



SYLVESTER TURNER  
MAYOR

OFFICE OF THE MAYOR  
CITY OF HOUSTON  
TEXAS

January 9, 2018

Mr. Patrick M. Lancton  
President  
Houston Professional Fire Fighters' Association  
IAFF Local 341  
19007 Freeman Street  
Houston, Texas 77009

Re: Proposition B

Dear Marty:

The City had always wanted to give firefighters a generous raise. It offered the Union a total 9.5% base pay increase over three years. The Union rejected that offer and the voters have now passed Proposition B. Considering the financial constraints on the City arising from the revenue cap, pension costs and extraordinary events like Hurricane Harvey, I invite you, and your team to sit down with me to discuss any ideas you have about how to implement the Proposition.

I do not want to lay off any employees; and, I interpret some of the things you have said in public to acknowledge the true state of the City's financial affairs. If the sacrifice of city services and city employees and their families in order to finance your pay increase can be avoided, I am open to consideration of your ideas.

Please join me for a discussion of your thoughts and ideas on Wednesday, January 16, 2019 at 2:00 p.m. at City Hall. Please bring your team. I will be there to hear you out in this public opportunity to find a solution.

I look forward to hearing that you have accepted this invitation. Please contact my Chief of Staff, Marvalette Hunter, at 281.714.8327 or [Marvalette.Hunter@houstontx.gov](mailto:Marvalette.Hunter@houstontx.gov), for details about the location of the meeting.

Sincerely,

A handwritten signature in black ink, appearing to read "Sylvester Turner".

Sylvester Turner  
Mayor