1658	Zoo	Facility Rental - Commercial-Film/Photos	Any type of film or still photography for commercial purposes (movies, DVD's, publications, etc. that will gain profit). Minimum of 1 security guard required for up to 20; admission tickets not included; does not include required staff or security time. Staff/security fees will be charged as outlined in fee schedule and as required by Zoo Director; Film/video/photos allowed from public areas only; rental space needed by crew will be charged as outlined in fee schedule. Date and time must be approved 3 weeks prior. Crew size as determined by Zoo Director.	\$300.00 per hour
1659	Zoo	Rental Equipment	Individual Chairs	\$0.75 each
1660	Zoo	Rental Equipment	Tables (30"x 72")	\$8.00 each
1661	Zoo	Services for rental/event	Additional Staff Required by the Zoo	\$45.00/hr.
1662	Zoo	Services for rental/event	Security as required by the Zoo	\$30.00/hr. Supervisor, \$25.00/hr. dispatcher, guard \$22.00/hr.
1663	Zoo	Parking Fee Revenue	For use of Zoo parking lot, fee per available space or vehicle	\$3.00
1664	Zoo	Special Program	Animal Encounter for private event in conjunction with catered event. Maximum of 50 people for up close encounter. For parties larger than 50 people, a Walkabout encounter will be done. Additional fees apply for staff.	\$75 per Educator
1665	Zoo	Special Program	After Hours - Dinner Experience. In conjunction with concessionaire. Guests will be provide a meal, beverages and entertainment. Limited number of tickets to be sold. Ages 21+. Minimum/Maximum # of people applicable.	\$50.00 - \$150.00 per person
1666	Zoo	Adventure Program (Non-School)	10% Discount on Adventure and Animal Encounter Programs to El Paso Zoological Society Members (unless otherwise noted)	10% Discount to Zoological Society Members
1667	Zoo	Adventure Program	Giraffe Animal Feeding - per item (admission ticket not included but required) No membership discount	\$3.00
1668	Zoo	Adventure Program	Behind the scene tour for educational/school groups: minimum/maximum # of people/ages applicable (admission ticket not included but required).	\$25.00 per person
1669	Zoo	Group Program	Behind the Scenes - Build your own Adventure - Animal Encounter (includes admission ticket and souvenirs). Minimum/Maximum # of people applicable. Ages 6 years and older (unless otherwise noted)	\$45 per person Additional add-on experience \$15.00 per person
1670	Zoo	Adventure Program	Animal Produce Hunt - minimum/maximum # of people applicable (purchase of an admission ticket required). Ages 6 years and older.	\$7.00 per person
1671	Zoo	Adventure Program	Elephant Platform - Behind the scenes and oversee the elephants on a platform. Minimum/maximum # of people applicable. A paid adult must accompany minor/youth (child/adult ratio may apply). (admission ticket not included but required)Ages 6 years and older.	\$7.00 per person
1672	Zoo	Adventure Program	Workshop - EPWU Discovery Center: minimum/maximum # of people/age applicable (workshop only does not include access to Zoo)	\$10.00 per person
1673	Zoo	Adventure Program	Workshop - EPWU Discovery Center - Includes training materials. Minimum/maximum # of people/ages applicable, (does not include access to Zoo).	\$15.00 per person
1674	Zoo	Adventure Program	Badge Programs - 2 hours workshop. Minimum/maximum # of people applicable. Ages 5 years and older. (does not include access to the Zoo).	\$15.00 per person
1675	Zoo	Adventure Program	Career Vet Day - 2 hour Clinic workshop for High School students in a veterinarian program. Minimum age requirement applicable. (does not include access to the Zoo).	\$20.00
1676	Zoo	Adventure Program	Spring Break & Summer weekly camps. Ages: 6 -10 years old or 11 - 16 years old. Members and Active Duty Military receive 10% discount, must present I.D.'s Minimum/Maximum # of people applicable.	\$200- \$300 per Youth/Week
1677	Zoo	Adventure Program	Spring Break & Summer weekly Early/Late Drop-off. Ages: 6 - 16 years old. Drop off hours before/after Spring/Summer Camp 7:30 - 9:00 am & 3:00pm - 6:00pm. No discounts.	\$20.00 p/p/hr
1678	Zoo	Adventure Program	Other camps. Ages: will vary. Members and Active Duty Military receive 10% discount, must present I.D.'s Minimum/Maximum # of people applicable.	\$100 - \$150 per Youth/Week
1679	Zoo	Adventure Program	Night Prowl - Explore the Zoo after hours - 2.5 hours. For all ages. Minimum/maximum # of people applicable. Paid adult must accompany minor/youths.	\$15.00 per person

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1680	Zoo	Adventure Program	Open reservation Sleepover - Open to the public as a first come first serve. Ages: 7 years old and older. Youth/Minor must be accompanied by a paid adult. Minimum of 4 registered participants in order to hold sleepover. Max # of people 20	\$45.00 - \$75.00 per person
1681	Zoo	Adventure Program	Private Group Sleepover - Includes up to 15 participants. Ages: 7 years old and older. Minimum of 1 paid adult must accompany group.	Flat Fee \$675.00
1682	Zoo	Adventure Program	Deluxe Campout/Sleepover - Any age group. Minors/Youths 17 years old and under must be accompanied by a paid adult. Ratio of adult/child may apply. Minimum/Maximum # of participants applicable. Discount to Members and Active Duty Military, must present I.D.'s	\$100- \$300 per Adult \$65 - \$150 Child
1683	Zoo	Adventure Program (Animal Wrappers)	At the Zoo Group Reservation Program in conjunction with a paid field trip - Classroom curriculum based. 4 years old and older. One program per school visit. Minimum/maximum # of people applicable.	\$3.00
1684	Zoo	Adventure Program	Zoo to You - Offsite program at a School / Institution - 10 up 40 participants	\$115 per program. Repeated programs \$75 each
1685	Zoo	Adventure Program	Zoo to You - Offsite program at a School/Auditorium. 41-200+ participants	\$150 per program. Repeated programs \$110 each
1686	Zoo	Adventure Program - Virtual (School's Only)	Zoo Adventure Program - Live Curriculum Virtual programming. Up to 30 minute presentation. Selection of programs which includes a live animal encounter and Q&A with an Educator. Up 95 participants	\$50.00 Per group
1687	Zoo	Adventure Program - Virtual (Non-School's)	Zoo Adventure Program - Live Custom Virtual program. Up to 30 minute presentation. Can include an animal encounter or a custom curriculum-type program. Up to 95 participants.	\$75.00 Per group
1688	Zoo	Adventure Program - Walking Tour (School's Only)	Walking Tour - Group Reservation Program in conjunction with a paid field trip - 4 years old and older. One program per school visit. Students will be led on a tour to learn about the animals in either Africa/Asia/Americas section	\$3.00 per/person
1689	Zoo	Adventure Program - Walking Tour (Non-School's)	Walking Tour - Group Reservation Program. 4 years old and older. One program per visit. Group will be led on a tour to learn about the animals in either Africa/Asia/Americas section. Minimum/maximum # of people applicable. Zoo admission not included.	\$5.00 per/person
1690	Zoo	Adventure Program - Virtual	Behind the Scenes - Virtual Animal Encounter Tour - Participants will select from a menu of available animals and see training/feeding/enrichment/etc. and have a Q&A session with the Zoo Keeper. Up to 30 minute presentation. Up to 95 participants.	\$125.00 Per group
1691	Zoo	Adventure Program - Virtual	Zoo Tour - Virtual Tour - Participants will select from a menu of available areas to see. Up to 95 participants will take a virtual walking tour, stops may include an animal training session or enrichment session. Up to 30 minute presentation.	\$100.00 Per group
1692	Zoo	Adventure Program - Virtual	Virtual Animal Painting - See one of our animals create/make a painting. Select from a menu of available animals. Includes a Q&A session with Zoo Keeper. Up to 30 minutes. May request 1 additional painting session. Painting not included	\$150.00 Per device (1st painting); \$50.00 (1 additional session)
1693	Zoo	Adventure Program - Virtual	Pre-recorded Programming on Learn Dash - School Curriculum Programming. Select from a menu includes a program link. Video has instruction material provides lesson and quiz. This is a "do at your own pace/on your own." Link will expire after set number of days. Teacher to share link with students. Length time varies by program selection. Minimum/Maximum # of people applicable.	\$30.00
1694	Zoo	Adventure Program - Virtual	Get up close and personal with animals from the El Paso Zoo. Virtually meet one of our animals at the Zoo. Participants receive a link. Up to 95 participants. Up to a 50 minute session.	\$25.00 per person
1695	MCAD-Art Museum	Membership Fees-Art Museum	Teaching Artist	\$30.00
1696	MCAD-Art Museum	Membership Fees-Art Museum	Student	\$25.00
1697	MCAD-Art Museum	Membership Fees-Art Museum	Individual	\$35.00
1698	MCAD-Art Museum	Membership Fees-Art Museum	Family	\$65.00
1699	MCAD-Art Museum	Membership Fees-Art Museum	Active Duty Military-Individual	\$25.00
1700	MCAD-Art Museum	Membership Fees-Art Museum	Active Duty Military-Family	\$55.00
1701	MCAD-Art Museum	Membership Fees-Art Museum	Contributors	\$100.00
1702	MCAD-Art Museum	Membership Fees-Art Museum	Supporters Circle	\$250.00
1703	MCAD-Art Museum	Membership Fees-Art Museum	Collectors Circle	\$500.00
1704	MCAD-Art Museum	Membership Fees-Art Museum	Sponsors Circle	\$1,000.00
1705	MCAD-Art Museum	Membership Fees-Art Museum	Donors Circle	\$2,500.00
1706	MCAD-Art Museum	Membership Fees-Art Museum	Founder	\$1,000.00
1707	MCAD-Art Museum	Membership Fees-Art Museum	Executive	\$2,500.00
1708	MCAD-Art Museum	Membership Fees-Art Museum	Patrons	\$5,000.00
1709	MCAD-Art Museum	Membership Fees-Art Museum	Collector's Club Membership - Single	\$250.00
1710	MCAD-Art Museum	Membership Fees-Art Museum	Collector's Club Membership - Couple Membership	\$400.00
1711	MCAD-Art Museum	Membership Fees-Art Museum	Business Membership	\$3,000-\$10,000 level
1712	MCAD-Art Museum	Membership Fees-Art Museum	Senior Citizen Couple	\$35.00
1713	MCAD-Art Museum	Membership Fees-Art Museum	Los Tastemakers	\$60.00
1714	MCAD-Art Museum	Outside caterer fee	Vendor fee to use museum	15% of Caterers fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1715	MCAD-Art Museum	Facility rental fees	Entire Museum	\$10,000.00
1716	MCAD-Art Museum	Facility rental fees	Rogers Grand Lobby	\$225 /hr for up to 4 hours / \$187/hr for up to 8 hours
1717	MCAD-Art Museum	Facility rental fees	Isha Rogers Sculpture Gallery	\$225 /hr for up to 4 hours / \$187/hr for up to 8 hours
1718	MCAD-Art Museum	Facility rental fees	Ginger Francis Seminar Room	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1719	MCAD-Art Museum	Facility rental fees	Dede Rogers Gallery	\$525/hr for up to 4 hours / \$487/hr for up to 8 hours
1720	MCAD-Art Museum	Facility rental fees	C2	\$525/hr for up to 4 hours / \$487/hr for up to 8 hours
1721	MCAD-Art Museum	Facility rental fees	EP Energy Auditorium: up to 2 hrs.	\$750.00 for up to 2 hours
1722	MCAD-Art Museum	Facility rental fees	EP Energy Auditorium:4hrs. to 8 hrs.	\$375/hr for up to 4 hours / \$262/hr for up to 8 hours
1723	MCAD-Art Museum	Facility rental fees	Museum Connect: up to 2 hrs.	\$750.00 for up to 2 hours
1724	MCAD-Art Museum	Facility rental fees	Museum Connect:4hrs. to 8 hrs.	\$375/hr for up to 4 hours / \$262/hr for up to 8 hours
1725	MCAD-Art Museum	Facility rental fees	Larry Francis Board Room	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1726	MCAD-Art Museum	Facility rental fees	Hoy Conference Room	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1727	MCAD-Art Museum	Facility rental fees	Algur H. Meadows Makers Space	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1728	MCAD-Art Museum	Facility rental fees	Classrooms (each)	\$150/hr for up to 4 hours / \$112/hr for up to 8 hours
1729	MCAD-Art Museum	Facility rental fees	Outdoor Seating Area	\$525/hr for up to 4 hours / \$487/hr for up to 8 hours
1730	MCAD-Art Museum	Facility object rentals	Chairs	\$8.00 each
1731	MCAD-Art Museum	Facility object rentals	Tables (8', 6', 48" round)	\$15.00 each
1732	MCAD-Art Museum	Facility object rentals	Seminar Tables (2'x6', 7 available)	\$15.00 each
1733	MCAD-Art Museum	Facility object rentals	Podium/sound system	\$100.00
1734	MCAD-Art Museum	Facility object rentals	Slide Projector	\$100.00 Each
1735	MCAD-Art Museum	Facility object rentals	Tent (20' x 40')	\$400.00
1736	MCAD-Art Museum	Facility object rentals	Piano	\$400.00
1737	MCAD-Art Museum	Facility object rentals	Security Officer	\$40.00 per hour
1738	MCAD-Art Museum	Facility object rentals	Audio Visual Operator	\$40.00 per hour
1739	MCAD-Art Museum	Facility object rentals	Event staff (each)	\$40.00 per hour
1740	MCAD-Art Museum	One time use copyright release for photography	Copyright	Up to \$150 .00 per image
1741	MCAD-Art Museum	Object loan fee	Permanent Collection Lending	Up to \$250.00 per work of art
1742	MCAD-Art Museum	Teacher Workshops Fees	Program Registration	Non Member: 3hr - \$35/6 hr - \$50 Members 20% Discount of Non-Members fees
1743	MCAD-Art Museum	Exhibition Admission fees	Entry fees (Adults) - Non member	\$10.00
1744	MCAD-Art Museum	Exhibition Admission fees	Entry fees (members)	\$5.00
1745	MCAD-Art Museum	Art classes fees*	4 session Youth Class (ages 6 to 13)	\$75.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1746	MCAD-Art Museum	Art classes fees*	8 session Kids Classes (ages 6 to 13)	\$85.00 to \$120.00 non members/ Members 20% Discount of non-member fees/ Employees10% Discount of non-member fees.
1747	MCAD-Art Museum	Art classes fees*	8 session Adult Classes (ages 14 and above)	\$85.00 to \$120.00 non members/ Members 20% Discount of non-member fees/ Employees10% Discount of non-member fees.
1748	MCAD-Art Museum	Art classes fees*	4 session Family Classes (ages 3 and up)	\$46.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1749	MCAD-Art Museum	Art classes fees*	6 Session Adult Classes - (ages 14 and above)	\$65 to \$95.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1750	MCAD-Art Museum	Art classes fees*	6 Session Youth Classes - (ages 6 to 18)	\$50 to \$95.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1751	MCAD-Art Museum	Art classes fees*	1-day Family Classes (ages 3 and above)	\$12.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1752	MCAD-Art Museum	Art classes fees*	1-day Youth Workshops (ages 6 to 18)	\$38.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1753	MCAD-Art Museum	Art classes fees*	1-day Adult Workshops (ages 14 and above)	\$38.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1754	MCAD-Art Museum	Art classes fees*	Open Studio/Class	Up to \$100.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1755	MCAD-Art Museum	Art classes fees*	Artist Workshop (Artist as students)	Up to \$1000.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non-member fees.
1756	MCAD-Art Museum	Art classes fees*	Independent Study	Up to \$75.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1757	MCAD-Art Museum	Event Fees	1 Performance/Concert Admission	Free for members/\$5.00 non-members
1758	MCAD-Art Museum	Art classes fees*	1 Day Supervised Lunch (ages 6 to 14 years), Lunch not Included	\$5.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1759	MCAD-Art Museum	Art classes fees*	4 Session Adult Classes	\$75.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1760	MCAD-Art Museum	Tour + Studio	Special programming	\$15.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1761	MCAD-Art Museum	Tour + Lunch	Special programming	\$15.00 non members/ Members 20% Discount of non- member fees/ Employees10% Discount of non- member fees.
1762	MCAD-History Museum	Membership fees- History Museum	Membership Discount	10% Off Memberships During Special Promotions
1763	MCAD-History Museum	Membership fees- History Museum	Student	\$25.00
1764	MCAD-History Museum	Membership fees- History Museum	Senior Citizen	\$25.00
1765	MCAD-History Museum	Membership fees- History Museum	Active Duty Military - Individual	\$25.00
1766	MCAD-History Museum	Membership fees- History Museum	Senior Citizen Couple	\$35.00
1767	MCAD-History Museum	Membership fees- History Museum	Military Family active duty	\$55.00
1768	MCAD-History Museum	Membership fees- History Museum	Individual	\$30.00
1769	MCAD-History Museum	Membership fees- History Museum	Family	\$60.00
1770	MCAD-History Museum	Membership fees- History Museum	Contributor	\$100.00
1771	MCAD-History Museum	Membership fees- History Museum	Supporters Circle	\$250-500
1772	MCAD-History Museum	Facility Rental Fees	1st floor orientation theatre	\$200.00 for up to 4 hrs / \$300.00 for up to 6 hrs / \$400.00 for up to 8 hrs
1773	MCAD-History Museum	Facility Rental Fees	1st floor seminar room	\$240.00 for up to 4 hrs./ \$360.00 for up to 6 hrs./ \$480.00 for up to 8 hrs.
1774	MCAD-History Museum	Facility Rental Fees	1st Floor Lobby	\$600.00 for up to 4 hrs./ \$840.00 for up to 6 hrs./ \$1140.00 for up to 8 hrs.
1775	MCAD-History Museum	Facility Rental Fees	2nd floor board room	\$200.00 for up to 4 hrs / \$300.00 for up to 6 hrs / \$400.00 for up to 8 hrs
1776	MCAD-History Museum	Facility Rental Fees	2nd floor lecture room (activity classroom)	\$120.00 for up to 4 hrs./ \$170.00 for up to 6 hrs./ \$210.00 for up to 8 hrs.
1777	MCAD-History Museum	Facility Rental Fees	2nd Floor lobby	\$600.00 for up to 4 hrs./ \$840.00 for up to 6 hrs./ \$1140.00 for up to 8 hrs.
1778	MCAD-History Museum	Facility Rental Fees	Outdoor Garden Terrace	\$600.00 for up to 4 hrs./ \$840.00 for up to 6 hrs./ \$1140.00 for up to 8 hrs.
1779	MCAD-History Museum	Facility Rental Fees	Digital Wall Pavilion	\$600.00 for up to 4 hrs./ \$840.00 for up to 6 hrs./ \$1140.00 for up to 8 hrs.
1780	MCAD-History Museum	Facility Rental Fees	Entire 1st Floor	\$1,800.00 for 4 hrs / \$3,200.00 for 8 hrs
1781	MCAD-History Museum	Facility Rental Fees	Entire 2nd Floor	\$1,500.00 for 4 hrs / \$3,000.00 for 8 hrs
1782	MCAD-History Museum	Facility Rental Fees	First Floor Gallery	\$900.00 for 4 hrs / \$1,300.00 for 8 hrs
1783	MCAD-History Museum	Facility Rental Fees	Entire Museum.	\$4,000.00 for 4 hrs / \$8,000.00 for 8 hrs
1784	MCAD-History Museum	Facility Object Rental Fees	Chairs	\$2.00 each
1785	MCAD-History Museum	Facility Object Rental Fees	Table (5' rectangular)	\$10.00 per table
1786	MCAD-History Museum	Facility Object Rental Fees	Tables (round)	\$15.00 per table
1787	MCAD-History Museum	Facility Object Rental Fees	Sound system (includes 2 speakers, Mixer, and 2 microphones)	\$100.00
1788	MCAD-History Museum	Facility Object Rental Fees	Security Officer (each)	\$40.00/hour per officer
1789	MCAD-History Museum	Facility Object Rental Fees	Event staff (each)	\$40.00/hour per staff person
1790	MCAD-History Museum	Instructional Fees	4 Day History Camps (all) (Ages 6-13)	\$60.00 members / \$75.00 non members / \$68.00 employees
1791	MCAD-History Museum	Instructional Fees	5 Day, half-day History Camps	\$30.00 members / \$38.00 non members / \$35.00 employees
1792	MCAD-History Museum	Instructional Fees	8 session Adult Classes (ages 14 and above)	\$60.00 members / \$75.00 non members/\$70.00 employees
1793	MCAD-History Museum	Instructional Fees	4 Session Parent/Child Craft Classes	\$40.00 members / \$50.00 non members / \$45.00 employees
1794	MCAD-History Museum	Instructional Fees	6 Session Adult Classes - (ages 14 and above)	\$50.00 members / \$60.00 non members / \$55.00 employees
1795	MCAD-History Museum	Instructional Fees	1-Day Adult Workshop with take home project (4 hr.)	\$45.00 members / \$55.00 non members / \$49.00 employees

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1796	MCAD-History Museum	Instructional Fees	1-Day 2 hr. Youth Workshop with take home project (2 hr.)	\$15.00 for members / \$19.00 for non-members / \$17.00 employees
1797	MCAD-History Museum	Instructional Fees	Special programming	\$5.00 for members / \$10.00 for non-members / \$9.00 employees
1798	MCAD-History Museum	Instructional Fees	Tour Fees -Special hands on programs for school groups	\$2.00 per student plus cost of program materials. Non-residential - \$4.00 per student plus cost of program materials
1799	MCAD-History Museum	Instructional Fees	Tour Fees -Special history tours of El Paso	Members - \$25.00 for up to 4 hrs. / Non-members - \$40.00 for up to 4 hrs./ Employees - \$36.00 for up to 4 hrs./ Non-residential-\$60.00 for up to 4 hrs.
1800	MCAD-History Museum	Exhibition rental fees	Permanent Collection/Curated In-house	\$500 min to \$10,000 max
1801	MCAD-History Museum	Exhibition rental fees	One time use copyright releases for photography	Up to \$75.00 per image
1802	MCAD-History Museum	Event Fees	Fees for lectures	\$5.00 for members / \$10.00 for non-members/ \$10.00 for non-residential
1803	MCAD-Archeology Museum	Membership fees- Archeology Museum	Teacher/Military/Senior	\$20.00
1804	MCAD-Archeology Museum	Membership fees- Archeology Museum	Student	\$15.00
1805	MCAD-Archeology Museum	Membership fees- Archeology Museum	Individual	\$25.00
1806	MCAD-Archeology Museum	Membership fees- Archeology Museum	Family	\$40.00
1807	MCAD-Archeology Museum	Membership fees- Archeology Museum	Military Family	\$35.00
1808	MCAD-Archeology Museum	Membership fees- Archeology Museum	Folsom	\$100.00
1809	MCAD-Archeology Museum	Membership fees- Archeology Museum	Clovis	\$250.00
1810	MCAD-Archeology Museum	Membership fees- Archeology Museum	Keystone	\$500.00
1811	MCAD-Archeology Museum	Membership fees- Archeology Museum	Chert (Corporate circle)	\$1,000.00
1812	MCAD-Archeology Museum	Facility Rental Fees	Entire Museum.	\$500.00 for up to 4 hrs./\$1,200.00 for up to 8 hrs.
1813	MCAD-Archeology Museum	Facility Rental Fees	Auditorium Gallery	\$150.00 for up to 4 hrs./\$350.00 for up to 8 hrs.
1814	MCAD-Archeology Museum	Facility Rental Fees	Gazebo	\$150.00 for up to 4 hrs./\$300.00 for up to 8 hrs.
1815	MCAD-Archeology Museum	Facility Rental Fees	Lab Room	\$75.00 for up to 4 hrs./ \$150.00 for up to 8 hrs.
1816	MCAD-Archeology Museum	Facility Object Rental Fees	Security Officer (each)	\$30.00/hour
1817	MCAD-Archeology Museum	Facility Object Rental Fees	Audio Visual Operator (each)	\$30.00/hour
1818	MCAD-Archeology Museum	Facility Object Rental Fees	Event staff (each)	\$30.00/hour
1819	MCAD-Archeology Museum	Instructional Fees	Camp Fees for all camps (per child up to age to 14)	Up to \$55.00 for members/up to \$70.00 for non-members/up to \$70.00 for non-residents/ up to \$63.00 for employees
1820	MCAD-Archeology Museum	Instructional Fees	Parent/child workshop (1 parent and up to 2 children)	Up to \$25.00 for members/Up to \$35.00 non-members/Up to \$35.00 non-residents/Up to \$31.00 employees
1821	MCAD-Archeology Museum	Instructional Fees	Child workshop (ages 6-17)	Up to \$20.00 for members/Up to \$35.00 non-members/Up to \$35.00 non-residents/Up to \$31.00 employees
1822	MCAD-Archeology Museum	Instructional Fees	Adult workshops (ages 18 and older)	Up to \$50.00 for members plus materials cost/Up to \$75.00 for non-members plus materials cost/Up to \$75.00 for non-members plus materials cos/Up to \$67.00 for employees plus materials cost
1823	MCAD-Archeology Museum	Instructional Fees	Conference Fees	\$35.00 + material fee per person-pre registration/\$45.00 + material fee per person at the door/\$28.00 + material fee for students w/ID/ \$55.00 + material fee per person-pre registration for non residents/\$40.00 + material fee for employees
1824	MCAD-Archeology Museum	Event Fees	Museum special events fees (per person)	Members up to \$60.00 per person/ Non members up to \$95.00/ Non residents up to \$95.00
1825	MCAD-Archeology Museum	Instructional Fees	Creative workshops	Up to \$25.00 for up to 4 hours for members, up to \$40.00 for up to 4 hours for non-members, up to \$40.00 for up to 4 hours for non-residents, \$36.00 for up to 4 hours for employees
1826	MCAD-Archeology Museum	Tour Fees	Archeological tours - in El Paso County	\$50.00 for up to 8 hours and \$25.00 for up to 4 hours for members; \$80.00 for up to 8 hours and \$40.00 for up to 4 hours for non-members
1827	MCAD-Archeology Museum	Tour Fees	Archeological tours - outside of El Paso	Cost + 15% administration costs
1828	MCAD-Archeology Museum; MCAD-History Museum	Event Fees	Vendor fees for onsite commercial vendors	Up to \$60.00 members/Up to \$100.00 non-members/Up to \$100.00 non-residents
1829	MCAD-Archeology Museum; MCAD-History Museum	Instructional Fees	One Day Camp Fee (per child up to age of 14)	Up to \$15.00 members/Up to \$20.00 non-members/Up to \$20.00 non-residents/Up to \$18.00 employees
1830	MCAD-Archeology Museum; MCAD-History Museum	Object loan fee	Permanent Collection Lending	Up to \$100.00 per object

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1831	MCAD-Archeology Museum; MCAD-History Museum; MCAD Art Museum	Event Fees	Admission Fees to special art, culture and heritage events, competitions and/or programs	\$1.00 to \$100.00 per person; up to \$1.05 per person for non residents
1832	MCAD-Cultural Affairs Division	Miscellaneous non-operating revenues	Vendor booth fees for cultural and heritage tourism events	Up to \$900.00 per booth for food, arts & crafts vendors/ Up \$1,000 per booth for food, arts & crafts non resident vendors
1833	Museum and Cultural Affairs Department - Public Art	Miscellaneous non-operating revenues	Application Fee for request to customize illumination of Artwork called 1-10 corridor aesthetic improvement project	\$50 / \$45 non-profit
1834	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- Non-profit institution (US) with 6 months notice	First object - \$150.00 per object/per venue; each additional object - \$50.00/venue; with less than six months notice
1835	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- Non-profit institution (US) without 6 months notice	First Object - \$250 per object/per venue; each additional object - \$200/venue
1836	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- Non-profit institution (Foreign) with 9 months notice	First object - \$300.00 per object/per venue; each additional object - \$200.00/venue
1837	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- Non-profit institution (Foreign) without 9 months notice	First object - \$400.00 per object/per venue; each additional object - \$300.00/venue
1838	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- For-profit institution (US) with a minimum of 6 months notice	First object - \$500.00 per object/per venue; each additional object - \$400.00/venue
1839	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- For-profit institution (US) with less than 6 months notice	First object - \$750.00 per object/per venue; each additional object - \$650.00/venue
1840	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- For-profit institution (foreign) with 9 months notice	First object - \$1,500.00 per object/per venue; each additional object - \$1,400.00/venue
1841	MCAD-Museums Division	Miscellaneous non-operating revenues	Object loan fee- For-profit institution (foreign) without 9 months notice	First object - \$2,500.00 per object/per venue; each additional object - \$2,400.00/venue
1842	MCAD-Museums Division	Miscellaneous non-operating revenues	Fees for exhibitions organized by the El Paso Museum of Art, El Paso Museum of Archaeology or El Paso Museum of History	Package off/ from 5 to 200 objects including framing, educational material, and graphics - \$5,000 to \$40,000
1843	MCAD-Museums Division	Miscellaneous non-operating revenues	Fees for extended loans (over one year)	\$100.00 per object/per year up to \$5,001.00
1844	EPMH/EPMARCH	Event Fees	Admission Fees to special art, culture and heritage events, competitions and/or programs and exhibits	Up to \$50.00 for up to 8 hours for nonprofit organizations; up to \$100.00 for up to 8 hours for for-profit organizations
1845	Aviation	FTZ Transaction Fees	Transaction Fee	\$15.00
1846	Aviation	FTZ Transaction Fees	High Volume Admissions 0-150	\$15.00
1847	Aviation	FTZ Transaction Fees	High Volume Admissions 151-300	\$12.00
1848	Aviation	FTZ Transaction Fees	High Volume Admissions > 301	\$10.00
1849	Aviation	FTZ Transaction Fees	Blanket Admission	\$100.00
1850	Aviation	FTZ Transaction Fees	Training Seminar	\$150.00
1851	Aviation	FTZ Transaction Fees	Weekly Transportation and Exportation	\$30.00
1852	Aviation	FTZ Transaction Fees	Weekly Entry	\$30.00
1853	Aviation	FTZ Transaction Fees	Direct Delivery Admission, Daily cumulative 214	\$75.00
1854	Aviation	FTZ Transaction Fees	Direct Delivery Admission, Subsequent 214	\$15.00
1855	Aviation	FTZ Transaction Fees	Cartage Document Fee	\$15.00
1856	Aviation	FTZ Transaction Fees	Application Fee, Subzone	\$10,000.00
1857	Aviation	FTZ Transaction Fees	Application Fee, New General Purpose Site (Minor Boundary Modification)	\$3,000.00
1858	Aviation	FTZ Transaction Fees	Application Fee, Expansion Site (Magnet)	\$5,000.00
1859	Aviation	FTZ Transaction Permit	Activation Fee, General Purpose Site	\$2,000.00
1860	Aviation	FTZ Transaction Permit	Activation, Sub-Zone Fee	\$5,000.00
1861	Aviation	FTZ Transaction Permit	Alteration Request	\$300.00
1862	Aviation	FTZ Transaction Permit	Annual Subzone Fee, per Site in GP Zone	\$20,000.00
1863	Aviation	FTZ Transaction Permit	Annual Subzone Fee, per Site outside GP Zone	\$20,000.00
1864	Aviation	FTZ Transaction Permit	Annual Fee, Manufacturing Operator	\$15,000.00
1865	Aviation	FTZ Transaction Permit	Annual Fee, Distribution Site Operator	\$20,000.00
1866	Aviation	FTZ Transaction Permit	Annual Fee, FTZ User/Operator (Reduced by total yearly Transaction Fees) (Minimum is \$0)	\$2,000.00
1867	Aviation	FTZ Event Fees	Admission fee for special events, per person)	up to \$200.00
1868	Aviation	Vendor Booth Fees	Vendor fees for onsite commercial vendors	up to \$500.00
1869	Aviation	Event Sponsor Fees	Custom sponsorship packages may include, but are not limited to: booth space, table and chair usage, ability to hand out marketing materials or goodies, tickets to the event, website and/or map advertising, in-kind, acknowledgment as sponsor on: event banner, press releases, event programs, map inserts, in email and social media, TV, radio, internet, billboards, flyers, and/or posters.	\$250.00 to 15,000.00
1870	Aviation	FTZ Transaction Fees	FTZ Consulting Fee - Hourly	\$100.00
1871	Aviation	FTZ Transaction Fees	Business Analysis Fee - Hourly	\$100.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1872	Aviation	Customer Facility Charge	Fee imposed by the City of El Paso and collected by On-Airport Car Rental Concessionaires on a per transaction day basis.	\$3.50 per transaction day
1873	Aviation	Aircraft Parking (Dead Storage)	Under 80,000 lbs.	\$30.00/day
1874	Aviation	Aircraft Parking (Dead Storage)	Over 80,000 lbs.	\$100.00/day
1875	Aviation	Aircraft Parking (RON)	Remain Overnight (RON) Aircraft Parking	\$20.00/day
1876	Aviation	Ground Service Equipment Parking	Rental of Parking Area for Airline Ground Service Equipment	\$2.70 per Square Foot per Year
1877	Aviation	Fuel Flowage Fees	Fuel Flowage Fees	\$0.08 per gallon
1878	Aviation	Annual Shuttle Service Permit	Application	\$150.00 per vehicle
1879	Aviation	Off-Airport Rental Car Permit	Off-Airport Rental Car Permit	10% gross receipts
1880	Aviation	Annual Taxicab Permit	Annual Taxicab Permit	\$250.00 per vehicle or \$20.83/mo.
1881	Aviation	Cost Recovery Rates	SIDA Badge Issue	\$110.00
1882	Aviation	Cost Recovery Rates	AOA Badge Issue	\$45.00
1883	Aviation	Cost Recovery Rates	AOA Badge Renewal	\$35.00
1884	Aviation	Cost Recovery Rates	SIDA/ Sterile area badge renewal	\$70.00
1885	Aviation	Cost Recovery Rates	Reimbursement for Lost Not Returned Badges	\$110.00
1886	Aviation	Cost Recovery Rates	Daily Terminal Rental Rate (Non-Signatory) - Terminal Rate (Non-Signatory) divided by 360 days X Number of Rented Square Feet = Daily Terminal Rental Rate	Will be based on Rates & Charges
1887	Aviation	Cost Recovery Rates	Gate Use Fee Charge per Turn Around	\$125.00
1888	Aviation	Cost Recovery Rates	International Arrivals Area Charge per Deplaned International Passenger	Will be based on Rates & Charges
1889	Aviation	Cost Recovery Rates	Administrative Charge for Work Completed by the El Paso International Airport.	Work completed by El Paso International Airport on behalf of airport tenants will be assessed an administrative charge of \$40.00 when the costs for such work exceeds \$100.00.
1890	Aviation	Public Parking Short Term (ST)	ST 0 – 10 min.	Free
1891	Aviation	Public Parking Short Term (ST)	ST 11 min – 1 hr.	\$1.00
1892	Aviation	Public Parking Short Term (ST)	ST Each Additional Hour	\$1.00
1893	Aviation	Public Parking Short Term (ST)	ST Max each 24 hrs.	\$15.00
1894	Aviation	Public Parking Long Term (LT)	LT 0 – 10 min	Free
1895	Aviation	Public Parking Long Term (LT)	LT 11 min. - 1 hr.	\$1.00
1896	Aviation	Public Parking Long Term (LT)	LT Each Additional Hour	\$1.00
1897	Aviation	Public Parking Long Term (LT)	LT Max. each 24 hrs.	\$7.00
1898	Aviation	Oversized Vehicle Parking Fee	Fee for parking of oversized vehicles such as motor homes, buses, utility vehicles, etc.	Double the otherwise applicable Public Parking Short Term & Long Term Parking Fee
1899	Aviation	Premium Parking Fee	Reserved Parking Space	\$20.00 per day
1900	Aviation	Transportation-for-hire TNC Vehicle Fee	Transportation-for-hire Trip Fee / Per TNC Trip Originating or Ending at the Airport	\$2.00 per trip
1901	Aviation	Cost Recovery Rates	Daily Cargo Building Rental Rate - Cargo Building Rate divided by 360 days X Number of Rented Square Feet = Daily Cargo Building Rental Rate	\$0.0221 per square foot per day
1902	Aviation	Cost Recovery Rates	Daily Cargo fee	Up to 4 hours - \$91.71 4 Hours to 24 Hours - \$183.43
1903	Public Health	FOOD		
1904	Public Health	Temporary Establishment	Exposed or Unexposed Food	\$79.00 plus applicable tech fee
1905	Public Health	Recurrent Establishment	Exposed or Unexposed Food	\$265.00 plus applicable tech fee
1906	Public Health	Seasonal Establishment	Exposed or Unexposed Food	\$158.00
1907	Public Health	Home Child Care Facility	12 or less	\$79.00
1908	Public Health	Day Care Center	More Than 12 Recipients	\$170.00
1909	Public Health	Charitable/Non-Profit Organization	Exempt from permit and license fees.	EXEMPT
1910	Public Health	Mobile Food Establishment	Exposed Food or Unexposed Food	\$163.00
1911	Public Health	Kiosk Service	Kiosk Service for new permits	
1912	Public Health	Food Service Establishment Food Product Establishment	Under 3,000 Square Feet	\$174.00
1913	Public Health	Food Service Establishment Food Product Establishment - Late Fee on permits passed 30 days from expiration date	20% of renewal fee with a license expiration date of one year from original expiration date	\$174.00 plus 20% late fee
1914	Public Health	Food Service Establishment Food Product Establishment	3,001 To 6,000 Square Feet	\$344.00 plus applicable tech fee
1915	Public Health	Food Service Establishment Food Product Establishment - Late Fee on permits passed 30 days from expiration date	20% of renewal fee with a license expiration date of one year from original expiration date	\$344.00 plus 20% late fee
1916	Public Health	Food Service Establishment Food Product Establishment	6,001 To 9,000 Square Feet	\$515.00 plus applicable tech fee
1917	Public Health	Food Service Establishment Food Product Establishment - Late Fee on permits passed 30 days from expiration date	20% of renewal fee with a license expiration date of one year from original expiration date	\$515.00 plus 20% late fee
1918	Public Health	Food Service Establishment Food Product Establishment	9,001 Or More Square Feet	\$685.00 plus applicable tech fee
1919	Public Health	Food Service Establishment Food Product Establishment - Late Fee on permits passed 30 days from expiration date	20% of renewal fee with a license expiration date of one year from original expiration date	\$685.00 plus 20% late fee

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1920	Public Health	Outdoor Market	Outdoor produce sales	\$163.00 plus applicable tech fee
1921	Public Health	Adult Foster Care Home/Private Care Home	4 Or Less Care Recipients	\$79.00
1922	Public Health	Personal Care Home	5-8 Care Recipients	\$105.00
1923	Public Health	Personal Care Home	9-18 Care Recipients	\$158.00
1924	Public Health	Booklets	Chapter 9.12	\$5.00
1925	Public Health	Booklets	Texas Food Establishment Rules	\$10.00
1926	Public Health	Plan Review	Under 3,000 Square Feet	\$105.00 plus applicable tech fee
1927	Public Health	Plan Review	3,001 To 6,000 Square Feet	\$158.00 plus applicable tech fee
1928	Public Health	Plan Review	6,001 To 9,000 Square Feet	\$210.00 plus applicable tech fee
1929	Public Health	Plan Review	More Than 9,000 Square Feet	\$263.00 plus applicable tech fee
1930	Public Health	Plan Review Remodels	Plan Review Remodels	\$105.00
1931	Public Health	Plan Review Fee Plus Expedited Fee	Regular plan review is within 15 business days, expedited within 3 to 7 business days	\$105.00 plus \$158.00
1932	Public Health	Administrative Change Fee	Change in equipment, business name, change of menu, clerical work, processing depts. Etc.	\$105.00
1933	Public Health	Site Assessment	Under 200 Sq. Ft-No Potentially Hazardous Food, Mobile, Recurrent, Outdoor Market, Home Day Care, Adult, Foster Or Personal Care. Meat establishment/warehouse/food processing plant under direct supervision of an authorized Federal or State inspection agency.	\$47.00 plus applicable tech fee
1934	Public Health	Site Assessment	Under 3,000 Square Feet	\$105.00 plus applicable tech fee
1935	Public Health	Site Assessment	3,001 To 6,000 Square Feet	\$158.00 plus applicable tech fee
1936	Public Health	Site Assessment	6,001 To 9,000 Square Feet,	\$210.00 plus applicable tech fee
1937	Public Health	Site Assessment	More Than 9,000 Square Feet	\$263.00 plus applicable tech fee
1938	Public Health	Re-Inspection Fee	Re-Inspection	\$85.00 plus applicable tech fee
1939	Public Health	Food Establishment Permit	Duplicate	\$15.00
1940	Public Health	Food Handler/Manager	Duplicate	\$15.00
1941	Public Health	Signs	Ground Meat	\$1.00
1942	Public Health	Signs	Hand wash	\$1.00
1943	Public Health	Signs	Oyster	\$1.00
1944	Public Health	Signs	Buffet	\$1.00
1945	Public Health	Signs	Smoking	\$1.00
1946	Public Health	Signs	Food Safety (Restrooms)	\$1.00
1947	Public Health	Application Annual Processing Fee		\$53.00
1948	Public Health	Condemnation Fee	Under 500 Lbs.	N/C
1949	Public Health	Condemnation Fee	501 Lbs. To 1,000 Lbs.	\$53.00
1950	Public Health	Condemnation Fee	1,001 To 3,000 Lbs.	\$105.00
1951	Public Health	Condemnation Fee	3,001 To 5,000 Lbs.	\$210.00
1952	Public Health	Condemnation Fee	5,001 To 10,000 Lbs.	\$315.00
1953	Public Health	Condemnation Fee	10,001 To 25,000 Lbs.	\$420.00
1954	Public Health	Condemnation Fee	25,001 To 40,000 Lbs.	\$525.00
1955	Public Health	Condemnation Fee	Over 40,000 Lbs.	\$630.00
1956	Public Health	HACCP Plan Review	Established facility to write plan, dept. to review plan for accuracy	\$105.00
1957	Public Health	Temporary Expedited Services (Application Submitted Less Than 72 hours Prior to Start of Event) - does not include required temporary permit fee	Expedited processing	\$158.00
1958	Public Health	Food Handler/Food Manager Badge ID	Badge ID Duplicate/Replacement	\$5.00
1959	Public Health	Food Handler Internet Course	Internet course with badge ID/certificate	\$10.00
1960	Public Health	Food Handler Certificate Course	Certificate/Badge	\$32.00
1961	Public Health	Food Protection Management Certification Course	Certificate/Badge covers cost for nationally recognized exam	\$85.00
1962	Public Health	Food Handler/Food Manager Certificate	Certificate Duplicate/Replacement	\$1.00
1963	Public Health	Public Information	Food Management Class Pamphlets	VARIES
1964	Public Health	Verification of Texas/ANSI Food Handler/Food Manager Certification	Certificate/Badge	\$16.00
1965	Public Health	Requested Routine Inspection for Central Preparation Facility	For Central Preparation Facility	\$100.00
1966	Public Health	Application Fee	Health and Sanitary Application Processing Fee (Sack Lunch Daycares w/o Food Permits)	\$52.00
1967	Public Health	Inspection Fee	Health and Sanitary Site Visit (Sack Lunch Daycares w/o Food Permits)	\$47.00
1968	Public Health	Reinstatement of Suspended Permit Fee	(50% of the license amount based on type of establishment)	VARIES
1969	Public Health	After Hours Fire Inspection Fee, Fee or Food Condemnation/retention Fee Over 500# (M-F 5:00pm to 8:00am) All day Saturday, Sunday & City Holiday's	Per Hour Inspector (With a Minimum one (1) Hour Charge or Any Portion Thereof.	\$86.00
1970	Public Health	Field Consultation Flat Fee	meetings with owner/operator's at the request of the owner/operator	\$86.00
1971	Public Health		Reduced fees for Dental, STD, TB Clinic Self-Pay Patients will be based in accordance with the US Department of Health and Human Services. The Sliding Fee Scale is available at the Department of Public Health for review and discounted fees will be charged after required documentation is received and eligibility determination by department personnel is made.	Medical related fees are set in accordance with Medicaid rates.

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
1972	Public Health	DENTAL		
1973	Public Health	Initial Oral Exam	Initial Oral Exam D0150	\$46.00
1974	Public Health	Oral Periodic Oral Exam	Oral Periodic Oral Exam D0120	\$38.00
1975	Public Health	Emergency Oral Exam	Emergency Oral Exam D0140	\$25.00
1976	Public Health	Oral Exam 6 Mos. Old.	Oral Exam 6 Mos. Old. D0145	\$181.00
1977	Public Health	Detailed/extensive oral eval B/R	Detailed/extensive oral eval B/R D0160	\$19.00
1978	Public Health	Limited Re-evaluation estab patient	Limited Re-evaluation estab patient D0170	\$22.00
1979	Public Health	Retreat prev RCT molar	Retreat prev RCT molar D3348	\$342.00
1980	Public Health	Comprehensive perio evaluation	Comprehensive perio evaluation D0180	\$10.00
1981	Public Health	Apexification/recal Initial	Apexification/recal Initial D3351	\$93.00
1982	Public Health	Apexification/recal Interim	Apexification/recal Interim D3352	\$62.00
1983	Public Health	Apexification/final visit	Apexification/final visit D3352	\$62.00
1984	Public Health	Intraoral-Complete Series	Intraoral-Complete Series D0210	\$92.00
1985	Public Health	Int/Oral-Periapical 1st Film	Int/Oral-Periapical 1st Film D0220	\$17.00
1986	Public Health	Int/Oral-Periapical each add	Int/Oral-Periapical each add D0230	\$16.00
1987	Public Health	Intraoral Occlusal Film	Intraoral Occlusal Film D0240	\$13.00
1988	Public Health	Apexification/recal final	Apexification/recal final D3353	\$125.00
1989	Public Health	Extraoral first film	Extraoral first film D0250	\$23.00
1990	Public Health	Bitewings single film	Bitewings single film D0270	\$6.00
1991	Public Health	Bitewings Two Films	Bitewings Two Films D0272	\$30.00
1992	Public Health	Bitewings three films	Bitewings three films D0273	\$38.00
1993	Public Health	Bitewings Four Film	Bitewings Four Films D0274	\$45.00
1994	Public Health	Verticle bitewings 7-8 films	Verticle bitewings 7-8 films D0277	\$40.00
1995	Public Health	Panoramic Film	Panoramic Film D0330	\$83.00
1996	Public Health	Crown buildup, include any pins	Crown buildup, include any pins D2950	\$56.00
1997	Public Health	Interim ther Pin retention/tooth, (+rest)	Interim ther Pin retention/tooth, (+rest) D2951	\$16.00
1998	Public Health	Cast post \$ core in add to crm	Cast post \$ core in add to crm D2952	\$109.00
1999	Public Health	Each addtl cast post -same tooth	Each addtl cast post -same tooth D2953	\$55.00
2000	Public Health	Pulp vitality tests	Pulp vitality tests D0460	\$16.00
2001	Public Health	Dianostic casts	Dianostic casts D0470	\$29.00
2002	Public Health	Prefab post & core in add to crown	Prefab post & core in add to crown D2954	\$94.00
2003	Public Health	Post Removal (not with endo)	Post Removal (not with endo) D2955	\$94.00
2004	Public Health	Each + prefab post same tooth	Each + prefab post same tooth D2957	\$47.00
2005	Public Health	Lablal veneer (lamine) Chairsd	Lablal veneer (lamine) Chairsd D2960	\$139.00
2006	Public Health	Lablal veneer (porceln lam - lab	Lablal veneer (porceln lam - lab D2961	\$225.00
2007	Public Health	Lablal veneer porce lam lab	Lablal veneer porce lam lab D2962	\$264.00
2008	Public Health	Addtl prc-new crm under exs dent	Addtl prc-new crm under exs dent D2971	\$139.00
2009	Public Health	crown repair by report	crown repair by report D2980	\$62.00
2010	Public Health	Pulpal Therapy anterior primary	Pulpal Therapy anterior primary D3230	\$48.00
2011	Public Health	Adult/Prophy	Adult/Prophy D1110	\$71.00
2012	Public Health	Child/Prophy	Child/Prophy D1120	\$48.00
2013	Public Health	Pulpal Therapy posterior primary	Pulpal Therapy posterior primary D3240	\$55.00
2014	Public Health	Retreat prev RCT anterior	Retreat prev RCT anterior D4336	\$194.00
2015	Public Health	Child/Fluoride	Child/Fluoride D1206	\$19.00
2016	Public Health	Retreat prev RCT bicuspid	Retreat prev RCT bicuspid D3347	\$256.00
2017	Public Health	Adult/Fluoride	Adult/Fluoride D1208	\$19.00
2018	Public Health	Non Dentin Restorative Sealant	Non Dentin Restorative Sealant D1352	\$48.00
2019	Public Health	Space maint remove unilateral	Space maint remove unilateral D1520	\$96.00
2020	Public Health	Oral Hygiene Instruction	Oral Hygiene Instruction D1330	\$16.00
2021	Public Health	Sealant per Tooth	Sealant per Tooth D1351	\$36.00
2022	Public Health	Space Maint/Fixed Unilat	Space Maint/Fixed Unilat D1510	\$204.00
2023	Public Health	Space Maintainer -fixed bil, maxillary	Space Maintainer -fixed bil, maxillary D1516	\$303.00
2024	Public Health	Space Maintainer -fixed bil, mandibular	Space Maintainer -fixed bil, mandibular D1517	\$303.00
2025	Public Health	Recementation of Space Maintainer	Recementation of Space Maintainer D1550	\$23.00
2026	Public Health	Re-cement/re-bond bil. space maintainer - ma	Re-cement/re-bond bil. space maintainer - maxillary D1551	\$23.00
2027	Public Health	Re-cement or re-bond bilateral space maintai	Re-cement or re-bond bilateral space maintainer - mandibular D1552	\$23.00
2028	Public Health	Re-cement or re-bond unilateral space maintai	Re-cement or re-bond unilateral space maintainer - per quadrant D1553	\$18.00
2029	Public Health	Removal of fixed unilateral space maintainer -	Removal of fixed unilateral space maintainer - per quadrant D1557	\$64.00
2030	Public Health	Crown - porcelain fused to high noble metal	Crown - porcelain fused to high noble metal D2750	\$656.00
2031	Public Health	Removal of fixed bilateral space maintainer - m	Removal of fixed bilateral space maintainer - mandibular D1558	\$64.00
2032	Public Health	Periodontal scaling and root planing – one to three teeth per quadrant	Periodontal scaling and root planing – one to three teeth per quadrant D4342	\$9.00
2033	Public Health	AMAL. PRIM (1S)	AMAL. PRIM (1S) D2140	\$82.00
2034	Public Health	AMAL. PERM (1S)	AMAL. PERM (1S) D2140	\$82.00
2035	Public Health	AMAL. PRIM (2S)	AMAL. PRIM (2S) D2150	\$109.00
2036	Public Health	AMAL. PERM (2S)	AMAL. PERM (2S) D2150	\$109.00
2037	Public Health	AMAL. PRIM (3S)	AMAL. PRIM (3S) D2160	\$138.00
2038	Public Health	AMAL. PERM (3S)	AMAL. PERM (3S) D2160	\$138.00

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2039	Public Health	AMAL. PRIM (4), Primary or Permanent	AMAL. PRIM (4) D2161	\$159.00
2040	Public Health	RESIN, ANTE (1S)	RESIN, ANTE (1S) D2330	\$99.00
2041	Public Health	RESIN, ANTE (2S)	RESIN, ANTE (2S) D2331	\$130.00
2042	Public Health	RESIN, ANTE (3S)	RESIN, ANTE (3S) D2332	\$170.00
2043	Public Health	RESIN, ANTE (4+S)	RESIN, ANTE (4+S) D2335	\$212.00
2044	Public Health	RESIN One Surface Post/Primary	RESIN One Surface Post/Primary D2391	\$104.00
2045	Public Health	Resin One Surface Perm	Resin One Surface Perm D2391	\$104.00
2046	Public Health	Resin Two Surface/Primary	Resin Two Surface/Primary D2392	\$136.00
2047	Public Health	Resin Two Surface Perm	Resin Two Surface Perm D2392	\$136.00
2048	Public Health	Resin Three Post Prim	Resin Three Post Prim D2393	\$153.00
2049	Public Health	Resin Three Perm	Resin Three Perm D2393	\$153.00
2050	Public Health	Re-cement Crown	Re-cement Crown D2920	\$25.00
2051	Public Health	Prefab esth ctd stnl stl cm-prn	Prefab esth ctd stnl stl cm-prn D2934	\$194.00
2052	Public Health	SSC/Primary	SSC/Primary D2930	\$194.00
2053	Public Health	Prefabricated resin crown	Prefabricated resin crown D2932	\$86.00
2054	Public Health	Prefab stl crown w/resin window	Prefab stl crown w/resin window D2933	\$194.00
2055	Public Health	SSC/Permanent	SSC/Permanent D2931	\$201.00
2056	Public Health	Sedative Fill Temp	Sedative Fill Temp D2940	\$45.00
2057	Public Health	Post & core in addt to crown, indirectly fabricated	Post & core in addt to crown, indirectly fabricated D2952	\$109.00
2058	Public Health	Pulp Cap - Direct	Pulp Cap - Direct D3110	\$21.00
2059	Public Health	Pulp Cap - Indirect	Pulp Cap - Indirect D3120	\$38.00
2060	Public Health	Therapeutic Pulp	Therapeutic Pulp D3220	\$109.00
2061	Public Health	Pulpal Therapy (Restorable Filling)	Pulpal Therapy (Restorable Filling) D3240	\$55.00
2062	Public Health	1 RT Canal	2 RT Canal D3310	\$442.00
2063	Public Health	2 PT Canal	3 PT Canal D3320	\$512.00
2064	Public Health	Three or More Canals, Molar	Three or More Canals, Molar D3330	\$775.00
2065	Public Health	Gingivectomy per Quadrant	Gingivectomy per Quadrant D4210	\$201.00
2066	Public Health	Gingivectomy per Tooth	Gingivectomy per Tooth D4211	\$62.00
2067	Public Health	Provisional Splinting - Introcoronal	Provisional Splinting - Introcoronal D4320	\$78.00
2068	Public Health	Provisional Splinting	Provisional Splinting D4321	\$125.00
2069	Public Health	Extraction Single Tooth	Extraction Single Tooth D7140	\$83.00
2070	Public Health	Surg. Extraction	Surg. Extraction D7210	\$127.00
2071	Public Health	Suture of Small Wound	Suture of Small Wound D7910	\$94.00
2072	Public Health	Excision of Pericoronal Gingiva	Excision of Pericoronal Gingiva D7971	\$55.00
2073	Public Health	Local Anesthesia Not in Conjunction with surgery	Local Anesthesia Not in Conj. D9210	\$16.00
2074	Public Health	Analgesia, Anxiolysis, Inhalation	Analgesia, Anxiolysis, Inhalation D9230	\$35.00
2075	Public Health	Occlusal Adjustment - Limited	Occlusal Adjustment - Limited D9551	\$47.00
2076	Public Health	Palliative Threat (Emg)	Palliative Threat (Emg) D9110	\$23.00
2077	Public Health	Reattach tooth fragment, edge D2921	Reattach tooth fragment, edge D2921	\$113.00
2078	Public Health	Extraction, coronal remnants Primary tooth D7111	Extraction, coronal remnants Primary tooth D7111	\$14.00
2079	Public Health	Crown full cast base metal	Crown full cast base metal D2791	\$328.00
2080	Public Health	Protective restoration	Protective restoration D2940	\$45.00
2081	Public Health	Crown full metal cast noble metal	Crown full metal cast noble metal D2792	\$328.00
2082	Public Health	Recement inlay/onlay/partial	Recement inlay/onlay/partial D2910	\$23.00
2083	Public Health	Recement cast or prefab pst/cor	Recement cast or prefab pst/cor D2915	\$23.00
2084	Public Health	Crown full cast high noble metal	Crown full cas high noble metal D2790	\$655.00
2085	Public Health	Resin 4 surfaces primary	Resin 4 surfaces primary D2394	\$172.00
2086	Public Health	Resin 4 surfaces permanent	Resin 4 surfaces permanent D2394-1	\$172.00
2087	Public Health	Resin composite crown anterior	Resin composite crown anterior D2390	\$186.00
2088	Public Health	Inlay-resin based composite 1s	Inlay-resin based composite 1s D2650	\$328.00
2089	Public Health	Inlay-resin based composite 2s	Inlay-resin based composite 2s D2651	\$328.00
2090	Public Health	Inlay-resin based composite 3s	Inlay-resin based composite 3 + s D2652	\$328.00
2091	Public Health	Onlay resin base composite 2s	Onlay resin base composite 2s D2662	\$328.00
2092	Public Health	Onlay resin base composite 3s	Onlay resin base composite 3s D2663	\$328.00
2093	Public Health	Onlay resin base composite 3 + s	Onlay resin base composite 3 + s D2664	\$328.00
2094	Public Health	Crown Resin composite indirect	Crown Resin composite indirect D2710	\$328.00
2095	Public Health	Crown resin with high noble metal	Crown resin with high noble metal D2720	\$328.00
2096	Public Health	Crown resin with most base metal	Crown resin with most base metal D2721	\$328.00
2097	Public Health	Crown resin with noble metal	Crown resin with noble metal D2722	\$328.00
2098	Public Health	Crown porcelain ceramic substr	Crown porcelain ceramic substr D2740	\$328.00
2099	Public Health	Crown porcelain fuse high noble mtl	Crown porcelain fuse high noble mtl D2750	\$655.00
2100	Public Health	Crown porcelain fuse to base metal	Crown porcelain fuse to base metal D2751	\$655.00
2101	Public Health	Crown porcelain fuse to noble metal	Crown porcelain fuse to noble metal D2752	\$655.00
2102	Public Health	Crown 3/4 cast high noble metal	Crown 3/4 cast high noble metal D2780	\$328.00
2103	Public Health	Crown 3/4 cast most base metal	Crown 3/4 cast most base metal D2781	\$328.00
2104	Public Health	Crown 3/4 porcelain/ceramic	Crown 3/4 cast noble metal D2782	\$328.00
2105	Public Health	Gingivectomy for access restorative procedure, per tooth D4212	Gingivectomy for access restorative procedure, per tooth \$59.34 o cost on mk	\$59.00

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Line No.	Department	Fee Description	Detail	FY 2023 Adopted
2106	Public Health	D4341- Periodontal Scaling/Root Planning - four or more teeth per quadrant	D4341- Periodontal Scaling/Root Planning -four or more teeth per quadrant	\$70.00
2107	Public Health	D4342 - Periodontal Scaling/Root Planning - one to three teeth per quadrant	D4342 - Periodontal Scaling/Root Planning - one to three teeth per quadrant	\$9.00
2108	Public Health	D4355 - Full Mouth Debridement	D4355 - Full Mouth Debridement	\$90.00
2109	Public Health	D4910 -Periodontal Maintenance	D4910 -Periodontal Maintenance	\$47.00
2110	Public Health	D7220 - Removal of Impacted tooth/soft tissue	D7220 - Removal of Impacted tooth/soft tissue	\$150.00
2111	Public Health	D7230- Removal of Impacted tooth/partially bony	D7230- Removal of Impacted tooth/partially bony	\$172.00
2112	Public Health	D7270 -Reimplantation/Stabilization of accidentally avulsed or displaced tooth	D7270 -Reimplantation/Stabilization of accidentally avulsed or displaced tooth	\$105.00
2113	Public Health	D7971- Excision of Pericoronal gingiva	D7971- Excision of Pericoronal gingiva	\$55.00
2114	Public Health	D7980- Surgical Sialolithotomy	D7980- Surgical Sialolithotomy	\$242.00
2115	Public Health	D8698 - Recement or Rebond fixed retainer- Maxillary	D8698 - Recement or Rebond fixed retainer- Maxillary	\$47.00
2116	Public Health	D8699 -Recement or Rebond fixed retainer- Mandibular	D8699 -Recement or Rebond fixed retainer-Mandibular	\$47.00
2117	Public Health	D8703 -Replacement of lost Maxillary retainer	D8703 -Replacement of lost Maxillary retainer	\$157.00
2118	Public Health	D8704 - Replacement of lost Mandibular retainer	D8704 - Replacement of lost Mandibular retainer	\$157.00
2119	Public Health	D9910 -Application of desensitizing medicament	D9910 -Application of desensitizing medicament	\$16.00
2120	Public Health	D9920 - Behavior management, by report	D9920 - Behavior management, by report	\$63.00
2121	Public Health	D9941-Fabrication of athletic mouthguard	D9941-Fabrication of athletic mouthguard	\$167.00
2122	Public Health	D9943 - Occlusal guard adjustment	D9943 - Occlusal guard adjustment	\$70.00
2123	Public Health	D9944 - Occlusal guard -hard appliance, full arch	D9944 - Occlusal guard -hard appliance, full arch	\$113.00
2124	Public Health	D9945 -Occlusal guard -soft appliance, full arch	D9945 -Occlusal guard -soft appliance, full arch	\$113.00
2125	Public Health	D9996 - Teledentistry	D9996 - Teledentistry	\$95.99
2126	Public Health	D9999 - Unspecified adjunctive procedure, by report	D9999 - Unspecified adjunctive procedure, by report	\$25.00
2127	Public Health	Crown 3/4 cast noble metal	Crown 3/4 cast noble metal D2783	\$328.00
2128	Public Health	IMMUNIZATIONS ADMINISTRATION FEES		
2129	Public Health	Administration Fee for TVFC Vaccines with Counseling	Per Vaccine - 90460 First Vaccine, 90461 Each Additional Vaccine	\$0.00-\$15.00 per vaccine at Health Director's discretion
2130	Public Health	Administration Fee for Children's Vaccines - Private Stock	Per Vaccine - 90460 First Vaccine, 90461 Each Additional Vaccine	\$15.00 Per Vaccine
2131	Public Health	Administration Fee for Adult Vaccines - State Stock	Per Vaccine - 90471 First Vaccine, 90472 Each Additional Vaccine	\$15.00 Per Vaccine
2132	Public Health	Administration Fee for Adult Vaccines - Private Stock	Per Vaccine - 90471 First Vaccine, 90472 Each Additional Vaccine	\$15.00 Per Vaccine
2133	Public Health	LABORATORY - CLINICAL (MAIN LAB)		
2134	Public Health	QuantIFERON TB	TB test cell immune measure (CPT 86480)	\$81.00
2135	Public Health	RPR	Syphilis Test non-trep quant (CPT 86592)	\$6.00
2136	Public Health	RPR Titter	Syphilis Test non-trep qual (CPT 86593)	\$6.00
2137	Public Health	TPPA	Confirmation Treponema Pallidum (CPT 86780)	\$17.00
2138	Public Health	Smear Gram stain	Smear Gram stain (CPT 87205)	\$6.00
2139	Public Health	Smear wet mount	Smear wet mount (CPT 87210) QW	\$8.00
2140	Public Health	Chlamydia DNA amp probe	Chlamydia DNA amp probe (CPT 87491)	\$45.00
2141	Public Health	N. Gonorrhea Culture	N. Gonorrhea Culture (CPT 87075, 87077)	\$54.00
2142	Public Health	CT/GC RNA,TMA, - throat or rectal 89240	CT/GC RNA,TMA, - throat or rectal 89240	\$120.00
2143	Public Health	N. Gonorrhea DNA amp probe	N. Gonorrhea DNA amp probe (CPT 87591)	\$46.00
2144	Public Health	Mycology	Mycology	\$84.00
2145	Public Health	HIV-1/HIV-2 single assay	HIV-1/HIV-2 single assay (CPT 86703)	\$18.00
2146	Public Health	HIV-1 Serum Confirmation test	HIV-1 Geenius confirmation (CPT 86701)	\$65.00
2147	Public Health	HIV- 2 Serum Confirmation test	HIV-1 Geenius confirmation (CPT 86702)	\$65.00
2148	Public Health	Hep A AB IgM - 86709	Hep A AB IgM - 86709	\$18.00
2149	Public Health	Hepatic Function Panel - 80076	Hepatic Function Panel - 80076	\$13.00
2150	Public Health	Hep B Core IgM - 86705	Hep B Core IgM - 86705	\$15.00
2151	Public Health	Hep B Surface Antigen - 87340	Hep B Surface Antigen, HBsAg- 87340	\$17.00
2152	Public Health	Hep B Antibody - 86706	Hep B Antibody - 86706	\$17.00
2153	Public Health	Hepatitis C Virus IgM	HCV IgM (CPT 86803)	\$23.00
2154	Public Health	Hepatitis C Virus RNA	HCV RNA (CPT 87520)	\$68.00
2155	Public Health	Urinalysis non auto w/ scope	Urinalysis with Microscopy (CPT 81000)	\$25.00
2156	Public Health	Complete Blood Count (CBC)	CBC (CPT 85027)	\$10.00
2157	Public Health	Differential, manual	Differential after CBC (CPT 85007)	\$6.00
2158	Public Health	Zika Virus IgM	Zika IgM (86790)	\$18.00
2159	Public Health	Zika Real Time PCR	Zika PCR (CPT 87662)	\$65.00
2160	Public Health	Chikungunya Real Time PCR	Chikungunya PCR (87798)	\$45.00
2161	Public Health	Dengue Real Time PCR	Dengue PCR (CPT 87798)	\$45.00
2162	Public Health	Influenza Surveillance without Culture	Flu Testing (CPT 87502)	\$110.00
2163	Public Health	Complete Metabolic Panel	CMP (CPT 80053)	\$17.00
2164	Public Health	Pregnancy Test	hCG (CPT 81025)	\$12.00
2165	Public Health	Shipping and Handling	Ship Specimen to DSHS for additional testing	\$60.00

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2166	Public Health	LABORATORY - ENVIRONMENTAL		
2167	Public Health	Rabies Testing	Rabies Testing	\$76.00
2168	Public Health	Potable Water Testing up to 9 samples	Potable Water testing	\$23.00
2169	Public Health	Potable Water testing 10 up to 19 samples	Potable Water testing	\$21.00
2170	Public Health	Potable Water testing 20 or more samples	Potable Water testing	\$19.00
2171	Public Health	Water, HPC (pour plate)	Potable and recreational water testing	\$44.00
2172	Public Health	STD PROGRAM		
2173	Public Health	Medications	Nitrofurantoin for UTI	\$15.00
2174	Public Health	Medications	Acyclovir for Herpes	\$35.00
2175	Public Health	Medications	Metronidazole	\$10.00
2176	Public Health	EDUCATION		
2177	Public Health	CPR Classes	CPR Classes	\$40.00
2178	Public Health	Blood borne Pathogen Class	Blood borne Pathogen Class	\$30.00
2179	Public Health	Health Services	Health Services Provided through interlocal with the County of El Paso	\$544,733.00
2180	Public Health	CLINICAL SERVICES		
2181	Public Health	OFFICE VISITS		
2182	Public Health	New Patient - Office Visit - 20 minutes face-to-face time	Expanded problem focused history, exam, straightforward decision making (99202)	\$92.00
2183	Public Health	New Patient - Office Visit - 30 minutes face-to-face time	Detailed history & exam, low complexity decision making (99203)	\$142.00
2184	Public Health	New Patient - Office Visit - 45 minutes face-to-face time	Comprehensive history & exam, moderate complexity decision making (99204)	\$212.00
2185	Public Health	New Patient - Office Visit - 60 minutes face-to-face time	Comprehensive history & exam. High Complexity decision making (99205)	\$280.00
2186	Public Health	Established Patient - Office Visit 5 minutes face-to-face time	Minor Problem focus. Straightforward decision making (99211)	\$29.00
2187	Public Health	Established Patient - Office Visit 10 minutes face-to-face time	Problem focused history, exam, straightforward decision making (99212)	\$72.00
2188	Public Health	Established Patient - Office Visit 15 minutes face-to-face time	Expanded problem focused history, exam, low complexity decision making (99213)	\$115.00
2189	Public Health	Established Patient - Office Visit 25 minutes face-to-face time	Detailed history, exam, moderate complexity decision making (99214)	\$163.00
2190	Public Health	Established Patient - Office Visit 40 minutes face-to-face time	Comprehensive history, exam, high complexity decision making (99215)	\$229.00
2191	Public Health	OFFICE CONSULTATIONS		
2192	Public Health	Consultation New or Established patient	Problem focused history, exam, straightforward decision making (99241)	\$58.00
2193	Public Health	Consultation New or Established Patient	Expanded Problem focused history, exam, straightforward decision making (99242)	\$91.00
2194	Public Health	Consultation New or Established Patient	Detailed history, exam, low complexity decision making (99243)	\$118.00
2195	Public Health	Consultation New or Established Patient	Comprehensive history, exam, moderate complexity decision making (99244)	\$165.00
2196	Public Health	PREVENTIVE MEDICINE		
2197	Public Health	Initial Comprehensive Exam 12 through 17 yrs	New Patient Initial Preventive Medicine Evaluation (99384)	\$388.00
2198	Public Health	Initial Comprehensive Exam 18 through 39 yrs	New Patient Initial Preventive Medicine Evaluation (99385)	\$162.00
2199	Public Health	Initial Comprehensive Exam 40 through 64 yrs	New Patient Initial Preventive Medicine Evaluation (99386)	\$188.00
2200	Public Health	Initial Comprehensive Exam 65 yrs and over	Initial Comprehensive Exam 65 yrs and over (99387)	\$188.00
2201	Public Health	Periodic Comprehensive Exam 12 through 17 yrs	Established Patient Preventive Medicine Re-Evaluation (99394)	\$120.00
2202	Public Health	Periodic Comprehensive Exam 18 through 39 yrs	Established Patient Preventive Medicine Re-Evaluation (99395)	\$147.00
2203	Public Health	Periodic Comprehensive Exam 40 through 64 yrs	Established Patient Preventive Medicine Re-Evaluation (99396)	\$156.00
2204	Public Health	Periodic Comprehensive Exam 65yrs and over	Established Patient Preventive Medicine Re-Evaluation (99397)	\$156.00
2205	Public Health	BEHAVIOR COUNSELING		
2206	Public Health	99406 - Smoking & Tobacco Cessation Counseling	greater then 3 min up to 10 min	\$19.00
2207	Public Health	99407 - Smoking & Tobacco Cessation Counseling	greater than 10 min	\$36.00
2208	Public Health	PREVENTIVE MEDICINE, INDIVIDUAL COUNSELING		
2209	Public Health	99401 - 15 min		\$49.00
2210	Public Health	99402 - 30 min		\$82.00
2211	Public Health	99403 - 45 min		\$101.00
2212	Public Health	99404 - 60 min		\$141.00
2213	Public Health	LABORATORY SERVICES STAT		
2214	Public Health	TB Skin Test	TB Skin Test (CPT 86580)	\$11.00
2215	Public Health	Urinalysis Dip Stick	Urinalisys - dip stick, non automated without microscopy (81002)	\$5.00
2216	Public Health	UA with micorscopic RFX culture 81001	UA with micorscopic RFX culture 81001	\$4.00
2217	Public Health	Urine Dip Stick 81003	Urine Dip Stick 81003	\$3.00
2218	Public Health	UA nonautow/scope 81000	UA nonautow/scope 81000	\$5.00
2219	Public Health	UA Preanancy Test 81025	UA Preanancy Test 81025	\$11.00
2220	Public Health	Urine C & S 87088	Urine C & S 87088	\$11.00
2221	Public Health	RPR 86592	Rapid Plasma Reagin 86592	\$6.00

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2222	Public Health	TPPA 86780	Treponema Pallidum Particle Agglutination 86780	\$17.00
2223	Public Health	Smear Wet Mount 87210	Smear Wet Mount 87210	\$8.00
2224	Public Health	CLINICAL LABORATORY SERVICES		
2225	Public Health	Basic Metabolic Panel (Calcium total)	Basic Metabolic Panel (80048)	\$11.00
2226	Public Health	Renal Function Panel	Renal Function Panel (80069)	\$11.00
2227	Public Health	80061 Lipid Panel	80061 Lipid Panel (Cardiac Risk Profile)	\$18.00
2228	Public Health	Electrolyte Panel	Electrolyte Panel (80051)	\$9.00
2229	Public Health	Comprehensive Metabolic Panel	Metabolic Panel (80053)	\$14.00
2230	Public Health	Complete Blood Count (CBCD)	Complete Blood Count with Differential (85025)	\$10.00
2231	Public Health	81015 - Urilysis; qualitative or semiquantitative - microscopic only	Clinical Lab - UA Qualitative/Semiquantitative; microscopic only	\$4.00
2232	Public Health	81025 Urinalysis - CLIA Waived	Clinical Lab - UA Pregnancy Test	\$11.00
2233	Public Health	82465QW - Cholesterol Serum	Clinical Lab - Cholesterol , Serum	\$6.00
2234	Public Health	82270 - Blood Occult (Guaiac) CLIA Waived	Clinical Lab - Blood Occult (guaiac)	\$5.00
2235	Public Health	82565 - Creatinine	82565 - Creatinine	\$7.00
2236	Public Health	82950QW - Post Glucose Dose (includes glucose)	Clinical Lab - Post Glucose Dose (includes glucose)	\$6.00
2237	Public Health	83001 - FSH	83001 - FSH Gonadotropin	\$30.00
2238	Public Health	83036QW - Hemoglobin Glycosylated (A1C)	Clinical Lab - Glycosylated (A1C)	\$13.00
2239	Public Health	84146 - Prolactin	84146 - Prolactin	\$31.00
2240	Public Health	84450QW - AST, SGOT	Clinical Lab - AST, SGOT	\$7.00
2241	Public Health	84460QW - ALT, SGPT	Clinical Lab - ALT, SGPT	\$7.00
2242	Public Health	84703 - HCG Qual Serum	84703 - HCG Qual Serum	\$7.00
2243	Public Health	84702 HCG Serum Quantitative	84702 HCG Serum Quantitative	\$20.00
2244	Public Health	84478QW - Triglycerides	Clinical Lab - Triglycerides	\$9.00
2245	Public Health	85018QW - Hemoglobin	Clinical Lab - Hemoglobin	\$3.00
2246	Public Health	85610QW - Prothrombin Time	Clinical Lab - PT	\$6.00
2247	Public Health	86780QW - Treponema Pallidum	Clinical Services - Treponema Pallidum	\$17.00
2248	Public Health	87186 Susceptibility	87186 Susceptibility	\$12.00
2249	Public Health	87389 - HIV 1/2 with Reflex	87389 - HIV 1/2 with Reflex	\$31.00
2250	Public Health	87624 HPV HR Reflex	87624 HPV HR Reflex	\$56.00
2251	Public Health	88142 - Cytopathology - Thin Prep	Lab -Cervical/Vaginal any reporting systme	\$26.00
2252	Public Health	84443 TSH	84443 TSH	\$27.00
2253	Public Health	87086 Urine Culture	87086 Urine Culture	\$10.00
2254	Public Health	87077 Difinitive ID Aerobic	87077 Difinitive ID Aerobic	\$13.00
2255	Public Health	88161 -Cytopathology Smear	Lab - Preparation, screening & Preparation	\$75.00
2256	Public Health	G0475 HIV 1/2 Rapid 4th Gen	G0475 HIV 1/2 Rapid 4th Gen	\$38.00
2257	Public Health	99000 - Handling and/or conveyance of specimen	Lab - Specimen transfer from office/site to an outside laboratory	\$12.00
2258	Public Health	FAMILY PLANNING - IMMUNIZATIONS		
2259	Public Health	FAMILY PLANNING CONTRACEPTIVE SUPPLIES & SERVICES		
2260	Public Health	A4261 - Cervical Cap Contraceptive for contraceptive use	Supplies - Cervical Cap	\$66.00
2261	Public Health	A4266 - Diaphragm for Contraceptive use	Supplies - Diaphragm	\$30.00
2262	Public Health	A4269 - Spermicide (eg: Foam, Gel) each 10-55 yrs of age	Supplies - Contraceptive	\$16.00
2263	Public Health	S4993 - Oral Contraceptive pills, one cycle	Supplies - Oral contraceptive pills	\$30.00
2264	Public Health	A9150 - Non Prescription Drugs	Supplies - Miscellaneous	\$18.00
2265	Public Health	H1010 - Non-Medical Family planning education, per session	Service - Rehabilitative Service	\$17.00
2266	Public Health	FAMILY PLANNING CONTRACEPTIVE METHODS	Service - Rehabilitative Service	
2267	Public Health	J1050 - Medroxyprogesterone Acetate, 1mg	DEPO - PROVERA (150 mg)	\$93.00
2268	Public Health	J7296 - Levonorgestrel-releasing intrauterine contraceptive IUD - Kyleena 19.5 mg	IUD - Kyleena, 19.5 mg	\$632.00
2269	Public Health	J7297 - Levonorgestrel- releasing intrauterine contraceptive	IUD - Liletta, 52mg	\$497.00
2270	Public Health	J7298 - Levonorgestrel - releasing intrauterine contraceptive	IUD - Mirena 52mg	\$632.00
2271	Public Health	J7300 - Copper Intrauterine Contraceptive	IUD - Copper Paraguard	\$586.00
2272	Public Health	J7301 - Levonorgestrol intrauterine contraceptive	IUD - Skyla 13.5 mg	\$842.00
2273	Public Health	J7303 - Vaginal Ring, each	Supplies - Contraceptive Ring (Nuvaring pack of 3)	\$216.00
2274	Public Health	J7304 - Contraceptive Patch, each	Supply - Contraceptive (Ortho Evra Patch)	\$56.00
2275	Public Health	J7307 - Implantable Contraceptive capsule	Implant - etonogestrel 68 mg (Nexplanon)	\$992.00
2276	Public Health	FAMILY PLANNING PROCEDURES		
2277	Public Health	11976 - Removal of Implantable Contraceptive	Removal of Implatable Contraceptive	\$183.00
2278	Public Health	11981 - Implant Insertion, Non-Biodegradable Drug Delivery	Insertion of Non-Biodegradable Drug Delivery Implant	\$128.00
2279	Public Health	11982 - Implant Removal, Non-Biodegradable	Removal of Non-Biodegradable Drug Delivery Implant	\$143.00
2280	Public Health	11983 - Removal with re-insertion, non-biodegradable Drug Delivery Implant	Removal & Reinsertion of Non-Biodegradable Implant	\$180.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
2281	Public Health	96372 - Injection Fee for Medroxyprogesterone acetate (Depo-Provera)	Injection fee for Contraceptive use (Depo-Provera)	\$18.00
2282	Public Health	57170 - Diaphragm or Cervical Cap Fitting with Instructions	Diaphragm or Cervical Cap Fitting with Instructions	\$100.00
2283	Public Health	58300 - Insertion of Intrauterine Device	Insertion of IUD	\$113.00
2284	Public Health	58301 - Removal of Intrauterine Device	Removal of IUD	\$142.00
2285	Public Health	56501 - Destroy Vulva Lesions, Simple	Destroy Vulva Lesions, Simple (Liquid Nitrogen Treatment)	\$250.00
2286	Public Health	56515 - Destroy Vulva Lesions, Complex	Destroy Vulva Lesions, Complex (Liquid Nitrogen Treatment)	\$357.00
2287	Public Health	46900 - Destruction of Anal Lesions, Simple	46900 - Destruction of Anal Lesions, Simple	\$306.00
2288	Public Health	54050 - Destruction of Lesions, Penile Simple Chemical	54050 - Destruction of Lesions, Penile Simple - Chemical	\$181.00
2289	Public Health	57061 - Destruction Vaginal Lesions - Simple	57061 - Destruction Vaginal Lesions - Simple	\$217.00
2290	Public Health	FAMILY PLANNING - DRUGS ADMINISTERED OTHER THAN ORAL		
2291	Public Health	J0696 - Injection , Ceftriaxone sodium, per 250mg	Drugs - Administered other than oral	\$1.00
2292	Public Health	J0558 - Injection, Penicillin g benzathine 100,000 un, Penicillin & Procaine	Drugs - Administered other than oral	\$15.00
2293	Public Health	J0561 - Injection, Penicillin g benzathine, 100,000un	Drugs - Administered other than oral	\$19.00
2294	Public Health	J0690 - Injection, cefazolin sodium 500mg	Drugs - Administered other than oral	\$2.00
2295	Public Health	J2010 - Injection , lincomycin HCL, up to 300 mg	Drugs - Administered other than oral	\$17.00
2296	Public Health	Education & Counseling (H1010)		\$15.00
2297	Public Health	Clindamycin 300g each tablet	Clindamycin 300g each tablet	\$1.00
2298	Public Health	Truvada NDC Tab 200mg/300mg	Truvada NDC Tab 200mg/300mg	\$6.00
2299	Public Health	Dolutegravir		\$32.00
2300	Public Health	Raltegravir		\$11.00
2301	Public Health	Diphenhydramine HCL injection 50mg (Benadryl) each vial	Diphenhydramine HCL injection 50mg (Benadryl) each vial	\$1.00
2302	Public Health	Epinephrine 1:1000 injection		\$1.00
2303	Public Health	benzathine PCN 100,000 units J0561		\$16.00
2304	Public Health	Medroxyprogesterone Acetate 5mg each tablet	Medroxyprogesterone Acetate 5mg each tablet	\$1.00
2305	Public Health	Macrobid 100 mg (Nitrofurantoin)	Macrobid 100 mg (Nitrofurantoin)	\$1.00
2306	Public Health	*Azithromycin 250mg tablet	*Azithromycin 250mg tablet	\$1.00
2307	Public Health	Azithromycin Powder 1g-single dose packet	Azithromycin Powder 1g-single dose packet	\$16.00
2308	Public Health	*Bicilin L-A 1200MU 2ML injectable	*Bicilin L-A 1200MU 2ML injectable	\$1.00
2309	Public Health	Cefixime (Suprax) 400mg Tabs	Cefixime (Suprax) 400mg Tabs	\$9.00
2310	Public Health	Ceftriaxone (Rocephin) 500mg each vial	Ceftriaxone (Rocephin) 500mg per vial	\$1.00
2311	Public Health	*Doxycycline 100mg tablet	*Doxycycline 100mg tablet	\$1.00
2312	Public Health	Fluconazole 150 mg tablet (each tablet)	Fluconazole 150 mg tablet (each tablet)	\$1.00
2313	Public Health	*Gentamicin 80 mg/2ML Vial	*Gentamicin 80 mg/2ML Vial	\$1.00
2314	Public Health	*Imiquimod Cream 5%	*Imiquimod Cream 5%	\$6.00
2315	Public Health	Levofloxacin 500mg	Levofloxacin 500mg	\$1.00
2316	Public Health	Levonorgestrel (Alesse or Luteru) each caed	Levonorgestrel (Alesse or Luteru) each card	\$30.00
2317	Public Health	Lidocaine 10mg/ML little each vials	Lidocaine 10mg/ML little each vial	\$1.00
2318	Public Health	Loestrin FE 1.5mg/30mcg pill (generic *Microgestin FE) per card	Loestrin FE 1.5mg/30mcg pill (generic *Microgestin FE) per card	\$30.00
2319	Public Health	Medroxyprogesterone Acetate Injection 150mg/ml each vial	Medroxyprogesterone Acetate Injection 150mg/ml each vial	\$1.00
2320	Public Health	*Metronidazole 0.75% Vag Gel Tube (70g/tube)	*Metronidazole 0.75% Vag Gel Tube (70g/tube)	\$1.00
2321	Public Health	*Metronidazole 500mg tablet	*Metronidazole 500mg tablet	\$1.00
2322	Public Health	*Metronidazole 500mg tablet	*Metronidazole 500mg tablet	\$1.00
2323	Public Health	*Miconazole 3 Combo pk w/cream tube	*Miconazole 3 Combo pk w/cream tube	\$5.00
2324	Public Health	Micronor 0.35 mg pill (generic *Norlyda) per card	Micronor 0.35 mg pill (generic *Norlyda) -28 day per card	\$30.00
2325	Public Health	*Monistat 1 Day/Night combo pk w/cream tube	*Monistat 1 Day/Night combo pk w/cream tube	\$19.00
2326	Public Health	*Moxifloxacin 400mg tablet	*Moxifloxacin 400mg tablet	\$1.00
2327	Public Health	Multivitamin w/ Folic Acid tablet	Multivitamin w/ Folic Acid tablet	\$1.00
2328	Public Health	Nuva Ring (3 pk)	Nuva Ring (3 pk)	\$1.00
2329	Public Health	Ortho Tri-cyclen LO 0.180/0.215/0.025mg pill (generic *Tri VyLibra LO) -28 day per card	Ortho Tri-cyclen LO 0.180/0.215/0.025mg pill (generic *Tri VyLibra LO) -28 day per card	\$30.00
2330	Public Health	*Permethrin Cream 5% (60gm/tube)	*Permethrin Cream 5% (60gm/tube)	\$7.00
2331	Public Health	Plan B One Step 1.5mg tablet each tablet	Plan B One Step 1.5mg each tablet	\$5.00
2332	Public Health	*Suprax Cap 400mg capsule (each capsule)	*Suprax Cap 400mg capsule (each capsule)	\$8.00
2333	Public Health	*Valacyclovir HCL 1gm tablet	*Valacyclovir HCL 1gm tablet	\$3.00
2334	Public Health	Xulane Transdermal Patch 150/35mcg (3pk)	Xulane Transdermal Patch 150/35mcg (3pk)	\$31.00
2335	Public Health	*Xylocaine 1% 2ML vial	*Xylocaine 1% 2ML vial	\$1.00
2336	Public Health	Barriers: Condoms - each	Barriers: Male Condoms A4267	\$1.00
2337	Public Health	Barriers: Condoms - each	Barriers: Female Condoms A4268	\$1.00
2338	Public Health	Urine Pregnancy Test	Urine Pregnancy Test	\$1.00

FY 2023 Schedule C
Departmental Fee List

Line No.	Department	Fee Description	Detail	FY 2023 Adopted
2339	Purchasing & Strategic Sourcing	Hire El Paso First	Hire El Paso First	\$150.00 for a three year period
2340	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 1 (\$5-\$100)	\$2.00 - technology fee - added to applicable base fee
2341	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 2 (\$101-\$500)	\$4.00 - technology fee - added to applicable base fee
2342	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 3 (\$501-\$1,000)	\$15.00 - technology fee - added to applicable base fee
2343	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 4 (\$1001-\$3,000)	\$30.00 - technology fee - added to applicable base fee
2344	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 5 (\$3,001-\$5,000)	\$100.00-technology fee - added to applicable base fee
2345	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 6 (\$5,001-\$10,000)	\$150.00 - technology fee - added to applicable base fee
2346	Information Technology Services	Software Maintenance Fee	Technology Fee-Tier 7 (\$10,001-and over)	\$300.00-technology fee - added to applicable base fee
2347	Capital Improvement	Application Fee-Purchase/Sale		\$1,000.00
2348	Capital Improvement	Consideration - Purchase/Sale		Market Value as determined by Real Estate Policies
2349	Capital Improvement	Due Diligence		Actual cost charged by contractors
2350	Capital Improvement	Application Fee- Rights of Entry		\$500.00
2351	Capital Improvement	Consideration - Rights of Entry		\$0.00
2352	Capital Improvement	Application Fee - Easements		\$1,000.00
2353	Capital Improvement	Consideration - Easement		Market Value as determined by Real Estate Policies
2354	Capital Improvement	Application Fee - Leases		\$1,000.00
2355	Capital Improvement	Consideration - Lease		Market Value as determined by Real Estate Policies
2356	Capital Improvement	Agreement Amendments		\$200.00
2357	Capital Improvement	Consent to Assignments		\$200.00
2358	Capital Improvement	Release		\$200.00
2359	Capital Improvement	Termination of Agreements		\$200.00
2360	Capital Improvement	Application Fee - Special Event		\$500.00
2361	Capital Improvement	Consideration - Special Event		The greater of the following will be the consideration fee for the rental of a City Property: \$5,000;\$10 per parking slot space per day;or then percent a year of the fair market value of the property prorated daily.

