

February 25, 2026

**WHEREAS**, Chapter 147 of the Texas Local Government Code, as amended, authorizes police and fire sworn employee groups to meet with designated City of Dallas management teams and confer on employment matters such as wages, benefits, and working conditions; and

**WHEREAS**, on February 5, 2010, the City of Dallas received a petition from the police and fire meet and confer team requesting meet and confer discussions with City of Dallas management; and

**WHEREAS**, on November 14, 2018, the Dallas City Council, by Resolution No. 18-1631, granted recognition of the 2018 meet and confer team, which consists of the Dallas Black Firefighters Association, the Dallas Hispanic Firefighters Association, the Dallas Fire Fighters Association, the Black Police Association of Greater Dallas, the National Latino Law Enforcement Organization, and the Dallas Police Association (collectively, the Meet and Confer Team), and authorized the City Manager to create a City of Dallas management team for meet and confer negotiations; and

**WHEREAS**, the city's current meet and confer agreement states that the agreement shall remain in effect until September 30, 2025, or until it is superseded by a new agreement, provided however, that in no event shall the agreement continue in effect after March 31, 2026; and

**WHEREAS**, Chapter 147 of the Texas Local Government Code, as amended, provides an opportunity, not a requirement, for the City of Dallas to reach an agreement with its police and fire sworn employees, as defined in Chapter 147 of the Texas Local Government Code, as amended (Officers); and

**WHEREAS**, the agreement must be in writing and ratified through a voting process by all Officers and approved by the Dallas City Council; and

**WHEREAS**, City of Dallas management and the Meet and Confer Team have negotiated a proposed agreement to be effective February 25, 2026, through September 30, 2026; and

**WHEREAS**, the proposed agreement has been presented to the Officers for approval; and

**WHEREAS**, Chapter 147 of the Texas Local Government Code, as amended, requires that at least 65 percent of the Officers must approve the agreement; and

**WHEREAS**, at least 65 percent of the Officers voted to approve the agreement.

**Now, Therefore,**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:**

February 25, 2026

**SECTION 1.** That a meet and confer agreement between the City of Dallas and the Meet and Confer Team consisting of the Dallas Black Firefighters Association, the Dallas Hispanic Firefighters Association, the Dallas Fire Fighters Association, the Black Police Association of Greater Dallas, the National Latino Law Enforcement Organization, and the Dallas Police Association is hereby ratified.

**SECTION 2.** That the City Manager is hereby authorized to execute the ratified meet and confer agreement, approved as to form by the City Attorney, between the City of Dallas and the Meet and Confer Team consisting of the Dallas Black Firefighters Association, the Dallas Hispanic Firefighters Association, the Dallas Fire Fighters Association, the Black Police Association of Greater Dallas, the National Latino Law Enforcement Organization, and the Dallas Police Association, in an amount not to exceed \$75,561,221.00.

**SECTION 3.** That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.