



# CITY OF PLANO COUNCIL AGENDA ITEM

<b>CITY SECRETARY'S USE ONLY</b>				
<input type="checkbox"/> Consent <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Statutory				
Council Meeting Date:		1/12/15		
Department:		Human Resources		
Department Head		Shante Akafia		
Agenda Coordinator (include phone #): <b>Billy Bailey (x) 5411</b>				
<b>CAPTION</b>				
An Ordinance of the City of Plano, Texas repealing Ordinance No. 2014-10-6; establishing the number of certain classifications within the Fire Department for fiscal year 2014-15; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective January 12, 2015; and providing a repealer clause, a severability clause and an effective date.				
<b>FINANCIAL SUMMARY</b>				
<input checked="" type="checkbox"/> NOT APPLICABLE <input type="checkbox"/> OPERATING EXPENSE <input type="checkbox"/> REVENUE <input type="checkbox"/> CIP				
FISCAL YEAR:	<b>2014-2015</b>	<b>Prior Year (CIP Only)</b>	<b>Current Year</b>	<b>Future Years</b>
		<b>TOTALS</b>		
Budget		0	0	0
Encumbered/Expended Amount		0	0	0
This Item		0	0	0
BALANCE		0	0	0
<b>FUND(S):</b> N/A				
<b>COMMENTS:</b> This item reduces two (2) Battalion Chief positions and adds two (2) Deputy Fire Chief positions to the City of Plano Fire Department with an effective date of January 12, 2015 and is included in the FY 2014-15 Adopted Budget. <b>STRATEGIC PLAN GOAL:</b> Updates to the Civil Service Compensation and Classification Plan Ordinances relate to the City's Goal of Financially Strong City with Service Excellence and Safe Large City.				
<b>SUMMARY OF ITEM</b>				
New FY 2014-15 Compensation and Pay plan for Plano Fire-Rescue				
List of Supporting Documents:			Other Departments, Boards, Commissions or Agencies	
Memo, Ordinance, Exhibit A				



# **FIRE CHIEF MEMORANDUM**

Date: December 17, 2014  
To: LaShon Ross, Deputy City Manger  
From: Brian A. Crawford, Fire Chief  
Subject: Council Ordinance regarding Fire-Rescue positions (January 12 Council)

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The upcoming Council ordinance will create two (2) new Deputy Chief positions while eliminating two (2) Battalion Chief positions and is part of Fire-Rescue's Strategic Plan, initiative 1.1 Administrative Re-alignment, a move approved and funded, in the amount of \$17,230.34, through the FY2014-2105 budget. These full-time administrative Deputy Chief positions will replace rotating field Battalion Chiefs in the Sections of Training and Special Operations and Community Health Systems. This will provide greater stability and continuity of services by maintaining employees in specific and technical disciplines that the Department has invested significant time and resources to acquire knowledge, skills, abilities (KSAs) and in the development of relationships.

Additionally, two internal name changes will be recommended to better clarify and more accurately align the positions with their roles and responsibilities. The first of these is Fire Rescue Specialist (FRS) to Firefighter. The FRS name was introduced in lieu of the term Firefighter prior to my arrival. The term FRS is seldom used internally other than in official correspondence when preparing for Civil Service efforts. Returning to the universally acceptable and understood name of Firefighter creates a more cohesive, understood, and recognizable term for our entry level position.

The second name change is that of Fire Apparatus Operator (FAO) to Fire Engineer. Again, the term FAO has proven not to be well used or adapted for Department use other than in official correspondence relative to Civil Service matters. The term Fire Engineer is universally accepted throughout the fire service in being descriptive of the broad array of duties and tasks this first level promotion is responsible for. These duties and tasks include, along with being an apparatus operator, providing technical support to officers and incident commanders on emergency scenes, delivery of training and fire prevention safety programs, as well as administrative duties in preparing reports in accordance with Department requirements.

I would be glad to discuss further at your convenience.