Schedule D
Ordinance 8064 Appendix "A"

JOB CODE	Job Description	Pay Plan	Pay Grade
10930	Accessibility Coordinator	PM	128
10940	Accessibility Specialist	GS	052
12230	Accountant	PM	125
12210	Accounting Manager	PM	130
12260	Accounting/Payroll Clerk	GS	046
12250	Accounting/Payroll Specialist	GS	050
10525	ADA Accommodations Coordinator	PM	129
11150	Administrative Analyst	PM	128
11110	Administrative Assistant	GS	052
10645	Affordable Housing Finance Coo	PM	132
10640	Aging Services Coordinator	PM	126
18325	Airfield Maintenance Superviso	GS	055
14060	Airport Facilities Maintenanc	PM	129
14100	Airport Assist Ops Off	PM	123
18328	Airport Labor Supervisor	GS	052
14070	Airport Operations Superintend	PM	131
14090	Airport Operations Supervisor	PM	126
14055	Airport Program Coordinator	PM	132
14080	Airport Security Coordinator	PM	129
22380	Animal Care Attendant	GS	046
22350	Animal Protection Officer	GS	051
22315	Animal Services Manager	PM	130
22321	Animal Services Operations Sup	GS	057
22325	Animal Services Shift Supervis	GS	055
16555	Animal Training and Enrichment	GS	053
16120	Aquatics Supv	PM	123
16480	Aquatics Systems Manager	GS	053
15250	Archaeology Museum Edu Curator	PM	125
15220	Archeology Museum Curator	PM	127
13120	Architect	PM	130
13130	Architectural Intern	PM	124
11040	Archives & Records Analyst	PM	123
11030	Archives & Records Manager	PM	128
15270	Art Museum Assist Edu Curator	PM	123
15260	Art Museum Assistant Curator	PM	124
15215	Art Museum Curator	PM	127
15210	Art Museum Senior Curator	PM	129
15235	Art Museum Sr. Edu Curator	PM	126
15120	Arts Programs & Education Spec	PM	124
15635	Assist Library Branch Mgr	PM	127
15625	Assist Trans-Pecos Sysys Coord	PM	127
73430	Assistant Fire Marshall	FS	6

13240	Assoc Hydrogeologist	PM	126
12240	Associate Accountant	PM	122
17330	Associate Code Compliance Offi	GS	047
11335	Associate Ombudsman	PM	125
16515	Associate Veterinarian	PM	133
12075	Audit Supervisor	PM	133
12090	Auditor	PM	125
12106	Benefit Specialist	GS	052
17215	Bldg Combination Inspector Sup	GS	057
22180	Breast Feeding Coordinator	PM	125
12170	Budget & Mgmt Analyst	PM	125
12160	Budget & Svs Coord	PM	127
12180	Budget Specialist	GS	053
17225	Building Combination Inspector	GS	055
17235	Building Insp	GS	053
17387	Building Insp / Plans Examr	GS	055
17222	Building Insp Supv	GS	055
17396	Building Permit Technician	GS	050
17350	Building Plans Examiner	GS	057
11320	Business & Customer Service As	PM	130
12065	Business & Financial Manager	PM	132
10340	Buyer	GS	054
17285	Capital Projects Inspector	GS	051
18750	Carpenter	GS	049
12470	Cashier	GS	043
10650	CDBG Contract Administrator	PM	127
73280	Certified Firefighter Trainee	GS	050
73290	Certified Paramedic-Fire Train	GS	054
75400	Certified Police Trainee	GS	054
13245	Chemist	PM	125
17130	Chief Building Inspector	PM	127
13040	Chief Construction Inspector	PM	126
17340	Chief Plans Examiner	PM	132
18307	City Facilities Manager	PM	134
13310	Civil Engineer	PM	132
13320	Civil Engineering Associate	PM	128
11190	Civil Service Commission Recor	GS	050
22130	Clinical Assistant	GS	046
14460	Coach Operator Trainee	GS	043
17300	Code Compliance Manager	PM	130
17320	Code Compliance Officer	GS	051
17310	Code Compliance Supervisor	GS	055
17305	Code Field Operations Supervis	GS	057
12530	Coin Sorter Operator	GS	043
15535	Collect Dev Librarian	PM	128
15520	Collect Dev Mgr	PM	130
12440	Collections Supv	GS	051

12255	Collectively Bargained Payroll	GS	047
10670	Comm. Dev. Program Coordinator	PM	127
11420	Communication Dispatcher	GS	050
11410	Communication Dispatcher Super	GS	052
19620	Communications Assistant Manag	PM	129
16110	Community Center Supervisor	PM	125
22255	Community Health Preparedness	PM	132
22190	Community Service Aide Breastf	GS	045
17290	Construction Inspector Trainee	GS	047
11340	Consumer Affairs Officer	PM	126
20130	Contracts Development Coordina	PM	128
19385	Court Liaison Supv	GS	045
19110	Court Sentencing & Security Sup	PM	129
19135	Court Services Supervisor	GS	053
19330	Criminal Intelligence Liaison	PM	123
15130	Cultural Funding & Technical A	PM	125
18330	Custodial Services Supervisor	GS	049
18350	Custodial Shift Leader	GS	045
18340	Custodial Supervisor	GS	047
11350	Customer Relations & Billing S	GS	052
11370	Customer Relations Clerk	GS	045
11360	Customer Relations Representat	GS	048
22220	Dental Assistant	GS	046
22210	Dental Hygienist	GS	057
11140	Department Administrative Mana	PM	129
11080	Departmental Data Management S	GS	055
11085	Departmental Data Management S	GS	050
10510	Departmental Human Resources M	PM	132
19160	Deputy Court Clerk	GS	046
12430	Disbursements Supv	GS	055
11050	Document Center Supervisor	GS	051
11090	Document Ctr Spec	GS	044
10030	Economic Program Analyst	PM	126
11715	Edu & Graphics Spec	PM	122
13360	Electrical Engineer	PM	132
13370	Electrical Engineering Associa	PM	128
17240	Electrical Inspector	GS	053
17230	Electrical Inspector Superviso	GS	055
17370	Electrical Plans Examiner	GS	057
18630	Electrician	GS	054
18605	Electrician Supv	GS	056
18615	Electronics Lead Tech	GS	055
18650	Electronics Technician	GS	053
13080	Energy Coordinator	PM	128
13075	Energy Resources Manager	PM	132
13840	Engineering Aide	GS	046
13810	Engineering Associate	PM	126

13815	Engineering Lead Technician	GS	056
13820	Engineering Senior Technician	GS	054
13830	Engineering Technician	GS	051
13410	Environmental Engineer	PM	132
13420	Environmental Engineering Asso	PM	128
13835	Environmental Field Technician	GS	048
10145	Environmental Planner	PM	128
10200	Environmental Planner	PM	128
13440	Environmental Review Specialis	PM	122
13430	Environmental Scientist	PM	126
13825	Environmental Senior Field Tec	GS	052
13415	Environmental Senior Scientist	PM	130
13435	Environmental Staff Scientist	PM	124
22267	Epidemiologist	PM	131
19448	EPPD Warehouse Supervisor	GS	057
18430	Equipment Operator	GS	048
18315	Facilities Maintenance Chief	GS	056
18520	Facilities Maintenance Lead Wo	GS	050
18310	Facilities Maintenance Superin	PM	130
18320	Facilities Maintenance Supervi	GS	055
18530	Facilities Maintenance Worker	GS	047
10820	Fair Housing & Relocation Off	PM	123
12060	Financial Systems Coordinator	PM	126
73460	Fire Administrative Chief	FS	7
73480	Fire Assistant Chief	FS	9
73390	Fire Battalion Chief	FS	6
73395	Fire Battalion Chief 56 Hrs	FS	6
73380	Fire Captain	FS	5
73385	Fire Captain 56 Hrs	FS	5
73470	Fire Deputy Chief	FS	8
73475	Fire Deputy Chief 56 Hrs	FS	8
73420	Fire Division Chief	FS	6
73370	Fire Lieutenant	FS	4
73375	Fire Lieutenant 56 Hrs	FS	4
73410	Fire Maintenance Superintenden	FS8	7
73440	Fire Marshall	FS	8
73365	Fire Med Lieutenant 56 Hrs	FM12	004
73310	Fire Medic	FMS	001
73360	Fire Medical Lieutenant	FMS	004
73320	Fire Paramedic	FMS	002
73325	Fire Paramedic 56 Hrs	FM12	002
73388	Fire Staff Battalion Chief	FS	6
73335	Fire Suppression Tech 56 Hrs	FS	2
73350	Fire Suppression Tech II	FS	3
73355	Fire Suppression Tech II 56 Hr	FS	3
73330	Fire Suppression Technician	FS8	2
73450	Fire Training Chief	FS	7

73300	Firefighter	FS	1
73305	Firefighter 56 Hrs	FS	1
73270	Firefighter Trainee	GS	048
20280	Fleet & Building Maintenance S	PM	131
18200	Fleet Body Repair Lead Technic	GS	054
18210	Fleet Body Repair Technician	GS	052
18040	Fleet Body Shop Supervisor	GS	056
18020	Fleet Maintenance Chief	GS	058
18110	Fleet Maintenance Lead Technic	GS	054
18030	Fleet Maintenance Supervisor	GS	056
18140	Fleet Maintenance Tech. Trainee	GS	046
18120	Fleet Maintenance Technician	GS	052
18105	Fleet Maintenance Trainer Supe	GS	057
18230	Fleet Service Assistant	GS	043
18220	Fleet Service Worker	GS	045
18045	Fleet Svs Coord	GS	052
22480	Food Safety Associate Inspecto	GS	047
22470	Food Safety Inspector	GS	051
22460	Food Safety Inspector Supervis	GS	055
22450	Food Safety Program Manager	PM	130
22455	Food Safety Spec	PM	122
10025	Foreign Trade Zone Coordinator	PM	128
10020	Foreign Trade Zone Manager	PM	130
18570	General Service Worker	GS	043
18510	General Services Supervisor	GS	052
18535	General Svs Lead Worker	GS	046
17628	Graffiti Abatement Prgm Coord	GS	056
10720	Grant Planner	PM	125
10735	Grant Services Coordinator	PM	125
11065	Graphics Technician	GS	050
18550	Groundskeeper	GS	045
18130	Groundskeeping Equipment Techn	GS	048
22230	Health Training & Promotions M	PM	132
18420	Heavy Equipment Operator	GS	051
18410	Heavy Equipment Supervisor	GS	055
18405	Heavy Equipment Trainer Supv	GS	057
11620	Help Desk Specialist	GS	045
15225	History Museum Curator	PM	127
15240	History Museum Sr. Edu Curator	PM	126
15100	History Preservation Officer	PM	130
22275	Hlth Edu Supv	PM	127
10830	Housing Const Spec	GS	054
10660	Housing Construction Superviso	GS	056
10840	Housing Program Relocation Rep	GS	046
10810	Housing Program Specialist	PM	124
10530	Human Resources Analyst	PM	125
10535	Human Resources Audit Speciali	GS	057

10515	Human Resources Business Partn	PM	130
10430	Human Resources Manager	PM	134
10550	Human Resources Specialist	GS	052
13210	Hydrogeologist	PM	131
18610	Industrial Electrician	GS	055
13510	Industrial Engineer	PM	132
13520	Industrial Engineering Associa	PM	128
11430	Info & Referral 211 Spec	GS	046
11400	Information and Referral 211 S	GS	046
20820	Inst Control Assist Supt	PM	125
20850	Inst Control Lead Tech	GS	056
20815	Inst Control Supt	PM	127
20840	Inst Control Supv	GS	057
20875	Instrumentation Control Techni	GS	054
12400	International Bridges Operatio	PM	130
11570	Inventory Coder	GS	043
18760	Irrigation Tech	GS	048
20520	Laboratory Services Manager	PM	132
10370	Land & Contract Administrator	PM	126
10390	Land and Contract Specialist	GS	051
16045	Land Management Superintendent	PM	132
17280	Landscape Inspector	GS	053
17380	Landscape Plans Examiner	GS	057
19445	Latent Print Examr	GS	053
19430	Latent Print Examr Supv	PM	126
12080	Lead Auditor	PM	130
12140	Lead Budget & Mgmt Analyst	PM	131
19154	Lead Court Customer Representa	GS	049
19156	Lead Deputy Court Clerk	GS	047
22205	Lead Epidemiologist	PM	133
10540	Lead Human Resources Specialis	GS	056
18710	Lead Maint Mechanic	GS	054
10130	Lead Planner	PM	130
17825	Lead Solid Waste Truck Driver	GS	051
11115	Legal/Contract Secretary	GS	051
15555	Library Acquisitions Specialis	GS	052
15580	Library Assistant	GS	043
15620	Library Branch Mgr	PM	129
15570	Library Customer Service Speci	GS	046
15440	Library Head Cataloger	PM	128
15430	Library Head of General Refere	PM	130
15560	Library Information Servic Spe	GS	049
15650	Library Literacy Coordinator	PM	125
15550	Library Services Supervisor	GS	052
15530	Library Youth Services Coordin	PM	128
10850	Loan Account & Collection Spec	GS	045
18780	Locksmith	GS	046

18740	Maint Mechanic	GS	051
18050	Maintenance Service Ticket Wri	GS	046
10050	Marketing & Customer Relations	PM	126
15150	Marketing and Cultural Tourism	PM	124
11540	Materials Specialist	GS	047
11520	Materials Supervisor	GS	054
17220	Mech & Plumbing Insp Supv	GS	055
17385	Mech & Plumbing Plans Examr	GS	056
13560	Mechanical Engineer	PM	132
13570	Mechanical Engineering Associa	PM	128
17270	Mechanical Inspector	GS	052
22120	Medical Assistant	GS	048
13250	Microbiologist	PM	125
19120	Municipal Court Hearing Office	PM	126
19152	Municipal Court Records Superv	GS	051
19130	Municipal Court Sentencing Co	PM	124
19535	Municipal Vehicle Storage Faci	GS	048
15060	Museum Development Coordinator	PM	125
15245	Museum Edu Curator	PM	125
15050	Museum Events Coordinator	GS	049
15040	Museum Manager	PM	132
15320	Museum Operations Assistant	GS	044
15070	Museum Preparator	PM	123
15080	Museum Registrar	PM	123
15310	Museum Store Manager	PM	123
10730	Neighborhood Relations Coordin	PM	124
22100	Nurse Supervisor	PM	130
22085	Nurse Supv	PM	130
22080	Nursing Program Manager	PM	133
22140	Nutrition Services Manager	PM	133
22170	Nutritionist	PM	125
11250	Office Assistant	GS	043
11210	Office Manager	GS	055
11220	Office Supervisor	GS	049
11330	Ombudsman	PM	128
16065	Open Space, Trails and Parks C	PM	126
17640	Operations Assistant	GS	053
17630	Operations Supervisor	GS	057
11179	Paralegal	PM	123
14240	Paratransit Assistant Superint	PM	128
16320	Park Area Supervisor	GS	055
16010	Park Operations Superintendent	PM	134
16210	Park User Representative	GS	049
19525	Parking & Traffic Controller	GS	048
19530	Parking Enforcement Controller	GS	047
12510	Parking Meter Service Supervis	GS	049
12520	Parking Meter Service Worker	GS	046

17627	Pavement Coordinator	PM	126
19440	Photographic Laboratory Senior	GS	053
19438	Photographic Laboratory Super	GS	056
19455	Photographic Laboratory Tech	GS	050
10150	Planner	PM	125
10170	Planning Specialist	GS	049
10190	Planning Technician	GS	043
18720	Plumber	GS	052
17260	Plumbing Inspector	GS	053
19220	Police Admin Svcs Division Mgr	PM	129
75670	Police Assistant Chief	P	8
19230	Police Budget Coordinator	PM	126
75630	Police Commander	P	6
10725	Police Community Services Supe	PM	130
75660	Police Deputy Chief	P	7
75510	Police Detective	P	3
19340	Police Interagency Program Co	PM	122
75620	Police Lieutenant	P	5
75420	Police Officer	P	1
19325	Police Planner	PM	127
19370	Police Public Information Offi	PM	127
19250	Police Records Specialist	GS	047
19235	Police Records Supervisor	GS	057
19240	Police Records Unit Supervisor	GS	055
75610	Police Sergeant	P	4
19320	Police Toxicologist	PM	127
19310	Police Train Mgr	PM	128
75410	Police Trainee	GS	054
13750	Pretreatment Assist Mgr	PM	125
20940	Pretreatment Inspector	GS	051
20930	Pretreatment Inspector Supervi	GS	054
13720	Pretreatment Mgr	PM	132
13740	Pretreatment Engineering Associ	PM	128
11070	Printing & Equip Oper	GS	046
10320	Procurement Analyst	PM	126
10350	Project Compliance Specialist	PM	122
19465	Prop & Evidence Spec	GS	048
19450	Prop & Evidence Supv	GS	052
19460	Property and Disposition Speci	GS	050
11530	Property Control Off	GS	050
11560	Property Control Officer	GS	050
17237	Property Maint & Housing Inspe	GS	055
17227	Prpty Maint & Housing Inspe Su	GS	057
19233	PS Report Taker Supervisor	GS	055
15545	Pub Svs Librarian	PM	125
15110	Public Arts Program Coordinato	PM	125
22300	Public Health Aide	GS	045

22090	Public Health Nurse	PM	128
22265	Public Health Program Manager	PM	132
22290	Public Health Specialist	PM	123
22270	Public Health Supervisor	PM	128
22070	Public Health Technician	GS	052
19760	Public Safety Call Taker	GS	051
19780	Public Safety Communications S	GS	050
19750	Public Safety Communicator	GS	054
19755	Public Safety Communicator Tra	GS	051
19740	Public Safety Dispatcher - Pol	GS	051
19770	Public Safety Report Taker	GS	045
19730	Public Safety Shift Supervisor	GS	057
10310	Purch Agent	PM	129
10360	Purchasing Clerk	GS	047
13220	Quality Control Chemist	PM	131
16070	Recreation & Sports Coordinato	PM	126
16050	Recreation Division Supervisor	PM	129
16230	Recreation Leader	GS	043
16020	Recreation Prgm Mgr	PM	130
16130	Recreation Prgm Supv	PM	122
16220	Recreation Spec	GS	047
15615	Regional Library Branch Mgr	PM	130
11180	Research Assistant	PM	122
17650	Resurfacing Inspector	GS	047
12105	Return to Work Specialist	PM	124
12330	Revenue Processing Supervisor	GS	054
10380	Right of Way Agent	PM	125
12100	Risk Management Analyst	PM	129
12095	Risk Management Coordinator	PM	134
18770	Roofer	GS	047
11725	Safety and Training Coord	PM	125
23010	Safety Engineer	PM	132
11730	Safety Specialist	PM	124
11740	Safety Technician	GS	048
24030	Sanitarian	PM	125
24040	Sanitarian Specialist	PM	123
24000	Sanitary Services Manager	PM	134
24010	Sanitary Services Supervisor	PM	128
11130	Secretary	GS	046
12220	Senior Accountant	PM	128
12245	Senior Accounting/Payroll Spec	GS	052
22370	Senior Animal Care Attenda	GS	048
12085	Senior Auditor	PM	128
13230	Senior Chemist	PM	129
17315	Senior Code Compliance Officer	GS	053
19315	Senior Crime Analyst	PM	128
19150	Senior Deputy Court Clerk	GS	051

10710	Senior Grant Planner	PM	128
11055	Senior Graphics Technician	PM	123
10520	Senior HR Analyst	PM	128
10545	Senior Human Resources Special	GS	054
18604	Senior Industrial Electrician	GS	058
22150	Senior Nutritionist	PM	127
11230	Senior Office Assistant	GS	045
11169	Senior Paralegal	PM	125
10140	Senior Planner	PM	128
10180	Senior Planning Technician	GS	046
17343	Senior Plans Examiner	PM	127
22280	Senior Public Health Specialis	PM	124
10325	Senior Purchasing Agent	PM	131
20450	Senior Safety Specialist	PM	126
11120	Senior Secretary	GS	049
12450	Senior Toll Collector	GS	045
16580	Senior Zoo Keeper	GS	049
14440	Shuttle Coach Operator	GS	045
10935	Sign Language Interpreter	PM	128
17810	Solid Waste Division Superviso	GS	054
17740	Solid Waste Landfill Superviso	GS	055
17738	Solid Waste Operations Coordin	PM	122
17735	Solid Waste Operations Manager	PM	132
17820	Solid Waste Route Supervisor	GS	044
18565	Solid Waste Service Worker	GS	045
17730	Solid Waste Superintendent	GS	056
17824	Solid Waste Trk Drv Trainer	GS	052
17830	Solid Waste Truck Driver	GS	049
17840	Solid Waste Truck Driver Train	GS	043
15450	Southwest Librarian	PM	127
22340	Sr Animal Protection Officer	GS	053
12150	Sr. Budget & Mgmt Analyst	PM	129
12460	Sr. Cashier	GS	045
19435	Sr. Latent Print Examr	PM	123
13235	Sr. Microbiologist	PM	128
10315	Sr. Procurement Analyst	PM	128
10300	Sr. Purch Agent	PM	131
16240	Sr. Recreation Leader	GS	043
11550	Stores Clerk	GS	045
20705	Stormwater Superintendent	PM	130
18290	Streetcar Hostler	GS	043
18250	Streetcar Maintenance Supervis	GS	058
18270	Streetcar Maintenance Tech	GS	055
14235	Streetcar Safety Manager	PM	132
18555	Svs & Secur Worker	GS	043
12340	Tax Accounts Supervisor	GS	054
18240	Tire Repairer	GS	043

12420	Toll Collect Supv	GS	054
12480	Toll Collector	GS	043
19540	Tow Truck Operator	GS	045
18540	Trades Helper	GS	045
17510	Traffic Control Installation S	GS	053
13630	Traffic Control Planner	PM	126
13640	Traffic Control Specialsit	GS	052
13610	Traffic Engineer	PM	132
13620	Traffic Engineering Associate	PM	128
17420	Traffic Signal Division Superv	GS	056
17440	Traffic Signal Maintenance Sup	GS	055
17430	Traffic Signs & Markings Divis	GS	056
17515	Traffic Signs & Markings Techn	GS	048
17520	Traffic Signs & Markings Worke	GS	046
17390	Traffic Signs and Markings Pla	GS	055
10440	Training & Development Coordin	PM	127
11700	Training & Public Programs Man	PM	132
11710	Training Specialist	PM	126
11720	Training Technician	GS	047
14258	Tran Asst Super of Ops	GS	058
14310	Tran Cust Svs Supv	GS	051
14320	Tran Data Spec	GS	051
14300	Tran Fleet Svs Supv	GS	052
14265	Tran Supv	GS	053
14260	Transit Call Ctr Supv	GS	055
14365	Transit Customer Service Repre	GS	044
14420	Transit Operator	GS	049
14410	Transit Operator Trainer	GS	051
14210	Transit Planning & Program Coo	PM	132
14360	Transit Quality Control Inspec	GS	049
14305	Transit Safety Manager	PM	130
14307	Transit Safety Officer	PM	126
14340	Transit Schedule Writer	GS	051
14315	Transit Scheduler	GS	051
14255	Transit Senior Service Planner	PM	127
14256	Transit Service Planner	PM	125
11510	Transit Stock Controller	PM	123
14230	Transit Superintendent of Oper	PM	132
15610	Trans-Pecos Library System Coo	PM	130
17625	Transportation Manager	PM	132
17626	Transportation Planner	PM	127
14120	Transportation Svs Supv	GS	052
18440	Truck Driver	GS	045
20870	Util Central Control Oper	GS	054
20860	Util Central Control Supv	GS	054
20605	Util Cust Srv Quality Assuranc	GS	054
13730	Util Engr Assoc	PM	128

20625	Util Meter Reader Supv	GS	050
20650	Util Meter Repairer	GS	047
20615	Util Meter Shop Supv	GS	053
20635	Util Meter Sr. Repairer	GS	049
21140	Util Pipe Layer	GS	046
20905	Util Reclamation Plant Supt	PM	129
21030	Util Warehouse Supv	GS	057
20600	Utility Call Center Supervisor	GS	055
13770	Utility Capital Improvement	GS	056
20448	Utility Claims Specialist	PM	126
21060	Utility Construction Superviso	GS	054
20610	Utility Customer Service Super	GS	055
13710	Utility Engineer	PM	132
18445	Utility Equip Oper Associate	GS	044
18450	Utility Equip Operator Trainee	GS	043
20621	Utility Field Cust Serv Sr Ins	GS	051
20620	Utility Field Customer Service	GS	051
20630	Utility Field Customer Service	GS	049
20640	Utility Field Customer Service	GS	048
20430	Utility HR Assistant Mgr	PM	134
20560	Utility Laboratory Aide	GS	042
20555	Utility Laboratory Sampler	GS	048
20550	Utility Laboratory Technician	GS	050
21070	Utility Lead Maintenance Mech	GS	054
20660	Utility Meter Reader	GS	046
10375	Utility Planner	PM	126
20704	Utility Plant Chief Superinten	PM	132
20745	Utility Plant Lead Technician	GS	055
20750	Utility Plant Senior Tech	GS	052
20770	Utility Plant Technician	GS	050
20880	Utility Reclamation Plant Supe	PM	129
20440	Utility Safety & Claims Superv	PM	128
20530	Utility Sample Specialist	GS	053
20645	Utility Senior Meter Reader	GS	048
19520	Vehicle for Hire Inspector	GS	048
19510	Vehicle for Hire Supervisor	GS	050
16530	Veterinary Assistant	GS	049
16518	Veterinary Practice Manager	GS	055
16520	Veterinary Technician	GS	054
19380	Victim Services Advocate	GS	054
10910	Volunteer Program Coordinator	PM	125
10920	Volunteer Program Specialist	PM	122
10950	Volunteer Svs Spec	GS	050
19155	Warrant Clerk	GS	047
19140	Warrant Supervisor	GS	052
21027	Wastewater Coll Maint Asst Sup	GS	055
21015	Wastewater Coll Systems Chief	PM	130

21025	Wastewater Collection Maintena	PM	128
21020	Wastewater Construction Superi	PM	128
21130	Wastewater Lead Service Worker	GS	045
21040	Wastewater Lift Station Mainte	GS	054
20910	Wastewater Lift Station Superi	PM	128
20740	Wastewater Plant Assistant Sup	PM	125
20760	Wastewater Plant Senior Techni	GS	052
20720	Wastewater Plant Superintenden	PM	130
21110	Wastewater Service Worker Supe	GS	052
21050	Wastewtr Collect Maint Supv	GS	055
20525	Wastewtr Ops Control Analyst	PM	129
20320	Water Conservation Specialist	PM	124
20330	Water Conservation Technician	GS	049
21026	Water Dist Asst Superintendent	PM	125
21010	Water Distribution Supt	PM	130
21120	Water Lead Service Worker	GS	048
20528	Water Ops Control Analyst	PM	129
20730	Water Plant Assistant Superint	PM	125
20710	Water Plant Superintendent	PM	130
20830	Water Production Assist Supt	PM	125
20810	Water Production Superintenden	PM	130
21100	Water Service Worker Superviso	GS	052
21115	Water Svs Insp	GS	050
18730	Welder	GS	052
18790	Welder	GS	052
22050	WIC Services Manager	PM	130
17395	Zone Board Adjust Secretary	GS	053
16500	Zoo Animal Behavior and Enrich	GS	053
16430	Zoo Animal Curator	PM	129
16560	Zoo Area Supervisor	GS	051
16550	Zoo Collection Supervisor	GS	053
16543	Zoo Commissary Lead Tech	GS	046
16540	Zoo Commissary Supervisor	GS	052
16545	Zoo Commissary Technician	GS	043
16440	Zoo Education Curator	PM	125
16445	Zoo Education Specialist	PM	123
16485	Zoo Exhibit Tech	GS	051
16490	Zoo Facilities Supv	GS	050
16590	Zoo Keeper	GS	047
16460	Zoo Parks Operations Manager	PM	130
16465	Zoo Registrar	GS	053

Schedule E
Department of Information Technology Services
FY 2023 Maintenance, Support, and License Renewals

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTOIN	FY23 Budget	Vendor
Capital Improvement	15240	522020	P1506	Data Processing Svcs. Contracts	32,000	LCPTTracker Inc.
Capital Improvement	15240	522020	P1506	Data Processing Svcs. Contracts	14,310	Environmental Systems Research Inc.
Capital Improvement	15240	522020	P1506	Data Processing Svcs. Contracts	22,500	Carahsoft Inc.
					<u>68,810</u>	
City Attorney	15240	522150	P1506	Outside Contracts -Noc	33,330	GovQA Inc. / Granicus LLC.
City Attorney	15240	522150	P1506	Outside Contracts -Noc	5,590	GovQA Inc./ Granicus LLC.
City Attorney	15240	522290	P1506	Data Processing Svcs. Contracts	72,419	Thomson Reuters Elite a division of West Publishing Corp.
					<u>111,339</u>	
City Clerk	15240	522020	P1506	Data Processing Svcs. Contracts	1,800	Municipal Code Corporation
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	170,000	Microsoft Corporation
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	1,700,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	Pivot Technology Services Corp.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	165,000	Insight Public Sector
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	35,000	Videotex Systems Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	140,940	Environmental Systems Research Institute (ESRI)
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	824,824	Carahsoft Inc. / Accela Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	Carahsoft Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	180,694	Carahsoft Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	77,492	Granicus LLC.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	10,000	Spectrum Technologies Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	Creative Enterprise Solutions, LLC dba Beyond20
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	105,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	94,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	5,500	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	7,500	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	176,788	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	76,167	Carahsoft Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	64,435	Transtelco Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	Various Vendors
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	9,000	Active Power Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	50,000	Hewlett Packard Enterprise Company
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	85,500	Dell Computer Corp. d/b/a/ Dell Marketing LP
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	50,000	Decision Tree Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	10,000	Checkpoint / Decision Tree
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	1,100	1099 Pro Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	800	ACL Services Ltd. d/b/a/ Galvanize
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	65,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	7,500	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	1,820	SHI Govt. Solutions Inc. / Solarwinds
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	57,750	Professional Document Systems

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTOIN	FY23 Budget	Vendor
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	141,240	Tech Data Corporation
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	615,000	Oracle America Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	186,602	Oracle America Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	Oracle America Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	4,500	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	35,000	Park Place via SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	6,000	SHI Government Solutions
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	32,000	Innis Maggiore Group Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	HPS Audio Video LLC.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	52,500	SHI Govt. Solutions / CitySourced
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	175,000	Creative Enterprise Solutions, LLC dba Beyond20
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	5,000	Micro Tel Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	10,000	Advanced Security Contractors
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	60,000	ITD Electripro
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	246,000	Dell Computer Corp. d/b/a/ Dell Marketing LP
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	150,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	26,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	25,000	Dell Computer Corp. d/b/a/ Dell Marketing LP
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	Carahsoft Technology Corp. / Akamai
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	SHI Government Solutions / Bitsight
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	SHI Government Solutions Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	Faronics Technologies USA Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	Pivot Technology Services Corp.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	440,256	Pivot Technology Services Corp.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	35,000	Kudelski Security Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	20,000	Insight Public Sector
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	65,000	Kudelski Security Inc.
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	20,000	John Hargrove Consulting
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	15,000	RTC, Inc.
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	120,000	RTC Inc.
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	2,474,407	Motorola Solutions Inc.
CITYWIDE	15240	522290	P1506	Office Equip. Maint. Contracts	155,000	WatchGuard Inc.
CITYWIDE	15240	522020	P1506	Data Processing Svcs. Contracts	187,703	SHI Government Solutions Inc. /CitySourced- Rock Solid
					9,736,018	

Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	750	C2ER
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	Chmura Economics & Analytics
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	1,800	Moody's Analytics
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	6,250	Impact Data Source
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	1,000	Implan
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	21,667	TBD
Economic Development	15240	522020	P1506	Data Processing Svcs. Contracts	8,000	SizeUP
					54,467	

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTOIN	FY23 Budget	Vendor
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	1,700	Sydion LLC
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	103,395	Central Square Technologies LLC
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	2,550	Ron Turley and Associates
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	15,750	ESI Acquisition Inc./ Juvare LLC
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	80,000	Sierra Wireless America Inc. / Insight Public Sector
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	65,000	Target Solutions Learning Inc.
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	38,430	Kronos Inc.
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	Kronos Inc.
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	18,000	PulsePoint Foundation
Fire	15240	522020	P1506	Data Processing Svcs. Contracts	17,010	Environmental Services Research Institute Inc.
					<u>353,835</u>	

Human Resources	15240	522150	P1506	Outside Contracts - Noc	7,500	Economic Research Institute
Human Resources	15240	522150	P1506	Outside Contracts - Noc	40,000	SHI Government Solutions Inc.
Human Resources	15240	522150	P1506	Outside Contracts - Noc	15,000	SHI Government Solutions Inc.
Human Resources	15240	522150	P1506	Outside Contracts - Noc	61,500	GovernmentJobs.com d/b/a Neogov
Human Resources	15240	522150	P1506	Outside Contracts - Noc	132,000	GovernmentJobs.com d/b/a Neogov
Human Resources	15240	522020	P1506	Data Processing Svcs. Contracts	250,000	Kronos Inc.
Human Resources	15240	522020	P1506	Data Processing Svcs. Contracts	1,600	Scantron Corporation
Human Resources	15240	522020	P1506	Data Processing Svcs. Contracts	300	Engineered Data Products(EDP) LLP
Human Resources	15240	522020	P1506	Data Processing Svcs. Contracts	5,400	Acuity Scheduling
					<u>513,300</u>	

Libraries	15240	522290	P1506	Office Equip. Maint. Contracts	133,259	SIRSI Corporation d/b/a/ SirisDynix
Libraries	15240	522290	P1506	Office Equip. Maint. Contracts	13,528	SIRSI Corporation d/b/a/ SirisDynix
Libraries	15240	522290	P1506	Office Equip. Maint. Contracts	9,507	SIRSI Corporation d/b/a/ SirisDynix
Libraries	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	Bibliotheca Inc.
Libraries	15240	522020	P1506	Data Processing Svcs. Contracts	10,602	Comprise Technologies Inc.
Libraries	15240	522290	P1506	Office Equip. Maint. Contracts	15,827	Comprise Technologies Inc.
Libraries	15240	522020	P1506	Data Processing Svcs. Contracts	3,392	TechLogic Corporation
					<u>216,115</u>	

MCAD	15240	522020	P1506	Data Processing Svcs. Contracts	75,000	The Gibson Group Touch City Ltd.
MCAD	15240	522020	P1506	Data Processing Svcs. Contracts	3,500	PCMG Inc.
MCAD	15240	522020	P1506	Data Processing Svcs. Contracts	2,210	Past Perfect Software Inc.
MCAD	15240	522020	P1506	Data Processing Svcs. Contracts	5,120	Submittable Holdings Inc.
					<u>85,830</u>	

OTC	15240	522150	P1506	Outside Contracts - Noc	38,500	Vertisoft LLC. / Workiva Inc.
OTC	15240	522150	P1506	Outside Contracts - Noc	18,136	Appticity Corporation
OTC	15240	522150	P1506	Outside Contracts - Noc	30,529	Prodigiq Inc.
OTC	15240	522020	P1506	Data Processing Svcs. Contracts	63,000	e-CIVIS Inc.
					<u>150,165</u>	

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTOIN	FY23 Budget	Vendor
OMB	15240	522150	P1506	Outside Contracts - Noc	20,000	Suttech Inc.
Parks	15249	522020	P1506	Data Processing Svcs. Contracts	43,700	Perfect Mind Inc.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	26,420	Selectron Technologies Inc.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	15,488	CityGovApp Inc.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	11,000	Qless, Inc.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	7,000	Pivot Technology Services Corp.
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	72,000	Carahsoft / e-Plansoft
Planning & Inspections	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	T-Mobile USA Inc.
					143,908	

Police	15240	522020	P1506	Data Processing Svcs. Contracts	51,000	CDW-G Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	3,500	CI Technologies Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	165,000	El Paso County, Texas / Intergraph Corporation d/b/a/ Hexagon Safety and Infrastructure
Police	15240	522020	P1506	Data Processing Svcs. Contracts	70,000	El Paso County, Texas / Intergraph Corporation d/b/a/ Hexagon Safety and Infrastructure
Police	15240	522020	P1506	Data Processing Svcs. Contracts	5,000	Intergraph Corporation Hexagon Safety and Infrastructure
Police	15240	522020	P1506	Data Processing Svcs. Contracts	13,320	Orion Communications, Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	9,000	Orion Communications, Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	60,528	GOV QA
Police	15240	522020	P1506	Data Processing Svcs. Contracts	196,615	Morpho USA Inc., d/b/a Idemia Identity & Security USA LLC
Police	15240	522020	P1506	Data Processing Svcs. Contracts	1,929	Scantron Corporation
Police	15240	522020	P1506	Data Processing Svcs. Contracts	6,057	Noritsu America Corporation
Police	15240	522020	P1506	Data Processing Svcs. Contracts	5,500	Tyler Technologies Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	2,000	Digital Audio Corp. d/b/a/ Salient Sciences
Police	15240	522020	P1506	Data Processing Svcs. Contracts	9,200	Oxygen Forensics
Police	15240	522020	P1506	Data Processing Svcs. Contracts	995	INPUT-ACE
Police	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	Environmental Systems Research Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	4,500	GTS Technology Solutions Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	6,000	Hawke Analytics Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	18,000	FARO Technologies Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	5,100	WatchGuard
Police	15240	522020	P1506	Data Processing Svcs. Contracts	33,750	Lexis-Nexis
Police	15240	522020	P1506	Data Processing Svcs. Contracts	5,840	FARO Technologies Inc.
Police	15240	522020	P1506	Data Processing Svcs. Contracts	4,380	Magnet Forensics
Police	15240	522020	P1506	Data Processing Svcs. Contracts	3,800	Berla IVE & Blackthorn GPS
Police	15240	522020	P1506	Data Processing Svcs. Contracts	140,000	QueTel Digital Evidence SaaS Gold Omnigo/SHI
					833,014	

Public Health	15240	522020	P1506	Data Processing Svcs. Contracts	5,000	Henry Schein Practice Solutions
Public Health	15240	522020	P1506	Data Processing Svcs. Contracts	6,000	Qless Inc.
					11,000	

Dept.	DIVISION	ACCOUNT	PROGRAM	ACCOUNT DESCRIPTOIN	FY23 Budget	Vendor
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	2,500	Wild Apricot
Purchasing & Strategic Sourcing	15240	522150	P1506	Outside Contracts - Noc	50,000	Equal Level Inc.
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	12,000	Cantoche USA, Inc.
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	34,650	Gartner Inc.
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	1,000	EventBee
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	34,650	Ionwave
Purchasing & Strategic Sourcing	15240	522020	P1506	Data Processing Svcs. Contracts	68,475	Carahsoft Inc./ Paymentworks
					<u>203,275</u>	

Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	15,000	McCain Inc.
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	14,310	Environmental Systems Research Inc. (ESRI)
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	2,020	Transoft Solutions
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	3,432	Trafficware Ltd.
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	30,000	MioVision
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	16,911	Johnson Controls Inc.
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	3,500	PIX4D
Streets and Maintenance	15240	522020	P1506	Data Processing Svcs. Contracts	987	APWA Tracking Software
					<u>86,160</u>	

	FY 23 Budget
	Request
Revised CM Proposed Budget	<u>12,632,736</u>

SCHEDULE F

2022 Tax Rate Calculation Worksheet

Taxing Units Other Than School Districts or Water Districts

Form 50-856

CITY OF EL PASO

Taxing Unit Name

300 N. Campbell, El Paso, TX 79901

Taxing Unit's Address, City, State, ZIP Code

(915) 212-0000

Phone (area code and number)

www.elpasotexas.gov

Taxing Unit's Website Address

GENERAL INFORMATION: Tax Code Section 26.04(c) requires an officer or employee designated by the governing body to calculate the no-new-revenue (NNR) tax rate and voter-approval tax rate for the taxing unit. These tax rates are expressed in dollars per \$100 of taxable value calculated. The calculation process starts after the chief appraiser delivers to the taxing unit the certified appraisal roll and the estimated values of properties under protest. The designated officer or employee shall certify that the officer or employee has accurately calculated the tax rates and used values shown for the certified appraisal roll or certified estimate. The officer or employee submits the rates to the governing body by Aug. 7 or as soon thereafter as practicable.

School districts do not use this form, but instead use Comptroller Form 50-859 *Tax Rate Calculation Worksheet, School District without Chapter 313 Agreements* or Comptroller Form 50-884 *Tax Rate Calculation Worksheet, School District with Chapter 313 Agreements*.

Water districts as defined under Water Code Section 49.001(1) do not use this form, but instead use Comptroller Form 50-858 *Water District Voter-Approval Tax Rate Worksheet for Low Tax Rate and Developing Districts* or Comptroller Form 50-860 *Developed Water District Voter-Approval Tax Rate Worksheet*.

The Comptroller's office provides this worksheet to assist taxing units in determining tax rates. The information provided in this worksheet is offered as technical assistance and not legal advice. Taxing units should consult legal counsel for interpretations of law regarding tax rate preparation and adoption.

SECTION 1: No-New-Revenue Tax Rate

The NNR tax rate enables the public to evaluate the relationship between taxes for the prior year and for the current year based on a tax rate that would produce the same amount of taxes (no new taxes) if applied to the same properties that are taxed in both years. When appraisal values increase, the NNR tax rate should decrease.

The NNR tax rate for a county is the sum of the NNR tax rates calculated for each type of tax the county levies.

While uncommon, it is possible for a taxing unit to provide an exemption for only maintenance and operations taxes. In this case, the taxing unit will need to calculate the NNR tax rate separately for the maintenance and operations tax and the debt tax, then add the two components together.

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
1.	2021 total taxable value. Enter the amount of 2021 taxable value on the 2021 tax roll today. Include any adjustments since last year's certification; exclude Tax Code Section 25.25(d) one-fourth and one-third over-appraisal corrections from these adjustments. Exclude any property value subject to an appeal under Chapter 42 as of July 25 (will add undisputed value in Line 6). This total includes the taxable value of homesteads with tax ceilings (will deduct in Line 2) and the captured value for tax increment financing (adjustment is made by deducting TIF taxes, as reflected in Line 17). ¹	\$ 38,117,380,327
2.	2021 tax ceilings. Counties, cities and junior college districts. Enter 2021 total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. Other taxing units enter 0. If your taxing unit adopted the tax ceiling provision in 2021 or a prior year for homeowners age 65 or older or disabled, use this step. ²	\$ 0
3.	Preliminary 2021 adjusted taxable value. Subtract Line 2 from Line 1.	\$ 38,117,380,324
4.	2021 total adopted tax rate.	\$ 0.907301 /\$100
5.	2021 taxable value lost because court appeals of ARB decisions reduced 2021 appraised value.	
	A. Original 2021 ARB values:	\$ 1,567,303,707
	B. 2021 values resulting from final court decisions:	- \$ 1,278,188,643
	C. 2021 value loss. Subtract B from A. ³	\$ 289,115,064
6.	2021 taxable value subject to an appeal under Chapter 42, as of July 25.	
	A. 2021 ARB certified value:	\$ 1,290,446,407
	B. 2021 disputed value:	- \$ 720,672,623
	C. 2021 undisputed value. Subtract B from A. ⁴	\$ 569,773,784
7.	2021 Chapter 42 related adjusted values. Add Line 5C and Line 6C.	\$ 858,888,848

¹ Tex. Tax Code § 26.012(14)

² Tex. Tax Code § 26.012(14)

³ Tex. Tax Code § 26.012(13)

⁴ Tex. Tax Code § 26.012(13)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
8.	2021 taxable value, adjusted for actual and potential court-ordered adjustments. Add Line 3 and Line 7.	\$ 38,976,269,172
9.	2021 taxable value of property in territory the taxing unit deannexed after Jan. 1, 2021. Enter the 2021 value of property in deannexed territory. ⁵	\$ 0
10.	2021 taxable value lost because property first qualified for an exemption in 2022. If the taxing unit increased an original exemption, use the difference between the original exempted amount and the increased exempted amount. Do not include value lost due to freeport, goods-in-transit, temporary disaster exemptions. Note that lowering the amount or percentage of an existing exemption in 2022 does not create a new exemption or reduce taxable value. A. Absolute exemptions. Use 2021 market value: \$ 13,505,537 B. Partial exemptions. 2022 exemption amount or 2022 percentage exemption times 2021 value: + \$ 171,822,392 C. Value loss. Add A and B. ⁶	\$ 185,327,929
11.	2021 taxable value lost because property first qualified for agricultural appraisal (1-d or 1-d-1), timber appraisal, recreational/scenic appraisal or public access airport special appraisal in 2022. Use only properties that qualified in 2022 for the first time; do not use properties that qualified in 2021. A. 2021 market value: \$ 8,916 B. 2022 productivity or special appraised value: - \$ 188 C. Value loss. Subtract B from A. ⁷	\$ 8,728
12.	Total adjustments for lost value. Add Lines 9, 10C and 11C.	\$ 185,336,657
13.	2021 captured value of property in a TIF. Enter the total value of 2021 captured appraised value of property taxable by a taxing unit in a tax increment financing zone for which 2021 taxes were deposited into the tax increment fund. ⁸ If the taxing unit has no captured appraised value in line 18D, enter 0.	\$ 933,829,606
14.	2021 total value. Subtract Line 12 and Line 13 from Line 8.	\$ 37,857,102,909
15.	Adjusted 2021 total levy. Multiply Line 4 by Line 14 and divide by \$100.	\$ 343,477,873
16.	Taxes refunded for years preceding tax year 2021. Enter the amount of taxes refunded by the taxing unit for tax years preceding tax year 2021. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for tax year 2021. This line applies only to tax years preceding tax year 2021. ⁹	\$ 4,391,003
17.	Adjusted 2021 levy with refunds and TIF adjustment. Add Lines 15 and 16. ¹⁰	\$ 347,868,876
18.	Total 2022 taxable value on the 2022 certified appraisal roll today. This value includes only certified values or certified estimate of values and includes the total taxable value of homesteads with tax ceilings (will deduct in Line 20). These homesteads include homeowners age 65 or older or disabled. ¹¹ A. Certified values: \$ 42,726,398,055 B. Counties: Include railroad rolling stock values certified by the Comptroller's office: + \$ C. Pollution control and energy storage system exemption: Deduct the value of property exempted for the current tax year for the first time as pollution control or energy storage system property: - \$ 0 D. Tax increment financing: Deduct the 2022 captured appraised value of property taxable by a taxing unit in a tax increment financing zone for which the 2022 taxes will be deposited into the tax increment fund. Do not include any new property value that will be included in Line 23 below. ¹² - \$ 1,135,909,027 E. Total 2022 value. Add A and B, then subtract C and D.	\$ 41,590,489,028

⁵ Tex. Tax Code § 26.012(15)⁶ Tex. Tax Code § 26.012(15)⁷ Tex. Tax Code § 26.012(15)⁸ Tex. Tax Code § 26.03(c)⁹ Tex. Tax Code § 26.012(13)¹⁰ Tex. Tax Code § 26.012(13)¹¹ Tex. Tax Code § 26.012, 26.04(c-2)¹² Tex. Tax Code § 26.03(c)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
19.	Total value of properties under protest or not included on certified appraisal roll. ¹³	
A.	2022 taxable value of properties under protest. The chief appraiser certifies a list of properties still under ARB protest. The list shows the appraisal district's value and the taxpayer's claimed value, if any, or an estimate of the value if the taxpayer wins. For each of the properties under protest, use the lowest of these values. Enter the total value under protest. ¹⁴ \$ <u>1,180,279,968</u>	
B.	2022 value of properties not under protest or included on certified appraisal roll. The chief appraiser gives taxing units a list of those taxable properties that the chief appraiser knows about but are not included in the appraisal roll certification. These properties also are not on the list of properties that are still under protest. On this list of properties, the chief appraiser includes the market value, appraised value and exemptions for the preceding year and a reasonable estimate of the market value, appraised value and exemptions for the current year. Use the lower market, appraised or taxable value (as appropriate). Enter the total value of property not on the certified roll. ¹⁵ + \$ <u>0</u>	
C.	Total value under protest or not certified. Add A and B.	\$ <u>1,180,279,968</u>
20.	2022 tax ceilings. Counties, cities and junior colleges enter 2022 total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. Other taxing units enter 0. If your taxing unit adopted the tax ceiling provision in 2021 or a prior year for homeowners age 65 or older or disabled, use this step. ¹⁶	\$ <u>0</u>
21.	2022 total taxable value. Add Lines 18E and 19C. Subtract Line 20. ¹⁷	\$ <u>42,770,768,996</u>
22.	Total 2022 taxable value of properties in territory annexed after Jan. 1, 2021. Include both real and personal property. Enter the 2022 value of property in territory annexed. ¹⁸	\$ <u>0</u>
23.	Total 2022 taxable value of new improvements and new personal property located in new improvements. New means the item was not on the appraisal roll in 2021. An improvement is a building, structure, fixture or fence erected on or affixed to land. New additions to exist-ing improvements may be included if the appraised value can be determined. New personal property in a new improvement must have been brought into the taxing unit after Jan. 1, 2021 and be located in a new improvement. New improvements do include property on which a tax abatement agreement has expired for 2022. ¹⁹	\$ <u>505,387,116</u>
24.	Total adjustments to the 2022 taxable value. Add Lines 22 and 23.	\$ <u>505,387,116</u>
25.	Adjusted 2022 taxable value. Subtract Line 24 from Line 21.	\$ <u>42,265,381,880</u>
26.	2022 NNR tax rate. Divide Line 17 by Line 25 and multiply by \$100. ²⁰	\$ <u>0.823058</u> /\$100
27.	COUNTIES ONLY. Add together the NNR tax rates for each type of tax the county levies. The total is the 2022 county NNR tax rate. ²¹	\$ _____/\$100

SECTION 2: Voter-Approval Tax Rate

The voter-approval tax rate is the highest tax rate that a taxing unit may adopt without holding an election to seek voter approval of the rate. The voter-approval tax rate is split into two separate rates:

- Maintenance and Operations (M&O) Tax Rate:** The M&O portion is the tax rate that is needed to raise the same amount of taxes that the taxing unit levied in the prior year plus the applicable percentage allowed by law. This rate accounts for such things as salaries, utilities and day-to-day operations.
- Debt Rate:** The debt rate includes the debt service necessary to pay the taxing unit's debt payments in the coming year. This rate accounts for principal and interest on bonds and other debt secured by property tax revenue.

The voter-approval tax rate for a county is the sum of the voter-approval tax rates calculated for each type of tax the county levies. In most cases the voter-approval tax rate exceeds the no-new-revenue tax rate, but occasionally decreases in a taxing unit's debt service will cause the NNR tax rate to be higher than the voter-approval tax rate.

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
28.	2021 M&O tax rate. Enter the 2021 M&O tax rate.	\$ <u>0.621636</u> /\$100
29.	2021 taxable value, adjusted for actual and potential court-ordered adjustments. Enter the amount in Line 8 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ <u>38,976,269,172</u>

¹³ Tex. Tax Code § 26.01(c) and (d)

¹⁴ Tex. Tax Code § 26.01(c)

¹⁵ Tex. Tax Code § 26.01(d)

¹⁶ Tex. Tax Code § 26.012(6)(B)

¹⁷ Tex. Tax Code § 26.012(6)

¹⁸ Tex. Tax Code § 26.012(17)

¹⁹ Tex. Tax Code § 26.012(17)

²⁰ Tex. Tax Code § 26.04(c)

²¹ Tex. Tax Code § 26.04(d)

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
30.	Total 2021 M&O levy. Multiply Line 28 by Line 29 and divide by \$100	\$ 242,290,520
31.	Adjusted 2021 levy for calculating NNR M&O rate. A. M&O taxes refunded for years preceding tax year 2021. Enter the amount of M&O taxes refunded in the preceding year for taxes before that year. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for tax year 2021. This line applies only to tax years preceding tax year 2021. + \$ 2,999,418 B. 2021 taxes in TIF. Enter the amount of taxes paid into the tax increment fund for a reinvestment zone as agreed by the taxing unit. If the taxing unit has no 2022 captured appraised value in Line 18D, enter 0. - \$ 5,805,021 C. 2021 transferred function. If discontinuing all of a department, function or activity and transferring it to another taxing unit by written contract, enter the amount spent by the taxing unit discontinuing the function in the 12 months preceding the month of this calculation. If the taxing unit did not operate this function for this 12-month period, use the amount spent in the last full fiscal year in which the taxing unit operated the function. The taxing unit discontinuing the function will subtract this amount in D below. The taxing unit receiving the function will add this amount in D below. Other taxing units enter 0. +/- \$ 0 D. 2021 M&O levy adjustments. Subtract B from A. For taxing unit with C, subtract if discontinuing function and add if receiving function. \$ -2,805,603 E. Add Line 30 to 31D.	\$ 239,484,917
32.	Adjusted 2022 taxable value. Enter the amount in Line 25 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,265,381,880
33.	2022 NNR M&O rate (unadjusted). Divide Line 31E by Line 32 and multiply by \$100.	\$ 0.566621 /\$100
34.	Rate adjustment for state criminal justice mandate. ²³ A. 2022 state criminal justice mandate. Enter the amount spent by a county in the previous 12 months providing for the maintenance and operation cost of keeping inmates in county-paid facilities after they have been sentenced. Do not include any state reimbursement received by the county for the same purpose. \$ 0 B. 2021 state criminal justice mandate. Enter the amount spent by a county in the 12 months prior to the previous 12 months providing for the maintenance and operation cost of keeping inmates in county-paid facilities after they have been sentenced. Do not include any state reimbursement received by the county for the same purpose. Enter zero if this is the first time the mandate applies. - \$ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ 0/\$100 D. Enter the rate calculated in C. If not applicable, enter 0.	\$ 0/\$100
35.	Rate adjustment for indigent health care expenditures. ²⁴ A. 2022 indigent health care expenditures. Enter the amount paid by a taxing unit providing for the maintenance and operation cost of providing indigent health care for the period beginning on July 1, 2021 and ending on June 30, 2022, less any state assistance received for the same purpose. \$ 0 B. 2021 indigent health care expenditures. Enter the amount paid by a taxing unit providing for the maintenance and operation cost of providing indigent health care for the period beginning on July 1, 2020 and ending on June 30, 2021, less any state assistance received for the same purpose. - \$ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ 0.000000/\$100 D. Enter the rate calculated in C. If not applicable, enter 0.	\$ 0/\$100

²² [Reserved for expansion]²³ Tex. Tax Code § 26.044²⁴ Tex. Tax Code § 26.0441

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
36.	Rate adjustment for county indigent defense compensation. ²⁵ A. 2022 indigent defense compensation expenditures. Enter the amount paid by a county to provide appointed counsel for indigent individuals and fund the operations of a public defender's office under Article 26.044, Code of Criminal Procedure for the period beginning on July 1, 2021 and ending on June 30, 2022, less any state grants received by the county for the same purpose. \$ _____ 0 B. 2021 indigent defense compensation expenditures. Enter the amount paid by a county to provide appointed counsel for indigent individuals and fund the operations of a public defender's office under Article 26.044, Code of Criminal Procedure for the period beginning on July 1, 2020 and ending on June 30, 2021, less any state grants received by the county for the same purpose. \$ _____ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 D. Multiply B by 0.05 and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 E. Enter the lesser of C and D. If not applicable, enter 0.	\$ _____ 0/\$100
37.	Rate adjustment for county hospital expenditures. ²⁶ A. 2022 eligible county hospital expenditures. Enter the amount paid by the county or municipality to maintain and operate an eligible county hospital for the period beginning on July 1, 2021 and ending on June 30, 2022. \$ _____ 0 B. 2021 eligible county hospital expenditures. Enter the amount paid by the county or municipality to maintain and operate an eligible county hospital for the period beginning on July 1, 2020 and ending on June 30, 2021. \$ _____ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 D. Multiply B by 0.08 and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 E. Enter the lesser of C and D, if applicable. If not applicable, enter 0.	\$ _____ 0/\$100
38.	Rate adjustment for defunding municipality. This adjustment only applies to a municipality that is considered to be a defunding municipality for the current tax year under Chapter 109, Local Government Code. Chapter 109, Local Government Code only applies to municipalities with a population of more than 250,000 and includes a written determination by the Office of the Governor. See Tax Code 26.0444 for more information. A. Amount appropriated for public safety in 2021. Enter the amount of money appropriated for public safety in the budget adopted by the municipality for the preceding fiscal year. \$ _____ 0 B. Expenditures for public safety in 2021. Enter the amount of money spent by the municipality for public safety during the preceding fiscal year. \$ _____ 0 C. Subtract B from A and divide by Line 32 and multiply by \$100. \$ _____ 0/\$100 D. Enter the rate calculated in C. If not applicable, enter 0.	\$ _____ 0/\$100
39.	Adjusted 2022 NNR M&O rate. Add Lines 33, 34D, 35D, 36E, and 37E. Subtract Line 38D.	\$ 0.566621 /\$100
40.	Adjustment for 2021 sales tax specifically to reduce property values. Cities, counties and hospital districts that collected and spent additional sales tax on M&O expenses in 2021 should complete this line. These entities will deduct the sales tax gain rate for 2022 in Section 3. Other taxing units, enter zero. A. Enter the amount of additional sales tax collected and spent on M&O expenses in 2021, if any. Counties must exclude any amount that was spent for economic development grants from the amount of sales tax spent. \$ _____ 0 B. Divide Line 40A by Line 32 and multiply by \$100. \$ _____ 0/\$100 C. Add Line 40B to Line 39.	\$ 0.566621 /\$100
41.	2022 voter-approval M&O rate. Enter the rate as calculated by the appropriate scenario below. Special Taxing Unit. If the taxing unit qualifies as a special taxing unit, multiply Line 40C by 1.08. - or - Other Taxing Unit. If the taxing unit does not qualify as a special taxing unit, multiply Line 40C by 1.035.	\$ 0.586452 /\$100

²⁵ Tex. Tax Code § 26.0442²⁶ Tex. Tax Code § 26.0443

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
D41.	Disaster Line 41 (D41): 2022 voter-approval M&O rate for taxing unit affected by disaster declaration. If the taxing unit is located in an area declared a disaster area and at least one person is granted an exemption under Tax Code Section 11.35 for property located in the taxing unit, the governing body may direct the person calculating the voter-approval tax rate to calculate in the manner provided for a special taxing unit. The taxing unit shall continue to calculate the voter-approval tax rate in this manner until the earlier of 1) the first year in which total taxable value on the certified appraisal roll exceeds the total taxable value of the tax year in which the disaster occurred, or 2) the third tax year after the tax year in which the disaster occurred If the taxing unit qualifies under this scenario, multiply Line 40C by 1.08. ²⁷ If the taxing unit does not qualify, do not complete Disaster Line 41 (Line D41).	\$ _____ 0 /\$100
42.	Total 2022 debt to be paid with property taxes and additional sales tax revenue. Debt means the interest and principal that will be paid on debts that: (1) are paid by property taxes, (2) are secured by property taxes, (3) are scheduled for payment over a period longer than one year, and (4) are not classified in the taxing unit's budget as M&O expenses. A. Debt also includes contractual payments to other taxing units that have incurred debts on behalf of this taxing unit, if those debts meet the four conditions above. Include only amounts that will be paid from property tax revenue. Do not include appraisal district budget payments. If the governing body of a taxing unit authorized or agreed to authorize a bond, warrant, certificate of obligation, or other evidence of indebtedness on or after Sept. 1, 2022, verify if it meets the amended definition of debt before including it here. ²⁸ Enter debt amount \$ <u>132,633,441</u> B. Subtract unencumbered fund amount used to reduce total debt. - \$ <u>2,881,500</u> C. Subtract certified amount spent from sales tax to reduce debt (enter zero if none) - \$ <u>0</u> D. Subtract amount paid from other resources - \$ <u>10,094,777</u> E. Adjusted debt. Subtract B, C and D from A.	\$ <u>119,657,164</u>
43.	Certified 2021 excess debt collections. Enter the amount certified by the collector. ²⁹	\$ <u>2,561,125</u>
44.	Adjusted 2022 debt. Subtract Line 43 from Line 42E.	\$ <u>117,096,039</u>
45.	2022 anticipated collection rate. A. Enter the 2022 anticipated collection rate certified by the collector. ³⁰ <u>98.79</u> % B. Enter the 2021 actual collection rate. <u>98.79</u> % C. Enter the 2020 actual collection rate. <u>100.27</u> % D. Enter the 2019 actual collection rate. <u>99.25</u> % E. If the anticipated collection rate in A is lower than actual collection rates in B, C and D, enter the lowest collection rate from B, C and D. If the anticipated rate in A is higher than at least one of the rates in the prior three years, enter the rate from A. Note that the rate can be greater than 100%. ³¹	<u>98.79</u> %
46.	2022 debt adjusted for collections. Divide Line 44 by Line 45E.	\$ <u>118,530,255</u>
47.	2022 total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ <u>42,770,768,996</u>
48.	2022 debt rate. Divide Line 46 by Line 47 and multiply by \$100.	\$ <u>0.277129</u> /\$100
49.	2022 voter-approval tax rate. Add Lines 41 and 48.	\$ <u>0.863581</u> /\$100
D49.	Disaster Line 49 (D49): 2022 voter-approval tax rate for taxing unit affected by disaster declaration. Complete this line if the taxing unit calculated the voter-approval tax rate in the manner provided for a special taxing unit on Line D41. Add Line D41 and 48.	\$ _____ /\$100

²⁷ Tex. Tax Code § 26.042(a)²⁸ Tex. Tax Code § 26.012(7)²⁹ Tex. Tax Code § 26.012(10) and 26.04(b)³⁰ Tex. Tax Code § 26.04(b)³¹ Tex. Tax Code §§ 26.04(h), (h-1) and (h-2)

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
50.	COUNTIES ONLY. Add together the voter-approval tax rates for each type of tax the county levies. The total is the 2022 county voter-approval tax rate.	\$ _____ 0 /\$100

SECTION 3: NNR Tax Rate and Voter-Approval Tax Rate Adjustments for Additional Sales Tax to Reduce Property Taxes

Cities, counties and hospital districts may levy a sales tax specifically to reduce property taxes. Local voters by election must approve imposing or abolishing the additional sales tax. If approved, the taxing unit must reduce its NNR and voter-approval tax rates to offset the expected sales tax revenue.

This section should only be completed by a county, city or hospital district that is required to adjust its NNR tax rate and/or voter-approval tax rate because it adopted the additional sales tax.

Line	Additional Sales and Use Tax Worksheet	Amount/Rate
51.	Taxable Sales. For taxing units that adopted the sales tax in November 2021 or May 2022, enter the Comptroller's estimate of taxable sales for the previous four quarters. ³² Estimates of taxable sales may be obtained through the Comptroller's Allocation Historical Summary webpage. Taxing units that adopted the sales tax before November 2021, enter 0.	\$ _____ 0
52.	Estimated sales tax revenue. Counties exclude any amount that is or will be spent for economic development grants from the amount of estimated sales tax revenue. ³³ Taxing units that adopted the sales tax in November 2021 or in May 2022. Multiply the amount on Line 51 by the sales tax rate (.01, .005 or .0025, as applicable) and multiply the result by .95. ³⁴ - or - Taxing units that adopted the sales tax before November 2021. Enter the sales tax revenue for the previous four quarters. Do not multiply by .95.	\$ _____ 0
53.	2022 total taxable value. Enter the amount from Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,770,768,996
54.	Sales tax adjustment rate. Divide Line 52 by Line 53 and multiply by \$100.	\$ _____ 0 /\$100
55.	2022 NNR tax rate, unadjusted for sales tax. ³⁵ Enter the rate from Line 26 or 27, as applicable, on the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 0.823058 /\$100
56.	2022 NNR tax rate, adjusted for sales tax. Taxing units that adopted the sales tax in November 2021 or in May 2022. Subtract Line 54 from Line 55. Skip to Line 57 if you adopted the additional sales tax before November 2021.	\$ 0.823058 /\$100
57.	2022 voter-approval tax rate, unadjusted for sales tax. ³⁶ Enter the rate from Line 49, Line D49 (disaster) or Line 50 (counties) as applicable, of the <i>Voter-Approval Tax Rate Worksheet</i> .	\$ 0.863581 /\$100
58.	2022 voter-approval tax rate, adjusted for sales tax. Subtract Line 54 from Line 57.	\$ 0.863581 /\$100

SECTION 4: Voter-Approval Tax Rate Adjustment for Pollution Control

A taxing unit may raise its rate for M&O funds used to pay for a facility, device or method for the control of air, water or land pollution. This includes any land, structure, building, installation, excavation, machinery, equipment or device that is used, constructed, acquired or installed wholly or partly to meet or exceed pollution control requirements. The taxing unit's expenses are those necessary to meet the requirements of a permit issued by the Texas Commission on Environmental Quality (TCEQ). The taxing unit must provide the tax assessor with a copy of the TCEQ letter of determination that states the portion of the cost of the installation for pollution control.

This section should only be completed by a taxing unit that uses M&O funds to pay for a facility, device or method for the control of air, water or land pollution.

Line	Voter-Approval Rate Adjustment for Pollution Control Requirements Worksheet	Amount/Rate
59.	Certified expenses from the Texas Commission on Environmental Quality (TCEQ). Enter the amount certified in the determination letter from TCEQ. ³⁷ The taxing unit shall provide its tax assessor-collector with a copy of the letter. ³⁸	\$ _____ 0
60.	2022 total taxable value. Enter the amount from Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,770,768,996
61.	Additional rate for pollution control. Divide Line 59 by Line 60 and multiply by \$100.	\$ _____ 0 /\$100
62.	2022 voter-approval tax rate, adjusted for pollution control. Add Line 61 to one of the following lines (as applicable): Line 49, Line D49 (disaster), Line 50 (counties) or Line 58 (taxing units with the additional sales tax).	\$ 0.863581 /\$100

³² Tex. Tax Code § 26.041(d)

³³ Tex. Tax Code § 26.041(i)

³⁴ Tex. Tax Code § 26.041(d)

³⁵ Tex. Tax Code § 26.04(c)

³⁶ Tex. Tax Code § 26.04(c)

³⁷ Tex. Tax Code § 26.045(d)

³⁸ Tex. Tax Code § 26.045(i)

SECTION 5: Voter-Approval Tax Rate Adjustment for Unused Increment Rate

The unused increment rate is the rate equal to the difference between the adopted tax rate and voter-approval tax rate before the unused increment rate for the prior three years.³⁹ In a year where a taxing unit adopts a rate by applying any portion of the unused increment rate, the unused increment rate for that year would be zero.

The difference between the adopted tax rate and voter-approval tax rate is considered zero in the following scenarios:

- a tax year before 2020;⁴⁰
- a tax year in which the municipality is a defunding municipality, as defined by Tax Code Section 26.0501(a);⁴¹ or
- after Jan. 1, 2022, a tax year in which the comptroller determines that the county implemented a budget reduction or reallocation described by Local Government Code Section 120.002(a) without the required voter approval.⁴²

This section should only be completed by a taxing unit that does not meet the definition of a special taxing unit.⁴³

Line	Unused Increment Rate Worksheet	Amount/Rate
63.	2021 unused increment rate. Subtract the 2021 actual tax rate and the 2021 unused increment rate from the 2021 voter-approval tax rate. If the number is less than zero, enter zero.	\$ 0.002237 /\$100
64.	2020 unused increment rate. Subtract the 2020 actual tax rate and the 2020 unused increment rate from the 2020 voter-approval tax rate. If the number is less than zero, enter zero.	\$ 0.005995 /\$100
65.	2019 unused increment rate. Subtract the 2019 actual tax rate and the 2019 unused increment rate from the 2019 voter-approval tax rate. If the number is less than zero, enter zero. If the year is prior to 2020, enter zero.	\$ 0 /\$100
66.	2022 unused increment rate. Add Lines 63, 64 and 65.	\$ 0.008232 /\$100
67.	2022 voter-approval tax rate, adjusted for unused increment rate. Add Line 66 to one of the following lines (as applicable): Line 49, Line D49 (disaster), Line 50 (counties), Line 58 (taxing units with the additional sales tax) or Line 62 (taxing units with pollution control).	\$ 0.871813 /\$100

SECTION 6: De Minimis Rate

The de minimis rate is the rate equal to the sum of the no-new-revenue maintenance and operations rate, the rate that will raise \$500,000, and the current debt rate for a taxing unit.⁴⁴

This section should only be completed by a taxing unit that is a municipality of less than 30,000 or a taxing unit that does not meet the definition of a special taxing unit.⁴⁵

Line	De Minimis Rate Worksheet	Amount/Rate
68.	Adjusted 2022 NNR M&O tax rate. Enter the rate from Line 39 of the <i>Voter-Approval Tax Rate Worksheet</i>	\$ 0.566621 /\$100
69.	2022 total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,770,768,996
70.	Rate necessary to impose \$500,000 in taxes. Divide \$500,000 by Line 69 and multiply by \$100.	\$ 0.001169 /\$100
71.	2022 debt rate. Enter the rate from Line 48 of the <i>Voter-Approval Tax Rate Worksheet</i> .	\$ 0.277129 /\$100
72.	De minimis rate. Add Lines 68, 70 and 71.	\$ 0.000000 /\$100

SECTION 7: Voter-Approval Tax Rate Adjustment for Emergency Revenue Rate

In the tax year after the end of the disaster calculation time period detailed in Tax Code Section 26.042(a), a taxing unit that calculated its voter-approval tax rate in the manner provided for a special taxing unit due to a disaster must calculate its emergency revenue rate and reduce its voter-approval tax rate for that year.⁴⁶

Similarly, if a taxing unit adopted a tax rate that exceeded its voter-approval tax rate, calculated normally, without holding an election to respond to a disaster, as allowed by Tax Code Section 26.042(d), in the prior year, it must also reduce its voter-approval tax rate for the current tax year.⁴⁷

This section will apply to a taxing unit other than a special taxing unit that:

- directed the designated officer or employee to calculate the voter-approval tax rate of the taxing unit in the manner provided for a special taxing unit in the prior year; and
- the current year is the first tax year in which the total taxable value of property taxable by the taxing unit as shown on the appraisal roll for the taxing unit submitted by the assessor for the taxing unit to the governing body exceeds the total taxable value of property taxable by the taxing unit on January 1 of the tax year in which the disaster occurred or the disaster occurred four years ago.

³⁹ Tex. Tax Code § 26.013(a)

⁴⁰ Tex. Tax Code § 26.013(c)

⁴¹ Tex. Tax Code §§ 26.0501(a) and (c)

⁴² Tex. Local Gov't Code § 120.007(d), effective Jan. 1, 2022

⁴³ Tex. Tax Code § 26.063(a)(1)

⁴⁴ Tex. Tax Code § 26.012(8-a)

⁴⁵ Tex. Tax Code § 26.063(a)(1)

⁴⁶ Tex. Tax Code § 26.042(b)

⁴⁷ Tex. Tax Code § 26.042(f)

This section will apply to a taxing unit in a disaster area that adopted a tax rate greater than its voter-approval tax rate without holding an election in the prior year.

Note: This section does not apply if a taxing unit is continuing to calculate its voter-approval tax rate in the manner provided for a special taxing unit because it is still within the disaster calculation time period detailed in Tax Code Section 26.042(a) because it has not met the conditions in Tax Code Section 26.042(a)(1) or (2).

Line	Emergency Revenue Rate Worksheet	Amount/Rate
73.	2021 adopted tax rate. Enter the rate in Line 4 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 0.907301 / \$100
74.	Adjusted 2021 voter-approval tax rate. Use the taxing unit's Tax Rate Calculation Worksheets from the prior year(s) to complete this line. If a disaster occurred in 2021 and the taxing unit calculated its 2021 voter-approval tax rate using a multiplier of 1.08 on Disaster Line 41 (D41) of the 2021 worksheet due to a disaster, enter the 2021 voter-approval tax rate as calculated using a multiplier of 1.035 from Line 49. - or - If a disaster occurred prior to 2021 for which the taxing unit continued to calculate its voter-approval tax rate using a multiplier of 1.08 on Disaster Line 41 (D41) in 2021, complete the separate <i>Adjusted Voter-Approval Tax Rate for Taxing Units in Disaster Area Calculation Worksheet</i> to recalculate the voter-approval tax rate the taxing unit would have calculated in 2021 if it had generated revenue based on an adopted tax rate using a multiplier of 1.035 in the year(s) following the disaster. ⁴⁸ Enter the final adjusted 2021 voter-approval tax rate from the worksheet. - or - If the taxing unit adopted a tax rate above the 2021 voter-approval tax rate without calculating a disaster tax rate or holding an election due to a disaster, no recalculation is necessary. Enter the voter-approval tax rate from the prior year's worksheet.	\$ 0 / \$100
75.	Increase in 2021 tax rate due to disaster. Subtract Line 74 from Line 73.	\$ 0.907301 / \$100
76.	Adjusted 2021 taxable value. Enter the amount in Line 14 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 37,857,102,909
77.	Emergency revenue. Multiply Line 75 by Line 76 and divide by \$100.	\$ 343,477,873
78.	Adjusted 2022 taxable value. Enter the amount in Line 25 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 42,265,381,880
79.	Emergency revenue rate. Divide Line 77 by Line 78 and multiply by \$100. ⁴⁹	\$ 0 / \$100
80.	2022 voter-approval tax rate, adjusted for emergency revenue. Subtract Line 79 from one of the following lines (as applicable): Line 49, Line D49 (disaster), Line 50 (counties), Line 58 (taxing units with the additional sales tax), Line 62 (taxing units with pollution control) or Line 67 (taxing units with the unused increment rate).	\$ 0.871813 / \$100

SECTION 8: Total Tax Rate

Indicate the applicable total tax rates as calculated above.

No-new-revenue tax rate. As applicable, enter the 2022 NNR tax rate from: Line 26, Line 27 (counties), or Line 56 (adjusted for sales tax). Indicate the line number used: <u>26</u>	\$ 0.823058 / \$100
Voter-approval tax rate. As applicable, enter the 2022 voter-approval tax rate from: Line 49, Line D49 (disaster), Line 50 (counties), Line 58 (adjusted for sales tax), Line 62 (adjusted for pollution control), Line 67 (adjusted for unused increment), or Line 80 (adjusted for emergency revenue). Indicate the line number used: <u>80</u>	\$ 0.871813 / \$100
De minimis rate. If applicable, enter the 2022 de minimis rate from Line 72.	\$ 0.000000 / \$100

SECTION 9: Taxing Unit Representative Name and Signature

Enter the name of the person preparing the tax rate as authorized by the governing body of the taxing unit. By signing below, you certify that you are the designated officer or employee of the taxing unit and have accurately calculated the tax rates using values that are the same as the values shown in the taxing unit's certified appraisal roll or certified estimate of taxable value, in accordance with requirements in Tax Code. ⁵⁰

print
here

Maria O. Pasillas, RTA

Printed Name of Taxing Unit Representative

sign
here

Maria O. Pasillas

Taxing Unit Representative

07/26/2022

Date

⁴⁸ Tex. Tax Code §26.042(c)

⁴⁹ Tex. Tax Code §26.042(b)

⁵⁰ Tex. Tax Code §§ 26.04(c-2) and (d-2)



El Paso, TX

300 N. Campbell
El Paso, TX

Legislation Text

File #: 22-1075, Version: 1

CITY OF EL PASO, TEXAS LEGISTAR AGENDA ITEM SUMMARY FORM

DISTRICT, DEPARTMENT, CONTACT INFORMATION:

Please choose District and Department from drop down menu. Please post exactly as example below.

