

Memorandum



CITY OF DALLAS

DATE August 23, 2019

TO Honorable Mayor and Members of the City Council

SUBJECT **Meet and Confer Update**

As you are aware, the City's current Meet and Confer Agreement with Dallas police and fire employee associations will expire September 31, 2019. Since January 2019, staff has been meeting with police and fire association members to negotiate terms for a new agreement on a range of issues including wages and working conditions. After months of deliberating, I am pleased to report that we have reached consensus for a new three-year agreement to begin October 2019.

Attached is an overview of the presentation that will be provided to the City Council on Monday, August 26. It includes an overview of the key elements of the new agreement and describes the proposed new pay schedules to be implemented after City Council approval. Upon ratification by police and fire fighters, the 2019-2022 agreement will be presented to City Council on September 18, 2019 or your approval.

If you have any questions ahead of the briefing, please contact me.

A handwritten signature in cursive script that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Mark Swann, City Auditor
Billieae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager

Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
Michael Mendoza, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
Laila Alequresh, Chief Innovation Officer
M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity and Inclusion
Directors and Assistant Directors

Meet and Confer Agreement

**Council Budget Briefing
August 26, 2019**

**Jon Fortune
Assistant City Manager**



City of Dallas



Purpose

- Discuss brief history and background of Meet and Confer in Dallas
- Discuss details of the proposed 2019 Meet and Confer Agreement
 - Primary focus on new pay schedules
- Seek City Council direction on ratification of the 2019 agreement

Meet and Confer

- Chapter 147 Texas Local Government Code
 - Permits police and fire sworn employee groups to meet with City management to discuss wages, benefits, and working conditions
- Unlike collective bargaining, meet and confer provides an opportunity, *not a requirement*, for the City to reach an agreement with police and fire employee groups on wages, benefits, and working conditions

History

- Initial recognition of Meet and Confer team comprised of police and fire associations
 - February 2010
 - December 2018 (Council Updated Recognition)
- City ratified and authorized Meet and Confer agreements in the following years:
 - September 2010 - 3 year term
 - December 2013 - 3 year term
 - December 2016 - 3 year term
 - December 2018 - 2016 agreement amended to incorporate additional pay

Background

- Current 2016 agreement, as amended, expires September 31, 2019
- City has recognized 6 employee groups for purposes of meet and confer

- Dallas Black Firefighters Association
- Dallas Hispanic Firefighters Association
- Dallas Firefighters Association

- Black Police Association of Greater Dallas
- The National Law Enforcement Association
- Dallas Police Association

- Negotiations for current proposal began in January 2019

2019 Proposed Meet and Confer Agreement

- Consists of 24 articles covering a range of issues from wages to working conditions
 - See appendix for summary description of each article
- Agreement does not include the following ranks
 - Major and above for police
 - Deputy Chief and above for fire.
- Primary changes include
 - New market-based pay schedules
 - Changes to certification pay
 - Updates to various articles to reflect current standards and processes

Pay Philosophy Goal

- Recognize the outstanding work and dedication of Dallas public safety professionals
- Develop pay structure to recruit **AND** retain police officers and firefighters
- Establish a pay structure based on market survey that allows movement to follow annual growth
 - Address both entry level and top pays
 - Place employees in step-year equal to their tenure in rank
- Simplify the pay structure
 - Reduce the number of pay schedules
 - Make easier to read and understand

Comparison between Current and Proposed Pay Structure

Item	Current	Proposed
Annual increases	Based on negotiated terms every 3 years	Based on annual market survey of comparator cities
Step structure	<ul style="list-style-type: none"> • Complex and changes each year • 11-12 steps for each rank • Base pay for each higher rank overlaps top pay for lower rank • 5% separation between steps 	<ul style="list-style-type: none"> • Simple, consistent and easier to administer • Reduces number of steps by rank • Eliminates overlap between base and top pay steps for supervisory ranks • Reduces separation between steps to 2.5% and 3.3%

Comparison between Current and Proposed Pay Structure

Item	Current	Proposed
Pay parity between police and fire	Yes	Yes
Step Placement	May not reflect current tenure in rank	Employee will be placed in step that coincides with their tenure in rank
Certification Pay	<ul style="list-style-type: none"> • Above market • \$200/\$400/\$600 • Intermediate/Advanced /Master 	<ul style="list-style-type: none"> • Intermediate pay reduced to market • \$50/\$400/\$600 • Intermediate/Advanced /Master stay above market
Assignment/Special Pays	Yes	Yes

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Comparison between Current and Proposed Pay Structure

Item	Current	Proposed
Retention Incentive	Inflexible and does not allow City to offer targeted incentive to reduce turnover	Provides opportunity to develop targeted retention programs
Opt-Out Provision	Yes	Yes – updated to address unpredictability of market fluctuations and new SB2 imposed revenue caps.

