

**PUBLIC SAFETY & MUNICIPAL COURT COUNCIL COMMITTEE**  
**JANUARY 7, 2026**  
**MINUTES**

Council present:

Victoria Johnson, Chair  
Phil Anderson  
Chris Fletcher

Council Absent:

Staff present:

Tommy Ludwig, City Manager  
Harlan Jefferson, Deputy City Manager  
Eric Oscarson, Deputy City Manager  
Amanda Campos, City Secretary

**1. CALL TO ORDER**

Chair Victoria Johnson called the meeting to order. **Time: 9:01am.**

**2. CITIZEN APPEARANCES**

- None.

**3. GENERAL**

**A. Minutes from the June 18, 2025 Public Safety & Municipal Court Committee meeting. (Staff Contact: Monica Solko, Deputy City Secretary)**

Motion made by Chris Fletcher and seconded by Phil Anderson to approve.

Motion passed 3-0.

**4. REPORTS AND DISCUSSION ITEMS**

**A. Receive a report, hold a discussion, and provide recommendations to the city council on overtime utilization in the Fire/EMS Department. (Staff Contact: Casey Davis, Fire Chief)**

Casey Davis, Fire Chief, presented to the committee an overview of overtime; challenges – staffing disruptions, mandatory training and training to help with moral,

Overtime Challenges are driven by un-scheduled leave, retirements and personnel transition. These challenges are compounded by schedule and un-scheduled leave, training demands, and minimum staffing requirements. A positive affect that has led to the shortage is the gain of grants that have paid for

training. After learning of the grants the committee requested that the Fire Department compose letters of appreciation, that clearly state how the money was used and for what training. The letters should go to the COG Board and TX Work Force Commission.

Chief Davis reviewed the hiring strategy and strengthening workforce practices that have been implemented with the goal of improving morale and a stronger work force.

The committee heard an explanation of the overtime types: regular, special event, 48/96 (not a lot of the dollars). The definition of hard time=in the station or on the truck, and soft time = paying them when on vacation, sick, training time. Overtime drivers were reviewed.

Based on the analytics this has been a unique year and the new practices put in place will help to manage the overtime demand. Staffing interruption, unscheduled leave, annual training – however overtime has decreased under the leadership of Chief Davis. Current staff conditions are 3 shifts ABC with a min of 23 per staff with a minimum of daily 17 (going up to 19 with peak time ambulance). Average of 1.83 fte overtime daily based on the current staff condition with peak time it will get up to 2.83 fte overtime

The committee members requested the Fire Department include into a presentation to full council the data on the peak time needs with maps and examples.

Projected increase overtime = 416 to 576 based on what has been explained on what effects the number

The point is to present the forecasting what is happening and what staff is doing to help alleviate and create a smaller gap

Next Steps = “read slide” take to the full council and add the peak times to the presentation

Communication tools are through social media look to Colin to help give ideas maybe especially on the new ambulance and start to boost on the current staff and the proactive strategy

**B. Receive a report, hold a discussion, and provide recommendations to the city council on ISO Class 1 resurvey. (Staff Contact: Casey Davis, Fire Chief)**

Casey Davis, presented to the committee a refresher on what ISO Class is and what the current status for the

Read the first slides = 1 -

This is at no cost to the city the private insurance company pay the company for the rating. Insurance companies not all companies use the data to determine rate for insurance coverage

Explained each category of training for ISO certification

Time line is 6 months = a lot of changes have happened since the last audit and may have needs that require additional budget.

Highlight the hours to the full council needed for each firefighters so they understand.

ISO is only looking at fire responses not necessarily the emt response.

#### **5. REQUESTS FOR FUTURE AGENDA ITEMS OR REPORTS**

- None.

#### **6. RECESS INTO EXECUTIVE SESSION**

In accordance with Chapter 551 of the Texas Government Code, the Committee may convene in Executive Session in the City Council Workroom in City Hall to conduct a closed meeting to discuss any item listed on this Agenda.

**Pending or contemplated litigation or to seek the advice of the City Attorney pursuant to Section 551.071, Texas Government Code**

- No executive session is needed.

#### **7. ADJOURN**

There being no further business, Chair Victoria Johnson adjourned the meeting.

**Time: 10:30am**

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Amanda Campos  
City Secretary