



CITY OF HOUSTON

Sylvester Turner

Mayor

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April 3, 2019

Mr. Patrick "Marty" Lancton
President, HPFFA, IAFF Local 341
1907 Freeman Street
Houston, TX 77009

Re: Prop B Proposal

Dear Marty:

On March 27, 2019, I wrote to make clear the City's proposal to implement Prop B over five years. That proposal would enable the cadets to be sworn in and avoid layoffs of firefighters and municipal employees. IAFF Local 341 has apparently rejected that proposal. Again, I do not want to lay off anyone, but since Prop B comes without a funding source, the City must balance its budget by the end of June and layoffs are necessary to achieve that result. Although the 5-year proposal was rejected, I understand that you and IAFF Local 341 are now willing to consider a four-year phase in of Prop B.

Therefore, I propose below that Prop B be implemented over less than 4 years. The chart that follows reflects the incremental and cumulative costs the City would incur. Implementation of this 3 1/2 year proposal would require some layoffs, but significantly fewer than would be required with immediate implementation of Prop B. Spreading the costs will be in the best interest of all Houstonians.

Category	Jan - June FY2019	FY2020	FY2021	FY2022	FY2023	Total
Incremental Cost						
Base Salary	8,412,702	29,436,490	29,705,681	10,081,152	-	77,636,025
Incentive Pay	1,486,680	4,184,487	2,786,381	2,786,381	-	11,243,910
Total Incremental Cost	9,899,362	33,620,977	32,492,063	12,867,533	-	88,879,935
Cumulative Cost						
Base Salary	8,412,702	37,849,192	67,554,873	77,636,025	77,636,025	269,088,817
Incentive Pay	1,486,680	5,671,147	8,457,529	11,243,910	11,243,910	38,103,156
Total Cumulative Cost	9,899,362	43,520,339	76,012,402	88,879,935	88,879,935	307,191,973

I hope that you give favorable consideration to this proposal.

Sincerely,

Mayor Sylvester Turner