



CITY OF HOUSTON

Sylvester Turner

Mayor

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March 27, 2019

Mr. Patrick "Marty" Lancton
President
Houston Professional Fire Fighters Association, IAFF Local 341
1907 Freeman Street
Houston, TX 77009

Re: Prop B Proposal

Dear Marty:

I write to make clear the City's proposal on the resolution of Prop B implementation. I do not want to lay off anyone. To accomplish this, I ask the Union to agree to phase in the cost of implementing Prop B.

I propose that Prop B be implemented over five years. The proposal takes into account the language of Prop B and factors in educational requirements for parity between Police and Fire. The chart that follows reflects the costs the City would incur and shows the incremental and cumulative costs. This matches the allocation of pay by seniority proposed by the Union.

Table with 7 columns: Category, Jan - June FY2019, FY2020, FY2021, FY2022, FY2023, Total. Rows include Incremental Cost (Base Salary, Incentive Pay, Total) and Cumulative Cost (Base Salary, Incentive Pay, Total).

Spreading the costs will be in the best interest of all Houstonians.

Sincerely,

Handwritten signature of Sylvester Turner
Sylvester Turner
Mayor

Council Members: Brenda Stardig Jerry Davis Ellen R. Cohen Dwight A. Boykins Dave Martin Steve Le Greg Travis Karla Cisneros
Robert Gallegos Mike Laster Martha Castex-Tatum Mike Knox David W. Robinson Michael Kubosh Amanda Edwards Jack Christie
Controller: Chris Brown