

# PLANO fire rescue

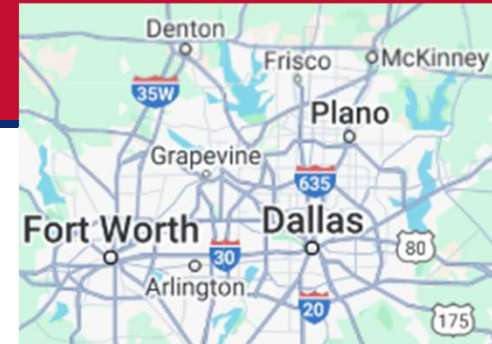
*Professional service  
with heart — integrity always.*



## “The Shift to 24/72”



# City of Plano



- **71.6** sq miles
- Maturing, diverse population of **299,262**
- **9<sup>th</sup>** most populous city in TX and largest in Collin County
- **4,000** acres of parks and green spaces with **94** miles of trails
- Key attractions & events – Legacy West (major shopping center), Heritage Farmstead Museum, Balloon Festival, Interurban Railway Museum, The Texas Pool, and Southfork Ranch to name a few
- **18,000** businesses and major corporate headquarters – Frito-Lay, Pizza Hut, and Toyota Motor North America



# Plano Fire-Rescue (PFR)

## PFR IS COMPRISED OF...

**447** Full-Time Positions

**435** Uniformed Civil Service

**12** Civilian Personnel

**13** Stations

**13** Engines – 4 personnel each

**5** Trucks – 4 personnel each

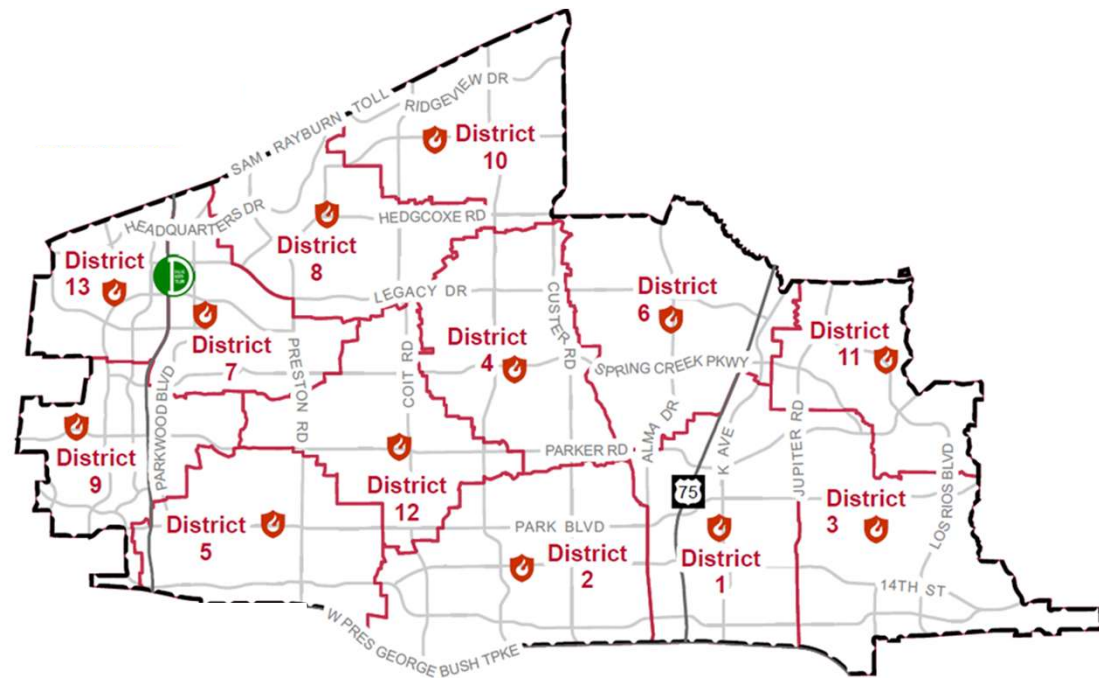
**1** Squad – 2 personnel each

**1** Utility (Light & Air) – 1 person

**10** Ambulances – 2 personnel each

**2** Battalion Chief Units – 2 personnel each

**1** Deputy Chief Shift Commander Unit – 1 person



March 2025



The Tombstone Movie (1993)

