



Welcome to the February 11, 2025,  
Prosper Town Council Meeting



# Call to Order/Roll Call



# Invocation, Pledge of Allegiance, and Pledge to the Texas Flag



## Pledge to the Texas Flag

Honor the Texas flag; I pledge allegiance to thee,  
Texas, one state under God, one and indivisible.



# Announcements

# Presentations

## Agenda Item 1.

Presentation from the Salvation Army of North Texas regarding the 2024 Mayor's Red Kettle Challenge. (MLS)



## Agenda Item 2.

Presentation of a Proclamation declaring February 16-22, 2025,  
as Prosper Engineering Club Week. (MLS)

## Agenda Item 3.

Presentation of a Proclamation declaring March 2025 as Theatre in our Schools Month. (MLS)

# Consent Agenda

## Agenda Item 4.

Consider and act upon the minutes from the January 28, 2025, Town Council Regular meeting. (MLS)

## Agenda Item 5.

Consider and act upon an ordinance ordering a General Election to be held on May 3, 2025, for the purpose of electing a Mayor, Councilmember Place 1, and Councilmember Place 4; designating the location of polling places; ordering notices of election to be given as prescribed by law and authorizing the Town Manager to execute contracts with Collin County and Denton County Election Departments for joint election services. (MLS)

## Agenda Item 6.

Receive the 2024 Annual Racial Profiling Report for the Prosper Police Department as required by state law. (DK)



# Police Department 2024 Racial Profiling Report

Chief Doug Kowalski

Presented February 11, 2025

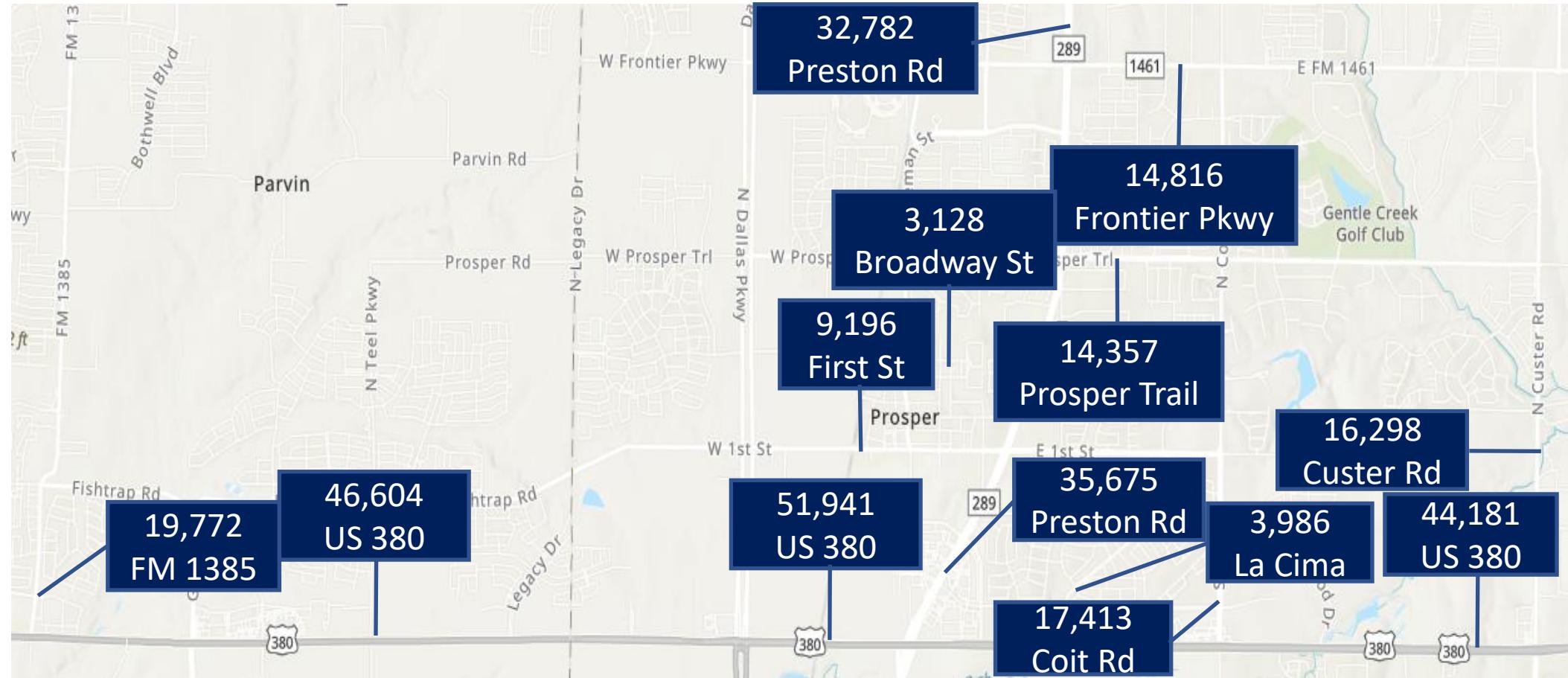


# Town of Prosper Traffic Encounter Estimate

310,149 Vehicles per Day (TXDOT AADT)

231,928 Vehicles per Day (Flock)

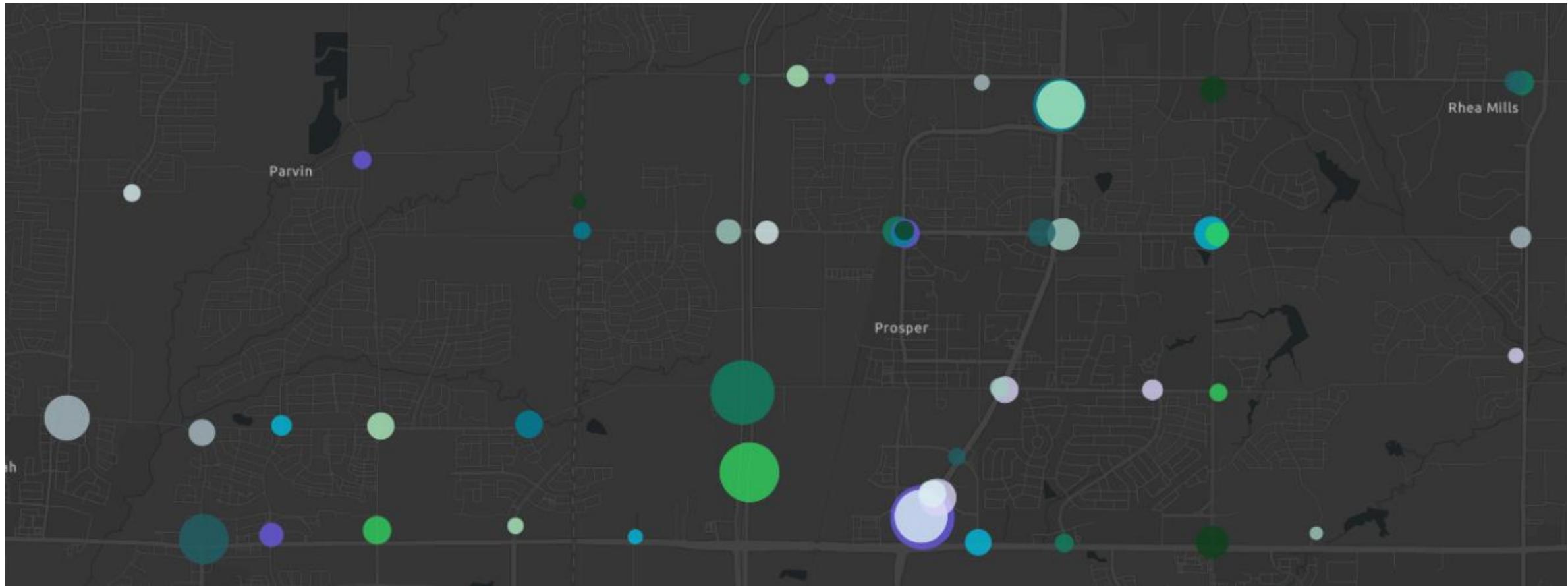
- The uniformed and traffic divisions of the Prosper Police Department are presented with approximately 310,149 traffic stop opportunities or possible encounters on a daily basis per the published daily traffic count by TXDOT (**including US 380**).
- Flock Traffic Counts include internal Town Traffic (**not including US 380**)



