

# Memorandum



CITY OF DALLAS

DATE February 9, 2026

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 **February 25, 2026, City Council DRAFT Agenda Item #73. 26-64A; Authorize (1) the ratification of a meet and confer agreement between the City of Dallas and the Dallas Black Firefighters Association, Dallas Hispanic Fire Fighters Association, Dallas Fire Fighters Association, Black Police Association of Greater Dallas, National Latino Law Enforcement Organization, and the Dallas Police Association**

The following agenda item is scheduled to go before Council on February 25, 2026.

## **DRAFT AGENDA ITEM #73. 26-64A**

Authorize **(1)** the ratification of a meet and confer agreement between the City of Dallas and the Dallas Black Firefighters Association, Dallas Hispanic Fire Fighters Association, Dallas Fire Fighters Association, Black Police Association of Greater Dallas, National Latino Law Enforcement Organization, and the Dallas Police Association (collectively, the Meet and Confer Team); and **(2)** the City Manager to execute the agreement, approved as to form by the City Attorney, to be effective February 25, 2026 through September 30, 2026 - Not to exceed \$XXXX - Financing: General Fund (subject to annual appropriations)

## **BACKGROUND**

Chapter 147 of the Texas Local Government Code, as amended, authorizes police and fire sworn employee groups to meet with designated city management teams to discuss employment matters such as wages, benefits, and working conditions.

This process, called "meet and confer", provides an opportunity for police and fire sworn employee groups and city management to reach an agreement on important employment issues. Unlike collective bargaining, meet and confer provides an opportunity, not a requirement, for the city to reach an agreement with its police and fire sworn employee groups.

Under Chapter 147 of the Texas Local Government Code, as amended, a meet and confer agreement must be in writing and ratified through a voting process by all police officers and firefighters, as defined in Chapter 147 of the Local Government Code, as amended (Officers), and the city council. The city's current meet and confer agreement states that the agreement shall remain in effect until September 30, 2025, or until it is superseded by a new agreement, provided however, that in no event shall the agreement continue in effect after March 31, 2026. Over the past few months, staff has

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been meeting with the Meet and Confer Team to negotiate the terms of a new agreement on a range of issues, including wages and working conditions. The parties have reached consensus on the terms for a new agreement.

The agreement maintains a market-based pay structure based on a survey of comparator cities with discretionary enhancements to continue promoting the recruitment and retention of Officers. Step pay adjustments, as well as annual market-based pay adjustments, are provided for fiscal year 2025-2026. Eligible Officers who had a step eligibility date between October 1, 2025, and the ratification date will receive a retroactive step pay adjustment, as set forth in the agreement. All Officers will receive a retroactive market-based pay adjustment for the period between the first full pay period following January 1, 2026, (or their hire date, if an Officer was hired after January 1, 2026) and the ratification date.

Some of the changes for this Agreement effective February 25, 2026, through September 30, 2026, Include:

- Moving the salary survey from date to date;
- Master's degree pay
- Removing the lateral cap
- Removal of the permanent restricted duty procedures;

Upon ratification by the Officers, the 2025-2026 agreement will be presented to the City Council on February 25, 2026. It is recommended that the City Council approve the agreement and authorize the City Manager to enter into the agreement.

Service First, Now!



Dominique Artis  
Chief of Public Safety

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c: Kimberly Bizer Tolbert, City Manager  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Billierae 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