

DBPD Members:

Thank you to those that were able to attend our session with the City today. As expected we received the city's initial "offer" today and, as has been the case every year since we started this, the first offer was not a good one. It was for 6% over the next two years, with it broken up in to 2% this October, 1% in April of 2026, 2% in October of 2026, and then 1% in April of 2027. Obviously we did not accept this offer, much like we didn't accept their similar first offers two years ago, or four years ago, etc.

The city knew full well we would not be excited about this offer, and that we would counter it. It was for this very reason they have scheduled additional sessions with us the next several weeks prior to today's offer even being presented. To be frank, unlike previous bad offers, this one wasn't even in writing! It was verbal, and that was the city's way of acknowledging there was zero chance we would be signing on to it.

So what happens next? Well for starters, we meet again this coming Monday the 14<sup>th</sup>, at 2pm. This is the part where we will be counteroffering them a proposal. They gave us a low-ball offer, so we will respond in kind with a high-ball offer, only ours will actually be based on market conditions, workload, and the need to continue being competitive for new hires.

Then the weeks that follow we will have more sessions, as I don't expect the city to magically accept our offer on Monday either.

Just remember that this is all part of the process and the work the reps and I do behind the scenes with the Commission and Manager will be where this gets resolved. Just as in previous years, the PBA has fought for you and gotten a significantly better final number than the first low-ball offer from the city. We will continue working with the actual decision makers as well as community leaders, all of whom don't want to see our department crumble.

So thank you again for being involved and following along with our work. We hope to see you at future sessions. Any questions, please feel free to get with your department reps, or Mike Scudiero at PBA.