Memorandum

CITY OF DALLAS

DATE February 20, 2026

TO Honorable Mayor and Members of the City Council

SUBJECT **Meet and Confer Agreement Update**

At the Public Safety Committee on February 9, 2026, staff provided a briefing memorandum on the proposed meet and confer agreement. As you are aware, the purpose of agenda item #60. 26-64A is to authorize 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). The agenda item, if approved, authorizes the City Manager to execute the meet and confer agreement, effective February 25, 2026 – September 30, 2026, with a cost not to exceed $75,561,221, funded by the General Fund.

Chapter 147 of Texas Local Government Code allows police and fire sworn employee groups to negotiate employment matters with designated city management through a voluntary process called “meet and confer.” Under Chapter 147 of the Texas Local Government Code, 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 (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meet and confer agreement states that the agreement shall remain in effect until September 30, 2025, or until it is superseded by a new agreement, provided however, that in no event shall the agreement continue in effect after March 31, 2026. After months of negotiations, consensus has been reached on a new meet and confer agreement covering wages, benefits, and working conditions, and the Officers have ratified the new agreement. Key terms of the proposed meet and confer agreement include the following:

- Maintaining a market-based pay philosophy for Officers, which is based on a salary survey of agreed upon comparable cities;
- A salary enhancement for Officers within their first year of employment with the city;
- Step pay adjustments for eligible Officers and market-based pay adjustments;
- A retroactive step pay adjustment for eligible Officers who had a step eligibility date between October 1, 2025, and the ratification date;
- A retroactive market-based pay adjustment for all Officers 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;
- Moving the completion date for the salary survey from March 31st to June 1st for the relevant fiscal year;

- Increasing education incentive pay for Officers with a qualifying master's degree or higher to $400.00 per month from $300.00 per month;
- Allowing qualifying lateral entry Officers to be placed at the step of the salary schedule that includes their full years of qualifying experience from other relevant agencies or departments, rather than the previous limitation of five years of qualifying experience; and
- Moving the Dallas Police Department's procedures for police officers permanently restricted from the performance of patrol functions from programs that cannot be changed during the term of the agreement to programs that can be changed after notice to the applicable employee groups and a meeting, if requested.

In closing, I want to express my appreciation to the Meet and Confer Team for their collaboration and professionalism throughout the negotiation process. As the agreement has been ratified by the Officers, I look forward to presenting the agreement to the full City Council for your consideration on February 25, 2026.

Should you have any questions or concerns, please contact me at dominique.artis@dallasfire.gov.

Service First, Now!

Dominique Artis
Chief of Public Safety

c: Kimberly Bizor Tolbert, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Bilierae 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