AGENDA

6:30 p.m.  Opening Remarks – Council Member Dave Martin

6:40 p.m.  Propositions A & B:
             Mayor Sylvester Turner
             Director Carol Haddock
             Director Tantri Emo
             Chief Samuel Pena

7:05 p.m.  3 to 5 Questions on City of Houston Propositions

7:20 p.m.  Chief Recovery Officer Marvin Odum

7:25 p.m.  Chief Resiliency Officer Stephen Costello

7:30 p.m.  State Representative Dan Huberty

7:35 p.m.  Directors of Lake Debris Removal Ralph Natale and John Buri

7:40 p.m.  TIRZ 10 Chairman Stan Sarman

7:45 p.m.  Question and Answer
# Pay Raises for HFD and HPD Since FY2005

<table>
<thead>
<tr>
<th>Calendar Year</th>
<th>Fiscal Year</th>
<th>HPD</th>
<th>HFD</th>
<th>Offered [2]</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>2005</td>
<td>3.00%</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>2006</td>
<td>3.00%</td>
<td>7.50%</td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>2007</td>
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<td>8.00%</td>
<td></td>
</tr>
<tr>
<td>2007</td>
<td>2008</td>
<td>2.00%</td>
<td>5.50%</td>
<td></td>
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<tr>
<td>2008</td>
<td>2009</td>
<td>2.00%</td>
<td>4.50%</td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>2010</td>
<td>2.00%</td>
<td>4.30%</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>2011 [3]</td>
<td>0.00%</td>
<td>5.75%</td>
<td>33.55 %</td>
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<tr>
<td></td>
<td>2012 [4]</td>
<td>0.00%</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>2013</td>
<td>3.00%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2014</td>
<td>3.00%</td>
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<td></td>
<td>2015</td>
<td>4.00%</td>
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<td>4.00%</td>
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<td></td>
<td>2016</td>
<td>0.00%</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>4.30%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>4.86%</td>
<td></td>
<td>4.00%</td>
</tr>
<tr>
<td></td>
<td>2019</td>
<td>3.48%</td>
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<td>3.00%</td>
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<tr>
<td></td>
<td>2020 [1]</td>
<td>4.00%</td>
<td></td>
<td>2.50%</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>41.64%</td>
<td>36.55%</td>
<td></td>
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</table>

Total Pay increases from FY2005 (CY2004) 41.64% 36.55%
Total Pay offered to HFD not accepted - 13.50%
Total Pay increases should HFD accepted the offer 41.64% 50.05%
## Classification Comparison

<table>
<thead>
<tr>
<th>FIRE RANK(S)</th>
<th># of HFD Personnel</th>
<th>POLICE RANK(S)</th>
<th># of HPD Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Probationary Firefighter</td>
<td>36</td>
<td>Probationary Police Officer</td>
<td>158</td>
</tr>
<tr>
<td>2 Firefighter</td>
<td>1,802</td>
<td>Police Officer</td>
<td>2,302</td>
</tr>
<tr>
<td>3 Engineer/Operator</td>
<td>1,089</td>
<td>Senior Police Officer</td>
<td>1,468</td>
</tr>
<tr>
<td>4 Captain, Inspector, Investigator, Communications Captain, Mechanic</td>
<td>646</td>
<td>Sergeant</td>
<td>959</td>
</tr>
<tr>
<td>5 Senior Captain, Senior Inspector, Senior Investigator, Communications Senior Captain, Shop Supervisor</td>
<td>237</td>
<td>Lieutenant</td>
<td>210</td>
</tr>
<tr>
<td>6 District Chief, Assistant Arson Investigator, Chief Inspector, Chief Communications Officer, Master Mechanic</td>
<td>125</td>
<td>Captain</td>
<td>44</td>
</tr>
<tr>
<td>7 Deputy Chief, Arson Investigator, Assistant Fire Marshal, Deputy Chief Communications Officer</td>
<td>13</td>
<td>Captain (with an additional 15% for parity)</td>
<td></td>
</tr>
<tr>
<td>8 Assistant Fire Chief, Fire Marshal</td>
<td>7</td>
<td>Assistant Police Chief</td>
<td>8</td>
</tr>
<tr>
<td>9 Executive Assistant Fire Chief</td>
<td>3</td>
<td>Executive Assistant Police Chief</td>
<td>2</td>
</tr>
</tbody>
</table>