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**Brian A. Crawford**  
Fire Chief

**An Ordinance of the City of Plano, Texas repealing Ordinance No. 2014-10-6; establishing the number of certain classifications within the Fire Department for fiscal year 2014-15; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective January 12, 2015; and providing a repealer clause, a severability clause and an effective date.**

**Whereas**, on October 13, 2014 by Ordinance No. 2014-10-6, the City Council of the City of Plano, Texas, adopted the Civil Service compensation plan for the Fire Department of the City of Plano; and

**Whereas**, in compliance with Chapter 143 of the Texas Local Government Code, V.T.C.A., as amended, the City Council desires to adopt the specified number of positions effective January 12, 2015, and the classification and salary plan for the sworn personnel of the Fire Department of the City of Plano, Texas as set forth in attached Exhibit "A"; and

**Whereas**, the Department recommends, based on operational needs, to add two (2) Deputy Chief positions and eliminate two (2) Battalion Chief positions; and

**Whereas**, the Department recommends to change the title of Fire Rescue Specialist to Firefighter and the title of Fire Apparatus Operator to Fire Engineer; and

**Whereas**, the salary plan adopted by this ordinance does not, in any way, limit the ability or authority of the City to implement a reduction in salary due to business or other fiscal needs, nor does it prevent the City Manager or Department Head from reducing, on an individual or a group basis, the number of hours worked per week or per work cycle due to fiscal needs, disciplinary actions, or other allowable reasons.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF PLANO, TEXAS THAT:**

**Section I.** Ordinance No. 2014-10-6 duly passed and approved by the City Council of the City of Plano, Texas on October 13, 2014 is repealed in its entirety effective January 12, 2015.

**Section II.** The number of positions in the City of Plano Fire Department effective January 12, 2015 and the classification and salary plan of the City of Plano Fire Department for City of Plano fiscal year 2014-15, as set forth in Exhibit "A" is hereby approved.

**Section III.** The addition of two (2) Deputy Chief positions and eliminating two (2) Battalion Chief positions are hereby approved.

**Section IV.** The title changes from Fire Rescue Specialist to Firefighter and Fire Apparatus Operator to Fire Engineer are hereby approved.

**Section V.** Any and all advancements from one service plateau to the next, within the salary structure set out in Exhibit "A" is hereby approved and adopted, and shall thereafter be permitted to start on the first payroll period following completion of the required number of continuous service months.

**Section VI.** All provisions of the Ordinances of the City of Plano, codified and uncodified, in conflict with the provisions of this Ordinance are hereby repealed, and all other provisions of the Ordinances of the City of Plano, codified or uncodified, not in conflict with the provisions of this Ordinance, shall remain in full force and effect.

**Section VII.** It is the intention of the City Council that this Ordinance, and every provision thereof, shall be considered severable, and the invalidity or unconstitutionality of any section, clause, provision or portion of this Ordinance shall not affect the validity or constitutionality of any other portion of this Ordinance.

**Section VIII.** Upon passage, this Ordinance shall become effective January 12, 2015.

**DULY PASSED AND APPROVED**, this, the 12th day of January 2015.

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Harry LaRosiliere, MAYOR

ATTEST:

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Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

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Paige Mims, CITY ATTORNEY



**CITY OF PLANO  
2014 - 2015 CIVIL SERVICE  
COMPENSATION PLAN  
Effective 01/12/15**

**FIRE**

RANGE	POSITION	# Positions Effective	STEP:	BASE	6 MOS.	12 MOS.	24 MOS.
				1	2	3	4
001	Firefighter	10/13/14 - 204	Hourly: Monthly: Annual:	21.0800 5,115 61,384		22.5665 5,476 65,713	24.8592 6,032 72,389
002	Engineer	10/13/14 - 58	Hourly: Monthly: Annual:	27.9595 6,784 81,418			
003	Lieutenant	10/13/14 - 24	Hourly: Monthly: Annual:	31.3590 7,609 91,317			
004	Captain	10/13/14 - 49	Hourly: Monthly: Annual:	34.8750 8,463 101,556			
005	Battalion Chief	10/13/14 - 9 01/12/15 - 7	Hourly: Monthly: Annual:	36.6023 8,882 106,585	39.7085 9,635 115,631		
006	Deputy Fire Chief	10/13/14 - 4 01/12/15 - 6	Hourly: Monthly: Annual:	60.7040 10,522 126,264			
007	Appointed Assistant Fire Chief	10/13/14 - 2	Hourly: Monthly: Annual:	65.4313 11,341 136,097			

The base pay is the same for all personnel within a classification; however the hourly and monthly pay rates may vary based on whether the individual is assigned to a 40 hour per week staff position or a 56 hour per week field position. The City Council can change pay, pay periods, and total hours scheduled at any time.