# History behind the 24/72 Schedule Change

- MAR 2025 – Years of discussing alternative schedules comes to a head
- APR 2025 – Discussions about 24/72 begin
- JUNE 2025 – PFR gets meet and confer
- JULY 2025 – Meet and confer negotiations
- AUG 2025 – Complete the 8-year contract
- SEPT 2025 – Contract signed by Local 2149 and Plano City Manager
- OCT 2025 – Funding for the transition begins



# Logistics of 24/72

	<b>Additional Personnel (Cumulative)</b>	<b>Number of Shifts Per Member Per Year</b>	<b>Number of Hours Per Week Per Member</b>
2025	-	121	56
Year 1 (2026)	22	115.667	53.38
Year 2 (2027)	44	109.67	50.62
Year 3 (2028)	66	103.67	47.85
Year 4 (2029)	89	98.25	45.35
Year 5 (2030)	120	91.25	42.12



# Logistics, cont.

	Starting Personnel	Additional Personnel (Cumulative)	Date Addt'l Personnel Start in the Field	Scheduled Shifts	Kelly Days	Debit Days	Reduced Shifts to be Covered	Add'l Personnel Available Shifts
2025-2026	364	22	3/1/2026	121.67	6	N/A	2,184	2,544.67
2026-2027	364	44	3/1/2027	121.67	12	N/A	4,368	4,825.48
2027-2028	364	66	3/1/2028	121.67	18	N/A	6,552	6,842.22
2028-2029	364	89	3/1/2029	91.25	N/A	7	8,736	8,744.25
2029-2030	364	120	3/2/2030	91.25	N/A	N/A	10,920	10,950



# Logistics, cont.

24/72 Personnel Costs (New Steps)		Year 1	Year 2	Year 3
Positions Added	Recurring/One-Time	22	22	22
Step 1	Recurring	\$2,787,884.26	\$2,787,884.26	\$2,787,884.26
	One-Time	\$193,248.00	\$193,248.00	\$193,248.00
Step 2	Recurring		\$2,960,567.74	\$2,960,567.74
Step 3	Recurring			\$3,133,251.22
Step 4	Recurring			
Step 5	Recurring			
Promotions	Recurring			\$520,142.95
	One-Time			\$56,010.00
Staff Supplement	Recurring	\$212,884.72	\$415,454.29	\$630,487.49
Salary Freeze and Adj. to Median	Recurring	-\$1,237,759.78	-\$2,844,028.86	-\$4,535,618.80
Removing guaranteed 1.5x operations extratime	Recurring	-\$600,000.00	-\$618,000.00	-\$636,540.00
Adding FF Step	Recurring	\$0.00	-\$56,169.41	-\$274,130.72
FLSA	Recurring	-\$412,500.00	-\$566,500.00	-\$583,495.00
Cancelling 2nd Set of Bunker Gear	Recurring	-\$99,890.00	-\$157,985.12	-\$217,624.76
	One-Time	-\$374,850.00	-\$389,701.20	-\$405,146.45
5-Year	Increase from 24/25 Budget	\$469,017.20	\$1,724,769.70	\$3,629,035.93
	Increase from previous year's budget	\$469,017.20	\$1,255,752.50	\$1,904,266.23

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# Logistics, cont.

