



# HOUSTON PROFESSIONAL FIRE FIGHTERS

ASSOCIATION LOCAL 341

EST. 1932

PATRICK M. LANCTON  
PRESIDENT

JIMMY CAMPBELL  
FINANCIAL DIRECTOR

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DIRECTOR

VIA EMAIL

April 15, 2019

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

Dear Mayor Turner,

In the interest of making the most of our meeting later today, I'm forwarding the attached summary of our pending questions about implementing Proposition B to achieve HPD-HFD pay parity. Please confirm that Director Tantri Emo will be authorized to provide the information requested in the attachment.

This letter also reconfirms our willingness to take to our membership your proposal to implement Proposition B over three and a half years, subject to the following conditions:

1. Any agreement with the City of Houston, subject to the final approval of the HPFFA membership, would be ratified through a CBA (Collective Bargaining Agreement);
2. Based on provision to us by the City of *complete access* to City financial and budget information, the City will implement complete parity with HPD, including both base pay and incentives, and;
3. The City agrees that no firefighter layoffs or reduction of fire and EMS services would occur before, during or after implementation of Proposition B.

We 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)**

	<b>Years of Service</b>							
	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)		

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

	<b>Seniority in rank</b>		
	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.