Pay Schedule Development

- Annual survey conducted by March of each year
 - Conducted by associations of the meet and confer team and city management – pay sub-committee
 - 17 Comparator Cities
 - Based on city size and competition for employment

Comparator Cities	
Allen	Houston
Arlington	Irving
Austin	Lewisville
Carrollton	McKinney
Denton	Mesquite
Ft. Worth	Plano
Frisco	Richardson
Garland	San Antonio
Grand Prairie	

2019 Results of Comparator City Salary Survey

Rank	Base Avg	Top Pay Avg
Police Officer/Fire Rescue Officer	\$61,367	\$81,983
Police Sr. Corporal/Fire Driver Engineer	\$79,886	\$90,511
Police Sergeant/Fire Lieutenant	\$89,631	\$97,372
Police Lieutenant	\$102,187	\$110,388
Fire Battalion/Section Chief	\$113,536	\$122,308

Pay Schedule Development

- Survey includes:
 - Average for base **AND** top pay
 - Both police and fire
 - Comparable ranks
- Established by averages
 - Between police and fire surveys
 - For police officer and firefighter ranks



Pay Schedule Development (Process)

Establish market range for Police Officer and Firefighter (10 steps)

Sr. Corporal and Fire Driver Engineer Start Pay Equals Step 8 for PO and FF (5 steps)

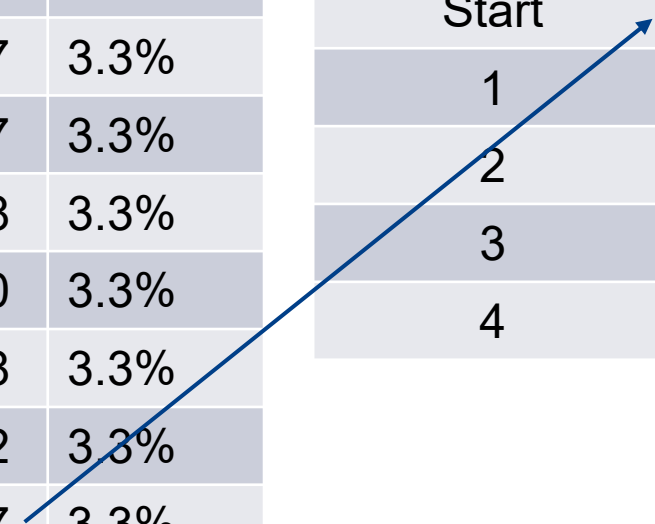
Supervisory Ranks Start Pay is 2.5% Higher Than the Proceeding Rank (4 steps)

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2019-20 Pay Schedule

Police Officer & Fire Fighter		
Years in Rank	Salary	Percent
Start	\$61,367	-
1	\$63,374	3.3%
2	\$65,447	3.3%
3	\$67,587	3.3%
4	\$69,798	3.3%
5	\$72,080	3.3%
6	\$74,438	3.3%
7	\$76,872	3.3%
8	\$79,387	3.3%
9	\$81,983	3.3%

Sr. Corporal & Driver		
Years in Rank	Salary	Percent
Start	\$79,387	-
1	\$81,768	3.0%
2	\$84,221	3.0%
3	\$86,748	3.0%
4	\$89,350	3.0%



2019-20 Pay Schedule (Supervisory)

Police Sergeant & Fire Lieutenant

Years in Rank	Salary	Percent
Start	\$91,584	2.5%
1	\$93,874	2.5%
2	\$96,221	2.5%
3	\$98,626	2.5%

Police Lieutenant & Fire Captain

Years in Rank	Salary	Percent
Start	\$101,092	2.5%
1	\$103,619	2.5%
2	\$106,209	2.5%
3	\$108,865	2.5%

Fire Battalion Chief

Years in Rank	Salary	Percent
Start	\$111,586	2.5%
1	\$114,376	2.5%
2	\$117,235	2.5%
3	\$120,166	2.5%

Pay Schedule Summary

- The proposed agreement includes a reduction in intermediate certification pay.

