



# CITY OF HOUSTON

City Controller

Memorandum

**To:** Tantri Emo, Finance Director

**From:** Chris B. Brown  
City Controller

**Date:** April 4, 2019

**cc:** Marvalette Hunter, Mayor's Office  
Will Jones, Finance Department  
Shannan Nobles, Controller's Office  
Alexander Obregon, Controller's Office

**Subject:** Proposition B Implementation Costs

We are in receipt of the Administration's Prop B implementation costs. To mitigate further strain on an already-strained budget, my office maintains the only way to move forward with implementation is through a mutually agreed upon multi-year, phased-in agreement. We remain hopeful that such an agreement will be reached.

The initial annualized cost estimate for FY 2020 provided by the Finance Department estimated parity at \$113.1 million. The most recent implementation annualized cost for FY 2020 provided by the Finance Department is \$79.0 million. It's critical that firm implementation costs are set and agreed upon. Without set costs, it will be difficult to engage in an open, transparent budgeting process in the coming weeks.

My office seeks clarity on the Prop B implementation costs as proposed.

- 1) Prop B implementation includes a base pay increase for 3,217 employees, a decrease of 730 Fire employees from initial estimates.
  - a. How many of the 730 employee reductions are due to expected layoffs?
- 2) Please provide the criteria for qualification for each of the incentive pay categories.
- 3) Which Police Officer positions require an education qualification?
  - a. Are the same educational requirements being applied for Fire employees? (Our office notes that the HPD position of Lieutenant and above have some educational requirement.)
  - b. How many Fire employees will not be receiving parity pay due to educational requirements?
  - c. Would not paying parity due to educational requirements violate the parity ordinance?
- 4) Prop B implementation does not include incentive pay for Investigative Incentive Pay, Field Training Incentive Pay, Mentoring Pay, Tuition Reimbursement and Clothing Allowance.
  - a. Please explain why these incentives are not being included for pay parity.
  - b. Would not paying these incentives violate the parity ordinance?
- 5) Please explain the reduction in number of Fire employees eligible for Patrol Pay and Certification Pay (a reduction of \$13.5 million in parity costs from initial estimates).

I look forward to your responses.