**TOTAL RANKED PERSONNEL**

<table>
<thead>
<tr>
<th>FIRE RANK(S)</th>
<th># of HFD Personnel</th>
<th>POLICE RANK(S)</th>
<th># of HPD Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3,958</td>
<td></td>
<td>5,151</td>
</tr>
</tbody>
</table>
September 12, 2018

The Honorable Governor Greg Abbott
Governor of the State of Texas
Office of the Governor
State Insurance Building
1100 San Jacinto Boulevard
Austin, Texas 78701

Re: Letter of Support for use of Disaster Grant Agreement No. FC77376A 2017-0810 Funds for Silt Debris Removal from Lake Houston

Dear Governor Abbott:

As mayor of the City of Houston ("City"), I write this letter to emphasize my support for using funds from the Grant Agreement between the Office of the Governor and the City of Houston, Contract No. FC77376A 2017-0810 (the "Grant") for removing Hurricane Harvey-generated silt debris from Lake Houston, Harris County, Texas. Shortly after Hurricane Harvey, your office demonstrated its initial support for the City’s recovery efforts by providing the Grant, which awarded the City $50 million dollars and authorizes the City to use $25 million dollars for debris removal costs permitted under Category A, as more fully stated in the Federal Emergency Management Agency (FEMA) Public Assistance Program and Policy Guide and any other relevant FEMA guidance.

At the time of the Grant’s execution, the City’s estimated local non-federal cost share for traditional debris removal efforts was approximately $25 million. Having recently passed the one-year anniversary of Harvey, the City expects the costs associated with the traditional debris removal program to be lower than initially estimated. To address additional Harvey-related debris strategies, the City proposes to remove Section A silt deposits located at the confluence of the San Jacinto River and Lake Houston as part of the existing FEMA eligible debris removal projects for the City.

The City will utilize $15-$20 million dollars of the existing Grant funds for this project, specifically to remove silt debris from Lake Houston. Use of the Grant funds would allow the City to address the silt deposits and other debris which remain in the waters of the San Jacinto River and Lake Houston post-Hurricane Harvey. This debris must be collected and disposed of as soon as possible in the interest of the health, safety and welfare of City of Houston residents.

The silt debris removal project entails:

- Stage 1: Assessment and Planning: Identify Harvey-deposited silt target areas above and below lake-level using topographic surface data (LIDAR and Bathymetry) for Section A.
- Stage 2: Silt Debris Removal Operation: Begin collection of Harvey-deposited silt targets within Section A.
- Stage 3: Confirmation and Closeout: Obtain confirmation of work completed in target areas within Section A.

Notably, these costs are permissible as debris removal under Category A, per FEMA guidance. Removal of this debris is a critical component of the disaster recovery process for the City. As such, I ardently support the use of Grants funds for this vital portion of the City’s recovery efforts. Thank you for your continued support of Houston’s Hurricane Harvey recovery.

Sincerely,

[Signature]
Mayor

cc: Chief Nim Kidd, Assistant Director; DPS
    Dave Martin, Council Member
    Marvin E. Odum, Chief Recovery Officer
    Harry Hayes, Chief Operating Officer & Director of Solid Waste
    Tantri Emo, Finance Director
CITY OF HOUSTON

2018 ELECTION TOWN HALL

Mayor Sylvester Turner
What’s on the Ballot?

ReBuild Houston proposition A

Fire Union Petition proposition B

Elections State, County, District
REBUILD HOUSTON
proposition A
ReBuild Houston was approved November 2010 to create a dedicated funding source to improve street & drainage infrastructure.