	Intermediate	Advanced	Master
Survey Pay	61	106	176
Dallas Current	200	400	600
Dallas Proposed	50	400	600

Pay Schedule Summary

- Average increases by employee will vary
 - 67% of personnel will receive up to 10% increase
 - Approximately 100 above market would not receive increase
 - 20% will receive increase from 11% to 20%
 - 13% will receive increase over 20%
- Some may not receive an increase in year 1
- Some may receive a reduction in certification pay
- No employees will receive a net decrease between base salary and certification pay

Pay Schedule Summary

- 2019-20 schedule based on current market survey
- 2020-21 & 2021-22 assumes 3% growth
- Cost to implement the new pay schedules

2019-20	2020-21	2021-22	2022-23	Total
\$23.2 m	\$36.7 m	\$25 m	\$14.4	\$99.4

- The total amended cost for the 2016 Meet and Confer Agreement was \$105 million
- Similar pay structure will be applied to the management ranks not covered by the Meet and Confer Agreement

2019 Proposed Meet and Confer Agreement

- Three-year agreement (Oct 2019 – Sept 2022)
 - Allows City to provide Public Safety pay structures above market averages
 - Recognizes the dedication and professional service of Dallas Police and Firefighters
 - Improves recruitment and retention
- Requires ratification by police officers and firefighters
- Staff recommends City Council ratification of the 2019 proposed meet and confer agreement
 - Targeted for September 18, 2019

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Appendix - Meet and Confer Agreement

Council Budget Briefing
August 26, 2019

Jon Fortune
Assistant City Manager



City of Dallas



Pay Schedule Development (Example)

Base Pay Calculation	
Comparator City Base Average – Police	\$61,204
Comparator City Base Average – Fire	\$61,529
Dallas Police/Fire Start Base Pay = Average	\$61,367

Top Step Pay Calculation	
Comparator City Top Average - Police	\$84,602
Comparator City Top Average - Fire	\$79,363
Dallas Police/Fire Top Step Pay = Average	\$81,983

2019 Proposed Meet and Confer Agreement

Article	Summary
Preamble	General Introduction
A1 – Authority and Recognition	City recognition of employee associations for purpose of meet and confer
A2 – Definitions	Terms used in agreement
A3 – Operational Improvement Initiatives	Describe process for associations and management to work collaboratively on initiatives
A4 – Time for Meet and Confer Activities	Defines rules for association meet and confer related activities

2019 Proposed Meet and Confer Agreement

Article	Summary
A5 - Management Rights	Details Management's authority to manage the departments
A6 – No Strike, No Lockout	City will not lock out employees, nor will associations strike
A7 – Wages	Establishes new market-based pay schedules
A8 – Education, Certification, Assignment and Other Special Pays	Establishes rates for all special pays

2019 Proposed Meet and Confer Agreement

Article	Summary
A9 – Dallas Police Officer Call Back	Details process for (on-call) call back and compensation
A10 – Compensatory Time	Allows provision of compensatory time in lieu of overtime
A11 – Phase Down	Provides City advance notice of officers' intent to leave employment, and allows for payout of accumulated leave balances over time

2019 Proposed Meet and Confer Agreement

Article	Summary
A12 – Trainee Fire-Rescue Officers and Trainee Fire Prevention Rescue Officers	Establishes the probationary status for recruits during fire and paramedic training
A13 – Extra Jobs for City Permitted Special Events	When required to have security and EMS services for permitted special events under 42A, permittees must use sworn Dallas police and fire personnel
A14 – Trade Time Police	Details procedures that govern shift trading between employees

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2019 Proposed Meet and Confer Agreement

Article	Summary
A15 – Catastrophic Leave Program	Allows personnel to assist fellow officers by donating vacation, sick, or compensatory time
A16 – Take Home Vehicle Program	Allows officers to take home vehicles for call back purposes within 30 miles of the CBD
A18 – Maintenance of Certain Pay and Benefits	Establishes the rules and procedures that will not change during the term of the agreement and provides process to change others