## TXDOT Annual Average Daily Traffic 2023 Report

AADT= Annual Average Daily Traffic  
 AADT= VOL x SF x AF

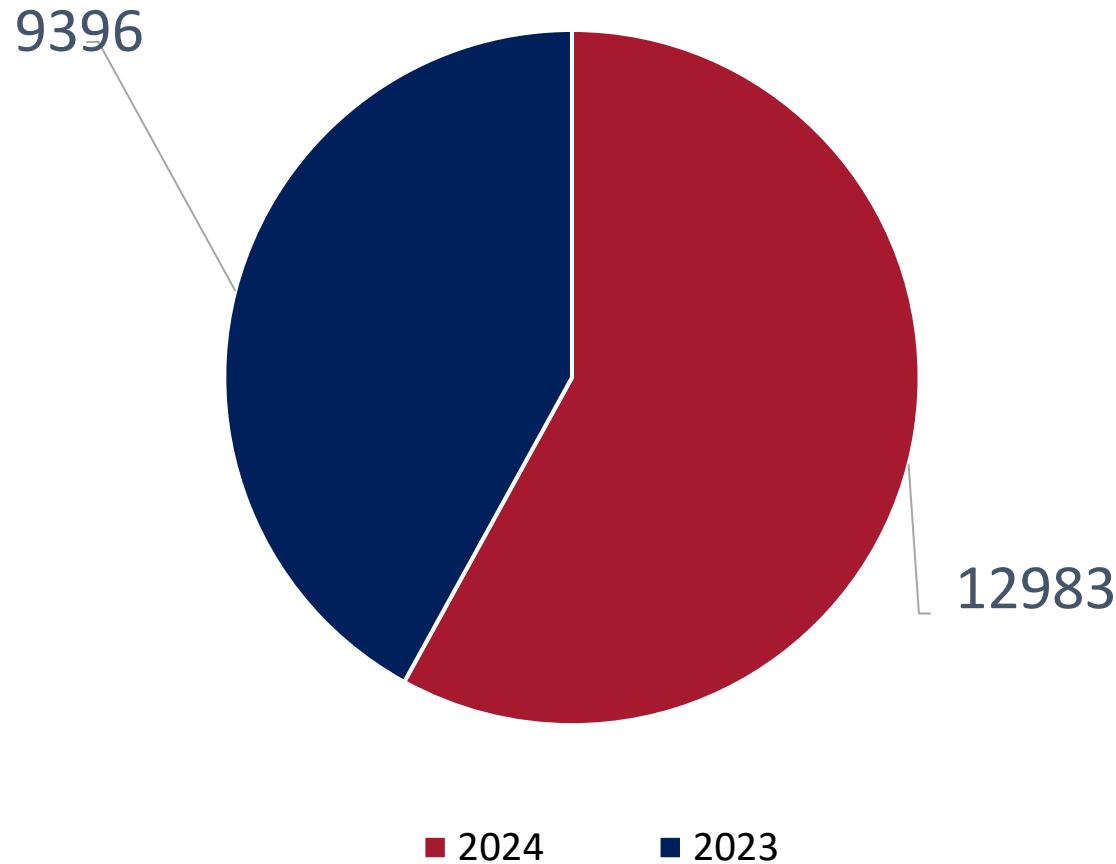
VOL= 24-hr volume count  
 SF= applicable month/day combination  
 seasonal factor  
 AF= applicable axle-correction factor



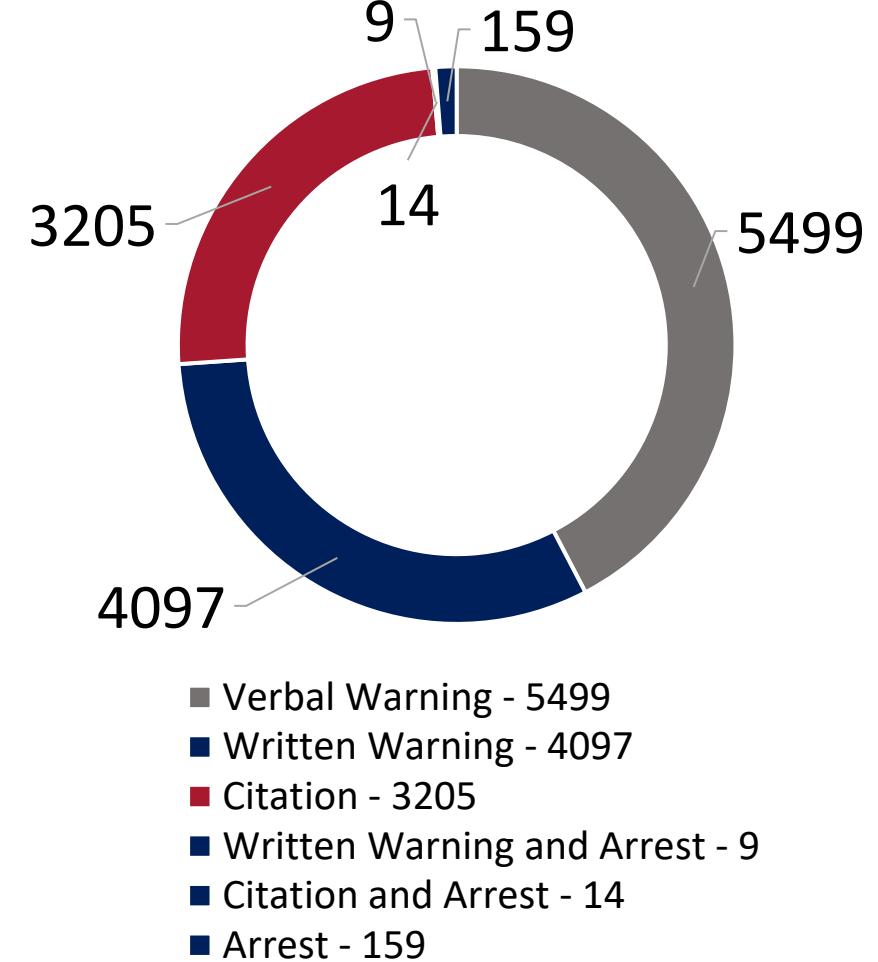
## Flock Traffic Counts by Density (2024)