1. **PAY OFF OLD DEBT FIRST**  
   PAY-AS-YOU-GO

2. **PRIORITIZED BY NEEDS DATA**

3. **REPAIR, REHABILITATE & RECONSTRUCT**
FUNDING SOURCES

1. AD VALOREM TAXES
   - Pay Off Old Debt First*  
   - Street & Drainage Projects  
   - Traffic Signals  
   - Sidewalk Projects  
   - Operations & Maintenance  
   *After paying pre-ReBuild debt

2. THIRD-PARTY FUNDS
   - Street & Drainage Projects  
   - Traffic Signals  
   - Pedestrian & Bike Projects  
   - Operations & Maintenance

3. DRAINAGE UTILITY CHARGE
   - Street & Drainage Projects (including property acquisition, planning, design, survey & construction)  
   - Operations & Maintenance (including personnel, equipment and facilities)

4. DEVELOPER IMPACT FEE
   - Street & Drainage for Future Development
PROGRESS TOWARDS ZERO DEBT

$ in billions

- Remaining Interest Payments
- Remaining Principal Payments
- Total Remaining Payments

$1.1B PAID

$1.3B OWED

CITY OF HOUSTON VOTES – NOVEMBER 6TH
WHAT REBUILD FUNDS

Standard operations and maintenance
mow ditches, patch potholes, 3-1-1 calls for service
$307M spent

Planned improvements to extend life of infrastructure or effectiveness
local drainage projects, panel replacements, intersection safety
$275M spent

Large individual projects to replace and expand infrastructure systems
storm sewer upgrades, neighborhood drainage, street improvements, thoroughfares
$818M spent
REBUILD HOUSTON

Repetitive Losses + CIP Projects

LEGEND
- Current CIP and Subprojects
- Inventory (Studied Areas)
- Completed CIP Projects
[Relating to the Creation of a Dedicated Funding Source to Enhance, Improve and Renew Drainage Systems and Streets]

Shall the Houston City Charter be amended to establish a Dedicated Pay-As-You-Go Fund, to be used for the enhancement, improvement, and ongoing renewal of Houston’s drainage and streets, funded annually from the following sources: (i) developer impact fees; (ii) drainage charges, to property owners or users, to recover costs of providing drainage to benefitting real properties; (iii) a portion of the City’s ad valorem tax levy; and (iv) third-party contracts, grants, or payments earmarked or dedicated to drainage or streets?
REBUILD HOUSTON

proposition A questions?
FIRE UNION PETITION

proposition B
**TIMELINE**

- **FY 14**: 3% Raise ($8.8M)
- **FY 15**: $3.64M Uniform Allowance
- **FY 16**: Rejected 4% Raise ($12.4M)
- **FY 17**: Petition Submitted (HPFFA)
- **FY 18**: Rejected 9.5% Raise over 3 years ($69M)
If voters approve proposition B, there would be a $296M anticipated impact to the City.*

*equivalent to a 25% raise (20% base pay, 5% incentive pay)
WHAT’S ON THE BALLOT

Shall the City Charter of the City of Houston be amended by adding a separate section that reads as follows: The City of Houston shall compensate City firefighters in a manner and amount that is at least equal and comparable by rank and seniority with the compensation provided City police officers including:

a. Persons employed in the following firefighter classifications shall receive the same base pay as persons of like seniority employed in the following, similarly numbered police officer classifications:
WHAT’S ON THE BALLOT


In the event the title of any of the above classifications shall be changed, the new classification most similar in terms of qualifications and duties to the old shall be substituted therefore, to achieve pay parity;

b. Firefighters employed in fire suppression shall receive the same incentive pay as police officers, of like seniority, employed as patrol officers;
c. Firefighters shall receive the same training pay as police officers of like seniority;
d. Firefighters employed as arson investigators shall receive the same investigative incentive pay as police officer investigative personnel of like seniority and investigative experience;
e. Firefighters who serve as Field Training Officers shall receive the same Field Training Officer training pay as police officers who serve as Field Training Officers;
WHAT’S ON THE BALLOT

f. Firefighters shall receive mentoring pay in the same amount and on the same basis as police officers;
g. Firefighters classified as arson investigators, inspectors, communications captain, senior inspectors, senior investigators, communications senior captain, assistant arson investigator, chief inspector or chief communications officer shall receive the same weekend premium and shift differential pay in the same amount and on the same basis as police officers qualified to receive such pay;
h. Firefighters shall receive educational incentive pay in the same amount and on the same basis as police officers entitled to receive such pay;
i. Firefighters shall receive college tuition reimbursement in the same amount and on the same basis as police officers entitled to receive such reimbursement;
WHAT’S ON THE BALLOT

j. Firefighters shall receive the same clothing allowance (or similar benefit) paid to police officers, in addition to any protective clothing and equipment provided by the City;

k. Firefighters shall receive the same equipment allowance (or similar benefit) paid to police officers;

l. The City shall make the same contribution to the Houston Professional Firefighters Association Medical Trust that it does to the Texas Police Trust; and

m. To the extent that the names of any of the forms of pay or benefits identified above are changed, the requirement of parity for firefighters to police officers shall continue to apply; In addition, if any new form of pay or benefit is provided to police officers, the same shall also be provided to firefighters?
POTENTIAL IMPACT OF 25% RAISE | $98M PER YEAR

