

Memorandum



CITY OF DALLAS

DATE November 9, 2018

TO Honorable Mayor and Members of the City Council

SUBJECT **November 14, 2018 Agenda Item #49 – Attachment**

On November 14, 2018, City Council will vote on Agenda Item #49, to authorize (1) withdrawal of recognition of the 2010 Police and Fire Meet and Confer Team; and (2) recognition of the 2018 Police and Fire Meet and Confer Team.

Attached is the petition from police officers and firefighters covered by Chapter 147 of the Texas Local Government Code requesting withdrawal of the 2010 Meet and Confer Team and recognition of the 2018 Meet and Confer Team consisting of the Coalition of the Dallas Black Fire Fighters Association, Dallas Hispanic Firefighters Association, Dallas Firefighters Association, Black Police Association of Greater Dallas, the National Latino Law Enforcement Officers Organization, and the Dallas Police Association.

Following the City Council's recognition of the 2018 Meet and Confer Team, City management will meet with the Meet and Confer Team to negotiate amendments to the existing Meet and Confer Agreement to implement the pay increases approved by the City Council through the adoption of the FY 2018-2019 Budget. Upon ratification by the officers and firefighters covered under Chapter 147 of the Texas Local Government Code, the amended Meet and Confer Agreement will be presented to the City Council for approval on December 12, 2018.

If you have any questions, please do not hesitate to contact me at 214-670-5299.

Sincerely,

A handwritten signature in cursive script that reads "Jon Fortune".

Jon Fortune
Assistant City Manager

Attachment

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (I)
Carol A. Smith, City Auditor (I)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

November 5, 2018

T.C. Broadnax
City Manager
Dallas City Hall
1500 Marilla, Room 4EN
Dallas, Texas 75201

Re: Meet and Confer Team

Dear Mr. Broadnax,

In accordance with Title 5, Subtitle A, Chapter 147 of the Texas Local Government Code, the undersigned representatives of the Dallas Black Fire Fighters Association (BFFA), the Dallas Hispanic Firefighters Association (DHFA), the Dallas Fire Fighters Association (DFFA), the Black Police Association of Greater Dallas (BPA), the National Latino Law Enforcement Organization-Dallas Combined Law Enforcement Association of Texas (NLLEO-DALLAS CLEAT), and the Dallas Police Association FOP 716 (DPA), (hereinafter the "Coalition's Meet and Confer Team") hereby request recognition as the sole and exclusive bargaining agent for all the police officers and firefighters employed by the City of Dallas, Texas, excluding the head of the police department, the head of the fire department, and other excluded employees as described by TEX. LOC. GOV'T CODE § 147.0035(b).

In support thereof, the Coalition's Meet and Confer Team successfully collected a Petition signed by a majority of all police officers and a majority of all firefighters that requests recognition of the Coalition's Meet and Confer Team as the sole and exclusive bargaining agent. From October 23-31, 2018, the Petition was provided to Dallas police officers and firefighters through the six associations, and the opportunity to sign the petition was provided to as many sworn employees as possible. In total, the Petition received 3,279 signatures; 1,219 firefighters and 2,060 police officers.

Respectfully submitted,

RECEIVED

NOV 07 2018

CITY MANAGER'S OFFICE
1500 MARILLA 4EN
DALLAS, TEXAS 75201

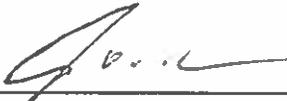
Associations



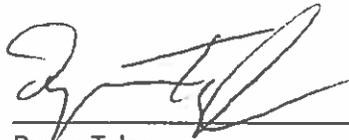
Nick Lybrand
Representative
Dallas Police Association