No Title's, No emails. Please use ARIAL 10 Font.

All Districts

City Manager's Office, K. Nicole Cote, (915) 212-1092

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Discussion and action to ratify the property tax increase reflected in the Annual Budget for FY 2022 - 2023 for the City of El Paso

**CITY OF EL PASO, TEXAS
AGENDA ITEM
DEPARTMENT HEAD'S SUMMARY FORM**

AGENDA DATE: August 23, 2022

PUBLIC HEARING DATE: August 23, 2022

CONTACT PERSON(S) NAME AND PHONE NUMBER: K. Nicole Cote, Interim Managing Director
(915) 212-1092

DISTRICT(S) AFFECTED: All

STRATEGIC GOAL: 6. Set the Standard for Sound Governance and Fiscal Management

SUBGOAL:

SUBJECT:

Discussion and action to ratify the property tax increase reflected in the Annual Budget for FY 2022 - 2023 for the City of El Paso.

BACKGROUND / DISCUSSION:

Local Government Code Section 102.007(c) requires that a governing body ratify the property tax increase in the budget if it adopts a budget that will require raising more revenue from property taxes than the previous year. The statute says that the vote under this subsection must be in addition and separate from the vote to adopt the budget or a vote to set the tax rate.

PRIOR COUNCIL ACTION:

City Council introduced the rate on August 1, 2022.

AMOUNT AND SOURCE OF FUNDING:

N/A


HAVE ALL AFFECTED DEPARTMENTS BEEN NOTIFIED? ☒ YES ☐ NO

PRIMARY DEPARTMENT: City Manager's Office - Office of Management and Budget

SECONDARY DEPARTMENT: All City

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD:



(If Department Head Summary Form is initiated by Purchasing, client
department should sign also)



Public Hearing on the Tax Rate

August 23, 2022



Ordinance Levying FY 2023 Taxes



A tax rate of \$0.862398 per \$100 valuation has been proposed by the governing body of CITY OF EL PASO.

PROPOSED TAX RATE	\$0.862398 per \$100
NO-NEW-REVENUE TAX RATE	\$0.823058 per \$100
VOTER-APPROVAL TAX RATE	\$0.871813 per \$100

Ordinance Levying FY 2023 Taxes

- The 86th Texas Legislature modified the manner in which the voter-approval tax rate is calculated to limit the rate of growth of property taxes in the state.
- The following table compares the taxes imposed on the average residence homestead by CITY OF EL PASO last year to the taxes proposed to be imposed on the average residence homestead by CITY OF EL PASO this year:

	2021	2022	Change
Total Tax Rate (per \$100 of value)	\$0.907301	\$0.862398	increase of -\$0.044903, or -4.95%
Average homestead taxable value	\$149,407	\$166,823	increase of \$17,416, or 11.66%
Tax on average homestead	\$1,355.57	\$1,438.68	increase of \$83.11, or 6.13%
Total tax levy on all properties	\$349,550,437	\$368,854,256	increase of \$19,303,819, or 5.52%



Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People



El Paso, TX

300 N. Campbell
El Paso, TX

Legislation Text

File #: 22-1076, Version: 1

CITY OF EL PASO, TEXAS LEGISTAR AGENDA ITEM SUMMARY FORM

DISTRICT, DEPARTMENT, CONTACT INFORMATION:

*Please choose District and Department from drop down menu. Please post exactly as example below.
No Title's, No emails. Please use ARIAL 10 Font.*

All Districts

City Manager's Office, K. Nicole Cote, (915) 212-1092

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Discussion and action on an Ordinance levying FY 2022 - 2023 taxes.

**CITY OF EL PASO, TEXAS
AGENDA ITEM
DEPARTMENT HEAD'S SUMMARY FORM**

AGENDA DATE: August 23, 2022

PUBLIC HEARING DATE: August 23, 2022

CONTACT PERSON(S) NAME AND PHONE NUMBER: K. Nicole Cote, Interim Managing Director
(915) 212-1092

DISTRICT(S) AFFECTED: All

STRATEGIC GOAL: 6. Set the Standard for Sound Governance and Fiscal Management

SUBGOAL:

SUBJECT: Discussion and action on an Ordinance levying FY 2022 - 2023 taxes.

BACKGROUND / DISCUSSION:

The City Charter, Section 7.3F, requires City Council to pass a tax levy ordinance in accordance with the laws of Texas. This ordinance levies ad valorem taxes for fiscal year ending August 31, 2023.

PRIOR COUNCIL ACTION:

Yes, Ordinance levying 019222 FY 2021 - 2022 taxes was passed on August 24th, 2021.

The 1st Public Hearing on the Proposed FY 2022 – 2023 Property Tax Rate was on August 16, 2022. The Public Hearing was held as part of the Regular City Council Meeting to discuss the property tax rate introduced on August 1, 2022.

Texas Tax Code § 26.05(d) requires at least one public hearings before the adoption of an ordinance levying taxes, if the proposed tax rate exceeds the lower of the rollback rate or the effective tax rate. Texas Tax Code § 26.06 provides that the first hearing may not be held before the seventh day after the date the notice of the public hearing is given. Notice of the public hearing was given on Friday, August 5, 2022, a date more than seven days before August 23, 2022.

AMOUNT AND SOURCE OF FUNDING:

N/A

HAVE ALL AFFECTED DEPARTMENTS BEEN NOTIFIED? ☒ YES ☐ NO

PRIMARY DEPARTMENT: City Manager's Office - Office of Management and Budget

SECONDARY DEPARTMENT: All City

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD:



(If Department Head Summary Form is initiated by Purchasing, client
department should sign also)

ORDINANCE NO. _____

AN ORDINANCE LEVYING FY2023 TAXES

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF EL PASO:

SECTION 1: That ad valorem taxes for the tax year ending December 31, 2022 to fund the City's budgetary requirements for the fiscal year ending August 31, 2023, be and are hereby levied on all property, real and personal, subject to taxation by the City, at the rate of **\$0.862398 per \$100 of taxable value** of said property. The tax rate consists of two components, each which are separately approved by Council:

A. For General Purposes:

\$0.585269 per \$100 of taxable value, the rate that, if applied to the total taxable value, will impose the amount of taxes needed to fund maintenance and operation expenditures of the City for the coming year.

B. For Special Purposes:

\$0.277129 per \$100 of taxable value, the rate that, if applied to the total taxable value, will impose the total amount published under Section 26.04(e)(3)(C) of the Texas Property Tax Code (Tax Code).

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 3.29 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY -\$36.37.

SECTION 2: Occupational Tax:

There is hereby levied on every person, firm, association or corporation pursuing within the limits of the City of El Paso any occupation taxes by the State of Texas as authorized by City Council an annual tax equal to one-half of the occupation tax levied by the State of Texas.

(Signatures on the Following Page)

ORDINANCE NO. _____

PASSED AND APPROVED this ____ day of August, 2022.

CITY OF EL PASO

Oscar Leeser
Mayor

ATTEST:


Laura D. Prine
City Clerk

APPROVED AS TO FORM:

Donald C. Davis

Donald Davie
Assistant City Attorney

APPROVED AS TO CONTENT:



K. Nicole Cote, Interim Managing Director
Office of Management and Budget

ORDINANCE NO. _____



Public Hearing on the Tax Rate

August 23, 2022



Ordinance Levying FY 2023 Taxes



A tax rate of \$0.862398 per \$100 valuation has been proposed by the governing body of CITY OF EL PASO.

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VOTER-APPROVAL TAX RATE	\$0.871813 per \$100

Ordinance Levying FY 2023 Taxes

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Total tax levy on all properties	\$349,550,437	\$368,854,256	increase of \$19,303,819, or 5.52%



Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People



Legislation Text

File #: 22-1070, Version: 1

**CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM**

DISTRICT, DEPARTMENT, CONTACT INFORMATION:

Please choose District and Department from drop down menu. Please post exactly as example below.

No Title's, No emails. Please use ARIAL 10 Font.

All Districts

Fire, Interim Chief Jonathan Killings, (915) 212-5665

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Discussion and action on a Resolution authorizing the City Manager to sign the Articles of Agreement between the City of El Paso and the Local 51, International Association of Fire Fighters for the contract period covering September 1, 2022 through August 31, 2026.

Articles of Agreement

between

THE CITY OF EL PASO, TEXAS

and

LOCAL 51

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, INC.

September 1, 2022 to August 31, 2026

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ARTICLE I PURPOSE OF AGREEMENT

Section 1. This Agreement, entered into this — day of August, 2022, is between the CITY OF EL PASO, TEXAS, hereinafter called the "City," and LOCAL 51, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, INC. hereinafter called the "Association."

Section 2. The purpose of this Agreement is to promote harmonious relationships between the City and the employees covered hereby and to fix the rates of pay, hours of work, and the terms and conditions of employment for those employees. This document recognizes the inherent dignity of the parties to this Agreement and by signing both parties agree to work together to maintain a favorable working environment where the value of each individual is recognized and respected.

Section 3. The use of the masculine gender in this Agreement shall be deemed to include the feminine gender, unless the reference is to a specific male individual.

ARTICLE II DEFINITIONS

The following definitions apply to this Agreement:

Anniversary Date - for Pay Purposes - for those employees holding the rank of fire fighter, the Anniversary Date shall be the date of graduation from the Training Academy. The date for all other fire fighter ranks shall be the date of their last promotion. All fire fighters employed as of September 1, 1984 shall retain their current anniversary date unless at some future date they are promoted to a higher rank.

The date for FMS employees not certified to fight structural fires shall be their last promotion date. The date for ARFF shall be as shown in Appendix E.

Agreement - means the Articles of Agreement between the City of El Paso and International Association of Fire Fighters, Local 51, Inc.

Bargaining Agent - means the International Association of Fire Fighters, Local 51, Inc. and their designated bargaining committee, so long as they meet the requirements of Section 174.101 of the Local Government Code.

City - means the City of El Paso.

Charter or City Charter - means the Charter adopted by the City of El Paso in effect as of the date this Agreement is approved by City Council.

Civil Service Rules - means the rules adopted by the Civil Service Commission in effect as of the date this Agreement is approved by City Council.

Employer - means the City of El Paso.

Employee - means fire fighter.

56-hour employee – means an employee whose work schedule is determined in accordance with the cycle set forth in Appendix B hereof.

Fire fighter - means any employee recognized as meeting the definition in Section 174.003 of the Local Government Code.

Grievance - means a dispute or a disagreement involving interpretation or application or alleged violation of any provision of this Agreement.

Line of Duty – for purposes of Article XVIII, Section H, is defined as any activity performed while on duty, unless such activity is prohibited by written prohibition, direct order, or is a violation of law, or such activity is purely personal.

Union - means the International Association of Fire Fighters, Local 51, Inc. so long as it meets the requirements of Section 174.101 of the Local Government Code.

ARTICLE III RECOGNITION

The City recognizes the Association as the exclusive bargaining agent for a unit consisting of each permanent paid employee in the City's Fire Department, except the Fire Chief. The parties hereto agree that no portion of this Agreement shall be applicable to, and the Association will not seek to represent, any employees outside the described unit.

ARTICLE IV NO STRIKE, NO LOCK OUT

Section 1. The City agrees that it will not lock out the employees covered by this Agreement.

Section 2. The Association agrees that neither it nor any of the employees covered by this Agreement will sanction, call, acquiesce, or engage in, or fail to make a good faith effort to discourage, any strike; sit-down; slow-down; sick-out; sympathy strike; picketing for the purpose of inducing, influencing, or coercing a change in the conditions or compensations or the rights, privileges, or obligations of employment; or any other work stoppage or interference with or against the City for any reason. The Association shall be deemed to have made "a good faith effort to discourage" the conduct prohibited by this Section when, promptly upon learning (or being notified) that one or more employees contemplate, have threatened, or have undertaken any of the prohibited conduct, it publicly disavows the threatened or actual conduct prohibited by this Section and publicly announces any such conduct is prohibited both by law and by this Agreement; it provides actual notice of the same sort to each person whom it learns (or is notified) contemplates, has threatened, or has undertaken any such activity and formally urges each such employee to refrain from or immediately cease any and all such conduct; and, to the extent permitted by the City, it posts a notice to such effect at all places where

notices to employees or members are normally posted.

Section 3. It is expressly understood and agreed that the refusal or failure of any employee or employees covered by this Agreement to cross or work behind the picket line of any association, union, or other organization or person shall constitute a violation of this Agreement.

Section 4. Any employee covered by this Agreement who participates in any action prohibited by this Article may be discharged, suspended, and/or demoted, and/or otherwise disciplined at the option of the City. This Section shall be cumulative of any other rights the City may have by statute, at common law, or in equity against the Association and/or the employees covered by this Agreement.

ARTICLE V CITY'S RETAINED PREROGATIVES

Section 1. Except to the extent expressly abridged by this Agreement, the City reserves and retains, solely and exclusively, all of its inherent and/or statutory rights to operate the City government.

Section 2. The direction of the City's working forces, including, by way of illustration only and not of enumeration, the right to plan, direct, expand, control, initiate, reduce, transfer, or terminate specific operations, duties, or functions; to hire, assign, transfer, promote, or refrain from any of the foregoing; to discharge, suspend, demote, reprimand, or otherwise discipline employees pursuant to the current City Charter or the Civil Service Rules; to introduce any new or improved methods or facilities; subcontract functions other than actual fire fighting activities and emergency basic and advanced life support, except that in cases of system overload or multiple patient incidents, the Fire Chief or his designee, may request assistance from agencies that the City has a franchise or contract with, for the purpose of providing emergency aid assistance; and to make such rules and regulations as may be necessary or desirable for the operation of the City continues to be vested exclusively in the City.

Section 3. The initial probationary period for new employees shall be the time period in which the employee works, to include for purposes of this section all hours taken for holiday leave and a maximum of 36 hours of sick leave, a total of 2912 hours. A probationary employee may be discharged at any time at the discretion of the Chief without appeal to the Commission.

Section 4. That the parties agree that the Fire Chief, at his sole discretion, may develop and implement a program for the purpose of recognizing outstanding service and acts of distinct heroism by fire fighters, on or off duty, and the members of the public. Such program shall be a management prerogative and is intended only for the limited purposes established by the Chief and shall not grant or confer any rights to employees under this Agreement, nor shall the implementation of such a program become or constitute a past practice of the City as addressed in Article VI, Section 4. The parties agree that as part of such a program, the Chief, at his sole discretion, may award additional hours of vacation or other leave to top fire fighter recipients of program awards.

ARTICLE VI EXISTING CONDITIONS

Section 1. Except to the extent abridged or modified elsewhere in the Agreement, any economic benefits set forth in the current City Charter, Ordinance No. 8064, the Rules and Regulations of the Civil Service Commission, the Rules and Regulations of the Fire Department, and the applicable state statutes and amendments thereto, as of the effective date of this Agreement, shall not be changed for the duration of this Agreement, except pursuant to the procedure established in Article XXXII, Section 2.

Section 2. Physical items used by employees shall continue to be furnished as they have been in the past; that is, those types of items which have been furnished by the City shall continue to be furnished by the City and those types of items which have been furnished by employees shall continue to be furnished by employees. The question of what types of items have been furnished by the City shall be resolved by reference to City purchase orders for the past three (3) years. The parties agree that this provision shall not be interpreted so as to preclude resort to improved technology.

Section 3. Any changes in wages, hours, terms and conditions of employment, and other benefits granted by the Texas Legislature or decreed by a court of competent jurisdiction requiring the City to compensate, remunerate, or otherwise assist employees after the effective date of this Agreement shall not alter the terms of this Agreement during the life of said Agreement. This provision shall not unfavorably affect employees as to any changes in wages, hours, terms and conditions of employment, and other benefits granted by the Texas State Legislature requiring the State of Texas to compensate, remunerate, or otherwise assist employees after the effective date of this Agreement. Any changes in wages, hours, terms and conditions of employment, and other benefits granted by the Texas State Legislature requiring the State of Texas to compensate, remunerate, or otherwise assist employees shall not be incorporated into this Agreement; nor shall the City be required at any time to pay any share of said wages, hours, terms and conditions of employment, and other benefits. Any reduction or elimination of wages, hours, terms and conditions of employment, and other benefits by the Texas State Legislature that previously required the City to compensate, remunerate, or otherwise assist employees after the effective date of this Agreement shall not alter the terms of this Agreement during the life of said Agreement.

Section 4. Past practices currently in effect and not specifically covered in this Agreement will be continued.

ARTICLE VII RULES AND REGULATIONS

Section 1. The Association and the City recognize that increased productivity will require the continuation of improvements and technological progress through new methods, techniques, and equipment which will contribute to improved quality and efficiency of fire protection for the citizens of El Paso. The Association and the City will act in good faith and with a cooperative attitude to achieve these ends.

Section 1a. The Association agrees that the employees covered by this Agreement shall comply with all Fire Department rules and regulations, including those relating to conduct and work performance.

Section 2. There shall be established a committee composed of seven members, one of whom will be the Chief of the Department or his designee, three of whom shall be appointed by the President of Local 51, and three of whom shall be appointed by the Chief of the Department. The committee shall address any matters of mutual concern.

Section 3. This committee shall also update and maintain standard departmental rule and regulation manuals that are clear and functional.

Section 4. This Article is not intended to abridge or modify Article V or Article VI conditions.

Section 5. The rules and regulations committee shall meet at the request of either the President of Local 51 or the Chief. The committee shall meet and make revisions no less than once in a calendar year. Revisions shall be provided electronically to all work stations no later than 45 days after the end of each year. The City will provide an electronic copy to each employee no later than 90 days after the end of each year.

ARTICLE VIII PERSONNEL FILES

Section 1. There shall be one official personnel file, which will be kept at the City's Human Resources Department. Prior to permanently placing any of the following items in the employee's personnel file, the City shall notify any employee on the next working shift of all material concerning investigations, complaints, reprimands, counseling sessions for violations of any rules, regulations, or policies that might be considered detrimental to the employee's position, advancement, or future with the Department that are to be placed in the employee's personnel file. The Fire Department may keep an investigatory or disciplinary file, separate and apart from the official personnel file.

Section 2. An employee shall be allowed to review any of his own personnel file under supervision at any reasonable time and may file written objection to any matter contained therein.

Section 3. Any alleged violation of this clause or written objection to the content of a personnel file shall be subject to the grievance procedure of this Agreement.

ARTICLE IX WAGES AND OTHER COMPENSATION

Section 1. Wages shall be paid in accordance with the Wage Scales attached hereto as Appendix A and reflect the following pay increases in the amount specified below:

- 3% Effective upon signing the agreement the first pay period following September 1, 2022;
- 3% Effective the first pay period following September 1, 2023;

- 3% Effective the first pay period following September 1, 2024; and
- 3% Effective the first pay period following September 1, 2025.

All employees shall receive a step increase on their anniversary date and shall continue thereafter to receive step increases on each succeeding anniversary date until reaching the top step in their classification. These step increases shall be automatic. Any employee at the top step in the classification, upon receiving a promotion to a higher classification and entering said classification at a step other than the top step, shall receive a step increase on his anniversary date, and an additional step increase on each succeeding anniversary date, until such time as the employee reaches the top step in the new classification.

The salary of a person covered by this Agreement will not be reduced upon promotion to another position, the minimum salary for which is less than that received at the time of promotion. In such case, advancement will be equal to a step increase in pay.

A Fire Medical employee in Grade FS1 who successfully completes the Academy and obtains his structural fire certification will be designated as a fire fighter.

Fire Paramedics in the Grade FS2 and Medical Lieutenants in the Grade FS4 who successfully complete the Academy and obtain their structural fire certification will retain their rank.

Section 2. A 56-hour employee's regular straight-time hourly rate of pay will be determined by dividing the employee's annual salary as indicated by reference to Appendix A by 2912. A 40-hour employee's regular straight-time hourly rate of pay shall be determined by dividing the employee's annual salary as determined by reference to Appendix A by 2080.

Section 3. An employee upon graduation from the Training Academy shall be entitled to and receive all benefits as set out in this Agreement.

Section 4. Pensions for employees previously covered under the Article VI Wages and Other Compensation of the 1994-1996 Articles of Agreement between City of El Paso and the El Paso Public Service and Safety Employees Association shall continue to be paid in amounts in accordance with City Charter and the City's Pension Ordinance subject to approval by the City Pension Board and City Council. The City and the Association recognize that the members of the ARFF unit and medical personnel who are not certified as fire fighters are currently prohibited from being members of the Fire and Police Pension Fund. If, at any time in future, the members of the unit are admitted to the Fire and Police Pension Fund, after meeting the qualifications therefore, the City will comply with any legal requirements regarding contributions to same, except that any such payments shall be on a prospective, and not retroactive, basis. This in no way obligates the City to make or change past contributions made to the City Employees' Pension Fund on behalf of the members in the unit.

Section 5. Pension contributions shall be made on all cash payments under this Article.

Section 6. An employee who is required to accept responsibilities and carry out the duties of a position or rank above the rank the employee normally holds shall be paid an additional 5% above

the employee's regular rate of pay while so acting.

The City may transfer employees, as it has in the past, but shall not transfer, if the sole purpose is to avoid payment for working out of class.

Out-of-class pay shall not be calculated until such time as an employee has worked more than one (1) hour. If more than one (1) hour is worked, the calculation shall include total hours worked. Any voluntary trading off of working days shall not qualify an employee for additional compensation.

Section 7. Employees who are assigned to 40-hour work schedules and work between the hours 1500 hours and 2300 hours shall receive a premium pay of thirty cents per hour; 40-hour employees who are assigned duty and work between the hours 2300 hours and 0700 hours shall receive a premium pay of sixty cents per hour. Premium pay shall not apply to 40-hour personnel assigned to Operations.

Section 8. Employees are entitled to longevity pay of five dollars per month per year of continuous City service with the El Paso Fire Department, with a maximum amount not to exceed one hundred twenty-five dollars per month.

ARTICLE X OVERTIME PAY

Section 1. All hours paid for in excess of fifty-six (56) hours in a work week for 24-hour shift employees shall be determined by dividing his annual salary, as indicated by reference to Appendix A, by 2080 times one and one-half (1 ½) provided however, if such excess hours are worked by an employee who is conducting or participating in Comsar Training, Hazardous Material Training, Dive Rescue Training and Urban Search and Rescue Training, including any travel time compensated pursuant to Section 3 relating to such training, the employee shall receive compensatory time at a rate of one and one-half (1 ½) hours for each hour of employment spent in or relating to such training for which overtime compensation is required by this section.

Section 2. For an employee regularly scheduled to work forty (40) hours per week, all hours paid for in excess of forty (40) hours in a work week shall be paid at a rate of time and one-half (1 ½) the employee's regular straight-time hourly rate of pay provided however, if such excess hours are worked by an employee who is conducting or participating in Comsar Training, Hazardous Material Training, Dive Rescue Training and Urban Search and Rescue Training, the employee shall receive compensatory time at a rate of one and one-half (1 ½) hours for each hour of employment spent in or relating to such training for which overtime compensation is required by this section.

Section 3. Any employee who is called to work in excess of the employee's regularly scheduled hours of work, other than for the types of training set forth above, shall be paid for the time actually worked until the employee is relieved by the appropriate commanding officer. If the employee is called back, one hour of travel time will be paid in addition to actual time worked. The one hour travel time provided in this Section shall be inapplicable where the additional working time is immediately prior to or following any other time worked by that employee.

Section 4. Employees selected to help write examinations, or serve on a designated labor/management committee, shall be paid overtime pay for time actually worked on these examinations or committees while off duty, and one hour travel time.

Section 5. 56-hour employees trained to work at the Communications Center may be called to work at the Center on their scheduled days off, provided the employees do not work more than 48 hours straight without a 24-hour break. After an employee has reported for duty, but then is rescheduled to report for duty at Communications, the employee shall be paid for the time actually worked and one hour of travel time.

Section 5a. 56-hour employees trained to work at the Communications Center may be rescheduled to work at the Center for 8 hours in exchange for 24 hours, in order to maintain skills.

Section 5b. Employees rescheduled to work at the Communications Center under Section 5a of this Article will be considered to have worked 24 hours for FLSA purposes and the rescheduling will not cause the forfeiture of FLSA Overtime Pay (FOH).

Section 6. If an employee is required to appear in court due to events that occurred while on duty or for job-related matters, and the court date is not during working hours, such employee shall be compensated for the time actually worked in accordance with this Article, and one hour of travel time.

Section 7. Pension contributions will be made on all cash payments for overtime pay.

Section 8. The City will pay for all hours actually worked in excess of 204 hours in a 27-day work cycle for fire suppression personnel, at the rate of time and one-half (1½) the employee's regular, straight-time hourly rate of pay, in accordance with the Fair Labor Standards Act, except when the employee has worked excess hours to conduct or participate in Comsar Training, Hazardous Material Training, Dive Rescue Training, and Urban Search and Rescue Training, such employee shall receive compensatory time off as set forth in Sections 1 and 2 above.

Section 9. The City shall not reduce an employee's regular schedule for the purpose of avoiding or reducing the payment of overtime.

Section 10. Employees who accrue compensatory time under this Article may accrue a maximum of 144 hours of compensatory time, however the employee shall only be paid for a maximum accrual of 80 hours upon termination of employment. The employee shall be allowed to use the accrued compensatory time under the same policies that exist for the use of vacation days.

ARTICLE XI INCENTIVE PAY

Section 1. Fire Protection Certification. The City shall pay monthly each employee holding a certificate granted by the Texas Commission on Fire Protection Personnel Standards and Education

as follows:

a.	Master Certificate	\$124.00
b.	Advanced Certificate	\$ 94.00
c.	Intermediate Certificate	\$ 64.00

Beginning first pay period following September 1, 2024:

a.	Master Certificate	\$174.00
b.	Advanced Certificate	\$144.00
c.	Intermediate Certificate	\$114.00

Section 2. Paramedic Pay. The City shall pay monthly, \$300.00 paramedic certification pay to employees who are locally credentialed as paramedics and have successfully completed structural firefighting training and are certified by the Texas Commission as fire fighters. Beginning the first pay period following September 1, 2023, paramedic certification will increase to \$400 pay for those on a 56-hour assignment.

Section 2a. Employees who sign up and are selected to attend the Fire Academy's Paramedic Academy will receive a \$250 sign on incentive. An additional \$250 will be received upon paramedic certification and local credentialing.

Section 2b. Paramedic Assignment Pay. Effective the first pay period beginning after the effective date of this Agreement, The City shall pay locally credentialed Paramedics an amount equal to 5% more than the rate the Paramedic would receive pursuant to the Wage Scales set forth in Appendix A for time actually worked on an ambulance.

Section 2c. Basic Assignment Pay. The City shall pay locally credentialed Emergency Medical Technicians an amount equal to 5% more than the rate that the EMT would receive pursuant to the Wage Scales set forth in Appendix A for time actually worked on an ambulance.

Section 3. Education Pay. Effective with the first pay period beginning after the effective date of this Agreement. The City shall pay each employee holding an Associate's degree granted by an accredited college or university the sum of \$100.00 per month. The City shall pay each employee holding a Bachelor's degree granted by an accredited college or university the sum of \$150.00 per month. The City shall pay each employee holding a Master's degree granted by an accredited college or university the sum of \$200.00 per month. This section shall apply only to the highest degree held by the employee. Fire fighters who have not provided appropriate documentation to verify that they have the above degrees will not be entitled to the educational incentive pay until such documentation is provided.

Beginning the first pay period following September 1, 2025:

Associates degree	\$150 per month
Bachelor's degree	\$200 per month

Master's degree \$250 per month

Section 4. To ensure that records are accurate and incentive pay is timely issued, fire fighters are responsible for reporting and providing proper documentation to the Fire Chief or his designee to show that the fire fighter has completed training and education received. Fire fighters are not entitled to retroactive incentive pay. Incentive pay shall begin on the date that the fire fighter has reported and provided the proper documentation to the Fire Chief or his designee.

Section 5. Effective the first pay period beginning after the effective date of the Agreement, the City shall pay \$75.00 per month to the employees who are assigned to the following teams:

Hazardous Materials Team: a maximum of 15 employees per shift for a total of 45 employees.

De-Con Team: a maximum of 12 employees per shift for a total of 36 employees.

Special Rescue: a maximum of 6 employees per shift for a total of 18 employees.

COMSAR: a maximum of 10 employees per shift for a total of 30 employees.

Water Rescue: a maximum of 7 employees per shift for a total of 21 employees.

ARFF: a maximum of 10 employees per shift for a total of 30 employees.

Fire/Arson Investigators: a maximum of 16 peace officers assigned to the Arson Division.

Provided however no employee shall be entitled to receive more than one specialty pay under this section.

ARTICLE XII EXTRA BOARD

Section 1. For the duration of this Agreement, an Extra Board shall be maintained with a procedure to be established by the Chief.

Section 2. In order to maintain the number of employees per Company to at least three (3) or more, the City shall have the right to utilize the Extra Board.

Section 3. This Extra Board shall consist of a call list where an employee volunteers his service to be paid at one and one-half (1½) times the employee's regular straight-time rate.

Section 4. Any employee called to work from the Extra Board list that reports to work, shall be paid for any time worked at the Extra Board rate of pay. If an employee works six (6) hours or less or is advised that the employee's services are not needed at the time the employee reports to work, the employee shall be paid one (1) hour of Travel Time at the Extra Board rate of pay. The Travel Time provided for in this section shall be inapplicable when the additional working time is immediately before or following the employee's regular scheduled work.

Section 5. Any employee called to duty from the Extra Board call list shall have no increased

sick leave benefits, vacations, or any other benefit, except as provided in Article IX, Section 6 and except that pension payment will be paid on the payments to said employee.

Section 6. The Extra Board call list shall never be used in lieu of existing staffing.

Section 7. Any employee called to work Extra Board before the end of their shift, will be coded extra board immediately following their shift with no interruption in pay.

ARTICLE XIII UNIFORM ALLOWANCE

Section 1. The City shall furnish each member of the Bargaining Unit an initial set of uniforms as follows:

- a) For 40-hour employees: 5 shirts, 5 slacks, 1 pair of footwear, 1 belt, 1 tie, 1 coat, 3 pair of exercise shorts, and 3 exercise t-shirts;
- b) For 56-hour employees: 4 shirts that are made of flame resistant fabric or made from 100 percent cotton or cotton blend fabrics, 4 pants made of flame resistant fabric or made from 100 percent cotton or cotton blend fabrics (initial disbursement of uniforms will include 4 shirts and 4 pants upon hiring or promotion), 1 pair of footwear, 1 belt, 1 tie, 1 work jacket, 3 pair of exercise shorts, and 3 exercise t-shirts.

Each member shall be responsible for the appearance and upkeep of the uniform in accordance with Departmental Rules and Regulations regarding the same. Uniforms made of flame resistant fabric or made from 100 percent cotton or cotton blend fabric will be issued as replacements per the normal replacement schedule.

Section 2. The City shall replace each employee's required accessories and uniforms as they wear out due to normal wear and tear or where they are irreparably damaged in the line of duty, through no negligence of the employee. Each employee shall be responsible for replacing at the employee's cost any of the foregoing which the employee loses or irreparably damages through gross carelessness. The City shall determine whether any piece of clothing or equipment referred to in this Section is worn out and should be replaced.

Section 3. The City shall furnish to all peace officers of the Fire Prevention Division:

- A) A vest to each officer who requests one. If an officer requests and is provided with a vest, the officer shall wear the vest at all times while on duty, unless any specific duty would require otherwise, to be determined in the sole discretion of the Chief or his designee.
- B) Sufficient ammunition to load his weapon and sufficient ammunition for two reloads at all times.
- C) A copy of the Texas Penal Code, Texas Code of Criminal Procedure, Texas Motor Vehicle Laws, Texas Family Code, and The Controlled Substances Act.

ARTICLE XIV INSURANCE

Section 1. All employees shall participate in one of the two City sponsored health benefit programs. Employees may elect to be covered by the Basic Plan or the Consumer Driven Health Plan (CDHP) as follows:

a) The Basic Plan and the Consumer Driven Health Plan of the City of El Paso Health Insurance Benefit Program will not be amended for employees covered by the Agreement during the terms of this Agreement without the mutual consent of the parties. Participation in such plan is subject to the employee contributing to such plan at the rate of contribution as agreed to by the parties and the rates agreed to by the parties shall not be amended during the terms of this Agreement without the mutual consent of the parties. Participation in such plan is further subject to all program and coverage requirements, policies and conditions as set by the City for such plan, and the requirements, policies and conditions shall not be amended during the terms of this Agreement without the mutual consent of the parties. The benefits provided are those stated in the Master Contract Document (hereinafter referred to as “Master Contract Document”) which is attached and incorporated herein as Appendix “F.” This agreement, and the Master Contract Document for health benefits adopted herein, shall control the available health benefits during the term of this agreement, for employees covered by this Agreement.

For calendar year 2023, the employee contribution to the Basic Plan shall be:

\$ 211.92 per month for employee coverage;
\$ 496.35 per month for employee and spouse coverage;
\$ 311.69 per month for employee and child(ren) coverage; or
\$ 785.70 per month for employee and family coverage.

For calendar year 2024, the employee contribution to the Basic Plan shall not exceed:

\$ 258.54 per month for employee coverage;
\$ 605.54 per month for employee and spouse coverage;
\$ 380.26 per month for employee and child(ren) coverage; or
\$ 958.56 per month for employee and family coverage.

For calendar year 2025, the employee contribution to the Basic Plan shall not exceed:

\$ 315.42 per month for employee coverage;
\$ 738.76 per month for employee and spouse coverage;
\$ 463.92 per month for employee and child(ren) coverage; and
\$ 1,169.44 per month for employee and family coverage.

For calendar year 2026, the employee contribution to the Basic Plan shall be:

\$ 384.82 per month for employee coverage;
\$ 901.29 per month for employee with spouse coverage;
\$ 565.98 per month for employee and child(ren) coverage;
\$ 1,426.72 per month for employee and family coverage.

For calendar year 2023, the employee contribution to the Consumer Driven Health Plan shall not exceed:

\$ 22.56 per month for employee coverage;
\$ 120.17 per month for employee and spouse coverage;
\$ 62.89 per month for employee and child(ren) coverage; or
\$ 136.93 per month for employee and family coverage.

For calendar year 2024, the employee contribution to the Consumer Driven Health Plan shall not exceed:

\$ 27.52 per month for employee coverage;
\$ 146.61 per month for employee with spouse coverage;
\$ 76.73 per month for employee and child(ren) coverage;
\$ 167.05 per month for employee and family coverage.

For calendar year 2025, the employee contribution to the Consumer Driven Plan shall not exceed:

\$ 33.57 per month for employee coverage;
\$ 178.86 per month for employee with spouse coverage;
\$ 93.61 per month for employee with child(ren) coverage; or
\$ 203.81 per month for employee with family coverage.

For calendar year 2026, the employee contribution to the Consumer Driven Plan shall not exceed:

\$ 40.96 per month for employee coverage;
\$ 218.21 per month for employee with spouse coverage;
\$ 114.20 per month for employee with child(ren) coverage; or
\$ 248.64 per month for employee with family coverage.

- i. In addition, employees covered under this Agreement shall be considered eligible employees under the City's Section 125 Cafeteria Plan.
- ii. Employees covered under this Agreement will have the City's prescription drug program as established by the plan requirements as approved by the City Council.

The prescription costs at participating pharmacies to the employee who elects coverage through either the Basic Plan or the Consumer Driven Plan for calendar years 2023-2026 will be:

For all plans, out of pocket maximum will include copays, deductible, and out of pocket expenses paid by member.

For the Basic Plan:

Preventative Rx covered at 100%

Mail Order or Retail as available (30 day supply)

Generic Member pays at 20% or max copay of \$10 or \$20. Preferred Brand Member pays at 20% or max copay of \$30 or \$40. Non-Preferred Member pays at 20% or max copay of \$45 or \$55. Mail Order or Retail as available (90 day supply)

Generic Member pays double the 30 day copay.
Preferred Brand Member pays double the 30 day copay.
Non-Preferred Brand Member pays double the 30 day copay.

For CDHP Plan:

Preventative Rx covered at 100%

Prescriptions subject to the deductible then covered at 100% Mail Order or Retail as available (30 day supply)

Generic Deductible waived at Prev drugs, Copays apply for Expanded Prev drug list.
Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.
Non-Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.

Mail Order or Retail as available (90 day supply)

Generic Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.
Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.
Non-Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.

- iii. A Dental benefit program equivalent to that presently in effect shall also be provided; provided however, the City Dental Benefit Program for employees covered by this Agreement shall have a maximum amount allowed per member/dependent per year of \$1,000.00 and the employee contribution per pay period for such coverage shall be as follows:

	<u>1/1/2023</u>	<u>1/1/2024</u>	<u>1/1/2025</u>	<u>1/1/2026</u>
Employee Only	\$1.10	\$1.10	\$1.10	\$1.10

Employee & dependents \$3.31 \$3.31 \$3.31 \$3.31

- iv. In addition, all employees will be entitled to elect the Dental and Optical Benefit Program as is made available to non-uniformed employees. No pension contributions shall be made on any cash payments under this Section of Section 1 above.

Section 2. For the duration of this Agreement and for so long as the City will continue to make available such coverage at no additional cost to the City, pensioners and/or their families may participate in the City's benefit program by paying the entire premium in full. Pensioners and/or their families are subject to the City's benefit program requirements as well as the City's administrative policies and requirements.

Section 3. For the duration of this Agreement, the City shall maintain the term life and accidental death and dismemberment insurance policies to provide coverage in the same amount that is provided to civilian employees, but in no event in an amount of not less than \$15,000.00 for employees, and \$2,000.00 for the employee's spouse and \$1,000.00 for the employee's dependent children 14-days of age, but less than 19 years, unless the dependent is a full time student under 25 years of age.

Section 4. A temporary employee after sixty (60) days service shall be entitled to and receive all insurance benefits as set out in this Article.

Section 5. The City shall employ a person with insurance expertise who will, among his other duties, assist employees who, having filed their claims, have complaints or conflicts. He will also be responsible for counseling employees preparing for retirement, or survivors of deceased pensioners or employee of their entitlement for Health, Life or Dental benefits.

Section 6. The Association shall have the right to place one member on an Advisory Insurance Committee as established by the City Council. Should the City fail to establish or maintain such a committee, the City agrees to meet with the Association during the term of this Agreement regarding Health Benefits.

ARTICLE XV MILEAGE REIMBURSEMENT

Section 1. An employee required to use his private automobile for Fire Department business or as a necessity in changing stations shall be compensated at the current rate established by the Internal Revenue Service.

Section 2. The Chief will establish the mileage between the stations.

Section 3. The City will accumulate sums earned by each employee pursuant to this Article for a period not to exceed six (6) months and pay such accumulated sums in a lump sum in June and December of each year.

ARTICLE XVI HOLIDAYS AND VACATIONS

Section 1. Employees covered by this Agreement shall receive the following holidays: New Year's Day, Martin Luther King Birthday, Cesar Chavez Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day, Employee's Birthday, and any day designated as a holiday by City Council, Ordinance No. 8064, or City Charter.

Section 1a. An employee shall have the option of taking his birthday holiday as provided in Section 4.5 of Ordinance No. 8064 or as part of his vacation. Employees may accumulate an unlimited number of birthdays over the course of their career and they will be paid separately for the total accumulation of these days apart from the vacation and holiday.

Section 1b. For 56-hour employees, the employee's birthday shall be treated as a full 24- hour holiday; all other holidays shall be treated as one day.

Section 1c. Whenever an employee changes from 112 hours biweekly to 80 hours biweekly, the employee's birthday holiday balance after conversion shall be reduced in half or when the employee changes from 80 hours biweekly to 112 hours biweekly, it shall be doubled.

Section 1d. A forty (40) hour employee will have the option of taking his vacation in increments of one-half (½) day or whole day as provided by Ordinance 8064. A one-half day increment for forty-hour employees who are assigned to work ten hours per day shall be defined as a five-hour increment (half shift).

Section 1e. A 56-hour employee shall be allowed to take his vacation time in ½-day (6 hour) increments as long as the time is within the prescribed maximum vacation spots set out by the Department.

Section 2. An employee shall accrue vacations in accordance with the following schedule:

YEARS OF SERVICE	VACATION DAYS MONTHLY ACCRUAL	VACATION DAYS ANNUAL ACCRUAL
0-10	1¼	15
10-15	1½	18
15-20	1¾	21
Over 20	2	24

For the purpose of this Agreement, a "day" shall be deemed to be 12 hours for 56-hour employees and an 8-hour period for employees working 40 hours per week.

Section 2a. Forty-four (44) vacation slots per shift shall be maintained for the purpose of allowing a minimum of thirty-two (32) vacation slots, four (4) birthday and eight (8) two-day vacation slots per shift. Unassigned vacation and birthday slots shall be made available for two- day vacations.

Section 2b. Two (2) shift supervisors at Communications shall be allowed on vacation during the same period. Distribution of all additional vacation slots within the various ranks will be made by the Chief as provided in the Departmental Rules and Regulations.

Section 3. An employee is expected to use some vacation during each anniversary year. For purposes of clarification, 56-hour employees shall have one additional day which may be accumulated. This additional day shall be the day described in Section 1b of this Article.

Section 4. Employees shall be permitted to accumulate up to seventy-five (75) days of vacation and holiday time combined. Any excess over such accumulation shall be lost if such excess exists during the pay period in which the anniversary date falls, but not prior to the anniversary date. No employee who has applied for, but was unable to obtain, a vacation due to staffing shortages as determined by the Fire Chief or his designee shall lose any excess vacation and holiday days; instead the employee shall be required to take the next available vacation period.

Section 5. An employee who has accrued vacation and holiday time to his credit at the time of death, dismissal, resignation, or retirement shall be paid his salary equivalent, the same as if the employee had worked, including longevity and incentive pay, to the accrued vacation and holiday time. The following formula shall be utilized for eight (8) hour personnel in computing vacation and holiday time accrual upon death, dismissal, resignation, or retirement:

$8.57 \text{ times vacation days accrued times hourly wage} = (8.57) \times D \times \$H.$

$8.57 \text{ times holiday days accrued times hourly wage} = (8.57) \times D \times \$H.$

Section 5a. An employee who is assigned to a forty-hour position at the time of death, dismissal, resignation, or retirement shall be paid 16 hours for each 8 hours of birthday holiday accrued upon death, dismissal, resignation, or retirement.

Section 6. Vacation and holiday assignments shall be assigned as set out in the Departmental Rules and Regulations. It shall not be prohibited for the officer and driver of the same company to be off on vacation, birthday, or holiday simultaneously on the same shift.

Section 7. For 56-hour employees, vacation and holiday period shall be for 24-hour increments (one shift) or increments thereof with the following exceptions: Occasionally, some employees may be faced with circumstances that would require them to report to duty at midnight or be relieved at midnight (examples would be Funeral Leave and Military Leave). In any circumstance where an employee may be required to either report at midnight or be relieved at midnight, the employee shall have the option of taking a one-day vacation. For 40-hour per week employees, vacation and holiday period shall be for one-day or half-day increments or increments thereof. Vacation and holiday periods for 56-hour employees shall be for any two-day period or multiple thereof.

Section 8. All days off for vacation or holidays shall be assigned on regularly assigned work days.

Section 9. Regular vacation periods shall, if applicable, consist of forty-one consecutive three-shift periods. Employees shall be allowed to take up to a maximum of four (4) consecutive periods, if available, in any combination.

Section 10. An employee who has been assigned a regular vacation in the preference time periods as set forth by mutual agreement of the Fire Chief and the Association of at least three (3) shifts, shall have no preference two-day vacations during those periods of time. These preference time periods shall be set forth each year prior to assignment of vacation. An employee who has not been assigned a regular vacation in the above referred to periods or has been assigned less than three (3) shifts in those periods shall be allowed only three (3) preference shifts in those time periods.

Two-day vacations shall be assigned in the following manner:

One Deputy Chief One Battalion
Chief One Captain
One Lieutenant/Medical Lieutenant One FST/Fire
Paramedic
Two Fire Fighters

It is the intent of this Section to allow a member who has been assigned less than three (3) shifts in the above-referred- to time periods to retain his seniority until such time as the employee has received a total of three (3) shifts vacation in the preference time periods and shall in no way be affected by birthday holidays.

ARTICLE XVII SICK LEAVE

Section 1. Sick Leave Usage.

This Article is intended as a comprehensive approach, in accordance with federal and state law, to minimizing the use of sick leave to only those bona fide circumstances as provided for in Section 4a of this Article. In order to be effective, two major thrusts have been incorporated into the Article: an incentive approach, and a disincentive approach.

Section 1a. From the effective date of this agreement until the cutoff date provided in Sec. 2(a), an employee shall accumulate sick leave at the rate of one and one-quarter (1 ¼) days per month from the first day of employment.

Section 1b. It is agreed by the parties that employees qualifying for FMLA leave must utilize all available FMLA leave before being eligible to receive an additional leave of absence provided in this Article. When an employee is eligible for FMLA qualifying leave, the FMLA leave begins on the first day of absence. It is agreed and understood FMLA leave shall apply to occupational injuries and occupational diseases.

Section 1c. It is agreed and understood that any of the leaves of absence defined in this Article may not be granted or extended after 12 consecutive months or for a combined period in excess of 24

months within an employee's tenure with the City. This provision does not include leave taken in accordance with FMLA and shall not apply to leave of absence granted for military service.

Section 2. Sick Leave Allotment.

Section 2a. After the cutoff date each year, which shall be the last day in the payroll period which includes November 1st, 56-hour employees shall be allotted one hundred and eighty (180) hours of sick leave for use in the next twelve (12) months as set forth herein. Forty-hour employees shall be allotted one hundred and twenty (120) hours of sick leave.

Section 2b. Probationary employees shall be allotted sick leave on a pro-rated basis for the remainder of the year (as defined in section 2a) starting after graduation from the Training Academy.

Section 2c. Employees who change from working 56 hours to 40 hours and vice-versa, will have their sick leave allotment adjusted on a pro-rata basis. In the event that an employee whose allotment is reduced on a pro-rata basis under this section does not have sufficient leave remaining in his allotment for the reduction, sick leave will first be deducted from the Extended Sick Leave Time Bank, and in the event that the employee does not have adequate sick leave remaining in his Extended Sick Leave Time Bank, then it will be deducted from his Vacation Leave.

Section 2d. Employees may use their annual sick leave allotment at one hundred (100%) percent of their current salary in accordance with Section 4a of this Article.

Section 3. Extended Sick Leave Time Bank.

Section 3a. An employee who has used all of his annual sick leave allotment may be permitted to use the time as may be accrued in his Sick Leave Time Bank only when necessary due to an illness, injury, or other circumstances consistent with Section 4a of this Article. Such a request must be approved by the Fire Chief or designee, and such approval shall not be unreasonably denied. Upon approval, an employee may use his accumulated Extended Sick Leave Time Bank to supplement an individual, short-term absence (i.e., exceeding one (1) hour but less than six (6) shifts) beyond the annual sick leave allotment, until such time as his accumulated Extended Sick Leave Time Bank is depleted. Extended sick leave shall be defined as a single sick leave occurrence extending beyond the annual sick leave allotment or occurring after the employee has utilized his annual sick leave allotment.

Section 3b. The Extended Sick Leave Time Bank shall consists of sick leave time that is automatically transferred into each employee's Extended Sick Leave Time Bank at the date of the first cut off period of this Article and the sick leave that each employee may designate from the annual unused portion of his annual sick leave allotment. No employee shall receive any sick leave payout under this Article unless the employee has a minimum balance of 180 hours for 56 hour employees and 120 hours for 40 hour employees of sick leave in his Extended Sick Leave Time Bank. All payouts and transfers shall be made in accordance with the provision in Section 4b of this Article.

Section 3c. An employee who requires extended sick leave and has utilized all of his sick leave allotment and all of the leave in his Extended Sick Leave Time Bank may use vacation time in

accordance with established Department policies. The decision to allow the use of vacation time under this section shall additionally be in the sole discretion of the Fire Chief or his designee.

Section 3d. An employee who is on extended sick leave at the time of the annual award of a new sick leave allotment shall be required to use his new sick leave allotted time at one hundred (100%) percent of his current salary before he can submit a request to use any additional sick leave as may be in his Extended Leave Time Bank.

Section 3e. Persons employed prior to the effective date of the 1976 Agreement and Fire Medical Personnel who had, pursuant to the terms of Section 4.4 of Ordinance No. 8064, "special sick leave" available to them shall retain such time as "special sick leave" pursuant to the Ordinance as was in effect at the applicable time, but no such time shall ever be subject to the payment provisions of Section 6 of this Article. Any employee who has such special sick leave may request to use it for the same purposes for which sick leave use may be requested from the Extended Sick Leave Time Bank, and such time may only be used when the employee's sick leave allotment and Extended Sick Leave Time Bank have both been exhausted.

Section 4. Approved Sick Leave Use

Section 4a. Sick leave shall be used on an hour for hour basis by employees for the following reasons provided, that the condition is not job related:

- (1) Incapacitation due to illness or injury.
- (2) Attendance would jeopardize the health of co-workers due to exposure to a contagious illness/disease.
- (3) Prescribed medical treatment that falls on duty days.
- (4) Care of next of kin as defined in the FMLA, residing with the employee for whom the employee is rendering medically related assistance, and there is no other person available to care for said individual.
- (5) Hospitalization of a family member.
- (6) Routine medical, dental, or optical examination or treatment obtained by a 40- hour employee.
- (7) Emergency medical, dental or optical examinations or treatment obtained by any employee.
- (8) Pregnancy and maternity/paternity leave.
- (9) Emergency leave and funeral leave.
- (10) Any absence not described above that prior authorization is received.

Section 4b. Incentives

- (1) The last day in the pay period that includes November 1st will be the cut-off date for use of the sick leave allotment, and the balance, if any, of sick

leave allotment will be frozen as of that date.

- (2) Beginning with the cut-off date in November 2012 and each subsequent cutoff date, fifty-six hour employees who have a minimum of 180 hours in their Extended Sick Leave Time Banks and 40-hour employees who have a minimum of 120 hours in their Extended Sick Leave Time Banks shall receive a payout for the unused portion of their annual sick leave allotment, which shall, as each employee shall designate, be paid for on an hour for hour basis at the employee's basic hourly rate of pay, including permanent. Employees who have the requisite minimum balance may, prior to November 1st and in lieu of receiving the payout, designate some or all of their annual sick leave allotment to be placed in their Extended Sick Leave Time Banks, and to receive the payout only for the remaining balance of sick leave allotment. Such designation shall be in writing.
- (3) The remaining balance, if any, of the annual sick leave allotment of employees who do not have the requisite minimum balance in their Extended Sick Leave Time Banks shall be transferred to the employee's Extended Sick Leave Time Bank.
- (4) Employees will be credited with their next annual sick leave allotment beginning on the next pay period after the cut-off date. Any sick leave taken before the cutoff date which was not processed prior to that date will be deducted from the next year's allotment. All eligible employees shall receive their sick leave payout on the first payday in December of that calendar year. Such payout shall be paid for an hour for hour basis at the employee's basic hourly rate of pay including permanent assignments.
- (5) An employee who resigns, retires, dies or otherwise leaves employment at any date other than the cut-off date and has a remaining balance in his annual allotment of sick leave shall receive any payout provided for under this Agreement only for such sick leave as determined to have been earned by recalculating the amount of sick leave earned on a pro-rata basis of 1 1/4 days of sick leave per month worked.

Section 4c. Disincentives

- (1) For the purposes of this Article, occurrences will be calculated on a 12 month period beginning December 1st through November 30th. Employees who have five (5) or more sick leave occurrences during the time beginning on December 1st through November 30th of the following year may be subject to disincentive actions as indicated below. Any employee receiving a disincentive pursuant to the schedule in consecutive years shall be subject to having prior years disincentive carried over for the purposes of progression. For example: an employee receiving a 7th occurrence in one 12 month period shall commence at the 8th occurrence level in the next 12

month period once the employee arrives at the first disincentive level in the next year.

NUMBER OF OCCURRENCES DISINCENTIVES

5 th Occurrence	Formal Counseling.
6 th Occurrence	Loss of time trade privileges (180 calendar days); Unscheduled Evaluation and Mandatory EAP Referral.
7 th Occurrence	6 th occurrence disincentives; and loss of voluntary overtime privileges (180 calendar days.)
8 th Occurrence	7 th occurrence disincentives; and 1 day suspension.
9 th Occurrence	8 th occurrence disincentives; temporary loss of promotional ability; and 2 day suspension. (Temporary shall be defined as 180 calendar days from the time disincentive occurs.)
10 th Occurrence	9 th occurrence disincentives; and 4 day suspension. (Temporary shall be defined as 180 calendar days from the time disincentive occurs.)
11th Occurrence	10th occurrence disincentives; 6 day suspension; and Fitness for Duty Evaluation at the employee's expense. (Temporary shall be defined as 180 calendar days from the time disincentive occurs.)
12th Occurrence	Termination.

- (2) Any absence under this Article, other than use of sick leave time during a leave protected by federal or state law or for funeral leave, shall be considered an occurrence when the employee has actually worked less than one-half (½) of the hours of the employee's normal shift, or used sick leave on various occasions which, when combined, totals one-half (½) of the employee's normal shift, with or without an excuse. By way of examples, a twenty-four (24) hour employee, who on four (4)

occasions, uses three (3) hours of sick leave each time, will be charged with one (1) occurrence, and an employee who uses sick leave time in conjunction with a lengthy illness that causes the employee to miss entire consecutive shifts will be charged with one (1) occurrence.

- (3) Except as stated in this Article, all disincentives for a specific occurrence shall remain in effect until the occurrence for which the disincentives were imposed drops off. Upon request of an employee, the Fire Chief may review and waive occurrences on a case-by-case basis.

Section 4d. Sick Leave Procedure

- (1) It shall be the employee's responsibility to notify the Department in accordance with established policy prior to the start of the shift with :
 - (a) the reason for his absence;
 - (b) the station, which he is assigned to;
 - (c) and the name of his Supervisor.
- (2) Sick leave may be used on an hour for hour basis, in quarter hour increments, for all employees.
- (3) Employees may return to work at any time after calling in sick. However, they may only return to work one time during a shift and shall notify the Deputy Chief prior to returning to work to receive their station assignment.
- (4) If, in the opinion of the immediate Supervisor, an employee is believed to be unfit for duty, the Supervisor shall report the situation through his chain of command. The Battalion Chief and Deputy Chief, in conjunction with the Human Resources Department, shall determine the proper course of action, which may include sending the employee home. If an employee is deemed unfit for duty and involuntarily sent home by his supervisor, the absence will not count as an occurrence.
- (5) Upon returning to work, all employees shall submit to their immediate supervisor an employee leave request form which shall include an affirmation that the employee's use of sick leave was consistent with this Article.
- (6) Any employee requesting sick leave in a manner or for reasons which are not consistent with this Article shall be denied leave time and such an improper request will constitute just cause for disciplinary action and the employee may be subject to disciplinary action up to and including termination. The granting of a leave request by a person other than the Fire Chief shall not bar the Fire Chief from making a later determination that the request was improper or not consistent with this Article.

Section 5. The employee, his heirs, or legal representative shall be compensated in cash for any unused accumulation of sick leave up to the maximum of 75 days at the employee's basic hourly rate of pay, at the time of his death, resignation, termination, or retirement. In the case of any unused accumulation of sick leave in excess of 75 days, an employee, his heirs, or legal representative shall

be compensated in cash for such days of unused sick leave in excess of 75 days, up to a maximum of 140 days, in an amount equal to one (1) day's pay for every four (4) days of unused, accumulated sick leave at the employee's basic hourly rate of pay, at the time of his death, resignation, termination, or retirement. The following formula shall be utilized in computing unused sick leave accrual for 8- hour personnel upon death, resignation, termination, or retirement:
(8.57) times accrued sick leave times hourly wage.

Section 6. Any employee who is entitled to receive accumulated sick leave cash compensation under this Article shall have the option to be paid the same in a lump sum payment.

ARTICLE XVIII ACCIDENT WITH PAY LEAVE

This Article applies to occupational injuries and occupational diseases occurring on and after August 27, 1996. Occupational injuries and occupational diseases occurring before such date, will be governed by the applicable Ordinance and collective bargaining agreement in effect at the time of the date of injury or disease.

Section A. Accident With Pay Leave (AWP) is separate and distinct from and in addition to the weekly workers' compensation payment. While on AWP leave, absence from the job as a result of an occupational injury or illness is not deducted from the employee's accrued sick or annual leave balances.

Section B. Eligible Employees. An employee, including one on probation, who sustains an injury or suffers an occupational disease or illness arising out of and in the course of employment as defined by the Texas Workers' Compensation Act is eligible to request Accident With Pay (AWP) leave, beginning on the first day of occupational disability. Temporary employees, part- time employees, contract employees, independent contractors, and volunteers are not eligible for AWP leave.

Section C. Procedure.

1. To be granted AWP leave the employee must submit through the Chief a properly completed AWP Leave Request Form as prescribed by the Human Resources Director and accompanied by a medical report from the treating physician indicating that any lost time is due to the employee's on-the-job injury or occupational disease. Medical documentation must correspond in time with the number of days or hours of AWP leave requested.
2. The Human Resources Director, upon recommendation of the Chief or upon independent finding, may grant AWP leave for a initial period of time not to exceed thirty calendar days. Extensions of AWP leave beyond this initial grant are granted as provided in Section H.
3. An employee denied AWP leave may, within ten (10) calendar days of receipt of notification from the Human Resources Director, notify the Human Resources Director that the employee wishes to appeal the decision to a Hearing Officer of the Civil

Service Commission. Upon receipt of such notification, the Human Resources Director will assign the appeal to a Hearing Officer. The Hearing Officer shall hear and decide such appeal within twenty (20) calendar days of assignment or as soon as practical after assignment. The final decision regarding the granting or denial of AWP rests with the Hearing Officer whose decision shall be final and binding on both parties, and shall not be appealable to either City Council or the Civil Service Commission.

Section D. Grounds for denial and termination. Upon recommendation of the Chief or upon independent finding, the Human Resources Director will deny or terminate AWP leave to any injured employee who:

1. Fails to report the occupational injury or disease within 48 hours of its occurrence to any supervisor. For purposes of this ordinance, the employee has 48 hours from the date of occurrence on which the employee knew or should have known that the disease may be job-related.
2. Is injured as a result of:
 - a. the employee breaking of rules, regulations, or laws, including any safety rules adopted by the City for the prevention of accidents and injuries;
 - b. the gross negligence of the employee; or
 - c. any other unreasonable or culpable conduct of the employee as determined by the Human Resources Director;
3. Fails to use department-mandated safety equipment or follow department-mandated safety procedures when the injury was sustained;
4. Refuses to submit to any independent medical examination or treatment required by the City in accordance with Texas Workers' Compensation laws;
5. Refuses to return to regular or restricted duty after being released for regular or restricted duty by a treating physician or other physician performing an independent medical examination for the City;
6. Fails to act in a manner that is conducive to or consistent with being off work convalescing from a job-related injury;
7. Submits a workers' compensation claim which is controverted;
8. Submits an AWP leave request previously denied based upon the merits of this article for the same injury; or,
9. Fails to follow the procedural process as contained in this article.

Denial of AWP status will not affect an employee's eligibility, if any, to receive workers' compensation benefits.

Section E. Suspension or Termination of AWP Leave.

1. Eligibility for AWP leave will terminate upon any of the following occurrences:

- a. One year from the date of injury or occupational disease, except for an extension requested and granted under Section F of this Article;
 - b. When the workers' compensation claim is controverted or disputed under the Texas Workers' Compensation law; or,
 - c. Upon a finding by the Human Resources Director of any of the occurrences defined under Section D of this Article.
2. Eligibility for AWP leave will be suspended upon any of the following occurrences:
- a. The employee's treating physician releases the employee to return to work; A physician performing an independent medical examination for the City releases the employee to return to work;
 - b. The employee's failure to provide timely physician certificates;
 - c. The employee does not submit a properly completed AWP leave request to the Chief within two (2) working days prior to payroll closing, unless the employee can show good cause for the delay; or,
 - d. The employee fails to follow the procedural process as contained in this section.

If AWP leave is suspended under subsections 2 c, d, or e, of this Section and is reinstated upon compliance by the employee, such reinstatement of benefits will not be retroactive unless the employee can show good cause for the delay in compliance.

Section F. Eligibility For AWP Leave Beyond the One Year Anniversary Date of Injury.

In those cases where an employee submits a written request to the Chief for AWP leave beyond the one year anniversary date of injury and that employee has either not used AWP leave or has not utilized the maximum amount of AWP leave during the one year period allowed or had used it intermittently and not for the allowed maximum amount, the employee may be granted AWP leave, provided that the following conditions are met:

1. The employee is and had been receiving continuous treatment by a licensed physician for the same on-the-job injury or occupational disease for which AWP leave was originally granted ("Continuous treatment" is defined as regular examinations or treatments by a licensed treating physician or a licensed physician to whom the treating physician has referred the employee); and
2. A licensed treating physician or a licensed physician to whom the treating physician has referred the employee recommends surgery, because all other treatments have not been successful; and
3. The employee obtains the written recommendation of the Chief; and
4. The employee has not exhausted or utilized the maximum amount of AWP leave allowed under this Article for the occupational injury or disease for which he is requesting the extension; and
5. The employee has complied with the requirements of Section C of this Article. If the above requirements are met, AWP leave may be granted after the one year anniversary of date of injury addressed in Section D for the time period necessary for surgery and

recovery there from, as designated by a licensed physician, until the maximum amount of AWP leave allowed under this Article is used.

Section G. AWP Supplement to Worker's Compensation Weekly Benefit. In addition to the weekly workers' compensation benefits payable under law, the eligible employee granted AWP leave may receive a supplement to such workers' compensation benefit equivalent to the difference between any workers' compensation weekly benefit and the employee's pre-injury take-home pay. In no event shall the total of the AWP supplement and the workers compensation weekly benefit exceed the employee's pre-injury take home pay and benefits. If the weekly workers' compensation benefit equals or exceeds the take-home pay, there shall be no AWP supplement, but the absence from work will not be deducted from the employee's accrued leave balances. For purposes of this ordinance:

1. Take home pay means base pay, longevity pay, special merit pay, incentive and certification pay, less mandatory deductions required by law. The work schedule the fire fighter was on at the time the eligible injury occurred will be the basis for determining the take-home pay and the original AWP supplement.
2. Mandatory deductions means income tax withholdings, FICA and Medicare, if applicable.
3. Payroll deductions (FICA, Medicare and FWT) will NOT be taken out of the weekly workers' compensation benefits, but WILL be taken out of the supplement portion.
4. Section 125 benefit payments will be taken out of the supplement portion, if available. If funds are not available to cover some or all of these payments, the City will send a notice to an employee that there are insufficient funds to cover these payments.

In all situations, but in particular in the situation in which the City has sent the employee a notice pursuant to Section G 4, it is the responsibility of the employee to make inquiry directly with the Firemen and Policemen Pension Fund to determine whether any portion of the employee's pension contribution remains unpaid due to the unavailability of adequate funds and whether the employee needs to pay any unpaid pension contribution if he wants service credit.

Section H. Maximum Duration of AWP leave. An employee who while in the course and scope of his employment, receives an injury or illness while in the line of duty, may additionally be granted AWP extensions in thirty calendar-day increments, if he provides current medical evidence which indicates such employee has a recoverable injury or illness. Current medical evidence will be provided to the Chief and will reflect any change in the employee's status. A "recoverable injury or illness" means that, when the employee is released to return to work, he will be able to perform the essential functions of his position which were required at the time of the injury or illness. Any employee receiving disability retirement benefits shall not be eligible for any such extensions.

Section I. Temporary and Intermittent Absence from Employment. AWP leave may also be granted for an employee's temporary and intermittent absence from his employment due to seeking and receiving treatment for his injury (doctor's and therapy appointments) provided that the employee submits the required medical documentation. AWP leave is not available for an employee's temporary and intermittent absence from his employment without medical documentation. An extension of AWP leave beyond the one year anniversary of the date of injury or illness is not allowed for an employee's temporary and intermittent absence from employment due to seeking and receiving treatment.

Section J. Initial Seven Days of Disability If AWP leave is approved, AWP leave will be available for the first calendar seven (7) days of disability not initially paid by workers' compensation benefits. The fire fighter will not be required to use his annual or sick leave for the first seven days of disability.

Section K. Supplementation of Weekly Workers' Compensation When AWP Leave is Not Available. In the event AWP leave is not available, but the employee is receiving weekly workers' compensation benefits, pursuant to §504.052 of the Texas Labor Code, the employee may supplement his weekly workers' compensation benefits with accrued sick leave, annual leave and special sick leave. In no event, will the amount of this optional supplement to the weekly workers' compensation benefit and the weekly workers' compensation benefit cause the employee to receive in excess of his pre-injury take-home pay. Only the utilized pro-rata amount of this optional supplement will be deducted from the employee's accrued leave balances. Payroll deductions for FICA, Medicare, and FWT will be deducted from this optional supplement portion. The employee must request this optional supplement through the Chief.

Section L. Leave Balances. While on AWP leave, the fire fighter continues to accrue sick and annual leave.

Section M. Pension Fund Contributions. Any pension fund contributions shall be made by the employee and employer in accordance with the employee's applicable pension plan, if any. In the event the employee's weekly workers' compensation benefit is greater than his pre-injury take-home pay and thus not receiving an AWP supplement to his weekly workers' compensation benefit or the AWP supplement is insufficient to cover the employee's pension contribution, the employee will need to pay his pension contribution if he wants service credit.

Section N. Overpayment of Workers' Compensation Benefits or Supplement Payments. In the event the employee receives overpayment of workers' compensation benefits or AWP supplement payments, the employee shall cooperate with the Human Resources Department to correct and repay any payment errors in a manner prescribed by the Human Resources Director. Such repayment includes assignment and repayment from the employee's future wages or by reduction of any accrued leave balances. The employee will be notified of the overpayment. The employee will be notified 30 calendar days before any repayment from the AWP supplement and/or employee's future wages or reduction of any accrued leave balances occurs.

Any overpayment will be repaid by an employee at an amount no less than \$100.00 per paycheck until the overpayment is repaid. Employees may elect to pay the entire amount of the overpayment in one payment or in payments larger than \$100.00 per paycheck at their option. The repayment will begin when the employee returns to work from injury. Interest will not be calculated on this repayment. In the event the employee retires, is terminated or voluntarily terminates his employment with the City prior to the overpayment being paid in full, the balance of the overpayment becomes immediately due in full to the City. Employees may elect to pay the balance of the overpayment out of any vacation or sick leave balances that are due as provided in this Agreement.

ARTICLE XIX SHARED SICK LEAVE

Section 1. All Association members will contribute hours of sick leave time to a pool. Time will be deducted by the City from all dues paying members when directed by the President and are not to exceed once every quarter. The number of hours to be deducted by the City shall be designated to the City in writing by the President. Said amount shall be uniform and not less than (2) hours per dues paying member. The sick leave hours deducted from all dues paying members shall be credited to the sick leave bank first, before any other use of hours is permitted.

Section 2. A sick leave committee will be established composed of the president of the bargaining unit, as chairman, and the members of the executive board for a total of 6 members. The committee will review all requests for benefits. The decision of the committee shall be final.

Section 3. At least 4 members of the board must be present at each review and chairman will appoint a designee in his absence.

Section 4. Any Association member with 3 months service as a firefighter will be eligible for the sick leave bank

Section 5. Maximum time of benefit from the Shared Sick Leave Bank will be 2304 hours/ 11 months.

Section 6. Upon the exhaustion of all leave balances, the member will be eligible for the sick leave bank. Employees who are receiving workers compensation benefits but who are not receiving AWP may utilize the sick leave bank as a supplement, provided however, employees may not receive compensation contrary to state law.

Section 7. The committee will meet once a month when benefits are in use to review each case for extension or termination. However, the committee may convene at any time to consider beginning, extending, or terminating of benefits.

Section 8. Members must notify the committee in writing as soon as he is able to return to work. The committee chairman will then notify the Human Resources department that the benefit is to be terminated. In the event of an extended illness benefit, sick bank papers may be turned in monthly or quarterly.

Section 9. Members receiving benefits must have a doctor's letter stating his condition at each review. If the committee, after review, has reasonable doubt as to the validity of an injury or illness, the matter will be brought to a special meeting of the executive board for final disposition.

Section 10. A prorated amount of the individual's yearly allotment (15 hours per month sick leave) that an employee earns while drawing sick bank benefits will be returned to the shared sick bank.

Section 11. A member, or his legal representative, can choose to donate up to and no more than 300 hours at the time of death, termination or retirement of excess unused, accumulated sick leave at the rate of one (1) to one (1). Or the member or his legal representative may choose to sell excess, unused, accumulated sick leave in an amount equal to one (1) day's pay for every four (4) days in accordance with Article XVII, Section 5. At no time will the excess leave donated or sold be more than the total amount allowed under Article XVII, Section 5.

ARTICLE XX FUNERAL LEAVE

Section 1. Funeral leave shall be as set out in the Civil Service Rules at the time of the execution of this Agreement, unless otherwise amended herein. In addition to the immediate family as defined in the Civil Service Rules, the immediate family for the purpose of leave for death in the family shall include grandparents, grandparents-in-law, grandchildren, brother-in-law, sister-in-law, and any relative living in the household of the employee.

Section 2. Subject to compliance with departmental administrative procedures, an employee shall also be granted time off actually necessary to attend funerals of other relatives, but leave with pay in such cases shall under no circumstances exceed more than one day (12 hours, in the case of 56-hour employees).

Section 3. No more than five employees may be off work on funeral leave under Section 2 at any one time. Subject to the needs of the Department, an employee shall be granted time off to attend a funeral under Section 2 on a first-come, first-served basis.

Section 4. Time taken off with pay pursuant to this Article shall be treated as, and charged to, sick leave, vacation, holiday, or birthday as determined by the employee.

Section 5. In the event of death in the immediate family of the employee, leave with pay shall be provided as follows:

Section 5a. For 56-hour employees, funeral leave shall commence on the day of death, through one day after the date of the burial. Travel time shall commence after the above-mentioned day. The employee has the option to take a one-day vacation under Section 5c of this Article.

Section 5b. For 40-hour employees, funeral leave shall commence on the day of death, through one day after the date of burial. Travel time shall commence after this period.

Section 5c. In any circumstance where an employee is required to report at midnight or be relieved at midnight due to funeral leave, the employee will have the option to take a one-day (leave hours taken from vacation, holiday, or sick leave) or increments thereof.

ARTICLE XXI EMERGENCY LEAVE

Section 1. In the event of a sickness or injury of a member of an employee's immediate family or household that requires the employee's personal care or attention or other personal emergency that requires the employee's personal care or attention, the employee shall be granted emergency leave with pay not to exceed one (1) working shift in the case of 56-hour employees and two (2) working days in the case of 40-hour per week employees. Emergency leave is to commence immediately upon approval by the immediate supervisor, and notification or appeal, if denied, through the chain of command up through Deputy Chief.

Section 2. Time taken off with pay pursuant to this Article shall be treated as and charged to sick leave. The City shall not be obligated to pay an employee who has no accrued sick leave.

ARTICLE XXII SHIFTS AND HOURS OF WORK

Section 1. Line personnel shall work 24-hour shifts, according to the Shift Schedule attached hereto as Appendix B. The parties hereto agree that, if an employee works the Schedule contained herein in Appendix B, for purposes of this Agreement, the employee shall be deemed to have worked 56 hours per week, even though the employee will necessarily work more than 56 hours in some weeks and fewer than 56 in other weeks.

Section 2. Personnel assigned to the Communications Division shall work an average of 40 hours per week, according to a Schedule designated by the Chief or designee.

Section 2a. The officers assigned to work at the Communications Center will change shift fifteen (15) minutes prior to the shift change of the Public Safety Dispatchers in order to allow for proper transfer of information. This section is not intended to increase nor reduce the scheduled forty (40) hours per week. These provisions will apply as long as uniformed employees are assigned to the Communications Division. After uniformed employees cease to be assigned the Communications, Sections 2 and 2(a) of this Article will be automatically deleted from the Articles of Agreement.

Section 3. Personnel assigned to work a 40-hour week will have schedules posted five (5) days prior, except in case of emergency.

Section 3a. An employee assigned to work an average of forty hours per week, may, with the Fire Chief's approval, agree to work four (4) ten-hour days, according to any schedule approved by the Fire Chief. The Fire Chief may, in his discretion, assign 40-hour operations employees to work two (2) 20-hour shifts, according to any schedule designated by the Fire Chief. Nothing in this Agreement shall constitute a guaranteed minimum or maximum number of hours worked in any day or week.

Section 3b. The City shall continue to permit the practice of "trading time" by shift employees subject to the restrictions contained in this Section. When time is traded pursuant to the provisions of

this Section, the traded hours shall be deemed to have been worked by the employee originally assigned to work; similarly, if, for any reason, the City is required to pay another employee for such time at the rate of one and one-half (1½) that employee's regular straight-time hourly rate of pay, the employee originally scheduled to have worked the hours shall be docked for such time at one and one-half (1½) of the employee's regular straight-time hourly rate of pay. All traded time must be paid back within twelve (12) months following the date of the traded shift. No employee may "owe" other employees more than three (3) shifts at any one time. The employee originally scheduled to work shall be responsible for notifying the Chief or his designee of the proposed trade, including the name of the employee who has agreed to work the shift, and such notification shall be made to the Chief or his designee at least 72 hours prior to the beginning of the shift in question, except in cases of unforeseeable emergency. The Chief or his designee retains the right to disapprove any request for trading time, but such approval shall not be unreasonably withheld. The employee who works the traded shift shall receive no compensation from the City for doing so, even if the employee originally assigned to work should terminate his employment with the City for any reason without paying back the traded time.

Section 4. An employee is expected to be in uniform and fully prepared to assume his duties at the beginning of his assigned shift, and the employee shall remain on duty until the end of that shift, unless the employee is permitted by the employee's commanding officer to be relieved prior thereto for good cause shown. For pay purposes, the employee permitted to leave early shall be deemed to have completed the shift, and the employee who agreed to report early in the other employee's place shall be deemed to have commenced work at 1145 hours.

Section 5. Except as noted in Section 6, an employee shall be deemed to be tardy if the employee reports after 1145 hours and will be subject to disciplinary action as deemed appropriate by the Chief. If the employee reports after 1210 hours, the employee will be recorded as being AWOL for the time of the tardiness. If an employee calls in prior to 1145 hours with an excuse acceptable to the commanding officer and another employee agrees to hold over until the late employee arrives, the foregoing sentence shall be waived. In such case, for pay purposes, the employee who agrees to hold over shall be deemed to have ceased work at 1145 hours and the employee who is late shall be deemed to have commenced work at 1145 hours.

Section 6. Deputy Chiefs and Battalion Chiefs shall commence work at 1000 hours and shall remain on duty until 1000 hours the following day.

ARTICLE XXIII EXAMINATIONS AND PROMOTIONS

Section 1. Within sixty (60) days after a vacancy occurs in the ranks of FST, Fire Paramedic, Fire Lieutenant, Medical Lieutenant, Captain, or Battalion Chief, the City shall fill the vacancy. Examinations for FST, Fire Paramedic, Fire Lieutenant, Medical Lieutenant, Captain, or Battalion Chief will be given within thirty (30) days after the expiration of the current eligible list. All other vacancies will be filled within ninety (90) days of the vacancy. Examinations will be given only when a vacancy occurs or is anticipated. At least thirty (30) days prior to such examination, a bibliography will be posted. All eligible lists will be in effect for two (2) years from the date the list is approved by the Human Resources Director. When a list is exhausted prior to its expiration date, the thirty (30)

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and sixty (60) day provisions of this section are not applicable, but those provisions shall be for a period of not to exceed one hundred twenty (120) days, as long as, in extreme cases, such as the Battalion Chief's examination, the parties can agree to extend the one hundred twenty (120) days, if necessary.

Section 1a. During the first week of each year, the Department will issue bibliographies of all potential materials from which promotional examination questions may be taken, and they will be posted for examinations to be administered within the one-year period beginning the following April. Each material posted in the bibliography will be used to formulate one or more questions for the examination.

Section 2. All examinations for promotion to Captain or the equivalent and below shall be by written examination. An assessment center will be given for FS6 and FS8 classifications. The City will weigh oral assessment centers as 40% of the total score for FS6, and 50% for FS8 classifications. A maximum of 16 passing scores on the Battalion Chief examination will be admitted to an assessment center and a maximum of 8 passing scores for Deputy Chief. Promotion lists shall remain in effect for a period of two years, unless exhausted sooner.

Section 3. The Civil Service Provisions of the City Charter adopted January 24, 1984 and the Civil Service Rules adopted pursuant thereto, as amended, and Ordinance 8064, as amended, shall in all respects govern in promotions, except as amended in this Agreement.

Section 3a. Three points will be added to the score of an applicant taking a promotional exam for a local certification as a paramedic.

Section 3b. To the scores of the applicants for promotion of FS2 through FS8 shall be added a maximum of seven (7) credits or points for the first seven (7) years in grade and shall be prorated on a basis of .083 points per month. These points will be based upon the applicant's time since he attained the grade specified in the minimum qualifications for the tested position.

Section 3c. Points will be added to the score of an applicant taking the promotional exam for FS-2 through FS-8 for one degree as follows:

- (a) Associates degree 2-points.
- (b) Bachelor's Degree 4-points.
- (c) Master's Degree 6-points.

An employee holding more than one degree shall designate which single degree will be used to calculate the educational points awarded. Degrees from an accredited college or university qualify for the purpose of awarding the higher number of educational points as set forth above.

Section 3d. Except as provided in Section 13 of this Article, an employee applying for a promotion must also meet the following criteria as of the closing date for the written examination.

Fire Suppression Technician (FS2)

- (a) Texas Commission Certification as a Driver/Operation Pumper.

Fire Lieutenant (FS4)

- (a) Successful completion of strategy and tactics, and supervision course from an accredited college, university or state recognized institution.
- (b) Texas Commission on Fire Protection Certification as Fire Instructor I.
- (c) Texas Commission on Fire Protection Certification as Fire Officer I.

Fire Captain (FS5)

- (a) Texas Commission on Fire Protection Certification as Fire Officer I.
- (b) Texas Commission on Fire Protection Certification as Fire Instructor II.
- (c) 2-year degrees (Associates Degrees) or 63 credit hours that are applicable in a singular Bachelors degree program.

Fire Battalion Chief (FS6)

- (a) Texas Commission on Fire Protection certification as a Fire Officer II.
- (b) Bachelor's Degree

Fire Deputy Chief (FS8)

- (a) Bachelor's Degree

Section 4. All promotions to the rank of Assistant Chief (FS9) shall be exempt from competitive examinations and shall be made instead by appointment by the Fire Chief. All Assistant Chiefs will be exempt employees under the FLSA. Only those employees who have been certified fire fighters with the El Paso Fire Department for a minimum of twelve (12) years, and, at the time of appointment, held the rank of FS6 or above, shall be eligible for such appointment. Members so appointed shall possess a minimum of a Bachelor's degree and shall serve at the pleasure of the Chief and may be demoted from said position at the Chief's discretion. Any Assistant Chief so demoted shall be returned to the class grade from which he was appointed and shall retain all benefits, including service time and salary increases, to which he would have been automatically entitled had he continuously remained in that class grade. No more than three (3) positions shall be subject to the terms of this Section.

Section 5. Employees who meet the basic requirements will be eligible to take promotional examinations for positions considered to be "lateral" with their current position, those positions to which there would not necessarily be an increase in salary. A Medical Lieutenant is eligible to take a promotional examination for Fire Lieutenant, if all the minimal requirements for the position have been met. A Fire Paramedic is eligible to take a promotional examination for the Fire Suppression Technician, if all the minimal requirements for the position have been met.

Section 6. Any employee who resigns his employment with the Fire Department for any reason, but is reinstated at a later date, shall have his name removed from any promotional eligibility list and shall not be eligible to take any promotional examinations for a period of two (2) years from the date of reinstatement.

Section 7. For examination purposes, an employee's date of employment shall be the date the employee graduated from the Training Academy.

Section 8. The time period an employee must serve in grade before he is eligible to take a

promotional examination for a higher position shall be two and one-half (2½) years.

Section 9. During the term of this Agreement, a committee consisting of representatives of the City and the Association shall meet diligently, at a minimum quarterly, to explore mutually satisfactory improvements in the educational requirements and examination procedures for all promotional examinations.

Section 10. Except as provided in Article XXV, Section 20 and its subsections, all routine vacancies below Grade FS9 shall be filled from existing eligibility lists, if a valid list exists.

Section 11. All copyrighted reference materials listed on the bibliography or used to formulate questions for a written exam shall have a copyright date of within ten (10) years of the date of the exam. All materials must be in print at the time the bibliography list comes out. The Department and the Association may agree on books with a copyright date older than ten years.

Section 12. On the day of the written examination, each applicant will be permitted to throw out five (5) questions of their choice. If in the event the applicant does not select a total of five (5) questions to be thrown out, the City shall automatically throw out up to a total of (5) five the last five (5) questions of the examination. The remaining 100 questions will be those graded and scored for the applicant. There will be no challenge to the examination process, even though employees will be allowed to review their own test questions and answers. All written exams shall be 105 questions in length, prior to the five (5) questions being thrown out.

The results of any Assessment Center shall not be subject to grievance or the Arbitration process, but may be subject to the protest procedure of the Civil Service Commission Rules and Regulations or city policy in place at the time of the signing of this Agreement.

Section 12a. The City will conduct an item analysis of the written examination in those instances where forty (40%) or more of the individuals taking the examination miss a question, said questions will be reviewed to determined that the key was properly scored and the proper stem was selected for that answer. If corrections are appropriate then the stem will be corrected, and the scores will be adjusted accordingly.

