



May 16, 2024

Edgardo Garcia
1400 Botham Jean Blvd. Sixth Floor
Dallas, TX 75215

Re: Offer Letter Amendment

Dear Chief Garcia,

Thank you for your outstanding and continuous contributions to the City during your employment as chief of police. As part of the City's commitment to your continued tenure as chief of police and in consideration for your continued performance as chief of police, I am amending your original offer letter dated December 22, 2020, as follows:

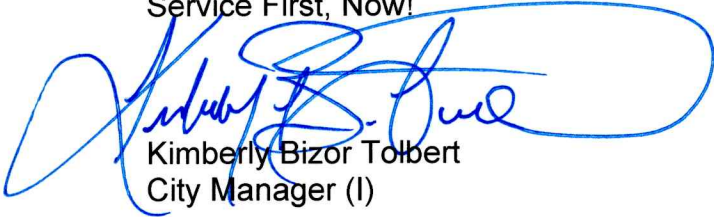
1. An annual retention incentive of \$20,000.00 in addition to your base salary, to be paid every six months in the amount of \$10,000.00 starting on November 8, 2024, during your tenure as police chief.
2. The City is committed to paying you a base salary of \$306,440.40 or the highest salary for a police chief of a Texas city with a population of over one million. If a police chief of a Texas city with a population of over one million receives a higher salary than your base salary, your salary will be increased to a higher salary that will take effect on the first uniformed pay period 30 days after the effective date of that police chief's salary.

Except as otherwise provided in this paragraph, if the City terminates your employment for convenience or if you resign at the request of the city manager on or before May 8, 2027, you will receive a lump sum payment of one year's annual salary at the rate in effect at the time of your termination, less applicable deductions. If you voluntarily resign, or if the City terminates your employment for your individual work performance or because of your conviction of an offense involving moral turpitude or any felony criminal act, you will not receive this payment. For purposes of this paragraph, termination for convenience means without fault on your part.

Additionally, it is my goal to continue proactive succession planning and ensure a smooth transition to any future leadership within the police department. Therefore, if you voluntarily resign your employment from the City, you acknowledge that you will provide your continued availability to the City, as practicable, to assist in the transition.

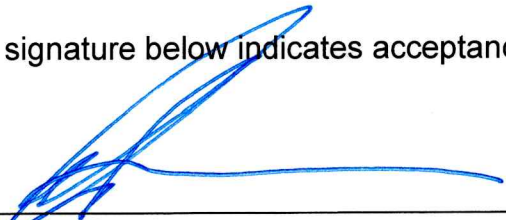
I look forward to working with you to make Dallas the safest city in America.

Service First, Now!



Kimberly Bizzor Tolbert
City Manager (I)

My signature below indicates acceptance:



Edgardo Garcia

5/16/24

Date

cc: Tammy L. Palomino – City Attorney
Jon Fortune – Deputy City Manager
Nina Arias, Director – Human Resources