Flock Traffic Count = (1) Monthly Volume of All Vehicles/30

2023 vs 2024 Total Traffic Stops

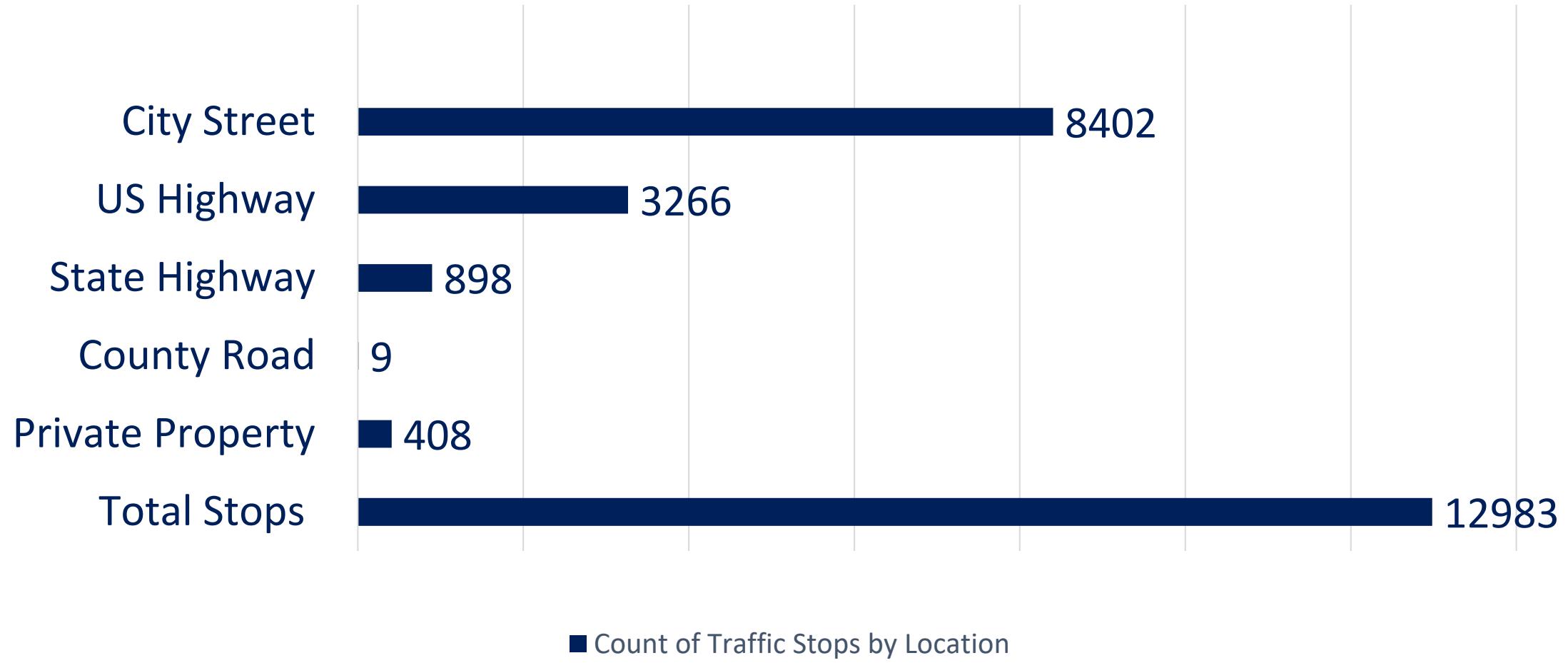


Results of 2024 Traffic Stops

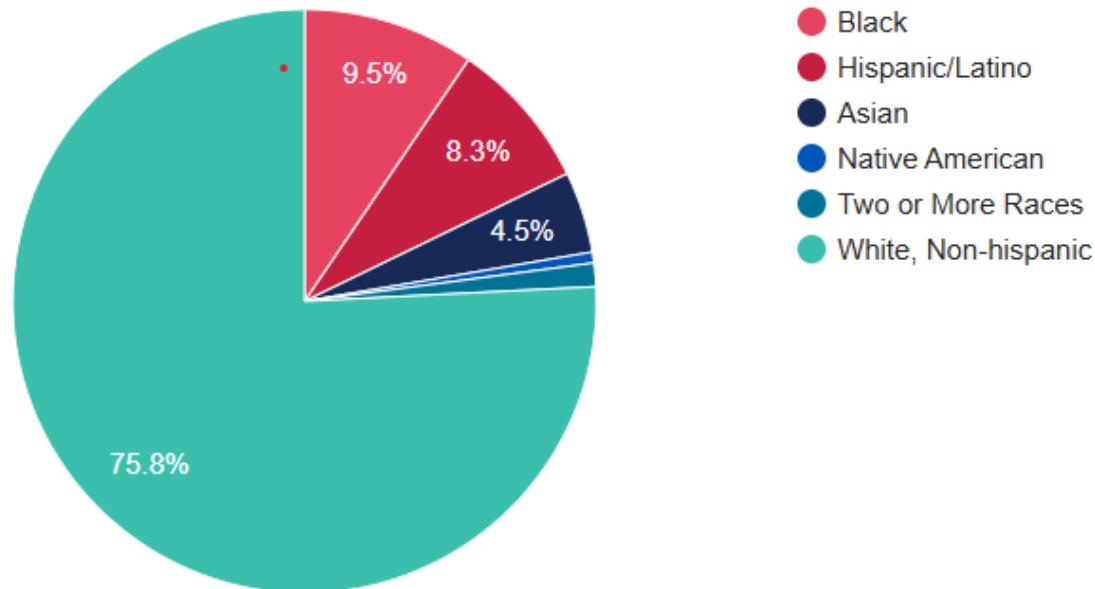