Section 13. Upon receipt of a requisition to fill the vacancy of a uniformed position, the highest name on the proper eligible list shall be certified for the vacancy. If more than one vacancy exists, then the next highest name on the eligible list will also be certified for each additional vacancy. All persons on a certification list will be interviewed and considered for the uniformed position. The Fire Chief retains the right to non-select any person on the certification list and request that the next highest name on the eligible list be certified in accordance with the Civil Service Rules and Regulations.

Section 14. An employee on an eligibility list who is passed over for selection will be provided a written reason for non-selection. A pass over is defined as the appointing authority selecting someone who is ranked lower on the eligibility list than the employee who is passed over. A pass over does not include an employee who submits a waiver prior to the appointing authority's announcement

of its selection.

Section 14a. An employee on an eligibility list who is passed over for selection a second time to the rank of Battalion Chief or above may appeal the appointing authority's decision to an arbitrator. The appeal must be submitted within 10 working days of notification of non-selection. Within 10 working days of receipt of written notice from Local 51 of the intent to appeal, the City and Local 51 shall select a local arbitrator. If Local 51 and the City cannot agree on an arbitrator, then the Parties shall request that the Texas Arbitration Mediation Services submit a list of seven (7) arbitrators. Within ten (10) working days after receipt of the list of arbitrators, each party shall alternate in striking a name from the list until only one name remains. The remaining arbitrator shall act as the arbitrator and hear the appeal. The fee and expenses of the arbitrator shall be borne equally by the City and the Association. The standard of review for the appeal is arbitrary and capricious. The decision of the arbitrator is binding on all parties and is not appealable.

Section 14b. An employee on an eligibility list who is passed over for selection a third time to the rank of Captain or below may appeal the appointing authority's decision to an arbitrator. The appeal must be submitted within 10 working days of notification of non-selection. Within 10 working days of receipt of written notice from Local 51 of the intent to appeal, the City and Local 51 shall select a local arbitrator. If Local 51 and the City cannot agree on an arbitrator, then the Parties shall request that the Texas Arbitration Mediation Services submit a list of seven (7) arbitrators. Within ten (10) working days after receipt of the list of arbitrators, each party shall alternate in striking a name from the list until only one name remains. The remaining arbitrator shall act as the arbitrator and hear the appeal. The fee and expenses of the arbitrator shall be borne equally by the City and the Association. The standard of review for the appeal is arbitrary and capricious. The decision of the arbitrator is binding on all parties and is not appealable.

Section 15. Removal from Eligibility List on Account of Non-selection. An employee who is on an eligibility list and is passed over for appointment five times will be removed from the eligibility list.

ARTICLE XXIV SAFETY AND HEALTH

Section 1. It is the desire of the City and the Association to maintain the highest standards of safety and health in the Fire Department in order to eliminate, as much as possible, accidents, death, injuries, and illness to fire fighters.

Section 1a. The City shall provide immunizations as recommended by the City Health Authority and the Occupational Safety and Health Administration.

Section 1b. Mandatory baseline physicals shall be provided for employees annually in accordance with Appendix D.

Section 1c. A mandatory physical fitness program shall be established by the City. Such program will be prescribed and monitored by a physician.

Section 1d. All fire stations constructed after the signing of this Agreement shall be designed and provided with provisions to ventilate emissions from fire apparatus to prevent exposure or contamination of living and sleeping areas to fire fighters.

Section 1e. The position of Safety Officer shall be maintained.

Section 2. Protective devices, wearing apparel, and other equipment required by state laws as necessary to properly protect fire fighters shall be provided by the City at no cost to the employees and shall conform to applicable standards.

Section 2a. All protective devices, wearing apparel, and other equipment currently being provided by the City for the safety and protection of fire fighters shall continue to be provided. Protective clothing shall be issued/replaced while personnel are on duty. A fire fighter who picks up his protective clothing during his normal off-duty hours shall not be deemed to be on duty by reason of the preceding sentence. Fire fighters shall be exempt from entering a hazardous environment if protective clothing does not meet accepted standards.

Section 2b. Seat safety belts, which shall be worn, shall be provided on all apparatus.

Section 3. The City shall provide each employee of the Fire Department and the employee's dependents with medical care in the event the employee is exposed to any communicable disease in the performance of fire fighting duties and as first responders on EMS calls. Members exposed to any communicable disease shall be compensated at one and one-half (1½) times his salary for time spent on follow-up exams as a result of possible exposure, when exams are performed off- duty.

Section 4. No employee shall work more than forty-eight (48) hours straight, without a twenty-four hour break, except for emergency incidents.

Section 4a. No employee shall work more than forty-eight (48) hours without exhausting all attempts to hire personnel of all ranks.

Section 5(a). A Safety Committee shall be maintained and function as follows:

- a. Meet at least monthly.
- b. Address matters of safety and health.
- c. Make recommendations to the Fire Chief.
- d. Keep minutes of all committee meetings and forward a copy to the Chief and the Association.
- e. The Committee shall consist of six (6) members, three (3) appointed by the Association and three (3) appointed by the Chief. In cases of a tie, the Chief or his designee shall break the tie.
- f. The City will provide relief for two Association Safety Committee members when the meetings are conducted while the members are scheduled for regular duty.

There must be a minimum of four Safety Committee members present to

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constitute a quorum for a meeting.

Section 5(b). A Fitness Committee shall be maintained and function as follows:

- a. Meet at least monthly.
- b. Address matters of fitness.
- c. Make recommendations to the Fire Chief.
- d. Keep minutes of all committee meetings and forward a copy to the Chief and the Association.
- e. The Committee shall consist of six (6) members, three (3) appointed by the Association and three (3) appointed by the Chief. In cases of a tie, the Chief or his designee shall break the tie.
- f. The City will provide relief for two Association Fitness Committee members when the meetings are conducted while the members are scheduled for regular duty.
- g. There must be a minimum of four Fitness Committee members present to constitute a quorum for a meeting.

Section 6. Both the City and the Association believe that it is to their mutual benefit for Fire Department personnel covered by this Agreement to have available to them a stress management program. To this end, a program will be initiated. The program shall satisfy and conform to the following criteria:

- (1) The program shall have the elements of both continuity and individuality of counseling. To that end, the City, after consultation with the Association would, on an independent contract basis, engage the service of an expert in stress management whose office will be located in the City of El Paso.

The expert's duties will be to devise, implement, and operate an El Paso Fire Department counseling program covering the identification and treatment of stress.

- (2) There shall be four (4) methods of entry into the program:

- (a) Behavioral-cause investigation
- (b) Supervisory referral
- (c) Voluntary participation
- (d) Post-trauma referral

The behavioral-cause investigation is an after-the-fact referral made when the Chief orders a behavioral-cause investigation be made of a fire fighter who has been the subject of an internal investigation immediately prior thereto.

The supervisory referral results when a supervisor detects behavioral patterns which indicate to him that the fire fighter requires the intervention of the program. The supervisor can recommend that his subordinate be required by the Chief to go to the expert, or agent, for evaluation and recommendation and such treatment as may be deemed necessary by the expert. To this end,

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supervisory personnel shall be trained in the recognition of stress.

The voluntary participation method involves any fire fighter who, after evaluation, the expert determines needs to be in the program.

Post-trauma referral occurs where there has been the death of another individual or when the fire fighter has been exposed to any incident including, but not limited to, situations where another may have suffered injury or death, wherein the immediate supervisor of the fire fighter involved is of the opinion that such referral is in the best interests of the Department or the fire fighter.

In cases where a fire fighter, in the performance of duties, has been involved in a death, the expert and another person of the fire fighter's choice will immediately be notified and allowed immediate access to the fire fighter involved.

- (3) All conversations between the fire fighter and the expert employed in connection with the program and records maintained by the program shall be considered privileged. When the expert has concluded that a fire fighter constitutes a clear danger to himself or others, the expert shall immediately notify the Chief of said danger. In cases where a fire fighter is referred to the program by order of the Chief, the expert shall report to the Chief only compliance or noncompliance with treatment by the expert. The expert shall also, at the appropriate time, report to the Chief that no further participation by the fire fighter is required.
- (4) The stress management program should be designed so as to include physical as well as mental well-being.
- (5) This program shall be designed to provide assistance to the fire fighter in order to manage problems of stress affecting the ability to effectively perform the duties of fire fighter. If, in order to handle problems of stress peculiar to the fire fighter, it becomes necessary, in the sole opinion of the expert, to include significant other persons in order to properly handle the fire fighter's counseling, the same may be done. It is not the intent of this program to engage in counseling services in areas other than that which directly affect the fire fighter.
- (6). If a firefighter has a positive drug test, the use of controlled substances by a person to whom they have not been legally prescribed meets the definition of illegal drug use. Impairment on duty shall be determined by a Medical Review Officer or a qualified medical professional subject to the Chief's discretion on relevant circumstances. All disputes regarding the disciplinary actions taken under this Article will be considered a contract grievance and will be subject to the disciplinary procedure in Article XXVI of the Collective Bargaining Agreement. The Association of Fire Fighters proposed the following consequences if a fire fighter tests positive on a drug test. A fire fighter who has a verified, confirmed positive drug test will get a "second chance rehabilitation opportunity."

Random Drug Testing Policy Appendix G.

ARTICLE XXV MISCELLANEOUS PROVISIONS

Section 1. The City shall provide a copy of this Agreement to each permanent work station within the Fire Department. The City shall provide to the Association a current copy of Ordinance No. 8064, the current City Charter, Civil Service Commission Rules, along with all future change supplements, and amendments pertaining to the El Paso Fire Department.

Section 2. The City shall provide each employee of the Fire Department with a booklet describing all of the benefits of his employment.

Section 3. All major painting, remodeling, and renovations of City Fire Department buildings shall be the responsibility of the City, and no member of the Bargaining Unit shall be required to do any of the above.

Section 3a. Quality of life items such as bathroom facilities, heating and cooling, and cooking facilities shall be repaired within a reasonable period of time under existing circumstances.

Section 4. The City shall provide for insuring fire fighters within the performance of their duties against liability to third persons arising out of the operation, maintenance, or use of any motor vehicle owned or leased by the City.

Section 5. All supplies required for the operation, maintenance, and upkeep of fire stations, including, but not limited to, office supplies, cleaning supplies, etc., shall be delivered to the stations.

Section 6. All administrative papers, including vacation, birthday, and sick leave papers shall be brought to an employee's work station for his signature. Electronically-available administrative papers shall be deemed to satisfy this requirement.

Section 7. Employees at any new station shall be permitted to have installed one or more private telephone lines for personal use. The business phone will not be used for personal matters, except in cases of emergency. The City shall reimburse the reasonable installation charge for one telephone to such employees, provided that the employees remain at all times responsible for any and all other charges and expenses thereafter incurred, including, but not limited to, monthly and long distance charges, special assessments, equipment costs, repair, replacement, maintenance, transfer, and other administrative charges.

Section 8. Any employee working 2245 hours to 0645 hours shift at the Communications Division who is summoned to jury duty shall be released from duty at the Communications Division on all shifts after the date the employee is scheduled to appear, until the shift following the day the employee is released from said jury duty; provided, the first or last shift for which the employee was released is not the employee's day off.

Section 9. The parties agree that any right or duty of the Chief or Assistant Chief provided in this Agreement may, in the Chief's sole discretion, be delegated to any other person or persons.

Section 10. The City shall annually furnish to each first line and reserve fire company up-to-date maps of the City.

Section 11. The employer shall provide, without cost to employees on duty, adequate parking spaces adjacent to all Fire Department facilities, fire stations, and work sites.

Section 12. All employees must participate in a direct deposit system with banks and credit unions for payroll checks.

Section 13. Employees suspended up to a maximum of ten (10) working days may, upon the employee's request and approval by the Chief, forfeit vacation equal to the suspension. The provisions of this Section shall apply solely to suspensions which are agreed to by the employee and no appeal to the Commission may be instituted on suspensions where the employee has agreed to the suspended time. This option must be exercised within seven (7) days upon notification of the suspension.

Section 14. The City shall allow the Association to erect an Association bulletin board at each workstation location for legitimate Association business. The Fire Chief shall approve the bulletin board size. The City shall not interfere with said bulletin board erected by the Association, except that the Fire Chief shall approve the content of the bulletin board. Such approval will not be unreasonably withheld. The House Captain shall be permitted to approve the location of the bulletin board within the station. If the bulletin boards are used for any other purpose, the material will be removed by the Chief or his designee

Section 15. Fire Department employees who are members of the ARFF Unit will be allowed to qualify for and attend the Fire Training Academy to obtain certifications as structural fire fighters. Employees who do not successfully complete the Academy will be allowed one additional opportunity to attend after every other employee has had the initial chance to attend.

Section 16. Fire Department employees who are forty-hour operations personnel (former FMS employees) will be allowed to qualify for and attend the Fire Training Academy to obtain certification as structural fire fighters. The Fire Chief will determine the number of employees who may attend each scheduled Academy. Selection will be based on seniority. Forty- hour operations personnel who do not successfully complete the Academy will be allowed one additional opportunity to attend after every other FMS employee has had the initial chance to attend.

Section 17. A Battalion Chief who is assigned to a 40-hour position will be designated as a Staff Battalion Chief. Vacancies in the position of Staff Battalion Chief will be filled by virtue of assignment, not by competitive examination. The ultimate goal, in accordance with the provisions of the following subsections, will be to replace each such rank with an employee in the rank of Battalion Chief.

Section 17a. For the duration of his assignment, a Battalion Chief who is assigned to a Staff Battalion Chief position will be paid at the same step on the FS7 pay scale to which he would otherwise be eligible on the FS6 pay scale. At the conclusion of his assignment, the Staff Battalion Chief will

return to appropriate step on the FS6 pay scale. A Battalion Chief's anniversary date will not be reset when he is assigned to a Staff Battalion Chief position nor when he is reassigned to a Battalion Chief position.

Section 18. All ranks assigned to a 40-hour position, with the exception of Battalion Chief, will be paid an amount equal to 5% more than the annual rate pursuant to the Wage Scales set forth in Appendix A, for the time assigned to the 40-hour position. At the conclusion of the assignment to the 40-hour position, the employee will no longer receive the additional 5% in pay. Employees temporarily assigned to any 40-hour position for 30 days or longer will be entitled to the 5% increase. An employee who is serving in a temporary assignment at the time of signing of this agreement and has already been assigned for more than 30 days will receive the 5% increase. Employees assigned to transitional duty or for performance or disciplinary reasons will not receive the 5% increase.

Section 19. The ranks of Fire Medic, Fire Paramedic, and Medical Lieutenant shall be eliminated through attrition, as the incumbents leave these ranks. The Chief, at his sole discretion, will assign an employee from the rank of FS8 and above to perform the duties and functions of fire marshal, as may be required by state law or city ordinance.

Section 20. A onetime payment of \$3,600.00 will be made to any employee who, on his own time, initiative and cost, successfully completes an off-duty paramedic course and passes both the national registry paramedic examination and becomes a locally credentialed paramedic.

ARTICLE XXVI GRIEVANCE PROCEDURE

Section 1. All appeals of employee disciplinary matters, including reprimands, suspensions, demotions, and/or termination, and appeals of all other types heretofore heard by the Civil Service Commission (except as the jurisdiction of the Civil Service Commission is limited by another express provision of this Agreement) shall continue to be heard exclusively by the Commission. The decision of the Civil Service Commission shall be final and binding upon the employee(s) involved, the City, and Association, subject to such limited rights of appeal as existed prior to the execution of this Agreement. The following rules shall be applicable to arbitration as well as to appeals to the Civil Service Commission. For the purposes of this Article and Article XXIII, Sections 14 through 14b, inclusive, a "day" shall be defined as a day that City Hall is open to the public for business.

Section 1a. Upon request of either party addressed to the opposing party at least twenty (20) days prior to the date of the hearing, the parties shall exchange the names of witnesses expected to be called at the hearing. Such exchange shall be completed no later than ten (10) days prior to the date of the hearing.

Section 1b. During the arbitration or hearing of an appeal, the parties shall have the right to have a representative of their choosing sit at the counsel table. Such representative shall have the right to testify at any time during the hearing, and neither the arbitrator nor the Civil Service Commission shall designate the manner in which either grievant or the City calls its witnesses for testimony; provided, however, the arbitrator or the Civil Service Commission may designate which party has the duty to proceed.

Section 2. The Association or any employee covered under this Agreement may file a grievance as hereinafter defined and shall be afforded the full protection of this Agreement. Grievances involving the application, interpretation, or enforcement of this Agreement shall, subject to the foregoing Section, be resolved in the following manner:

Step 1a. Any grievance filed by the Association shall be filed in writing delivered to the Fire Chief within ten (10) days after occurrence of the grievance. The written grievance shall indicate the employee or employees affected and/or the specific articles allegedly violated and shall proceed directly to the Fire Chief.

Step 1b. If the grievance is filed by an employee, the aggrieved employee shall, within five (5) days after the grievance arises, discuss the grievance with his immediate supervisor and attempt to resolve the matter. The supervisor involved shall give an oral answer with respect to the grievance immediately, if possible, but not later than three (3) days following the end of the discussion.

Step 2. If the immediate supervisor's oral answer does not settle the issue, the employee shall, within five (5) days following receipt of the oral answer provided for in Step 1b, present the grievance in writing and signed by the employee to the Association's Grievance Committee, with a copy to the Chief. The Grievance Committee shall have full authority to determine whether to proceed further with any employee's grievance. If the Grievance Committee decides not to proceed with the grievance, it shall be deemed to be "withdrawn"; if the Committee decides to proceed with the grievance, it shall, within five (5) days following the referral to the Grievance Committee present the written and signed grievance to the Assistant Chief. The Assistant Chief shall, within ten (10) days thereafter, meet with the aggrieved employee and, if the aggrieved employee desires, a member of the Association's Grievance Committee, to discuss the matter. Within five (5) days following said meeting, the Assistant Chief shall submit a response in writing to the Committee.

Step 3. If the grievance is not settled to the Grievance Committee's satisfaction in Step 2, the Committee shall submit the grievance in writing to the Fire Chief within five (5) days following its receipt of the Assistant Chief's written answer. The Fire Chief, the aggrieved employee, and a member of the Grievance Committee shall, within five (5) days, meet to discuss or confer about the grievance. Within ten (10) days following that meeting, the Chief shall submit a response in writing to the Committee.

Step 4. If the grievance is not settled to the Grievance Committee's satisfaction in Step 3, the Association may, within ten (10) days following the conclusion of Step 3, notify the City Manager in writing that it desires to submit the matter to final and binding arbitration.

Section 3. The time limits set forth in Section 2 are jurisdictional, but all time limits referred to therein may be extended by mutual Agreement of the parties in writing.

Section 4. Upon notification that the Association desires to proceed to arbitration under

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Section 2, Step 4 of this Article, the parties shall endeavor to select a mutually agreeable neutral arbitrator. If after five (5) days the parties are unable to agree upon a neutral arbitrator, they shall then request that the American Arbitration Association submit a list of seven (7) arbitrators. Within ten (10) days after receipt of the list of arbitrators, each party shall alternate in striking a name from the list until only one name remains. The remaining arbitrator on the list shall act as the neutral arbitrator. The hearing will be held, if possible, within sixty (60) days after selection of the neutral arbitrator. The arbitrator shall, if possible, render the decision in writing within thirty (30) days of the hearing date or of his receipt of timely post-hearing briefs submitted by the parties, if any. The Association and the City may, by mutual agreement, waive the filing of post-hearing briefs.

Section 5. The neutral arbitrator to whom any grievance shall be submitted in accordance with the provisions of Section 4 of this Article shall have the authority to interpret the Agreement, to make conclusions of fact based upon the evidence submitted to the arbitration proceeding and to apply the contractual provisions to said facts. The jurisdiction of the arbitrator is limited in that the arbitrator has no authority to add to, subtract from, amend, or otherwise change or in any way modify the provisions of this Agreement. The fee and expenses of the arbitrator shall be borne equally by the City and the Association. If either party desires a transcript of the arbitration hearing, it shall so notify the other party at least 48 hours in advance of the start of the hearing. The full cost of the transcript shall be borne by the party ordering the transcript, and copies of the transcript shall be made available only to that party and the neutral arbitrator unless, prior to the start of the hearing, the other party agrees to assume half the cost of the transcript (including court reporter's fees), in which case copies of the transcript shall be made available to each party and to the neutral arbitrator.

Section 6. Time spent by the aggrieved employee and the member of the Grievance Committee in meeting with the Assistant Chief and/or Fire Chief in Steps 2 or 3 of Section 2 shall be regarded as time worked by the aggrieved employee and the Grievance Committee member if, but only if, said meeting occurs during hours in which the employee would otherwise have been scheduled to work, and the Assistant Chief and Fire Chief are free to schedule said meetings at any reasonable time, including when either or both of the employees are not scheduled to work. The City shall not be obligated to pay the aggrieved employee nor any representative of, nor witness for, the Association for time spent in any arbitration hearing under this Article.

Section 7. The decision of the arbitrator, rendered in accordance with the provisions of Section 5 of this Article, shall be final and binding upon the Association, all bargaining unit employees, and the City.

ARTICLE XXVII NONDISCRIMINATION

Section 1. Membership in the Association is voluntary. Each employee has the right to join and maintain membership in the Association; the employee likewise has the right to refrain from joining, or to withdraw from membership in, the Association, as the employee sees fit. Neither the Association nor the City shall exert any pressure against any employee covered by this Agreement in regard to such matters.

Section 2. The City and the Association agree that the provisions of this Agreement shall be applied to all employees within the bargaining unit without regard to membership or non- membership in the Association, or activity or lack of activity on its behalf.

ARTICLE XXVIII ASSOCIATION DUES

Section 1. Upon receipt of a voluntarily-signed authorization slip for dues, the City will deduct from the pay of each employee who has executed an authorization slip, membership dues levied by the Association in accordance with its Constitution and By-Laws. The City agrees to deduct from such employee's earnings, and to pay to the Association each month during the life of this Agreement, a lump sum payment upon sixty (60) days' notification by the Association to the City Comptroller's Office, including certification of notice to membership, by the Association. The City further agrees to deduct from such employee's earnings and to pay to the Association any special assessments in a lump sum payment in an amount to be determined by the Association. Said deductions shall be made from the first paycheck of each month and shall be remitted to the Association not later than five (5) working days following such pay day.

Section 2. The authorization slip shall contain, as a separate paragraph thereof, the following language:

"The authorization for this deduction is entirely voluntary on my part. It shall be effective until I revoke this authorization with a termination slip provided to the City Comptroller's Office."

Section 3. The Association will defend, save, hold harmless, and indemnify the City from any and all claims, demands, suits, or any other form of liability which may arise out of the compliance with Sections 1 and 2 of this Article that are initiated by any member of the bargaining unit.

ARTICLE XXIX TIME OFF FOR ASSOCIATION BUSINESS

Section 1. On or before each January 1st, the City shall assess from each person covered by the Collective Bargaining Agreement who is an Association member, four (4) hours of accrued vacation leave time from Association members who work forty (40) hours a week and six (6) hours of accrued vacation leave time from Association members who are 56-hour employees to be placed in an Association business leave pool. The Association shall be allowed to debit the pool during the calendar year when Association officers or designees are required to administer the contract; represent the Association at meetings or events; represent members at disciplinary hearings, grievances, or on other job-related matters; attend seminars or training programs; conduct any business associated with collective bargaining; or conduct other Association business. The Association shall notify the Fire Chief at least 48 hours in advance of such time off. The pool shall be cumulative during the term of this Agreement. The City is only required to make an individual assessment from Association members who have at least four (4) hours, if the employee works forty hours a week, and six (6) hours, if the employee is a 56-hour employee, of accrued vacation time at the time the City makes the assessment. The Fire Chief must give his express written approval to any Association request to use

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the pool for more than ten (10) members at any one time. If the Fire Chief declares an emergency, he may order the Association President or any Association officers on Association business leave time to report to work for the pendency of the emergency. An emergency is an unexpected happening or event or unforeseen situation or crisis that calls for immediate action and requires the Fire Chief to order the Association President or officers to report to work. When an employee is using the Association Pool, for purposes of leave accrual and pension contributions, the time is treated as time worked.

Section 2. Prior to the beginning of collective bargaining negotiations, the Association shall designate not more than six employees who shall constitute its bargaining team. For each of the six employees so designated, the Association shall debit the Association Leave Pool for time spent in actual collective bargaining negotiating sessions with the City's bargaining team, during which said employee was otherwise scheduled to work.

Section 3. Members of the Association's Executive Board shall be permitted to use the Association Leave Pool to conduct elections relating to Association business. The President of the Association shall give 72 hours' prior notice to the Fire Chief as to the time and place for such election, and the names of the members of the Executive Board who will be conducting the election.

Section 4. Within ten days after the execution of this Agreement, the Association shall notify the Chief in writing as to the names of the members of the Association's Executive Board. The Association shall thereafter promptly notify the Chief of any change in the composition of its Executive Board. To the extent that any designated member(s) of the Association's Executive Board is otherwise scheduled to work, the employee shall be permitted to attend the monthly Association membership meeting and the monthly Association Executive Board meeting, provided that the Association Leave Pool is debited for such time.

Section 5. An Association representative may be allowed to visit work stations in his Battalion/Division, provided that the Association representative is either off duty or debits the Association Pool, if on duty. Such visits must be approved by the Fire Chief in advance and shall be requested at least one week in advance. Any meeting for the exchange of Association information may be called by authorized Association Representative and may be held on city property after 1800 hours, provided that the Association representative is off duty or, if on duty, debits the Association Pool. Such visits must be approved by the Fire Chief in advance and shall be requested at least one week in advance.

Section 6. The Association shall be given the opportunity to orient new employees on the history, purpose, objective, and benefits of the El Paso Association of Fire Fighters. The time and date of the presentation will be determined by the Fire Chief. Such material to be presented by the Association to such employees shall be mutually agreed to by the Fire Chief and the Association president. The Association may pass out enrollment cards during the presentation. Such presentation shall not be for more than four hours and, if the Association speaker is on duty during the time of the presentation, the Association Leave pool shall be debited.

Section 7. The City agrees that the President of the Association will be placed on special assignment during the term of his presidency. The special assignment of working from the Association

office will give the Association President the latitude to deal with the duties of his presidency and contractual responsibilities while retaining the privileges of his current employment, while the Fire Chief retains the right to recall him to duty during any emergency or special event involving an overriding need for the protection of the citizens of El Paso.

Section 7a. The Association President as part of his Association duties, reserves the right, as in the past, to mitigate grievances at all informal and formal levels in order to reduce the number of complaints and, in all cases, reserves the right to speak and visit members of the bargaining unit, as well as to tour existing fire facilities and to review existing equipment toward a goal of improving the quality of work life for the Fire Fighters of the City of El Paso whom he represents.

Section 7b. It is understood that the President of the Association shall suffer no loss of longevity, seniority or pension, days off, or any other benefits as a result of and during the term of such special assignment. Provided however, the President shall be entitled to educational and/or certification pay if applicable, but shall not be entitled to premium assignment or incentive pay (i.e. overtime) unless directed by the Chief to perform Fire Fighter duties that call for payment of said premium pay. When the term of the President expires, the President shall be eligible to return to his previously assigned shift and duty assignment, provided any certificate that is required has been maintained. The position vacated by the President of the Association, if it is above the grade of FS5 shall not be filled by promotion or assignment during said term based on the needs of the department.

ARTICLE XXX IMPASSE PROCEDURE

Section 1. Negotiations for a new contract shall commence in accordance with Chapter 174 of the Local Government Code. If impasse should be reached as defined in Chapter 174, either party may request mediation, and, upon such request, the parties shall immediately proceed to choose one mediator as provided herein. The function and powers of the mediator shall be as specified in Section 174.151. The mediation shall be extended for fourteen (14) calendar days, or such other period as is mutually agreeable to the parties.

Section 2. If no Agreement is reached through mediation, upon request of either party, the parties shall submit the dispute to one fact finder, chosen as provided herein. The fact finder shall conduct a full and fair hearing on all unresolved issues. The hearing shall be informal and strict rules of evidence shall not apply. After hearing all evidence offered by the parties and any evidence requested independently by the fact finder, the fact finder shall render a written decision making findings of fact and recommendations as to all matters in dispute. In the opinion, the fact finder shall state the reasons for the findings of fact and recommendations. In rendering such finding and recommendations, the fact finder shall exercise independent judgment and shall not attempt to "split the difference."

In making the findings of fact and recommendations, the fact finder shall consider, inter alia, the following evidence submitted by the parties or obtained at the fact finder's direction: The overall compensation in the current contract, including direct salary and fringe benefits; the income available

to the City and demands on that income; a comparison of wages, hours, and conditions of employment of El Paso Fire Fighters with the wages, hours, and conditions of employment of other public and private employees performing similar services and with other employees generally in public and private employment in comparable communities and in El Paso; the hazards of employment, physical, education, and mental qualifications, job training, and skills required of an El Paso Fire Fighter; the cost of living in El Paso for the preceding twelve (12) month period using localized data to the fullest extent feasible; and any current national or state policies or guidelines with respect to compensation.

Section 3. The selection of the mediator and the fact finder shall occur as follows: When either party requests mediation or fact finding, the parties may agree to choose any mediator or fact finder or method of choosing same. If no Agreement occurs within five (5) days from the request, the parties shall request a list of seven neutrals from the American Arbitration Association (AAA). Upon receiving the list, the parties shall select the mediator or fact finder by alternately striking names. The request to AAA shall state the dates on which the neutrals must be available. The mediator and the fact finder shall be selected within five (5) days after the receipt of the list from the AAA. The fee and expenses of the mediator and the fact finder shall be split equally between the City and the Association. All other expenses, including witness fees, shall be paid by the party incurring the expense or calling the witness.

Section 4. If, within seven (7) days after the fact finding, the parties have failed to agree to a contract, the major, unresolved issues shall be submitted to the qualified voters of El Paso in a referendum election according to the following procedure. The election shall be held on the first date permissible under state law. By agreement, the parties may submit any issue or issues to the voters. If no such agreement is reached, then each party shall be entitled to submit two (2) issues to the voters, each issue on a distinct topic. For example, each of these constitutes a distinct issue: Salary, dependent health insurance coverage, promotional procedures, political activities. Each party will submit its two issues, and its alternatives to the other party's issues, so that the voters will vote on four distinct issues. Each voter will have the option of voting for all the issues of one party, or for some issues of one party and some of the other. The issues submitted to the voters will appear on the ballot exactly as each respective party would have them appear in the contract. The decision on each issue by a majority of the voters voting on the issue at the referendum election shall be binding on the parties, subject to the laws of Texas, and shall be adopted as part of the collective bargaining Agreement. In the absence of agreement of the parties to the contrary, the term of the provisions adopted by the voters shall be the same as the term of the entire contract entered into by the parties, or, in absence of such a contract, shall extend until the next September 30 following the election or until a new contract is agreed upon. The Association shall pay the cost of printing the ballots. All other costs of the election shall be paid by the City. The place of the respective parties on the ballot shall be determined by coin flip.

ARTICLE XXXI SEPARABILITY

Should any provision of this Agreement be rendered or declared invalid by reason of any applicable existing or subsequently-enacted legislation or regulation or by reason of the decree of a court of competent jurisdiction, such invalidation of part or parts of this Agreement shall not invalidate the remaining portions thereof and said remaining portions shall remain in full force and effect for the

duration of the Agreement.

ARTICLE XXXII COMPLETE AGREEMENT

Section 1. The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining regarding the employees covered by this Agreement and that the understandings and agreements arrived at between the parties hereto, after the exercise of that right and opportunity, are fully set forth in this Agreement. Therefore, the City and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives its right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter whether or not specifically referred to or covered by this Agreement, even though the subject may or may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

Section 2. The parties further agree that any mutual agreements or understandings which are reached during the term of this Agreement shall be reduced to writing.

Section 3. Nothing contained in this Article shall preclude the parties' entering into negotiations regarding contract provisions to become effective after the expiration date of this Agreement.

ARTICLE XXXIII AUTHORITY AND TERM

Section 1. The City and the Association have, by these presents, reduced to writing the Collective Bargaining Agreement resulting from negotiations entered into by the City and the Association.

Section 2. This Agreement shall be in effect from September 1, 2022 through August 31, 2026, and shall be automatically extended from year to year until replaced by a successor Agreement.

Section 3. It shall be the obligation of the Association to serve written notice of a request for collective bargaining upon the City at least 120 days before the conclusion of the current fiscal operating budget. The fiscal operating budget concludes on August 31 of each year.

DATED this _____ day of _____ 2022.

THE CITY OF EL PASO, TEXAS

LOCAL 51, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, INC.

Tomás Gonzalez
City Manager

Paul Thompson
President, Local 51

ATTEST:

Laura Prine, City Clerk

APPROVED AS TO FORM:

Eric Gutierrez
Assistant City Attorney

City Of El Paso Fire Pay Schedule
First pay period following September 1, 2021

Current Pay Schedule

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1 Fire Fighter Fire Medic	Annual	44,993.48	47,246.97	49,605.90	52,093.00	54,693.15	57,428.93	60,300.33	63,315.35	66,480.34	69,804.36
	Monthly	3,749.46	3,937.25	4,133.83	4,341.08	4,557.76	4,785.74	5,025.03	5,276.28	5,540.03	5,817.03
	4-Weeks	3,461.04	3,634.38	3,815.84	4,007.16	4,207.16	4,417.62	4,638.48	4,870.42	5,113.88	5,369.56
	Biweekly	1,730.52	1,817.19	1,907.92	2,003.58	2,103.58	2,208.81	2,319.24	2,435.21	2,556.94	2,684.78
	Hour-8	21.631481	22.714889	23.848990	25.044712	26.294784	27.610063	28.990543	30.440072	31.961702	33.559788
	Hour-12	15.451058	16.224921	17.034993	17.889080	18.781988	19.721473	20.707531	21.742909	22.829787	23.971277
FS2 Fire Suppression Technician Fire Paramedic	Annual		52,093.00	54,693.15	57,428.93	60,300.33	63,315.35	66,480.34	69,804.36	73,294.60	76,959.39
	Monthly		4,341.08	4,557.76	4,785.74	5,025.03	5,276.28	5,540.03	5,817.03	6,107.88	6,413.28
	4-Weeks		4,007.16	4,207.16	4,417.62	4,638.48	4,870.42	5,113.88	5,369.56	5,638.04	5,919.96
	Biweekly		2,003.58	2,103.58	2,208.81	2,319.24	2,435.21	2,556.94	2,684.78	2,819.02	2,959.98
	Hour-8		25.044712	26.294784	27.610063	28.990543	30.440072	31.961702	33.559788	35.237788	36.999707
	Hour-12		17.889080	18.781988	19.721473	20.707531	21.742909	22.829787	23.971277	25.169849	26.428362
FS3 <u>(RESERVED)</u>	Annual		54,693.15	57,428.93	60,300.33	63,315.35	66,480.34	69,804.36	73,294.60	76,959.39	80,807.47
	Monthly		4,557.76	4,785.74	5,025.03	5,276.28	5,540.03	5,817.03	6,107.88	6,413.28	6,733.96
	4-Weeks		4,207.16	4,417.62	4,638.48	4,870.42	5,113.88	5,369.56	5,638.04	5,919.96	6,215.96
	Biweekly		2,103.58	2,208.81	2,319.24	2,435.21	2,556.94	2,684.78	2,819.02	2,959.98	3,107.98
	Hour-8		26.294784	27.610063	28.990543	30.440072	31.961702	33.559788	35.237788	36.999707	38.849745
	Hour-12		18.781988	19.721473	20.707531	21.742909	22.829787	23.971277	25.169849	26.428362	27.749818
FS4 Fire Lieutenant Fire Medical Lieutenant	Annual						69,804.36	73,294.60	76,959.39	80,807.47	84,847.82
	Monthly						5,817.03	6,107.88	6,413.28	6,733.96	7,070.65
	4-Weeks						5,369.56	5,638.04	5,919.96	6,215.96	6,526.76
	Biweekly						2,684.78	2,819.02	2,959.98	3,107.98	3,263.38
	Hour-8						33.559788	35.237788	36.999707	38.849745	40.792221
	Hour-12						23.971277	25.169849	26.428362	27.749818	29.137301
FS5 Fire Captain	Annual						76,959.39	80,807.47	84,847.82	89,090.15	93,544.30
	Monthly						6,413.28	6,733.96	7,070.65	7,424.18	7,795.36
	4-Weeks						5,919.96	6,215.96	6,526.76	6,853.08	7,195.72
	Biweekly						2,959.98	3,107.98	3,263.38	3,426.54	3,597.86
	Hour-8						36.999707	38.849745	40.792221	42.831803	44.973221
	Hour-12						26.428362	27.749818	29.137301	30.594145	32.123729
FS6 Battalion Chief Staff BN Chief	Annual					84,847.82	89,090.15	93,544.30	98,221.53	103,136.68	108,293.49
	Monthly					7,070.65	7,424.18	7,795.36	8,185.13	8,594.72	9,024.46
	4-Weeks					6,526.76	6,853.08	7,195.72	7,555.50	7,933.60	8,330.26
	Biweekly					3,263.38	3,426.54	3,597.86	3,777.75	3,966.80	4,165.13
	Hour-8					40.792221	42.831803	44.973221	47.221889	49.584942	52.064178
	Hour-12					29.137301	30.594145	32.123729	33.729921	35.417816	37.188698
FS7 <u>(RESERVED)</u>	Annual						93,544.30	98,221.53	103,136.68	108,293.49	113,700.19
	Monthly						7,795.36	8,185.13	8,594.72	9,024.46	9,475.02
	4-Weeks						7,195.72	7,555.50	7,933.60	8,330.26	8,746.16
	Biweekly						3,597.86	3,777.75	3,966.80	4,165.13	4,373.08
	Hour-8						44.973221	47.221889	49.584942	52.064178	54.663553
	Hour-12						32.123729	33.729921	35.417816	37.188698	39.045395
FS8 Deputy Chief	Annual						98,221.53	103,136.68	108,293.49	113,700.19	119,385.17
	Monthly						8,185.13	8,594.72	9,024.46	9,475.02	9,948.76
	4-Weeks						7,555.50	7,933.60	8,330.26	8,746.16	9,183.48
	Biweekly						3,777.75	3,966.80	4,165.13	4,373.08	4,591.74
	Hour-8						47.221889	49.584942	52.064178	54.663553	57.396716
	Hour-12						33.729921	35.417816	37.188698	39.045395	40.997655
FS9 Assistant Chief	Annual						108,293.49	113,700.19	119,385.17	125,354.47	131,622.16
	Monthly						9,024.46	9,475.02	9,948.76	10,446.21	10,968.51
	4-Weeks						8,330.26	8,746.16	9,183.48	9,642.66	10,124.78
	Biweekly						4,165.13	4,373.08	4,591.74	4,821.33	5,062.39
	Hour-8						52.064178	54.663553	57.396716	60.266572	63.279885
	Hour-12						37.188698	39.045395	40.997655	43.047552	45.199918
C - 1 ARFF Technician I	Annual	41,941.19	43,746.21	45,692.37	47,627.90	49,568.75	51,551.54	53,829.17	56,520.60	59,346.65	
	Monthly	3,495.10	3,645.52	3,807.70	3,968.99	4,130.73	4,295.96	4,485.76	4,710.05	4,945.55	
	4-Weeks	3,226.24	3,365.10	3,514.80	3,663.68	3,812.98	3,965.50	4,140.70	4,347.74	4,565.12	
	Biweekly	1,613.12	1,682.55	1,757.40	1,831.84	1,906.49	1,982.75	2,070.35	2,173.87	2,282.56	
	Hour-8	20.164034	21.031832	21.967486	22.898029	23.831130	24.784394	25.879409	27.173365	28.532043	
	Hour-12	14.402881	15.022737	15.691061	16.355735	17.022236	17.703139	18.485292	19.409547	20.380031	

APPENDIX B

56-hour employees covered by this Agreement shall work nine 56-hour shifts in a 27-day period according to the following schedule:

Days of Cycle	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Shift	A	B	A	B	C	B	C	A	C	A	B	A	B	C

Days of Cycle	15	16	17	18	19	20	21	22	23	24	25	26	27
Shift	B	C	A	C	A	B	A	B	C	B	C	A	C

APPENDIX C

Class Title	Grade
Fire Fighter	FS 1
Fire Medic	FS 1
Fire Suppression Technician	FS 2
Fire Paramedic	FS 2
Fire Suppression Technician II	FS 3
Fire Lieutenant	FS 4
Medical Lieutenant	FS 4
Fire Captain	FS 5
Fire Battalion Chief	FS 6
Staff Battalion Chief	FS 6
Fire Division Chief	FS 6
Assistant Fire Marshal	FS 6
Fire Deputy Chief	FS 8
Fire Marshal	FS 8
Fire Assistant Chief	FS 9
ARFF Technician I	C-1

APPENDIX D

BASELINE PHYSICALS

The baseline physicals will include the following tests:

1. Blood Test
2. Urinalysis
3. Spirometry
4. EKG
5. Hearing Test
6. Stress Test
 - (a) if deemed necessary by physician
 - (b) for all members of the Haz/Mat entry team

APPENDIX E

Anniversary Dates For ARFF Employees

Title	Name	Anniversary Date
ARFF Technician I	L. Gomez	11/30

APPENDIX F
HEALTH BENEFIT PLAN

PPENDIX G
RANDOM DRUG TESTING POLICY

Appendix G: Random Drug Testing Policy

Section 1. General.

Section 1a. It is agreed that efficiency and safety in the work place is necessary and required in order to carry out the mission of the Fire Department. Both parties support the proper and responsible implementation of this Article in the interests of public safety and the safety of Fire Fighters.

Section 1b. Therefore, it is understood that the use of alcohol, drugs, or other controlled substances, including improper use of legally prescribed drugs, by employees while on duty or in the work place is detrimental to the operation of the Department and is clearly prohibited by this Agreement and the rules and regulations of the Fire Department.

Section 1c. The City and the Union have a mutual interest in ensuring that drug and alcohol impaired employees do not perform Fire Department duties. The City and the Union are committed to the principle that the mandatory drug and alcohol testing policy for employees is designed and shall be administered to result in disciplinary action only against those employees who have violated the Fire Department's rules, regulations, policies and procedures.

Section 1d. The City and the Union agree that employees may be called upon in hazardous situations without warning, and that it is imperative to the interest of the employees and the public to ensure that no employee is substance impaired. In order to further their joint interest in protecting employees and the public, effective one year after the ratification of this agreement, the City and the Union agree to mandatory random drug and alcohol testing as described in this Article.

Section 1e. Testing conducted under this Article shall be by urinalysis for drug tests and by appropriate evidence breath testing device protocols for alcohol.

Section 1f. All samples will be collected as split-samples and will be handled in accordance with the standards in 49CFR part 40 as amended, as outlined in the Drug and Alcohol Testing Procedures.

Section 1g. The City has developed a Fire Department Drug and Alcohol Policy with procedures and protocols, which follow the requirements of SAMHSA/CAP FUDT. The El Paso Fire Department Drug and Alcohol Testing Policy currently in effect will remain unchanged during the life of this Agreement, except as modified herein, or if changes are necessary to comply with developments in the law or modification of the Medical Review Officer Manual. The parties agree that the current fire department policy, attached as Appendix H, is consistent with this Article and contains additional procedural and substantive requirements, and further agree that the City is entitled to continue the implementation of drug testing under the provisions of this Article and policy.

Section 1h. The Section of the Fire Department Drug and Alcohol Policy dealing with mandatory drug testing and the consequences thereof is subject to amendment by the City only as the City determines is necessary to follow the requirements SAMHSA/CAP FUDT.

Section 2. Random Testing.

Section 2a. All sworn employees of the El Paso Fire Department, including the Fire Chief, are subject to random drug and alcohol testing. Between 10 and 50 percent of the authorized staffing levels identified each fiscal year shall be subject to mandatory drug and alcohol testing during that fiscal year. The employees shall be chosen on a fair and impartial statistical basis (in which each employee has an equal chance of being selected) by a computerized program operated and certified as non-discriminatory by an independent firm hired by the City. This creates the possibility that the same name(s) could be selected once or more in a year, or not at all. The City will also contract a qualified vendor to conduct the testing. This testing will entail 10 panel testing and breath alcohol concentration testing. A violation will occur when an employee has a confirmed positive drug test or a confirmed breath alcohol concentration test level of .04 or greater.

Section 2b. Drug testing will be unannounced and will occur at unpredictable times with employees being tested upon randomized computer selection. All testing shall be conducted during the employee's normal working hours. If an employee is selected during a period where that employee is not on duty, the Human Resources representative shall ensure that the employee is notified immediately upon returning to duty to report for testing. The timing and number of the random tests shall be controlled by the HR representative in order to ensure that the proper percentage of the department is tested. The integrity and security of the list shall be ensured by the Human Resources representative.

Section 2c. Upon notice of selection for random testing, the employee shall be escorted to the testing laboratory and shall provide a urine and breath sample in accordance with the policy or protocol established by the testing laboratory. Failure to provide a sample shall be considered refusal to submit to a drug test.

Section 3 Post-Accident Testing and Reasonable Suspicion:

Post-accident and reasonable suspicion testing will entail 10 panel testing and alcohol testing. A violation will occur when an employee has a confirmed positive drug test or a breath alcohol concentration confirmation test level of .04 or greater.

Section 3a. Post-Accident:

1. The parties agree to require post-accident mandatory alcohol and drug testing under the testing guidelines set forth in this Article of any Fire Fighter involved in a vehicular accident in a City vehicle where any of the following conditions exist:
 - (a). An employee while driving a City vehicle becomes involved in a vehicular accident which results in a human fatality.

- (b). An employee while driving a City vehicle becomes involved in a vehicular accident and the employee receive a moving traffic violation arising from the accident.
 - (c). An employee while driving a City vehicle becomes involved in a vehicular accident from which any involved vehicle requires towing from the scene.
 - (d). An employee while driving a City vehicle becomes involved in a vehicular accident from which any person involved is transported from the scene for medical treatment.
2. The City agrees to conduct post-accident drug and alcohol testing of any employee involved in a vehicular accident in a City vehicle that voluntarily requests testing, regardless of whether the above conditions are met.

Section 3b. Reasonable Suspicion Testing:

1. The Union acknowledges and recognizes the right of the City to investigate possible alcohol or drug abuse by employees which may impair job performance, as well as off-duty conduct which results in reasonable suspicion. Examples of off-duty conduct that could result in reasonable suspicion include, but are not limited to, arrest for possession of, use, or being under the influence of drugs or alcohol. It is understood that the City shall adequately train its supervisory personnel in the detection of the symptoms and effects of alcohol and/or controlled substance abuse so that they may properly investigate cases of on-duty reasonable suspicion. When reasonable suspicion has been identified (on-duty or off), the suspected employees will be required to submit to drug and alcohol screening in accordance with the terms of this Agreement.
2. Reasonable suspicion is defined as the actions, appearance or conduct of an employee which are indicative of or consistent with the use and/or presence in the employee's body of a controlled substance or alcohol. Reasonable suspicion is based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee.
3. Reasonable suspicion testing is not limited by this Article except to the extent that any urine testing utilized shall be in accordance with the lab testing protocol below. Reasonable suspicion testing may involve urine or blood, or other biological samples or tissues as determined under existing legal standards. A fire fighter will not be required to take more than one of these tests.

Section 4 Testing Standard

Section 4a. The City has developed a Fire Department Drug and Alcohol Policy with procedures and protocols which follow the requirements of SAMHSA/CAP FUDT. The section of the Fire Department Drug and Alcohol Policy dealing with mandatory drug testing and the

consequences thereof is subject to amendment by the City only as the City determines that it is necessary to follow the requirements of SAMHSA/CAP FUDT.

Section 4b. Nothing in this Article shall be construed to abolish the existing authority and practice of the City to conduct drug testing for:

- a. Pre-employment.
- b. Reasonable suspicion.
- c. Upon return to duty after an absence of 30 calendar days or more.
- d. Post-accident.
- e. Pre-assignment testing where required by law.
- f. Post firearm discharge.

Section 5. Threshold Levels Revealed by Testing

The parties have agreed that the procedures identified in 49 CFR part 40, as amended, shall be the guidance for any drug and alcohol testing administered under this Article. The only modification from the CFR guidance will be that all drug testing shall be conducted using a 10 panel test.

Section 5a. A positive test is defined as one where there is a confirmed quantifiable presence of one of the prohibited substances in an amount that meets or exceeds the thresholds included as Appendix I.

Section 5b. A positive test for alcohol shall be one where the breath alcohol concentration is confirmed to be .04 or greater.

Section 5c. Refusal to submit to a drug or alcohol test shall be treated as a confirmed positive test.

Section 6. Notification and Reporting

Section 6a. All drug and alcohol testing under this Article shall be conducted while the employees are on duty. Upon notification of selection for random testing, order to report for post- accident, or for cause the employee shall be escorted to the testing facility to provide the appropriate sample.

Section 6b. In all drug and alcohol testing under this Article, only conclusive results are to be reported to the City. Both tests must be positive or the results are considered inconclusive thereby causing a negative test to be reported to the City.

Section 6c. Concentrations less than the thresholds listed herein, or initial positives not confirmed by the confirmatory testing shall be disregarded by the City and may not be used at any time for any employment or disciplinary purpose whatsoever by the City.

Section 6d. Once the employee has been notified of a drug test under any provision of this Article, an employee does not have any right to self-report use or impairment under this Article, and thereby escape the consequences of violating the Departmental Rules and Regulations. It shall be within the Chief's discretion to permit self-reporting and to withhold or suspend discipline based upon all relevant facts and circumstances.

Section 7. Alcohol Related Guidance

Alcohol Testing Shall be as Follows:

Section 7a. Alcohol testing shall be conducted by a Breath Alcohol Technician (BAT) using an Evidential Breath Testing Device (EBT). The employee will provide a breath sample. If the employee's alcohol concentration is greater than or equal to .04, a second confirmation test shall be performed in accordance with established EBT protocol.

Section 7b. An employee's failure or refusal to provide a breath sample shall result in a determination that the employee's alcohol concentration is greater than or equal to .04.

Section 7c. Confirmation that an employee's alcohol concentration is greater than or equal to .04 shall result in disciplinary action according to this article.

Section 7d. The guidance under 49CFR Part 654 regarding safety sensitive positions shall be adhered to including removing an employee from duty for an alcohol test of .02 or greater but less than .04. Although this is not considered a positive test, the employee will be placed on sick leave and may not return to duty until the start of the employee's next regularly scheduled shift. This will not be deemed an occurrence.

Section 7e. Tests that yield a concentration below .02 are considered negative with no consequences under this article.

Section 8. Discipline for Positive Drug and Alcohol Tests.

Section 8a. 1st positive result:

The employee shall be suspended from the Fire Department for a period of time not to exceed thirty (30) days. The employee shall further be required to seek evaluation, education or treatment to establish control over the employee's drug or alcohol problem. Specifically, the employee must successfully complete an appropriate rehabilitation program as determined by a drug and/or alcohol abuse evaluation expert. The employee may utilize sick leave, vacation or unpaid administrative leave as necessary to complete the rehabilitation program. Verification of the employee's successful completion of the program must be provided to the City by the rehabilitation facility no later than six (6) months from the date of the initial positive result and constitutes a condition precedent to the employee's return to work. Prior to returning to duty the employee shall undergo a return to duty test with a result indicating an alcohol concentration of less than 0.04 and/or controlled substance test with a verified negative result. In addition, the City may continue to monitor any employee under this provision by conducting unannounced follow-up testing not

to exceed twenty four (24) months following the employee's return to work. An employee's failure to meet the requirements to return to duty herein shall automatically be considered a 2nd positive test result.

Section 8b. 2nd positive result:

Under this article, a 2nd positive test result at anytime will result in termination of the employee with no appeal to the Civil Service Commission.

Section 9. Drug and Alcohol Abuse Treatment.

Section 9a. The El Paso Fire Department encourages any employee who has an alcohol or other drug problem to seek treatment before the problem manifests itself in a violation of this policy and before the employee has a positive test result. To encourage employees to maintain a safe, healthy, and productive work environment, the City of El Paso provides an Employee Assistance Program as an option for an employee seeking treatment. An employee who self-reports an abuse problem, which has not violated department policies and rules and regulations, may self-report and seek treatment. Employees may not be disciplined for entering a treatment program under these circumstances. An employee may not self-refer once notification of a drug test has been made.

Section 9b. The City shall implement a drug and alcohol abuse education program. As part of that program, information shall be provided on the availability of any EAP services under City programs or other outside service providers.

Section 10 Union Representation of Members.

Section 10a. While it is understood that the Union is unequivocally opposed to the use of alcohol or drugs in the work place, as well as the abuse of such substances under any condition, and further agrees to cooperate toward the prevention of such abuse and strongly supports the prohibition of the use of drugs or alcohol in the work place and the proper enforcement of the Department's rules and regulations, the Union, retains the right to fairly and properly represent any aggrieved member of the bargaining unit by reason of the application of this Article, including but not limited to what the Union may consider as unwarranted or unreasonable investigations, search or the imposition of discipline.

Section 11 EAP/Drug committee

Section 11a. The City agrees to form an employee assistance drug committee with the Association. The Fire Chief and the Association President shall designate two (2) individuals to serve on the committee; the committee shall assemble and prepare materials to inform Fire Fighters of the issues and dangers of substance abuse to the employee, their colleagues in the department, the public, and their families. The materials shall include an inventory and presentation of available community and City resources for dealing with emotional issues, depression, family conflict, domestic violence, alcohol abuse, substance abuse, and other mental and medical issues which are a part of the substance abuse paradigm. The committee shall make materials and presentations available to all Fire Fighters.

Section 12. Confidentiality.

Section 12a. All records pertaining to the department required drug and/or alcohol tests shall remain confidential to the extent allowed by law, unless offered in evidence in a disciplinary appeal. Drug test results and records shall be stored in a locked file under the control of the Human Resources Representative or his designee. The Chief will maintain original copies submitted by the laboratory. No access to these files shall be allowed without written approval of the Chief.

APPENDIX H
EL PASO FIRE DEPARTMENT DRUG & ALCOHOL TESTING POLICY

El Paso Fire Department Drug & Alcohol Testing Policy

Purpose and Scope: The El Paso Fire Department (EPFD) believes employees have a right to work in a drug and alcohol free environment. Persons under the influence of drugs and alcohol may pose serious safety, health and security risks to the public and to other Department employees. In addition to the City's Drug-Free Work Place Policy, this policy provides directives to all sworn employees of the EPFD concerning procedures for drug and alcohol testing. Nothing herein shall replace or supersede any provision of the Drug and Alcohol Testing article in the Collective Bargaining Agreement between the City of El Paso, Texas and the Local 51, International Association of Fire Fighters Inc. (hereinafter referred to as the "CBA").

I. Random Testing:

All sworn employees of the El Paso Fire Department, including the Fire Chief (hereinafter referred to in this policy as "employee" or "employees") are subject to random drug testing. Between 10 and 50% of the authorized staffing levels identified each fiscal year, shall be subject to mandatory random drug testing during that fiscal year in accordance with the Collective Bargaining Agreement (CBA).

A. Selection of Employees for Random Testing:

Employees shall be subject to random testing on a fair and impartial statistical basis. The fair and impartial statistical basis (in which each employee has an equal chance of being selected) shall be by a computerized program operated and certified as non-discriminatory by an independent firm hired by the City, and the employee shall be tested upon being selected by the computer. The firm shall generate a list upon request by the EPFD Human Resources Manager (HRM).

1. The random list will be delivered to the HRM or designee by email, or hand delivered letter.
2. The HRM or designee will issue a written directive to each employee on the list, ordering them to submit to drug testing at the specified date, time, and location, and will provide the reason for the test (post-accident, random or reasonable suspicion).
3. Except when in actual use, possession of and access to the list of names will be limited to the HRM and/or designee.

B. Notification to and Reporting by Employees for Random Testing

The El Paso Fire Department HRM will coordinate with the testing vendor concerning the date, time, location, and number of employees to be tested. The collection dates will not be announced to the affected employee(s) in advance.

1. The HRM will verify that the employees randomly selected have reported to duty prior to making the notification to report for testing.

2. The HRM will provide the appropriate supervisor with a list of names of the employees selected for testing.
3. The appropriate supervisor, or Professional Standards Chief, will ensure that all selected employees are ordered to report for testing both orally and by written directive using the Notification to Report Memo. The use of the Notification to Report Memo serves as a direct order by the authority of the HRM on behalf of the Fire Chief to provide the necessary sample at the specified location.
4. The HRM shall coordinate the testing process to coincide with an employee's regularly scheduled workday.
5. Supervisors will make every effort to ensure their employees are escorted to the testing facility immediately upon notification. If the appropriate supervisor cannot escort the employee, they shall contact the Professional Standards Chief to arrange to have the employee escorted to the testing facility. Once the notification has been made to the employee, they shall not be left unescorted until the sample has been provided.
6. An employee who refuses, fails, or is unable to provide an adequate specimen, shall be considered to have a positive test and will be subject to discipline as outlined in the CBA.

II. Collection Procedure

Collection and analyses of the necessary samples will be conducted by a contracted, qualified and independent firm/laboratory that complies with requirements of SAMHS/CAP FUDT, in accordance with the CBA. All samples will be collected as split samples and will be handled in accordance with the standards of 49 CFR Part 40. After arriving at the specified collection location, employees will comply with instructions received from screening personnel. Screening will only be done for prohibited drugs and/or alcohol. No other substances will be screened, nor will any other medical tests be conducted or performed.

- A. The collection dates will not be announced in advance.
- B. Employees will be required to present their El Paso Fire Department identification card at the collection location.
- C. The samples will be provided in maximum feasible privacy.
- D. Appropriate chain of custody procedures will be followed at all times at the collection facility and at the laboratory that performs the analysis.

- E. Personnel who are summoned to provide a specimen for analysis will remain at the collection location in view of collection personnel until an adequate sample can be produced.
- F. Employees will have a maximum of 4 hours in which to provide the sample. Failure to provide a sample in that timeframe shall be considered refusal to submit to a drug test.

III. Positive Test Results

- A. If the initial screening indicates a positive test result, a second test of this specimen will be performed.
 - 1. A confirmed positive report will only be made after this second test also comes back positive.
 - 2. A confirmed positive test report will be maintained by the HRM in a secure area.
- B. Once the HRM has received the initial notification from the drug-testing vendor that an employee has a confirmed positive test result, the HRM will notify the Fire Chief and the Professional Standards Chief.
- C. Upon notification of a positive test result, the Discipline for Positive Drug and Alcohol Tests, Section 8 of Appendix G: Random Drug Testing Policy will be followed.
- D. Within two working days after receiving notification from his/her department director of the initial positive test result, the employee will have the opportunity, at his own expense, to request that a re-test be performed manually, utilizing the original split sample.
- E. If the employee's sample comes back with a negative result, the original test result shall be deemed inconclusive and, therefore, disregarded by the City.
- F. The sample will be maintained for a period of one (1) year.
- G. Drug tests results will be made available to the affected employee upon written request, subject to applicable rules, regulations and legal considerations.
- H. In accordance with applicable privacy laws, drug test results and documentation about drug testing results, other than disciplinary reports, shall be maintained in a secured (locked) cabinet in the office of the HRM. A separate, confidential file will be maintained for each employee who submits to drug or alcohol testing.

- I. Impairment on duty shall be determined by a Medical Review Officer or a qualified medical professional subject to the Chief's discretion on relevant circumstances. All disputes regarding the disciplinary actions taken under this policy, in accordance with the CBA, will be considered a contract grievance and will be subject to the grievance procedure.

IV. Reasonable Suspicion Testing

- A. "Reasonable Suspicion" shall be defined in accordance with the CBA.

- B. Procedures for Reasonable Suspicion Testing

If a supervisor reasonably suspects that an employee subject to this policy is under the influence of a prohibited drug, prohibited inhalant, alcohol, or appears impaired due to the abuse of a prescription drug, the supervisor will:

1. Immediately remove the employee from performing regular duties, and, when possible, bring the employee to a private area away from the observation of coworkers and/or the public.
 2. Notify the appropriate level supervisor to confer regarding the observations leading to the suspicion.
 3. If the observations leading to suspicion are confirmed, notify the HRM to make arrangements for the employee to be taken for testing. If the HRM is not available, notify the appropriate Deputy Chief who will coordinate the scheduling of the testing. Document the observations leading to suspicion appropriately and provide a copy of this documentation to the HRM.
 4. Upon completion of the testing, arrangements will be made for the employee to be taken home. They will then be placed on paid administrative leave pending the receipt of the test results.
 5. Collection procedures defined in Section II above will be followed.
- C. Upon notification of a positive test result, the Discipline for Positive Drug and Alcohol Tests, Section 8 of Appendix G: Random Drug Testing Policy will be followed.

V. Post- Accident/Firearm Discharge Testing

Conditions for Post- Accident/Firearm Discharge:

- A. In accordance with the City's Drug Free Policy, any sworn employee that is involved in a motor vehicle accident or firearm discharge may be subject to a mandatory drug test.
- B. Collection procedures defined in Section II above will be followed.

- C. Supervisor will contact the HRM to make notification.
- D. Should the employee be hospitalized, the employee may also choose to authorize the HRM to conduct drug and alcohol tests on the blood tests obtained from the hospital; provided hospital policy allows for it. If not, the HRM will coordinate drug and/or alcohol testing within 48 hours after the following incidents.
- E. Post-Firearm Discharge testing shall be applicable only to personnel who are appointed by the Department as sworn peace officers and will be conducted under either of the circumstances listed below. This will entail 10 panel testing and alcohol testing.
 - 1. Discharge of a firearm, on or off duty, whereby a person was the intentional or accidental object of the shooting. This will include injury and non-injury shootings.
 - 2. Discharge of a firearm on or off duty, while performing a law enforcement function. The following are exceptions: discharge during training, discharge during weapon maintenance, approved shooting of an animal, approved shooting of an object.
- F. Post- Accident testing will be conducted under any of the circumstances listed below and will entail the 10 panel testing and alcohol testing.
 - 1. A sworn employee while driving a City vehicle becomes involved in a vehicular accident which results in a human fatality.
 - 2. A sworn employee while driving a City vehicle becomes involved in a vehicular accident and the employee receives a moving traffic violation arising from the accident.
 - 3. A sworn employee while driving a City vehicle becomes involved in a vehicular accident from which any involved vehicle requires towing from the scene.
 - 4. A sworn employee while driving a City vehicle becomes involved in a vehicular accident from which any person involved is transported from the scene for medical treatment.
- G. If determined that a test will be conducted based on the listed parameters, the appropriate supervisor shall notify the HRM to make arrangements for the employee to be taken for testing. If the HRM is not available, notify the appropriate Deputy Chief who will coordinate the scheduling of the testing.

- H. Upon completion of the testing, arrangements will be made for the employee to be taken home. They will then be placed on paid administrative leave pending the receipt of the test results.
- I. Upon notification of a positive test result, the disciplinary guidance outlined in Article X of the CBA will be followed.

VI. Responsibility for Reporting Legal Prescription Drug Use & Accidental Drug Exposure

- A. If the medically approved and appropriate use of a prescription or over-the-counter drug adversely affect any El Paso Fire Department employee's work performance or the safety of the employee or others, the employee must bring this fact to the attention of his/her immediate supervisor.
- B. The immediate supervisor will then inform the appropriate on-Deputy or Division Chief and HRM. The HRM will make a determination whether to question the employee's fitness for duty, and whether to limit, suspend or modify the employee's work activity, or otherwise reasonably accommodate such adverse effect.
- C. As part of this process, the employee may be requested to provide medical documentation of his/her ability to safely and effectively perform the essential functions of the position.
- D. Any information about the employee's medical condition obtained by a supervisor or manager is confidential, and will be shared only on a need to know basis. Any documentation of such medical information must be kept in the employee's confidential file.
- E. Employees subjected to the accidental exposure of any illegal drug must immediately notify the supervisor on duty.
 - 1. The supervisor will handle all accidental exposures as required by departmental policy. Additional information that should be included are:
 - a. the substance the individual was exposed to;
 - b. the period of exposure; and
 - c. a brief statement explaining the necessity for exposure.
 - 2. A copy will be forwarded to the El Paso Fire Department HRM who will maintain this documentation for use if needed in the drug-testing program.

VII. Drug and Alcohol Abuse Treatment

The El Paso Fire Department encourages any employee who has an alcohol or other drug problem to seek treatment before the problem manifests itself in a violation of this policy and before the employee has a positive test result. To encourage employees to maintain a safe, healthy and productive work environment, the City of El Paso provides an Employee Assistance Program as an option for an employee seeking treatment. An employee may not self-refer once notification of a drug test has been made.

- A. Employees are encouraged to voluntarily seek assistance for alcohol or other drug problems.
 - 1. All inquiries about assistance will be kept strictly confidential and will be disclosed only to those persons with a legitimate business need to know.
 - 2. Information regarding the Employee Assistance Program is available from the El Paso Fire Department's HR Department.
 - 3. The El Paso Fire Department will maintain the confidentiality of any request for such information by an employee or family member.
- B. Any employee who voluntarily seeks rehabilitation and treatment shall be entitled to the same leave and benefits that are otherwise applicable under leave policies.
- C. Nothing in this policy is intended to conflict with the provisions of the Family and Medical Leave Act (FMLA) or ADAAA, and in the case of any conflict, the provisions of the FMLA and ADAAA prevail.

APPENDIX I
DRUG TESTING CONFIRMATION THRESHOLDS

Appendix I: Drug Testing Confirmation Thresholds

The following thresholds will be used when conducting the 10 panel drug testing under this agreement:

Substance Abuse Panel:	Initial Test Level	Confirmation Test Level
Amphetamines	1000 ng/ml	500 ng/ml
Barbituates	300 ng/ml	300 ng/ml
Benzodiazepines	300 ng/ml	300 ng/ml
Cocaine Metabolites	300 ng/ml	150 ng/ml
Marijuana Metabolites	50 ng/ml	15 ng/ml
Methadone	300 ng/ml	300 ng/ml
Methaqualone	300 ng/ml	300 ng/ml
Opiates	2000 ng/ml	2000 ng/ml
Phencyclidine	25 ng/ml	25 ng/ml
Propoxyphene	300 ng/ml	300 ng/ml

**CITY OF EL PASO, TEXAS
AGENDA ITEM
DEPARTMENT HEAD'S SUMMARY FORM**

AGENDA DATE: August 23, 2022

PUBLIC HEARING DATE: August 23, 2022

CONTACT PERSON(S) NAME AND PHONE NUMBER: Interim Chief Jonathan Killings, (915) 212-5665

DISTRICT(S) AFFECTED: All Districts

STRATEGIC GOAL: Goal 2: Set the Standard for a Safe and Secure City

SUBGOAL:

SUBJECT:

Discussion and action on a Resolution authorizing the City Manager to sign the Articles of Agreement between the City of El Paso and the Local 51, International Association of Fire Fighters for the contract period covering September 1, 2022 through August 31, 2026.

BACKGROUND / DISCUSSION:

A new four-year collective bargaining agreement has been negotiated by representatives of the City and the Association. The members of the Association votes were reported on August 15, 2022 to approve the contract. The agreement is now before the City Council for Council's vote.

- Salary increases of 12% over four years, based on the wage scales set forth in the CBA.
- Increased incentives for special duty assignments and education pay.
- Increased uniform allowance.
- Employees contribution to the health plans will increase by 50% each year.
- Added three paid holidays, increased vacation slots, and selling of accumulated sick leave.
- Added safety and health protocol pertaining to working more than forty-eight hours.

PRIOR COUNCIL ACTION:

The prior agreement covered the period of September 1, 2018 to August 31, 2022.

AMOUNT AND SOURCE OF FUNDING:

N/A

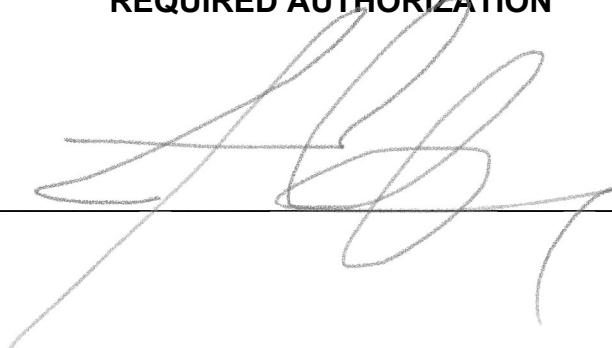
HAVE ALL AFFECTED DEPARTMENTS BEEN NOTIFIED? X YES NO

PRIMARY DEPARTMENT: Fire Department

SECONDARY DEPARTMENT:

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD:



RESOLUTION

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL PASO:

That the City Manager be authorized to sign the Articles of Agreement between the City of El Paso and the Local 51, International Association of Fire Fighters for the contract period covering September 1, 2022 through August 31, 2026.

APPROVED this _____ day of August, 2022.

CITY OF EL PASO

Oscar Leaser, Mayor

ATTEST:

Laura D. Prine
City Clerk

APPROVED AS TO FORM:



Eric Gutierrez
Assistant City Attorney

Articles of Agreement

between

THE CITY OF EL PASO, TEXAS

and

LOCAL 51

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, INC.

September 1, 2022 to August 31, 2026

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ARTICLE I PURPOSE OF AGREEMENT

Section 1. This Agreement, entered into this ___ day of August, 2022, is between the CITY OF EL PASO, TEXAS, hereinafter called the "City," and LOCAL 51, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, INC. hereinafter called the "Association."

Section 2. The purpose of this Agreement is to promote harmonious relationships between the City and the employees covered hereby and to fix the rates of pay, hours of work, and the terms and conditions of employment for those employees. This document recognizes the inherent dignity of the parties to this Agreement and by signing both parties agree to work together to maintain a favorable working environment where the value of each individual is recognized and respected.

Section 3. The use of the masculine gender in this Agreement shall be deemed to include the feminine gender, unless the reference is to a specific male individual.

ARTICLE II DEFINITIONS

The following definitions apply to this Agreement:

Anniversary Date - for Pay Purposes - for those employees holding the rank of fire fighter, the Anniversary Date shall be the date of graduation from the Training Academy. The date for all other fire fighter ranks shall be the date of their last promotion. All fire fighters employed as of September 1, 1984 shall retain their current anniversary date unless at some future date they are promoted to a higher rank.

The date for FMS employees not certified to fight structural fires shall be their last promotion date. The date for ARFF shall be as shown in Appendix E.

Agreement - means the Articles of Agreement between the City of El Paso and International Association of Fire Fighters, Local 51, Inc.

Bargaining Agent - means the International Association of Fire Fighters, Local 51, Inc. and their designated bargaining committee, so long as they meet the requirements of Section 174.101 of the Local Government Code.

City - means the City of El Paso.

Charter or City Charter - means the Charter adopted by the City of El Paso in effect as of the date this Agreement is approved by City Council.

Civil Service Rules - means the rules adopted by the Civil Service Commission in effect as of the date this Agreement is approved by City Council.

Employer - means the City of El Paso.

Employee - means fire fighter.

56-hour employee – means an employee whose work schedule is determined in accordance with the cycle set forth in Appendix B hereof.

Fire fighter - means any employee recognized as meeting the definition in Section 174.003 of the Local Government Code.

Grievance - means a dispute or a disagreement involving interpretation or application or alleged violation of any provision of this Agreement.

Line of Duty – for purposes of Article XVIII, Section H, is defined as any activity performed while on duty, unless such activity is prohibited by written prohibition, direct order, or is a violation of law, or such activity is purely personal.

Union - means the International Association of Fire Fighters, Local 51, Inc. so long as it meets the requirements of Section 174.101 of the Local Government Code.

ARTICLE III RECOGNITION

The City recognizes the Association as the exclusive bargaining agent for a unit consisting of each permanent paid employee in the City's Fire Department, except the Fire Chief. The parties hereto agree that no portion of this Agreement shall be applicable to, and the Association will not seek to represent, any employees outside the described unit.

ARTICLE IV NO STRIKE, NO LOCK OUT

Section 1. The City agrees that it will not lock out the employees covered by this Agreement.

Section 2. The Association agrees that neither it nor any of the employees covered by this Agreement will sanction, call, acquiesce, or engage in, or fail to make a good faith effort to discourage, any strike; sit-down; slow-down; sick-out; sympathy strike; picketing for the purpose of inducing, influencing, or coercing a change in the conditions or compensations or the rights, privileges, or obligations of employment; or any other work stoppage or interference with or against the City for any reason. The Association shall be deemed to have made "a good faith effort to discourage" the conduct prohibited by this Section when, promptly upon learning (or being notified) that one or more employees contemplate, have threatened, or have undertaken any of the prohibited conduct, it publicly disavows the threatened or actual conduct prohibited by this Section and publicly announces any such conduct is prohibited both by law and by this Agreement; it provides actual notice of the same sort to each person whom it learns (or is notified) contemplates, has threatened, or has undertaken any such activity and formally urges each such employee to refrain from or immediately cease any and all such

conduct; and, to the extent permitted by the City, it posts a notice to such effect at all places where notices to employees or members are normally posted.

Section 3. It is expressly understood and agreed that the refusal or failure of any employee or employees covered by this Agreement to cross or work behind the picket line of any association, union, or other organization or person shall constitute a violation of this Agreement.

Section 4. Any employee covered by this Agreement who participates in any action prohibited by this Article may be discharged, suspended, and/or demoted, and/or otherwise disciplined at the option of the City. This Section shall be cumulative of any other rights the City may have by statute, at common law, or in equity against the Association and/or the employees covered by this Agreement.

ARTICLE V CITY'S RETAINED PREROGATIVES

Section 1. Except to the extent expressly abridged by this Agreement, the City reserves and retains, solely and exclusively, all of its inherent and/or statutory rights to operate the City government.

Section 2. The direction of the City's working forces, including, by way of illustration only and not of enumeration, the right to plan, direct, expand, control, initiate, reduce, transfer, or terminate specific operations, duties, or functions; to hire, assign, transfer, promote, or refrain from any of the foregoing; to discharge, suspend, demote, reprimand, or otherwise discipline employees pursuant to the current City Charter or the Civil Service Rules; to introduce any new or improved methods or facilities; subcontract functions other than actual fire fighting activities and emergency basic and advanced life support, except that in cases of system overload or multiple patient incidents, the Fire Chief or his designee, may request assistance from agencies that the City has a franchise or contract with, for the purpose of providing emergency aid assistance; and to make such rules and regulations as may be necessary or desirable for the operation of the City continues to be vested exclusively in the City.

Section 3. The initial probationary period for new employees shall be the time period in which the employee works, to include for purposes of this section all hours taken for holiday leave and a maximum of 36 hours of sick leave, a total of 2912 hours. A probationary employee may be discharged at any time at the discretion of the Chief without appeal to the Commission.

Section 4. That the parties agree that the Fire Chief, at his sole discretion, may develop and implement a program for the purpose of recognizing outstanding service and acts of distinct heroism by fire fighters, on or off duty, and the members of the public. Such program shall be a management prerogative and is intended only for the limited purposes established by the Chief and shall not grant or confer any rights to employees under this Agreement, nor shall the implementation of such a program become or constitute a past practice of the City as addressed in Article VI, Section 4. The parties agree that as part of such a program, the Chief, at his sole discretion, may award additional hours of vacation or other leave to top fire fighter recipients of program awards.

ARTICLE VI EXISTING CONDITIONS

Section 1. Except to the extent abridged or modified elsewhere in the Agreement, any economic benefits set forth in the current City Charter, Ordinance No. 8064, the Rules and Regulations of the Civil Service Commission, the Rules and Regulations of the Fire Department, and the applicable state statutes and amendments thereto, as of the effective date of this Agreement, shall not be changed for the duration of this Agreement, except pursuant to the procedure established in Article XXXII, Section 2.

Section 2. Physical items used by employees shall continue to be furnished as they have been in the past; that is, those types of items which have been furnished by the City shall continue to be furnished by the City and those types of items which have been furnished by employees shall continue to be furnished by employees. The question of what types of items have been furnished by the City shall be resolved by reference to City purchase orders for the past three (3) years. The parties agree that this provision shall not be interpreted so as to preclude resort to improved technology.

Section 3. Any changes in wages, hours, terms and conditions of employment, and other benefits granted by the Texas Legislature or decreed by a court of competent jurisdiction requiring the City to compensate, remunerate, or otherwise assist employees after the effective date of this Agreement shall not alter the terms of this Agreement during the life of said Agreement. This provision shall not unfavorably affect employees as to any changes in wages, hours, terms and conditions of employment, and other benefits granted by the Texas State Legislature requiring the State of Texas to compensate, remunerate, or otherwise assist employees after the effective date of this Agreement. Any changes in wages, hours, terms and conditions of employment, and other benefits granted by the Texas State Legislature requiring the State of Texas to compensate, remunerate, or otherwise assist employees shall not be incorporated into this Agreement; nor shall the City be required at any time to pay any share of said wages, hours, terms and conditions of employment, and other benefits. Any reduction or elimination of wages, hours, terms and conditions of employment, and other benefits by the Texas State Legislature that previously required the City to compensate, remunerate, or otherwise assist employees after the effective date of this Agreement shall not alter the terms of this Agreement during the life of said Agreement.

Section 4. Past practices currently in effect and not specifically covered in this Agreement will be continued.

ARTICLE VII RULES AND REGULATIONS

Section 1. The Association and the City recognize that increased productivity will require the continuation of improvements and technological progress through new methods, techniques, and equipment which will contribute to improved quality and efficiency of fire protection for the citizens of El Paso. The Association and the City will act in good faith and with a cooperative attitude to achieve these ends.

Section 1a. The Association agrees that the employees covered by this Agreement shall comply with all Fire Department rules and regulations, including those relating to conduct and work performance.

Section 2. There shall be established a committee composed of seven members, one of whom will be the Chief of the Department or his designee, three of whom shall be appointed by the President of Local 51, and three of whom shall be appointed by the Chief of the Department. The committee shall address any matters of mutual concern.

Section 3. This committee shall also update and maintain standard departmental rule and regulation manuals that are clear and functional.

Section 4. This Article is not intended to abridge or modify Article V or Article VI conditions.

Section 5. The rules and regulations committee shall meet at the request of either the President of Local 51 or the Chief. The committee shall meet and make revisions no less than once in a calendar year. Revisions shall be provided electronically to all work stations no later than 45 days after the end of each year. The City will provide an electronic copy to each employee no later than 90 days after the end of each year.

ARTICLE VIII PERSONNEL FILES

Section 1. There shall be one official personnel file, which will be kept at the City's Human Resources Department. Prior to permanently placing any of the following items in the employee's personnel file, the City shall notify any employee on the next working shift of all material concerning investigations, complaints, reprimands, counseling sessions for violations of any rules, regulations, or policies that might be considered detrimental to the employee's position, advancement, or future with the Department that are to be placed in the employee's personnel file. The Fire Department may keep an investigatory or disciplinary file, separate and apart from the official personnel file.

Section 2. An employee shall be allowed to review any of his own personnel file under supervision at any reasonable time and may file written objection to any matter contained therein.

Section 3. Any alleged violation of this clause or written objection to the content of a personnel file shall be subject to the grievance procedure of this Agreement.

ARTICLE IX WAGES AND OTHER COMPENSATION

Section 1. Wages shall be paid in accordance with the Wage Scales attached hereto as Appendix A and reflect the following pay increases in the amount specified below:

- 3% Effective upon signing the agreement the first pay period following September 1, 2022;
- 3% Effective the first pay period following September 1, 2023;

- 3% Effective the first pay period following September 1, 2024; and
- 3% Effective the first pay period following September 1, 2025.

All employees shall receive a step increase on their anniversary date and shall continue thereafter to receive step increases on each succeeding anniversary date until reaching the top step in their classification. These step increases shall be automatic. Any employee at the top step in the classification, upon receiving a promotion to a higher classification and entering said classification at a step other than the top step, shall receive a step increase on his anniversary date, and an additional step increase on each succeeding anniversary date, until such time as the employee reaches the top step in the new classification.

The salary of a person covered by this Agreement will not be reduced upon promotion to another position, the minimum salary for which is less than that received at the time of promotion. In such case, advancement will be equal to a step increase in pay.

A Fire Medical employee in Grade FS1 who successfully completes the Academy and obtains his structural fire certification will be designated as a fire fighter.

Fire Paramedics in the Grade FS2 and Medical Lieutenants in the Grade FS4 who successfully complete the Academy and obtain their structural fire certification will retain their rank.

Section 2. A 56-hour employee's regular straight-time hourly rate of pay will be determined by dividing the employee's annual salary as indicated by reference to Appendix A by 2912. A 40-hour employee's regular straight-time hourly rate of pay shall be determined by dividing the employee's annual salary as determined by reference to Appendix A by 2080.

Section 3. An employee upon graduation from the Training Academy shall be entitled to and receive all benefits as set out in this Agreement.

Section 4. Pensions for employees previously covered under the Article VI Wages and Other Compensation of the 1994-1996 Articles of Agreement between City of El Paso and the El Paso Public Service and Safety Employees Association shall continue to be paid in amounts in accordance with City Charter and the City's Pension Ordinance subject to approval by the City Pension Board and City Council. The City and the Association recognize that the members of the ARFF unit and medical personnel who are not certified as fire fighters are currently prohibited from being members of the Fire and Police Pension Fund. If, at any time in future, the members of the unit are admitted to the Fire and Police Pension Fund, after meeting the qualifications therefore, the City will comply with any legal requirements regarding contributions to same, except that any such payments shall be on a prospective, and not retroactive, basis. This in no way obligates the City to make or change past contributions made to the City Employees' Pension Fund on behalf of the members in the unit.

