



# CITY OF HOUSTON

**Sylvester Turner**

Mayor

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March 27, 2019

Mr. Patrick "Marty" Lancton  
President  
Houston Professional Fire Fighters Association, IAFF Local 341  
1907 Freeman Street  
Houston, TX 77009

Re: Prop B Proposal

Dear Marty:

I write to make clear the City's proposal on the resolution of Prop B implementation. I do not want to lay off anyone. To accomplish this, I ask the Union to agree to phase in the cost of implementing Prop B.

I propose that Prop B be implemented over five years. The proposal takes into account the language of Prop B and factors in educational requirements for parity between Police and Fire. The chart that follows reflects the costs the City would incur and shows the incremental and cumulative costs. This matches the allocation of pay by seniority proposed by the Union.

Category	Jan - June FY2019	FY2020	FY2021	FY2022	FY2023	Total
<b>Incremental Cost</b>						
Base Salary	8,412,702	29,436,490	29,705,681	7,011,205	3,069,947	77,636,025
Incentive Pay	1,209,005	3,347,590	2,229,105	2,229,105	2,229,105	11,243,910
<b>Total Incremental Cost</b>	<b>9,621,707</b>	<b>32,784,079</b>	<b>31,934,786</b>	<b>9,240,310</b>	<b>5,299,052</b>	<b>88,879,935</b>
<b>Cumulative Cost</b>						
Base Salary	8,412,702	37,849,192	67,554,873	74,566,078	77,636,025	266,018,870
Incentive Pay	1,209,005	4,556,595	6,785,700	9,014,805	11,243,910	32,810,014
<b>Total Cumulative Cost</b>	<b>9,621,707</b>	<b>42,405,787</b>	<b>74,340,573</b>	<b>83,580,883</b>	<b>88,879,935</b>	<b>298,828,884</b>

Spreading the costs will be in the best interest of all Houstonians.

Sincerely,

Sylvester Turner  
Mayor