



GARLAND

MINUTES

The Fire and EMS Stakeholders Committee of the City of Garland convened a meeting at 6:02 PM on February 11, 2026, in the Community Room at the Central Library, 625 Austin Street, Garland, Texas, with the following members present:

Present: Deputy Mayor Pro Tem Chris Ott, Chair
Mayor Pro Tem Margaret Lucht
Councilmember Carissa Dutton
Dr. Matthew Tice, Medical Director
Jason Collard, Community Leader
Melissa Garner, Community Leader
Scott LeMay, Community Leader
Merrill Balanciere, Community Leader

Staff Present: Mike Betz, Interim City Manager
Matt Watson, Assistant City Manager
Allyson Bell-Steadman, Chief Financial Officer
Mistie Gardner, Managing Director, Emergency Management
Mark Lee, Fire Chief
Bill Crews, Garland Fire Association
Tyler Little, Driver-Engineer
Jennifer Stubbs, City Secretary

1. WELCOME & MEETING LOGISTICS

Chair Ott welcomed those in attendance and stated the purpose of the Committee was to find a way to sustain essential Fire and EMS services for the citizens of Garland, improve the lives and well-being of our first responders, and accomplish both in a way that is financially responsible and sustainable.

2. APPROVAL OF MINUTES

a. Consider Approval of Minutes from the January 14, 2026 Meeting

Community Leader Collard left the dais at 6:03 p.m.

Mayor Pro Tem Lucht made a motion to approve the minutes as presented. Councilmember Dutton seconded the motion. All voted in favor. The motion carried.

Community Leader Collard returned to the dais at 6:04 p.m.

3. PUBLIC COMMENTS

Persons who desire to address the Committee on any item on the agenda are allowed three minutes to speak.

Nolan C. Blount.

4. ITEMS FOR INDIVIDUAL CONSIDERATION

a. Firefighter Staffing Models & Operational Benefits

Ms. Gardner provided an update on pending questions from the prior meeting. Staff reviewed the City's policy requiring employees to report outside/secondary employment, noting the policy is citywide and intended to ensure secondary work does not conflict with primary City duties. Approvals are rarely denied. Chief Lee reported that a department survey is underway to identify the number of personnel with secondary employment, with results anticipated at the March 11th meeting. Chief Lee also indicated that health and safety metrics data are being compiled for a presentation at the March 11th meeting.

Discussion then moved to firefighter staffing models and schedule options. Staff reiterated concerns that the current 56-hour work week is not sustainable given call volume and increasing demands, and that potential solutions would be evaluated based on recovery time and operational impacts. Staff provided a presentation outlining various staffing models and associated operational benefits.

Staff noted that four-shift models, including 12-hour and 24/72 schedules, would require approximately 85 additional firefighters based on current authorized staffing levels. The current minimum staffing model and use of overstaffing to reduce overtime were discussed.

Members discussed potential impacts to overtime, including the use of a 28-day FLSA cycle and the possibility that a 42-hour workweek could reduce overtime expenditures. Staff indicated additional data is being gathered, including regional comparisons.

The Committee directed staff to focus the March 11th meeting on the financial feasibility of a 42-hour workweek model, primarily the 24/72 schedule, with potential comparison to other 42-hour options.

b. Committee Discussion

Chair Ott announced the next meeting would be held on March 11th.

5. ADJOURN

Chair Ott adjourned the meeting at 7:18 p.m.

Submitted By:

/s/ Deputy Mayor Pro Tem Ott, Chair

/s/ Jennifer Stubbs, City Secretary