Section 5. Pension contributions shall be made on all cash payments under this Article.

Section 6. An employee who is required to accept responsibilities and carry out the duties of a position or rank above the rank the employee normally holds shall be paid an additional 5% above

the employee's regular rate of pay while so acting.

The City may transfer employees, as it has in the past, but shall not transfer, if the sole purpose is to avoid payment for working out of class.

Out-of-class pay shall not be calculated until such time as an employee has worked more than one (1) hour. If more than one (1) hour is worked, the calculation shall include total hours worked. Any voluntary trading off of working days shall not qualify an employee for additional compensation.

Section 7. Employees who are assigned to 40-hour work schedules and work between the hours 1500 hours and 2300 hours shall receive a premium pay of thirty cents per hour; 40-hour employees who are assigned duty and work between the hours 2300 hours and 0700 hours shall receive a premium pay of sixty cents per hour. Premium pay shall not apply to 40-hour personnel assigned to Operations.

Section 8. Employees are entitled to longevity pay of five dollars per month per year of continuous City service with the El Paso Fire Department, with a maximum amount not to exceed one hundred twenty-five dollars per month.

ARTICLE X OVERTIME PAY

Section 1. All hours paid for in excess of fifty-six (56) hours in a work week for 24-hour shift employees shall be determined by dividing his annual salary, as indicated by reference to Appendix A, by 2080 times one and one-half (1 ½) provided however, if such excess hours are worked by an employee who is conducting or participating in Comsar Training, Hazardous Material Training, Dive Rescue Training and Urban Search and Rescue Training, including any travel time compensated pursuant to Section 3 relating to such training, the employee shall receive compensatory time at a rate of one and one-half (1 ½) hours for each hour of employment spent in or relating to such training for which overtime compensation is required by this section.

Section 2. For an employee regularly scheduled to work forty (40) hours per week, all hours paid for in excess of forty (40) hours in a work week shall be paid at a rate of time and one-half (1 ½) the employee's regular straight-time hourly rate of pay provided however, if such excess hours are worked by an employee who is conducting or participating in Comsar Training, Hazardous Material Training, Dive Rescue Training and Urban Search and Rescue Training, the employee shall receive compensatory time at a rate of one and one-half (1 ½) hours for each hour of employment spent in or relating to such training for which overtime compensation is required by this section.

Section 3. Any employee who is called to work in excess of the employee's regularly scheduled hours of work, other than for the types of training set forth above, shall be paid for the time actually worked until the employee is relieved by the appropriate commanding officer. If the employee is called back, one hour of travel time will be paid in addition to actual time worked. The one hour travel time provided in this Section shall be inapplicable where the additional working time is immediately prior to or following any other time worked by that employee.

Section 4. Employees selected to help write examinations, or serve on a designated labor/management committee, shall be paid overtime pay for time actually worked on these examinations or committees while off duty, and one hour travel time.

Section 5. 56-hour employees trained to work at the Communications Center may be called to work at the Center on their scheduled days off, provided the employees do not work more than 48 hours straight without a 24-hour break. After an employee has reported for duty, but then is rescheduled to report for duty at Communications, the employee shall be paid for the time actually worked and one hour of travel time.

Section 5a. 56-hour employees trained to work at the Communications Center may be rescheduled to work at the Center for 8 hours in exchange for 24 hours, in order to maintain skills.

Section 5b. Employees rescheduled to work at the Communications Center under Section 5a of this Article will be considered to have worked 24 hours for FLSA purposes and the rescheduling will not cause the forfeiture of FLSA Overtime Pay (FOH).

Section 6. If an employee is required to appear in court due to events that occurred while on duty or for job-related matters, and the court date is not during working hours, such employee shall be compensated for the time actually worked in accordance with this Article, and one hour of travel time.

Section 7. Pension contributions will be made on all cash payments for overtime pay.

Section 8. The City will pay for all hours actually worked in excess of 204 hours in a 27-day work cycle for fire suppression personnel, at the rate of time and one-half (1½) the employee's regular, straight-time hourly rate of pay, in accordance with the Fair Labor Standards Act, except when the employee has worked excess hours to conduct or participate in Comsar Training, Hazardous Material Training, Dive Rescue Training, and Urban Search and Rescue Training, such employee shall receive compensatory time off as set forth in Sections 1 and 2 above.

Section 9. The City shall not reduce an employee's regular schedule for the purpose of avoiding or reducing the payment of overtime.

Section 10. Employees who accrue compensatory time under this Article may accrue a maximum of 144 hours of compensatory time, however the employee shall only be paid for a maximum accrual of 80 hours upon termination of employment. The employee shall be allowed to use the accrued compensatory time under the same policies that exist for the use of vacation days.

ARTICLE XI INCENTIVE PAY

Section 1. Fire Protection Certification. The City shall pay monthly each employee holding a certificate granted by the Texas Commission on Fire Protection Personnel Standards and Education

as follows:

a.	Master Certificate	\$124.00
b.	Advanced Certificate	\$ 94.00
c.	Intermediate Certificate	\$ 64.00

Beginning first pay period following September 1, 2024:

a.	Master Certificate	\$174.00
b.	Advanced Certificate	\$144.00
c.	Intermediate Certificate	\$114.00

Section 2. Paramedic Pay. The City shall pay monthly, \$300.00 paramedic certification pay to employees who are locally credentialed as paramedics and have successfully completed structural firefighting training and are certified by the Texas Commission as fire fighters. Beginning the first pay period following September 1, 2023, paramedic certification will increase to \$400 pay for those on a 56-hour assignment.

Section 2a. Employees who sign up and are selected to attend the Fire Academy's Paramedic Academy will receive a \$250 sign on incentive. An additional \$250 will be received upon paramedic certification and local credentialing.

Section 2b. Paramedic Assignment Pay. Effective the first pay period beginning after the effective date of this Agreement, The City shall pay locally credentialed Paramedics an amount equal to 5% more than the rate the Paramedic would receive pursuant to the Wage Scales set forth in Appendix A for time actually worked on an ambulance.

Section 2c. Basic Assignment Pay. The City shall pay locally credentialed Emergency Medical Technicians an amount equal to 5% more than the rate that the EMT would receive pursuant to the Wage Scales set forth in Appendix A for time actually worked on an ambulance.

Section 3. Education Pay. Effective with the first pay period beginning after the effective date of this Agreement. The City shall pay each employee holding an Associate's degree granted by an accredited college or university the sum of \$100.00 per month. The City shall pay each employee holding a Bachelor's degree granted by an accredited college or university the sum of \$150.00 per month. The City shall pay each employee holding a Master's degree granted by an accredited college or university the sum of \$200.00 per month. This section shall apply only to the highest degree held by the employee. Fire fighters who have not provided appropriate documentation to verify that they have the above degrees will not be entitled to the educational incentive pay until such documentation is provided.

Beginning the first pay period following September 1, 2025:

Associates degree	\$150 per month
Bachelor's degree	\$200 per month

Master's degree \$250 per month

Section 4. To ensure that records are accurate and incentive pay is timely issued, fire fighters are responsible for reporting and providing proper documentation to the Fire Chief or his designee to show that the fire fighter has completed training and education received. Fire fighters are not entitled to retroactive incentive pay. Incentive pay shall begin on the date that the fire fighter has reported and provided the proper documentation to the Fire Chief or his designee.

Section 5. Effective the first pay period beginning after the effective date of the Agreement, the City shall pay \$75.00 per month to the employees who are assigned to the following teams:

Hazardous Materials Team: a maximum of 15 employees per shift for a total of 45 employees.

De-Con Team: a maximum of 12 employees per shift for a total of 36 employees.

Special Rescue: a maximum of 6 employees per shift for a total of 18 employees.

COMSAR: a maximum of 10 employees per shift for a total of 30 employees.

Water Rescue: a maximum of 7 employees per shift for a total of 21 employees.

ARFF: a maximum of 10 employees per shift for a total of 30 employees.

Fire/Arson Investigators: a maximum of 16 peace officers assigned to the Arson Division.

Provided however no employee shall be entitled to receive more than one specialty pay under this section.

ARTICLE XII EXTRA BOARD

Section 1. For the duration of this Agreement, an Extra Board shall be maintained with a procedure to be established by the Chief.

Section 2. In order to maintain the number of employees per Company to at least three (3) or more, the City shall have the right to utilize the Extra Board.

Section 3. This Extra Board shall consist of a call list where an employee volunteers his service to be paid at one and one-half (1½) times the employee's regular straight-time rate.

Section 4. Any employee called to work from the Extra Board list that reports to work, shall be paid for any time worked at the Extra Board rate of pay. If an employee works six (6) hours or less or is advised that the employee's services are not needed at the time the employee reports to work, the employee shall be paid one (1) hour of Travel Time at the Extra Board rate of pay. The Travel Time provided for in this section shall be inapplicable when the additional working time is immediately before or following the employee's regular scheduled work.

Section 5. Any employee called to duty from the Extra Board call list shall have no increased

sick leave benefits, vacations, or any other benefit, except as provided in Article IX, Section 6 and except that pension payment will be paid on the payments to said employee.

Section 6. The Extra Board call list shall never be used in lieu of existing staffing.

Section 7. Any employee called to work Extra Board before the end of their shift, will be coded extra board immediately following their shift with no interruption in pay.

ARTICLE XIII UNIFORM ALLOWANCE

Section 1. The City shall furnish each member of the Bargaining Unit an initial set of uniforms as follows:

- a) For 40-hour employees: 5 shirts, 5 slacks, 1 pair of footwear, 1 belt, 1 tie, 1 coat, 3 pair of exercise shorts, and 3 exercise t-shirts;
- b) For 56-hour employees: 4 shirts that are made of flame resistant fabric or made from 100 percent cotton or cotton blend fabrics, 4 pants made of flame resistant fabric or made from 100 percent cotton or cotton blend fabrics (initial disbursement of uniforms will include 4 shirts and 4 pants upon hiring or promotion), 1 pair of footwear, 1 belt, 1 tie, 1 work jacket, 3 pair of exercise shorts, and 3 exercise t-shirts.

Each member shall be responsible for the appearance and upkeep of the uniform in accordance with Departmental Rules and Regulations regarding the same. Uniforms made of flame resistant fabric or made from 100 percent cotton or cotton blend fabric will be issued as replacements per the normal replacement schedule.

Section 2. The City shall replace each employee's required accessories and uniforms as they wear out due to normal wear and tear or where they are irreparably damaged in the line of duty, through no negligence of the employee. Each employee shall be responsible for replacing at the employee's cost any of the foregoing which the employee loses or irreparably damages through gross carelessness. The City shall determine whether any piece of clothing or equipment referred to in this Section is worn out and should be replaced.

Section 3. The City shall furnish to all peace officers of the Fire Prevention Division:

- A) A vest to each officer who requests one. If an officer requests and is provided with a vest, the officer shall wear the vest at all times while on duty, unless any specific duty would require otherwise, to be determined in the sole discretion of the Chief or his designee.
- B) Sufficient ammunition to load his weapon and sufficient ammunition for two reloads at all times.
- C) A copy of the Texas Penal Code, Texas Code of Criminal Procedure, Texas Motor Vehicle Laws, Texas Family Code, and The Controlled Substances Act.

ARTICLE XIV INSURANCE

Section 1. All employees shall participate in one of the two City sponsored health benefit programs. Employees may elect to be covered by the Basic Plan or the Consumer Driven Health Plan (CDHP) as follows:

a) The Basic Plan and the Consumer Driven Health Plan of the City of El Paso Health Insurance Benefit Program will not be amended for employees covered by the Agreement during the terms of this Agreement without the mutual consent of the parties. Participation in such plan is subject to the employee contributing to such plan at the rate of contribution as agreed to by the parties and the rates agreed to by the parties shall not be amended during the terms of this Agreement without the mutual consent of the parties. Participation in such plan is further subject to all program and coverage requirements, policies and conditions as set by the City for such plan, and the requirements, policies and conditions shall not be amended during the terms of this Agreement without the mutual consent of the parties. The benefits provided are those stated in the Master Contract Document (hereinafter referred to as “Master Contract Document”) which is attached and incorporated herein as Appendix “F.” This agreement, and the Master Contract Document for health benefits adopted herein, shall control the available health benefits during the term of this agreement, for employees covered by this Agreement.

For calendar year 2023, the employee contribution to the Basic Plan shall be:

\$ 211.92 per month for employee coverage;
\$ 496.35 per month for employee and spouse coverage;
\$ 311.69 per month for employee and child(ren) coverage;
\$ 785.70 per month for employee and family coverage.

For calendar year 2024, the employee contribution to the Basic Plan shall not exceed:

\$ 258.54 per month for employee coverage;
\$ 605.54 per month for employee and spouse coverage;
\$ 380.26 per month for employee and child(ren) coverage;
\$ 958.56 per month for employee and family coverage.

For calendar year 2025, the employee contribution to the Basic Plan shall not exceed:

\$ 315.42 per month for employee coverage;
\$ 738.76 per month for employee and spouse coverage;
\$ 463.92 per month for employee and child(ren) coverage;
\$ 1,169.44 per month for employee and family coverage.

For calendar year 2026, the employee contribution to the Basic Plan shall be:

\$ 384.82 per month for employee coverage;
\$ 901.29 per month for employee with spouse coverage;
\$ 565.98 per month for employee and child(ren) coverage;
\$ 1,426.72 per month for employee and family coverage.

For calendar year 2023, the employee contribution to the Consumer Driven Health Plan shall not exceed:

\$ 22.56 per month for employee coverage;
\$ 120.17 per month for employee and spouse coverage;
\$ 62.89 per month for employee and child(ren) coverage;
\$ 136.93 per month for employee and family coverage.

For calendar year 2024, the employee contribution to the Consumer Driven Health Plan shall not exceed:

\$ 27.52 per month for employee coverage;
\$ 146.61 per month for employee with spouse coverage;
\$ 76.73 per month for employee and child(ren) coverage;
\$ 167.05 per month for employee and family coverage.

For calendar year 2025, the employee contribution to the Consumer Driven Plan shall not exceed:

\$ 33.57 per month for employee coverage;
\$ 178.86 per month for employee with spouse coverage;
\$ 93.61 per month for employee with child(ren) coverage;
\$ 203.81 per month for employee with family coverage.

For calendar year 2026, the employee contribution to the Consumer Driven Plan shall not exceed:

\$ 40.96 per month for employee coverage;
\$ 218.21 per month for employee with spouse coverage;
\$ 114.20 per month for employee with child(ren) coverage;
\$ 248.64 per month for employee with family coverage.

- i. In addition, employees covered under this Agreement shall be considered eligible employees under the City's Section 125 Cafeteria Plan.
- ii. Employees covered under this Agreement will have the City's prescription drug program as established by the plan requirements as approved by the City Council.

The prescription costs at participating pharmacies to the employee who elects coverage through

either the Basic Plan or the Consumer Driven Plan for calendar years 2023-2026 will be:

For all plans, out of pocket maximum will include copays, deductible, and out of pocket expenses paid by member.

For the Basic Plan:

Preventative Rx covered at 100%

Mail Order or Retail as available (30 day supply)

Generic Member pays at 20% or max copay of \$10 or \$20. Preferred Brand Member pays at 20% or max copay of \$30 or \$40. Non-Preferred Member pays at 20% or max copay of \$45 or \$55. Mail Order or Retail as available (90 day supply)

Generic Member pays double the 30 day copay.
Preferred Brand Member pays double the 30 day copay.
Non-Preferred Brand Member pays double the 30 day copay.

For CDHP Plan:

Preventative Rx covered at 100%

Prescriptions subject to the deductible then covered at 100% Mail Order or Retail as available (30 day supply)

Generic Deductible waived at Prev drugs, Copays apply for Expanded Prev drug list.
Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.
Non-Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.

Mail Order or Retail as available (90 day supply)

Generic Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.
Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.
Non-Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.

- iii. A Dental benefit program equivalent to that presently in effect shall also be provided; provided however, the City Dental Benefit Program for employees covered by this Agreement shall have a maximum amount allowed per member/dependent per year of \$1,000.00 and the employee contribution per pay period for such coverage shall be as follows:

1/1/2023 1/1/2024 1/1/2025 1/1/2026

Employee Only	\$1.10	\$1.10	\$1.10	\$1.10
Employee & dependents	\$3.31	\$3.31	\$3.31	\$3.31

- iv. In addition, all employees will be entitled to elect the Dental and Optical Benefit Program as is made available to non-uniformed employees. No pension contributions shall be made on any cash payments under this Section of Section 1 above.

Section 2. For the duration of this Agreement and for so long as the City will continue to make available such coverage at no additional cost to the City, pensioners and/or their families may participate in the City's benefit program by paying the entire premium in full. Pensioners and/or their families are subject to the City's benefit program requirements as well as the City's administrative policies and requirements.

Section 3. For the duration of this Agreement, the City shall maintain the term life and accidental death and dismemberment insurance policies to provide coverage in the same amount that is provided to civilian employees, but in no event in an amount of not less than \$15,000.00 for employees, and \$2,000.00 for the employee's spouse and \$1,000.00 for the employee's dependent children 14-days of age, but less than 19 years, unless the dependent is a full time student under 25 years of age.

Section 4. A temporary employee after sixty (60) days service shall be entitled to and receive all insurance benefits as set out in this Article.

Section 5. The City shall employ a person with insurance expertise who will, among his other duties, assist employees who, having filed their claims, have complaints or conflicts. He will also be responsible for counseling employees preparing for retirement, or survivors of deceased pensioners or employee of their entitlement for Health, Life or Dental benefits.

Section 6. The Association shall have the right to place one member on an Advisory Insurance Committee as established by the City Council. Should the City fail to establish or maintain such a committee, the City agrees to meet with the Association during the term of this Agreement regarding Health Benefits.

ARTICLE XV MILEAGE REIMBURSEMENT

Section 1. An employee required to use his private automobile for Fire Department business or as a necessity in changing stations shall be compensated at the current rate established by the Internal Revenue Service.

Section 2. The Chief will establish the mileage between the stations.

Section 3. The City will accumulate sums earned by each employee pursuant to this Article for a period not to exceed six (6) months and pay such accumulated sums in a lump sum in June and December of each year.

ARTICLE XVI HOLIDAYS AND VACATIONS

Section 1. Employees covered by this Agreement shall receive the following holidays: New Year's Day, Martin Luther King Birthday, Cesar Chavez Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day, Employee's Birthday, and any day designated as a holiday by City Council, Ordinance No. 8064, or City Charter.

Section 1a. An employee shall have the option of taking his birthday holiday as provided in Section 4.5 of Ordinance No. 8064 or as part of his vacation. Employees may accumulate an unlimited number of birthdays over the course of their career and they will be paid separately for the total accumulation of these days apart from the vacation and holiday.

Section 1b. For 56-hour employees, the employee's birthday shall be treated as a full 24- hour holiday; all other holidays shall be treated as one day.

Section 1c. Whenever an employee changes from 112 hours biweekly to 80 hours biweekly, the employee's birthday holiday balance after conversion shall be reduced in half or when the employee changes from 80 hours biweekly to 112 hours biweekly, it shall be doubled.

Section 1d. A forty (40) hour employee will have the option of taking his vacation in increments of one-half ($\frac{1}{2}$) day or whole day as provided by Ordinance 8064. A one-half day increment for forty-hour employees who are assigned to work ten hours per day shall be defined as a five-hour increment (half shift).

Section 1e. A 56-hour employee shall be allowed to take his vacation time in $\frac{1}{2}$ -day (6 hour) increments as long as the time is within the prescribed maximum vacation spots set out by the Department.

Section 2. An employee shall accrue vacations in accordance with the following schedule:

YEARS OF SERVICE	VACATION DAYS MONTHLY ACCRUAL	VACATION DAYS ANNUAL ACCRUAL
0-10	1 $\frac{1}{4}$	15
10-15	1 $\frac{1}{2}$	18
15-20	1 $\frac{3}{4}$	21
Over 20	2	24

For the purpose of this Agreement, a "day" shall be deemed to be 12 hours for 56-hour employees and an 8-hour period for employees working 40 hours per week.

Section 2a. Forty-four (44) vacation slots per shift shall be maintained for the purpose of allowing a minimum of thirty-two (32) vacation slots, four (4) birthday and eight (8) two-day vacation slots per shift. Unassigned vacation and birthday slots shall be made available for two- day vacations.

Section 2b. Two (2) shift supervisors at Communications shall be allowed on vacation during the same period. Distribution of all additional vacation slots within the various ranks will be made by the Chief as provided in the Departmental Rules and Regulations.

Section 3. An employee is expected to use some vacation during each anniversary year. For purposes of clarification, 56-hour employees shall have one additional day which may be accumulated. This additional day shall be the day described in Section 1b of this Article.

Section 4. Employees shall be permitted to accumulate up to seventy-five (75) days of vacation and holiday time combined. Any excess over such accumulation shall be lost if such excess exists during the pay period in which the anniversary date falls, but not prior to the anniversary date. No employee who has applied for, but was unable to obtain, a vacation due to staffing shortages as determined by the Fire Chief or his designee shall lose any excess vacation and holiday days; instead the employee shall be required to take the next available vacation period.

Section 5. An employee who has accrued vacation and holiday time to his credit at the time of death, dismissal, resignation, or retirement shall be paid his salary equivalent, the same as if the employee had worked, including longevity and incentive pay, to the accrued vacation and holiday time. The following formula shall be utilized for eight (8) hour personnel in computing vacation and holiday time accrual upon death, dismissal, resignation, or retirement:

$8.57 \text{ times vacation days accrued times hourly wage} = (8.57) \times D \times \$H.$

$8.57 \text{ times holiday days accrued times hourly wage} = (8.57) \times D \times \$H.$

Section 5a. An employee who is assigned to a forty-hour position at the time of death, dismissal, resignation, or retirement shall be paid 16 hours for each 8 hours of birthday holiday accrued upon death, dismissal, resignation, or retirement.

Section 6. Vacation and holiday assignments shall be assigned as set out in the Departmental Rules and Regulations. It shall not be prohibited for the officer and driver of the same company to be off on vacation, birthday, or holiday simultaneously on the same shift.

Section 7. For 56-hour employees, vacation and holiday period shall be for 24-hour increments (one shift) or increments thereof with the following exceptions: Occasionally, some employees may be faced with circumstances that would require them to report to duty at midnight or be relieved at midnight (examples would be Funeral Leave and Military Leave). In any circumstance where an employee may be required to either report at midnight or be relieved at midnight, the employee shall have the option of taking a one-day vacation. For 40-hour per week employees, vacation and holiday period shall be for one-day or half-day increments or increments thereof. Vacation and holiday periods for 56-hour employees shall be for any two-day period or multiple thereof.

Section 8. All days off for vacation or holidays shall be assigned on regularly assigned work days.

Section 9. Regular vacation periods shall, if applicable, consist of forty-one consecutive three-shift periods. Employees shall be allowed to take up to a maximum of four (4) consecutive periods, if available, in any combination.

Section 10. An employee who has been assigned a regular vacation in the preference time periods as set forth by mutual agreement of the Fire Chief and the Association of at least three (3) shifts, shall have no preference two-day vacations during those periods of time. These preference time periods shall be set forth each year prior to assignment of vacation. An employee who has not been assigned a regular vacation in the above referred to periods or has been assigned less than three (3) shifts in those periods shall be allowed only three (3) preference shifts in those time periods.

Two-day vacations shall be assigned in the following manner:

One Deputy Chief One Battalion
Chief One Captain
One Lieutenant/Medical Lieutenant One FST/Fire
Paramedic
Two Fire Fighters

It is the intent of this Section to allow a member who has been assigned less than three (3) shifts in the above-referred- to time periods to retain his seniority until such time as the employee has received a total of three (3) shifts vacation in the preference time periods and shall in no way be affected by birthday holidays.

ARTICLE XVII SICK LEAVE

Section 1. Sick Leave Usage.

This Article is intended as a comprehensive approach, in accordance with federal and state law, to minimizing the use of sick leave to only those bona fide circumstances as provided for in Section 4a of this Article. In order to be effective, two major thrusts have been incorporated into the Article: an incentive approach, and a disincentive approach.

Section 1a. From the effective date of this agreement until the cutoff date provided in Sec. 2(a), an employee shall accumulate sick leave at the rate of one and one-quarter (1 ¼) days per month from the first day of employment.

Section 1b. It is agreed by the parties that employees qualifying for FMLA leave must utilize all available FMLA leave before being eligible to receive an additional leave of absence provided in this Article. When an employee is eligible for FMLA qualifying leave, the FMLA leave begins on the first day of absence. It is agreed and understood FMLA leave shall apply to occupational injuries and occupational diseases.

Section 1c. It is agreed and understood that any of the leaves of absence defined in this Article

may not be granted or extended after 12 consecutive months or for a combined period in excess of 24 months within an employee's tenure with the City. This provision does not include leave taken in accordance with FMLA and shall not apply to leave of absence granted for military service.

Section 2. Sick Leave Allotment.

Section 2a. After the cutoff date each year, which shall be the last day in the payroll period which includes November 1st, 56-hour employees shall be allotted one hundred and eighty (180) hours of sick leave for use in the next twelve (12) months as set forth herein. Forty-hour employees shall be allotted one hundred and twenty (120) hours of sick leave.

Section 2b. Probationary employees shall be allotted sick leave on a pro-rated basis for the remainder of the year (as defined in section 2a) starting after graduation from the Training Academy.

Section 2c. Employees who change from working 56 hours to 40 hours and vice-versa, will have their sick leave allotment adjusted on a pro-rata basis. In the event that an employee whose allotment is reduced on a pro-rata basis under this section does not have sufficient leave remaining in his allotment for the reduction, sick leave will first be deducted from the Extended Sick Leave Time Bank, and in the event that the employee does not have adequate sick leave remaining in his Extended Sick Leave Time Bank, then it will be deducted from his Vacation Leave.

Section 2d. Employees may use their annual sick leave allotment at one hundred (100%) percent of their current salary in accordance with Section 4a of this Article.

Section 3. Extended Sick Leave Time Bank.

Section 3a. An employee who has used all of his annual sick leave allotment may be permitted to use the time as may be accrued in his Sick Leave Time Bank only when necessary due to an illness, injury, or other circumstances consistent with Section 4a of this Article. Such a request must be approved by the Fire Chief or designee, and such approval shall not be unreasonably denied. Upon approval, an employee may use his accumulated Extended Sick Leave Time Bank to supplement an individual, short-term absence (i.e., exceeding one (1) hour but less than six (6) shifts) beyond the annual sick leave allotment, until such time as his accumulated Extended Sick Leave Time Bank is depleted. Extended sick leave shall be defined as a single sick leave occurrence extending beyond the annual sick leave allotment or occurring after the employee has utilized his annual sick leave allotment.

Section 3b. The Extended Sick Leave Time Bank shall consists of sick leave time that is automatically transferred into each employee's Extended Sick Leave Time Bank at the date of the first cut off period of this Article and the sick leave that each employee may designate from the annual unused portion of his annual sick leave allotment. No employee shall receive any sick leave payout under this Article unless the employee has a minimum balance of 180 hours for 56 hour employees and 120 hours for 40 hour employees of sick leave in his Extended Sick Leave Time Bank. All payouts and transfers shall be made in accordance with the provision in Section 4b of this Article.

Section 3c. An employee who requires extended sick leave and has utilized all of his sick

leave allotment and all of the leave in his Extended Sick Leave Time Bank may use vacation time in accordance with established Department policies. The decision to allow the use of vacation time under this section shall additionally be in the sole discretion of the Fire Chief or his designee.

Section 3d. An employee who is on extended sick leave at the time of the annual award of a new sick leave allotment shall be required to use his new sick leave allotted time at one hundred (100%) percent of his current salary before he can submit a request to use any additional sick leave as may be in his Extended Leave Time Bank.

Section 3e. Persons employed prior to the effective date of the 1976 Agreement and Fire Medical Personnel who had, pursuant to the terms of Section 4.4 of Ordinance No. 8064, "special sick leave" available to them shall retain such time as "special sick leave" pursuant to the Ordinance as was in effect at the applicable time, but no such time shall ever be subject to the payment provisions of Section 6 of this Article. Any employee who has such special sick leave may request to use it for the same purposes for which sick leave use may be requested from the Extended Sick Leave Time Bank, and such time may only be used when the employee's sick leave allotment and Extended Sick Leave Time Bank have both been exhausted.

Section 4. Approved Sick Leave Use

Section 4a. Sick leave shall be used on an hour for hour basis by employees for the following reasons provided, that the condition is not job related:

- (1) Incapacitation due to illness or injury.
- (2) Attendance would jeopardize the health of co-workers due to exposure to a contagious illness/disease.
- (3) Prescribed medical treatment that falls on duty days.
- (4) Care of next of kin as defined in the FMLA, residing with the employee for whom the employee is rendering medically related assistance, and there is no other person available to care for said individual.
- (5) Hospitalization of a family member.
- (6) Routine medical, dental, or optical examination or treatment obtained by a 40- hour employee.
- (7) Emergency medical, dental or optical examinations or treatment obtained by any employee.
- (8) Pregnancy and maternity/paternity leave.
- (9) Emergency leave and funeral leave.
- (10) Any absence not described above that prior authorization is received.

Section 4b. Incentives

- (1) The last day in the pay period that includes November 1st will be the cut-

off date for use of the sick leave allotment, and the balance, if any, of sick leave allotment will be frozen as of that date.

- (2) Beginning with the cut-off date in November 2012 and each subsequent cutoff date, fifty-six hour employees who have a minimum of 180 hours in their Extended Sick Leave Time Banks and 40-hour employees who have a minimum of 120 hours in their Extended Sick Leave Time Banks shall receive a payout for the unused portion of their annual sick leave allotment, which shall, as each employee shall designate, be paid for on an hour for hour basis at the employee's basic hourly rate of pay, including permanent. Employees who have the requisite minimum balance may, prior to November 1st and in lieu of receiving the payout, designate some or all of their annual sick leave allotment to be placed in their Extended Sick Leave Time Banks, and to receive the payout only for the remaining balance of sick leave allotment. Such designation shall be in writing.
- (3) The remaining balance, if any, of the annual sick leave allotment of employees who do not have the requisite minimum balance in their Extended Sick Leave Time Banks shall be transferred to the employee's Extended Sick Leave Time Bank.
- (4) Employees will be credited with their next annual sick leave allotment beginning on the next pay period after the cut-off date. Any sick leave taken before the cutoff date which was not processed prior to that date will be deducted from the next year's allotment. All eligible employees shall receive their sick leave payout on the first payday in December of that calendar year. Such payout shall be paid for an hour for hour basis at the employee's basic hourly rate of pay including permanent assignments.
- (5) An employee who resigns, retires, dies or otherwise leaves employment at any date other than the cut-off date and has a remaining balance in his annual allotment of sick leave shall receive any payout provided for under this Agreement only for such sick leave as determined to have been earned by recalculating the amount of sick leave earned on a pro-rata basis of 1 1/4 days of sick leave per month worked.

Section 4c. Disincentives

- (1) For the purposes of this Article, occurrences will be calculated on a 12 month period beginning December 1st through November 30th. Employees who have five (5) or more sick leave occurrences during the time beginning on December 1st through November 30th of the following year may be subject to disincentive actions as indicated below. Any employee receiving a disincentive pursuant to the schedule in consecutive years shall be subject to having prior years disincentive carried over for the purposes of progression. For example: an employee receiving a 7th occurrence in one

12 month period shall commence at the 8th occurrence level in the next 12 month period once the employee arrives at the first disincentive level in the next year.

NUMBER OF OCCURRENCES DISINCENTIVES

5 th Occurrence	Formal Counseling.
6 th Occurrence	Loss of time trade privileges (180 calendar days); Unscheduled Evaluation and Mandatory EAP Referral.
7 th Occurrence	6 th occurrence disincentives; and loss of voluntary overtime privileges (180 calendar days.)
8 th Occurrence	7 th occurrence disincentives; and 1 day suspension.
9 th Occurrence	8 th occurrence disincentives; temporary loss of promotional ability; and 2 day suspension. (Temporary shall be defined as 180 calendar days from the time disincentive occurs.)
10 th Occurrence	9 th occurrence disincentives; and 4 day suspension. (Temporary shall be defined as 180 calendar days from the time disincentive occurs.)
11 th Occurrence	10 th occurrence disincentives; 6 day suspension; and Fitness for Duty Evaluation at the employee's expense. (Temporary shall be defined as 180 calendar days from the time disincentive occurs.)
12 th Occurrence	Termination.

- (2) Any absence under this Article, other than use of sick leave time during a leave protected by federal or state law or for funeral leave, shall be considered an occurrence when the employee has actually worked less than one-half (½) of the hours of the employee’s normal shift, or used sick leave on various occasions which, when combined, totals one-half (½) of the employee’s normal shift, with or without an

excuse. By way of examples, a twenty-four (24) hour employee, who on four (4) occasions, uses three (3) hours of sick leave each time, will be charged with one (1) occurrence, and an employee who uses sick leave time in conjunction with a lengthy illness that causes the employee to miss entire consecutive shifts will be charged with one (1) occurrence.

- (3) Except as stated in this Article, all disincentives for a specific occurrence shall remain in effect until the occurrence for which the disincentives were imposed drops off. Upon request of an employee, the Fire Chief may review and waive occurrences on a case-by-case basis.

Section 4d. Sick Leave Procedure

- (1) It shall be the employee's responsibility to notify the Department in accordance with established policy prior to the start of the shift with :
 - (a) the reason for his absence;
 - (b) the station, which he is assigned to;
 - (c) and the name of his Supervisor.
- (2) Sick leave may be used on an hour for hour basis, in quarter hour increments, for all employees.
- (3) Employees may return to work at any time after calling in sick. However, they may only return to work one time during a shift and shall notify the Deputy Chief prior to returning to work to receive their station assignment.
- (4) If, in the opinion of the immediate Supervisor, an employee is believed to be unfit for duty, the Supervisor shall report the situation through his chain of command. The Battalion Chief and Deputy Chief, in conjunction with the Human Resources Department, shall determine the proper course of action, which may include sending the employee home. If an employee is deemed unfit for duty and involuntarily sent home by his supervisor, the absence will not count as an occurrence.
- (5) Upon returning to work, all employees shall submit to their immediate supervisor an employee leave request form which shall include an affirmation that the employee's use of sick leave was consistent with this Article.
- (6) Any employee requesting sick leave in a manner or for reasons which are not consistent with this Article shall be denied leave time and such an improper request will constitute just cause for disciplinary action and the employee may be subject to disciplinary action up to and including termination. The granting of a leave request by a person other than the Fire Chief shall not bar the Fire Chief from making a later determination that the request was improper or not consistent with this Article.

Section 5. The employee, his heirs, or legal representative shall be compensated in cash for any unused accumulation of sick leave up to the maximum of 75 days at the employee's basic hourly rate of pay, at the time of his death, resignation, termination, or retirement. In the case of any unused accumulation of sick leave in excess of 75 days, an employee, his heirs, or legal representative shall

be compensated in cash for such days of unused sick leave in excess of 75 days, up to a maximum of 140 days, in an amount equal to one (1) day's pay for every four (4) days of unused, accumulated sick leave at the employee's basic hourly rate of pay, at the time of his death, resignation, termination, or retirement. The following formula shall be utilized in computing unused sick leave accrual for 8- hour personnel upon death, resignation, termination, or retirement:
(8.57) times accrued sick leave times hourly wage.

Section 6. Any employee who is entitled to receive accumulated sick leave cash compensation under this Article shall have the option to be paid the same in a lump sum payment.

ARTICLE XVIII ACCIDENT WITH PAY LEAVE

This Article applies to occupational injuries and occupational diseases occurring on and after August 27, 1996. Occupational injuries and occupational diseases occurring before such date, will be governed by the applicable Ordinance and collective bargaining agreement in effect at the time of the date of injury or disease.

Section A. Accident With Pay Leave (AWP) is separate and distinct from and in addition to the weekly workers' compensation payment. While on AWP leave, absence from the job as a result of an occupational injury or illness is not deducted from the employee's accrued sick or annual leave balances.

Section B. Eligible Employees. An employee, including one on probation, who sustains an injury or suffers an occupational disease or illness arising out of and in the course of employment as defined by the Texas Workers' Compensation Act is eligible to request Accident With Pay (AWP) leave, beginning on the first day of occupational disability. Temporary employees, part- time employees, contract employees, independent contractors, and volunteers are not eligible for AWP leave.

Section C. Procedure.

1. To be granted AWP leave the employee must submit through the Chief a properly completed AWP Leave Request Form as prescribed by the Human Resources Director and accompanied by a medical report from the treating physician indicating that any lost time is due to the employee's on-the-job injury or occupational disease. Medical documentation must correspond in time with the number of days or hours of AWP leave requested.
2. The Human Resources Director, upon recommendation of the Chief or upon independent finding, may grant AWP leave for the initial period of time not to exceed thirty calendar days. Extensions of AWP leave beyond this initial grant are granted as provided in Section H.
3. An employee denied AWP leave may, within ten (10) calendar days of receipt of notification from the Human Resources Director, notify the Human Resources Director that the employee wishes to appeal the decision to a Hearing Officer of the Civil

Service Commission. Upon receipt of such notification, the Human Resources Director will assign the appeal to a Hearing Officer. The Hearing Officer shall hear and decide such appeal within twenty (20) calendar days of assignment or as soon as practical after assignment. The final decision regarding the granting or denial of AWP rests with the Hearing Officer whose decision shall be final and binding on both parties, and shall not be appealable to either City Council or the Civil Service Commission.

Section D. Grounds for denial and termination. Upon recommendation of the Chief or upon independent finding, the Human Resources Director will deny or terminate AWP leave to any injured employee who:

1. Fails to report the occupational injury or disease within 48 hours of its occurrence to any supervisor. For purposes of this ordinance, the employee has 48 hours from the date of occurrence on which the employee knew or should have known that the disease may be job-related.
2. Is injured as a result of:
 - a. the employee breaking of rules, regulations, or laws, including any safety rules adopted by the City for the prevention of accidents and injuries;
 - b. the gross negligence of the employee; or
 - c. any other unreasonable or culpable conduct of the employee as determined by the Human Resources Director;
3. Fails to use department-mandated safety equipment or follow department-mandated safety procedures when the injury was sustained;
4. Refuses to submit to any independent medical examination or treatment required by the City in accordance with Texas Workers' Compensation laws;
5. Refuses to return to regular or restricted duty after being released for regular or restricted duty by a treating physician or other physician performing an independent medical examination for the City;
6. Fails to act in a manner that is conducive to or consistent with being off work convalescing from a job-related injury;
7. Submits a workers' compensation claim which is controverted;
8. Submits an AWP leave request previously denied based upon the merits of this article for the same injury; or,
9. Fails to follow the procedural process as contained in this article.

Denial of AWP status will not affect an employee's eligibility, if any, to receive workers' compensation benefits.

Section E. Suspension or Termination of AWP Leave.

1. Eligibility for AWP leave will terminate upon any of the following occurrences:

- a. One year from the date of injury or occupational disease, except for an extension requested and granted under Section F of this Article;
 - b. When the workers' compensation claim is controverted or disputed under the Texas Workers' Compensation law; or,
 - c. Upon a finding by the Human Resources Director of any of the occurrences defined under Section D of this Article.
2. Eligibility for AWP leave will be suspended upon any of the following occurrences:
- a. The employee's treating physician releases the employee to return to work; A physician performing an independent medical examination for the City releases the employee to return to work;
 - b. The employee's failure to provide timely physician certificates;
 - c. The employee does not submit a properly completed AWP leave request to the Chief within two (2) working days prior to payroll closing, unless the employee can show good cause for the delay; or,
 - d. The employee fails to follow the procedural process as contained in this section.

If AWP leave is suspended under subsections 2 c, d, or e, of this Section and is reinstated upon compliance by the employee, such reinstatement of benefits will not be retroactive unless the employee can show good cause for the delay in compliance.

Section F. Eligibility For AWP Leave Beyond the One Year Anniversary Date of Injury.

In those cases where an employee submits a written request to the Chief for AWP leave beyond the one year anniversary date of injury and that employee has either not used AWP leave or has not utilized the maximum amount of AWP leave during the one year period allowed or had used it intermittently and not for the allowed maximum amount, the employee may be granted AWP leave, provided that the following conditions are met:

1. The employee is and had been receiving continuous treatment by a licensed physician for the same on-the-job injury or occupational disease for which AWP leave was originally granted ("Continuous treatment" is defined as regular examinations or treatments by a licensed treating physician or a licensed physician to whom the treating physician has referred the employee); and
2. A licensed treating physician or a licensed physician to whom the treating physician has referred the employee recommends surgery, because all other treatments have not been successful; and
3. The employee obtains the written recommendation of the Chief; and
4. The employee has not exhausted or utilized the maximum amount of AWP leave allowed under this Article for the occupational injury or disease for which he is requesting the extension; and
5. The employee has complied with the requirements of Section C of this Article. If the above requirements are met, AWP leave may be granted after the one year anniversary of date of injury addressed in Section D for the time period necessary for surgery and

recovery there from, as designated by a licensed physician, until the maximum amount of AWP leave allowed under this Article is used.

Section G. AWP Supplement to Worker's Compensation Weekly Benefit. In addition to the weekly workers' compensation benefits payable under law, the eligible employee granted AWP leave may receive a supplement to such workers' compensation benefit equivalent to the difference between any workers' compensation weekly benefit and the employee's pre-injury take-home pay. In no event shall the total of the AWP supplement and the workers compensation weekly benefit exceed the employee's pre-injury take home pay and benefits. If the weekly workers' compensation benefit equals or exceeds the take-home pay, there shall be no AWP supplement, but the absence from work will not be deducted from the employee's accrued leave balances. For purposes of this ordinance:

1. Take home pay means base pay, longevity pay, special merit pay, incentive and certification pay, less mandatory deductions required by law. The work schedule the fire fighter was on at the time the eligible injury occurred will be the basis for determining the take-home pay and the original AWP supplement.
2. Mandatory deductions means income tax withholdings, FICA and Medicare, if applicable.
3. Payroll deductions (FICA, Medicare and FWT) will NOT be taken out of the weekly workers' compensation benefits, but WILL be taken out of the supplement portion.
4. Section 125 benefit payments will be taken out of the supplement portion, if available. If funds are not available to cover some or all of these payments, the City will send a notice to an employee that there are insufficient funds to cover these payments.

In all situations, but in particular in the situation in which the City has sent the employee a notice pursuant to Section G 4, it is the responsibility of the employee to make inquiry directly with the Firemen and Policemen Pension Fund to determine whether any portion of the employee's pension contribution remains unpaid due to the unavailability of adequate funds and whether the employee needs to pay any unpaid pension contribution if he wants service credit.

Section H. Maximum Duration of AWP leave. An employee who while in the course and scope of his employment, receives an injury or illness while in the line of duty, may additionally be granted AWP extensions in thirty calendar-day increments, if he provides current medical evidence which indicates such employee has a recoverable injury or illness. Current medical evidence will be provided to the Chief and will reflect any change in the employee's status. A "recoverable injury or illness" means that, when the employee is released to return to work, he will be able to perform the essential functions of his position which were required at the time of the injury or illness. Any employee receiving disability retirement benefits shall not be eligible for any such extensions.

Section I. Temporary and Intermittent Absence from Employment. AWP leave may also be granted for an employee's temporary and intermittent absence from his employment due to seeking and receiving treatment for his injury (doctor's and therapy appointments) provided that the employee submits the required medical documentation. AWP leave is not available for an employee's temporary and intermittent absence from his employment without medical documentation. An extension of AWP leave beyond the one year anniversary of the date of injury or illness is not allowed for an employee's temporary and intermittent absence from employment due to seeking and receiving treatment.

Section J. Initial Seven Days of Disability If AWP leave is approved, AWP leave will be available for the first calendar seven (7) days of disability not initially paid by workers' compensation benefits. The fire fighter will not be required to use his annual or sick leave for the first seven days of disability.

Section K. Supplementation of Weekly Workers' Compensation When AWP Leave is Not Available. In the event AWP leave is not available, but the employee is receiving weekly workers' compensation benefits, pursuant to §504.052 of the Texas Labor Code, the employee may supplement his weekly workers' compensation benefits with accrued sick leave, annual leave and special sick leave. In no event, will the amount of this optional supplement to the weekly workers' compensation benefit and the weekly workers' compensation benefit cause the employee to receive in excess of his pre-injury take-home pay. Only the utilized pro-rata amount of this optional supplement will be deducted from the employee's accrued leave balances. Payroll deductions for FICA, Medicare, and FWT will be deducted from this optional supplement portion. The employee must request this optional supplement through the Chief.

Section L. Leave Balances. While on AWP leave, the fire fighter continues to accrue sick and annual leave.

Section M. Pension Fund Contributions. Any pension fund contributions shall be made by the employee and employer in accordance with the employee's applicable pension plan, if any. In the event the employee's weekly workers' compensation benefit is greater than his pre-injury take-home pay and thus not receiving an AWP supplement to his weekly workers' compensation benefit or the AWP supplement is insufficient to cover the employee's pension contribution, the employee will need to pay his pension contribution if he wants service credit.

Section N. Overpayment of Workers' Compensation Benefits or Supplement Payments. In the event the employee receives overpayment of workers' compensation benefits or AWP supplement payments, the employee shall cooperate with the Human Resources Department to correct and repay any payment errors in a manner prescribed by the Human Resources Director. Such repayment includes assignment and repayment from the employee's future wages or by reduction of any accrued leave balances. The employee will be notified of the overpayment. The employee will be notified 30 calendar days before any repayment from the AWP supplement and/or employee's future wages or reduction of any accrued leave balances occurs.

Any overpayment will be repaid by an employee at an amount no less than \$100.00 per paycheck until the overpayment is repaid. Employees may elect to pay the entire amount of the overpayment in one payment or in payments larger than \$100.00 per paycheck at their option. The repayment will begin when the employee returns to work from injury. Interest will not be calculated on this repayment. In the event the employee retires, is terminated or voluntarily terminates his employment with the City prior to the overpayment being paid in full, the balance of the overpayment becomes immediately due in full to the City. Employees may elect to pay the balance of the overpayment out of any vacation or sick leave balances that are due as provided in this Agreement.

ARTICLE XIX SHARED SICK LEAVE

Section 1. All Association members will contribute hours of sick leave time to a pool. Time will be deducted by the City from all dues paying members when directed by the President and are not to exceed once every quarter. The number of hours to be deducted by the City shall be designated to the City in writing by the President. Said amount shall be uniform and not less than (2) hours per dues paying member. The sick leave hours deducted from all dues paying members shall be credited to the sick leave bank first, before any other use of hours is permitted.

Section 2. A sick leave committee will be established composed of the president of the bargaining unit, as chairman, and the members of the executive board for a total of 6 members. The committee will review all requests for benefits. The decision of the committee shall be final.

Section 3. At least 4 members of the board must be present at each review and chairman will appoint a designee in his absence.

Section 4. Any Association member with 3 months service as a firefighter will be eligible for the sick leave bank

Section 5. Maximum time of benefit from the Shared Sick Leave Bank will be 2304 hours/ 11 months.

Section 6. Upon the exhaustion of all leave balances, the member will be eligible for the sick leave bank. Employees who are receiving workers compensation benefits but who are not receiving AWP may utilize the sick leave bank as a supplement, provided however, employees may not receive compensation contrary to state law.

Section 7. The committee will meet once a month when benefits are in use to review each case for extension or termination. However, the committee may convene at any time to consider beginning, extending, or terminating of benefits.

Section 8. Members must notify the committee in writing as soon as he is able to return to work. The committee chairman will then notify the Human Resources department that the benefit is to be terminated. In the event of an extended illness benefit, sick bank papers may be turned in monthly or quarterly.

Section 9. Members receiving benefits must have a doctor's letter stating his condition at each review. If the committee, after review, has reasonable doubt as to the validity of an injury or illness, the matter will be brought to a special meeting of the executive board for final disposition.

Section 10. A prorated amount of the individual's yearly allotment (15 hours per month sick leave) that an employee earns while drawing sick bank benefits will be returned to the shared sick bank.

Section 11. A member, or his legal representative, can choose to donate up to and no more than 300 hours at the time of death, termination or retirement. of excess unused, accumulated sick leave. at the rate of one (1) to one (1). Or the member or his legal representative may choose to sell

excess, unused, accumulated sick leave in an amount equal to one (1) day's pay for every four (4) days in accordance with Article XVII, Section 5. At no time will the excess leave donated or sold be more than the total amount allowed under Article XVII, Section 5.

ARTICLE XX FUNERAL LEAVE

Section 1. Funeral leave shall be as set out in the Civil Service Rules at the time of the execution of this Agreement, unless otherwise amended herein. In addition to the immediate family as defined in the Civil Service Rules, the immediate family for the purpose of leave for death in the family shall include grandparents, grandparents-in-law, grandchildren, brother-in-law, sister-in-law, and any relative living in the household of the employee.

Section 2. Subject to compliance with departmental administrative procedures, an employee shall also be granted time off actually necessary to attend funerals of other relatives, but leave with pay in such cases shall under no circumstances exceed more than one day (12 hours, in the case of 56-hour employees).

Section 3. No more than five employees may be off work on funeral leave under Section 2 at any one time. Subject to the needs of the Department, an employee shall be granted time off to attend a funeral under Section 2 on a first-come, first-served basis.

Section 4. Time taken off with pay pursuant to this Article shall be treated as, and charged to, sick leave, vacation, holiday, or birthday as determined by the employee.

Section 5. In the event of death in the immediate family of the employee, leave with pay shall be provided as follows:

Section 5a. For 56-hour employees, funeral leave shall commence on the day of death, through one day after the date of the burial. Travel time shall commence after the above-mentioned day. The employee has the option to take a one-day vacation under Section 5c of this Article.

Section 5b. For 40-hour employees, funeral leave shall commence on the day of death, through one day after the date of burial. Travel time shall commence after this period.

Section 5c. In any circumstance where an employee is required to report at midnight or be relieved at midnight due to funeral leave, the employee will have the option to take a one-day (leave hours taken from vacation, holiday, or sick leave) or increments thereof.

ARTICLE XXI EMERGENCY LEAVE

Section 1. In the event of a sickness or injury of a member of an employee's immediate family or household that requires the employee's personal care or attention or other personal emergency that requires the employee's personal care or attention, the employee shall be granted emergency leave

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with pay not to exceed one (1) working shift in the case of 56-hour employees and two (2) working days in the case of 40-hour per week employees. Emergency leave is to commence immediately upon approval by the immediate supervisor, and notification or appeal, if denied, through the chain of command up through Deputy Chief.

Section 2. Time taken off with pay pursuant to this Article shall be treated as and charged to sick leave. The City shall not be obligated to pay an employee who has no accrued sick leave.

ARTICLE XXII SHIFTS AND HOURS OF WORK

Section 1. Line personnel shall work 24-hour shifts, according to the Shift Schedule attached hereto as Appendix B. The parties hereto agree that, if an employee works the Schedule contained herein in Appendix B, for purposes of this Agreement, the employee shall be deemed to have worked 56 hours per week, even though the employee will necessarily work more than 56 hours in some weeks and fewer than 56 in other weeks.

Section 2. Personnel assigned to the Communications Division shall work an average of 40 hours per week, according to a Schedule designated by the Chief or designee.

Section 2a. The officers assigned to work at the Communications Center will change shift fifteen (15) minutes prior to the shift change of the Public Safety Dispatchers in order to allow for proper transfer of information. This section is not intended to increase nor reduce the scheduled forty (40) hours per week. These provisions will apply as long as uniformed employees are assigned to the Communications Division. After uniformed employees cease to be assigned the Communications, Sections 2 and 2(a) of this Article will be automatically deleted from the Articles of Agreement.

Section 3. Personnel assigned to work a 40-hour week will have schedules posted five (5) days prior, except in case of emergency.

Section 3a. An employee assigned to work an average of forty hours per week, may, with the Fire Chief's approval, agree to work four (4) ten-hour days, according to any schedule approved by the Fire Chief. The Fire Chief may, in his discretion, assign 40-hour operations employees to work two (2) 20-hour shifts, according to any schedule designated by the Fire Chief. Nothing in this Agreement shall constitute a guaranteed minimum or maximum number of hours worked in any day or week.

Section 3b. The City shall continue to permit the practice of "trading time" by shift employees subject to the restrictions contained in this Section. When time is traded pursuant to the provisions of this Section, the traded hours shall be deemed to have been worked by the employee originally assigned to work; similarly, if, for any reason, the City is required to pay another employee for such time at the rate of one and one-half (1½) that employee's regular straight-time hourly rate of pay, the employee originally scheduled to have worked the hours shall be docked for such time at one and one-half (1½) of the employee's regular straight-time hourly rate of pay. All traded time must be paid back within twelve (12) months following the date of the traded shift. No employee may "owe" other

employees more than three (3) shifts at any one time. The employee originally scheduled to work shall be responsible for notifying the Chief or his designee of the proposed trade, including the name of the employee who has agreed to work the shift, and such notification shall be made to the Chief or his designee at least 72 hours prior to the beginning of the shift in question, except in cases of unforeseeable emergency. The Chief or his designee retains the right to disapprove any request for trading time, but such approval shall not be unreasonably withheld. The employee who works the traded shift shall receive no compensation from the City for doing so, even if the employee originally assigned to work should terminate his employment with the City for any reason without paying back the traded time.

Section 4. An employee is expected to be in uniform and fully prepared to assume his duties at the beginning of his assigned shift, and the employee shall remain on duty until the end of that shift, unless the employee is permitted by the employee's commanding officer to be relieved prior thereto for good cause shown. For pay purposes, the employee permitted to leave early shall be deemed to have completed the shift, and the employee who agreed to report early in the other employee's place shall be deemed to have commenced work at 1145 hours.

Section 5. Except as noted in Section 6, an employee shall be deemed to be tardy if the employee reports after 1145 hours and will be subject to disciplinary action as deemed appropriate by the Chief. If the employee reports after 1210 hours, the employee will be recorded as being AWOL for the time of the tardiness. If an employee calls in prior to 1145 hours with an excuse acceptable to the commanding officer and another employee agrees to hold over until the late employee arrives, the foregoing sentence shall be waived. In such case, for pay purposes, the employee who agrees to hold over shall be deemed to have ceased work at 1145 hours and the employee who is late shall be deemed to have commenced work at 1145 hours.

Section 6. Deputy Chiefs and Battalion Chiefs shall commence work at 1000 hours and shall remain on duty until 1000 hours the following day.

ARTICLE XXIII EXAMINATIONS AND PROMOTIONS

Section 1. Within sixty (60) days after a vacancy occurs in the ranks of FST, Fire Paramedic, Fire Lieutenant, Medical Lieutenant, Captain, or Battalion Chief, the City shall fill the vacancy. Examinations for FST, Fire Paramedic, Fire Lieutenant, Medical Lieutenant, Captain, or Battalion Chief will be given within thirty (30) days after the expiration of the current eligible list. All other vacancies will be filled within ninety (90) days of the vacancy. Examinations will be given only when a vacancy occurs or is anticipated. At least thirty (30) days prior to such examination, a bibliography will be posted. All eligible lists will be in effect for two (2) years from the date the list is approved by the Human Resources Director. When a list is exhausted prior to its expiration date, the thirty (30) and sixty (60) day provisions of this section are not applicable, but those provisions shall be for a period of not to exceed one hundred twenty (120) days, as long as, in extreme cases, such as the Battalion Chief's examination, the parties can agree to extend the one hundred twenty (120) days, if necessary.

Section 1a. During the first week of each year, the Department will issue bibliographies of all potential materials from which promotional examination questions may be taken, and they will be posted for examinations to be administered within the one-year period beginning the following April. Each material posted in the bibliography will be used to formulate one or more questions for the examination.

Section 2. All examinations for promotion to Captain or the equivalent and below shall be by written examination. An assessment center will be given for FS6 and FS8 classifications. The City will weigh oral assessment centers as 40% of the total score for FS6, and 50% for FS8 classifications. A maximum of 16 passing scores on the Battalion Chief examination will be admitted to an assessment center and a maximum of 8 passing scores for Deputy Chief. Promotion lists shall remain in effect for a period of two years, unless exhausted sooner.

Section 3. The Civil Service Provisions of the City Charter adopted January 24, 1984 and the Civil Service Rules adopted pursuant thereto, as amended, and Ordinance 8064, as amended, shall in all respects govern in promotions, except as amended in this Agreement.

Section 3a. Three points will be added to the score of an applicant taking a promotional exam for a local certification as a paramedic.

Section 3b. To the scores of the applicants for promotion of FS2 through FS8 shall be added a maximum of seven (7) credits or points for the first seven (7) years in grade and shall be prorated on a basis of .083 points per month. These points will be based upon the applicant's time since he attained the grade specified in the minimum qualifications for the tested position.

Section 3c. Points will be added to the score of an applicant taking the promotional exam for FS-2 through FS-8 for one degree as follows:

- (a) Associates degree 2-points.
- (b) Bachelor's Degree 4-points.
- (c) Master's Degree 6-points.

An employee holding more than one degree shall designate which single degree will be used to calculate the educational points awarded. Degrees from an accredited college or university qualify for the purpose of awarding the higher number of educational points as set forth above.

Section 3d. Except as provided in Section 13 of this Article, an employee applying for a promotion must also meet the following criteria as of the closing date for the written examination.

Fire Suppression Technician (FS2)

- (a) Texas Commission Certification as a Driver/Operation Pumper.

Fire Lieutenant (FS4)

- (a) Successful completion of strategy and tactics, and supervision course from an accredited college, university or state recognized institution.
- (b) Texas Commission on Fire Protection Certification as Fire Instructor I.

- (c) Texas Commission on Fire Protection Certification as Fire Officer I.

Fire Captain (FS5)

- (a) Texas Commission on Fire Protection Certification as Fire Officer I.
- (b) Texas Commission on Fire Protection Certification as Fire Instructor II.
- (c) 2-year degrees (Associates Degrees) or 63 credit hours that are applicable in a singular Bachelors degree program.

Fire Battalion Chief (FS6)

- (a) Texas Commission on Fire Protection certification as a Fire Officer II.
- (b) Bachelor's Degree

Fire Deputy Chief (FS8)

- (a) Bachelor's Degree

Section 4. All promotions to the rank of Assistant Chief (FS9) shall be exempt from competitive examinations and shall be made instead by appointment by the Fire Chief. All Assistant Chiefs will be exempt employees under the FLSA. Only those employees who have been certified fire fighters with the El Paso Fire Department for a minimum of twelve (12) years, and, at the time of appointment, held the rank of FS6 or above, shall be eligible for such appointment. Members so appointed shall possess a minimum of a Bachelor's degree and shall serve at the pleasure of the Chief and may be demoted from said position at the Chief's discretion. Any Assistant Chief so demoted shall be returned to the class grade from which he was appointed and shall retain all benefits, including service time and salary increases, to which he would have been automatically entitled had he continuously remained in that class grade. No more than three (3) positions shall be subject to the terms of this Section.

Section 5. Employees who meet the basic requirements will be eligible to take promotional examinations for positions considered to be "lateral" with their current position, those positions to which there would not necessarily be an increase in salary. A Medical Lieutenant is eligible to take a promotional examination for Fire Lieutenant, if all the minimal requirements for the position have been met. A Fire Paramedic is eligible to take a promotional examination for the Fire Suppression Technician, if all the minimal requirements for the position have been met.

Section 6. Any employee who resigns his employment with the Fire Department for any reason, but is reinstated at a later date, shall have his name removed from any promotional eligibility list and shall not be eligible to take any promotional examinations for a period of two (2) years from the date of reinstatement.

Section 7. For examination purposes, an employee's date of employment shall be the date the employee graduated from the Training Academy.

Section 8. The time period an employee must serve in grade before he is eligible to take a promotional examination for a higher position shall be two and one-half (2½) years.

Section 9. During the term of this Agreement, a committee consisting of representatives of the City and the Association shall meet diligently, at a minimum quarterly, to explore mutually

satisfactory improvements in the educational requirements and examination procedures for all promotional examinations.

Section 10. Except as provided in Article XXV, Section 20 and its subsections, all routine vacancies below Grade FS9 shall be filled from existing eligibility lists, if a valid list exists.

Section 11. All copyrighted reference materials listed on the bibliography or used to formulate questions for a written exam shall have a copyright date of within ten (10) years of the date of the exam. All materials must be in print at the time the bibliography list comes out. The Department and the Association may agree on books with a copyright date older than ten years.

Section 12. On the day of the written examination, each applicant will be permitted to throw out five (5) questions of their choice. If in the event the applicant does not select a total of five (5) questions to be thrown out, the City shall automatically throw out up to a total of (5) five the last five (5) questions of the examination. The remaining 100 questions will be those graded and scored for the applicant. There will be no challenge to the examination process, even though employees will be allowed to review their own test questions and answers. All written exams shall be 105 questions in length, prior to the five (5) questions being thrown out.

The results of any Assessment Center shall not be subject to grievance or the Arbitration process, but may be subject to the protest procedure of the Civil Service Commission Rules and Regulations or city policy in place at the time of the signing of this Agreement.

Section 12a. The City will conduct an item analysis of the written examination in those instances where forty (40%) or more of the individuals taking the examination miss a question, said questions will be reviewed to determined that the key was properly scored and the proper stem was selected for that answer. If corrections are appropriate then the stem will be corrected, and the scores will be adjusted accordingly.

Section 13. Upon receipt of a requisition to fill the vacancy of a uniformed position, the highest name on the proper eligible list shall be certified for the vacancy. If more than one vacancy exists, then the next highest name on the eligible list will also be certified for each additional vacancy. All persons on a certification list will be interviewed and considered for the uniformed position. The Fire Chief retains the right to non-select any person on the certification list and request that the next highest name on the eligible list be certified in accordance with the Civil Service Rules and Regulations.

Section 14. An employee on an eligibility list who is passed over for selection will be provided a written reason for non-selection. A pass over is defined as the appointing authority selecting someone who is ranked lower on the eligibility list than the employee who is passed over. A pass over does not include an employee who submits a waiver prior to the appointing authority's announcement of its selection.

Section 14a. An employee on an eligibility list who is passed over for selection a second time to the rank of Battalion Chief or above may appeal the appointing authority's decision to an arbitrator.

The appeal must be submitted within 10 working days of notification of non-selection. Within 10 working days of receipt of written notice from Local 51 of the intent to appeal, the City and Local 51 shall select a local arbitrator. If Local 51 and the City cannot agree on an arbitrator, then the Parties shall request that the Texas Arbitration Mediation Services submit a list of seven (7) arbitrators. Within ten (10) working days after receipt of the list of arbitrators, each party shall alternate in striking a name from the list until only one name remains. The remaining arbitrator shall act as the arbitrator and hear the appeal. The fee and expenses of the arbitrator shall be borne equally by the City and the Association. The standard of review for the appeal is arbitrary and capricious. The decision of the arbitrator is binding on all parties and is not appealable.

Section 14b. An employee on an eligibility list who is passed over for selection a third time to the rank of Captain or below may appeal the appointing authority's decision to an arbitrator. The appeal must be submitted within 10 working days of notification of non-selection. Within 10 working days of receipt of written notice from Local 51 of the intent to appeal, the City and Local 51 shall select a local arbitrator. If Local 51 and the City cannot agree on an arbitrator, then the Parties shall request that the Texas Arbitration Mediation Services submit a list of seven (7) arbitrators. Within ten (10) working days after receipt of the list of arbitrators, each party shall alternate in striking a name from the list until only one name remains. The remaining arbitrator shall act as the arbitrator and hear the appeal. The fee and expenses of the arbitrator shall be borne equally by the City and the Association. The standard of review for the appeal is arbitrary and capricious. The decision of the arbitrator is binding on all parties and is not appealable.

Section 15. Removal from Eligibility List on Account of Non-selection. An employee who is on an eligibility list and is passed over for appointment five times will be removed from the eligibility list.

ARTICLE XXIV SAFETY AND HEALTH

Section 1. It is the desire of the City and the Association to maintain the highest standards of safety and health in the Fire Department in order to eliminate, as much as possible, accidents, death, injuries, and illness to fire fighters.

Section 1a. The City shall provide immunizations as recommended by the City Health Authority and the Occupational Safety and Health Administration.

Section 1b. Mandatory baseline physicals shall be provided for employees annually in accordance with Appendix D.

Section 1c. A mandatory physical fitness program shall be established by the City. Such program will be prescribed and monitored by a physician.

Section 1d. All fire stations constructed after the signing of this Agreement shall be designed and provided with provisions to ventilate emissions from fire apparatus to prevent exposure or contamination of living and sleeping areas to fire fighters.

Section 1e. The position of Safety Officer shall be maintained.

Section 2. Protective devices, wearing apparel, and other equipment required by state laws as necessary to properly protect fire fighters shall be provided by the City at no cost to the employees and shall conform to applicable standards.

Section 2a. All protective devices, wearing apparel, and other equipment currently being provided by the City for the safety and protection of fire fighters shall continue to be provided. Protective clothing shall be issued/replaced while personnel are on duty. A fire fighter who picks up his protective clothing during his normal off-duty hours shall not be deemed to be on duty by reason of the preceding sentence. Fire fighters shall be exempt from entering a hazardous environment if protective clothing does not meet accepted standards.

Section 2b. Seat safety belts, which shall be worn, shall be provided on all apparatus.

Section 3. The City shall provide each employee of the Fire Department and the employee's dependents with medical care in the event the employee is exposed to any communicable disease in the performance of fire fighting duties and as first responders on EMS calls. Members exposed to any communicable disease shall be compensated at one and one-half (1½) times his salary for time spent on follow-up exams as a result of possible exposure, when exams are performed off- duty.

Section 4. No employee shall work more than forty-eight (48) hours straight, without a twenty-four hour break, except for emergency incidents.

Section 4a. No employee shall work more than forty-eight (48) hours without exhausting all attempts to hire personnel of all ranks.

Section 5(a). A Safety Committee shall be maintained and function as follows:

- a. Meet at least monthly.
- b. Address matters of safety and health.
- c. Make recommendations to the Fire Chief.
- d. Keep minutes of all committee meetings and forward a copy to the Chief and the Association.
- e. The Committee shall consist of six (6) members, three (3) appointed by the Association and three (3) appointed by the Chief. In cases of a tie, the Chief or his designee shall break the tie.
- f. The City will provide relief for two Association Safety Committee members when the meetings are conducted while the members are scheduled for regular duty.
There must be a minimum of four Safety Committee members present to constitute a quorum for a meeting.

Section 5(b). A Fitness Committee shall be maintained and function as follows:

- a. Meet at least monthly.
- b. Address matters of fitness.
- c. Make recommendations to the Fire Chief.
- d. Keep minutes of all committee meetings and forward a copy to the Chief and the Association.
- e. The Committee shall consist of six (6) members, three (3) appointed by the Association and three (3) appointed by the Chief. In cases of a tie, the Chief or his designee shall break the tie.
- f. The City will provide relief for two Association Fitness Committee members when the meetings are conducted while the members are scheduled for regular duty.
- g. There must be a minimum of four Fitness Committee members present to constitute a quorum for a meeting.

Section 6. Both the City and the Association believe that it is to their mutual benefit for Fire Department personnel covered by this Agreement to have available to them a stress management program. To this end, a program will be initiated. The program shall satisfy and conform to the following criteria:

- (1) The program shall have the elements of both continuity and individuality of counseling. To that end, the City, after consultation with the Association would, on an independent contract basis, engage the service of an expert in stress management whose office will be located in the City of El Paso.

The expert's duties will be to devise, implement, and operate an El Paso Fire Department counseling program covering the identification and treatment of stress.

- (2) There shall be four (4) methods of entry into the program:
 - (a) Behavioral-cause investigation
 - (b) Supervisory referral
 - (c) Voluntary participation
 - (d) Post-trauma referral

The behavioral-cause investigation is an after-the-fact referral made when the Chief orders a behavioral-cause investigation be made of a fire fighter who has been the subject of an internal investigation immediately prior thereto.

The supervisory referral results when a supervisor detects behavioral patterns which indicate to him that the fire fighter requires the intervention of the program. The supervisor can recommend that his subordinate be required by the Chief to go to the expert, or agent, for evaluation and recommendation and such treatment as may be deemed necessary by the expert. To this end, supervisory personnel shall be trained in the recognition of stress.

The voluntary participation method involves any fire fighter who, after evaluation, the expert

determines needs to be in the program.

Post-trauma referral occurs where there has been the death of another individual or when the fire fighter has been exposed to any incident including, but not limited to, situations where another may have suffered injury or death, wherein the immediate supervisor of the fire fighter involved is of the opinion that such referral is in the best interests of the Department or the fire fighter.

In cases where a fire fighter, in the performance of duties, has been involved in a death, the expert and another person of the fire fighter's choice will immediately be notified and allowed immediate access to the fire fighter involved.

- (3) All conversations between the fire fighter and the expert employed in connection with the program and records maintained by the program shall be considered privileged. When the expert has concluded that a fire fighter constitutes a clear danger to himself or others, the expert shall immediately notify the Chief of said danger. In cases where a fire fighter is referred to the program by order of the Chief, the expert shall report to the Chief only compliance or noncompliance with treatment by the expert. The expert shall also, at the appropriate time, report to the Chief that no further participation by the fire fighter is required.
- (4) The stress management program should be designed so as to include physical as well as mental well-being.
- (5) This program shall be designed to provide assistance to the fire fighter in order to manage problems of stress affecting the ability to effectively perform the duties of fire fighter. If, in order to handle problems of stress peculiar to the fire fighter, it becomes necessary, in the sole opinion of the expert, to include significant other persons in order to properly handle the fire fighter's counseling, the same may be done. It is not the intent of this program to engage in counseling services in areas other than that which directly affect the fire fighter.
- (6). If a firefighter has a positive drug test, the use of controlled substances by a person to whom they have not been legally prescribed meets the definition of illegal drug use. Impairment on duty shall be determined by a Medical Review Officer or a qualified medical professional subject to the Chief's discretion on relevant circumstances. All disputes regarding the disciplinary actions taken under this Article will be considered a contract grievance and will be subject to the disciplinary procedure in Article XXVI of the Collective Bargaining Agreement. The Association of Fire Fighters proposed the following consequences if a fire fighter tests positive on a drug test. A fire fighter who has a verified, confirmed positive drug test will get a "second chance rehabilitation opportunity."

Random Drug Testing Policy Appendix G.

ARTICLE XXV MISCELLANEOUS PROVISIONS

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Section 1. The City shall provide a copy of this Agreement to each permanent work station within the Fire Department. The City shall provide to the Association a current copy of Ordinance No. 8064, the current City Charter, Civil Service Commission Rules, along with all future change supplements, and amendments pertaining to the El Paso Fire Department.

Section 2. The City shall provide each employee of the Fire Department with a booklet describing all of the benefits of his employment.

Section 3. All major painting, remodeling, and renovations of City Fire Department buildings shall be the responsibility of the City, and no member of the Bargaining Unit shall be required to do any of the above.

Section 3a. Quality of life items such as bathroom facilities, heating and cooling, and cooking facilities shall be repaired within a reasonable period of time under existing circumstances.

Section 4. The City shall provide for insuring fire fighters within the performance of their duties against liability to third persons arising out of the operation, maintenance, or use of any motor vehicle owned or leased by the City.

Section 5. All supplies required for the operation, maintenance, and upkeep of fire stations, including, but not limited to, office supplies, cleaning supplies, etc., shall be delivered to the stations.

Section 6. All administrative papers, including vacation, birthday, and sick leave papers shall be brought to an employee's work station for his signature. Electronically-available administrative papers shall be deemed to satisfy this requirement.

Section 7. Employees at any new station shall be permitted to have installed one or more private telephone lines for personal use. The business phone will not be used for personal matters, except in cases of emergency. The City shall reimburse the reasonable installation charge for one telephone to such employees, provided that the employees remain at all times responsible for any and all other charges and expenses thereafter incurred, including, but not limited to, monthly and long-distance charges, special assessments, equipment costs, repair, replacement, maintenance, transfer, and other administrative charges.

Section 8. Any employee working 2245 hours to 0645 hours shift at the Communications Division who is summoned to jury duty shall be released from duty at the Communications Division on all shifts after the date the employee is scheduled to appear, until the shift following the day the employee is released from said jury duty; provided, the first or last shift for which the employee was released is not the employee's day off.

Section 9. The parties agree that any right or duty of the Chief or Assistant Chief provided in this Agreement may, in the Chief's sole discretion, be delegated to any other person or persons.

Section 10. The City shall annually furnish to each first line and reserve fire company up-to-date maps of the City.

Section 11. The employer shall provide, without cost to employees on duty, adequate parking spaces adjacent to all Fire Department facilities, fire stations, and work sites.

Section 12. All employees must participate in a direct deposit system with banks and credit unions for payroll checks.

Section 13. Employees suspended up to a maximum of ten (10) working days may, upon the employee's request and approval by the Chief, forfeit vacation equal to the suspension. The provisions of this Section shall apply solely to suspensions which are agreed to by the employee and no appeal to the Commission may be instituted on suspensions where the employee has agreed to the suspended time. This option must be exercised within seven (7) days upon notification of the suspension.

Section 14. The City shall allow the Association to erect an Association bulletin board at each workstation location for legitimate Association business. The Fire Chief shall approve the bulletin board size. The City shall not interfere with said bulletin board erected by the Association, except that the Fire Chief shall approve the content of the bulletin board. Such approval will not be unreasonably withheld. The House Captain shall be permitted to approve the location of the bulletin board within the station. If the bulletin boards are used for any other purpose, the material will be removed by the Chief or his designee.

Section 15. Fire Department employees who are members of the ARFF Unit will be allowed to qualify for and attend the Fire Training Academy to obtain certifications as structural fire fighters. Employees who do not successfully complete the Academy will be allowed one additional opportunity to attend after every other employee has had the initial chance to attend.

Section 16. Fire Department employees who are forty-hour operations personnel (former FMS employees) will be allowed to qualify for and attend the Fire Training Academy to obtain certification as structural fire fighters. The Fire Chief will determine the number of employees who may attend each scheduled Academy. Selection will be based on seniority. Forty- hour operations personnel who do not successfully complete the Academy will be allowed one additional opportunity to attend after every other FMS employee has had the initial chance to attend.

Section 17. A Battalion Chief who is assigned to a 40-hour position will be designated as a Staff Battalion Chief. Vacancies in the position of Staff Battalion Chief will be filled by virtue of assignment, not by competitive examination. The ultimate goal, in accordance with the provisions of the following subsections, will be to replace each such rank with an employee in the rank of Battalion Chief.

Section 17a. For the duration of his assignment, a Battalion Chief who is assigned to a Staff Battalion Chief position will be paid at the same step on the FS7 pay scale to which he would otherwise be eligible on the FS6 pay scale. At the conclusion of his assignment, the Staff Battalion Chief will return to appropriate step on the FS6 pay scale. A Battalion Chief's anniversary date will not be reset when he is assigned to a Staff Battalion Chief position nor when he is reassigned to a Battalion Chief position.

Section 18. All ranks assigned to a 40-hour position, with the exception of Battalion Chief, will be paid an amount equal to 5% more than the annual rate pursuant to the Wage Scales set forth in Appendix A, for the time assigned to the 40-hour position. At the conclusion of the assignment to the 40-hour position, the employee will no longer receive the additional 5% in pay. Employees temporarily assigned to any 40-hour position for 30 days or longer will be entitled to the 5% increase. An employee who is serving in a temporary assignment at the time of signing of this agreement and has already been assigned for more than 30 days will receive the 5% increase. Employees assigned to transitional duty or for performance or disciplinary reasons will not receive the 5% increase.

Section 19. The ranks of Fire Medic, Fire Paramedic, and Medical Lieutenant shall be eliminated through attrition, as the incumbents leave these ranks. The Chief, at his sole discretion, will assign an employee from the rank of FS8 and above to perform the duties and functions of fire marshal, as may be required by state law or city ordinance.

Section 20. A onetime payment of \$3,600.00 will be made to any employee who, on his own time, initiative and cost, successfully completes an off-duty paramedic course and passes both the national registry paramedic examination and becomes a locally credentialed paramedic.

ARTICLE XXVI GRIEVANCE PROCEDURE

Section 1. All appeals of employee disciplinary matters, including reprimands, suspensions, demotions, and/or termination, and appeals of all other types heretofore heard by the Civil Service Commission (except as the jurisdiction of the Civil Service Commission is limited by another express provision of this Agreement) shall continue to be heard exclusively by the Commission. The decision of the Civil Service Commission shall be final and binding upon the employee(s) involved, the City, and Association, subject to such limited rights of appeal as existed prior to the execution of this Agreement. The following rules shall be applicable to arbitration as well as to appeals to the Civil Service Commission. For the purposes of this Article and Article XXIII, Sections 14 through 14b, inclusive, a “day” shall be defined as a day that City Hall is open to the public for business.

Section 1a. Upon request of either party addressed to the opposing party at least twenty (20) days prior to the date of the hearing, the parties shall exchange the names of witnesses expected to be called at the hearing. Such exchange shall be completed no later than ten (10) days prior to the date of the hearing.

Section 1b. During the arbitration or hearing of an appeal, the parties shall have the right to have a representative of their choosing sit at the counsel table. Such representative shall have the right to testify at any time during the hearing, and neither the arbitrator nor the Civil Service Commission shall designate the manner in which either grievant or the City calls its witnesses for testimony; provided, however, the arbitrator or the Civil Service Commission may designate which party has the duty to proceed.

Section 2. The Association or any employee covered under this Agreement may file a grievance as hereinafter defined and shall be afforded the full protection of this Agreement.

Grievances involving the application, interpretation, or enforcement of this Agreement shall, subject to the foregoing Section, be resolved in the following manner:

Step 1a. Any grievance filed by the Association shall be filed in writing delivered to the Fire Chief within ten (10) days after occurrence of the grievance. The written grievance shall indicate the employee or employees affected and/or the specific articles allegedly violated and shall proceed directly to the Fire Chief.

Step 1b. If the grievance is filed by an employee, the aggrieved employee shall, within five (5) days after the grievance arises, discuss the grievance with his immediate supervisor and attempt to resolve the matter. The supervisor involved shall give an oral answer with respect to the grievance immediately, if possible, but not later than three (3) days following the end of the discussion.

Step 2. If the immediate supervisor's oral answer does not settle the issue, the employee shall, within five (5) days following receipt of the oral answer provided for in Step 1b, present the grievance in writing and signed by the employee to the Association's Grievance Committee, with a copy to the Chief. The Grievance Committee shall have full authority to determine whether to proceed further with any employee's grievance. If the Grievance Committee decides not to proceed with the grievance, it shall be deemed to be "withdrawn"; if the Committee decides to proceed with the grievance, it shall, within five (5) days following the referral to the Grievance Committee present the written and signed grievance to the Assistant Chief. The Assistant Chief shall, within ten (10) days thereafter, meet with the aggrieved employee and, if the aggrieved employee desires, a member of the Association's Grievance Committee, to discuss the matter. Within five (5) days following said meeting, the Assistant Chief shall submit a response in writing to the Committee.

Step 3. If the grievance is not settled to the Grievance Committee's satisfaction in Step 2, the Committee shall submit the grievance in writing to the Fire Chief within five (5) days following its receipt of the Assistant Chief's written answer. The Fire Chief, the aggrieved employee, and a member of the Grievance Committee shall, within five (5) days, meet to discuss or confer about the grievance. Within ten (10) days following that meeting, the Chief shall submit a response in writing to the Committee.

Step 4. If the grievance is not settled to the Grievance Committee's satisfaction in Step 3, the Association may, within ten (10) days following the conclusion of Step 3, notify the City Manager in writing that it desires to submit the matter to final and binding arbitration.

Section 3. The time limits set forth in Section 2 are jurisdictional, but all time limits referred to therein may be extended by mutual Agreement of the parties in writing.

Section 4. Upon notification that the Association desires to proceed to arbitration under Section 2, Step 4 of this Article, the parties shall endeavor to select a mutually agreeable neutral arbitrator. If after five (5) days the parties are unable to agree upon a neutral arbitrator, they shall then request that the American Arbitration Association submit a list of seven (7) arbitrators. Within ten

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(10) days after receipt of the list of arbitrators, each party shall alternate in striking a name from the list until only one name remains. The remaining arbitrator on the list shall act as the neutral arbitrator. The hearing will be held, if possible, within sixty (60) days after selection of the neutral arbitrator. The arbitrator shall, if possible, render the decision in writing within thirty (30) days of the hearing date or of his receipt of timely post-hearing briefs submitted by the parties, if any. The Association and the City may, by mutual agreement, waive the filing of post-hearing briefs.

Section 5. The neutral arbitrator to whom any grievance shall be submitted in accordance with the provisions of Section 4 of this Article shall have the authority to interpret the Agreement, to make conclusions of fact based upon the evidence submitted to the arbitration proceeding and to apply the contractual provisions to said facts. The jurisdiction of the arbitrator is limited in that the arbitrator has no authority to add to, subtract from, amend, or otherwise change or in any way modify the provisions of this Agreement. The fee and expenses of the arbitrator shall be borne equally by the City and the Association. If either party desires a transcript of the arbitration hearing, it shall so notify the other party at least 48 hours in advance of the start of the hearing. The full cost of the transcript shall be borne by the party ordering the transcript, and copies of the transcript shall be made available only to that party and the neutral arbitrator unless, prior to the start of the hearing, the other party agrees to assume half the cost of the transcript (including court reporter's fees), in which case copies of the transcript shall be made available to each party and to the neutral arbitrator.

