



# HOUSTON PROFESSIONAL FIRE FIGHTERS

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VIA EMAIL

ASSOCIATION LOCAL 341

EST. 1932

May 3, 2019

Hon. Sylvester Turner  
City of Houston  
P.O. Box 1562  
Houston, Texas 77251

RE: Four-Year Phase-In of Proposition B

Dear Mayor Turner,

After considering the City of Houston's presentation yesterday and your statements to the news media last night, the HPFFA proposes the following:

1) We agree to take to our membership for a vote a *four-year phase-in* of Proposition B, as long as HPD-HFD salaries and incentive pays are fully equalized on a rank-by-rank basis, effective immediately.

2) For the purpose of a collectively bargained contract, subject to the vote of our membership, the City will disclose what each firefighter will earn in salary and incentive pay. (To date, despite repeated requests, the City has not provided such information.) See attached

3) The City agrees that no mass firefighter demotions or layoffs would occur before, during or after implementation of Prop B.

4) Respecting the will of the 298,000 Houston voters that passed Prop B, the City will drop its demand that the proposition be rescinded and declared "unconstitutional." Citizen rights to petition the local government must be protected.

Finally, we remain available to continue mediation efforts, and await your response.

Yours truly,

Patrick M. "Marty" Lancton

cc: HPFFA Board of Directors and Trustees  
Houston City Council  
Houston Fire Chief Samuel Peña

July 1, 2019

**CLASSIFICATION**

**Base Pay (Bi-weekly)**

	Years of Service							
	Probationary	1st Year	2nd Year	3rd - 4th Year	5th Year	6th Year	7th - 9th Year	10th Year & Over
Police Officer								
Firefighter								

	16th Year & Under	17th Year & Over
Senior Police Officer		
Engineer Operator		

	5th - 9th Year	10th - 16th year	17th Year & Over
Sergeant			
Captain			

	7th - 9th Year	10th - 16th year	17th Year & Over
Lieutenant			
Senior Captain			

	7th - 9th Year	10th - 16th year	17th Year & Over
Commander (Captain)			
District Chief			

	11th - 16th year	17th Year & Over
Deputy (Fire)		

	Seniority in rank		
	1-2 years Year	3-6 years year	6 + & Over
Assistant Chief (Police)			
Assistant Chief (Fire)			

	Seniority in rank		
	1-2 years Year	3-6 years year	6 + & Over
Exc Assistant Chief (Police)			
Exc Assistant Chief (Fire)			

Define to following  
Police Officer

Firefighter


The following are sections b-l from the Charter Amendment

b. Firefighters employed in fire suppression shall receive the same incentive pay as police officers, of like seniority, employed as patrol officers.

	Annually
Step 1:	
Step 2:	
Step 3:	

Which ranks and seniority grades would receive this incentive pay.

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c. Firefighters shall receive the same training pay as police officers of like seniority

	Years of service	Bi-Weekly
Level One		
Level Two		
Level Three		

Which ranks and seniority grades would receive this incentive pay.

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d. Firefighters employed as arson investigators shall receive the same investigative incentive pay as police officer investigative personnel of like seniority and investigative experience

	Annually
Step I	
Step II	
Step III	

Which ranks and seniority grades would receive this incentive pay.

What is the criteria for this incentive pay

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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 is the criteria for this incentive pay

What is the bi-weekly pay for this incentive

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f. Firefighters shall receive mentoring pay in the same amount and on the same basis as police officers

What is the criteria for this incentive pay

What is the bi-weekly pay for this incentive

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g. Firefighters classified as arson investigators, inspectors, communication captain, senior inspectors, senior investigators, communication senior captain, assistant arson investigator, chief inspector or chief communication officer shall receive the same weekend premium and shift differential pay in the same amount and on the same basis as policers qualified to receive such pay.

What is the criteria for this incentive pay

What is the bi-weekly pay for this incentive

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h. Firefighters shall receive educational incentive pay in the same basis as police officers qualified to receive such

Bi-Weekly

Bachelors	
Master	
Doctrine	

What is the criteria for this incentive pay

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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 is the criteria for this incentive pay

Which ranks and seniority grades would receive this incentive pay.

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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.

	Annual
Clothing Allowance	

What is the criteria for this incentive pay

Which ranks and seniority grades would receive this incentive pay.

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

	Annual
Equipment Allowance	

What is the criteria for this incentive pay

Which ranks and seniority grades would receive this incentive pay.

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

What is the criteria for this benefit

What is the monthly contribution on a per member basis.

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\*In the event that there have been any recent category changes in the current HPD contract, please include the recent changed data also for each category. We look forward to getting this information and discussing possibilities of moving forwards on some type of mutually agreeable basis.