

Memorandum



CITY OF DALLAS

DATE December 5, 2025

Honorable Members of the Public Safety Committee
TO Cara Mendelsohn (Chair), Jesse Moreno (Vice Chair), Laura Cadena, Maxie Johnson,
Jaime Resendez, William Roth, Kathy Stewart

SUBJECT **2025 Meet & Confer Agreement Update**

Under Chapter 147 of the Texas Local Government Code, as amended, a meet and confer agreement must be in writing and ratified through an election open to all covered police officers and firefighters and a majority vote of the city council.

The current meet and confer agreement expired on September 30, 2025; however, a provision in the agreement allows it to remain in effect until March 31, 2026, unless it is replaced by a new agreement before that date. Over the past several months, Management staff has been meeting with the Meet and Confer Team to negotiate the terms of a new agreement. The parties have tentatively reached a new agreement. Once the parties finalize the draft agreement, the Meet and Confer Team must call an election to ratify the agreement, in which all covered police officers and firefighters are eligible to vote. The Meet and Confer Team estimate that their ratification process will take approximately six weeks. Upon ratification by covered police officers and firefighters, the city council will vote on whether to ratify the agreement.

Should you have any questions or concerns regarding the final agreement, please contact me at (214) 670-5299.

Service First, Now!

Dominique Artis
Chief of Public Safety

c: Kimberly Bizzor Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Baron Eliason, Inspector General (I)
Dev Rastogi, Assistant City Manager

M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Alina Ciocan, Assistant City Manager
Donzell Gipson, Assistant City Manager
Robin Bentley, Assistant City Manager
Jack Ireland, Chief Financial Officer
Ahmad Goree, Chief of Staff to the City Manager
Directors and Assistant Directors