Section 6. Time spent by the aggrieved employee and the member of the Grievance Committee in meeting with the Assistant Chief and/or Fire Chief in Steps 2 or 3 of Section 2 shall be regarded as time worked by the aggrieved employee and the Grievance Committee member if, but only if, said meeting occurs during hours in which the employee would otherwise have been scheduled to work, and the Assistant Chief and Fire Chief are free to schedule said meetings at any reasonable time, including when either or both of the employees are not scheduled to work. The City shall not be obligated to pay the aggrieved employee nor any representative of, nor witness for, the Association for time spent in any arbitration hearing under this Article.

Section 7. The decision of the arbitrator, rendered in accordance with the provisions of Section 5 of this Article, shall be final and binding upon the Association, all bargaining unit employees, and the City.

ARTICLE XXVII NONDISCRIMINATION

Section 1. Membership in the Association is voluntary. Each employee has the right to join and maintain membership in the Association; the employee likewise has the right to refrain from joining, or to withdraw from membership in, the Association, as the employee sees fit. Neither the Association nor the City shall exert any pressure against any employee covered by this Agreement in regard to such matters.

Section 2. The City and the Association agree that the provisions of this Agreement shall be applied to all employees within the bargaining unit without regard to membership or non-membership in the Association, or activity or lack of activity on its behalf.

ARTICLE XXVIII ASSOCIATION DUES

Section 1. Upon receipt of a voluntarily-signed authorization slip for dues, the City will deduct from the pay of each employee who has executed an authorization slip, membership dues levied by the Association in accordance with its Constitution and By-Laws. The City agrees to deduct from such employee's earnings, and to pay to the Association each month during the life of this Agreement, a lump sum payment upon sixty (60) days' notification by the Association to the City Comptroller's Office, including certification of notice to membership, by the Association. The City further agrees to deduct from such employee's earnings and to pay to the Association any special assessments in a lump sum payment in an amount to be determined by the Association. Said deductions shall be made from the first paycheck of each month and shall be remitted to the Association not later than five (5) working days following such pay day.

Section 2. The authorization slip shall contain, as a separate paragraph thereof, the following language:

"The authorization for this deduction is entirely voluntary on my part. It shall be effective until I revoke this authorization with a termination slip provided to the City Comptroller's Office."

Section 3. The Association will defend, save, hold harmless, and indemnify the City from any and all claims, demands, suits, or any other form of liability which may arise out of the compliance with Sections 1 and 2 of this Article that are initiated by any member of the bargaining unit.

ARTICLE XXIX TIME OFF FOR ASSOCIATION BUSINESS

Section 1. On or before each January 1st, the City shall assess from each person covered by the Collective Bargaining Agreement who is an Association member, four (4) hours of accrued vacation leave time from Association members who work forty (40) hours a week and six (6) hours of accrued vacation leave time from Association members who are 56-hour employees to be placed in an Association business leave pool. The Association shall be allowed to debit the pool during the calendar year when Association officers or designees are required to administer the contract; represent the Association at meetings or events; represent members at disciplinary hearings, grievances, or on other job-related matters; attend seminars or training programs; conduct any business associated with collective bargaining; or conduct other Association business. The Association shall notify the Fire Chief at least 48 hours in advance of such time off. The pool shall be cumulative during the term of this Agreement. The City is only required to make an individual assessment from Association members who have at least four (4) hours, if the employee works forty hours a week, and six (6) hours, if the employee is a 56-hour employee, of accrued vacation time at the time the City makes the assessment. The Fire Chief must give his express written approval to any Association request to use the pool for more than ten (10) members at any one time. If the Fire Chief declares an emergency, he may order the Association President or any Association officers on Association business leave time to report to work for the pendency of the emergency. An emergency is an unexpected happening or event or unforeseen situation or crisis that calls for immediate action and requires the Fire Chief to

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order the Association President or officers to report to work. When an employee is using the Association Pool, for purposes of leave accrual and pension contributions, the time is treated as time worked.

Section 2. Prior to the beginning of collective bargaining negotiations, the Association shall designate not more than six employees who shall constitute its bargaining team. For each of the six employees so designated, the Association shall debit the Association Leave Pool for time spent in actual collective bargaining negotiating sessions with the City's bargaining team, during which said employee was otherwise scheduled to work.

Section 3. Members of the Association's Executive Board shall be permitted to use the Association Leave Pool to conduct elections relating to Association business. The President of the Association shall give 72 hours' prior notice to the Fire Chief as to the time and place for such election, and the names of the members of the Executive Board who will be conducting the election.

Section 4. Within ten days after the execution of this Agreement, the Association shall notify the Chief in writing as to the names of the members of the Association's Executive Board. The Association shall thereafter promptly notify the Chief of any change in the composition of its Executive Board. To the extent that any designated member(s) of the Association's Executive Board is otherwise scheduled to work, the employee shall be permitted to attend the monthly Association membership meeting and the monthly Association Executive Board meeting, provided that the Association Leave Pool is debited for such time.

Section 5. An Association representative may be allowed to visit work stations in his Battalion/Division, provided that the Association representative is either off duty or debits the Association Pool, if on duty. Such visits must be approved by the Fire Chief in advance and shall be requested at least one week in advance. Any meeting for the exchange of Association information may be called by authorized Association Representative and may be held on city property after 1800 hours, provided that the Association representative is off duty or, if on duty, debits the Association Pool. Such visits must be approved by the Fire Chief in advance and shall be requested at least one week in advance.

Section 6. The Association shall be given the opportunity to orient new employees on the history, purpose, objective, and benefits of the El Paso Association of Fire Fighters. The time and date of the presentation will be determined by the Fire Chief. Such material to be presented by the Association to such employees shall be mutually agreed to by the Fire Chief and the Association president. The Association may pass out enrollment cards during the presentation. Such presentation shall not be for more than four hours and, if the Association speaker is on duty during the time of the presentation, the Association Leave pool shall be debited.

Section 7. The City agrees that the President of the Association will be placed on special assignment during the term of his presidency. The special assignment of working from the Association office will give the Association President the latitude to deal with the duties of his presidency and contractual responsibilities while retaining the privileges of his current employment, while the Fire Chief retains the right to recall him to duty during any emergency or special event involving an overriding need for the protection of the citizens of El Paso.

Section 7a. The Association President as part of his Association duties, reserves the right, as in the past, to mitigate grievances at all informal and formal levels in order to reduce the number of complaints and, in all cases, reserves the right to speak and visit members of the bargaining unit, as well as to tour existing fire facilities and to review existing equipment toward a goal of improving the quality of work life for the Fire Fighters of the City of El Paso whom he represents.

Section 7b. It is understood that the President of the Association shall suffer no loss of longevity, seniority or pension, days off, or any other benefits as a result of and during the term of such special assignment. Provided however, the President shall be entitled to educational and/or certification pay if applicable, but shall not be entitled to premium assignment or incentive pay (i.e. overtime) unless directed by the Chief to perform Fire Fighter duties that call for payment of said premium pay. When the term of the President expires, the President shall be eligible to return to his previously assigned shift and duty assignment, provided any certificate that is required has been maintained. The position vacated by the President of the Association, if it is above the grade of FS5 shall not be filled by promotion or assignment during said term based on the needs of the department.

ARTICLE XXX IMPASSE PROCEDURE

Section 1. Negotiations for a new contract shall commence in accordance with Chapter 174 of the Local Government Code. If impasse should be reached as defined in Chapter 174, either party may request mediation, and, upon such request, the parties shall immediately proceed to choose one mediator as provided herein. The function and powers of the mediator shall be as specified in Section 174.151. The mediation shall be extended for fourteen (14) calendar days, or such other period as is mutually agreeable to the parties.

Section 2. If no Agreement is reached through mediation, upon request of either party, the parties shall submit the dispute to one fact finder, chosen as provided herein. The fact finder shall conduct a full and fair hearing on all unresolved issues. The hearing shall be informal and strict rules of evidence shall not apply. After hearing all evidence offered by the parties and any evidence requested independently by the fact finder, the fact finder shall render a written decision making findings of fact and recommendations as to all matters in dispute. In the opinion, the fact finder shall state the reasons for the findings of fact and recommendations. In rendering such finding and recommendations, the fact finder shall exercise independent judgment and shall not attempt to "split the difference."

In making the findings of fact and recommendations, the fact finder shall consider, inter alia, the following evidence submitted by the parties or obtained at the fact finder's direction: The overall compensation in the current contract, including direct salary and fringe benefits; the income available to the City and demands on that income; a comparison of wages, hours, and conditions of employment of El Paso Fire Fighters with the wages, hours, and conditions of employment of other public and private employees performing similar services and with other employees generally in public and private employment in comparable communities and in El Paso; the hazards of employment, physical,

education, and mental qualifications, job training, and skills required of an El Paso Fire Fighter; the cost of living in El Paso for the preceding twelve (12) month period using localized data to the fullest extent feasible; and any current national or state policies or guidelines with respect to compensation.

Section 3. The selection of the mediator and the fact finder shall occur as follows: When either party requests mediation or fact finding, the parties may agree to choose any mediator or fact finder or method of choosing same. If no Agreement occurs within five (5) days from the request, the parties shall request a list of seven neutrals from the American Arbitration Association (AAA). Upon receiving the list, the parties shall select the mediator or fact finder by alternately striking names. The request to AAA shall state the dates on which the neutrals must be available. The mediator and the fact finder shall be selected within five (5) days after the receipt of the list from the AAA. The fee and expenses of the mediator and the fact finder shall be split equally between the City and the Association. All other expenses, including witness fees, shall be paid by the party incurring the expense or calling the witness.

Section 4. If, within seven (7) days after the fact finding, the parties have failed to agree to a contract, the major, unresolved issues shall be submitted to the qualified voters of El Paso in a referendum election according to the following procedure. The election shall be held on the first date permissible under state law. By agreement, the parties may submit any issue or issues to the voters. If no such agreement is reached, then each party shall be entitled to submit two (2) issues to the voters, each issue on a distinct topic. For example, each of these constitutes a distinct issue: Salary, dependent health insurance coverage, promotional procedures, political activities. Each party will submit its two issues, and its alternatives to the other party's issues, so that the voters will vote on four distinct issues. Each voter will have the option of voting for all the issues of one party, or for some issues of one party and some of the other. The issues submitted to the voters will appear on the ballot exactly as each respective party would have them appear in the contract. The decision on each issue by a majority of the voters voting on the issue at the referendum election shall be binding on the parties, subject to the laws of Texas, and shall be adopted as part of the collective bargaining Agreement. In the absence of agreement of the parties to the contrary, the term of the provisions adopted by the voters shall be the same as the term of the entire contract entered into by the parties, or, in absence of such a contract, shall extend until the next September 30 following the election or until a new contract is agreed upon. The Association shall pay the cost of printing the ballots. All other costs of the election shall be paid by the City. The place of the respective parties on the ballot shall be determined by coin flip.

ARTICLE XXXI SEPARABILITY

Should any provision of this Agreement be rendered or declared invalid by reason of any applicable existing or subsequently-enacted legislation or regulation or by reason of the decree of a court of competent jurisdiction, such invalidation of part or parts of this Agreement shall not invalidate the remaining portions thereof and said remaining portions shall remain in full force and effect for the duration of the Agreement.

ARTICLE XXXII COMPLETE AGREEMENT

Section 1. The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining regarding the employees covered by this Agreement and that the understandings and agreements arrived at between the parties hereto, after the exercise of that right and opportunity, are fully set forth in this Agreement. Therefore, the City and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives its right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter whether or not specifically referred to or covered by this Agreement, even though the subject may or may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

Section 2. The parties further agree that any mutual agreements or understandings which are reached during the term of this Agreement shall be reduced to writing.

Section 3. Nothing contained in this Article shall preclude the parties' entering into negotiations regarding contract provisions to become effective after the expiration date of this Agreement.

ARTICLE XXXIII AUTHORITY AND TERM

Section 1. The City and the Association have, by these presents, reduced to writing the Collective Bargaining Agreement resulting from negotiations entered into by the City and the Association.

Section 2. This Agreement shall be in effect from September 1, 2022 through August 31, 2026, and shall be automatically extended from year to year until replaced by a successor Agreement.

Section 3. It shall be the obligation of the Association to serve written notice of a request for collective bargaining upon the City at least 120 days before the conclusion of the current fiscal operating budget. The fiscal operating budget concludes on August 31 of each year.

DATED this ____ day of August, 2022.

THE CITY OF EL PASO, TEXAS

LOCAL 51, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, INC.

Tomás Gonzalez
City Manager

Paul Thompson
Paul Thompson
President, Local 51

ATTEST:

Efrain Robles
Efrain Robles, Local 51 Secretary/Treasurer

APPROVED AS TO FORM:

E Gutierrez
Eric Gutierrez
Assistant City Attorney

APPENDIX A

City of El Paso
Fire Pay Schedule
First pay period following September 1, 2021

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1	Annual	44,993.48	47,246.97	49,605.90	52,093.00	54,693.15	57,428.93	60,300.33	63,315.35	66,480.34	69,804.36
	Monthly	3,749.46	3,937.25	4,133.83	4,341.08	4,557.76	4,785.74	5,025.03	5,276.28	5,540.03	5,817.03
Fire Fighter	4-Weeks	3,461.04	3,634.38	3,815.84	4,007.16	4,207.16	4,417.62	4,638.48	4,870.42	5,113.88	5,369.56
Fire Medic	Biweekly	1,730.52	1,817.19	1,907.92	2,003.58	2,103.58	2,208.81	2,319.24	2,435.21	2,556.94	2,684.78
	Hour-8	21.631481	22.714889	23.848990	25.044712	26.294784	27.610063	28.990543	30.440072	31.961702	33.559788
	Hour-12	15.451058	16.224921	17.034993	17.889080	18.781988	19.721473	20.707531	21.742909	22.829787	23.971277
FS2	Annual		52,093.00	54,693.15	57,428.93	60,300.33	63,315.35	66,480.34	69,804.36	73,294.60	76,959.39
Fire	Monthly		4,341.08	4,557.76	4,785.74	5,025.03	5,276.28	5,540.03	5,817.03	6,107.88	6,413.28
Suppression	4-Weeks		4,007.16	4,207.16	4,417.62	4,638.48	4,870.42	5,113.88	5,369.56	5,638.04	5,919.96
Technician	Biweekly		2,003.58	2,103.58	2,208.81	2,319.24	2,435.21	2,556.94	2,684.78	2,819.02	2,959.98
Fire Paramedic	Hour-8		25.044712	26.294784	27.610063	28.990543	30.440072	31.961702	33.559788	35.237788	36.999707
	Hour-12		17.889080	18.781988	19.721473	20.707531	21.742909	22.829787	23.971277	25.169849	26.428362
FS3	Annual		54,693.15	57,428.93	60,300.33	63,315.35	66,480.34	69,804.36	73,294.60	76,959.39	80,807.47
(RESERVED)	Monthly		4,557.76	4,785.74	5,025.03	5,276.28	5,540.03	5,817.03	6,107.88	6,413.28	6,733.96
	4-Weeks		4,207.16	4,417.62	4,638.48	4,870.42	5,113.88	5,369.56	5,638.04	5,919.96	6,215.96
	Biweekly		2,103.58	2,208.81	2,319.24	2,435.21	2,556.94	2,684.78	2,819.02	2,959.98	3,107.98
	Hour-8		26.294784	27.610063	28.990543	30.440072	31.961702	33.559788	35.237788	36.999707	38.849745
	Hour-12		18.781988	19.721473	20.707531	21.742909	22.829787	23.971277	25.169849	26.428362	27.749818
FS4	Annual						69,804.36	73,294.60	76,959.39	80,807.47	84,847.82
Fire Lieutenant	Monthly						5,817.03	6,107.88	6,413.28	6,733.96	7,070.65
Fire Medical	4-Weeks						5,369.56	5,638.04	5,919.96	6,215.96	6,526.76
Lieutenant	Biweekly						2,684.78	2,819.02	2,959.98	3,107.98	3,263.38
	Hour-8						33.559788	35.237788	36.999707	38.849745	40.792221
	Hour-12						23.971277	25.169849	26.428362	27.749818	29.137301
FS5	Annual						76,959.39	80,807.47	84,847.82	89,090.15	93,544.30
Fire	Monthly						6,413.28	6,733.96	7,070.65	7,424.18	7,795.36
Captain	4-Weeks						5,919.96	6,215.96	6,526.76	6,853.08	7,195.72
	Biweekly						2,959.98	3,107.98	3,263.38	3,426.54	3,597.86
	Hour-8						36.999707	38.849745	40.792221	42.831803	44.973221
	Hour-12						26.428362	27.749818	29.137301	30.594145	32.123729
FS6	Annual					84,847.82	89,090.15	93,544.30	98,221.53	103,136.68	108,293.49
Battalion Chief	Monthly					7,070.65	7,795.36	8,594.30	9,475.02	10,446.21	11,517.03
Staff BN Chief	4-Weeks					6,526.76	6,853.08	7,195.72	7,555.50	7,933.60	8,330.26
	Biweekly					3,263.38	3,426.54	3,597.86	3,777.75	3,966.80	4,165.13
	Hour-8					40.792221	42.831803	44.973221	47.221889	49.584942	52.064178
	Hour-12					29.137301	30.594145	32.123729	33.729921	35.417816	37.188698
FS7	Annual						93,544.30	98,221.53	103,136.68	108,293.49	113,700.19
(RESERVED)	Monthly						7,795.36	8,185.13	8,594.72	9,024.46	9,475.02
	4-Weeks						7,195.72	7,555.50	7,933.60	8,330.26	8,746.16
	Biweekly						3,597.86	3,777.75	3,966.80	4,165.13	4,373.08
	Hour-8						44.973221	47.221889	49.584942	52.064178	54.663553
	Hour-12						32.123729	33.729921	35.417816	37.188698	39.045395
FS8	Annual						98,221.53	103,136.68	108,293.49	113,700.19	119,385.17
Deputy Chief	Monthly						8,185.13	8,594.72	9,024.46	9,475.02	9,948.76
	4-Weeks						7,555.50	7,933.60	8,330.26	8,746.16	9,183.48
	Biweekly						3,777.75	3,966.80	4,165.13	4,373.08	4,591.74
	Hour-8						47.221889	49.584942	52.064178	54.663553	57.396716
	Hour-12						33.729921	35.417816	37.188698	39.045395	40.997655
FS9	Annual						108,293.49	113,700.19	119,385.17	125,354.47	131,622.16
Assistant Chief	Monthly						9,024.46	9,475.02	9,948.76	10,446.21	10,968.51
	4-Weeks						8,330.26	8,746.16	9,183.48	9,642.66	10,124.78
	Biweekly						4,165.13	4,373.08	4,591.74	4,821.33	5,062.39
	Hour-8						52.064178	54.663553	57.396716	60.266572	63.279885
	Hour-12						37.188698	39.045395	40.997655	43.047552	45.199918
C - 1	Annual	41,941.19	43,746.21	45,692.37	47,627.90	49,568.75	51,551.54	53,829.17	56,520.60	59,346.65	
ARFF Technician I	Monthly	3,495.10	3,645.52	3,807.70	3,968.99	4,130.73	4,295.96	4,485.76	4,710.05	4,945.55	
	4-Weeks	3,226.24	3,365.10	3,514.80	3,663.68	3,812.98	3,965.50	4,140.70	4,347.74	4,565.12	
	Biweekly	1,613.12	1,682.55	1,757.40	1,831.84	1,906.49	1,982.75	2,070.35	2,173.87	2,282.56	
	Hour-8	20.164034	21.031832	21.967486	22.898029	23.831130	24.784394	25.879409	27.173365	28.532043	
	Hour-12	14.402881	15.022737	15.691061	16.355735	17.022236	17.703139	18.485292	19.409547	20.380031	

City Of El Paso
Fire Pay Schedule
First pay period following September 1, 2022

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1	Annual	46,343.28	48,664.38	51,094.08	53,655.79	56,333.94	59,151.80	62,109.34	65,214.81	68,474.75	71,898.49
Fire Fighter	Monthly	3,861.94	4,055.37	4,257.84	4,471.32	4,694.50	4,929.32	5,175.78	5,434.57	5,706.23	5,991.54
Fire Medic	4-Weeks	3,564.86	3,743.42	3,930.32	4,127.36	4,333.38	4,550.14	4,777.64	5,016.52	5,267.28	5,530.66
	Biweekly	1,782.43	1,871.71	1,965.16	2,063.68	2,166.69	2,275.07	2,388.82	2,508.26	2,633.64	2,765.33
	Hour-8	22.280423	23.396337	24.564462	25.796053	27.083625	28.438365	29.860260	31.353274	32.920553	34.566582
	Hour-12	15.914588	16.711669	17.546044	18.425752	19.345446	20.313118	21.328757	22.395196	23.514681	24.690416
FS2	Annual		53,655.79	56,333.94	59,151.80	62,109.34	65,214.81	68,474.75	71,898.49	75,493.44	79,268.17
Fire	Monthly		4,471.32	4,694.50	4,929.32	5,175.78	5,434.57	5,706.23	5,991.54	6,291.12	6,605.68
Suppression	4-Weeks		4,127.36	4,333.38	4,550.14	4,777.64	5,016.52	5,267.28	5,530.66	5,807.18	6,097.56
Technician	Biweekly		2,063.68	2,166.69	2,275.07	2,388.82	2,508.26	2,633.64	2,765.33	2,903.59	3,048.78
Fire Paramedic	Hour-8		25.796053	27.083625	28.438365	29.860260	31.353274	32.920553	34.566582	36.294923	38.109697
	Hour-12		18.425752	19.345446	20.313118	21.328757	22.395196	23.514681	24.690416	25.924945	27.221212
FS3	Annual		56,333.94	59,151.80	62,109.34	65,214.81	68,474.75	71,898.49	75,493.44	79,268.17	83,231.69
(RESERVED)	Monthly		4,694.50	4,929.32	5,175.78	5,434.57	5,706.23	5,991.54	6,291.12	6,605.68	6,935.97
	4-Weeks		4,333.38	4,550.14	4,777.64	5,016.52	5,267.28	5,530.66	5,807.18	6,097.56	6,402.44
	Biweekly		2,166.69	2,275.07	2,388.82	2,508.26	2,633.64	2,765.33	2,903.59	3,048.78	3,201.22
	Hour-8		27.083625	28.438365	29.860260	31.353274	32.920553	34.566582	36.294923	38.109697	40.015236
	Hour-12		19.345446	20.313118	21.328757	22.395196	23.514681	24.690416	25.924945	27.221212	28.582311
FS4	Annual						71,898.49	75,493.44	79,268.17	83,231.69	87,393.25
Fire Lieutenant	Monthly						5,991.54	6,291.12	6,605.68	6,935.97	7,282.77
Fire Medical	4-Weeks						5,530.66	5,807.18	6,097.56	6,402.44	6,722.56
Lieutenant	Biweekly						2,765.33	2,903.59	3,048.78	3,201.22	3,361.28
	Hour-8						34.566582	36.294923	38.109697	40.015236	42.015986
	Hour-12						24.690416	25.924945	27.221212	28.582311	30.011418
FS5	Annual						79,268.17	83,231.69	87,393.25	91,762.85	96,350.63
Fire	Monthly						6,605.68	6,935.97	7,282.77	7,646.90	8,029.22
Captain	4-Weeks						6,097.56	6,402.44	6,722.56	7,058.68	7,411.58
	Biweekly						3,048.78	3,201.22	3,361.28	3,529.34	3,705.79
	Hour-8						38.109697	40.015236	42.015986	44.116755	46.322418
	Hour-12						27.221212	28.582311	30.011418	31.511968	33.087442
FS6	Annual					87,393.25	91,762.85	96,350.63	101,168.18	106,230.78	111,542.29
Battalion Chief	Monthly					7,282.77	7,646.90	8,029.22	8,430.68	8,852.57	9,295.19
Staff BN Chief	4-Weeks					6,722.56	7,058.68	7,411.58	7,782.16	8,171.60	8,580.18
	Biweekly					3,361.28	3,529.34	3,705.79	3,891.08	4,085.80	4,290.09
	Hour-8					42.015986	44.116755	46.322418	48.638548	51.072490	53.626101
	Hour-12					30.011418	31.511968	33.087442	34.741820	36.480350	38.304358
FS7	Annual						96,350.63	101,168.18	106,230.78	111,542.29	117,111.20
(RESERVED)	Monthly						8,029.22	8,430.68	8,852.57	9,295.19	9,759.27
	4-Weeks						7,411.58	7,782.16	8,171.60	8,580.18	9,008.56
	Biweekly						3,705.79	3,891.08	4,085.80	4,290.09	4,504.28
	Hour-8						46.322418	48.638548	51.072490	53.626101	56.303462
	Hour-12						33.087442	34.741820	36.480350	38.304358	40.216758
FS8	Annual						101,168.18	106,230.78	111,542.29	117,111.20	122,966.73
Deputy Chief	Monthly						8,430.68	8,852.57	9,295.19	9,759.27	10,247.23
	4-Weeks						7,782.16	8,171.60	8,580.18	9,008.56	9,458.98
	Biweekly						3,891.08	4,085.80	4,290.09	4,504.28	4,729.49
	Hour-8						48.638548	51.072490	53.626101	56.303462	59.118620
	Hour-12						34.741820	36.480350	38.304358	40.216758	42.227586
FS9	Annual						111,542.29	117,111.20	122,966.73	129,115.10	135,570.82
Assistant Chief	Monthly						9,295.19	9,759.27	10,247.23	10,759.59	11,297.57
	4-Weeks						8,580.18	9,008.56	9,458.98	9,931.94	10,428.52
	Biweekly						4,290.09	4,504.28	4,729.49	4,965.97	5,214.26
	Hour-8						53.626101	56.303462	59.118620	62.074567	65.178279
	Hour-12						38.304358	40.216758	42.227586	44.338977	46.555913
C - 1	Annual	43,199.43	45,058.60	47,063.14	49,056.74	51,055.81	53,098.09	55,444.05	58,216.22	61,127.05	
ARFF Technician I	Monthly	3,599.95	3,754.88	3,921.93	4,088.06	4,254.65	4,424.84	4,620.34	4,851.35	5,093.92	
	4-Weeks	3,323.04	3,466.04	3,620.24	3,773.60	3,927.38	4,084.46	4,264.92	4,478.18	4,702.08	
	Biweekly	1,661.52	1,733.02	1,810.12	1,886.80	1,963.69	2,042.23	2,132.46	2,239.09	2,351.04	
	Hour-8	20.768957	21.662788	22.626510	23.584971	24.546063	25.527928	26.655793	27.988567	29.388005	
	Hour-12	14.834969	15.473420	16.161793	16.846408	17.532902	18.234234	19.039852	19.991834	20.991432	

City Of El Paso
Fire Pay Schedule
First pay period following September 1, 2023

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1 Fire Fighter Fire Medic	Annual	47,733.58	50,124.31	52,626.90	55,265.46	58,023.96	60,926.35	63,972.62	67,171.25	70,528.99	74,055.44
	Monthly	3,977.80	4,177.03	4,385.58	4,605.46	4,835.33	5,077.20	5,331.05	5,597.60	5,877.42	6,171.29
	4-Weeks	3,671.82	3,855.72	4,048.22	4,251.18	4,463.38	4,686.64	4,920.98	5,167.02	5,425.30	5,696.58
	Biweekly	1,835.91	1,927.86	2,024.11	2,125.59	2,231.69	2,343.32	2,460.49	2,583.51	2,712.65	2,848.29
	Hour-8	22.948837	24.098226	25.301394	26.569933	27.896135	29.291514	30.756067	32.293870	33.908168	35.603577
	Hour-12	16.392026	17.213019	18.072424	18.978523	19.925810	20.922510	21.968620	23.067050	24.220120	25.431126
FS2 Fire Suppression Technician Fire Paramedic	Annual		55,265.46	58,023.96	60,926.35	63,972.62	67,171.25	70,528.99	74,055.44	77,758.24	81,646.22
	Monthly		4,605.46	4,835.33	5,077.20	5,331.05	5,597.60	5,877.42	6,171.29	6,479.85	6,803.85
	4-Weeks		4,251.18	4,463.38	4,686.64	4,920.98	5,167.02	5,425.30	5,696.58	5,981.40	6,280.48
	Biweekly		2,125.59	2,231.69	2,343.32	2,460.49	2,583.51	2,712.65	2,848.29	2,990.70	3,140.24
	Hour-8		26.569933	27.896135	29.291514	30.756067	32.293870	33.908168	35.603577	37.383769	39.252990
	Hour-12		18.978523	19.925810	20.922510	21.968620	23.067050	24.220120	25.431126	26.702692	28.037850
FS3 (RESERVED)	Annual		58,023.96	60,926.35	63,972.62	67,171.25	70,528.99	74,055.44	77,758.24	81,646.22	85,728.64
	Monthly		4,835.33	5,077.20	5,331.05	5,597.60	5,877.42	6,171.29	6,479.85	6,803.85	7,144.05
	4-Weeks		4,463.38	4,686.64	4,920.98	5,167.02	5,425.30	5,696.58	5,981.40	6,280.48	6,594.52
	Biweekly		2,231.69	2,343.32	2,460.49	2,583.51	2,712.65	2,848.29	2,990.70	3,140.24	3,297.26
	Hour-8		27.896135	29.291514	30.756067	32.293870	33.908168	35.603577	37.383769	39.252990	41.215692
	Hour-12		19.925810	20.922510	21.968620	23.067050	24.220120	25.431126	26.702692	28.037850	29.439780
FS4 Fire Lieutenant Fire Medical Lieutenant	Annual						74,055.44	77,758.24	81,646.22	85,728.64	90,015.05
	Monthly						6,171.29	6,479.85	6,803.85	7,144.05	7,501.25
	4-Weeks						5,696.58	5,981.40	6,280.48	6,594.52	6,924.24
	Biweekly						2,848.29	2,990.70	3,140.24	3,297.26	3,462.12
	Hour-8						35.603577	37.383769	39.252990	41.215692	43.276466
	Hour-12						25.431126	26.702692	28.037850	29.439780	30.911762
FS5 Fire Captain	Annual						81,646.22	85,728.64	90,015.05	94,515.74	99,241.15
	Monthly						6,803.85	7,144.05	7,501.25	7,876.31	8,270.10
	4-Weeks						6,280.48	6,594.52	6,924.24	7,270.44	7,633.94
	Biweekly						3,140.24	3,297.26	3,462.12	3,635.22	3,816.97
	Hour-8						39.252990	41.215692	43.276466	45.440260	47.712091
	Hour-12						28.037850	29.439780	30.911762	32.457328	34.080065
FS6 Battalion Chief Staff BN Chief	Annual					90,015.05	94,515.74	99,241.15	104,203.23	109,417.70	114,888.56
	Monthly					7,501.25	7,876.31	8,270.10	8,683.60	9,118.14	9,574.05
	4-Weeks					6,924.24	7,270.44	7,633.94	8,015.64	8,416.74	8,837.58
	Biweekly					3,462.12	3,635.22	3,816.97	4,007.82	4,208.37	4,418.79
	Hour-8					43.276466	45.440260	47.712091	50.097707	52.604663	55.234885
	Hour-12					30.911762	32.457328	34.080065	35.784076	37.574760	39.453489
FS7 (RESERVED)	Annual						99,241.15	104,203.23	109,417.70	114,888.56	120,624.54
	Monthly						8,270.10	8,683.60	9,118.14	9,574.05	10,052.05
	4-Weeks						7,633.94	8,015.64	8,416.74	8,837.58	9,278.82
	Biweekly						3,816.97	4,007.82	4,208.37	4,418.79	4,639.41
	Hour-8						47.712091	50.097707	52.604663	55.234885	57.992567
	Hour-12						34.080065	35.784076	37.574760	39.453489	41.423262
FS8 Deputy Chief	Annual						104,203.23	109,417.70	114,888.56	120,624.54	126,655.73
	Monthly						8,683.60	9,118.14	9,574.05	10,052.05	10,554.64
	4-Weeks						8,015.64	8,416.74	8,837.58	9,278.82	9,742.74
	Biweekly						4,007.82	4,208.37	4,418.79	4,639.41	4,871.37
	Hour-8						50.097707	52.604663	55.234885	57.992567	60.892178
	Hour-12						35.784076	37.574760	39.453489	41.423262	43.494413
FS9 Assistant Chief	Annual						114,888.56	120,624.54	126,655.73	132,988.55	139,637.94
	Monthly						9,574.05	10,052.05	10,554.64	11,082.38	11,636.50
	4-Weeks						8,837.58	9,278.82	9,742.74	10,229.88	10,741.38
	Biweekly						4,418.79	4,639.41	4,871.37	5,114.94	5,370.69
	Hour-8						55.234885	57.992567	60.892178	63.936803	67.133625
	Hour-12						39.453489	41.423262	43.494413	45.669145	47.952589
C - 1 ARFF Technician I	Annual	44,495.41	46,410.36	48,475.03	50,528.44	52,587.48	54,691.03	57,107.37	59,962.71	62,960.86	
	Monthly	3,707.95	3,867.53	4,039.59	4,210.70	4,382.29	4,557.59	4,758.95	4,996.89	5,246.74	
	4-Weeks	3,422.72	3,570.02	3,728.84	3,886.80	4,045.20	4,207.00	4,392.88	4,612.52	4,843.14	
	Biweekly	1,711.36	1,785.01	1,864.42	1,943.40	2,022.60	2,103.50	2,196.44	2,306.26	2,421.57	
	Hour-8	21.392024	22.312673	23.305303	24.292519	25.282442	26.293764	27.455466	28.828226	30.269644	
	Hour-12	15.280017	15.937624	16.646645	17.351799	18.058887	18.781260	19.611047	20.591590	21.621174	

City Of El Paso
Fire Pay Schedule
First pay period following September 1, 2024

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1 Fire Fighter Fire Medic	Annual	49,165.59	51,628.04	54,205.71	56,923.42	59,764.68	62,754.14	65,891.80	69,186.39	72,644.86	76,277.10
	Monthly	4,097.13	4,302.34	4,517.14	4,743.62	4,980.39	5,229.51	5,490.98	5,765.53	6,053.74	6,356.43
	4-Weeks	3,781.96	3,971.38	4,169.68	4,378.72	4,597.28	4,827.24	5,068.60	5,322.04	5,588.06	5,867.46
	Biweekly	1,890.98	1,985.69	2,084.84	2,189.36	2,298.64	2,413.62	2,534.30	2,661.02	2,794.03	2,933.73
	Hour-8	23.637303	24.821173	26.060438	27.367029	28.733019	30.170260	31.678750	33.262688	34.925413	36.671683
	Hour-12	16.883788	17.729409	18.614598	19.547878	20.523585	21.550185	22.627679	23.759063	24.946724	26.194059
FS2 Fire Suppression Technician Fire Paramedic	Annual		56,923.42	59,764.68	62,754.14	65,891.80	69,186.39	72,644.86	76,277.10	80,090.99	84,095.61
	Monthly		4,743.62	4,980.39	5,229.51	5,490.98	5,765.53	6,053.74	6,356.43	6,674.25	7,007.97
	4-Weeks		4,378.72	4,597.28	4,827.24	5,068.60	5,322.04	5,588.06	5,867.46	6,160.84	6,468.90
	Biweekly		2,189.36	2,298.64	2,413.62	2,534.30	2,661.02	2,794.03	2,933.73	3,080.42	3,234.45
	Hour-8		27.367029	28.733019	30.170260	31.678750	33.262688	34.925413	36.671683	38.505284	40.430582
	Hour-12		19.547878	20.523585	21.550185	22.627679	23.759063	24.946724	26.194059	27.503774	28.878987
FS3 (RESERVED)	Annual		59,764.68	62,754.14	65,891.80	69,186.39	72,644.86	76,277.10	80,090.99	84,095.61	88,300.50
	Monthly		4,980.39	5,229.51	5,490.98	5,765.53	6,053.74	6,356.43	6,674.25	7,007.97	7,358.38
	4-Weeks		4,597.28	4,827.24	5,068.60	5,322.04	5,588.06	5,867.46	6,160.84	6,468.90	6,792.34
	Biweekly		2,298.64	2,413.62	2,534.30	2,661.02	2,794.03	2,933.73	3,080.42	3,234.45	3,396.17
	Hour-8		28.733019	30.170260	31.678750	33.262688	34.925413	36.671683	38.505284	40.430582	42.452163
	Hour-12		20.523585	21.550185	22.627679	23.759063	24.946724	26.194059	27.503774	28.878987	30.322974
FS4 Fire Lieutenant Fire Medical Lieutenant	Annual						76,277.10	80,090.99	84,095.61	88,300.50	92,715.50
	Monthly						6,356.43	6,674.25	7,007.97	7,358.38	7,726.29
	4-Weeks						5,867.46	6,160.84	6,468.90	6,792.34	7,131.96
	Biweekly						2,933.73	3,080.42	3,234.45	3,396.17	3,565.98
	Hour-8						36.671683	38.505284	40.430582	42.452163	44.574760
	Hour-12						26.194059	27.503774	28.878987	30.322974	31.839114
FS5 Fire Captain	Annual						84,095.61	88,300.50	92,715.50	97,351.21	102,218.38
	Monthly						7,007.97	7,358.38	7,726.29	8,112.60	8,518.20
	4-Weeks						6,468.90	6,792.34	7,131.96	7,488.56	7,862.96
	Biweekly						3,234.45	3,396.17	3,565.98	3,744.28	3,931.48
	Hour-8						40.430582	42.452163	44.574760	46.803466	49.143452
	Hour-12						28.878987	30.322974	31.839114	33.431047	35.102466
FS6 Battalion Chief Staff BN Chief	Annual					92,715.50	97,351.21	102,218.38	107,329.33	112,700.23	118,335.22
	Monthly					7,726.29	8,112.60	8,518.20	8,944.11	9,391.69	9,861.27
	4-Weeks					7,131.96	7,488.56	7,862.96	8,256.10	8,669.24	9,102.70
	Biweekly					3,565.98	3,744.28	3,931.48	4,128.05	4,334.62	4,551.35
	Hour-8					44.574760	46.803466	49.143452	51.600639	54.182803	56.891933
	Hour-12					31.839114	33.431047	35.102466	36.857600	38.702002	40.637095
FS7 (RESERVED)	Annual						102,218.38	107,329.33	112,700.23	118,335.22	124,243.28
	Monthly						8,518.20	8,944.11	9,391.69	9,861.27	10,353.61
	4-Weeks						7,862.96	8,256.10	8,669.24	9,102.70	9,557.18
	Biweekly						3,931.48	4,128.05	4,334.62	4,551.35	4,778.59
	Hour-8						49.143452	51.600639	54.182803	56.891933	59.732346
	Hour-12						35.102466	36.857600	38.702002	40.637095	42.665962
FS8 Deputy Chief	Annual						107,329.33	112,700.23	118,335.22	124,243.28	130,455.40
	Monthly						8,944.11	9,391.69	9,861.27	10,353.61	10,871.28
	4-Weeks						8,256.10	8,669.24	9,102.70	9,557.18	10,035.04
	Biweekly						4,128.05	4,334.62	4,551.35	4,778.59	5,017.52
	Hour-8						51.600639	54.182803	56.891933	59.732346	62.718942
	Hour-12						36.857600	38.702002	40.637095	42.665962	44.799245
FS9 Assistant Chief	Annual						118,335.22	124,243.28	130,455.40	136,978.21	143,827.08
	Monthly						9,861.27	10,353.61	10,871.28	11,414.85	11,985.59
	4-Weeks						9,102.70	9,557.18	10,035.04	10,536.78	11,063.62
	Biweekly						4,551.35	4,778.59	5,017.52	5,268.39	5,531.81
	Hour-8						56.891933	59.732346	62.718942	65.854909	69.147635
	Hour-12						40.637095	42.665962	44.799245	47.039220	49.391168
C - 1 ARFF Technician I	Annual	45,830.27	47,802.67	49,929.28	52,044.29	54,165.10	56,331.76	58,820.59	61,761.59	64,849.69	
	Monthly	3,819.19	3,983.56	4,160.77	4,337.02	4,513.76	4,694.31	4,901.72	5,146.80	5,404.14	
	4-Weeks	3,525.40	3,677.12	3,840.72	4,003.40	4,166.54	4,333.22	4,524.66	4,750.90	4,988.44	
	Biweekly	1,762.70	1,838.56	1,920.36	2,001.70	2,083.27	2,166.61	2,262.33	2,375.45	2,494.22	
	Hour-8	22.033784	22.982053	24.004462	25.021293	26.040913	27.082577	28.279130	29.693072	31.177736	
	Hour-12	15.738417	16.415752	17.146044	17.872352	18.600652	19.344698	20.199378	21.209337	22.269811	

City Of El Paso
Fire Pay Schedule
First pay period following September 1, 2025

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1 Fire Fighter Fire Medic	Annual	50,640.56	53,176.88	55,831.88	58,631.12	61,557.62	64,636.76	67,868.55	71,261.98	74,824.21	78,565.41
	Monthly	4,220.05	4,431.41	4,652.66	4,885.93	5,129.80	5,386.40	5,655.71	5,938.50	6,235.35	6,547.12
	4-Weeks	3,895.42	4,090.52	4,294.76	4,510.08	4,735.20	4,972.06	5,220.66	5,481.70	5,755.70	6,043.50
	Biweekly	1,947.71	2,045.26	2,147.38	2,255.04	2,367.60	2,486.03	2,610.33	2,740.85	2,877.85	3,021.75
	Hour-8	24.346423	25.565808	26.842250	28.188038	29.595010	31.075365	32.629111	34.260567	35.973178	37.771832
	Hour-12	17.390302	18.261291	19.173036	20.134313	21.139293	22.196690	23.306508	24.471834	25.695127	26.979880
FS2 Fire Suppression Technician Fire Paramedic	Annual		58,631.12	61,557.62	64,636.76	67,868.55	71,261.98	74,824.21	78,565.41	82,493.72	86,618.48
	Monthly		4,885.93	5,129.80	5,386.40	5,655.71	5,938.50	6,235.35	6,547.12	6,874.48	7,218.21
	4-Weeks		4,510.08	4,735.20	4,972.06	5,220.66	5,481.70	5,755.70	6,043.50	6,345.68	6,662.96
	Biweekly		2,255.04	2,367.60	2,486.03	2,610.33	2,740.85	2,877.85	3,021.75	3,172.84	3,331.48
	Hour-8		28.188038	29.595010	31.075365	32.629111	34.260567	35.973178	37.771832	39.660442	41.643500
	Hour-12		20.134313	21.139293	22.196690	23.306508	24.471834	25.695127	26.979880	28.328887	29.745357
FS3 (RESERVED)	Annual		61,557.62	64,636.76	67,868.55	71,261.98	74,824.21	78,565.41	82,493.72	86,618.48	90,949.52
	Monthly		5,129.80	5,386.40	5,655.71	5,938.50	6,235.35	6,547.12	6,874.48	7,218.21	7,579.13
	4-Weeks		4,735.20	4,972.06	5,220.66	5,481.70	5,755.70	6,043.50	6,345.68	6,662.96	6,996.12
	Biweekly		2,367.60	2,486.03	2,610.33	2,740.85	2,877.85	3,021.75	3,172.84	3,331.48	3,498.06
	Hour-8		29.595010	31.075365	32.629111	34.260567	35.973178	37.771832	39.660442	41.643500	43.725731
	Hour-12		21.139293	22.196690	23.306508	24.471834	25.695127	26.979880	28.328887	29.745357	31.232665
FS4 Fire Lieutenant Fire Medical Lieutenant	Annual						78,565.41	82,493.72	86,618.48	90,949.52	95,496.97
	Monthly						6,547.12	6,874.48	7,218.21	7,579.13	7,958.08
	4-Weeks						6,043.50	6,345.68	6,662.96	6,996.12	7,345.92
	Biweekly						3,021.75	3,172.84	3,331.48	3,498.06	3,672.96
	Hour-8						37.771832	39.660442	41.643500	43.725731	45.912005
	Hour-12						26.979880	28.328887	29.745357	31.232665	32.794289
FS5 Fire Captain	Annual						86,618.48	90,949.52	95,496.97	100,271.75	105,284.93
	Monthly						7,218.21	7,579.13	7,958.08	8,355.98	8,773.74
	4-Weeks						6,662.96	6,996.12	7,345.92	7,713.22	8,098.84
	Biweekly						3,331.48	3,498.06	3,672.96	3,856.61	4,049.42
	Hour-8						41.643500	43.725731	45.912005	48.207572	50.617755
	Hour-12						29.745357	31.232665	32.794289	34.433980	36.155539
FS6 Battalion Chief Staff BN Chief	Annual					95,496.97	100,271.75	105,284.93	110,549.21	116,081.24	121,885.28
	Monthly					7,958.08	8,355.98	8,773.74	9,212.43	9,673.44	10,157.11
	4-Weeks					7,345.92	7,713.22	8,098.84	8,503.78	8,929.32	9,375.80
	Biweekly					3,672.96	3,856.61	4,049.42	4,251.89	4,464.66	4,687.90
	Hour-8					45.912005	48.207572	50.617755	53.148659	55.808288	58.598692
	Hour-12					32.794289	34.433980	36.155539	37.963328	39.863063	41.856209
FS7 (RESERVED)	Annual						105,284.93	110,549.21	116,081.24	121,885.28	127,970.58
	Monthly						8,773.74	9,212.43	9,673.44	10,157.11	10,664.22
	4-Weeks						8,098.84	8,503.78	8,929.32	9,375.80	9,843.90
	Biweekly						4,049.42	4,251.89	4,464.66	4,687.90	4,921.95
	Hour-8						50.617755	53.148659	55.808288	58.598692	61.524317
	Hour-12						36.155539	37.963328	39.863063	41.856209	43.945941
FS8 Deputy Chief	Annual						110,549.21	116,081.24	121,885.28	127,970.58	134,369.06
	Monthly						9,212.43	9,673.44	10,157.11	10,664.22	11,197.42
	4-Weeks						8,503.78	8,929.32	9,375.80	9,843.90	10,336.08
	Biweekly						4,251.89	4,464.66	4,687.90	4,921.95	5,168.04
	Hour-8						53.148659	55.808288	58.598692	61.524317	64.600510
	Hour-12						37.963328	39.863063	41.856209	43.945941	46.143221
FS9 Assistant Chief	Annual						121,885.28	127,970.58	134,369.06	141,087.56	148,141.89
	Monthly						10,157.11	10,664.22	11,197.42	11,757.30	12,345.16
	4-Weeks						9,375.80	9,843.90	10,336.08	10,852.88	11,395.54
	Biweekly						4,687.90	4,921.95	5,168.04	5,426.44	5,697.77
	Hour-8						58.598692	61.524317	64.600510	67.830558	71.222063
	Hour-12						41.856209	43.945941	46.143221	48.450398	50.872902
C - 1 ARFF Technician I	Annual	47,205.18	49,236.75	51,427.16	53,605.62	55,790.05	58,021.71	60,585.21	63,614.44	66,795.18	
	Monthly	3,933.77	4,103.06	4,285.60	4,467.14	4,649.17	4,835.14	5,048.77	5,301.20	5,566.27	
	4-Weeks	3,631.16	3,787.44	3,955.94	4,123.50	4,291.54	4,463.20	4,660.40	4,893.42	5,138.10	
	Biweekly	1,815.58	1,893.72	1,977.97	2,061.75	2,145.77	2,231.60	2,330.20	2,446.71	2,569.05	
	Hour-8	22.694798	23.671514	24.724596	25.771933	26.822139	27.895053	29.127505	30.583865	32.113067	
	Hour-12	16.210570	16.908225	17.660426	18.408523	19.158671	19.925038	20.805361	21.845618	22.937905	

APPENDIX B

56-hour employees covered by this Agreement shall work nine 56-hour shifts in a 27-day period according to the following schedule:

Days of Cycle	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Shift	A	B	A	B	C	B	C	A	C	A	B	A	B	C

Days of Cycle	15	16	17	18	19	20	21	22	23	24	25	26	27
Shift	B	C	A	C	A	B	A	B	C	B	C	A	C

APPENDIX C

Class Title	Grade
Fire Fighter	FS 1
Fire Medic	FS 1
Fire Suppression Technician	FS 2
Fire Paramedic	FS 2
Fire Suppression Technician II	FS 3
Fire Lieutenant	FS 4
Medical Lieutenant	FS 4
Fire Captain	FS 5
Fire Battalion Chief	FS 6
Staff Battalion Chief	FS 6
Fire Division Chief	FS 6
Assistant Fire Marshal	FS 6
Fire Deputy Chief	FS 8
Fire Marshal	FS 8
Fire Assistant Chief	FS 9
ARFF Technician I	C-1

APPENDIX D

BASELINE PHYSICALS

The baseline physicals will include the following tests:

1. Blood Test
2. Urinalysis
3. Spirometry
4. EKG
5. Hearing Test
6. Stress Test
 - (a) if deemed necessary by physician
 - (b) for all members of the Haz/Mat entry team

APPENDIX E

Anniversary Dates For ARFF Employees

Title	Name	Anniversary Date
ARFF Technician I	L. Gomez	11/30

APPENDIX F
HEALTH BENEFIT PLAN

APPENDIX G
RANDOM DRUG TESTING POLICY

Appendix G: Random Drug Testing Policy

Section 1. General.

Section 1a. It is agreed that efficiency and safety in the work place is necessary and required in order to carry out the mission of the Fire Department. Both parties support the proper and responsible implementation of this Article in the interests of public safety and the safety of Fire Fighters.

Section 1b. Therefore, it is understood that the use of alcohol, drugs, or other controlled substances, including improper use of legally prescribed drugs, by employees while on duty or in the work place is detrimental to the operation of the Department and is clearly prohibited by this Agreement and the rules and regulations of the Fire Department.

Section 1c. The City and the Union have a mutual interest in ensuring that drug and alcohol impaired employees do not perform Fire Department duties. The City and the Union are committed to the principle that the mandatory drug and alcohol testing policy for employees is designed and shall be administered to result in disciplinary action only against those employees who have violated the Fire Department's rules, regulations, policies and procedures.

Section 1d. The City and the Union agree that employees may be called upon in hazardous situations without warning, and that it is imperative to the interest of the employees and the public to ensure that no employee is substance impaired. In order to further their joint interest in protecting employees and the public, effective one year after the ratification of this agreement, the City and the Union agree to mandatory random drug and alcohol testing as described in this Article.

Section 1e. Testing conducted under this Article shall be by urinalysis for drug tests and by appropriate evidence breath testing device protocols for alcohol.

Section 1f. All samples will be collected as split-samples and will be handled in accordance with the standards in 49CFR part 40 as amended, as outlined in the Drug and Alcohol Testing Procedures.

Section 1g. The City has developed a Fire Department Drug and Alcohol Policy with procedures and protocols, which follow the requirements of SAMHSA/CAP FUDT. The El Paso Fire Department Drug and Alcohol Testing Policy currently in effect will remain unchanged during the life of this Agreement, except as modified herein, or if changes are necessary to comply with developments in the law or modification of the Medical Review Officer Manual. The parties agree that the current fire department policy, attached as Appendix H, is consistent with this Article and contains additional procedural and substantive requirements, and further agree that the City is entitled to continue the implementation of drug testing under the provisions of this Article and policy.

Section 1h. The Section of the Fire Department Drug and Alcohol Policy dealing with mandatory drug testing and the consequences thereof is subject to amendment by the City only as the City determines is necessary to follow the requirements SAMHSA/CAP FUDT.

Section 2. Random Testing.

Section 2a. All sworn employees of the El Paso Fire Department, including the Fire Chief, are subject to random drug and alcohol testing. Between 10 and 50 percent of the authorized staffing levels identified each fiscal year shall be subject to mandatory drug and alcohol testing during that fiscal year. The employees shall be chosen on a fair and impartial statistical basis (in which each employee has an equal chance of being selected) by a computerized program operated and certified as non-discriminatory by an independent firm hired by the City. This creates the possibility that the same name(s) could be selected once or more in a year, or not at all. The City will also contract a qualified vendor to conduct the testing. This testing will entail 10 panel testing and breath alcohol concentration testing. A violation will occur when an employee has a confirmed positive drug test or a confirmed breath alcohol concentration test level of .04 or greater.

Section 2b. Drug testing will be unannounced and will occur at unpredictable times with employees being tested upon randomized computer selection. All testing shall be conducted during the employee's normal working hours. If an employee is selected during a period where that employee is not on duty, the Human Resources representative shall ensure that the employee is notified immediately upon returning to duty to report for testing. The timing and number of the random tests shall be controlled by the HR representative in order to ensure that the proper percentage of the department is tested. The integrity and security of the list shall be ensured by the Human Resources representative.

Section 2c. Upon notice of selection for random testing, the employee shall be escorted to the testing laboratory and shall provide a urine and breath sample in accordance with the policy or protocol established by the testing laboratory. Failure to provide a sample shall be considered refusal to submit to a drug test.

Section 3 Post-Accident Testing and Reasonable Suspicion:

Post-accident and reasonable suspicion testing will entail 10 panel testing and alcohol testing. A violation will occur when an employee has a confirmed positive drug test or a breath alcohol concentration confirmation test level of .04 or greater.

Section 3a. Post-Accident:

1. The parties agree to require post-accident mandatory alcohol and drug testing under the testing guidelines set forth in this Article of any Fire Fighter involved in a vehicular accident in a City vehicle where any of the following conditions exist:
 - (a). An employee while driving a City vehicle becomes involved in a vehicular accident which results in a human fatality.

- (b). An employee while driving a City vehicle becomes involved in a vehicular accident and the employee receive a moving traffic violation arising from the accident.
 - (c). An employee while driving a City vehicle becomes involved in a vehicular accident from which any involved vehicle requires towing from the scene.
 - (d). An employee while driving a City vehicle becomes involved in a vehicular accident from which any person involved is transported from the scene for medical treatment.
2. The City agrees to conduct post-accident drug and alcohol testing of any employee involved in a vehicular accident in a City vehicle that voluntarily requests testing, regardless of whether the above conditions are met.

Section 3b. Reasonable Suspicion Testing:

1. The Union acknowledges and recognizes the right of the City to investigate possible alcohol or drug abuse by employees which may impair job performance, as well as off-duty conduct which results in reasonable suspicion. Examples of off-duty conduct that could result in reasonable suspicion include, but are not limited to, arrest for possession of, use, or being under the influence of drugs or alcohol. It is understood that the City shall adequately train its supervisory personnel in the detection of the symptoms and effects of alcohol and/or controlled substance abuse so that they may properly investigate cases of on-duty reasonable suspicion. When reasonable suspicion has been identified (on-duty or off), the suspected employees will be required to submit to drug and alcohol screening in accordance with the terms of this Agreement.
2. Reasonable suspicion is defined as the actions, appearance or conduct of an employee which are indicative of or consistent with the use and/or presence in the employee's body of a controlled substance or alcohol. Reasonable suspicion is based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee.
3. Reasonable suspicion testing is not limited by this Article except to the extent that any urine testing utilized shall be in accordance with the lab testing protocol below. Reasonable suspicion testing may involve urine or blood, or other biological samples or tissues as determined under existing legal standards. A fire fighter will not be required to take more than one of these tests.

Section 4 Testing Standard

Section 4a. The City has developed a Fire Department Drug and Alcohol Policy with procedures and protocols which follow the requirements of SAMHSA/CAP FUDT. The section of the Fire Department Drug and Alcohol Policy dealing with mandatory drug testing and the

consequences thereof is subject to amendment by the City only as the City determines that it is necessary to follow the requirements of SAMHSA/CAP FUDT.

Section 4b. Nothing in this Article shall be construed to abolish the existing authority and practice of the City to conduct drug testing for:

- a. Pre-employment.
- b. Reasonable suspicion.
- c. Upon return to duty after an absence of 30 calendar days or more.
- d. Post-accident.
- e. Pre-assignment testing where required by law.
- f. Post firearm discharge.

Section 5. Threshold Levels Revealed by Testing

The parties have agreed that the procedures identified in 49 CFR part 40, as amended, shall be the guidance for any drug and alcohol testing administered under this Article. The only modification from the CFR guidance will be that all drug testing shall be conducted using a 10 panel test.

Section 5a. A positive test is defined as one where there is a confirmed quantifiable presence of one of the prohibited substances in an amount that meets or exceeds the thresholds included as Appendix I.

Section 5b. A positive test for alcohol shall be one where the breath alcohol concentration is confirmed to be .04 or greater.

Section 5c. Refusal to submit to a drug or alcohol test shall be treated as a confirmed positive test.

Section 6. Notification and Reporting

Section 6a. All drug and alcohol testing under this Article shall be conducted while the employees are on duty. Upon notification of selection for random testing, order to report for post- accident, or for cause the employee shall be escorted to the testing facility to provide the appropriate sample.

Section 6b. In all drug and alcohol testing under this Article, only conclusive results are to be reported to the City. Both tests must be positive or the results are considered inconclusive thereby causing a negative test to be reported to the City.

Section 6c. Concentrations less than the thresholds listed herein, or initial positives not confirmed by the confirmatory testing shall be disregarded by the City and may not be used at any time for any employment or disciplinary purpose whatsoever by the City.

Section 6d. Once the employee has been notified of a drug test under any provision of this Article, an employee does not have any right to self-report use or impairment under this Article, and thereby escape the consequences of violating the Departmental Rules and Regulations. It shall be within the Chief's discretion to permit self-reporting and to withhold or suspend discipline based upon all relevant facts and circumstances.

Section 7. Alcohol Related Guidance

Alcohol Testing Shall be as Follows:

Section 7a. Alcohol testing shall be conducted by a Breath Alcohol Technician (BAT) using an Evidential Breath Testing Device (EBT). The employee will provide a breath sample. If the employee's alcohol concentration is greater than or equal to .04, a second confirmation test shall be performed in accordance with established EBT protocol.

Section 7b. An employee's failure or refusal to provide a breath sample shall result in a determination that the employee's alcohol concentration is greater than or equal to .04.

Section 7c. Confirmation that an employee's alcohol concentration is greater than or equal to .04 shall result in disciplinary action according to this article.

Section 7d. The guidance under 49CFR Part 654 regarding safety sensitive positions shall be adhered to including removing an employee from duty for an alcohol test of .02 or greater but less than .04. Although this is not considered a positive test, the employee will be placed on sick leave and may not return to duty until the start of the employee's next regularly scheduled shift. This will not be deemed an occurrence.

Section 7e. Tests that yield a concentration below .02 are considered negative with no consequences under this article.

Section 8. Discipline for Positive Drug and Alcohol Tests.

Section 8a. 1st positive result:

The employee shall be suspended from the Fire Department for a period of time not to exceed thirty (30) days. The employee shall further be required to seek evaluation, education or treatment to establish control over the employee's drug or alcohol problem. Specifically, the employee must successfully complete an appropriate rehabilitation program as determined by a drug and/or alcohol abuse evaluation expert. The employee may utilize sick leave, vacation or unpaid administrative leave as necessary to complete the rehabilitation program. Verification of the employee's successful completion of the program must be provided to the City by the rehabilitation facility no later than six (6) months from the date of the initial positive result and constitutes a condition precedent to the employee's return to work. Prior to returning to duty the employee shall undergo a return to duty test with a result indicating an alcohol concentration of less than 0.04 and/or controlled substance test with a verified negative result. In addition, the City may continue to monitor any employee under this provision by conducting unannounced follow-up testing not

to exceed twenty four (24) months following the employee's return to work. An employee's failure to meet the requirements to return to duty herein shall automatically be considered a 2nd positive test result.

Section 8b. 2nd positive result:

Under this article, a 2nd positive test result at anytime will result in termination of the employee with no appeal to the Civil Service Commission.

Section 9. Drug and Alcohol Abuse Treatment.

Section 9a. The El Paso Fire Department encourages any employee who has an alcohol or other drug problem to seek treatment before the problem manifests itself in a violation of this policy and before the employee has a positive test result. To encourage employees to maintain a safe, healthy, and productive work environment, the City of El Paso provides an Employee Assistance Program as an option for an employee seeking treatment. An employee who self-reports an abuse problem, which has not violated department policies and rules and regulations, may self-report and seek treatment. Employees may not be disciplined for entering a treatment program under these circumstances. An employee may not self-refer once notification of a drug test has been made.

Section 9b. The City shall implement a drug and alcohol abuse education program. As part of that program, information shall be provided on the availability of any EAP services under City programs or other outside service providers.

Section 10 Union Representation of Members.

Section 10a. While it is understood that the Union is unequivocally opposed to the use of alcohol or drugs in the work place, as well as the abuse of such substances under any condition, and further agrees to cooperate toward the prevention of such abuse and strongly supports the prohibition of the use of drugs or alcohol in the work place and the proper enforcement of the Department's rules and regulations, the Union, retains the right to fairly and properly represent any aggrieved member of the bargaining unit by reason of the application of this Article, including but not limited to what the Union may consider as unwarranted or unreasonable investigations, search or the imposition of discipline.

Section 11 EAP/Drug committee

Section 11a. The City agrees to form an employee assistance drug committee with the Association. The Fire Chief and the Association President shall designate two (2) individuals to serve on the committee; the committee shall assemble and prepare materials to inform Fire Fighters of the issues and dangers of substance abuse to the employee, their colleagues in the department, the public, and their families. The materials shall include an inventory and presentation of available community and City resources for dealing with emotional issues, depression, family conflict, domestic violence, alcohol abuse, substance abuse, and other mental and medical issues which are a part of the substance abuse paradigm. The committee shall make materials and presentations available to all Fire Fighters.

Section 12. Confidentiality.

Section 12a. All records pertaining to the department required drug and/or alcohol tests shall remain confidential to the extent allowed by law, unless offered in evidence in a disciplinary appeal. Drug test results and records shall be stored in a locked file under the control of the Human Resources Representative or his designee. The Chief will maintain original copies submitted by the laboratory. No access to these files shall be allowed without written approval of the Chief.

APPENDIX H
EL PASO FIRE DEPARTMENT DRUG & ALCOHOL TESTING POLICY

El Paso Fire Department Drug & Alcohol Testing Policy

Purpose and Scope: The El Paso Fire Department (EPFD) believes employees have a right to work in a drug and alcohol free environment. Persons under the influence of drugs and alcohol may pose serious safety, health and security risks to the public and to other Department employees. In addition to the City's Drug-Free Work Place Policy, this policy provides directives to all sworn employees of the EPFD concerning procedures for drug and alcohol testing. Nothing herein shall replace or supersede any provision of the Drug and Alcohol Testing article in the Collective Bargaining Agreement between the City of El Paso, Texas and the Local 51, International Association of Fire Fighters Inc. (hereinafter referred to as the "CBA").

I. Random Testing:

All sworn employees of the El Paso Fire Department, including the Fire Chief (hereinafter referred to in this policy as "employee" or "employees") are subject to random drug testing. Between 10 and 50% of the authorized staffing levels identified each fiscal year, shall be subject to mandatory random drug testing during that fiscal year in accordance with the Collective Bargaining Agreement (CBA).

A. Selection of Employees for Random Testing:

Employees shall be subject to random testing on a fair and impartial statistical basis. The fair and impartial statistical basis (in which each employee has an equal chance of being selected) shall be by a computerized program operated and certified as non-discriminatory by an independent firm hired by the City, and the employee shall be tested upon being selected by the computer. The firm shall generate a list upon request by the EPFD Human Resources Manager (HRM).

1. The random list will be delivered to the HRM or designee by email, or hand delivered letter.
2. The HRM or designee will issue a written directive to each employee on the list, ordering them to submit to drug testing at the specified date, time, and location, and will provide the reason for the test (post-accident, random or reasonable suspicion).
3. Except when in actual use, possession of and access to the list of names will be limited to the HRM and/or designee.

B. Notification to and Reporting by Employees for Random Testing

The El Paso Fire Department HRM will coordinate with the testing vendor concerning the date, time, location, and number of employees to be tested. The collection dates will not be announced to the affected employee(s) in advance.

1. The HRM will verify that the employees randomly selected have reported to duty prior to making the notification to report for testing.

2. The HRM will provide the appropriate supervisor with a list of names of the employees selected for testing.
3. The appropriate supervisor, or Professional Standards Chief, will ensure that all selected employees are ordered to report for testing both orally and by written directive using the Notification to Report Memo. The use of the Notification to Report Memo serves as a direct order by the authority of the HRM on behalf of the Fire Chief to provide the necessary sample at the specified location.
4. The HRM shall coordinate the testing process to coincide with an employee's regularly scheduled workday.
5. Supervisors will make every effort to ensure their employees are escorted to the testing facility immediately upon notification. If the appropriate supervisor cannot escort the employee, they shall contact the Professional Standards Chief to arrange to have the employee escorted to the testing facility. Once the notification has been made to the employee, they shall not be left unescorted until the sample has been provided.
6. An employee who refuses, fails, or is unable to provide an adequate specimen, shall be considered to have a positive test and will be subject to discipline as outlined in the CBA.

II. Collection Procedure

Collection and analyses of the necessary samples will be conducted by a contracted, qualified and independent firm/laboratory that complies with requirements of SAMHS/CAP FUDT, in accordance with the CBA. All samples will be collected as split samples and will be handled in accordance with the standards of 49 CFR Part 40. After arriving at the specified collection location, employees will comply with instructions received from screening personnel. Screening will only be done for prohibited drugs and/or alcohol. No other substances will be screened, nor will any other medical tests be conducted or performed.

- A. The collection dates will not be announced in advance.
- B. Employees will be required to present their El Paso Fire Department identification card at the collection location.
- C. The samples will be provided in maximum feasible privacy.
- D. Appropriate chain of custody procedures will be followed at all times at the collection facility and at the laboratory that performs the analysis.

- E. Personnel who are summoned to provide a specimen for analysis will remain at the collection location in view of collection personnel until an adequate sample can be produced.
- F. Employees will have a maximum of 4 hours in which to provide the sample. Failure to provide a sample in that timeframe shall be considered refusal to submit to a drug test.

III. Positive Test Results

- A. If the initial screening indicates a positive test result, a second test of this specimen will be performed.
 - 1. A confirmed positive report will only be made after this second test also comes back positive.
 - 2. A confirmed positive test report will be maintained by the HRM in a secure area.
- B. Once the HRM has received the initial notification from the drug-testing vendor that an employee has a confirmed positive test result, the HRM will notify the Fire Chief and the Professional Standards Chief.
- C. Upon notification of a positive test result, the Discipline for Positive Drug and Alcohol Tests, Section 8 of Appendix G: Random Drug Testing Policy will be followed.
- D. Within two working days after receiving notification from his/her department director of the initial positive test result, the employee will have the opportunity, at his own expense, to request that a re-test be performed manually, utilizing the original split sample.
- E. If the employee's sample comes back with a negative result, the original test result shall be deemed inconclusive and, therefore, disregarded by the City.
- F. The sample will be maintained for a period of one (1) year.
- G. Drug tests results will be made available to the affected employee upon written request, subject to applicable rules, regulations and legal considerations.
- H. In accordance with applicable privacy laws, drug test results and documentation about drug testing results, other than disciplinary reports, shall be maintained in a secured (locked) cabinet in the office of the HRM. A separate, confidential file will be maintained for each employee who submits to drug or alcohol testing.

- I. Impairment on duty shall be determined by a Medical Review Officer or a qualified medical professional subject to the Chief's discretion on relevant circumstances. All disputes regarding the disciplinary actions taken under this policy, in accordance with the CBA, will be considered a contract grievance and will be subject to the grievance procedure.

IV. Reasonable Suspicion Testing

- A. "Reasonable Suspicion" shall be defined in accordance with the CBA.

- B. Procedures for Reasonable Suspicion Testing

If a supervisor reasonably suspects that an employee subject to this policy is under the influence of a prohibited drug, prohibited inhalant, alcohol, or appears impaired due to the abuse of a prescription drug, the supervisor will:

1. Immediately remove the employee from performing regular duties, and, when possible, bring the employee to a private area away from the observation of coworkers and/or the public.
 2. Notify the appropriate level supervisor to confer regarding the observations leading to the suspicion.
 3. If the observations leading to suspicion are confirmed, notify the HRM to make arrangements for the employee to be taken for testing. If the HRM is not available, notify the appropriate Deputy Chief who will coordinate the scheduling of the testing. Document the observations leading to suspicion appropriately and provide a copy of this documentation to the HRM.
 4. Upon completion of the testing, arrangements will be made for the employee to be taken home. They will then be placed on paid administrative leave pending the receipt of the test results.
 5. Collection procedures defined in Section II above will be followed.
- C. Upon notification of a positive test result, the Discipline for Positive Drug and Alcohol Tests, Section 8 of Appendix G: Random Drug Testing Policy will be followed.

V. Post- Accident/Firearm Discharge Testing

Conditions for Post- Accident/Firearm Discharge:

- A. In accordance with the City's Drug Free Policy, any sworn employee that is involved in a motor vehicle accident or firearm discharge may be subject to a mandatory drug test.
- B. Collection procedures defined in Section II above will be followed.

- C. Supervisor will contact the HRM to make notification.
- D. Should the employee be hospitalized, the employee may also choose to authorize the HRM to conduct drug and alcohol tests on the blood tests obtained from the hospital; provided hospital policy allows for it. If not, the HRM will coordinate drug and/or alcohol testing within 48 hours after the following incidents.
- E. Post-Firearm Discharge testing shall be applicable only to personnel who are appointed by the Department as sworn peace officers and will be conducted under either of the circumstances listed below. This will entail 10 panel testing and alcohol testing.
 - 1. Discharge of a firearm, on or off duty, whereby a person was the intentional or accidental object of the shooting. This will include injury and non-injury shootings.
 - 2. Discharge of a firearm on or off duty, while performing a law enforcement function. The following are exceptions: discharge during training, discharge during weapon maintenance, approved shooting of an animal, approved shooting of an object.
- F. Post- Accident testing will be conducted under any of the circumstances listed below and will entail the 10 panel testing and alcohol testing.
 - 1. A sworn employee while driving a City vehicle becomes involved in a vehicular accident which results in a human fatality.
 - 2. A sworn employee while driving a City vehicle becomes involved in a vehicular accident and the employee receives a moving traffic violation arising from the accident.
 - 3. A sworn employee while driving a City vehicle becomes involved in a vehicular accident from which any involved vehicle requires towing from the scene.
 - 4. A sworn employee while driving a City vehicle becomes involved in a vehicular accident from which any person involved is transported from the scene for medical treatment.
- G. If determined that a test will be conducted based on the listed parameters, the appropriate supervisor shall notify the HRM to make arrangements for the employee to be taken for testing. If the HRM is not available, notify the appropriate Deputy Chief who will coordinate the scheduling of the testing.

- H. Upon completion of the testing, arrangements will be made for the employee to be taken home. They will then be placed on paid administrative leave pending the receipt of the test results.
- I. Upon notification of a positive test result, the disciplinary guidance outlined in Article X of the CBA will be followed.

VI. Responsibility for Reporting Legal Prescription Drug Use & Accidental Drug Exposure

- A. If the medically approved and appropriate use of a prescription or over-the-counter drug adversely affect any El Paso Fire Department employee's work performance or the safety of the employee or others, the employee must bring this fact to the attention of his/her immediate supervisor.
- B. The immediate supervisor will then inform the appropriate on-Deputy or Division Chief and HRM. The HRM will make a determination whether to question the employee's fitness for duty, and whether to limit, suspend or modify the employee's work activity, or otherwise reasonably accommodate such adverse effect.
- C. As part of this process, the employee may be requested to provide medical documentation of his/her ability to safely and effectively perform the essential functions of the position.
- D. Any information about the employee's medical condition obtained by a supervisor or manager is confidential, and will be shared only on a need to know basis. Any documentation of such medical information must be kept in the employee's confidential file.
- E. Employees subjected to the accidental exposure of any illegal drug must immediately notify the supervisor on duty.
 - 1. The supervisor will handle all accidental exposures as required by departmental policy. Additional information that should be included are:
 - a. the substance the individual was exposed to;
 - b. the period of exposure; and
 - c. a brief statement explaining the necessity for exposure.
 - 2. A copy will be forwarded to the El Paso Fire Department HRM who will maintain this documentation for use if needed in the drug-testing program.

VII. Drug and Alcohol Abuse Treatment

The El Paso Fire Department encourages any employee who has an alcohol or other drug problem to seek treatment before the problem manifests itself in a violation of this policy and before the employee has a positive test result. To encourage employees to maintain a safe, healthy and productive work environment, the City of El Paso provides an Employee Assistance Program as an option for an employee seeking treatment. An employee may not self-refer once notification of a drug test has been made.

- A. Employees are encouraged to voluntarily seek assistance for alcohol or other drug problems.
 - 1. All inquiries about assistance will be kept strictly confidential and will be disclosed only to those persons with a legitimate business need to know.
 - 2. Information regarding the Employee Assistance Program is available from the El Paso Fire Department's HR Department.
 - 3. The El Paso Fire Department will maintain the confidentiality of any request for such information by an employee or family member.
- B. Any employee who voluntarily seeks rehabilitation and treatment shall be entitled to the same leave and benefits that are otherwise applicable under leave policies.
- C. Nothing in this policy is intended to conflict with the provisions of the Family and Medical Leave Act (FMLA) or ADAAA, and in the case of any conflict, the provisions of the FMLA and ADAAA prevail.

APPENDIX I
DRUG TESTING CONFIRMATION THRESHOLDS

Appendix I: Drug Testing Confirmation Thresholds

The following thresholds will be used when conducting the 10 panel drug testing under this agreement:

Substance Abuse Panel:	Initial Test Level	Confirmation Test Level
Amphetamines	1000 ng/ml	500 ng/ml
Barbituates	300 ng/ml	300 ng/ml
Benzodiazepines	300 ng/ml	300 ng/ml
Cocaine Metabolites	300 ng/ml	150 ng/ml
Marijuana Metabolites	50 ng/ml	15 ng/ml
Methadone	300 ng/ml	300 ng/ml
Methaqualone	300 ng/ml	300 ng/ml
Opiates	2000 ng/ml	2000 ng/ml
Phencyclidine	25 ng/ml	25 ng/ml
Propoxyphene	300 ng/ml	300 ng/ml

El Paso Association of Fire Fighters

Affiliated with International Association of Fire Fighters



IAFF Local 51

15 August 2022

Brothers and Sisters,

The results of the 2023-2026 Contract Negotiations vote have been reported and certified by the Chair of the Elections Committee. The results are as follows:

Yes- 596 votes

No- 50 votes

4- ballots discarded for no name or blank ballots

Total Local 51 members: 840

Total ballots received: 650

Participation: 77%

The Executive Board would like to thank everyone who voted in this important election and the work of the Elections Committee chaired by Daniel Hepp. The Board is working with City Administration to present the approved contract to City Council this month for ratification. Please get in touch with an Executive Board member or shift steward if you have any questions.

Respectfully,

A handwritten signature in black ink that reads 'Paul Thompson'. The signature is written in a cursive style with a long, sweeping underline.

Paul Thompson
President, Local 51
El Paso Association of Firefighters

Articles of Agreement

between

THE CITY OF EL PASO, TEXAS

and

LOCAL 51

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, INC.

September 1, 20~~22~~¹⁸ to August 31, 202~~6~~²

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ARTICLE I PURPOSE OF AGREEMENT

Section 1. This Agreement, entered into this ~~21st~~ day of August, 2022~~18~~, is between the CITY OF EL PASO, TEXAS, hereinafter called the "City," and LOCAL 51, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, INC. hereinafter called the "Association."

Section 2. The purpose of this Agreement is to promote harmonious relationships between the City and the employees covered hereby and to fix the rates of pay, hours of work, and the terms and conditions of employment for those employees. This document recognizes the inherent dignity of the parties to this Agreement and by signing both parties agree to work together to maintain a favorable working environment where the value of each individual is recognized and respected.

Section 3. The use of the masculine gender in this Agreement shall be deemed to include the feminine gender, unless the reference is to a specific male individual.

ARTICLE II DEFINITIONS

The following definitions apply to this Agreement:

Anniversary Date - for Pay Purposes - for those employees holding the rank of fire fighter, the Anniversary Date shall be the date of graduation from the Training Academy. The date for all other fire fighter ranks shall be the date of their last promotion. All fire fighters employed as of September 1, 1984 shall retain their current anniversary date unless at some future date they are promoted to a higher rank.

The date for FMS employees not certified to fight structural fires shall be their last promotion date. The date for ARFF shall be as shown in Appendix E.

Agreement - means the Articles of Agreement between the City of El Paso and International Association of Fire Fighters, Local 51, Inc.

Bargaining Agent - means the International Association of Fire Fighters, Local 51, Inc. and their designated bargaining committee, so long as they meet the requirements of Section 174.101 of the Local Government Code.

City - means the City of El Paso.

Charter or City Charter - means the Charter adopted by the City of El Paso in effect as of the date this Agreement is approved by City Council.

Civil Service Rules - means the rules adopted by the Civil Service Commission in effect as of the date this Agreement is approved by City Council.

Employer - means the City of El Paso.

Employee - means fire fighter.

56-hour employee – means an employee whose work schedule is determined in accordance with the cycle set forth in Appendix B hereof.

Fire fighter - means any employee recognized as meeting the definition in Section 174.003 of the Local Government Code.

Grievance - means a dispute or a disagreement involving interpretation or application or alleged violation of any provision of this Agreement.

Line of Duty – for purposes of Article XVIII, Section H, is defined as any activity performed while on duty, unless such activity is prohibited by written prohibition, direct order, or is a violation of law, or such activity is purely personal.

Union - means the International Association of Fire Fighters, Local 51, Inc. so long as it meets the requirements of Section 174.101 of the Local Government Code.

ARTICLE III RECOGNITION

The City recognizes the Association as the exclusive bargaining agent for a unit consisting of each permanent paid employee in the City's Fire Department, except the Fire Chief. The parties hereto agree that no portion of this Agreement shall be applicable to, and the Association will not seek to represent, any employees outside the described unit.

ARTICLE IV NO STRIKE, NO LOCK OUT

Section 1. The City agrees that it will not lock out the employees covered by this Agreement.

Section 2. The Association agrees that neither it nor any of the employees covered by this Agreement will sanction, call, acquiesce, or engage in, or fail to make a good faith effort to discourage, any strike; sit-down; slow-down; sick-out; sympathy strike; picketing for the purpose of inducing, influencing, or coercing a change in the conditions or compensations or the rights, privileges, or obligations of employment; or any other work stoppage or interference with or against the City for any reason. The Association shall be deemed to have made "a good faith effort to discourage" the conduct prohibited by this Section when, promptly upon learning (or being notified) that one or more employees contemplate, have threatened, or have undertaken any of the prohibited conduct, it publicly disavows the threatened or actual conduct prohibited by this Section and publicly announces any such conduct is prohibited both by law and by this Agreement; it provides actual notice of the same sort to each person whom it learns (or is notified) contemplates, has threatened, or has undertaken any such activity and formally urges each such employee to refrain from or immediately cease any and all such conduct; and, to the extent permitted by the City, it posts a notice to such effect at all places where

notices to employees or members are normally posted.

Section 3. It is expressly understood and agreed that the refusal or failure of any employee or employees covered by this Agreement to cross or work behind the picket line of any association, union, or other organization or person shall constitute a violation of this Agreement.

Section 4. Any employee covered by this Agreement who participates in any action prohibited by this Article may be discharged, suspended, and/or demoted, and/or otherwise disciplined at the option of the City. This Section shall be cumulative of any other rights the City may have by statute, at common law, or in equity against the Association and/or the employees covered by this Agreement.

ARTICLE V CITY'S RETAINED PREROGATIVES

Section 1. Except to the extent expressly abridged by this Agreement, the City reserves and retains, solely and exclusively, all of its inherent and/or statutory rights to operate the City government.

Section 2. The direction of the City's working forces, including, by way of illustration only and not of enumeration, the right to plan, direct, expand, control, initiate, reduce, transfer, or terminate specific operations, duties, or functions; to hire, assign, transfer, promote, or refrain from any of the foregoing; to discharge, suspend, demote, reprimand, or otherwise discipline employees pursuant to the current City Charter or the Civil Service Rules; to introduce any new or improved methods or facilities; subcontract functions other than actual fire fighting activities and emergency basic and advanced life support, except that in cases of system overload or multiple patient incidents, the Fire Chief or his designee, may request assistance from agencies that the City has a franchise or contract with, for the purpose of providing emergency aid assistance; and to make such rules and regulations as may be necessary or desirable for the operation of the City continues to be vested exclusively in the City.

Section 3. The initial probationary period for new employees shall be the time period in which the employee works, to include for purposes of this section all hours taken for holiday leave and a maximum of 36 hours of sick leave, a total of 2912 hours. A probationary employee may be discharged at any time at the discretion of the Chief without appeal to the Commission.

Section 4. That the parties agree that the Fire Chief, at his sole discretion, may develop and implement a program for the purpose of recognizing outstanding service and acts of distinct heroism by fire fighters, on or off duty, and the members of the public. Such program shall be a management prerogative and is intended only for the limited purposes established by the Chief and shall not grant or confer any rights to employees under this Agreement, nor shall the implementation of such a program become or constitute a past practice of the City as addressed in Article VI, Section 4. The parties agree that as part of such a program, the Chief, at his sole discretion, may award additional hours of vacation or other leave to top fire fighter recipients of program awards.

ARTICLE VI EXISTING CONDITIONS

Section 1. Except to the extent abridged or modified elsewhere in the Agreement, any economic benefits set forth in the current City Charter, Ordinance No. 8064, the Rules and Regulations of the Civil Service Commission, the Rules and Regulations of the Fire Department, and the applicable state statutes and amendments thereto, as of the effective date of this Agreement, shall not be changed for the duration of this Agreement, except pursuant to the procedure established in Article XXXII, Section 2.

Section 2. Physical items used by employees shall continue to be furnished as they have been in the past; that is, those types of items which have been furnished by the City shall continue to be furnished by the City and those types of items which have been furnished by employees shall continue to be furnished by employees. The question of what types of items have been furnished by the City shall be resolved by reference to City purchase orders for the past three (3) years. The parties agree that this provision shall not be interpreted so as to preclude resort to improved technology.