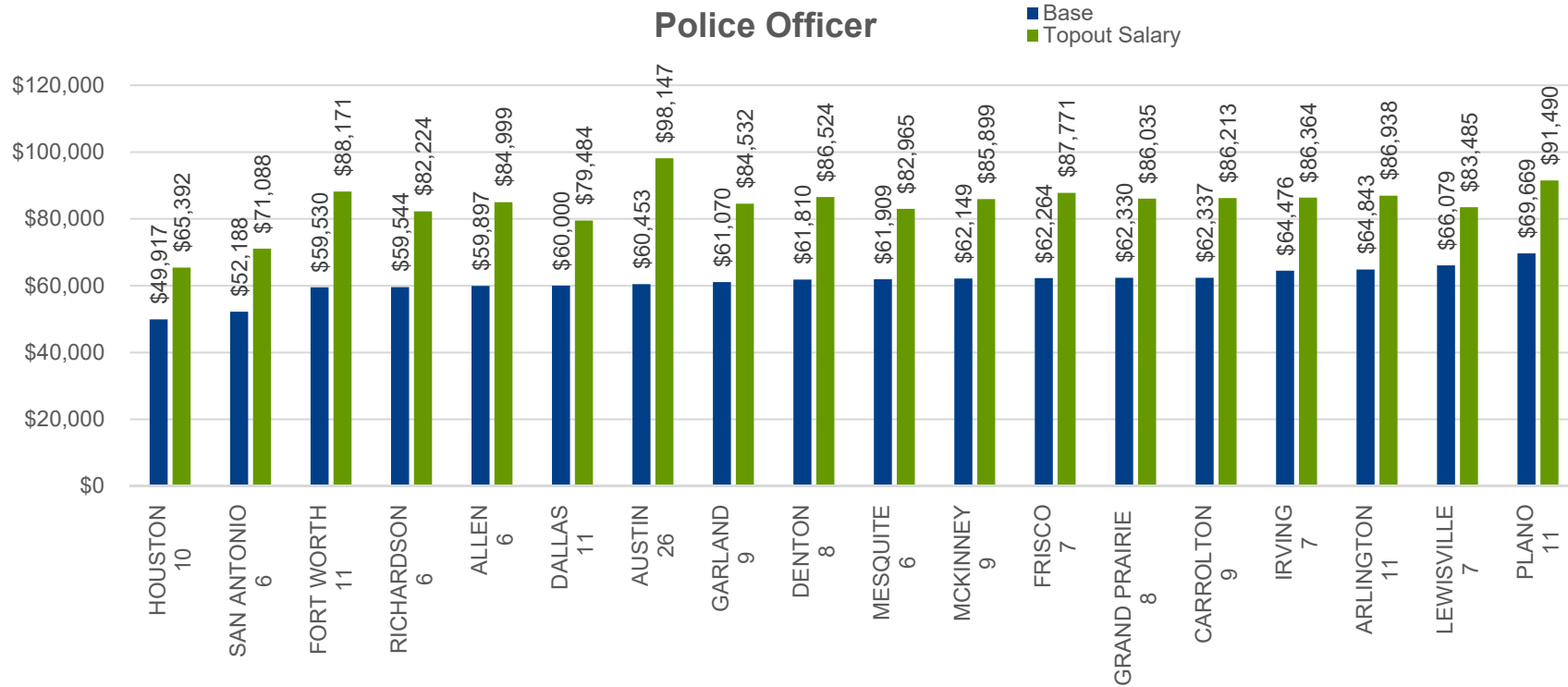
2019 Proposed Meet and Confer Agreement

Article	Summary
A19 – Dues Deduction	Dues deduction procedures
A20 – Modified Hiring Process for Lateral Entry Police Officers	Details rules for lateral hires for police officers
A21 – Limitations and Exclusion of Agreement	Defines the limitations of the language and terms of the agreement
A22 - Complete Agreement	Declares that the agreement is the only representation of terms from the meet and confer negotiations

2019 Proposed Meet and Confer Agreement

Article	Summary
A23 – Savings Clause	Defines preemption of statutes and ordinances
A24 – Duration and Termination	Describes terms for certain conditions to terminate the agreement
A25 - Notice	General notice provision

2019 Pay Survey Results – Police Officer



2019 Pay Survey Results – Firefighter