# Traffic Stops by Location

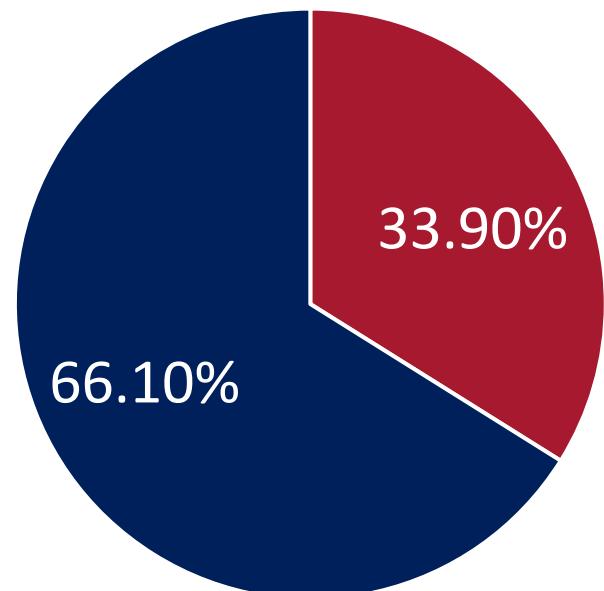


## Race Breakdown



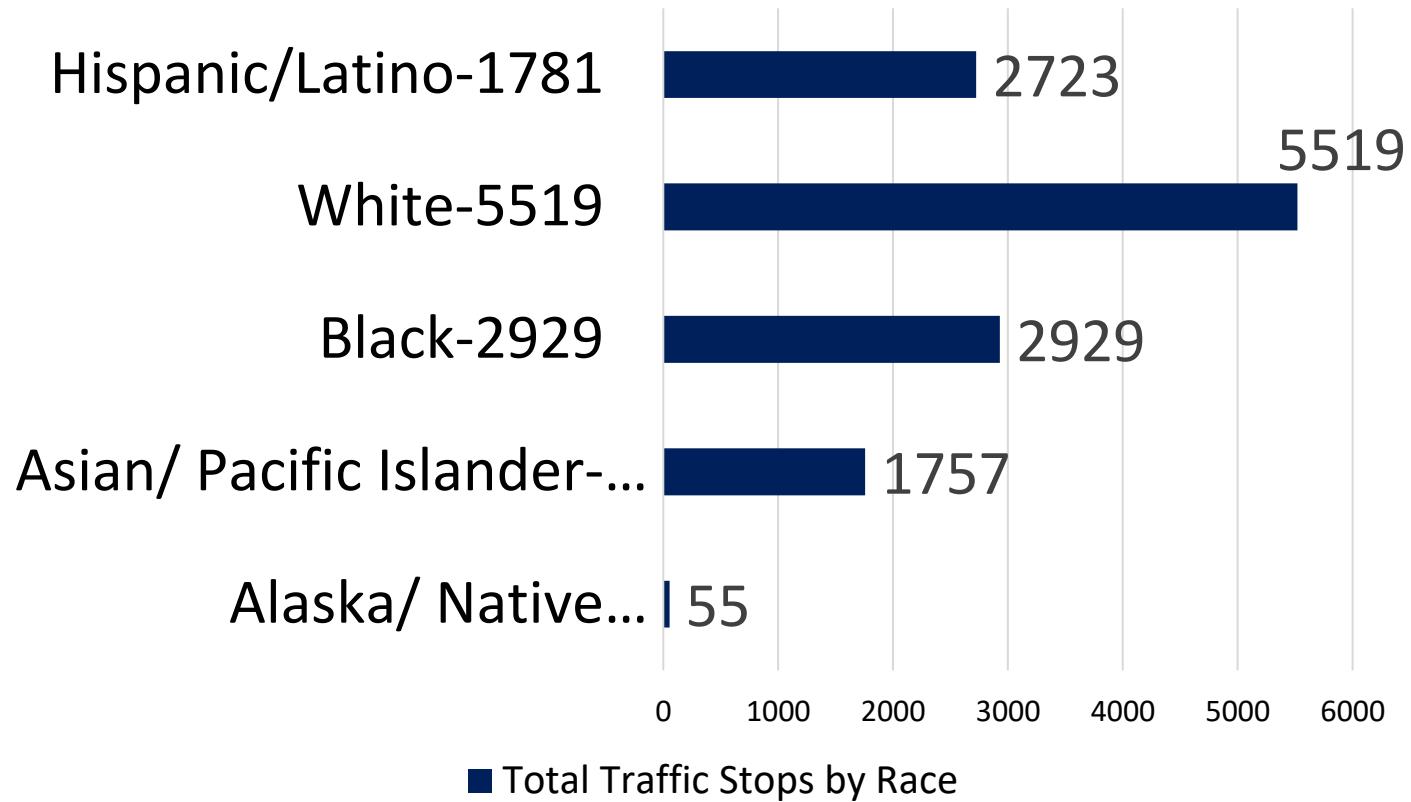
Source: Prosper EDC,  
<https://prosperedc.com/site-selection/demographics/#race>