Section 3. Any changes in wages, hours, terms and conditions of employment, and other benefits granted by the Texas Legislature or decreed by a court of competent jurisdiction requiring the City to compensate, remunerate, or otherwise assist employees after the effective date of this Agreement shall not alter the terms of this Agreement during the life of said Agreement. This provision shall not unfavorably affect employees as to any changes in wages, hours, terms and conditions of employment, and other benefits granted by the Texas State Legislature requiring the State of Texas to compensate, remunerate, or otherwise assist employees after the effective date of this Agreement. Any changes in wages, hours, terms and conditions of employment, and other benefits granted by the Texas State Legislature requiring the State of Texas to compensate, remunerate, or otherwise assist employees shall not be incorporated into this Agreement; nor shall the City be required at any time to pay any share of said wages, hours, terms and conditions of employment, and other benefits. Any reduction or elimination of wages, hours, terms and conditions of employment, and other benefits by the Texas State Legislature that previously required the City to compensate, remunerate, or otherwise assist employees after the effective date of this Agreement shall not alter the terms of this Agreement during the life of said Agreement.

Section 4. Past practices currently in effect and not specifically covered in this Agreement will be continued.

ARTICLE VII RULES AND REGULATIONS

Section 1. The Association and the City recognize that increased productivity will require the continuation of improvements and technological progress through new methods, techniques, and equipment which will contribute to improved quality and efficiency of fire protection for the citizens of El Paso. The Association and the City will act in good faith and with a cooperative attitude to achieve these ends.

Section 1a. The Association agrees that the employees covered by this Agreement shall comply with all Fire Department rules and regulations, including those relating to conduct and work performance.

Section 2. There shall be established a committee composed of seven members, one of whom will be the Chief of the Department or his designee, three of whom shall be appointed by the President of Local 51, and three of whom shall be appointed by the Chief of the Department. The committee shall address any matters of mutual concern.

Section 3. This committee shall also update and maintain standard departmental rule and regulation manuals that are clear and functional.

Section 4. This Article is not intended to abridge or modify Article V or Article VI conditions.

Section 5. The rules and regulations committee shall meet at the request of either the President of Local 51 or the Chief. The committee shall meet and make revisions no less than once in a calendar year. Revisions shall be provided electronically to all work stations no later than 45 days after the end of each year. The City will provide an electronic copy to each employee no later than 90 days after the end of each year.

ARTICLE VIII PERSONNEL FILES

Section 1. There shall be one official personnel file, which will be kept at the City's Human Resources Department. Prior to permanently placing any of the following items in the employee's personnel file, the City shall notify any employee on the next working shift of all material concerning investigations, complaints, reprimands, counseling sessions for violations of any rules, regulations, or policies that might be considered detrimental to the employee's position, advancement, or future with the Department that are to be placed in the employee's personnel file. The Fire Department may keep an investigatory or disciplinary file, separate and apart from the official personnel file.

Section 2. An employee shall be allowed to review any of his own personnel file under supervision at any reasonable time and may file written objection to any matter contained therein.

Section 3. Any alleged violation of this clause or written objection to the content of a personnel file shall be subject to the grievance procedure of this Agreement.

ARTICLE IX WAGES AND OTHER COMPENSATION

Section 1. Wages shall be paid in accordance with the Wage Scales attached hereto as Appendix A and reflect the following pay increases in the amount specified below:

~~2.53%~~ Effective upon signing the agreement the first pay period following September 1, 20~~22~~²⁴;

Page | 7

~~32.75~~ Effective the first pay period following September 1, 20~~23~~19;
%

3% Effective the first pay period following September 1, 20~~24~~20; and

3% Effective the first pay period following September 1, 20~~25~~21.

All employees shall receive a step increase on their anniversary date and shall continue thereafter to receive step increases on each succeeding anniversary date until reaching the top step in their classification. These step increases shall be automatic. Any employee at the top step in the classification, upon receiving a promotion to a higher classification and entering said classification at a step other than the top step, shall receive a step increase on his anniversary date, and an additional step increase on each succeeding anniversary date, until such time as the employee reaches the top step in the new classification.

The salary of a person covered by this Agreement will not be reduced upon promotion to another position, the minimum salary for which is less than that received at the time of promotion. In such case, advancement will be equal to a step increase in pay.

A Fire Medical employee in Grade FS1 who successfully completes the Academy and obtains his structural fire certification will be designated as a fire fighter.

Fire Paramedics in the Grade FS2 and Medical Lieutenants in the Grade FS4 who successfully complete the Academy and obtain their structural fire certification will retain their rank.

Section 2. A 56-hour employee's regular straight-time hourly rate of pay will be determined by dividing the employee's annual salary as indicated by reference to Appendix A by 2912. A 40-hour employee's regular straight-time hourly rate of pay shall be determined by dividing the employee's annual salary as determined by reference to Appendix A by 2080.

Section 3. An employee upon graduation from the Training Academy shall be entitled to and receive all benefits as set out in this Agreement.

Section 4. Pensions for employees previously covered under the Article VI Wages and Other Compensation of the 1994-1996 Articles of Agreement between City of El Paso and the El Paso Public Service and Safety Employees Association shall continue to be paid in amounts in accordance with City Charter and the City's Pension Ordinance subject to approval by the City Pension Board and City Council. The City and the Association recognize that the members of the ARFF unit and medical personnel who are not certified as fire fighters are currently prohibited from being members of the Fire and Police Pension Fund. If, at any time in future, the members of the unit are admitted to the Fire and Police Pension Fund, after meeting the qualifications therefore, the City will comply with any legal requirements regarding contributions to same, except that any such payments shall be on a prospective, and not retroactive, basis. This in no way obligates the City to make or change past contributions made to the City Employees' Pension Fund on behalf of the members in the unit.

Section 5. Pension contributions shall be made on all cash payments under this Article.

Section 6. An employee who is required to accept responsibilities and carry out the duties of a position or rank above the rank the employee normally holds shall be paid an additional 5% above the employee's regular rate of pay while so acting.

The City may transfer employees, as it has in the past, but shall not transfer, if the sole purpose is to avoid payment for working out of class.

Out-of-class pay shall not be calculated until such time as an employee has worked more than one (1) hour. If more than one (1) hour is worked, the calculation shall include total hours worked. Any voluntary trading off of working days shall not qualify an employee for additional compensation.

Section 7. Employees who are assigned to 40-hour work schedules and work between the hours 1500 hours and 2300 hours shall receive a premium pay of thirty cents per hour; 40-hour employees who are assigned duty and work between the hours 2300 hours and 0700 hours shall receive a premium pay of sixty cents per hour. Premium pay shall not apply to 40-hour personnel assigned to Operations.

Section 8. Employees are entitled to longevity pay of five dollars per month per year of continuous City service with the El Paso Fire Department, with a maximum amount not to exceed one hundred twenty-five dollars per month.

ARTICLE X OVERTIME PAY

Section 1. All hours paid for in excess of fifty-six (56) hours in a work week for 24-hour shift employees shall be determined by dividing his annual salary, as indicated by reference to Appendix A, by 2080 times one and one-half (1 ½) provided however, if such excess hours are worked by an employee who is conducting or participating in Comsar Training, Hazardous Material Training, Dive Rescue Training and Urban Search and Rescue Training, including any travel time compensated pursuant to Section 3 relating to such training, the employee shall receive compensatory time at a rate of one and one-half (1 ½) hours for each hour of employment spent in or relating to such training for which overtime compensation is required by this section.

Section 2. For an employee regularly scheduled to work forty (40) hours per week, all hours paid for in excess of forty (40) hours in a work week shall be paid at a rate of time and one-half (1 ½) the employee's regular straight-time hourly rate of pay provided however, if such excess hours are worked by an employee who is conducting or participating in Comsar Training, Hazardous Material Training, Dive Rescue Training and Urban Search and Rescue Training, the employee shall receive compensatory time at a rate of one and one-half (1 ½) hours for each hour of employment spent in or relating to such training for which overtime compensation is required by this section.

Section 3. Any employee who is called to work in excess of the employee's regularly scheduled hours of work, other than for the types of training set forth above, shall be paid for the time actually worked until the employee is relieved by the appropriate commanding officer. If the employee is called back, one hour of travel time will be paid in addition to actual time worked. The one hour

travel time provided in this Section shall be inapplicable where the additional working time is immediately prior to or following any other time worked by that employee.

Section 4. Employees selected to help write examinations, or serve on a designated labor/management committee, shall be paid overtime pay for time actually worked on these examinations or committees while off duty, and one hour travel time.

Section 5. 56-hour employees trained to work at the Communications Center may be called to work at the Center on their scheduled days off, provided the employees do not work more than 48 hours straight without a 24-hour break. After an employee has reported for duty, but then is rescheduled to report for duty at Communications, the employee shall be paid for the time actually worked and one hour of travel time.

Section 5a. 56-hour employees trained to work at the Communications Center may be rescheduled to work at the Center for 8 hours in exchange for 24 hours, in order to maintain skills.

Section 5b. Employees rescheduled to work at the Communications Center under Section 5a of this Article will be considered to have worked 24 hours for FLSA purposes and the rescheduling will not cause the forfeiture of FLSA Overtime Pay (FOH).

Section 6. If an employee is required to appear in court due to events that occurred while on duty or for job-related matters, and the court date is not during working hours, such employee shall be compensated for the time actually worked in accordance with this Article, and one hour of travel time.

Section 7. Pension contributions will be made on all cash payments for overtime pay.

Section 8. The City will pay for all hours actually worked in excess of 204 hours in a 27-day work cycle for fire suppression personnel, at the rate of time and one-half (1½) the employee's regular, straight-time hourly rate of pay, in accordance with the Fair Labor Standards Act, except when the employee has worked excess hours to conduct or participate in Comsar Training, Hazardous Material Training, Dive Rescue Training, and Urban Search and Rescue Training, such employee shall receive compensatory time off as set forth in Sections 1 and 2 above.

Section 9. The City shall not reduce an employee's regular schedule for the purpose of avoiding or reducing the payment of overtime.

Section 10. Employees who accrue compensatory time under this Article may accrue a maximum of ~~144~~¹²⁰ hours of compensatory time, however the employee shall only be paid for a maximum accrual of 80 hours upon termination of employment. The employee shall be allowed to use the accrued compensatory time under the same policies that exist for the use of vacation days.

ARTICLE XI INCENTIVE PAY

Section 1. Fire Protection Certification. The City shall pay monthly each employee holding a certificate granted by the Texas Commission on Fire Protection Personnel Standards and Education as follows:

a.	Master Certificate	\$124.00
b.	Advanced Certificate	\$ 94.00
c.	Intermediate Certificate	\$ 64.00

Beginning first pay period following September 1, 2024:

a.	Master Certificate	<u>\$174.00</u>
b.	Advanced Certificate	<u>\$144.00</u>
c.	Intermediate Certificate	<u>\$114.00</u>

Section 2. Paramedic Pay. The City shall pay monthly, \$300.00 paramedic certification pay to employees who are locally credentialed as paramedics and have successfully completed structural firefighting training and are certified by the Texas Commission as fire fighters.

-Beginning the first pay period following September 1, 2023, paramedic certification will increase to \$400 pay for those on a 56-hour assignment.

Section 2a. Employees who sign up and are selected to attend the Fire Academy's Paramedic Academy will receive a \$250 sign on incentive. An additional \$250 will be received upon paramedic certification and local credentialing.

Section 2ba. Paramedic Assignment Pay. Effective the first pay period beginning after the effective date of this Agreement, The City shall pay locally credentialed Paramedics an amount equal to 5% more than the rate the Paramedic would receive pursuant to the Wage Scales set forth in Appendix A for time actually worked on an ambulance.

Section 2cb. Basic Assignment Pay. The City shall pay locally credentialed Emergency Medical Technicians an amount equal to 5% more than the rate that the EMT would receive pursuant to the Wage Scales set forth in Appendix A for time actually worked on an ambulance.

Section 3. Education Pay. Effective with the first pay period beginning after the effective date of this Agreement. The City shall pay each employee holding an Associate's degree granted by an accredited college or university the sum of \$100.00 per month. The City shall pay each employee holding a Bachelor's degree granted by an accredited college or university the sum of \$150.00 per month. The City shall pay each employee holding a Master's degree granted by an accredited college or university the sum of \$200.00 per month. This section shall apply only to the highest degree held by the employee. Fire fighters who have not provided appropriate documentation to verify that they have the above degrees will not be entitled to the educational incentive pay until such documentation is provided.

Beginning the first pay period following September 1, 2025:

<u>Associates degree</u>	<u>\$150 per month</u>
<u>Bachelor's degree</u>	<u>\$200 per month</u>
<u>Master's degree</u>	<u>\$250 per month</u>

Section 4. To ensure that records are accurate and incentive pay is timely issued, fire fighters are responsible for reporting and providing proper documentation to the Fire Chief or his designee to show that the fire fighter has completed training and education received. Fire fighters are not entitled to retroactive incentive pay. Incentive pay shall begin on the date that the fire fighter has reported and provided the proper documentation to the Fire Chief or his designee.

Section 5. Effective the first pay period beginning after the effective date of the Agreement, the City shall pay ~~\$750.00~~ per month to the employees who are assigned to the following teams:

Hazardous Materials Team: a maximum of 15 employees per shift for a total of 45 employees.

De-Con Team: a maximum of 12 employees per shift for a total of 36 employees.

Special Rescue: a maximum of 6 employees per shift for a total of 18 employees.

COMSAR: a maximum of 10 employees per shift for a total of 30 employees.

Water Rescue: a maximum of ~~76~~ employees per shift for a total of ~~218~~ employees.

ARFF: a maximum of 10 employees per shift for a total of 30 employees.

Fire/Arson Investigators: a maximum of 16 peace officers assigned to the Arson Division.

Provided however no employee shall be entitled to receive more than one specialty pay under this section. ~~The Chief retains the right to select the most qualified individuals to fill each assignment per shift.~~

ARTICLE XII EXTRA BOARD

Section 1. For the duration of this Agreement, an Extra Board shall be maintained with a procedure to be established by the Chief.

Section 2. In order to maintain the number of employees per Company to at least three (3) or more, the City shall have the right to utilize the Extra Board.

Section 3. This Extra Board shall consist of a call list where an employee volunteers his service to be paid at one and one-half (1½) times the employee's regular straight-time rate.

Section 4. Any employee called to work from the Extra Board list that reports to work, shall be paid for any time worked at the Extra Board rate of pay. If an employee works six (6) hours or less or is advised that the employee's services are not needed at the time the employee reports to work, the employee shall be paid one (1) hour of Travel Time at the Extra Board rate of pay. The Travel

Time provided for in this section shall be inapplicable when the additional working time is immediately before or following the employee's regular scheduled work.

Section 5. Any employee called to duty from the Extra Board call list shall have no increased sick leave benefits, vacations, or any other benefit, except as provided in Article IX, Section 6 and except that pension payment will be paid on the payments to said employee.

Section 6. The Extra Board call list shall never be used in lieu of existing staffing.

Section 7. Any employee called to work Extra Board before the end of their shift, will be coded extra board immediately following their shift with no interruption in pay.

ARTICLE XIII UNIFORM ALLOWANCE

Section 1. The City shall furnish each member of the Bargaining Unit an initial set of uniforms as follows:

- a) For 40-hour employees: 5 shirts, 5 slacks, 1 pair of footwear, 1 belt, 1 tie, 1 coat, 3 pair of exercise shorts, and 3 exercise t-shirts;
- b) For 56-hour employees: ~~43~~ shirts that are made of flame resistant fabric or made from 100 percent cotton or cotton blend fabrics, ~~43~~ pants made of flame resistant fabric or made from 100 percent cotton or cotton blend fabrics, (initial disbursement of uniforms will include 4 shirts and 4 pants upon hiring or promotion), 1 pair of footwear, 1 belt, 1 tie, 1 work jacket, 3 pair of exercise shorts, and 3 exercise t-shirts.

Each member shall be responsible for the appearance and upkeep of the uniform in accordance with Departmental Rules and Regulations regarding the same. Uniforms made of flame resistant fabric or made from 100 percent cotton or cotton blend fabric will be issued as replacements per the normal replacement schedule.

Section 2. The City shall replace each employee's required accessories and uniforms as they wear out due to normal wear and tear or where they are irreparably damaged in the line of duty, through no negligence of the employee. Each employee shall be responsible for replacing at the employee's cost any of the foregoing which the employee loses or irreparably damages through gross carelessness. The City shall determine whether any piece of clothing or equipment referred to in this Section is worn out and should be replaced.

Section 3. The City shall furnish to all peace officers of the Fire Prevention Division:

- A) A vest to each officer who requests one. If an officer requests and is provided with a vest, the officer shall wear the vest at all times while on duty, unless any specific duty would require otherwise, to be determined in the sole discretion of the Chief or his designee.

- B) Sufficient ammunition to load his weapon and sufficient ammunition for two reloads at all times.
- C) A copy of the Texas Penal Code, Texas Code of Criminal Procedure, Texas Motor Vehicle Laws, Texas Family Code, and The Controlled Substances Act.

ARTICLE XIV INSURANCE

Section 1. All employees shall participate in one of the two City sponsored health benefit programs. Employees may elect to be covered by the Basic Plan or the Consumer Driven Health Plan (CDHP) as follows:

- a) The Basic Plan and the Consumer Driven Health Plan of the City of El Paso Health Insurance Benefit Program will not be amended for employees covered by the Agreement during the terms of this Agreement without the mutual consent of the parties. Participation in such plan is subject to the employee contributing to such plan at the rate of contribution as agreed to by the parties and the rates agreed to by the parties shall not be amended during the terms of this Agreement without the mutual consent of the parties. Participation in such plan is further subject to all program and coverage requirements, policies and conditions as set by the City for such plan, and the requirements, policies and conditions shall not be amended during the terms of this Agreement without the mutual consent of the parties. The benefits provided are those stated in the Master Contract Document (hereinafter referred to as “Master Contract Document”) which is attached and incorporated herein as Appendix “F.” This agreement, and the Master Contract Document for health benefits adopted herein, shall control the available health benefits during the term of this agreement, for employees covered by this Agreement.

For calendar year 20~~23~~19, the employee contribution to the Basic Plan shall be:

\$ ~~105.18~~211.92 per month for employee coverage;
\$ ~~246.24~~496.35 per month for employee and spouse coverage;
\$ ~~154.64~~311.69 per month for employee and child(ren) coverage; or
\$ ~~389.82~~4785.70 per month for employee and family coverage.

For calendar year 202~~4~~0, the employee contribution to the Basic Plan shall not exceed:

\$ ~~128.28~~258.54 per month for employee coverage;
\$ ~~300.42~~605.54 per month for employee and spouse coverage;
\$ ~~188.66~~380.26 per month for employee and child(ren) coverage; or
\$ ~~475.58~~958.56 per month for employee and family coverage.

For calendar year 202~~5~~1, the employee contribution to the Basic Plan shall not exceed:

\$ ~~156.50~~315.42 per month for employee coverage;
\$ ~~366.52~~738.76 per month for employee and spouse coverage;

\$ ~~230.16~~463.92 per month for employee and child(ren) coverage; and
\$ ~~580.20~~1,169.44 per month for employee and family coverage.

For calendar year 202~~62~~, the employee contribution to the Basic Plan shall be:

\$ ~~190.92~~384.82 per month for employee coverage;
\$ ~~447.16~~901.29 per month for employee with spouse coverage;
\$ ~~280.80~~565.98 per month for employee and child(ren) coverage;
\$ ~~707.84~~1,426.72 per month for employee and family coverage.

For calendar year 20~~23~~19, the employee contribution to the Consumer Driven Health Plan shall not exceed:

\$ ~~11.20~~22.56 per month for employee coverage;
\$ ~~59.62~~120.17 per month for employee and spouse coverage;
\$ ~~31.20~~62.89 per month for employee and child(ren) coverage; or
\$ ~~67.94~~136.93 per month for employee and family coverage.

For calendar year 202~~40~~, the employee contribution to the Consumer Driven Health Plan shall not exceed:

\$ ~~13.66~~27.52 per month for employee coverage;
\$ ~~72.74~~146.61 per month for employee with spouse coverage;
\$ ~~38.06~~76.73 per month for employee and child(ren) coverage;
\$ ~~82.88~~167.05 per month for employee and family coverage.

For calendar year 202~~54~~, the employee contribution to the Consumer Driven Plan shall not exceed:

\$ ~~16.66~~33.57 per month for employee coverage;
\$ ~~-88.74~~178.86 per month for employee with spouse coverage;
\$ ~~46.44~~93.61 per month for employee with child(ren) coverage; or
\$ ~~101.12~~203.81 per month for employee with family coverage.

For calendar year 202~~62~~, the employee contribution to the Consumer Driven Plan shall not exceed:

\$ ~~20.32~~40.96 per month for employee coverage;
\$ ~~108.26~~218.21 per month for employee with spouse coverage;
\$ ~~56.66~~114.20 per month for employee with child(ren) coverage; or
\$ ~~123.36~~248.64 per month for employee with family coverage.

i. In addition, employees covered under this Agreement shall be considered eligible employees under the City's Section 125 Cafeteria Plan.

ii. ~~Effective March 1, 2008, E~~employees covered under this Agreement will have the

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City's prescription drug program as established by the plan requirements as approved by the City Council.

The prescription costs at participating pharmacies to the employee who elects coverage through either the Basic Plan or the Consumer Driven Plan for calendar years 20~~23~~¹⁹-202~~6~~² will be:

For all plans, out of pocket maximum will include copays, deductible, and out of pocket expenses paid by member.

For the Basic Plan:

Preventative Rx covered at 100%

Mail Order or Retail as available (30 day supply)

Generic Member pays at 20% or max copay of \$10 or \$20. Preferred Brand
Member pays at 20% or max copay of \$30 or \$40. Non-Preferred
Member pays at 20% or max copay of \$45 or \$55. Mail Order or Retail as available (90
day
supply)

Generic Member pays double the 30 day copay.
Preferred Brand Member pays double the 30 day copay.
Non-Preferred Brand Member pays double the 30 day copay.

For CDHP Plan:

Preventative Rx covered at 100%

Prescriptions subject to the deductible then covered at 100% Mail Order or Retail as available (30 day supply)

Generic Deductible waived at Prev drugs, Copays apply for Expanded Prev drug list.
Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.
Non-Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.

Mail Order or Retail as available (90 day supply)

Generic Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.
Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.
Non-Preferred Brand Deductible waived at Prev drugs, Copays apply for Exp Prev drug list.

- iii. A Dental benefit program equivalent to that presently in effect shall also be provided; provided however, ~~effective January 1, 2012,~~ the City Dental Benefit Program for employees covered by this Agreement shall have a maximum amount allowed per

member/dependent per year of \$1,000.00 and the employee contribution per pay period for such coverage shall be as follows:

	<u>1/1/2023</u> ⁴⁹	<u>1/1/2024</u> ²⁰	<u>1/1/2025</u> ²¹	<u>1/1/2026</u> ²²
Employee Only	\$1.10	\$1.10	\$1.10	\$1.10
Employee & dependents	\$3.31	\$3.31	\$3.31	\$3.31

- iv. In addition, all employees will be entitled to elect the Dental and Optical Benefit Program as is made available to non-uniformed employees. No pension contributions shall be made on any cash payments under this Section of Section 1 above.

Section 2. For the duration of this Agreement and for so long as the City will continue to make available such coverage at no additional cost to the City, pensioners and/or their families may participate in the City's benefit program by paying the entire premium in full. Pensioners and/or their families are subject to the City's benefit program requirements as well as the City's administrative policies and requirements.

Section 3. For the duration of this Agreement, the City shall maintain the term life and accidental death and dismemberment insurance policies to provide coverage in the same amount that is provided to civilian employees, but in no event in an amount of not less than \$15,000.00 for employees, and \$2,000.00 for the employee's spouse and \$1,000.00 for the employee's dependent children 14-days of age, but less than 19 years, unless the dependent is a full time student under 25 years of age.

Section 4. A temporary employee after sixty (60) days service shall be entitled to and receive all insurance benefits as set out in this Article.

Section 5. The City shall employ a person with insurance expertise who will, among his other duties, assist employees who, having filed their claims, have complaints or conflicts. He will also be responsible for counseling employees preparing for retirement, or survivors of deceased pensioners or employee of their entitlement for Health, Life or Dental benefits.

Section 6. The Association shall have the right to place one member on an Advisory Insurance Committee as established by the City Council. Should the City fail to establish or maintain such a committee, the City agrees to meet with the Association during the term of this Agreement regarding Health Benefits.

ARTICLE XV MILEAGE REIMBURSEMENT

Section 1. An employee required to use his private automobile for Fire Department business or as a necessity in changing stations shall be compensated at the current rate established by the Internal Revenue Service.

Section 2. The Chief will establish the mileage between the stations.

Section 3. The City will accumulate sums earned by each employee pursuant to this Article for a period not to exceed six (6) months and pay such accumulated sums in a lump sum in June and December of each year.

ARTICLE XVI HOLIDAYS AND VACATIONS

Section 1. Employees covered by this Agreement shall receive the following holidays: New Year's Day, Martin Luther King Birthday, Cesar Chavez Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Day, Employee's Birthday, and any day designated as a holiday by City Council, Ordinance No. 8064, or City Charter.

Section 1a. An employee shall have the option of taking his birthday holiday as provided in Section 4.5 of Ordinance No. 8064 or as part of his vacation. Employees may accumulate an unlimited number of birthdays over the course of their career and they will be paid separately for the total accumulation of these days apart from the vacation and holiday.

Section 1b. For 56-hour employees, the employee's birthday shall be treated as a full 24- hour holiday; all other holidays shall be treated as one day.

Section 1c. Whenever an employee changes from 112 hours biweekly to 80 hours biweekly, the employee's birthday holiday balance after conversion shall be reduced in half or when the employee changes from 80 hours biweekly to 112 hours biweekly, it shall be doubled.

Section 1d. A forty (40) hour employee will have the option of taking his vacation in increments of one-half ($\frac{1}{2}$) day or whole day as provided by Ordinance 8064. A one-half day increment for forty-hour employees who are assigned to work ten hours per day shall be defined as a five-hour increment (half shift).

Section 1e. A 56-hour employee shall be allowed to take his vacation time in $\frac{1}{2}$ -day (6 hour) increments as long as the time is within the prescribed maximum vacation spots set out by the Department.

Section 2. An employee shall accrue vacations in accordance with the following schedule:

YEARS OF SERVICE	VACATION DAYS MONTHLY ACCRUAL	VACATION DAYS ANNUAL ACCRUAL
0-10	1 $\frac{1}{4}$	15
10-15	1 $\frac{1}{2}$	18
15-20	1 $\frac{3}{4}$	21
Over 20	2	24

For the purpose of this Agreement, a "day" shall be deemed to be 12 hours for 56-hour employees and an 8-hour period for employees working 40 hours per week.

Section 2a. ~~Thirty-six~~Forty-four (44) vacation slots per shift shall be maintained for the purpose of allowing a minimum of ~~twenty-eight~~thirty-two (28/32) vacation slots, four (4) birthday and ~~eight~~four (84) two-day vacation slots per shift. Unassigned vacation and birthday slots shall be made available for two- day vacations.

Section 2b. Two (2) shift supervisors at Communications shall be allowed on vacation during the same period. Distribution of all additional vacation slots within the various ranks will be made by the Chief as provided in the Departmental Rules and Regulations.

Section 3. An employee is expected to use some vacation during each anniversary year. For purposes of clarification, 56-hour employees shall have one additional day which may be accumulated. This additional day shall be the day described in Section 1b of this Article.

Section 4. Employees shall be permitted to accumulate up to seventy-five (75) days of vacation and holiday time combined. Any excess over such accumulation shall be lost if such excess exists during the pay period in which the anniversary date falls, but not prior to the anniversary date. No employee who has applied for, but was unable to obtain, a vacation due to staffing shortages as determined by the Fire Chief or his designee shall lose any excess vacation and holiday days; instead the employee shall be required to take the next available vacation period.

Section 5. An employee who has accrued vacation and holiday time to his credit at the time of death, dismissal, resignation, or retirement shall be paid his salary equivalent, the same as if the employee had worked, including longevity and incentive pay, to the accrued vacation and holiday time. The following formula shall be utilized for eight (8) hour personnel in computing vacation and holiday time accrual upon death, dismissal, resignation, or retirement:

8.57 times vacation days accrued times hourly wage = (8.57)xDx\$H.

8.57 times holiday days accrued times hourly wage = (8.57)xDx\$H.

Section 5a. An employee who is assigned to a forty-hour position at the time of death, dismissal, resignation, or retirement shall be paid 16 hours for each 8 hours of birthday holiday accrued upon death, dismissal, resignation, or retirement.

Section 6. Vacation and holiday assignments shall be assigned as set out in the Departmental Rules and Regulations. It shall not be prohibited for the officer and driver of the same company to be off on vacation, birthday, or holiday simultaneously on the same shift.

Section 7. For 56-hour employees, vacation and holiday period shall be for 24-hour increments (one shift) or increments thereof with the following exceptions: Occasionally, some employees may be faced with circumstances that would require them to report to duty at midnight or be relieved at midnight (examples would be Funeral Leave and Military Leave). In any circumstance where an employee may be required to either report at midnight or be relieved at midnight, the employee shall have the option of taking a one-day vacation. For 40-hour per week employees, vacation and holiday period shall be for one-day or half-day increments or increments thereof.

Vacation and holiday periods for 56-hour employees shall be for any two-day period or multiple thereof.

Section 8. All days off for vacation or holidays shall be assigned on regularly assigned work days.

Section 9. Regular vacation periods shall, if applicable, consist of forty-one consecutive three-shift periods. Employees shall be allowed to take up to a maximum of four (4) consecutive periods, if available, in any combination.

Section 10. An employee who has been assigned a regular vacation in the preference time periods as set forth by mutual agreement of the Fire Chief and the Association of at least three (3) shifts, shall have no preference two-day vacations during those periods of time. These preference time periods shall be set forth each year prior to assignment of vacation. An employee who has not been assigned a regular vacation in the above referred to periods or has been assigned less than three (3) shifts in those periods shall be allowed only three (3) preference shifts in those time periods.

Two-day vacations shall be assigned in the following manner:

One Deputy Chief One Battalion
Chief One Captain
One Lieutenant/Medical Lieutenant One FST/Fire
Paramedic
Two Fire Fighters

It is the intent of this Section to allow a member who has been assigned less than three (3) shifts in the above-referred- to time periods to retain his seniority until such time as the employee has received a total of three (3) shifts vacation in the preference time periods and shall in no way be affected by birthday holidays.

ARTICLE XVII SICK LEAVE

Section 1. Sick Leave Usage.

This Article is intended as a comprehensive approach, in accordance with federal and state law, to minimizing the use of sick leave to only those bona fide circumstances as provided for in Section 4a of this Article. In order to be effective, two major thrusts have been incorporated into the Article: an incentive approach, and a disincentive approach.

Section 1a. From the effective date of this agreement until the cutoff date provided in Sec. 2(a), an employee shall accumulate sick leave at the rate of one and one-quarter (1 ¼) days per month from the first day of employment.

Section 1b. It is agreed by the parties that employees qualifying for FMLA leave must utilize all available FMLA leave before being eligible to receive an additional leave of absence provided in

this Article. When an employee is eligible for FMLA qualifying leave, the FMLA leave begins on the first day of absence. It is agreed and understood FMLA leave shall apply to occupational injuries and occupational diseases.

Section 1c. It is agreed and understood that any of the leaves of absence defined in this Article may not be granted or extended after 12 consecutive months or for a combined period in excess of 24 months within an employee's tenure with the City. This provision does not include leave taken in accordance with FMLA and shall not apply to leave of absence granted for military service.

Section 2. Sick Leave Allotment.

Section 2a. After the cutoff date each year, which shall be the last day in the payroll period which includes November 1st, 56-hour employees shall be allotted one hundred and eighty (180) hours of sick leave for use in the next twelve (12) months as set forth herein. Forty-hour employees shall be allotted one hundred and twenty (120) hours of sick leave.

Section 2b. Probationary employees shall be allotted sick leave on a pro-rated basis for the remainder of the year (as defined in section 2a) starting after graduation from the Training Academy.

Section 2c. Employees who change from working 56 hours to 40 hours and vice-versa, will have their sick leave allotment adjusted on a pro-rata basis. In the event that an employee whose allotment is reduced on a pro-rata basis under this section does not have sufficient leave remaining in his allotment for the reduction, sick leave will first be deducted from the Extended Sick Leave Time Bank, and in the event that the employee does not have adequate sick leave remaining in his Extended Sick Leave Time Bank, then it will be deducted from his Vacation Leave.

Section 2d. Employees may use their annual sick leave allotment at one hundred (100%) percent of their current salary in accordance with Section 4a of this Article.

Section 3. Extended Sick Leave Time Bank.

Section 3a. An employee who has used all of his annual sick leave allotment may be permitted to use the time as may be accrued in his Sick Leave Time Bank only when necessary due to an illness, injury, or other circumstances consistent with Section 4a of this Article. Such a request must be approved by the Fire Chief or designee, and such approval shall not be unreasonably denied. Upon approval, an employee may use his accumulated Extended Sick Leave Time Bank to supplement an individual, short-term absence (i.e., exceeding one (1) hour but less than six (6) shifts) beyond the annual sick leave allotment, until such time as his accumulated Extended Sick Leave Time Bank is depleted. Extended sick leave shall be defined as a single sick leave occurrence extending beyond the annual sick leave allotment or occurring after the employee has utilized his annual sick leave allotment.

Section 3b. The Extended Sick Leave Time Bank shall consist of sick leave time that is automatically transferred into each employee's Extended Sick Leave Time Bank at the date of the first cut off period of this Article and the sick leave that each employee may designate from the annual unused portion of his annual sick leave allotment. No employee shall receive any sick leave payout

under this Article unless the employee has a minimum balance of 180 hours for 56 hour employees and 120 hours for 40 hour employees of sick leave in his Extended Sick Leave Time Bank. All payouts and transfers shall be made in accordance with the provision in Section 4b of this Article.

Section 3c. An employee who requires extended sick leave and has utilized all of his sick leave allotment and all of the leave in his Extended Sick Leave Time Bank may use vacation time in accordance with established Department policies. The decision to allow the use of vacation time under this section shall additionally be in the sole discretion of the Fire Chief or his designee.

Section 3d. An employee who is on extended sick leave at the time of the annual award of a new sick leave allotment shall be required to use his new sick leave allotted time at one hundred (100%) percent of his current salary before he can submit a request to use any additional sick leave as may be in his Extended Leave Time Bank.

Section 3e. Persons employed prior to the effective date of the 1976 Agreement and Fire Medical Personnel who had, pursuant to the terms of Section 4.4 of Ordinance No. 8064, "special sick leave" available to them shall retain such time as "special sick leave" pursuant to the Ordinance as was in effect at the applicable time, but no such time shall ever be subject to the payment provisions of Section 6 of this Article. Any employee who has such special sick leave may request to use it for the same purposes for which sick leave use may be requested from the Extended Sick Leave Time Bank, and such time may only be used when the employee's sick leave allotment and Extended Sick Leave Time Bank have both been exhausted.

Section 4. Approved Sick Leave Use

Section 4a. Sick leave shall be used on an hour for hour basis by employees for the following reasons provided, that the condition is not job related:

- (1) Incapacitation due to illness or injury.
- (2) Attendance would jeopardize the health of co-workers due to exposure to a contagious illness/disease.
- (3) Prescribed medical treatment that falls on duty days.
- (4) Care of next of kin as defined in the FMLA, residing with the employee for whom the employee is rendering medically related assistance, and there is no other person available to care for said individual.
- (5) Hospitalization of a family member.
- (6) Routine medical, dental, or optical examination or treatment obtained by a 40- hour employee.
- (7) Emergency medical, dental or optical examinations or treatment obtained by any employee.
- (8) Pregnancy and maternity/paternity leave.
- (9) Emergency leave and funeral leave.

- (10) Any absence not described above that prior authorization is received.

Section 4b. Incentives

- (1) The last day in the pay period that includes November 1st will be the cut-off date for use of the sick leave allotment, and the balance, if any, of sick leave allotment will be frozen as of that date.
- (2) Beginning with the cut-off date in November 2012 and each subsequent cutoff date, fifty-six hour employees who have a minimum of 180 hours in their Extended Sick Leave Time Banks and 40-hour employees who have a minimum of 120 hours in their Extended Sick Leave Time Banks shall receive a payout for the unused portion of their annual sick leave allotment, which shall, as each employee shall designate, be paid for on an hour for hour basis at the employee's basic hourly rate of pay, including permanent. Employees who have the requisite minimum balance may, prior to November 1st and in lieu of receiving the payout, designate some or all of their annual sick leave allotment to be placed in their Extended Sick Leave Time Banks, and to receive the payout only for the remaining balance of sick leave allotment. Such designation shall be in writing.
- (3) The remaining balance, if any, of the annual sick leave allotment of employees who do not have the requisite minimum balance in their Extended Sick Leave Time Banks shall be transferred to the employee's Extended Sick Leave Time Bank.
- (4) Employees will be credited with their next annual sick leave allotment beginning on the next pay period after the cut-off date. Any sick leave taken before the cutoff date which was not processed prior to that date will be deducted from the next year's allotment. All eligible employees shall receive their sick leave payout on the first payday in December of that calendar year. Such payout shall be paid for an hour for hour basis at the employee's basic hourly rate of pay including permanent assignments.
- (5) An employee who resigns, retires, dies or otherwise leaves employment at any date other than the cut-off date and has a remaining balance in his annual allotment of sick leave shall receive any payout provided for under this Agreement only for such sick leave as determined to have been earned by recalculating the amount of sick leave earned on a pro-rata basis of 1 1/4 days of sick leave per month worked.

Section 4c. Disincentives

- (1) For the purposes of this Article, occurrences will be calculated on a 12 month period beginning December 1st through November 30th. Employees who have five (5) or more sick leave occurrences during the time beginning

on December 1st through November 30th of the following year may be subject to disincentive actions as indicated below. Any employee receiving a disincentive pursuant to the schedule in consecutive years shall be subject to having prior years disincentive carried over for the purposes of progression. For example: an employee receiving a 7th occurrence in one 12 month period shall commence at the 8th occurrence level in the next 12 month period once the employee arrives at the first disincentive level in the next year.

NUMBER OF OCCURRENCES DISINCENTIVES

5 th Occurrence	Formal Counseling.
6 th Occurrence	Loss of time trade privileges (180 calendar days); Unscheduled Evaluation and Mandatory EAP Referral.
7 th Occurrence	6 th occurrence disincentives; and loss of voluntary overtime privileges (180 calendar days.)
8 th Occurrence	7 th occurrence disincentives; and 1 day suspension.
9 th Occurrence	8 th occurrence disincentives; temporary loss of promotional ability; and 2 day suspension. (Temporary shall be defined as 180 calendar days from the time disincentive occurs.)
10 th Occurrence	9 th occurrence disincentives; and 4 day suspension. (Temporary shall be defined as 180 calendar days from the time disincentive occurs.)
11th Occurrence	10th occurrence disincentives; 6 day suspension; and Fitness for Duty Evaluation at the employee's expense. (Temporary shall be defined as 180 calendar days from the time disincentive occurs.)
12th Occurrence	Termination.

- (2) Any absence under this Article, other than use of sick leave time during a leave protected by federal or state law or for funeral leave, shall be considered an occurrence when the employee has actually worked less than one-half (½) of the hours of the employee's normal shift, or used sick leave on various occasions which, when combined, totals one-half (½) of the employee's normal shift, with or without an excuse. By way of examples, a twenty-four (24) hour employee, who on four (4) occasions, uses three (3) hours of sick leave each time, will be charged with one (1) occurrence, and an employee who uses sick leave time in conjunction with a lengthy illness that causes the employee to miss entire consecutive shifts will be charged with one (1) occurrence.
- (3) Except as stated in this Article, all disincentives for a specific occurrence shall remain in effect until the occurrence for which the disincentives were imposed drops off. Upon request of an employee, the Fire Chief may review and waive occurrences on a case-by-case basis.

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Section 4d. Sick Leave Procedure

- (1) It shall be the employee's responsibility to notify the Department in accordance with established policy prior to the start of the shift with :
 - (a) the reason for his absence;
 - (b) the station, which he is assigned to;
 - (c) and the name of his Supervisor.
- (2) Sick leave may be used on an hour for hour basis, in quarter hour increments, for all employees.
- (3) Employees may return to work at any time after calling in sick. However, they may only return to work one time during a shift and shall notify the Deputy Chief prior to returning to work to receive their station assignment.
- (4) If, in the opinion of the immediate Supervisor, an employee is believed to be unfit for duty, the Supervisor shall report the situation through his chain of command. The Battalion Chief and Deputy Chief, in conjunction with the Human Resources Department, shall determine the proper course of action, which may include sending the employee home. If an employee is deemed unfit for duty and involuntarily sent home by his supervisor, the absence will not count as an occurrence.
- (5) Upon returning to work, all employees shall submit to their immediate supervisor an employee leave request form which shall include an affirmation that the employee's use of sick leave was consistent with this Article.
- (6) Any employee requesting sick leave in a manner or for reasons which are not consistent with this Article shall be denied leave time and such an improper request will constitute just cause for disciplinary action and the employee may be subject to disciplinary action up to and including termination. The granting of a leave request by a person other than the Fire Chief shall not bar the Fire Chief from making a later determination

that the request was improper or not consistent with this Article.

Section 5. The employee, his heirs, or legal representative shall be compensated in cash for any unused accumulation of sick leave up to the maximum of 75 days at the employee's basic hourly rate of pay, at the time of his death, resignation, termination, or retirement. In the case of any unused accumulation of sick leave in excess of 75 days, an employee, his heirs, or legal representative shall be compensated in cash for such days of unused sick leave in excess of 75 days, up to a maximum of 140 days, in an amount equal to one (1) day's pay for every four (4) days of unused, accumulated sick leave at the employee's basic hourly rate of pay, at the time of his death, resignation, termination, or retirement. The following formula shall be utilized in computing unused sick leave accrual for 8- hour personnel upon death, resignation, termination, or retirement:
(8.57) times accrued sick leave times hourly wage.

Section 6. Any employee who is entitled to receive accumulated sick leave cash compensation under this Article shall have the option to be paid the same in a lump sum payment.

ARTICLE XVIII ACCIDENT WITH PAY LEAVE

This Article applies to occupational injuries and occupational diseases occurring on and after August 27, 1996. Occupational injuries and occupational diseases occurring before such date, will be governed by the applicable Ordinance and collective bargaining agreement in effect at the time of the date of injury or disease.

Section A. Accident With Pay Leave (AWP) is separate and distinct from and in addition to the weekly workers' compensation payment. While on AWP leave, absence from the job as a result of an occupational injury or illness is not deducted from the employee's accrued sick or annual leave balances.

Section B. Eligible Employees. An employee, including one on probation, who sustains an injury or suffers an occupational disease or illness arising out of and in the course of employment as defined by the Texas Workers' Compensation Act is eligible to request Accident With Pay (AWP) leave, beginning on the first day of occupational disability. Temporary employees, part- time employees, contract employees, independent contractors, and volunteers are not eligible for AWP leave.

Section C. Procedure.

1. To be granted AWP leave the employee must submit through the Chief a properly completed AWP Leave Request Form as prescribed by the Human Resources Director and accompanied by a medical report from the treating physician indicating that any lost time is due to the employee's on-the-job injury or occupational disease. Medical documentation must correspond in time with the number of days or hours of AWP leave requested.
2. The Human Resources Director, upon recommendation of the Chief or upon

independent finding, may grant AWP leave for a the initial period of time not to exceed thirty calendar days. Extensions of AWP leave beyond this initial grant are granted as provided in Section H.

3. An employee denied AWP leave may, within ten (10) calendar days of receipt of notification from the Human Resources Director, notify the Human Resources Director that the employee wishes to appeal the decision to a Hearing Officer of the Civil Service Commission. Upon receipt of such notification, the Human Resources Director will assign the appeal to a Hearing Officer. The Hearing Officer shall hear and decide such appeal within twenty (20) calendar days of assignment or as soon as practical after assignment. The final decision regarding the granting or denial of AWP rests with the Hearing Officer whose decision shall be final and binding on both parties, and shall not be appealable to either City Council or the Civil Service Commission.

Section D. Grounds for denial and termination. Upon recommendation of the Chief or upon independent finding, the Human Resources Director will deny or terminate AWP leave to any injured employee who:

1. Fails to report the occupational injury or disease within 48 hours of its occurrence to any supervisor. For purposes of this ordinance, the employee has 48 hours from the date of occurrence on which the employee knew or should have known that the disease may be job-related.
2. Is injured as a result of:
 - a. the employee breaking of rules, regulations, or laws, including any safety rules adopted by the City for the prevention of accidents and injuries;
 - b. the gross negligence of the employee; or
 - c. any other unreasonable or culpable conduct of the employee as determined by the Human Resources Director;
3. Fails to use department-mandated safety equipment or follow department-mandated safety procedures when the injury was sustained;
4. Refuses to submit to any independent medical examination or treatment required by the City in accordance with Texas Workers' Compensation laws;
5. Refuses to return to regular or restricted duty after being released for regular or restricted duty by a treating physician or other physician performing an independent medical examination for the City;
6. Fails to act in a manner that is conducive to or consistent with being off work convalescing from a job-related injury;
7. Submits a workers' compensation claim which is controverted;
8. Submits an AWP leave request previously denied based upon the merits of this article for the same injury; or,
9. Fails to follow the procedural process as contained in this article.

Denial of AWP status will not affect an employee's eligibility, if any, to receive workers' compensation benefits.

Section E. Suspension or Termination of AWP Leave.

1. Eligibility for AWP leave will terminate upon any of the following occurrences:
 - a. One year from the date of injury or occupational disease, except for an extension requested and granted under Section F of this Article;
 - b. When the workers' compensation claim is controverted or disputed under the Texas Workers' Compensation law; or,
 - c. Upon a finding by the Human Resources Director of any of the occurrences defined under Section D of this Article.
2. Eligibility for AWP leave will be suspended upon any of the following occurrences:
 - a. The employee's treating physician releases the employee to return to work; A physician performing an independent medical examination for the City releases the employee to return to work;
 - b. The employee's failure to provide timely physician certificates;
 - c. The employee does not submit a properly completed AWP leave request to the Chief within two (2) working days prior to payroll closing, unless the employee can show good cause for the delay; or,
 - d. The employee fails to follow the procedural process as contained in this section.

If AWP leave is suspended under subsections 2 c, d, or e, of this Section and is reinstated upon compliance by the employee, such reinstatement of benefits will not be retroactive unless the employee can show good cause for the delay in compliance.

Section F. Eligibility For AWP Leave Beyond the One Year Anniversary Date of Injury.

In those cases where an employee submits a written request to the Chief for AWP leave beyond the one year anniversary date of injury and that employee has either not used AWP leave or has not utilized the maximum amount of AWP leave during the one year period allowed or had used it intermittently and not for the allowed maximum amount, the employee may be granted AWP leave, provided that the following conditions are met:

1. The employee is and had been receiving continuous treatment by a licensed physician for the same on-the-job injury or occupational disease for which AWP leave was originally granted ("Continuous treatment" is defined as regular examinations or treatments by a licensed treating physician or a licensed physician to whom the treating physician has referred the employee); and
2. A licensed treating physician or a licensed physician to whom the treating physician has referred the employee recommends surgery, because all other treatments have not been successful; and
3. The employee obtains the written recommendation of the Chief; and

4. The employee has not exhausted or utilized the maximum amount of AWP leave allowed under this Article for the occupational injury or disease for which he is requesting the extension; and
5. The employee has complied with the requirements of Section C of this Article. If the above requirements are met, AWP leave may be granted after the one year anniversary of date of injury addressed in Section D for the time period necessary for surgery and recovery there from, as designated by a licensed physician, until the maximum amount of AWP leave allowed under this Article is used.

Section G. AWP Supplement to Worker's Compensation Weekly Benefit. In addition to the weekly workers' compensation benefits payable under law, the eligible employee granted AWP leave may receive a supplement to such workers' compensation benefit equivalent to the difference between any workers' compensation weekly benefit and the employee's pre-injury take-home pay. In no event shall the total of the AWP supplement and the workers compensation weekly benefit exceed the employee's pre-injury take home pay and benefits. If the weekly workers' compensation benefit equals or exceeds the take-home pay, there shall be no AWP supplement, but the absence from work will not be deducted from the employee's accrued leave balances. For purposes of this ordinance:

1. Take home pay means base pay, longevity pay, special merit pay, incentive and certification pay, less mandatory deductions required by law. The work schedule the fire fighter was on at the time the eligible injury occurred will be the basis for determining the take-home pay and the original AWP supplement.
2. Mandatory deductions means income tax withholdings, FICA and Medicare, if applicable.
3. Payroll deductions (FICA, Medicare and FWT) will NOT be taken out of the weekly workers' compensation benefits, but WILL be taken out of the supplement portion.
4. Section 125 benefit payments will be taken out of the supplement portion, if available. If funds are not available to cover some or all of these payments, the City will send a notice to an employee that there are insufficient funds to cover these payments.

In all situations, but in particular in the situation in which the City has sent the employee a notice pursuant to Section G 4, it is the responsibility of the employee to make inquiry directly with the Firemen and Policemen Pension Fund to determine whether any portion of the employee's pension contribution remains unpaid due to the unavailability of adequate funds and whether the employee needs to pay any unpaid pension contribution if he wants service credit.

Section H. Maximum Duration of AWP leave. An employee who while in the course and scope of his employment, receives an injury or illness while in the line of duty, may additionally be granted AWP extensions in thirty calendar-day increments, if he provides current medical evidence which indicates such employee has a recoverable injury or illness. Current medical evidence will be provided to the Chief and will reflect any change in the employee's status. A "recoverable injury or illness" means that, when the employee is released to return to work, he will be able to perform the essential functions of his position which were required at the time of the injury or illness. Any employee receiving disability retirement benefits shall not be eligible for any such extensions.

Section I. Temporary and Intermittent Absence from Employment. AWP leave may also be granted for an employee's temporary and intermittent absence from his employment due to seeking and receiving treatment for his injury (doctor's and therapy appointments) provided that the employee submits the required medical documentation. AWP leave is not available for an employee's temporary and intermittent absence from his employment without medical documentation. An extension of AWP leave beyond the one year anniversary of the date of injury or illness is not allowed for an employee's temporary and intermittent absence from employment due to seeking and receiving treatment.

Section J. Initial Seven Days of Disability If AWP leave is approved, AWP leave will be available for the first calendar seven (7) days of disability not initially paid by workers' compensation benefits. The fire fighter will not be required to use his annual or sick leave for the first seven days of disability.

Section K. Supplementation of Weekly Workers' Compensation When AWP Leave is Not Available. In the event AWP leave is not available, but the employee is receiving weekly workers' compensation benefits, pursuant to §504.052 of the Texas Labor Code, the employee may supplement his weekly workers' compensation benefits with accrued sick leave, annual leave and special sick leave. In no event, will the amount of this optional supplement to the weekly workers' compensation benefit and the weekly workers' compensation benefit cause the employee to receive in excess of his pre-injury take-home pay. Only the utilized pro-rata amount of this optional supplement will be deducted from the employee's accrued leave balances. Payroll deductions for FICA, Medicare, and FWT will be deducted from this optional supplement portion. The employee must request this optional supplement through the Chief.

Section L. Leave Balances. While on AWP leave, the fire fighter continues to accrue sick and annual leave.

Section M. Pension Fund Contributions. Any pension fund contributions shall be made by the employee and employer in accordance with the employee's applicable pension plan, if any. In the event the employee's weekly workers' compensation benefit is greater than his pre-injury take-home pay and thus not receiving an AWP supplement to his weekly workers' compensation benefit or the AWP supplement is insufficient to cover the employee's pension contribution, the employee will need to pay his pension contribution if he wants service credit.

Section N. Overpayment of Workers' Compensation Benefits or Supplement Payments. In the event the employee receives overpayment of workers' compensation benefits or AWP supplement payments, the employee shall cooperate with the Human Resources Department to correct and repay any payment errors in a manner prescribed by the Human Resources Director. Such repayment includes assignment and repayment from the employee's future wages or by reduction of any accrued leave balances. The employee will be notified of the overpayment. The employee will be notified 30 calendar days before any repayment from the AWP supplement and/or employee's future wages or reduction of any accrued leave balances occurs.

Any overpayment will be repaid by an employee at an amount no less than \$100.00 per paycheck until the overpayment is repaid. Employees may elect to pay the entire amount of the overpayment in one payment or in payments larger than \$100.00 per paycheck at their option. The repayment will begin when the employee returns to work from injury. Interest will not be calculated

on this repayment. In the event the employee retires, is terminated or voluntarily terminates his employment with the City prior to the overpayment being paid in full, the balance of the overpayment becomes immediately due in full to the City. Employees may elect to pay the balance of the overpayment out of any vacation or sick leave balances that are due as provided in this Agreement.

ARTICLE XIX SHARED SICK LEAVE

Section 1. All Association members will contribute hours of sick leave time to a pool. Time will be deducted by the City from all dues paying members when directed by the President and are not to exceed once every quarter. The number of hours to be deducted by the City shall be designated to the City in writing by the President. Said amount shall be uniform and not less than (2) hours per dues paying member. The sick leave hours deducted from all dues paying members shall be credited to the sick leave bank first, before any other use of hours is permitted.

Section 2. A sick leave committee will be established composed of the president of the bargaining unit, as chairman, and the members of the executive board for a total of 6 members. The committee will review all requests for benefits. The decision of the committee shall be final.

Section 3. At least 4 members of the board must be present at each review and chairman will appoint a designee in his absence.

Section 4. Any Association member with 3 months service as a firefighter will be eligible for the sick leave bank

Section 5. Maximum time of benefit from the Shared Sick Leave Bank will be 2304 hours/ 11 months.

Section 6. Upon the exhaustion of all leave balances, the member will be eligible for the sick leave bank. Employees who are receiving workers compensation benefits but who are not receiving AWP may utilize the sick leave bank as a supplement, provided however, employees may not receive compensation contrary to state law.

Section 7. The committee will meet once a month when benefits are in use to review each case for extension or termination. However, the committee may convene at any time to consider beginning, extending, or terminating of benefits.

Section 8. Members must notify the committee in writing as soon as he is able to return to work. The committee chairman will then notify the Human Resources department that the benefit is to be terminated. In the event of an extended illness benefit, sick bank papers may be turned in monthly or quarterly.

Section 9. Members receiving benefits must have a doctor's letter stating his condition at each review. If the committee, after review, has reasonable doubt as to the validity of an injury or illness, the matter will be brought to a special meeting of the executive board for final disposition.

Section 10. A prorated amount of the individual's yearly allotment (15 hours per month sick leave) that an employee earns while drawing sick bank benefits will be returned to the shared sick bank.

Section 11. A member, or his legal representative, can choose to donate up to and no more than 300 hours at the time of death, termination or retirement. ~~in an amount equal to one (1) day's pay for every four (4) days of excess unused, accumulated sick leave; at the rate of one (1) to one (1). Or the member or his legal representative may choose to sell excess, unused, accumulated sick leave in an amount equal to one (1) day's pay for every four (4) days in accordance with Article XVII, Section 5. At no time will the excess leave donated or sold be more than the total amount allowed under Article XVII, Section 5. at the employee's basic hourly rate of pay, at the time of death, termination or retirement. The following formula shall be utilized in computing unused sick leave accrual for 8-hour personnel upon death, resignation, termination or retirement:~~
~~(8.57) times accrued sick leave times hourly wage.~~

ARTICLE XX FUNERAL LEAVE

Section 1. Funeral leave shall be as set out in the Civil Service Rules at the time of the execution of this Agreement, unless otherwise amended herein. In addition to the immediate family as defined in the Civil Service Rules, the immediate family for the purpose of leave for death in the family shall include grandparents, grandparents-in-law, grandchildren, brother-in-law, sister-in-law, and any relative living in the household of the employee.

Section 2. Subject to compliance with departmental administrative procedures, an employee shall also be granted time off actually necessary to attend funerals of other relatives, but leave with pay in such cases shall under no circumstances exceed more than one day (12 hours, in the case of 56-hour employees).

Section 3. No more than five employees may be off work on funeral leave under Section 2 at any one time. Subject to the needs of the Department, an employee shall be granted time off to attend a funeral under Section 2 on a first-come, first-served basis.

Section 4. Time taken off with pay pursuant to this Article shall be treated as, and charged to, sick leave, vacation, holiday, or birthday as determined by the employee.

Section 5. In the event of death in the immediate family of the employee, leave with pay shall be provided as follows:

Section 5a. For 56-hour employees, funeral leave shall commence on the day of death, through one day after the date of the burial. Travel time shall commence after the above-mentioned

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day. The employee has the option to take a one-day vacation under Section 5c of this Article.

Section 5b. For 40-hour employees, funeral leave shall commence on the day of death, through one day after the date of burial. Travel time shall commence after this period.

Section 5c. In any circumstance where an employee is required to report at midnight or be relieved at midnight due to funeral leave, the employee will have the option to take a one-day (leave hours taken from vacation, holiday, or sick leave) or increments thereof.

ARTICLE XXI EMERGENCY LEAVE

Section 1. In the event of a sickness or injury of a member of an employee's immediate family or household that requires the employee's personal care or attention or other personal emergency that requires the employee's personal care or attention, the employee shall be granted emergency leave with pay not to exceed one (1) working shift in the case of 56-hour employees and two (2) working days in the case of 40-hour per week employees. Emergency leave is to commence immediately upon approval by the immediate supervisor, and notification or appeal, if denied, through the chain of command up through Deputy Chief.

Section 2. Time taken off with pay pursuant to this Article shall be treated as and charged to sick leave. The City shall not be obligated to pay an employee who has no accrued sick leave.

ARTICLE XXII SHIFTS AND HOURS OF WORK

Section 1. Line personnel shall work 24-hour shifts, according to the Shift Schedule attached hereto as Appendix B. The parties hereto agree that, if an employee works the Schedule contained herein in Appendix B, for purposes of this Agreement, the employee shall be deemed to have worked 56 hours per week, even though the employee will necessarily work more than 56 hours in some weeks and fewer than 56 in other weeks.

Section 2. Personnel assigned to the Communications Division shall work an average of 40 hours per week, according to a Schedule designated by the Chief or designee.

Section 2a. The officers assigned to work at the Communications Center will change shift fifteen (15) minutes prior to the shift change of the Public Safety Dispatchers in order to allow for proper transfer of information. This section is not intended to increase nor reduce the scheduled forty (40) hours per week. These provisions will apply as long as uniformed employees are assigned to the Communications Division. After uniformed employees cease to be assigned the Communications, Sections 2 and 2(a) of this Article will be automatically deleted from the Articles of Agreement.

Section 3. Personnel assigned to work a 40-hour week will have schedules posted five (5) days prior, except in case of emergency.

Section 3a. An employee assigned to work an average of forty hours per week, may, with the Fire Chief's approval, agree to work four (4) ten-hour days, according to any schedule approved by the Fire Chief. The Fire Chief may, in his discretion, assign 40-hour operations employees to work two (2) 20-hour shifts, according to any schedule designated by the Fire Chief. Nothing in this Agreement shall constitute a guaranteed minimum or maximum number of hours worked in any day or week.

Section 3b. The City shall continue to permit the practice of "trading time" by shift employees subject to the restrictions contained in this Section. When time is traded pursuant to the provisions of this Section, the traded hours shall be deemed to have been worked by the employee originally assigned to work; similarly, if, for any reason, the City is required to pay another employee for such time at the rate of one and one-half (1½) that employee's regular straight-time hourly rate of pay, the employee originally scheduled to have worked the hours shall be docked for such time at one and one-half (1½) of the employee's regular straight-time hourly rate of pay. All traded time must be paid back within twelve (12) months following the date of the traded shift. No employee may "owe" other employees more than three (3) shifts at any one time. The employee originally scheduled to work shall be responsible for notifying the Chief or his designee of the proposed trade, including the name of the employee who has agreed to work the shift, and such notification shall be made to the Chief or his designee at least 72 hours prior to the beginning of the shift in question, except in cases of unforeseeable emergency. The Chief or his designee retains the right to disapprove any request for trading time, but such approval shall not be unreasonably withheld. The employee who works the traded shift shall receive no compensation from the City for doing so, even if the employee originally assigned to work should terminate his employment with the City for any reason without paying back the traded time.

Section 4. An employee is expected to be in uniform and fully prepared to assume his duties at the beginning of his assigned shift, and the employee shall remain on duty until the end of that shift, unless the employee is permitted by the employee's commanding officer to be relieved prior thereto for good cause shown. For pay purposes, the employee permitted to leave early shall be deemed to have completed the shift, and the employee who agreed to report early in the other employee's place shall be deemed to have commenced work at 1145 hours.

Section 5. Except as noted in Section 6, an employee shall be deemed to be tardy if the employee reports after 1145 hours and will be subject to disciplinary action as deemed appropriate by the Chief. If the employee reports after 1210 hours, the employee will be recorded as being AWOL for the time of the tardiness. If an employee calls in prior to 1145 hours with an excuse acceptable to the commanding officer and another employee agrees to hold over until the late employee arrives, the foregoing sentence shall be waived. In such case, for pay purposes, the employee who agrees to hold over shall be deemed to have ceased work at 1145 hours and the employee who is late shall be deemed to have commenced work at 1145 hours.

Section 6. Deputy Chiefs and Battalion Chiefs shall commence work at 1000 hours and shall remain on duty until 1000 hours the following day.

ARTICLE XXIII EXAMINATIONS AND PROMOTIONS

Section 1. Within sixty (60) days after a vacancy occurs in the ranks of FST, Fire Paramedic, Fire Lieutenant, Medical Lieutenant, Captain, or Battalion Chief, the City shall fill the vacancy. Examinations for FST, Fire Paramedic, Fire Lieutenant, Medical Lieutenant, Captain, or Battalion Chief will be given within thirty (30) days after the expiration of the current eligible list. All other vacancies will be filled within ninety (90) days of the vacancy. Examinations will be given only when a vacancy occurs or is anticipated. At least thirty (30) days prior to such examination, a bibliography will be posted. All eligible lists will be in effect for two (2) years from the date the list is approved by the Human Resources Director. When a list is exhausted prior to its expiration date, the thirty (30) and sixty (60) day provisions of this section are not applicable, but those provisions shall be for a period of not to exceed one hundred twenty (120) days, as long as, in extreme cases, such as the Battalion Chief's examination, the parties can agree to extend the one hundred twenty (120) days, if necessary.

Section 1a. During the first week of each year, the Department will issue bibliographies of all potential materials from which promotional examination questions may be taken, and they will be posted for examinations to be administered within the one-year period beginning the following April. Each material posted in the bibliography will be used to formulate one or more questions for the examination.

Section 2. All examinations for promotion to Captain or the equivalent and below shall be by written examination. An assessment center will be given for FS6 and FS8 classifications. The City will weigh oral assessment centers as 40% of the total score for FS6, and 50% for FS8 classifications. A maximum of 16 passing scores on the Battalion Chief examination will be admitted to an assessment center and a maximum of 8 passing scores for Deputy Chief. Promotion lists shall remain in effect for a period of two years, unless exhausted sooner.

Section 3. The Civil Service Provisions of the City Charter adopted January 24, 1984 and the Civil Service Rules adopted pursuant thereto, as amended, and Ordinance 8064, as amended, shall in all respects govern in promotions, except as amended in this Agreement.

Section 3a. Three points will be added to the score of an applicant taking a promotional exam for a local certification as a paramedic.

Section 3b. To the scores of the applicants for promotion of FS2 through FS8 shall be added a maximum of seven (7) credits or points for the first seven (7) years in grade and shall be prorated on a basis of .083 points per month. These points will be based upon the applicant's time since he attained the grade specified in the minimum qualifications for the tested position.

Section 3c. Points will be added to the score of an applicant taking the promotional exam for FS-2 through FS-8 for one degree as follows:

- (a) Associates degree 2-points.
- (b) Bachelor's Degree 4-points.

- (c) Master's Degree 6-points.

An employee holding more than one degree shall designate which single degree will be used to calculate the educational points awarded. Degrees from an accredited college or university qualify for the purpose of awarding the higher number of educational points as set forth above.

Section 3d. Except as provided in Section 13 of this Article, an employee applying for a promotion must also meet the following criteria as of the closing date for the written examination.

Fire Suppression Technician (FS2)

- (a) Texas Commission Certification as a Driver/Operation Pumper.

Fire Lieutenant (FS4)

- (a) Successful completion of strategy and tactics, and supervision course from an accredited college, university or state recognized institution.
- (b) Texas Commission on Fire Protection Certification as Fire Instructor I.
- (c) Texas Commission on Fire Protection Certification as Fire Officer I.

Fire Captain (FS5)

- (a) Texas Commission on Fire Protection Certification as Fire Officer I.
- (b) Texas Commission on Fire Protection Certification as Fire Instructor II.
- (c) 2-year degrees (Associates Degrees) or 63 credit hours that are applicable in a singular Bachelors degree program.

Fire Battalion Chief (FS6)

- (a) Texas Commission on Fire Protection certification as a Fire Officer II.
- (b) Bachelor's Degree

Fire Deputy Chief (FS8)

- (a) Bachelor's Degree

Section 4. All promotions to the rank of Assistant Chief (FS9) shall be exempt from competitive examinations and shall be made instead by appointment by the Fire Chief. All Assistant Chiefs will be exempt employees under the FLSA. Only those employees who have been certified fire fighters with the El Paso Fire Department for a minimum of twelve (12) years, and, at the time of appointment, held the rank of FS6 or above, shall be eligible for such appointment. Members so appointed shall possess a minimum of a Bachelor's degree and shall serve at the pleasure of the Chief and may be demoted from said position at the Chief's discretion. Any Assistant Chief so demoted shall be returned to the class grade from which he was appointed and shall retain all benefits, including service time and salary increases, to which he would have been automatically entitled had he continuously remained in that class grade. No more than three (3) positions shall be subject to the terms of this Section.

Section 5. Employees who meet the basic requirements will be eligible to take promotional examinations for positions considered to be "lateral" with their current position, those positions to which there would not necessarily be an increase in salary. A Medical Lieutenant is eligible to take a promotional examination for Fire Lieutenant, if all the minimal requirements for the position have

been met. A Fire Paramedic is eligible to take a promotional examination for the Fire Suppression Technician, if all the minimal requirements for the position have been met.

Section 6. Any employee who resigns his employment with the Fire Department for any reason, but is reinstated at a later date, shall have his name removed from any promotional eligibility list and shall not be eligible to take any promotional examinations for a period of two (2) years from the date of reinstatement.

Section 7. For examination purposes, an employee's date of employment shall be the date the employee graduated from the Training Academy.

Section 8. The time period an employee must serve in grade before he is eligible to take a promotional examination for a higher position shall be two and one-half (2½) years.

Section 9. During the term of this Agreement, a committee consisting of representatives of the City and the Association shall meet diligently, at a minimum quarterly, to explore mutually satisfactory improvements in the educational requirements and examination procedures for all promotional examinations.

Section 10. Except as provided in Article XXV, Section 20 and its subsections, all routine vacancies below Grade FS9 shall be filled from existing eligibility lists, if a valid list exists.

Section 11. All copyrighted reference materials listed on the bibliography or used to formulate questions for a written exam shall have a copyright date of within ten (10) years of the date of the exam. All materials must be in print at the time the bibliography list comes out. The Department and the Association may agree on books with a copyright date older than ten years.

Section 12. On the day of the written examination, each applicant will be permitted to throw out five (5) questions of their choice. If in the event the applicant does not select a total of five (5) questions to be thrown out, the City shall automatically throw out up to a total of (5) five the last five (5) questions of the examination. The remaining 100 questions will be those graded and scored for the applicant. There will be no challenge to the examination process, even though employees will be allowed to review their own test questions and answers. All written exams shall be 105 questions in length, prior to the five (5) questions being thrown out.

The results of any Assessment Center shall not be subject to grievance or the Arbitration process, but may be subject to the protest procedure of the Civil Service Commission Rules and Regulations or city policy in place at the time of the signing of this Agreement.

Section 12a. The City will conduct an item analysis of the written examination in those instances where forty (40%) or more of the individuals taking the examination miss a question, said questions will be reviewed to determine that the key was properly scored and the proper stem was selected for that answer. If corrections are appropriate then the stem will be corrected, and the scores will be adjusted accordingly.

Section 13. Upon receipt of a requisition to fill the vacancy of a uniformed position, the highest name on the proper eligible list shall be certified for the vacancy. If more than one vacancy exists, then the next highest name on the eligible list will also be certified for each additional vacancy. All persons on a certification list will be interviewed and considered for the uniformed position. The Fire Chief retains the right to non-select any person on the certification list and request that the next highest name on the eligible list be certified in accordance with the Civil Service Rules and Regulations.

Section 14. An employee on an eligibility list who is passed over for selection will be provided a written reason for non-selection. A pass over is defined as the appointing authority selecting someone who is ranked lower on the eligibility list than the employee who is passed over. A pass over does not include an employee who submits a waiver prior to the appointing authority's announcement of its selection.

Section 14a. An employee on an eligibility list who is passed over for selection a second time to the rank of Battalion Chief or above may appeal the appointing authority's decision to an arbitrator. The appeal must be submitted within 10 working days of notification of non-selection. Within 10 working days of receipt of written notice from Local 51 of the intent to appeal, the City and Local 51 shall select a local arbitrator. If Local 51 and the City cannot agree on an arbitrator, then the Parties shall request that the Texas Arbitration Mediation Services submit a list of seven (7) arbitrators. Within ten (10) working days after receipt of the list of arbitrators, each party shall alternate in striking a name from the list until only one name remains. The remaining arbitrator shall act as the arbitrator and hear the appeal. The fee and expenses of the arbitrator shall be borne equally by the City and the Association. The standard of review for the appeal is arbitrary and capricious. The decision of the arbitrator is binding on all parties and is not appealable.

Section 14b. An employee on an eligibility list who is passed over for selection a third time to the rank of Captain or below may appeal the appointing authority's decision to an arbitrator. The appeal must be submitted within 10 working days of notification of non-selection. Within 10 working days of receipt of written notice from Local 51 of the intent to appeal, the City and Local 51 shall select a local arbitrator. If Local 51 and the City cannot agree on an arbitrator, then the Parties shall request that the Texas Arbitration Mediation Services submit a list of seven (7) arbitrators. Within ten (10) working days after receipt of the list of arbitrators, each party shall alternate in striking a name from the list until only one name remains. The remaining arbitrator shall act as the arbitrator and hear the appeal. The fee and expenses of the arbitrator shall be borne equally by the City and the Association. The standard of review for the appeal is arbitrary and capricious. The decision of the arbitrator is binding on all parties and is not appealable.

Section 15. Removal from Eligibility List on Account of Non-selection. An employee who is on an eligibility list and is passed over for appointment five times will be removed from the eligibility list.

ARTICLE XXIV SAFETY AND HEALTH

Section 1. It is the desire of the City and the Association to maintain the highest standards of safety and health in the Fire Department in order to eliminate, as much as possible, accidents, death, injuries, and illness to fire fighters.

Section 1a. The City shall provide immunizations as recommended by the City Health Authority and the Occupational Safety and Health Administration.

Section 1b. Mandatory baseline physicals shall be provided for employees annually in accordance with Appendix D.

Section 1c. A mandatory physical fitness program shall be established by the City. Such program will be prescribed and monitored by a physician.

Section 1d. All fire stations constructed after the signing of this Agreement shall be designed and provided with provisions to ventilate emissions from fire apparatus to prevent exposure or contamination of living and sleeping areas to fire fighters.

Section 1e. The position of Safety Officer shall be maintained.

Section 2. Protective devices, wearing apparel, and other equipment required by state laws as necessary to properly protect fire fighters shall be provided by the City at no cost to the employees and shall conform to applicable standards.

Section 2a. All protective devices, wearing apparel, and other equipment currently being provided by the City for the safety and protection of fire fighters shall continue to be provided. Protective clothing shall be issued/replaced while personnel are on duty. A fire fighter who picks up his protective clothing during his normal off-duty hours shall not be deemed to be on duty by reason of the preceding sentence. Fire fighters shall be exempt from entering a hazardous environment if protective clothing does not meet accepted standards.

Section 2b. Seat safety belts, which shall be worn, shall be provided on all apparatus.

Section 3. The City shall provide each employee of the Fire Department and the employee's dependents with medical care in the event the employee is exposed to any communicable disease in the performance of fire fighting duties and as first responders on EMS calls. Members exposed to any communicable disease shall be compensated at one and one-half (1½) times his salary for time spent on follow-up exams as a result of possible exposure, when exams are performed off- duty.

Section 4. No employee shall work more than forty-eight (48) hours straight, without a twenty-four hour break, except for emergency incidents.

Section 4a. No employee shall work more than forty-eight (48) hours without exhausting all attempts to hire personnel of all ranks.

Section 5(a). A Safety Committee shall be maintained and function as follows:

- a. Meet at least monthly.
- b. Address matters of safety and health.
- c. Make recommendations to the Fire Chief.
- d. Keep minutes of all committee meetings and forward a copy to the Chief and the Association.
- e. The Committee shall consist of six (6) members, three (3) appointed by the Association and three (3) appointed by the Chief. In cases of a tie, the Chief or his designee shall break the tie.
- f. The City will provide relief for two Association Safety Committee members when the meetings are conducted while the members are scheduled for regular duty.
There must be a minimum of four Safety Committee members present to constitute a quorum for a meeting.

Section 5(b). A Fitness Committee shall be maintained and function as follows:

- a. Meet at least monthly.
- b. Address matters of fitness.
- c. Make recommendations to the Fire Chief.
- d. Keep minutes of all committee meetings and forward a copy to the Chief and the Association.
- e. The Committee shall consist of six (6) members, three (3) appointed by the Association and three (3) appointed by the Chief. In cases of a tie, the Chief or his designee shall break the tie.
- f. The City will provide relief for two Association Fitness Committee members when the meetings are conducted while the members are scheduled for regular duty.
- g. There must be a minimum of four Fitness Committee members present to constitute a quorum for a meeting.

Section 6. Both the City and the Association believe that it is to their mutual benefit for Fire Department personnel covered by this Agreement to have available to them a stress management program. To this end, a program will be initiated. The program shall satisfy and conform to the following criteria:

- ~~(2)~~(1) The program shall have the elements of both continuity and individuality of counseling. To that end, the City, after consultation with the Association would, on an independent contract basis, engage the service of an expert in stress management whose office will be located in the City of El Paso.

The expert's duties will be to devise, implement, and operate an El Paso Fire Department counseling program covering the identification and treatment of stress.

- ~~(3)~~(2) There shall be four (4) methods of entry into the program:

- (a) Behavioral-cause investigation
- (b) Supervisory referral
- (c) Voluntary participation
- (d) Post-trauma referral

The behavioral-cause investigation is an after-the-fact referral made when the Chief orders a behavioral-cause investigation be made of a fire fighter who has been the subject of an internal investigation immediately prior thereto.

The supervisory referral results when a supervisor detects behavioral patterns which indicate to him that the fire fighter requires the intervention of the program. The supervisor can recommend that his subordinate be required by the Chief to go to the expert, or agent, for evaluation and recommendation and such treatment as may be deemed necessary by the expert. To this end, supervisory personnel shall be trained in the recognition of stress.

The voluntary participation method involves any fire fighter who, after evaluation, the expert determines needs to be in the program.

Post-trauma referral occurs where there has been the death of another individual or when the fire fighter has been exposed to any incident including, but not limited to, situations where another may have suffered injury or death, wherein the immediate supervisor of the fire fighter involved is of the opinion that such referral is in the best interests of the Department or the fire fighter.

In cases where a fire fighter, in the performance of duties, has been involved in a death, the expert and another person of the fire fighter's choice will immediately be notified and allowed immediate access to the fire fighter involved.

~~(4)~~(3) All conversations between the fire fighter and the expert employed in connection with the program and records maintained by the program shall be considered privileged. When the expert has concluded that a fire fighter constitutes a clear danger to himself or others, the expert shall immediately notify the Chief of said danger. In cases where a fire fighter is referred to the program by order of the Chief, the expert shall report to the Chief only compliance or noncompliance with treatment by the expert. The expert shall also, at the appropriate time, report to the Chief that no further participation by the fire fighter is required.

~~(5)~~(4) The stress management program should be designed so as to include physical as well as mental well-being.

~~(6)~~(5) This program shall be designed to provide assistance to the fire fighter in order to manage problems of stress affecting the ability to effectively perform the duties of fire fighter. If, in order to handle problems of stress peculiar to the fire fighter, it becomes necessary, in the sole opinion of the expert, to include significant other persons in order to properly handle the fire fighter's counseling, the same may be done. It is not the intent of this program to engage in counseling services in areas other than that which directly affect the fire fighter.

- (6). If a firefighter has a positive drug test, the use of controlled substances by a person to whom they have not been legally prescribed meets the definition of illegal drug use. Impairment on duty shall be determined by a Medical Review Officer or a qualified medical professional subject to the Chief's discretion on relevant circumstances. All disputes regarding the disciplinary actions taken under this Article will be considered a contract grievance and will be subject to the disciplinary procedure in Article XXVI of the Collective Bargaining Agreement. The Association of Fire Fighters proposed the following consequences if a fire fighter tests positive on a drug test. A fire fighter who has a verified, confirmed positive drug test will get a "second chance rehabilitation opportunity."

Random Drug Testing Policy Appendix G.

ARTICLE XXV MISCELLANEOUS PROVISIONS

Section 1. The City shall provide a copy of this Agreement to each permanent work station within the Fire Department. The City shall provide to the Association a current copy of Ordinance No. 8064, the current City Charter, Civil Service Commission Rules, along with all future change supplements, and amendments pertaining to the El Paso Fire Department.

Section 2. The City shall provide each employee of the Fire Department with a booklet describing all of the benefits of his employment.

Section 3. All major painting, remodeling, and renovations of City Fire Department buildings shall be the responsibility of the City, and no member of the Bargaining Unit shall be required to do any of the above.

Section 3a. Quality of life items such as bathroom facilities, heating and cooling, and cooking facilities shall be repaired within a reasonable period of time under existing circumstances.

Section 4. The City shall provide for insuring fire fighters within the performance of their duties against liability to third persons arising out of the operation, maintenance, or use of any motor vehicle owned or leased by the City.

Section 5. All supplies required for the operation, maintenance, and upkeep of fire stations, including, but not limited to, office supplies, cleaning supplies, etc., shall be delivered to the stations.

Section 6. All administrative papers, including vacation, birthday, and sick leave papers shall be brought to an employee's work station for his signature. Electronically-available administrative papers shall be deemed to satisfy this requirement.

Section 7. Employees at any new station shall be permitted to have installed one or more private telephone lines for personal use. The business phone will not be used for personal matters, except in cases of emergency. The City shall reimburse the reasonable installation charge for one

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telephone to such employees, provided that the employees remain at all times responsible for any and all other charges and expenses thereafter incurred, including, but not limited to, monthly and long distance charges, special assessments, equipment costs, repair, replacement, maintenance, transfer, and other administrative charges.

Section 8. Any employee working 2245 hours to 0645 hours shift at the Communications Division who is summoned to jury duty shall be released from duty at the Communications Division on all shifts after the date the employee is scheduled to appear, until the shift following the day the employee is released from said jury duty; provided, the first or last shift for which the employee was released is not the employee's day off.

Section 9. The parties agree that any right or duty of the Chief or Assistant Chief provided in this Agreement may, in the Chief's sole discretion, be delegated to any other person or persons.

Section 10. The City shall annually furnish to each first line and reserve fire company up-to-date maps of the City.

Section 11. The employer shall provide, without cost to employees on duty, adequate parking spaces adjacent to all Fire Department facilities, fire stations, and work sites.

Section 12. All employees must participate in a direct deposit system with banks and credit unions for payroll checks.

Section 13. Employees suspended up to a maximum of ten (10) working days may, upon the employee's request and approval by the Chief, forfeit vacation equal to the suspension. The provisions of this Section shall apply solely to suspensions which are agreed to by the employee and no appeal to the Commission may be instituted on suspensions where the employee has agreed to the suspended time. This option must be exercised within seven (7) days upon notification of the suspension.

Section 14. The City shall allow the Association to erect an Association bulletin board at each workstation location for legitimate Association business. The Fire Chief shall approve the bulletin board size. The City shall not interfere with said bulletin board erected by the Association, except that the Fire Chief shall approve the content of the bulletin board. Such approval will not be unreasonably withheld. The House Captain shall be permitted to approve the location of the bulletin board within the station. If the bulletin boards are used for any other purpose, the material will be removed by the Chief or his designee

Section 15. Fire Department employees who are members of the ARFF Unit will be allowed to qualify for and attend the Fire Training Academy to obtain certifications as structural fire fighters. Employees who do not successfully complete the Academy will be allowed one additional opportunity to attend after every other employee has had the initial chance to attend.

Section 16. Fire Department employees who are forty-hour operations personnel (former FMS employees) will be allowed to qualify for and attend the Fire Training Academy to obtain certification as structural fire fighters. The Fire Chief will determine the number of employees who may attend

each scheduled Academy. Selection will be based on seniority. Forty- hour operations personnel who do not successfully complete the Academy will be allowed one additional opportunity to attend after every other FMS employee has had the initial chance to attend.