24/72 Personnel Costs (New Steps)		Year 4	Year 5	Year 6**
Positions Added	Recurring/One-Time	22	22	0
Step 1	Recurring	\$2,787,884.26	\$2,787,884.26	\$0.00
	One-Time	\$193,248.00	\$193,248.00	\$0.00
Step 2	Recurring	\$2,960,567.74	\$2,960,567.74	\$3,260,503.96
Step 3	Recurring	\$3,133,251.22	\$3,133,251.22	\$3,450,682.07
Step 4	Recurring	\$3,305,934.70	\$3,305,934.70	\$3,640,860.17
Step 5	Recurring		\$3,478,618.19	\$7,662,076.57
Promotions	Recurring	\$1,040,285.91	\$1,040,285.91	\$1,071,494.49
	One-Time	\$56,010.00		
Staff Supplement	Recurring	\$864,435.31	\$1,124,316.18	
Salary Freeze and Adj. to Median	Recurring	-\$6,363,277.31	-\$6,812,697.85	-\$5,553,238.18
Removing guaranteed 1.5x operations extratime	Recurring	-\$655,636.20	-\$675,305.29	-\$695,564.44
Adding FF Step	Recurring	-\$393,113.00	-\$404,906.39	-\$417,053.58
FLSA	Recurring	-\$600,999.85	-\$619,029.85	-\$637,600.74
Cancelling 2nd Set of Bunker Gear	Recurring	-\$278,870.72	-\$292,440.94	-\$292,440.94
	One-Time	-\$421,209.51	-\$94,452.27	\$0.00
5-Year	Increase from 24/25 Budget	\$5,628,510.56	\$9,125,273.62	\$11,489,719.36
	Increase from previous year's budget	\$1,999,474.63	\$3,496,763.06	\$2,364,445.74

\*\*Adj to median is projected over years 6, 7, and 8.

# Logistics, cont.

24/72 Personnel Costs (New Steps)		Year 7**	Year 8**	Year 9**
Positions Added	Recurring/One-Time	0	0	0
Step 1	Recurring	\$0.00	\$0.00	\$0.00
	One-Time	\$0.00	\$0.00	\$0.00
Step 2	Recurring	\$0.00	\$0.00	\$0.00
	One-Time	\$0.00	\$0.00	\$0.00
Step 3	Recurring	\$3,554,202.53	\$0.00	\$0.00
	One-Time	\$0.00	\$0.00	\$0.00
Step 4	Recurring	\$3,750,085.98	\$3,862,588.56	\$0.00
	One-Time	\$0.00	\$0.00	\$0.00
Step 5	Recurring	\$11,837,908.30	\$16,257,394.06	\$20,931,394.85
	One-Time	\$0.00	\$0.00	\$0.00
Promotions	Recurring	\$1,103,639.32	\$1,136,748.50	\$1,170,850.96
	One-Time	\$0.00	\$0.00	\$0.00
Staff Supplement	Recurring	\$0.00	\$0.00	\$0.00
Salary Freeze and Adj. to Median	Recurring	-\$4,293,778.52	-\$3,034,318.85	-\$3,244,394.97
Removing guaranteed 1.5x operations extratime	Recurring	-\$716,431.38	-\$737,924.32	-\$760,062.05
Adding FF Step	Recurring	-\$429,565.19	-\$442,452.14	-\$455,725.71
FLSA	Recurring	-\$656,728.76	-\$676,430.63	-\$696,723.54
Cancelling 2nd Set of Bunker Gear	Recurring	-\$292,440.94	-\$292,440.94	-\$292,440.94
	One-Time	\$0.00	\$0.00	\$0.00
5-Year	Increase from 24/25 Budget	\$13,856,891.34	\$16,073,164.24	\$16,652,898.60
	Increase from previous year's budget	\$2,367,171.98	\$2,216,272.90	\$579,734.36

\*\* Adj to median is projected over years 6, 7, and 8.

# “Savings”

- A staff DC and 9 overhire positions will be reassigned to the additional shift to lower the total cost of implementation.
- Salary freeze and adjustment to Median.
- Removing guaranteed 1.5x operations extratime.
- Adding FF step.
- Reduction in FLSA overtime
- Cancelling 2<sup>nd</sup> set of bunker gear.



# Logistics, cont.

Rank	# of Personnel	# of Personnel Field	Salary	Salary +	Year 1 Staff	Year 1 Field	Salary +	Year 2 Staff	Year 2 Field
				Benefits Diff	Total	Total	Benefits Diff	Total	Total
FF	12	236	\$105,898.00	\$2,630.71	\$31,568.47	\$620,846.54	\$6,655.70	\$79,868.45	\$1,570,746.15
ENG	1	63	\$113,056.00	\$2,939.38	\$2,939.38	\$185,180.94	\$7,240.37	\$7,240.37	\$456,143.13
LT	10	22	\$124,328.00	\$7,726.61	\$77,266.07	\$169,985.36	\$12,591.24	\$125,912.40	\$277,007.27
CAPT	9	42	\$137,903.00	\$4,662.61	\$41,963.47	\$195,829.51	\$9,941.17	\$89,470.49	\$417,528.93
BC	2	6	\$157,542.00	\$7,325.97	\$14,651.94	\$43,955.81	\$13,416.23	\$26,832.47	\$80,497.41
DC	4	3	\$174,306.00	\$7,320.54	\$29,282.16	\$21,961.62	\$14,035.32	\$56,141.28	\$42,105.96
AC	2	0	\$192,137.00	\$7,606.62	\$15,213.24	\$0.00	\$14,994.42	\$29,988.84	\$0.00
				*Median +5	<b>\$212,884.72</b>	<b>\$1,237,759.78</b>		<b>\$415,454.29</b>	<b>\$2,844,028.86</b>