% of Stops by Gender



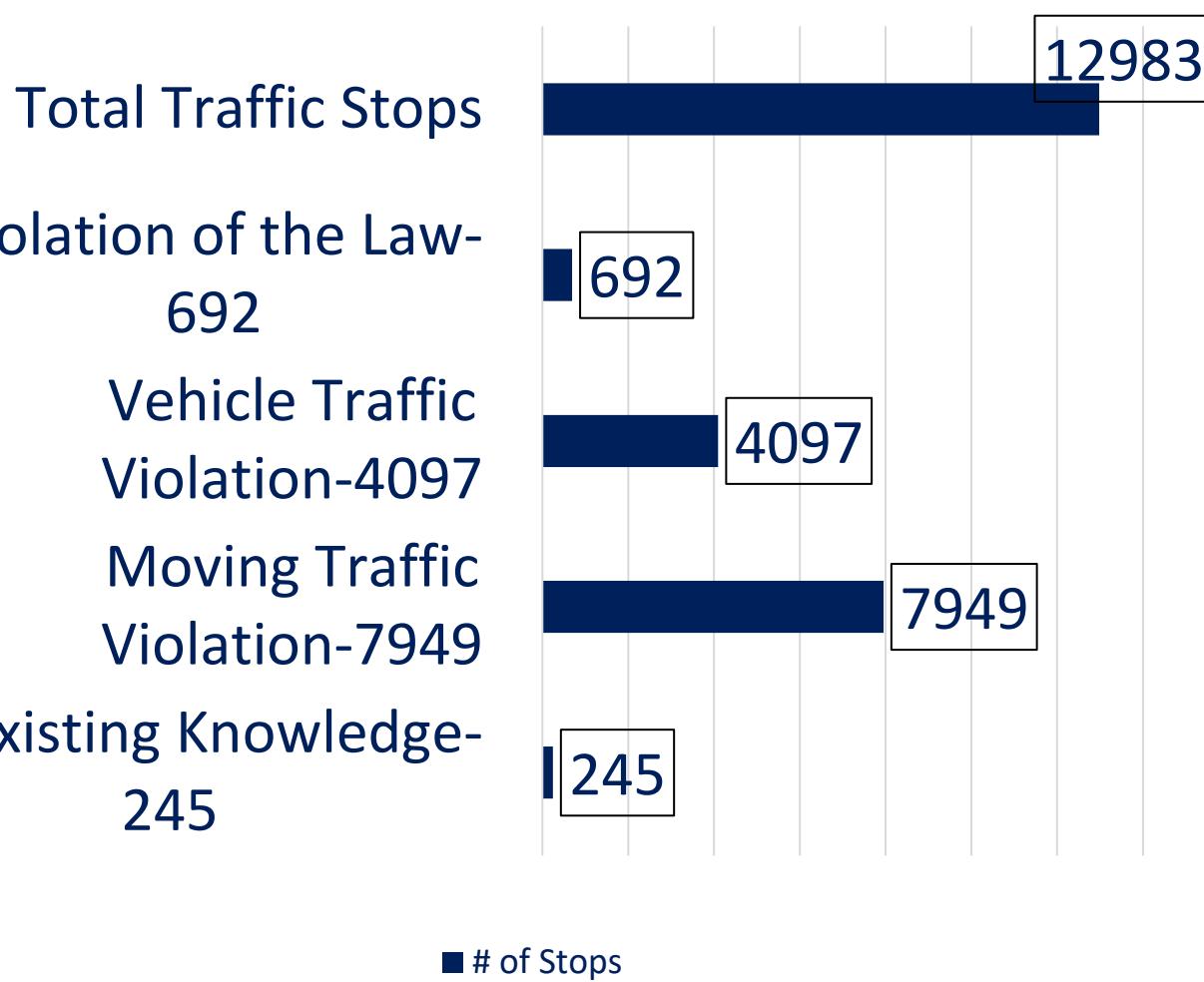
■ Female - 4402   ■ Male - 8581

Total Traffic Stops by Race

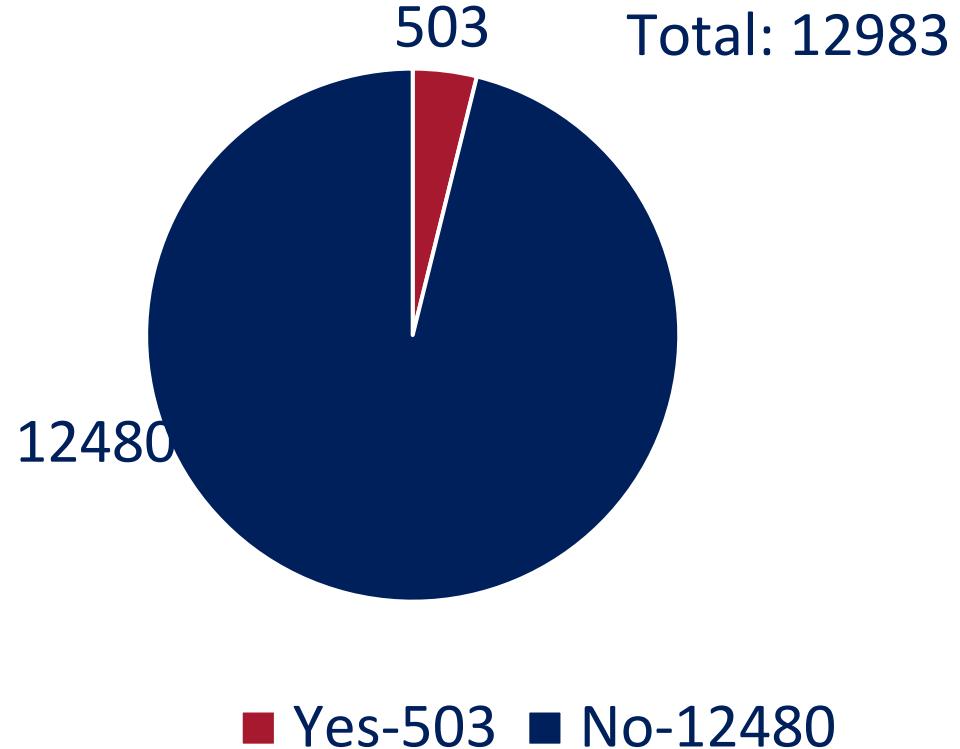


# Basic Reasons for Traffic Stops

## Reasons for the Traffic Stop



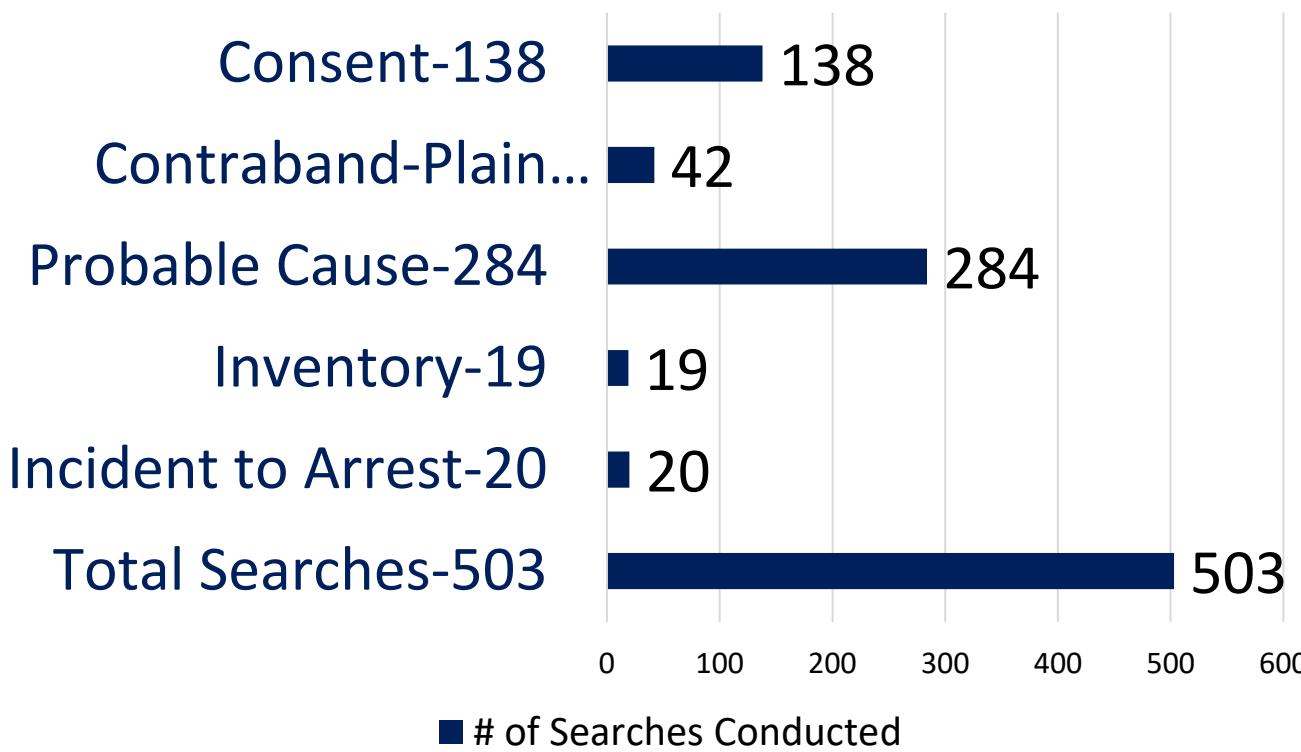
## Search Conducted During Traffic Stop



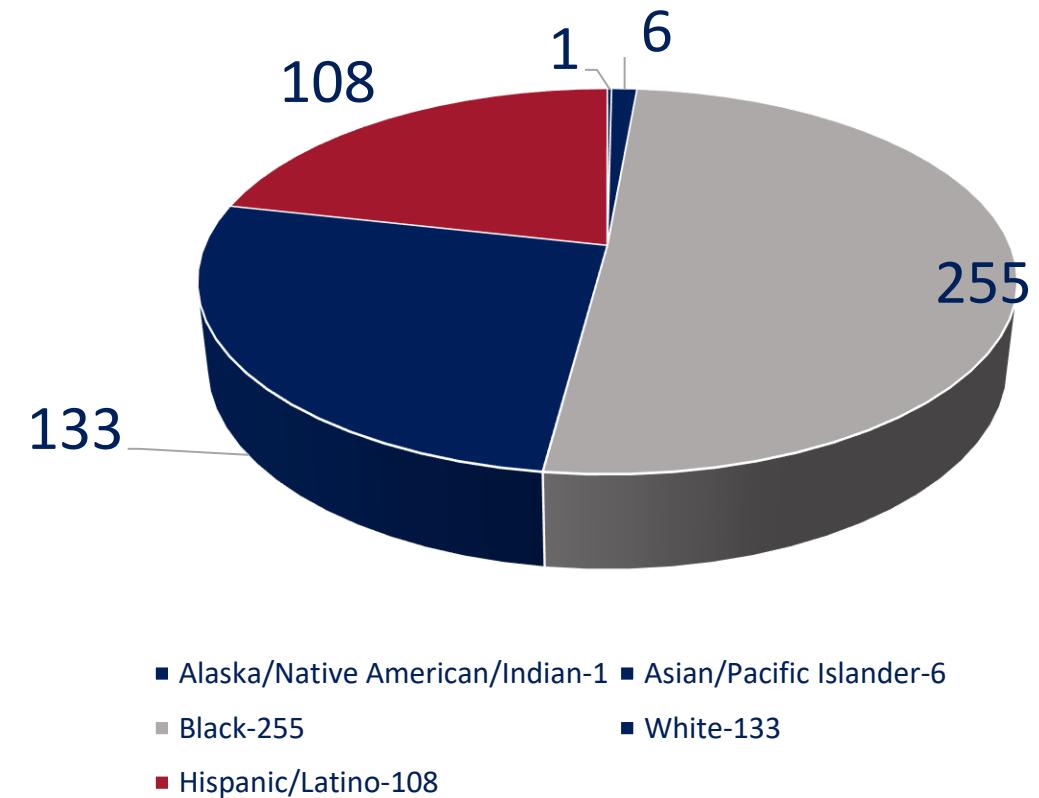


# Searches Conducted Traffic Stops

Reason for Searches



Demographics of 503 Searches Conducted

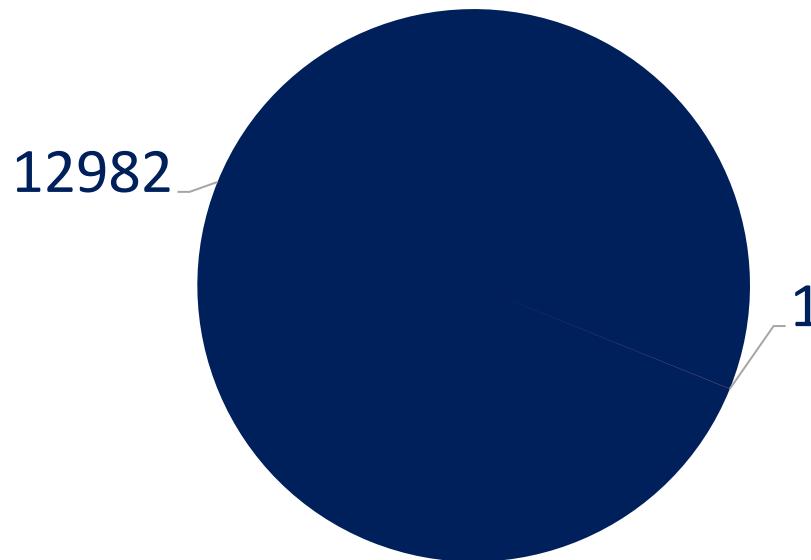




# Use of Force During Traffic Stop & Racial Profiling Complaints

Bodily Injury Occurred as the Result of an Officer's Response to Resistance

Total Number of Racial Profiling Complaints Received during 2024: 0



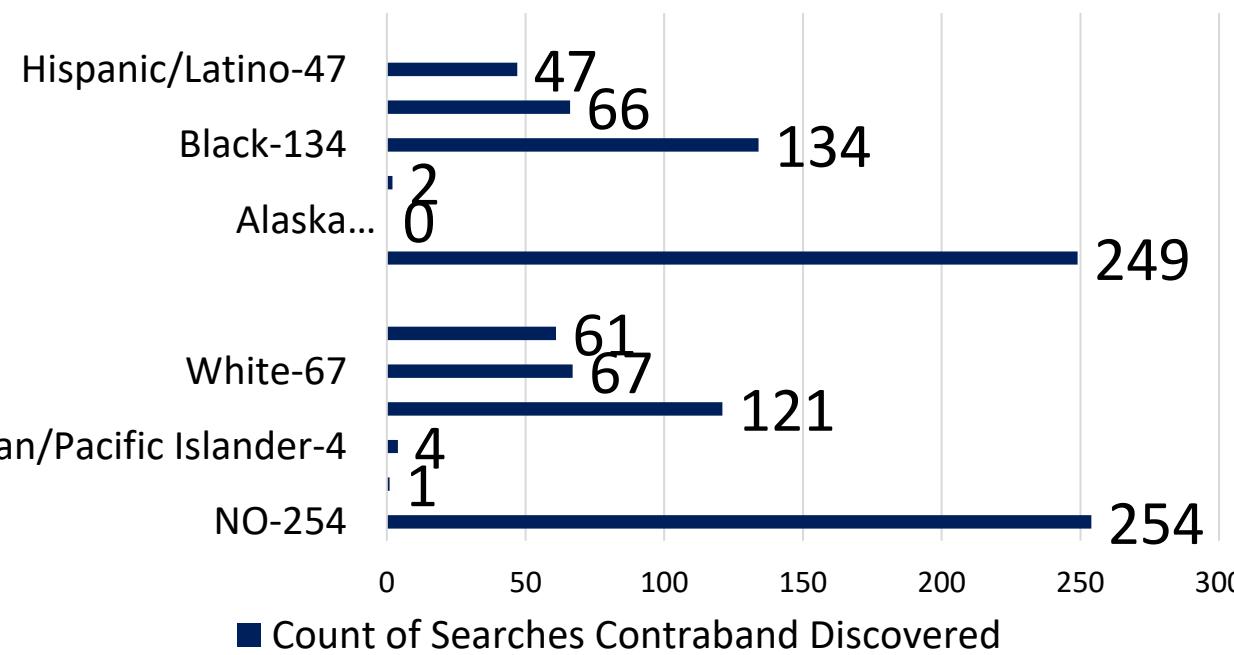
■ NO-12982

Total: 12983

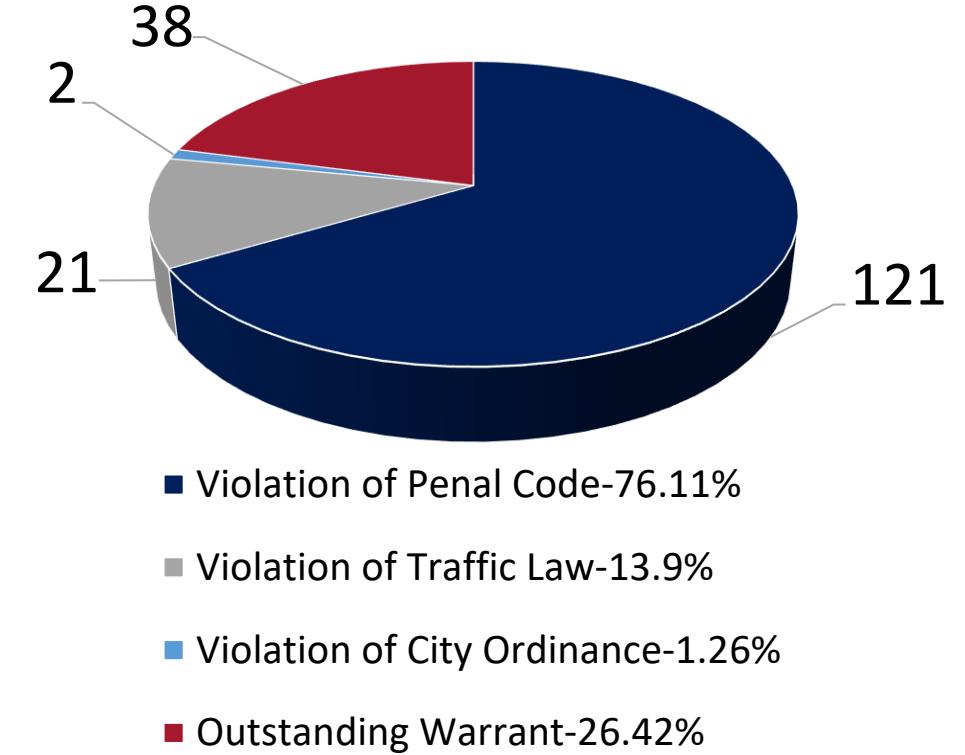


# Additional Information from Traffic Stops

## Contraband Found by Demographic During 326 Searches



## Basis for 159 Arrests Performed as a Result of a Traffic Stop



## Agenda Item 7.

Consider and act upon a resolution authorizing the Town Manager and/or his/her designee to apply for the State of Texas. (DK)

## Agenda Item 8.

Consider and act upon authorizing the Town Manager to approve the purchase of meter transmission units (MTUs), data collector units (DCUs), and related meter parts for use with water meters from Aclara Technologies, LLC, in the amount of \$175,000. (CJ)

## Agenda Item 9.

Consider and act upon authorizing the Town Manager to execute a Professional Engineering Services Agreement between Kimley-Horn and Associates, Inc., and the Town of Prosper, Texas, related to the design of the Prosper Trail (Legacy – DNT) – 2 WB Lanes project for \$981,000. (PA)