Section 17. A Battalion Chief who is assigned to a 40-hour position will be designated as a Staff Battalion Chief. Vacancies in the position of Staff Battalion Chief will be filled by virtue of assignment, not by competitive examination. The ultimate goal, in accordance with the provisions of the following subsections, will be to replace each such rank with an employee in the rank of Battalion Chief.

Section 17a. For the duration of his assignment, a Battalion Chief who is assigned to a Staff Battalion Chief position will be paid at the same step on the FS7 pay scale to which he would otherwise be eligible on the FS6 pay scale. At the conclusion of his assignment, the Staff Battalion Chief will return to appropriate step on the FS6 pay scale. A Battalion Chief's anniversary date will not be reset when he is assigned to a Staff Battalion Chief position nor when he is reassigned to a Battalion Chief position.

Section 18. All ranks assigned to a 40-hour position, with the exception of Battalion Chief, will be paid an amount equal to 5% more than the annual rate pursuant to the Wage Scales set forth in Appendix A, for the time assigned to the 40-hour position. At the conclusion of the assignment to the 40-hour position, the employee will no longer receive the additional 5% in pay. Employees temporarily assigned to any 40-hour position for 30 days or longer will be entitled to the 5% increase. An employee who is serving in a temporary assignment at the time of signing of this agreement and has already been assigned for more than 30 days will receive the 5% increase. Employees assigned to transitional duty or for performance or disciplinary reasons will not receive the 5% increase.

Section 198. The ranks of Fire Medic, Fire Paramedic, and Medical Lieutenant shall be eliminated through attrition, as the incumbents leave these ranks. The Chief, at his sole discretion, will assign an employee from the rank of FS8 and above to perform the duties and functions of fire marshal, as may be required by state law or city ordinance.

Section 2019. A onetime payment of \$3,600.00 will be made to any employee who, on his own time, initiative and cost, successfully completes an off-duty paramedic course and passes both the national registry paramedic examination and becomes a locally credentialed paramedic.

ARTICLE XXVI GRIEVANCE PROCEDURE

Section 1. All appeals of employee disciplinary matters, including reprimands, suspensions, demotions, and/or termination, and appeals of all other types heretofore heard by the Civil Service Commission (except as the jurisdiction of the Civil Service Commission is limited by another express provision of this Agreement) shall continue to be heard exclusively by the Commission. The decision of the Civil Service Commission shall be final and binding upon the employee(s) involved, the City, and Association, subject to such limited rights of appeal as existed prior to the execution of this Agreement. The following rules shall be applicable to arbitration as well as to appeals to the Civil

Service Commission. For the purposes of this Article and Article XXIII, Sections 145 through 145b, inclusive, a “day” shall be defined as a day that City Hall is open to the public for business.

Section 1a. Upon request of either party addressed to the opposing party at least twenty (20) days prior to the date of the hearing, the parties shall exchange the names of witnesses expected to be called at the hearing. Such exchange shall be completed no later than ten (10) days prior to the date of the hearing.

Section 1b. During the arbitration or hearing of an appeal, the parties shall have the right to have a representative of their choosing sit at the counsel table. Such representative shall have the right to testify at any time during the hearing, and neither the arbitrator nor the Civil Service Commission shall designate the manner in which either grievant or the City calls its witnesses for testimony; provided, however, the arbitrator or the Civil Service Commission may designate which party has the duty to proceed.

Section 2. The Association or any employee covered under this Agreement may file a grievance as hereinafter defined and shall be afforded the full protection of this Agreement. Grievances involving the application, interpretation, or enforcement of this Agreement shall, subject to the foregoing Section, be resolved in the following manner:

Step 1a. Any grievance filed by the Association shall be filed in writing delivered to the Fire Chief within ten (10) days after occurrence of the grievance. The written grievance shall indicate the employee or employees affected and/or the specific articles allegedly violated and shall proceed directly to the Fire Chief.

Step 1b. If the grievance is filed by an employee, the aggrieved employee shall, within five (5) days after the grievance arises, discuss the grievance with his immediate supervisor and attempt to resolve the matter. The supervisor involved shall give an oral answer with respect to the grievance immediately, if possible, but not later than three (3) days following the end of the discussion.

Step 2. If the immediate supervisor's oral answer does not settle the issue, the employee shall, within five (5) days following receipt of the oral answer provided for in Step 1b, present the grievance in writing and signed by the employee to the Association's Grievance Committee, with a copy to the Chief. The Grievance Committee shall have full authority to determine whether to proceed further with any employee's grievance. If the Grievance Committee decides not to proceed with the grievance, it shall be deemed to be "withdrawn"; if the Committee decides to proceed with the grievance, it shall, within five (5) days following the referral to the Grievance Committee present the written and signed grievance to the Assistant Chief. The Assistant Chief shall, within ten (10) days thereafter, meet with the aggrieved employee and, if the aggrieved employee desires, a member of the Association's Grievance Committee, to discuss the matter. Within five (5) days following said meeting, the Assistant Chief shall submit a response in writing to the Committee.

Step 3. If the grievance is not settled to the Grievance Committee's satisfaction in Step 2, the

Committee shall submit the grievance in writing to the Fire Chief within five (5) days following its receipt of the Assistant Chief's written answer. The Fire Chief, the aggrieved employee, and a member of the Grievance Committee shall, within five (5) days, meet to discuss or confer about the grievance. Within ten (10) days following that meeting, the Chief shall submit a response in writing to the Committee.

Step 4. If the grievance is not settled to the Grievance Committee's satisfaction in Step 3, the Association may, within ten (10) days following the conclusion of Step 3, notify the City Manager in writing that it desires to submit the matter to final and binding arbitration.

Section 3. The time limits set forth in Section 2 are jurisdictional, but all time limits referred to therein may be extended by mutual Agreement of the parties in writing.

Section 4. Upon notification that the Association desires to proceed to arbitration under Section 2, Step 4 of this Article, the parties shall endeavor to select a mutually agreeable neutral arbitrator. If after five (5) days the parties are unable to agree upon a neutral arbitrator, they shall then request that the American Arbitration Association submit a list of seven (7) arbitrators. Within ten (10) days after receipt of the list of arbitrators, each party shall alternate in striking a name from the list until only one name remains. The remaining arbitrator on the list shall act as the neutral arbitrator. The hearing will be held, if possible, within sixty (60) days after selection of the neutral arbitrator. The arbitrator shall, if possible, render the decision in writing within thirty (30) days of the hearing date or of his receipt of timely post-hearing briefs submitted by the parties, if any. The Association and the City may, by mutual agreement, waive the filing of post-hearing briefs.

Section 5. The neutral arbitrator to whom any grievance shall be submitted in accordance with the provisions of Section 4 of this Article shall have the authority to interpret the Agreement, to make conclusions of fact based upon the evidence submitted to the arbitration proceeding and to apply the contractual provisions to said facts. The jurisdiction of the arbitrator is limited in that the arbitrator has no authority to add to, subtract from, amend, or otherwise change or in any way modify the provisions of this Agreement. The fee and expenses of the arbitrator shall be borne equally by the City and the Association. If either party desires a transcript of the arbitration hearing, it shall so notify the other party at least 48 hours in advance of the start of the hearing. The full cost of the transcript shall be borne by the party ordering the transcript, and copies of the transcript shall be made available only to that party and the neutral arbitrator unless, prior to the start of the hearing, the other party agrees to assume half the cost of the transcript (including court reporter's fees), in which case copies of the transcript shall be made available to each party and to the neutral arbitrator.

Section 6. Time spent by the aggrieved employee and the member of the Grievance Committee in meeting with the Assistant Chief and/or Fire Chief in Steps 2 or 3 of Section 2 shall be regarded as time worked by the aggrieved employee and the Grievance Committee member if, but only if, said meeting occurs during hours in which the employee would otherwise have been scheduled to work, and the Assistant Chief and Fire Chief are free to schedule said meetings at any reasonable time, including when either or both of the employees are not scheduled to work. The City shall not be obligated to pay the aggrieved employee nor any representative of, nor witness for, the Association for time spent in any arbitration hearing under this Article.

Section 7. The decision of the arbitrator, rendered in accordance with the provisions of Section 5 of this Article, shall be final and binding upon the Association, all bargaining unit employees, and the City.

ARTICLE XXVII NONDISCRIMINATION

Section 1. Membership in the Association is voluntary. Each employee has the right to join and maintain membership in the Association; the employee likewise has the right to refrain from joining, or to withdraw from membership in, the Association, as the employee sees fit. Neither the Association nor the City shall exert any pressure against any employee covered by this Agreement in regard to such matters.

Section 2. The City and the Association agree that the provisions of this Agreement shall be applied to all employees within the bargaining unit without regard to membership or non- membership in the Association, or activity or lack of activity on its behalf.

ARTICLE XXVIII ASSOCIATION DUES

Section 1. Upon receipt of a voluntarily-signed authorization slip for dues, the City will deduct from the pay of each employee who has executed an authorization slip, membership dues levied by the Association in accordance with its Constitution and By-Laws. The City agrees to deduct from such employee's earnings, and to pay to the Association each month during the life of this Agreement, a lump sum payment upon sixty (60) days' notification by the Association to the City Comptroller's Office, including certification of notice to membership, by the Association. The City further agrees to deduct from such employee's earnings and to pay to the Association any special assessments in a lump sum payment in an amount to be determined by the Association. Said deductions shall be made from the first paycheck of each month and shall be remitted to the Association not later than five (5) working days following such pay day.

Section 2. The authorization slip shall contain, as a separate paragraph thereof, the following language:

"The authorization for this deduction is entirely voluntary on my part. It shall be effective until I revoke this authorization with a termination slip provided to the City Comptroller's Office."

Section 3. The Association will defend, save, hold harmless, and indemnify the City from any and all claims, demands, suits, or any other form of liability which may arise out of the compliance with Sections 1 and 2 of this Article that are initiated by any member of the bargaining unit.

ARTICLE XXIX TIME OFF FOR ASSOCIATION BUSINESS

Section 1. On or before each January 1st, the City shall assess from each person covered by the Collective Bargaining Agreement who is an Association member, four (4) hours of accrued vacation leave time from Association members who work forty (40) hours a week and six (6) hours of accrued vacation leave time from Association members who are 56-hour employees to be placed in an Association business leave pool. The Association shall be allowed to debit the pool during the calendar year when Association officers or designees are required to administer the contract; represent the Association at meetings or events; represent members at disciplinary hearings, grievances, or on other job-related matters; attend seminars or training programs; conduct any business associated with collective bargaining; or conduct other Association business. The Association shall notify the Fire Chief at least 48 hours in advance of such time off. The pool shall be cumulative during the term of this Agreement. The City is only required to make an individual assessment from Association members who have at least four (4) hours, if the employee works forty hours a week, and six (6) hours, if the employee is a 56-hour employee, of accrued vacation time at the time the City makes the assessment. The Fire Chief must give his express written approval to any Association request to use the pool for more than ten (10) members at any one time. If the Fire Chief declares an emergency, he may order the Association President or any Association officers on Association business leave time to report to work for the pendency of the emergency. An emergency is an unexpected happening or event or unforeseen situation or crisis that calls for immediate action and requires the Fire Chief to order the Association President or officers to report to work. When an employee is using the Association Pool, for purposes of leave accrual and pension contributions, the time is treated as time worked.

Section 2. Prior to the beginning of collective bargaining negotiations, the Association shall designate not more than six employees who shall constitute its bargaining team. For each of the six employees so designated, the Association shall debit the Association Leave Pool for time spent in actual collective bargaining negotiating sessions with the City's bargaining team, during which said employee was otherwise scheduled to work.

Section 3. Members of the Association's Executive Board shall be permitted to use the Association Leave Pool to conduct elections relating to Association business. The President of the Association shall give 72 hours' prior notice to the Fire Chief as to the time and place for such election, and the names of the members of the Executive Board who will be conducting the election.

Section 4. Within ten days after the execution of this Agreement, the Association shall notify the Chief in writing as to the names of the members of the Association's Executive Board. The Association shall thereafter promptly notify the Chief of any change in the composition of its Executive Board. To the extent that any designated member(s) of the Association's Executive Board is otherwise scheduled to work, the employee shall be permitted to attend the monthly Association membership meeting and the monthly Association Executive Board meeting, provided that the Association Leave Pool is debited for such time.

Section 5. An Association representative may be allowed to visit work stations in his Battalion/Division, provided that the Association representative is either off duty or debits the Association Pool, if on duty. Such visits must be approved by the Fire Chief in advance and shall be requested at least one week in advance. Any meeting for the exchange of Association information

may be called by authorized Association Representative and may be held on city property after 1800 hours, provided that the Association representative is off duty or, if on duty, debits the Association Pool. Such visits must be approved by the Fire Chief in advance and shall be requested at least one week in advance.

Section 6. The Association shall be given the opportunity to orient new employees on the history, purpose, objective, and benefits of the El Paso Association of Fire Fighters. The time and date of the presentation will be determined by the Fire Chief. Such material to be presented by the Association to such employees shall be mutually agreed to by the Fire Chief and the Association president. The Association may pass out enrollment cards during the presentation. Such presentation shall not be for more than ~~four~~one hours and, if the Association speaker is on duty during the time of the presentation, the Association Leave pool shall be debited.

Section 7. The City agrees that the President of the Association will be placed on special assignment during the term of his presidency. The special assignment of working from the Association office will give the Association President the latitude to deal with the duties of his presidency and contractual responsibilities while retaining the privileges of his current employment, while the Fire Chief retains the right to recall him to duty during any emergency or special event involving an overriding need for the protection of the citizens of El Paso.

Section 7a. The Association President as part of his Association duties, reserves the right, as in the past, to mitigate grievances at all informal and formal levels in order to reduce the number of complaints and, in all cases, reserves the right to speak and visit members of the bargaining unit, as well as to tour existing fire facilities and to review existing equipment toward a goal of improving the quality of work life for the Fire Fighters of the City of El Paso whom he represents.

Section 7b. It is understood that the President of the Association shall suffer no loss of longevity, seniority or pension, days off, or any other benefits as a result of and during the term of such special assignment. Provided however, the President shall be entitled to educational and/or certification pay if applicable, but shall not be entitled to premium assignment or incentive pay (i.e. overtime) unless directed by the Chief to perform Fire Fighter duties that call for payment of said premium pay. When the term of the President expires, the President shall be eligible to return to his previously assigned shift and duty assignment, provided any certificate that is required has been maintained. The position vacated by the President of the Association, if it is above the grade of FS5 shall not be filled by promotion or assignment during said term based on the needs of the department.

ARTICLE XXX IMPASSE PROCEDURE

Section 1. Negotiations for a new contract shall commence in accordance with Chapter 174 of the Local Government Code. If impasse should be reached as defined in Chapter 174, either party may request mediation, and, upon such request, the parties shall immediately proceed to choose one mediator as provided herein. The function and powers of the mediator shall be as specified in Section 174.151. The mediation shall be extended for fourteen (14) calendar days, or such other period as is

mutually agreeable to the parties.

Section 2. If no Agreement is reached through mediation, upon request of either party, the parties shall submit the dispute to one fact finder, chosen as provided herein. The fact finder shall conduct a full and fair hearing on all unresolved issues. The hearing shall be informal and strict rules of evidence shall not apply. After hearing all evidence offered by the parties and any evidence requested independently by the fact finder, the fact finder shall render a written decision making findings of fact and recommendations as to all matters in dispute. In the opinion, the fact finder shall state the reasons for the findings of fact and recommendations. In rendering such finding and recommendations, the fact finder shall exercise independent judgment and shall not attempt to "split the difference."

In making the findings of fact and recommendations, the fact finder shall consider, inter alia, the following evidence submitted by the parties or obtained at the fact finder's direction: The overall compensation in the current contract, including direct salary and fringe benefits; the income available to the City and demands on that income; a comparison of wages, hours, and conditions of employment of El Paso Fire Fighters with the wages, hours, and conditions of employment of other public and private employees performing similar services and with other employees generally in public and private employment in comparable communities and in El Paso; the hazards of employment, physical, education, and mental qualifications, job training, and skills required of an El Paso Fire Fighter; the cost of living in El Paso for the preceding twelve (12) month period using localized data to the fullest extent feasible; and any current national or state policies or guidelines with respect to compensation.

Section 3. The selection of the mediator and the fact finder shall occur as follows: When either party requests mediation or fact finding, the parties may agree to choose any mediator or fact finder or method of choosing same. If no Agreement occurs within five (5) days from the request, the parties shall request a list of seven neutrals from the American Arbitration Association (AAA). Upon receiving the list, the parties shall select the mediator or fact finder by alternately striking names. The request to AAA shall state the dates on which the neutrals must be available. The mediator and the fact finder shall be selected within five (5) days after the receipt of the list from the AAA. The fee and expenses of the mediator and the fact finder shall be split equally between the City and the Association. All other expenses, including witness fees, shall be paid by the party incurring the expense or calling the witness.

Section 4. If, within seven (7) days after the fact finding, the parties have failed to agree to a contract, the major, unresolved issues shall be submitted to the qualified voters of El Paso in a referendum election according to the following procedure. The election shall be held on the first date permissible under state law. By agreement, the parties may submit any issue or issues to the voters. If no such agreement is reached, then each party shall be entitled to submit two (2) issues to the voters, each issue on a distinct topic. For example, each of these constitutes a distinct issue: Salary, dependent health insurance coverage, promotional procedures, political activities. Each party will submit its two issues, and its alternatives to the other party's issues, so that the voters will vote on four distinct issues. Each voter will have the option of voting for all the issues of one party, or for some issues of one party and some of the other. The issues submitted to the voters will appear on the ballot exactly as each respective party would have them appear in the contract. The decision on each issue by a majority of the voters voting on the issue at the referendum election shall be binding on the parties, subject to the

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laws of Texas, and shall be adopted as part of the collective bargaining Agreement. In the absence of agreement of the parties to the contrary, the term of the provisions adopted by the voters shall be the same as the term of the entire contract entered into by the parties, or, in absence of such a contract, shall extend until the next September 30 following the election or until a new contract is agreed upon. The Association shall pay the cost of printing the ballots. All other costs of the election shall be paid by the City. The place of the respective parties on the ballot shall be determined by coin flip.

ARTICLE XXXI SEPARABILITY

Should any provision of this Agreement be rendered or declared invalid by reason of any applicable existing or subsequently-enacted legislation or regulation or by reason of the decree of a court of competent jurisdiction, such invalidation of part or parts of this Agreement shall not invalidate the remaining portions thereof and said remaining portions shall remain in full force and effect for the duration of the Agreement.

ARTICLE XXXII COMPLETE AGREEMENT

Section 1. The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining regarding the employees covered by this Agreement and that the understandings and agreements arrived at between the parties hereto, after the exercise of that right and opportunity, are fully set forth in this Agreement. Therefore, the City and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives its right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter whether or not specifically referred to or covered by this Agreement, even though the subject may or may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

Section 2. The parties further agree that any mutual agreements or understandings which are reached during the term of this Agreement shall be reduced to writing.

Section 3. Nothing contained in this Article shall preclude the parties' entering into negotiations regarding contract provisions to become effective after the expiration date of this Agreement.

ARTICLE XXXIII AUTHORITY AND TERM

Section 1. The City and the Association have, by these presents, reduced to writing the Collective Bargaining Agreement resulting from negotiations entered into by the City and the Association.

Section 2. This Agreement shall be in effect from September 1, 20~~22~~¹⁸ through August 31, 202~~6~~², and shall be automatically extended from year to year until replaced by a successor Agreement.

Section 3. It shall be the obligation of the Association to serve written notice of a request for collective bargaining upon the City at least 120 days before the conclusion of the current fiscal operating budget. The fiscal operating budget concludes on August 31 of each year.

DATED this ~~21st~~ day of ~~August~~ 20~~22~~¹⁸.

THE CITY OF EL PASO, TEXAS

LOCAL 51, INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, INC.

Tomás Gonzalez
City Manager

Paul Thompson
President, Local 51

ATTEST:

Efrain Robles, Local 51 Secretary

APPROVED AS TO FORM:

Eric Gutierrez
Assistant City Attorney

APPENDIX A

City of El Paso
Fire Pay Schedule
First pay period following September 1, 2021

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1	Annual	44,993.48	47,246.97	49,605.90	52,093.00	54,693.15	57,428.93	60,300.33	63,315.35	66,480.34	69,804.36
	Monthly	3,749.46	3,937.25	4,133.83	4,341.08	4,557.76	4,785.74	5,025.03	5,276.28	5,540.03	5,817.03
Fire Fighter	4-Weeks	3,461.04	3,634.38	3,815.84	4,007.16	4,207.16	4,417.62	4,638.48	4,870.42	5,113.88	5,369.56
Fire Medic	Biweekly	1,730.52	1,817.19	1,907.92	2,003.58	2,103.58	2,208.81	2,319.24	2,435.21	2,556.94	2,684.78
	Hour-8	21.631481	22.714889	23.848990	25.044712	26.294784	27.610063	28.990543	30.440072	31.961702	33.559788
	Hour-12	15.451058	16.224921	17.034993	17.889080	18.781988	19.721473	20.707531	21.742909	22.829787	23.971277
FS2	Annual		52,093.00	54,693.15	57,428.93	60,300.33	63,315.35	66,480.34	69,804.36	73,294.60	76,959.39
Fire	Monthly		4,341.08	4,557.76	4,785.74	5,025.03	5,276.28	5,540.03	5,817.03	6,107.88	6,413.28
Suppression	4-Weeks		4,007.16	4,207.16	4,417.62	4,638.48	4,870.42	5,113.88	5,369.56	5,638.04	5,919.96
Technician	Biweekly		2,003.58	2,103.58	2,208.81	2,319.24	2,435.21	2,556.94	2,684.78	2,819.02	2,959.98
Fire Paramedic	Hour-8		25.044712	26.294784	27.610063	28.990543	30.440072	31.961702	33.559788	35.237788	36.999707
	Hour-12		17.889080	18.781988	19.721473	20.707531	21.742909	22.829787	23.971277	25.169849	26.428362
FS3	Annual		54,693.15	57,428.93	60,300.33	63,315.35	66,480.34	69,804.36	73,294.60	76,959.39	80,807.47
(RESERVED)	Monthly		4,557.76	4,785.74	5,025.03	5,276.28	5,540.03	5,817.03	6,107.88	6,413.28	6,733.96
	4-Weeks		4,207.16	4,417.62	4,638.48	4,870.42	5,113.88	5,369.56	5,638.04	5,919.96	6,215.96
	Biweekly		2,103.58	2,208.81	2,319.24	2,435.21	2,556.94	2,684.78	2,819.02	2,959.98	3,107.98
	Hour-8		26.294784	27.610063	28.990543	30.440072	31.961702	33.559788	35.237788	36.999707	38.849745
	Hour-12		18.781988	19.721473	20.707531	21.742909	22.829787	23.971277	25.169849	26.428362	27.749818
FS4	Annual						69,804.36	73,294.60	76,959.39	80,807.47	84,847.82
Fire Lieutenant	Monthly						5,817.03	6,107.88	6,413.28	6,733.96	7,070.65
Fire Medical	4-Weeks						5,369.56	5,638.04	5,919.96	6,215.96	6,526.76
Lieutenant	Biweekly						2,684.78	2,819.02	2,959.98	3,107.98	3,263.38
	Hour-8						33.559788	35.237788	36.999707	38.849745	40.792221
	Hour-12						23.971277	25.169849	26.428362	27.749818	29.137301
FS5	Annual						76,959.39	80,807.47	84,847.82	89,090.15	93,544.30
Fire	Monthly						6,413.28	6,733.96	7,070.65	7,424.18	7,795.36
Captain	4-Weeks						5,919.96	6,215.96	6,526.76	6,853.08	7,195.72
	Biweekly						2,959.98	3,107.98	3,263.38	3,426.54	3,597.86
	Hour-8						36.999707	38.849745	40.792221	42.831803	44.973221
	Hour-12						26.428362	27.749818	29.137301	30.594145	32.123729
FS6	Annual					84,847.82	89,090.15	93,544.30	98,221.53	103,136.68	108,293.49
Battalion Chief	Monthly					7,070.65	7,795.36	8,594.30	9,475.02	10,446.21	11,500.19
Staff BN Chief	4-Weeks					6,526.76	6,853.08	7,195.72	7,555.50	7,933.60	8,330.26
	Biweekly					3,263.38	3,426.54	3,597.86	3,777.75	3,966.80	4,165.13
	Hour-8					40.792221	42.831803	44.973221	47.221889	49.584942	52.064178
	Hour-12					29.137301	30.594145	32.123729	33.729921	35.417816	37.188698
FS7	Annual						93,544.30	98,221.53	103,136.68	108,293.49	113,700.19
(RESERVED)	Monthly						7,795.36	8,185.13	8,594.72	9,024.46	9,475.02
	4-Weeks						7,195.72	7,555.50	7,933.60	8,330.26	8,746.16
	Biweekly						3,597.86	3,777.75	3,966.80	4,165.13	4,373.08
	Hour-8						44.973221	47.221889	49.584942	52.064178	54.663553
	Hour-12						32.123729	33.729921	35.417816	37.188698	39.045395
FS8	Annual						98,221.53	103,136.68	108,293.49	113,700.19	119,385.17
Deputy Chief	Monthly						8,185.13	8,594.72	9,024.46	9,475.02	9,948.76
	4-Weeks						7,555.50	7,933.60	8,330.26	8,746.16	9,183.48
	Biweekly						3,777.75	3,966.80	4,165.13	4,373.08	4,591.74
	Hour-8						47.221889	49.584942	52.064178	54.663553	57.396716
	Hour-12						33.729921	35.417816	37.188698	39.045395	40.997655
FS9	Annual						108,293.49	113,700.19	119,385.17	125,354.47	131,622.16
Assistant Chief	Monthly						9,024.46	9,475.02	9,948.76	10,446.21	10,968.51
	4-Weeks						8,330.26	8,746.16	9,183.48	9,642.66	10,124.78
	Biweekly						4,165.13	4,373.08	4,591.74	4,821.33	5,062.39
	Hour-8						52.064178	54.663553	57.396716	60.266572	63.279885
	Hour-12						37.188698	39.045395	40.997655	43.047552	45.199918
C - 1	Annual	41,941.19	43,746.21	45,692.37	47,627.90	49,568.75	51,551.54	53,829.17	56,520.60	59,346.65	
ARFF Technician I	Monthly	3,495.10	3,645.52	3,807.70	3,968.99	4,130.73	4,295.96	4,485.76	4,710.05	4,945.55	
	4-Weeks	3,226.24	3,365.10	3,514.80	3,663.68	3,812.98	3,965.50	4,140.70	4,347.74	4,565.12	
	Biweekly	1,613.12	1,682.55	1,757.40	1,831.84	1,906.49	1,982.75	2,070.35	2,173.87	2,282.56	
	Hour-8	20.164034	21.031832	21.967486	22.898029	23.831130	24.784394	25.879409	27.173365	28.532043	
	Hour-12	14.402881	15.022737	15.691061	16.355735	17.022236	17.703139	18.485292	19.409547	20.380031	

City Of El Paso
Fire Pay Schedule
First pay period following September 1, 2022

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1	Annual	46,343.28	48,664.38	51,094.08	53,655.79	56,333.94	59,151.80	62,109.34	65,214.81	68,474.75	71,898.49
Fire Fighter	Monthly	3,861.94	4,055.37	4,257.84	4,471.32	4,694.50	4,929.32	5,175.78	5,434.57	5,706.23	5,991.54
Fire Medic	4-Weeks	3,564.86	3,743.42	3,930.32	4,127.36	4,333.38	4,550.14	4,777.64	5,016.52	5,267.28	5,530.66
	Biweekly	1,782.43	1,871.71	1,965.16	2,063.68	2,166.69	2,275.07	2,388.82	2,508.26	2,633.64	2,765.33
	Hour-8	22.280423	23.396337	24.564462	25.796053	27.083625	28.438365	29.860260	31.353274	32.920553	34.566582
	Hour-12	15.914588	16.711669	17.546044	18.425752	19.345446	20.313118	21.328757	22.395196	23.514681	24.690416
FS2	Annual		53,655.79	56,333.94	59,151.80	62,109.34	65,214.81	68,474.75	71,898.49	75,493.44	79,268.17
Fire	Monthly		4,471.32	4,694.50	4,929.32	5,175.78	5,434.57	5,706.23	5,991.54	6,291.12	6,605.68
Suppression	4-Weeks		4,127.36	4,333.38	4,550.14	4,777.64	5,016.52	5,267.28	5,530.66	5,807.18	6,097.56
Technician	Biweekly		2,063.68	2,166.69	2,275.07	2,388.82	2,508.26	2,633.64	2,765.33	2,903.59	3,048.78
Fire Paramedic	Hour-8		25.796053	27.083625	28.438365	29.860260	31.353274	32.920553	34.566582	36.294923	38.109697
	Hour-12		18.425752	19.345446	20.313118	21.328757	22.395196	23.514681	24.690416	25.924945	27.221212
FS3	Annual		56,333.94	59,151.80	62,109.34	65,214.81	68,474.75	71,898.49	75,493.44	79,268.17	83,231.69
(RESERVED)	Monthly		4,694.50	4,929.32	5,175.78	5,434.57	5,706.23	5,991.54	6,291.12	6,605.68	6,935.97
	4-Weeks		4,333.38	4,550.14	4,777.64	5,016.52	5,267.28	5,530.66	5,807.18	6,097.56	6,402.44
	Biweekly		2,166.69	2,275.07	2,388.82	2,508.26	2,633.64	2,765.33	2,903.59	3,048.78	3,201.22
	Hour-8		27.083625	28.438365	29.860260	31.353274	32.920553	34.566582	36.294923	38.109697	40.015236
	Hour-12		19.345446	20.313118	21.328757	22.395196	23.514681	24.690416	25.924945	27.221212	28.582311
FS4	Annual						71,898.49	75,493.44	79,268.17	83,231.69	87,393.25
Fire Lieutenant	Monthly						5,991.54	6,291.12	6,605.68	6,935.97	7,282.77
Fire Medical	4-Weeks						5,530.66	5,807.18	6,097.56	6,402.44	6,722.56
Lieutenant	Biweekly						2,765.33	2,903.59	3,048.78	3,201.22	3,361.28
	Hour-8						34.566582	36.294923	38.109697	40.015236	42.015986
	Hour-12						24.690416	25.924945	27.221212	28.582311	30.011418
FS5	Annual						79,268.17	83,231.69	87,393.25	91,762.85	96,350.63
Fire	Monthly						6,605.68	6,935.97	7,282.77	7,646.90	8,029.22
Captain	4-Weeks						6,097.56	6,402.44	6,722.56	7,058.68	7,411.58
	Biweekly						3,048.78	3,201.22	3,361.28	3,529.34	3,705.79
	Hour-8						38.109697	40.015236	42.015986	44.116755	46.322418
	Hour-12						27.221212	28.582311	30.011418	31.511968	33.087442
FS6	Annual					87,393.25	91,762.85	96,350.63	101,168.18	106,230.78	111,542.29
Battalion Chief	Monthly					7,282.77	7,646.90	8,029.22	8,430.68	8,852.57	9,295.19
Staff BN Chief	4-Weeks					6,722.56	7,058.68	7,411.58	7,782.16	8,171.60	8,580.18
	Biweekly					3,361.28	3,529.34	3,705.79	3,891.08	4,085.80	4,290.09
	Hour-8					42.015986	44.116755	46.322418	48.638548	51.072490	53.626101
	Hour-12					30.011418	31.511968	33.087442	34.741820	36.480350	38.304358
FS7	Annual						96,350.63	101,168.18	106,230.78	111,542.29	117,111.20
(RESERVED)	Monthly						8,029.22	8,430.68	8,852.57	9,295.19	9,759.27
	4-Weeks						7,411.58	7,782.16	8,171.60	8,580.18	9,008.56
	Biweekly						3,705.79	3,891.08	4,085.80	4,290.09	4,504.28
	Hour-8						46.322418	48.638548	51.072490	53.626101	56.303462
	Hour-12						33.087442	34.741820	36.480350	38.304358	40.216758
FS8	Annual						101,168.18	106,230.78	111,542.29	117,111.20	122,966.73
Deputy Chief	Monthly						8,430.68	8,852.57	9,295.19	9,759.27	10,247.23
	4-Weeks						7,782.16	8,171.60	8,580.18	9,008.56	9,458.98
	Biweekly						3,891.08	4,085.80	4,290.09	4,504.28	4,729.49
	Hour-8						48.638548	51.072490	53.626101	56.303462	59.118620
	Hour-12						34.741820	36.480350	38.304358	40.216758	42.227586
FS9	Annual						111,542.29	117,111.20	122,966.73	129,115.10	135,570.82
Assistant Chief	Monthly						9,295.19	9,759.27	10,247.23	10,759.59	11,297.57
	4-Weeks						8,580.18	9,008.56	9,458.98	9,931.94	10,428.52
	Biweekly						4,290.09	4,504.28	4,729.49	4,965.97	5,214.26
	Hour-8						53.626101	56.303462	59.118620	62.074567	65.178279
	Hour-12						38.304358	40.216758	42.227586	44.338977	46.555913
C - 1	Annual	43,199.43	45,058.60	47,063.14	49,056.74	51,055.81	53,098.09	55,444.05	58,216.22	61,127.05	
ARFF Technician I	Monthly	3,599.95	3,754.88	3,921.93	4,088.06	4,254.65	4,424.84	4,620.34	4,851.35	5,093.92	
	4-Weeks	3,323.04	3,466.04	3,620.24	3,773.60	3,927.38	4,084.46	4,264.92	4,478.18	4,702.08	
	Biweekly	1,661.52	1,733.02	1,810.12	1,886.80	1,963.69	2,042.23	2,132.46	2,239.09	2,351.04	
	Hour-8	20.768957	21.662788	22.626510	23.584971	24.546063	25.527928	26.655793	27.988567	29.388005	
	Hour-12	14.834969	15.473420	16.161793	16.846408	17.532902	18.234234	19.039852	19.991834	20.991432	

City Of El Paso
Fire Pay Schedule
First pay period following September 1, 2023

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1 Fire Fighter Fire Medic	Annual	47,733.58	50,124.31	52,626.90	55,265.46	58,023.96	60,926.35	63,972.62	67,171.25	70,528.99	74,055.44
	Monthly	3,977.80	4,177.03	4,385.58	4,605.46	4,835.33	5,077.20	5,331.05	5,597.60	5,877.42	6,171.29
	4-Weeks	3,671.82	3,855.72	4,048.22	4,251.18	4,463.38	4,686.64	4,920.98	5,167.02	5,425.30	5,696.58
	Biweekly	1,835.91	1,927.86	2,024.11	2,125.59	2,231.69	2,343.32	2,460.49	2,583.51	2,712.65	2,848.29
	Hour-8	22.948837	24.098226	25.301394	26.569933	27.896135	29.291514	30.756067	32.293870	33.908168	35.603577
	Hour-12	16.392026	17.213019	18.072424	18.978523	19.925810	20.922510	21.968620	23.067050	24.220120	25.431126
FS2 Fire Suppression Technician Fire Paramedic	Annual		55,265.46	58,023.96	60,926.35	63,972.62	67,171.25	70,528.99	74,055.44	77,758.24	81,646.22
	Monthly		4,605.46	4,835.33	5,077.20	5,331.05	5,597.60	5,877.42	6,171.29	6,479.85	6,803.85
	4-Weeks		4,251.18	4,463.38	4,686.64	4,920.98	5,167.02	5,425.30	5,696.58	5,981.40	6,280.48
	Biweekly		2,125.59	2,231.69	2,343.32	2,460.49	2,583.51	2,712.65	2,848.29	2,990.70	3,140.24
	Hour-8		26.569933	27.896135	29.291514	30.756067	32.293870	33.908168	35.603577	37.383769	39.252990
	Hour-12		18.978523	19.925810	20.922510	21.968620	23.067050	24.220120	25.431126	26.702692	28.037850
FS3 (RESERVED)	Annual		58,023.96	60,926.35	63,972.62	67,171.25	70,528.99	74,055.44	77,758.24	81,646.22	85,728.64
	Monthly		4,835.33	5,077.20	5,331.05	5,597.60	5,877.42	6,171.29	6,479.85	6,803.85	7,144.05
	4-Weeks		4,463.38	4,686.64	4,920.98	5,167.02	5,425.30	5,696.58	5,981.40	6,280.48	6,594.52
	Biweekly		2,231.69	2,343.32	2,460.49	2,583.51	2,712.65	2,848.29	2,990.70	3,140.24	3,297.26
	Hour-8		27.896135	29.291514	30.756067	32.293870	33.908168	35.603577	37.383769	39.252990	41.215692
	Hour-12		19.925810	20.922510	21.968620	23.067050	24.220120	25.431126	26.702692	28.037850	29.439780
FS4 Fire Lieutenant Fire Medical Lieutenant	Annual						74,055.44	77,758.24	81,646.22	85,728.64	90,015.05
	Monthly						6,171.29	6,479.85	6,803.85	7,144.05	7,501.25
	4-Weeks						5,696.58	5,981.40	6,280.48	6,594.52	6,924.24
	Biweekly						2,848.29	2,990.70	3,140.24	3,297.26	3,462.12
	Hour-8						35.603577	37.383769	39.252990	41.215692	43.276466
	Hour-12						25.431126	26.702692	28.037850	29.439780	30.911762
FS5 Fire Captain	Annual						81,646.22	85,728.64	90,015.05	94,515.74	99,241.15
	Monthly						6,803.85	7,144.05	7,501.25	7,876.31	8,270.10
	4-Weeks						6,280.48	6,594.52	6,924.24	7,270.44	7,633.94
	Biweekly						3,140.24	3,297.26	3,462.12	3,635.22	3,816.97
	Hour-8						39.252990	41.215692	43.276466	45.440260	47.712091
	Hour-12						28.037850	29.439780	30.911762	32.457328	34.080065
FS6 Battalion Chief Staff BN Chief	Annual					90,015.05	94,515.74	99,241.15	104,203.23	109,417.70	114,888.56
	Monthly					7,501.25	7,876.31	8,270.10	8,683.60	9,118.14	9,574.05
	4-Weeks					6,924.24	7,270.44	7,633.94	8,015.64	8,416.74	8,837.58
	Biweekly					3,462.12	3,635.22	3,816.97	4,007.82	4,208.37	4,418.79
	Hour-8					43.276466	45.440260	47.712091	50.097707	52.604663	55.234885
	Hour-12					30.911762	32.457328	34.080065	35.784076	37.574760	39.453489
FS7 (RESERVED)	Annual						99,241.15	104,203.23	109,417.70	114,888.56	120,624.54
	Monthly						8,270.10	8,683.60	9,118.14	9,574.05	10,052.05
	4-Weeks						7,633.94	8,015.64	8,416.74	8,837.58	9,278.82
	Biweekly						3,816.97	4,007.82	4,208.37	4,418.79	4,639.41
	Hour-8						47.712091	50.097707	52.604663	55.234885	57.992567
	Hour-12						34.080065	35.784076	37.574760	39.453489	41.423262
FS8 Deputy Chief	Annual						104,203.23	109,417.70	114,888.56	120,624.54	126,655.73
	Monthly						8,683.60	9,118.14	9,574.05	10,052.05	10,554.64
	4-Weeks						8,015.64	8,416.74	8,837.58	9,278.82	9,742.74
	Biweekly						4,007.82	4,208.37	4,418.79	4,639.41	4,871.37
	Hour-8						50.097707	52.604663	55.234885	57.992567	60.892178
	Hour-12						35.784076	37.574760	39.453489	41.423262	43.494413
FS9 Assistant Chief	Annual						114,888.56	120,624.54	126,655.73	132,988.55	139,637.94
	Monthly						9,574.05	10,052.05	10,554.64	11,082.38	11,636.50
	4-Weeks						8,837.58	9,278.82	9,742.74	10,229.88	10,741.38
	Biweekly						4,418.79	4,639.41	4,871.37	5,114.94	5,370.69
	Hour-8						55.234885	57.992567	60.892178	63.936803	67.133625
	Hour-12						39.453489	41.423262	43.494413	45.669145	47.952589
C - 1 ARFF Technician I	Annual	44,495.41	46,410.36	48,475.03	50,528.44	52,587.48	54,691.03	57,107.37	59,962.71	62,960.86	
	Monthly	3,707.95	3,867.53	4,039.59	4,210.70	4,382.29	4,557.59	4,758.95	4,996.89	5,246.74	
	4-Weeks	3,422.72	3,570.02	3,728.84	3,886.80	4,045.20	4,207.00	4,392.88	4,612.52	4,843.14	
	Biweekly	1,711.36	1,785.01	1,864.42	1,943.40	2,022.60	2,103.50	2,196.44	2,306.26	2,421.57	
	Hour-8	21.392024	22.312673	23.305303	24.292519	25.282442	26.293764	27.455466	28.828226	30.269644	
	Hour-12	15.280017	15.937624	16.646645	17.351799	18.058887	18.781260	19.611047	20.591590	21.621174	

City Of El Paso
Fire Pay Schedule
First pay period following September 1, 2024

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1 Fire Fighter Fire Medic	Annual	49,165.59	51,628.04	54,205.71	56,923.42	59,764.68	62,754.14	65,891.80	69,186.39	72,644.86	76,277.10
	Monthly	4,097.13	4,302.34	4,517.14	4,743.62	4,980.39	5,229.51	5,490.98	5,765.53	6,053.74	6,356.43
	4-Weeks	3,781.96	3,971.38	4,169.68	4,378.72	4,597.28	4,827.24	5,068.60	5,322.04	5,588.06	5,867.46
	Biweekly	1,890.98	1,985.69	2,084.84	2,189.36	2,298.64	2,413.62	2,534.30	2,661.02	2,794.03	2,933.73
	Hour-8	23.637303	24.821173	26.060438	27.367029	28.733019	30.170260	31.678750	33.262688	34.925413	36.671683
	Hour-12	16.883788	17.729409	18.614598	19.547878	20.523585	21.550185	22.627679	23.759063	24.946724	26.194059
FS2 Fire Suppression Technician Fire Paramedic	Annual		56,923.42	59,764.68	62,754.14	65,891.80	69,186.39	72,644.86	76,277.10	80,090.99	84,095.61
	Monthly		4,743.62	4,980.39	5,229.51	5,490.98	5,765.53	6,053.74	6,356.43	6,674.25	7,007.97
	4-Weeks		4,378.72	4,597.28	4,827.24	5,068.60	5,322.04	5,588.06	5,867.46	6,160.84	6,468.90
	Biweekly		2,189.36	2,298.64	2,413.62	2,534.30	2,661.02	2,794.03	2,933.73	3,080.42	3,234.45
	Hour-8		27.367029	28.733019	30.170260	31.678750	33.262688	34.925413	36.671683	38.505284	40.430582
	Hour-12		19.547878	20.523585	21.550185	22.627679	23.759063	24.946724	26.194059	27.503774	28.878987
FS3 (RESERVED)	Annual		59,764.68	62,754.14	65,891.80	69,186.39	72,644.86	76,277.10	80,090.99	84,095.61	88,300.50
	Monthly		4,980.39	5,229.51	5,490.98	5,765.53	6,053.74	6,356.43	6,674.25	7,007.97	7,358.38
	4-Weeks		4,597.28	4,827.24	5,068.60	5,322.04	5,588.06	5,867.46	6,160.84	6,468.90	6,792.34
	Biweekly		2,298.64	2,413.62	2,534.30	2,661.02	2,794.03	2,933.73	3,080.42	3,234.45	3,396.17
	Hour-8		28.733019	30.170260	31.678750	33.262688	34.925413	36.671683	38.505284	40.430582	42.452163
	Hour-12		20.523585	21.550185	22.627679	23.759063	24.946724	26.194059	27.503774	28.878987	30.322974
FS4 Fire Lieutenant Fire Medical Lieutenant	Annual						76,277.10	80,090.99	84,095.61	88,300.50	92,715.50
	Monthly						6,356.43	6,674.25	7,007.97	7,358.38	7,726.29
	4-Weeks						5,867.46	6,160.84	6,468.90	6,792.34	7,131.96
	Biweekly						2,933.73	3,080.42	3,234.45	3,396.17	3,565.98
	Hour-8						36.671683	38.505284	40.430582	42.452163	44.574760
	Hour-12						26.194059	27.503774	28.878987	30.322974	31.839114
FS5 Fire Captain	Annual						84,095.61	88,300.50	92,715.50	97,351.21	102,218.38
	Monthly						7,007.97	7,358.38	7,726.29	8,112.60	8,518.20
	4-Weeks						6,468.90	6,792.34	7,131.96	7,488.56	7,862.96
	Biweekly						3,234.45	3,396.17	3,565.98	3,744.28	3,931.48
	Hour-8						40.430582	42.452163	44.574760	46.803466	49.143452
	Hour-12						28.878987	30.322974	31.839114	33.431047	35.102466
FS6 Battalion Chief Staff BN Chief	Annual					92,715.50	97,351.21	102,218.38	107,329.33	112,700.23	118,335.22
	Monthly					7,726.29	8,112.60	8,518.20	8,944.11	9,391.69	9,861.27
	4-Weeks					7,131.96	7,488.56	7,862.96	8,256.10	8,669.24	9,102.70
	Biweekly					3,565.98	3,744.28	3,931.48	4,128.05	4,334.62	4,551.35
	Hour-8					44.574760	46.803466	49.143452	51.600639	54.182803	56.891933
	Hour-12					31.839114	33.431047	35.102466	36.857600	38.702002	40.637095
FS7 (RESERVED)	Annual						102,218.38	107,329.33	112,700.23	118,335.22	124,243.28
	Monthly						8,518.20	8,944.11	9,391.69	9,861.27	10,353.61
	4-Weeks						7,862.96	8,256.10	8,669.24	9,102.70	9,557.18
	Biweekly						3,931.48	4,128.05	4,334.62	4,551.35	4,778.59
	Hour-8						49.143452	51.600639	54.182803	56.891933	59.732346
	Hour-12						35.102466	36.857600	38.702002	40.637095	42.665962
FS8 Deputy Chief	Annual						107,329.33	112,700.23	118,335.22	124,243.28	130,455.40
	Monthly						8,944.11	9,391.69	9,861.27	10,353.61	10,871.28
	4-Weeks						8,256.10	8,669.24	9,102.70	9,557.18	10,035.04
	Biweekly						4,128.05	4,334.62	4,551.35	4,778.59	5,017.52
	Hour-8						51.600639	54.182803	56.891933	59.732346	62.718942
	Hour-12						36.857600	38.702002	40.637095	42.665962	44.799245
FS9 Assistant Chief	Annual						118,335.22	124,243.28	130,455.40	136,978.21	143,827.08
	Monthly						9,861.27	10,353.61	10,871.28	11,414.85	11,985.59
	4-Weeks						9,102.70	9,557.18	10,035.04	10,536.78	11,063.62
	Biweekly						4,551.35	4,778.59	5,017.52	5,268.39	5,531.81
	Hour-8						56.891933	59.732346	62.718942	65.854909	69.147635
	Hour-12						40.637095	42.665962	44.799245	47.039220	49.391168
C - 1 ARFF Technician I	Annual	45,830.27	47,802.67	49,929.28	52,044.29	54,165.10	56,331.76	58,820.59	61,761.59	64,849.69	
	Monthly	3,819.19	3,983.56	4,160.77	4,337.02	4,513.76	4,694.31	4,901.72	5,146.80	5,404.14	
	4-Weeks	3,525.40	3,677.12	3,840.72	4,003.40	4,166.54	4,333.22	4,524.66	4,750.90	4,988.44	
	Biweekly	1,762.70	1,838.56	1,920.36	2,001.70	2,083.27	2,166.61	2,262.33	2,375.45	2,494.22	
	Hour-8	22.033784	22.982053	24.004462	25.021293	26.040913	27.082577	28.279130	29.693072	31.177736	
	Hour-12	15.738417	16.415752	17.146044	17.872352	18.600652	19.344698	20.199378	21.209337	22.269811	

City Of El Paso
Fire Pay Schedule
First pay period following September 1, 2025

		Step Two	Step Three	Step Four	Step Five	Step Six	Step Seven	Step Eight	Step Nine	Step Ten	Step Eleven
FS1 Fire Fighter Fire Medic	Annual	50,640.56	53,176.88	55,831.88	58,631.12	61,557.62	64,636.76	67,868.55	71,261.98	74,824.21	78,565.41
	Monthly	4,220.05	4,431.41	4,652.66	4,885.93	5,129.80	5,386.40	5,655.71	5,938.50	6,235.35	6,547.12
	4-Weeks	3,895.42	4,090.52	4,294.76	4,510.08	4,735.20	4,972.06	5,220.66	5,481.70	5,755.70	6,043.50
	Biweekly	1,947.71	2,045.26	2,147.38	2,255.04	2,367.60	2,486.03	2,610.33	2,740.85	2,877.85	3,021.75
	Hour-8	24.346423	25.565808	26.842250	28.188038	29.595010	31.075365	32.629111	34.260567	35.973178	37.771832
	Hour-12	17.390302	18.261291	19.173036	20.134313	21.139293	22.196690	23.306508	24.471834	25.695127	26.979880
FS2 Fire Suppression Technician Fire Paramedic	Annual		58,631.12	61,557.62	64,636.76	67,868.55	71,261.98	74,824.21	78,565.41	82,493.72	86,618.48
	Monthly		4,885.93	5,129.80	5,386.40	5,655.71	5,938.50	6,235.35	6,547.12	6,874.48	7,218.21
	4-Weeks		4,510.08	4,735.20	4,972.06	5,220.66	5,481.70	5,755.70	6,043.50	6,345.68	6,662.96
	Biweekly		2,255.04	2,367.60	2,486.03	2,610.33	2,740.85	2,877.85	3,021.75	3,172.84	3,331.48
	Hour-8		28.188038	29.595010	31.075365	32.629111	34.260567	35.973178	37.771832	39.660442	41.643500
	Hour-12		20.134313	21.139293	22.196690	23.306508	24.471834	25.695127	26.979880	28.328887	29.745357
FS3 (RESERVED)	Annual		61,557.62	64,636.76	67,868.55	71,261.98	74,824.21	78,565.41	82,493.72	86,618.48	90,949.52
	Monthly		5,129.80	5,386.40	5,655.71	5,938.50	6,235.35	6,547.12	6,874.48	7,218.21	7,579.13
	4-Weeks		4,735.20	4,972.06	5,220.66	5,481.70	5,755.70	6,043.50	6,345.68	6,662.96	6,996.12
	Biweekly		2,367.60	2,486.03	2,610.33	2,740.85	2,877.85	3,021.75	3,172.84	3,331.48	3,498.06
	Hour-8		29.595010	31.075365	32.629111	34.260567	35.973178	37.771832	39.660442	41.643500	43.725731
	Hour-12		21.139293	22.196690	23.306508	24.471834	25.695127	26.979880	28.328887	29.745357	31.232665
FS4 Fire Lieutenant Fire Medical Lieutenant	Annual						78,565.41	82,493.72	86,618.48	90,949.52	95,496.97
	Monthly						6,547.12	6,874.48	7,218.21	7,579.13	7,958.08
	4-Weeks						6,043.50	6,345.68	6,662.96	6,996.12	7,345.92
	Biweekly						3,021.75	3,172.84	3,331.48	3,498.06	3,672.96
	Hour-8						37.771832	39.660442	41.643500	43.725731	45.912005
	Hour-12						26.979880	28.328887	29.745357	31.232665	32.794289
FS5 Fire Captain	Annual						86,618.48	90,949.52	95,496.97	100,271.75	105,284.93
	Monthly						7,218.21	7,579.13	7,958.08	8,355.98	8,773.74
	4-Weeks						6,662.96	6,996.12	7,345.92	7,713.22	8,098.84
	Biweekly						3,331.48	3,498.06	3,672.96	3,856.61	4,049.42
	Hour-8						41.643500	43.725731	45.912005	48.207572	50.617755
	Hour-12						29.745357	31.232665	32.794289	34.433980	36.155539
FS6 Battalion Chief Staff BN Chief	Annual					95,496.97	100,271.75	105,284.93	110,549.21	116,081.24	121,885.28
	Monthly					7,958.08	8,355.98	8,773.74	9,212.43	9,673.44	10,157.11
	4-Weeks					7,345.92	7,713.22	8,098.84	8,503.78	8,929.32	9,375.80
	Biweekly					3,672.96	3,856.61	4,049.42	4,251.89	4,464.66	4,687.90
	Hour-8					45.912005	48.207572	50.617755	53.148659	55.808288	58.598692
	Hour-12					32.794289	34.433980	36.155539	37.963328	39.863063	41.856209
FS7 (RESERVED)	Annual						105,284.93	110,549.21	116,081.24	121,885.28	127,970.58
	Monthly						8,773.74	9,212.43	9,673.44	10,157.11	10,664.22
	4-Weeks						8,098.84	8,503.78	8,929.32	9,375.80	9,843.90
	Biweekly						4,049.42	4,251.89	4,464.66	4,687.90	4,921.95
	Hour-8						50.617755	53.148659	55.808288	58.598692	61.524317
	Hour-12						36.155539	37.963328	39.863063	41.856209	43.945941
FS8 Deputy Chief	Annual						110,549.21	116,081.24	121,885.28	127,970.58	134,369.06
	Monthly						9,212.43	9,673.44	10,157.11	10,664.22	11,197.42
	4-Weeks						8,503.78	8,929.32	9,375.80	9,843.90	10,336.08
	Biweekly						4,251.89	4,464.66	4,687.90	4,921.95	5,168.04
	Hour-8						53.148659	55.808288	58.598692	61.524317	64.600510
	Hour-12						37.963328	39.863063	41.856209	43.945941	46.143221
FS9 Assistant Chief	Annual						121,885.28	127,970.58	134,369.06	141,087.56	148,141.89
	Monthly						10,157.11	10,664.22	11,197.42	11,757.30	12,345.16
	4-Weeks						9,375.80	9,843.90	10,336.08	10,852.88	11,395.54
	Biweekly						4,687.90	4,921.95	5,168.04	5,426.44	5,697.77
	Hour-8						58.598692	61.524317	64.600510	67.830558	71.222063
	Hour-12						41.856209	43.945941	46.143221	48.450398	50.872902
C - 1 ARFF Technician I	Annual	47,205.18	49,236.75	51,427.16	53,605.62	55,790.05	58,021.71	60,585.21	63,614.44	66,795.18	
	Monthly	3,933.77	4,103.06	4,285.60	4,467.14	4,649.17	4,835.14	5,048.77	5,301.20	5,566.27	
	4-Weeks	3,631.16	3,787.44	3,955.94	4,123.50	4,291.54	4,463.20	4,660.40	4,893.42	5,138.10	
	Biweekly	1,815.58	1,893.72	1,977.97	2,061.75	2,145.77	2,231.60	2,330.20	2,446.71	2,569.05	
	Hour-8	22.694798	23.671514	24.724596	25.771933	26.822139	27.895053	29.127505	30.583865	32.113067	
	Hour-12	16.210570	16.908225	17.660426	18.408523	19.158671	19.925038	20.805361	21.845618	22.937905	

APPENDIX B

56-hour employees covered by this Agreement shall work nine 56-hour shifts in a 27-day period according to the following schedule:

Days of Cycle	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Shift	A	B	A	B	C	B	C	A	C	A	B	A	B	C

Days of Cycle	15	16	17	18	19	20	21	22	23	24	25	26	27
Shift	B	C	A	C	A	B	A	B	C	B	C	A	C

APPENDIX C

Class Title	Grade
Fire Fighter	FS 1
Fire Medic	FS 1
Fire Suppression Technician	FS 2
Fire Paramedic	FS 2
Fire Suppression Technician II	FS 3
Fire Lieutenant	FS 4
Medical Lieutenant	FS 4
Fire Captain	FS 5
Fire Battalion Chief	FS 6
Staff Battalion Chief	FS 6
Fire Division Chief	FS 6
Assistant Fire Marshal	FS 6
Fire Deputy Chief	FS 8
Fire Marshal	FS 8
Fire Assistant Chief	FS 9
ARFF Technician I	C-1

APPENDIX D

BASELINE PHYSICALS

The baseline physicals will include the following tests:

1. Blood Test
2. Urinalysis
3. Spirometry
4. EKG
5. Hearing Test
6. Stress Test
 - (a) if deemed necessary by physician
 - (b) for all members of the Haz/Mat entry team

APPENDIX E

Anniversary Dates For ARFF Employees

Title	Name	Anniversary Date
ARFF Technician I	L. Gomez	11/30

APPENDIX F
HEALTH BENEFIT PLAN

APPENDIX G
RANDOM DRUG TESTING POLICY

Appendix G: Random Drug Testing Policy

Section 1. General.

Section 1a. It is agreed that efficiency and safety in the work place is necessary and required in order to carry out the mission of the Fire Department. Both parties support the proper and responsible implementation of this Article in the interests of public safety and the safety of Fire Fighters.

Section 1b. Therefore, it is understood that the use of alcohol, drugs, or other controlled substances, including improper use of legally prescribed drugs, by employees while on duty or in the work place is detrimental to the operation of the Department and is clearly prohibited by this Agreement and the rules and regulations of the Fire Department.

Section 1c. The City and the Union have a mutual interest in ensuring that drug and alcohol impaired employees do not perform Fire Department duties. The City and the Union are committed to the principle that the mandatory drug and alcohol testing policy for employees is designed and shall be administered to result in disciplinary action only against those employees who have violated the Fire Department's rules, regulations, policies and procedures.

Section 1d. The City and the Union agree that employees may be called upon in hazardous situations without warning, and that it is imperative to the interest of the employees and the public to ensure that no employee is substance impaired. In order to further their joint interest in protecting employees and the public, effective one year after the ratification of this agreement, the City and the Union agree to mandatory random drug and alcohol testing as described in this Article.

Section 1e. Testing conducted under this Article shall be by urinalysis for drug tests and by appropriate evidence breath testing device protocols for alcohol.

Section 1f. All samples will be collected as split-samples and will be handled in accordance with the standards in 49CFR part 40 as amended, as outlined in the Drug and Alcohol Testing Procedures.

Section 1g. The City has developed a Fire Department Drug and Alcohol Policy with procedures and protocols, which follow the requirements of SAMHSA/CAP FUDT. The El Paso Fire Department Drug and Alcohol Testing Policy currently in effect will remain unchanged during the life of this Agreement, except as modified herein, or if changes are necessary to comply with developments in the law or modification of the Medical Review Officer Manual. The parties agree that the current fire department policy, attached as Appendix H, is consistent with this Article and contains additional procedural and substantive requirements, and further agree that the City is entitled to continue the implementation of drug testing under the provisions of this Article and policy.

Section 1h. The Section of the Fire Department Drug and Alcohol Policy dealing with mandatory drug testing and the consequences thereof is subject to amendment by the City only as the City determines is necessary to follow the requirements SAMHSA/CAP FUDT.

Section 2. Random Testing.

Section 2a. All sworn employees of the El Paso Fire Department, including the Fire Chief, are subject to random drug and alcohol testing. Between 10 and 50 percent of the authorized staffing levels identified each fiscal year shall be subject to mandatory drug and alcohol testing during that fiscal year. The employees shall be chosen on a fair and impartial statistical basis (in which each employee has an equal chance of being selected) by a computerized program operated and certified as non-discriminatory by an independent firm hired by the City. This creates the possibility that the same name(s) could be selected once or more in a year, or not at all. The City will also contract a qualified vendor to conduct the testing. This testing will entail 10 panel testing and breath alcohol concentration testing. A violation will occur when an employee has a confirmed positive drug test or a confirmed breath alcohol concentration test level of .04 or greater.

Section 2b. Drug testing will be unannounced and will occur at unpredictable times with employees being tested upon randomized computer selection. All testing shall be conducted during the employee's normal working hours. If an employee is selected during a period where that employee is not on duty, the Human Resources representative shall ensure that the employee is notified immediately upon returning to duty to report for testing. The timing and number of the random tests shall be controlled by the HR representative in order to ensure that the proper percentage of the department is tested. The integrity and security of the list shall be ensured by the Human Resources representative.

Section 2c. Upon notice of selection for random testing, the employee shall be escorted to the testing laboratory and shall provide a urine and breath sample in accordance with the policy or protocol established by the testing laboratory. Failure to provide a sample shall be considered refusal to submit to a drug test.

Section 3 Post-Accident Testing and Reasonable Suspicion:

Post-accident and reasonable suspicion testing will entail 10 panel testing and alcohol testing. A violation will occur when an employee has a confirmed positive drug test or a breath alcohol concentration confirmation test level of .04 or greater.

Section 3a. Post-Accident:

1. The parties agree to require post-accident mandatory alcohol and drug testing under the testing guidelines set forth in this Article of any Fire Fighter involved in a vehicular accident in a City vehicle where any of the following conditions exist:
 - (a). An employee while driving a City vehicle becomes involved in a vehicular accident which results in a human fatality.

- (b). An employee while driving a City vehicle becomes involved in a vehicular accident and the employee receive a moving traffic violation arising from the accident.
 - (c). An employee while driving a City vehicle becomes involved in a vehicular accident from which any involved vehicle requires towing from the scene.
 - (d). An employee while driving a City vehicle becomes involved in a vehicular accident from which any person involved is transported from the scene for medical treatment.
2. The City agrees to conduct post-accident drug and alcohol testing of any employee involved in a vehicular accident in a City vehicle that voluntarily requests testing, regardless of whether the above conditions are met.

Section 3b. Reasonable Suspicion Testing:

1. The Union acknowledges and recognizes the right of the City to investigate possible alcohol or drug abuse by employees which may impair job performance, as well as off-duty conduct which results in reasonable suspicion. Examples of off-duty conduct that could result in reasonable suspicion include, but are not limited to, arrest for possession of, use, or being under the influence of drugs or alcohol. It is understood that the City shall adequately train its supervisory personnel in the detection of the symptoms and effects of alcohol and/or controlled substance abuse so that they may properly investigate cases of on-duty reasonable suspicion. When reasonable suspicion has been identified (on-duty or off), the suspected employees will be required to submit to drug and alcohol screening in accordance with the terms of this Agreement.
2. Reasonable suspicion is defined as the actions, appearance or conduct of an employee which are indicative of or consistent with the use and/or presence in the employee's body of a controlled substance or alcohol. Reasonable suspicion is based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee.
3. Reasonable suspicion testing is not limited by this Article except to the extent that any urine testing utilized shall be in accordance with the lab testing protocol below. Reasonable suspicion testing may involve urine or blood, or other biological samples or tissues as determined under existing legal standards. A fire fighter will not be required to take more than one of these tests.

Section 4 Testing Standard

Section 4a. The City has developed a Fire Department Drug and Alcohol Policy with procedures and protocols which follow the requirements of SAMHSA/CAP FUDT. The section of the Fire Department Drug and Alcohol Policy dealing with mandatory drug testing and the

consequences thereof is subject to amendment by the City only as the City determines that it is necessary to follow the requirements of SAMHSA/CAP FUDT.

Section 4b. Nothing in this Article shall be construed to abolish the existing authority and practice of the City to conduct drug testing for:

- a. Pre-employment.
- b. Reasonable suspicion.
- c. Upon return to duty after an absence of 30 calendar days or more.
- d. Post-accident.
- e. Pre-assignment testing where required by law.
- f. Post firearm discharge.

Section 5. Threshold Levels Revealed by Testing

The parties have agreed that the procedures identified in 49 CFR part 40, as amended, shall be the guidance for any drug and alcohol testing administered under this Article. The only modification from the CFR guidance will be that all drug testing shall be conducted using a 10 panel test.

Section 5a. A positive test is defined as one where there is a confirmed quantifiable presence of one of the prohibited substances in an amount that meets or exceeds the thresholds included as Appendix I.

Section 5b. A positive test for alcohol shall be one where the breath alcohol concentration is confirmed to be .04 or greater.

Section 5c. Refusal to submit to a drug or alcohol test shall be treated as a confirmed positive test.

Section 6. Notification and Reporting

Section 6a. All drug and alcohol testing under this Article shall be conducted while the employees are on duty. Upon notification of selection for random testing, order to report for post- accident, or for cause the employee shall be escorted to the testing facility to provide the appropriate sample.

Section 6b. In all drug and alcohol testing under this Article, only conclusive results are to be reported to the City. Both tests must be positive or the results are considered inconclusive thereby causing a negative test to be reported to the City.

Section 6c. Concentrations less than the thresholds listed herein, or initial positives not confirmed by the confirmatory testing shall be disregarded by the City and may not be used at any time for any employment or disciplinary purpose whatsoever by the City.

Section 6d. Once the employee has been notified of a drug test under any provision of this Article, an employee does not have any right to self-report use or impairment under this Article, and thereby escape the consequences of violating the Departmental Rules and Regulations. It shall be within the Chief's discretion to permit self-reporting and to withhold or suspend discipline based upon all relevant facts and circumstances.

Section 7. Alcohol Related Guidance

Alcohol Testing Shall be as Follows:

Section 7a. Alcohol testing shall be conducted by a Breath Alcohol Technician (BAT) using an Evidential Breath Testing Device (EBT). The employee will provide a breath sample. If the employee's alcohol concentration is greater than or equal to .04, a second confirmation test shall be performed in accordance with established EBT protocol.

Section 7b. An employee's failure or refusal to provide a breath sample shall result in a determination that the employee's alcohol concentration is greater than or equal to .04.

Section 7c. Confirmation that an employee's alcohol concentration is greater than or equal to .04 shall result in disciplinary action according to this article.

Section 7d. The guidance under 49CFR Part 654 regarding safety sensitive positions shall be adhered to including removing an employee from duty for an alcohol test of .02 or greater but less than .04. Although this is not considered a positive test, the employee will be placed on sick leave and may not return to duty until the start of the employee's next regularly scheduled shift. This will not be deemed an occurrence.

Section 7e. Tests that yield a concentration below .02 are considered negative with no consequences under this article.

Section 8. Discipline for Positive Drug and Alcohol Tests.

Section 8a. 1st positive result:

The employee shall be suspended from the Fire Department for a period of time not to exceed thirty (30) days. The employee shall further be required to seek evaluation, education or treatment to establish control over the employee's drug or alcohol problem. Specifically, the employee must successfully complete an appropriate rehabilitation program as determined by a drug and/or alcohol abuse evaluation expert. The employee may utilize sick leave, vacation or unpaid administrative leave as necessary to complete the rehabilitation program. Verification of the employee's successful completion of the program must be provided to the City by the rehabilitation facility no later than six (6) months from the date of the initial positive result and constitutes a condition precedent to the employee's return to work. Prior to returning to duty the employee shall undergo a return to duty test with a result indicating an alcohol concentration of less than 0.04 and/or controlled substance test with a verified negative result. In addition, the City may continue to monitor any employee under this provision by conducting unannounced follow-up testing not

to exceed twenty four (24) months following the employee's return to work. An employee's failure to meet the requirements to return to duty herein shall automatically be considered a 2nd positive test result.

Section 8b. 2nd positive result:

Under this article, a 2nd positive test result at anytime will result in termination of the employee with no appeal to the Civil Service Commission.

Section 9. Drug and Alcohol Abuse Treatment.

Section 9a. The El Paso Fire Department encourages any employee who has an alcohol or other drug problem to seek treatment before the problem manifests itself in a violation of this policy and before the employee has a positive test result. To encourage employees to maintain a safe, healthy, and productive work environment, the City of El Paso provides an Employee Assistance Program as an option for an employee seeking treatment. An employee who self-reports an abuse problem, which has not violated department policies and rules and regulations, may self-report and seek treatment. Employees may not be disciplined for entering a treatment program under these circumstances. An employee may not self-refer once notification of a drug test has been made.

Section 9b. The City shall implement a drug and alcohol abuse education program. As part of that program, information shall be provided on the availability of any EAP services under City programs or other outside service providers.

Section 10 Union Representation of Members.

Section 10a. While it is understood that the Union is unequivocally opposed to the use of alcohol or drugs in the work place, as well as the abuse of such substances under any condition, and further agrees to cooperate toward the prevention of such abuse and strongly supports the prohibition of the use of drugs or alcohol in the work place and the proper enforcement of the Department's rules and regulations, the Union, retains the right to fairly and properly represent any aggrieved member of the bargaining unit by reason of the application of this Article, including but not limited to what the Union may consider as unwarranted or unreasonable investigations, search or the imposition of discipline.

Section 11 EAP/Drug committee

Section 11a. The City agrees to form an employee assistance drug committee with the Association. The Fire Chief and the Association President shall designate two (2) individuals to serve on the committee; the committee shall assemble and prepare materials to inform Fire Fighters of the issues and dangers of substance abuse to the employee, their colleagues in the department, the public, and their families. The materials shall include an inventory and presentation of available community and City resources for dealing with emotional issues, depression, family conflict, domestic violence, alcohol abuse, substance abuse, and other mental and medical issues which are a part of the substance abuse paradigm. The committee shall make materials and presentations available to all Fire Fighters.

Section 12. Confidentiality.

Section 12a. All records pertaining to the department required drug and/or alcohol tests shall remain confidential to the extent allowed by law, unless offered in evidence in a disciplinary appeal. Drug test results and records shall be stored in a locked file under the control of the Human Resources Representative or his designee. The Chief will maintain original copies submitted by the laboratory. No access to these files shall be allowed without written approval of the Chief.

APPENDIX H
EL PASO FIRE DEPARTMENT DRUG & ALCOHOL TESTING POLICY

El Paso Fire Department Drug & Alcohol Testing Policy

Purpose and Scope: The El Paso Fire Department (EPFD) believes employees have a right to work in a drug and alcohol free environment. Persons under the influence of drugs and alcohol may pose serious safety, health and security risks to the public and to other Department employees. In addition to the City's Drug-Free Work Place Policy, this policy provides directives to all sworn employees of the EPFD concerning procedures for drug and alcohol testing. Nothing herein shall replace or supersede any provision of the Drug and Alcohol Testing article in the Collective Bargaining Agreement between the City of El Paso, Texas and the Local 51, International Association of Fire Fighters Inc. (hereinafter referred to as the "CBA").

I. Random Testing:

All sworn employees of the El Paso Fire Department, including the Fire Chief (hereinafter referred to in this policy as "employee" or "employees") are subject to random drug testing. Between 10 and 50% of the authorized staffing levels identified each fiscal year, shall be subject to mandatory random drug testing during that fiscal year in accordance with the Collective Bargaining Agreement (CBA).

A. Selection of Employees for Random Testing:

Employees shall be subject to random testing on a fair and impartial statistical basis. The fair and impartial statistical basis (in which each employee has an equal chance of being selected) shall be by a computerized program operated and certified as non-discriminatory by an independent firm hired by the City, and the employee shall be tested upon being selected by the computer. The firm shall generate a list upon request by the EPFD Human Resources Manager (HRM).

1. The random list will be delivered to the HRM or designee by email, or hand delivered letter.
2. The HRM or designee will issue a written directive to each employee on the list, ordering them to submit to drug testing at the specified date, time, and location, and will provide the reason for the test (post-accident, random or reasonable suspicion).
3. Except when in actual use, possession of and access to the list of names will be limited to the HRM and/or designee.

B. Notification to and Reporting by Employees for Random Testing

The El Paso Fire Department HRM will coordinate with the testing vendor concerning the date, time, location, and number of employees to be tested. The collection dates will not be announced to the affected employee(s) in advance.

1. The HRM will verify that the employees randomly selected have reported to duty prior to making the notification to report for testing.

2. The HRM will provide the appropriate supervisor with a list of names of the employees selected for testing.
3. The appropriate supervisor, or Professional Standards Chief, will ensure that all selected employees are ordered to report for testing both orally and by written directive using the Notification to Report Memo. The use of the Notification to Report Memo serves as a direct order by the authority of the HRM on behalf of the Fire Chief to provide the necessary sample at the specified location.
4. The HRM shall coordinate the testing process to coincide with an employee's regularly scheduled workday.
5. Supervisors will make every effort to ensure their employees are escorted to the testing facility immediately upon notification. If the appropriate supervisor cannot escort the employee, they shall contact the Professional Standards Chief to arrange to have the employee escorted to the testing facility. Once the notification has been made to the employee, they shall not be left unescorted until the sample has been provided.
6. An employee who refuses, fails, or is unable to provide an adequate specimen, shall be considered to have a positive test and will be subject to discipline as outlined in the CBA.

II. Collection Procedure

Collection and analyses of the necessary samples will be conducted by a contracted, qualified and independent firm/laboratory that complies with requirements of SAMHS/CAP FUDT, in accordance with the CBA. All samples will be collected as split samples and will be handled in accordance with the standards of 49 CFR Part 40. After arriving at the specified collection location, employees will comply with instructions received from screening personnel. Screening will only be done for prohibited drugs and/or alcohol. No other substances will be screened, nor will any other medical tests be conducted or performed.

- A. The collection dates will not be announced in advance.
- B. Employees will be required to present their El Paso Fire Department identification card at the collection location.
- C. The samples will be provided in maximum feasible privacy.
- D. Appropriate chain of custody procedures will be followed at all times at the collection facility and at the laboratory that performs the analysis.

- E. Personnel who are summoned to provide a specimen for analysis will remain at the collection location in view of collection personnel until an adequate sample can be produced.
- F. Employees will have a maximum of 4 hours in which to provide the sample. Failure to provide a sample in that timeframe shall be considered refusal to submit to a drug test.

III. Positive Test Results

- A. If the initial screening indicates a positive test result, a second test of this specimen will be performed.
 - 1. A confirmed positive report will only be made after this second test also comes back positive.
 - 2. A confirmed positive test report will be maintained by the HRM in a secure area.
- B. Once the HRM has received the initial notification from the drug-testing vendor that an employee has a confirmed positive test result, the HRM will notify the Fire Chief and the Professional Standards Chief.
- C. Upon notification of a positive test result, the Discipline for Positive Drug and Alcohol Tests, Section 8 of Appendix G: Random Drug Testing Policy will be followed.
- D. Within two working days after receiving notification from his/her department director of the initial positive test result, the employee will have the opportunity, at his own expense, to request that a re-test be performed manually, utilizing the original split sample.
- E. If the employee's sample comes back with a negative result, the original test result shall be deemed inconclusive and, therefore, disregarded by the City.
- F. The sample will be maintained for a period of one (1) year.
- G. Drug tests results will be made available to the affected employee upon written request, subject to applicable rules, regulations and legal considerations.
- H. In accordance with applicable privacy laws, drug test results and documentation about drug testing results, other than disciplinary reports, shall be maintained in a secured (locked) cabinet in the office of the HRM. A separate, confidential file will be maintained for each employee who submits to drug or alcohol testing.

- I. Impairment on duty shall be determined by a Medical Review Officer or a qualified medical professional subject to the Chief's discretion on relevant circumstances. All disputes regarding the disciplinary actions taken under this policy, in accordance with the CBA, will be considered a contract grievance and will be subject to the grievance procedure.

IV. Reasonable Suspicion Testing

- A. "Reasonable Suspicion" shall be defined in accordance with the CBA.

- B. Procedures for Reasonable Suspicion Testing

If a supervisor reasonably suspects that an employee subject to this policy is under the influence of a prohibited drug, prohibited inhalant, alcohol, or appears impaired due to the abuse of a prescription drug, the supervisor will:

1. Immediately remove the employee from performing regular duties, and, when possible, bring the employee to a private area away from the observation of coworkers and/or the public.
 2. Notify the appropriate level supervisor to confer regarding the observations leading to the suspicion.
 3. If the observations leading to suspicion are confirmed, notify the HRM to make arrangements for the employee to be taken for testing. If the HRM is not available, notify the appropriate Deputy Chief who will coordinate the scheduling of the testing. Document the observations leading to suspicion appropriately and provide a copy of this documentation to the HRM.
 4. Upon completion of the testing, arrangements will be made for the employee to be taken home. They will then be placed on paid administrative leave pending the receipt of the test results.
 5. Collection procedures defined in Section II above will be followed.
- C. Upon notification of a positive test result, the Discipline for Positive Drug and Alcohol Tests, Section 8 of Appendix G: Random Drug Testing Policy will be followed.

V. Post- Accident/Firearm Discharge Testing

Conditions for Post- Accident/Firearm Discharge:

- A. In accordance with the City's Drug Free Policy, any sworn employee that is involved in a motor vehicle accident or firearm discharge may be subject to a mandatory drug test.
- B. Collection procedures defined in Section II above will be followed.

- C. Supervisor will contact the HRM to make notification.
- D. Should the employee be hospitalized, the employee may also choose to authorize the HRM to conduct drug and alcohol tests on the blood tests obtained from the hospital; provided hospital policy allows for it. If not, the HRM will coordinate drug and/or alcohol testing within 48 hours after the following incidents.
- E. Post-Firearm Discharge testing shall be applicable only to personnel who are appointed by the Department as sworn peace officers and will be conducted under either of the circumstances listed below. This will entail 10 panel testing and alcohol testing.
 - 1. Discharge of a firearm, on or off duty, whereby a person was the intentional or accidental object of the shooting. This will include injury and non-injury shootings.
 - 2. Discharge of a firearm on or off duty, while performing a law enforcement function. The following are exceptions: discharge during training, discharge during weapon maintenance, approved shooting of an animal, approved shooting of an object.
- F. Post- Accident testing will be conducted under any of the circumstances listed below and will entail the 10 panel testing and alcohol testing.
 - 1. A sworn employee while driving a City vehicle becomes involved in a vehicular accident which results in a human fatality.
 - 2. A sworn employee while driving a City vehicle becomes involved in a vehicular accident and the employee receives a moving traffic violation arising from the accident.
 - 3. A sworn employee while driving a City vehicle becomes involved in a vehicular accident from which any involved vehicle requires towing from the scene.
 - 4. A sworn employee while driving a City vehicle becomes involved in a vehicular accident from which any person involved is transported from the scene for medical treatment.
- G. If determined that a test will be conducted based on the listed parameters, the appropriate supervisor shall notify the HRM to make arrangements for the employee to be taken for testing. If the HRM is not available, notify the appropriate Deputy Chief who will coordinate the scheduling of the testing.

- H. Upon completion of the testing, arrangements will be made for the employee to be taken home. They will then be placed on paid administrative leave pending the receipt of the test results.
- I. Upon notification of a positive test result, the disciplinary guidance outlined in Article X of the CBA will be followed.

VI. Responsibility for Reporting Legal Prescription Drug Use & Accidental Drug Exposure

- A. If the medically approved and appropriate use of a prescription or over-the-counter drug adversely affect any El Paso Fire Department employee's work performance or the safety of the employee or others, the employee must bring this fact to the attention of his/her immediate supervisor.
- B. The immediate supervisor will then inform the appropriate on-Deputy or Division Chief and HRM. The HRM will make a determination whether to question the employee's fitness for duty, and whether to limit, suspend or modify the employee's work activity, or otherwise reasonably accommodate such adverse effect.
- C. As part of this process, the employee may be requested to provide medical documentation of his/her ability to safely and effectively perform the essential functions of the position.
- D. Any information about the employee's medical condition obtained by a supervisor or manager is confidential, and will be shared only on a need to know basis. Any documentation of such medical information must be kept in the employee's confidential file.
- E. Employees subjected to the accidental exposure of any illegal drug must immediately notify the supervisor on duty.
 - 1. The supervisor will handle all accidental exposures as required by departmental policy. Additional information that should be included are:
 - a. the substance the individual was exposed to;
 - b. the period of exposure; and
 - c. a brief statement explaining the necessity for exposure.
 - 2. A copy will be forwarded to the El Paso Fire Department HRM who will maintain this documentation for use if needed in the drug-testing program.

VII. Drug and Alcohol Abuse Treatment

The El Paso Fire Department encourages any employee who has an alcohol or other drug problem to seek treatment before the problem manifests itself in a violation of this policy and before the employee has a positive test result. To encourage employees to maintain a safe, healthy and productive work environment, the City of El Paso provides an Employee Assistance Program as an option for an employee seeking treatment. An employee may not self-refer once notification of a drug test has been made.

- A. Employees are encouraged to voluntarily seek assistance for alcohol or other drug problems.
 - 1. All inquiries about assistance will be kept strictly confidential and will be disclosed only to those persons with a legitimate business need to know.
 - 2. Information regarding the Employee Assistance Program is available from the El Paso Fire Department's HR Department.
 - 3. The El Paso Fire Department will maintain the confidentiality of any request for such information by an employee or family member.
- B. Any employee who voluntarily seeks rehabilitation and treatment shall be entitled to the same leave and benefits that are otherwise applicable under leave policies.
- C. Nothing in this policy is intended to conflict with the provisions of the Family and Medical Leave Act (FMLA) or ADAAA, and in the case of any conflict, the provisions of the FMLA and ADAAA prevail.

APPENDIX I
DRUG TESTING CONFIRMATION THRESHOLDS

Appendix I: Drug Testing Confirmation Thresholds

The following thresholds will be used when conducting the 10 panel drug testing under this agreement:

Substance Abuse Panel:	Initial Test Level	Confirmation Test Level
Amphetamines	1000 ng/ml	500 ng/ml
Barbituates	300 ng/ml	300 ng/ml
Benzodiazepines	300 ng/ml	300 ng/ml
Cocaine Metabolites	300 ng/ml	150 ng/ml
Marijuana Metabolites	50 ng/ml	15 ng/ml
Methadone	300 ng/ml	300 ng/ml
Methaqualone	300 ng/ml	300 ng/ml
Opiates	2000 ng/ml	2000 ng/ml
Phencyclidine	25 ng/ml	25 ng/ml
Propoxyphene	300 ng/ml	300 ng/ml



El Paso, TX

300 N. Campbell
El Paso, TX

Legislation Text

File #: 22-1085, **Version:** 1

CITY OF EL PASO, TEXAS LEGISTAR AGENDA ITEM SUMMARY FORM

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Consultation with lawyer regarding City Manager and City Attorney employment agreements. Matter No. 22-1043-831 (551.071)