Benefits Rate 1.2421

3% Raises	Rank	Starting Salary	Median + 5 Year 1	Year 2
		FF	\$105,898.00	\$2,117.95
	ENG	\$113,056.00	\$2,366.46	\$5,829.13
	LT	\$124,328.00	\$6,220.60	\$10,137.06
	CAPT	\$137,903.00	\$3,753.81	\$8,003.51
	BC	\$157,542.00	\$5,898.05	\$10,801.25
	DC	\$174,306.00	\$5,893.68	\$11,299.67
	AC	\$192,137.00	\$6,124.00	\$12,071.83

# Promotions

<b>Promotions for new positions</b>			
	OCT 2027 - JAN 2028	OCT 2028 - JAN 2029	Total
<b>Battalion Chief</b>	1	1	2
<b>Captain</b>	7	7	14
<b>Lieutenant</b>	3	4	7
<b>Engineer</b>	10	11	21
		<b>Total</b>	<b>44</b>

<b>Backfill promotions</b>			
	OCT 2027 - JAN 2028	OCT 2028 - JAN 2029	Total
<b>Battalion Chief</b>	0	0	0
<b>Captain</b>	1	1	2
<b>Lieutenant</b>	8	8	16
<b>Engineer</b>	11	12	23
		<b>Total</b>	<b>41</b>

<b>Total promotions</b>			
	OCT 2027 - JAN 2028	OCT 2028 - JAN 2029	Total
<b>Battalion Chief</b>	1	1	2
<b>Captain</b>	8	8	16
<b>Lieutenant</b>	11	12	23
<b>Engineer</b>	21	23	44
		<b>Total</b>	<b>85</b>

# Comparison Cities

City	Use in Comparison	Firefighter (Base/EMT)		
		Start	Top	Steps
Arlington*	Yes	\$78,990	\$105,959	8
Carrollton*	Yes	\$79,571	\$101,880	5
Denton*	Yes	\$86,029	\$108,014	6
Frisco*	Yes	\$82,568	\$93,893	8
Garland*	Yes	\$82,478	\$102,719	6
Grand Prairie*	Yes	\$81,062	\$103,767	7
Irving*	Yes	\$87,156	\$105,924	7
Mesquite*	Yes	\$77,548	\$107,040	6
Richardson*	Yes	\$79,878	\$102,011	6
Plano	N/A	\$80,862	\$105,898	3

Comparison Cities
<b>Median</b>
Difference \$
Difference %
<b>Median + 5% (Staff)</b>
Difference \$
Difference %

\$81,062.18	\$103,766.91
-\$200.18	\$2,131.09
-0.25%	2.01%
\$85,115.29	\$108,955.25
-\$4,253.29	-\$3,057.25
-5.26%	-2.89%



# Communication

- ✓ Q & A
- ✓ Local 2149 Association
- ✓ Fire Chief
- ✓ Station Visits
- ✓ Communication always went through CM before sending



# Q & A Sample

## 6. What are Debit Days?

“Debit Days” will only be utilized in Year 4 to help cover shifts during the newly implemented 24/72 schedule. In Year 4, firefighters will work a total of seven shifts on days that would not normally be on their schedule.

\*Note: Even with the added Debit Days in Year 4, firefighters will still work ***fewer*** shifts than they did in Year 3.

## 7. When will promotions be made for the new “D-Shift”?

Promotions will occur in Years 3 and 4. A benefit of being hired towards the beginning of the transition is that firefighters with two years of service in Plano are eligible for promotion.



# Questions?