Ernest Sherman
Representative
Black Police Association of Greater Dallas



Jose De la Rocha
Representative
National Latino Law Enforcement Organization



Dylon Tyler
Representative
Dallas Black Fire Fighters Association



Armando Garza
President
Dallas Hispanic Firefighters Association



Charlie Abney
Representative
Dallas Fire Fighters Association

Petition

A Petition Requesting the Withdrawal of Recognition of the Meet and Confer Team Consisting of the Coalition of the Dallas Black Fire Fighters Association, the Dallas Hispanic Fire Fighters Association, the Dallas Fire Fighters Association, the Black Police Association of Greater Dallas, the National Latino Peace Officers Association of Greater Dallas Chapter, the Dallas Fraternal Order of Police Lodge 588, and the Dallas Police Association in accordance with Title 5, Subtitle A, Chapter 147 of the Texas Local Government Code, and Requesting Withdrawal of Recognition of the said Meet and Confer Team as the Sole and Exclusive Bargaining Agent for All the Police Officers and Firefighters Employed by the City of Dallas, Texas, Excluding the Head of the Police Department, the Head of the Fire Department, and Other Excluded Employees as Described by Section 147.0035(b).

A Petition Requesting Recognition of the Meet and Confer Team Consisting of the Coalition of the Dallas Black Fire Fighters Association, the Dallas Hispanic Fire Fighters Association, the Dallas Fire Fighters Association, the Black Police Association of Greater Dallas, the National Latino Law Enforcement Officers Organization, and the Dallas Police Association in accordance with Title 5, Subtitle A, Chapter 147 of the Texas Local Government Code, and Requesting Recognition of the said Meet and Confer Team as the Sole and Exclusive Bargaining Agent for All the Police Officers and Firefighters Employed by the City of Dallas, Texas, Excluding the Head of the Police Department, the Head of the Fire Department, and Other Excluded Employees as Described by Section 147.0035(b).

TO THE CITY MANAGER AND CITY COUNCIL, CITY OF DALLAS, TEXAS:

The undersigned police officers and firefighters employed by the City of Dallas, Texas whose signatures appear below, (hereinafter "Petitioners") petition you to withdraw recognition of the Meet and Confer Team consisting of the Coalition of the Dallas Black Fire Fighters Association, the Dallas Hispanic Fire Fighters Association, the Dallas Fire Fighters Association, the Black Police Association of Greater Dallas, the National Latino Peace Officers Association Greater Dallas Chapter, the Dallas Fraternal Order of Police Lodge 588, and the Dallas Police Association (hereinafter the "Coalition's Meet and Confer Team") and, in accordance with Title 5, Subtitle A, Chapter 147 of the Texas Local Government Code, withdraw recognition of the Coalition's Meet and Confer Team as the sole and exclusive bargaining agent for all the police officers and firefighters employed by the City of Dallas, Texas, excluding the head of the police department, the head of the fire department, and the other excluded employees as described by Tex. Loc. Gov't Code § 147.0035(a).

The undersigned police officers and firefighters employed by the City of Dallas, Texas whose signatures appear below, (hereinafter "Petitioners") petition you to recognize the Meet and Confer Team consisting of the Coalition of the Dallas Black Fire Fighters Association, the Dallas Hispanic Fire Fighters Association, the Dallas Fire Fighters Association, the Black Police Association of Greater Dallas, the National Latino Law Enforcement Organization, and the Dallas Police Association (hereinafter the "Coalition's Meet and Confer Team") and, in accordance with Title 5, Subtitle A, Chapter 147 of the Texas Local Government Code, recognize the Coalition's Meet and Confer Team as the sole and exclusive bargaining agent for

all the police officers and firefighters employed by the City of Dallas, Texas, excluding the head of the police department, the head of the fire department, and the other excluded employees as described by Tex. Loc. Gov't Code § 147.0035(a).

Each of the undersigned states that he or she personally signed this Petition; that he or she has not signed any other petition for the same measure; that he or she is employed as a police officer or firefighter by the City of Dallas, Texas, and is not an excluded employee as described by Section 147.0035(b), that he or she has correctly written after his or her name his or her City of Dallas Employee Number; and that he or she has read this Petition and understands the same, which petition is a part hereof.