## Prosper Trail (Legacy - DNT)



## Agenda Item 10.

Consider and act upon a proposal from WOPAC Construction for a concrete hike and bike trail in Pecan Grove Park for \$162,488. (DB)



## Agenda Item 11.

Consider and act upon an ordinance to rezone 0.6± acre from Downtown Office (DTO) to Planned Development-131 (PD-131) on Bryant's First Addition, Block 15, Lot 1R, located on the northeast corner of Coleman Street and First Street. (ZONE-24-0026) (DH)



# Citizen Comments



## Regular Agenda

Pursuant to Section 551.007 of the Texas Government Code, individuals wishing to address the Council for items listed as public hearings will be recognized when the public hearing is opened.



## Agenda Item 12.

Receive an update regarding the Fire Department's 48/96 Scheduling. (SB)

# Prosper Fire Rescue 48/96 Schedule

## 1-Year Review



# Background

- Prosper Fire Rescue firefighters switched from a 24/48, to a 48/96 work schedule January 6, 2024.
- Established as a pilot program.
- A 6-month review was performed to include metrics on productivity, overtime, the use of sick time, and the overall satisfaction on the workforce.



# Schedule

- On the 48/96 schedule, firefighters work two consecutive 24-hour shifts followed by 96-hour off duty time before reporting back to work.
- Only minor changes were needed to the departments policies, procedures, and methods of operation. Most required no change.

24/48 Schedule

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