**Major Restructuring of Current Fire Operations may be necessary**

Reduction of equivalent of 900+ Firefighters inclusive of:
- Reduce shifts from 4 to 3
- Civilianization of Fire Inspection and Fire Dispatch Divisions
- Changing EMS Service Delivery Model

**Potential Impacts to Other Departments**

May require personnel and service reductions in other City Departments

(Health, Libraries, Municipal Courts, Parks, Planning, Police, Public Works, Solid Waste, etc.)
FIRE UNION PETITION

proposition B questions?
Vote Nov. 6th

early voting starts Oct. 22nd
CITY OF HOUSTON

THANK YOU

HoustonTX.gov

EMAIL: Mayor@houstontx.gov | SOCIAL: @houstonmayor
CITY OF HOUSTON

MARVIN ODUM
CHIEF RECOVERY OFFICER
Federal Recovery Dollars for Houston Harvey Relief

**Federal Agencies**
- HUD CDBG-DR for unmet mitigation needs – City of Houston
- U.S. Army Corps of Engineers
- FEMA Hazard Mitigation Grant Program (Estimated portion from $1.1 Billion for the State of Texas)

**Funds Administered by:**
- Federal Agencies
- HCDD
- COH – Various Depts.

**2018**
- $2.85 Billion
  - National Flood Insurance Program payouts to individual homeowners [check]
- $900 Million
  - Small Business Admin. loans
- $530 Million – FEMA Housing + IA

**2019**
- $1 Billion (estimated)
  - HUD CDBG-DR for unmet mitigation needs in Houston (portion of State of Texas $4.7 billion)
- $1.15 Billion
  - HUD CDBG-DR for unmet mitigation needs in Houston (portion of State of Texas $4.7 billion)
- $500 Million – local projects and studies

**2020 +**
- $1.15 Billion
  - HUD CDBG-DR for unmet housing needs
- $2 - 2.5 Billion (estimated)
  - FEMA Public Assistance $200 Million received so far for repairs to city facilities

**August 2017**
Flood Resilience in Kingwood

Stephen C. Costello
1. Lake Houston dam application
2. Ben’s Branch Ownership Turnover to County
3. Ongoing West Fork San Jacinto River dredging operations
4. Additional dredging HMGP

Ongoing Efforts
Lake Houston Dam: Construction of a 10-gate structure to supplement existing gates on Lake Houston dam for increased stormwater storage capacity.

HMGP Sample Timeline

- Application submitted July 2018
- FEMA RFI received September 2018
- RFI response submitted October 2018
Excessive debris from Hurricane Harvey is exacerbating and impeding the free flow of water along the portion of the San Jacinto River. **Scope of Work:** 2.25 miles of sediment and debris removal. Dredging commenced Sept. 2018; Dredging to be completed April 2019.
Beyond the emergency dredging operations

Pursuing HMGP application for additional dredging

Reach of Corps emergency dredging ops.

Mouth Bar
Contact

Stephen C. Costello
stephen.costello@houstontx.gov
(832)393-0811
CO-DIRECTORS OF POST DISASTER PROGRAMS
RALPH NATALE, TETRATECH
JOHN BURI, TETRATECH
CITY OF HOUSTON

CO-DIRECTORS OF POST DISASTER PROGRAMS
RALPH NATALE, TETRATECH
JOHN BURI, TETRATECH
DISTRICT E

Kingwood Resources

- Northpark Drive Traffic Simulation (YouTube video opens in a new tab)
- Northpark Drive Design Simulation (YouTube video opens in a new tab)
QUESTIONS?

Please approach the microphone in the middle of the room and clearly state your name.

Questions will be limited to one per person at a time, there will be a one minute time limit per person.