



Legislation Details (With Text)

**File #:** 19-1416      **Version:** 1      **Name:**

**Type:** ITEMS FOR INDIVIDUAL CONSIDERATION      **Status:** Approved

**File created:** 9/9/2019      **In control:** City Manager's Office

**On agenda:** 9/18/2019      **Final action:**

**Title:** Authorize (1) the 2019 proposed three-year Meet and Confer Agreement between the City of Dallas and the Meet and Confer Team, made up of the Dallas Black Fire Fighters Association, Black Police Association of Greater Dallas, National Latino Law Enforcement Organization, Dallas Police Association, Dallas Hispanic Fire Fighters Association, and the Dallas Fire Fighter Association; and authorize (2) the City Manager to enter into said proposed Meet and Confer Agreement, to be effective October 1, 2019 through September 30, 2022 - Not to exceed \$99,396,934.00 - Financing: General Fund (subject to annual appropriations)

**Sponsors:**

**Indexes:** 300

**Code sections:**

**Attachments:** 1. Resolution, 2. 2019 Meet and Confer Agreement, 3. Attachment A, 4. Attachment B

Date	Ver.	Action By	Action	Result
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**STRATEGIC PRIORITY:** Public Safety

**AGENDA DATE:** September 18, 2019

**COUNCIL DISTRICT(S):** N/A

**DEPARTMENT:** City Manager's Office

**EXECUTIVE:** Jon Fortune

**SUBJECT**

Authorize (1) the 2019 proposed three-year Meet and Confer Agreement between the City of Dallas and the Meet and Confer Team, made up of the Dallas Black Fire Fighters Association, Black Police Association of Greater Dallas, National Latino Law Enforcement Organization, Dallas Police Association, Dallas Hispanic Fire Fighters Association, and the Dallas Fire Fighter Association; and authorize (2) the City Manager to enter into said proposed Meet and Confer Agreement, to be effective October 1, 2019 through September 30, 2022 - Not to exceed \$99,396,934.00 - Financing: General Fund (subject to annual appropriations)

**BACKGROUND**

In 2009, the Texas State Legislature enacted Chapter 147 of the Texas Local Government Code which permits police and fire sworn employee groups to meet with designated management teams to discuss employment matters such as wages, benefits, and working conditions.

This process, called "Meet and Confer," is designed to allow police and fire sworn employee groups and management an opportunity to reach an agreement on important employment issues. Unlike collective bargaining, meet and confer provides an opportunity, not a requirement, for the City to reach an agreement with its police and fire sworn employee groups.

Under Chapter 147 of the Texas Local Government Code, the agreement by the Meet and Confer Team must be in writing and ratified through a voting process by all sworn police and fire officers and ratified by the City Council.

The City's current Meet and Confer Agreement will expire on September 30, 2019. Since January 2019, management has been meeting with the Meet and Confer Team to negotiate the terms of a new agreement on a range of issues, including wages and working conditions. After months of negotiation, the parties have reached consensus for a new three-year agreement to begin on October 1, 2019.

The City received notice that the proposed Meet and Confer Agreement was ratified by police officers and firefighters with 99% voting in favor of the agreement. It is recommended that the City Council authorize the City Manager to execute the proposed agreement.

#### **PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

On February 24, 2010, City Council authorized recognition of the 2010 Police and Fire Meet and Confer Team, and authorized establishment of a management meet and confer team by Resolution No. 10-0534.

City Council was briefed on the proposed three-year agreement (effective October 1, 2010 through September 30, 2013) between the City and the Police and Fire Meet and Confer Team on August 4, 2010.

On September 1, 2010, City Council ratified and authorized the City's first Meet and Confer Agreement with sworn police and fire officers for three years by Resolution No. 10-2259.

On November 6, 2013, City Council was briefed on the proposed three-year agreement (effective December 11, 2013 through September 30, 2016) between the City and the Police and Fire Meet and Confer Team.

On December 11, 2013, City Council ratified and authorized the City's second Meet and Confer Agreement with sworn police and fire officers for three years by Resolution No. 13-2060.

City Council was briefed on the proposed three-year agreement (effective October 1, 2016 through September 30, 2019) between the City and the Police and Fire Meet and Confer Team on December 7, 2016.

On December 14, 2016, City Council ratified and authorized the City's third Meet and Confer Agreement with sworn police and fire officers for three years by Resolution No. 16-2002 effective October 1, 2016 through September 30, 2019.

On September 18, 2018, City Council adopted the budget for FY 2018-2019, which provided for pay

increases for police officers and firefighters.

On November 14, 2018, City Council authorized the withdrawal of recognition of the 2010 Police and Fire Meet and Confer Team and recognized the 2018 Police and Fire Meet and Confer Team by Resolution No. 18-1631.

On December 12, 2018, City Council ratified the amendment to the Meet and Confer Agreement which increased the pay steps for uniformed pay schedules by 3% and adjusted any steps below \$60,000 after the 3% increase to \$60,000 annually effective January 9, 2019.

On August 26, 2019, City Council was briefed on the proposed three-year agreement (effective October 1, 2019 through September 30, 2022) between the City and the Police and Fire Meet and Confer Team.

### **FISCAL INFORMATION**

General Fund - \$99,396,934.00

Total cost to implement new pay schedules from 2019-2023 is a total of \$99,396,934.00.

2019-20	2020-21	2021-22	2022-23	Total
\$23,201,733.00	\$36,759,656.00	\$24,968,031.00	\$14,467,514.00	\$99,396,934.00