			A	B	C	A
5	6	7	8	9	10	11
B	C	A	B	C	A	B
12	13	14	15	16	17	18
C	A	B	C	A	B	C
19	20	21	22	23	24	25
A	B	C	A	B	C	A
26	27	28	29	30		
B	C	A	B	C		

48/96 Schedule

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	
			B	B	C	
4	5	6	7	8	9	10
C	A	A	B	B	C	C
11	12	13	14	15	16	17
A	A	B	B	C	C	A
18	19	20	21	22	23	24
A	B	B	C	C	A	A
25	26	27	28	29	30	
B	B	C	C	A	A	

# Advantages

- Mental/Physical Health and Wellness
- Quality of Life
- Recruitment
- Retention
- Productivity
- Training

# Disadvantages

- Short-term fatigue
- Being away from family for 48-hour shifts
- Occasionally working two consecutive holidays



# Quality of Life/Mental/Physical Health



- Allows firefighters opportunities to spend longer, uninterrupted mornings and evenings with their families.
- Granting opportunity for eleven additional full weekends off per year.
- A 48/96 work schedule presents a clear-cut advantage for firefighters, as it reduces their commute time by half.
- Providing firefighters with nearly a 70% increase in the number of sleep-in days at home, thus eliminating the need for added travel to or from work.
- Reducing long term fatigue by introducing a 4-day rest periods provides firefighters with time catch up on lost sleep consistently.

- This is an incomplete inventory of cities that have adopted the 48/96 work schedule. Note that 4 out of 9 of our comparator cities have implemented this new schedule.
- During the hiring process, when the department is contacted from our applicants for additional information, a common question posed is whether we follow a 48/96 work schedule or have any plans to adopt it.

1. Argyle	<b>16. Little Elm *</b>
2. Terrell	17. The Colony
<b>3. McKinney*</b>	18. Grand Prairie
4. Richardson	19. Euless
5. Colleyville	20. Abilene
6. Haltom City	21. Hurst
7. Highland Park	22. Trophy Club
8. Mansfield	<b>23. Keller *</b>
9. Richland Hills	24. Southlake
10. Bedford	25. Roanoke
11. Rowlett	26. Highland Village
12. Rockwall	27. Grapevine
<b>13. Flower Mound *</b>	28. Lake Cities
14. Lake Worth	29. Murphy
15. Carrollton	30. Various other Cities in State/Out of State

# Retention & Evaluations

- **August 2023:** All shift-level members were surveyed, and 94% voted in favor of transitioning to the 48/96 schedule.
- **July 2024:** A 6-month evaluation was completed, and all shift-level members were resurveyed. The results showed that over 98% voted in favor of transitioning to the 48/96 schedule. It was later determined that one person did not vote, lowering the overall percentage. The executive summary of this evaluation was provided to the Town Council on July 25, 2024, during the weekly update.
- **January 2025:** All shift-level members were surveyed again, with results indicating that 100% of members favored keeping the 48/96 schedule.



## Additional Findings:

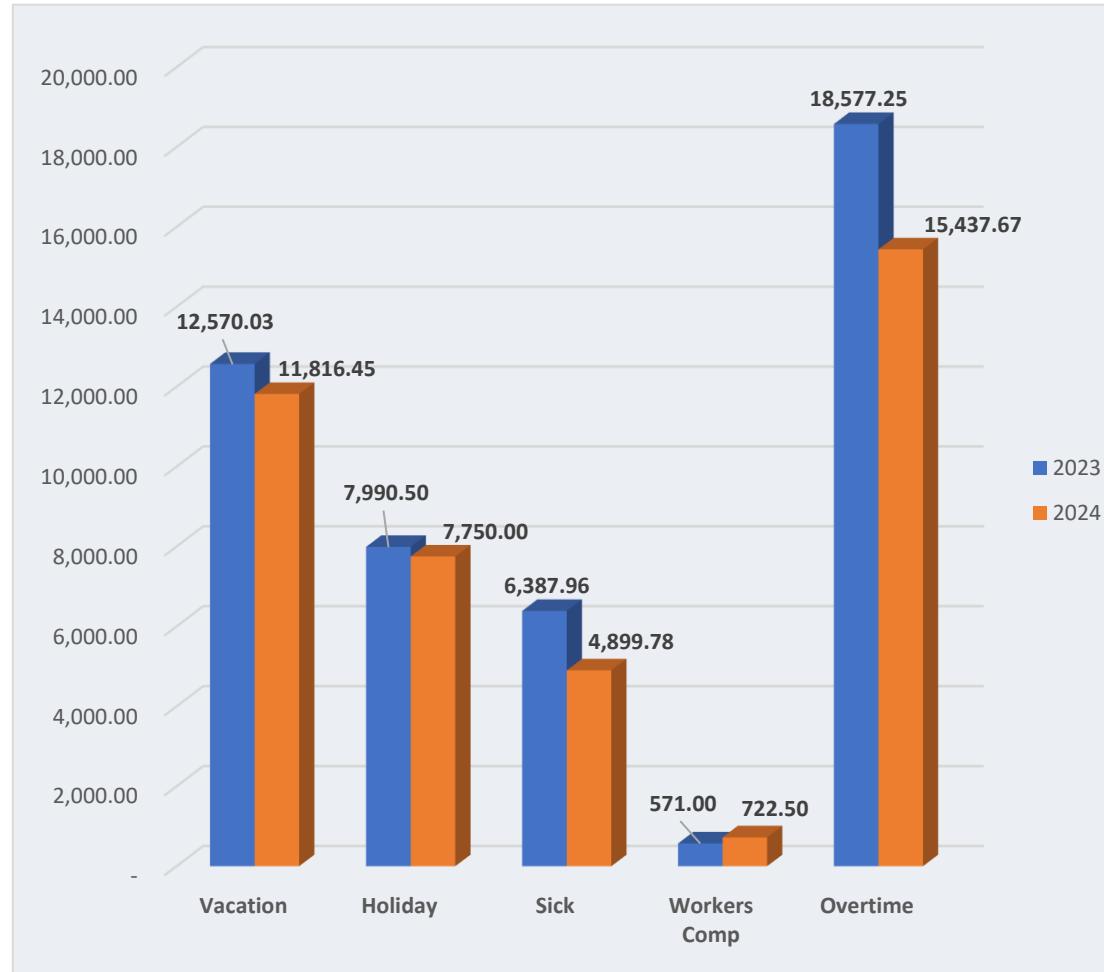
- 100% of members reported feeling more rested when returning to work.
- 100% noticed an increase in teamwork and morale.

# Productivity/Training

- Two consecutive workdays allows more time for members to work on assigned administrative duties and projects. This provides them with more focus and uninterrupted time to complete tasks such as EMS ordering/inventorying, SCBAs, vehicle maintenance, uniforms, bunker gear, equipment, special operations, and more.
- Increased flexibility in meeting shift objectives rather than waiting for several days to accomplish tasks that might require more than one 24-hour shift.
- A 48/96 shift schedule enhances our training schedule flexibility while maintaining current annual training hour requirements.
- Increased flexibility facilitates scheduling training on consecutive days within the 48-hour work cycle and allows for more makeup training opportunities in case of call volume interruptions.



# Comparable Metrics



# Safety & Incident Reporting

- Zero At-Fault Fleet Accidents
- Zero Medication Errors
- 3 Work Related Injuries Requiring Missed Work



## **Staff Recommendation:**

- Staff recommends adopting the 48/96 shift schedule permanently.





TOWN OF  
PROSPER

QUESTIONS?





## Agenda Item 13.

Discuss and consider Town Council Subcommittee reports. (DFB)



Possibly direct Town Staff to schedule topic(s) for discussion at a future meeting.

## Executive Session

Section 551.087 – To discuss and consider economic development incentives and all matters incident and related thereto.

Section 551.072 – To discuss and consider the purchase, exchange, lease, or value of real property for municipal purposes and all matters incident and related thereto.

Section 551.074 – To discuss and consider personnel matters and all matters incident and related thereto.

Section 551.074 – To discuss and consider personnel matters, including the annual evaluation of the Town Manager, Town Attorney, and the Municipal Judge, and all matters incident and related thereto.

Section 551.071 – To consult with the Town Attorney regarding legal issues associated with Planned Development district regulations, pursuant to Division 24 of Article 2 of the Town's Zoning Ordinance, and all matters incident and related thereto.

Section 551.071 – To consult with the Town Attorney regarding legal issues associated with amortization agreements, and all matters incident and related thereto.

Section 551.071 - To consult with the Town Attorney regarding legal issues associated with code enforcement activities and substandard structures, law enforcement activities, and all matters incident and related thereto.



The Town Council will reconvene after Executive Session.



Reconvene into Regular Session and take any action necessary as a result of the Closed Session.



# Adjourn.