



**CITY OF PLANO
COUNCIL AGENDA ITEM**

CITY SECRETARY'S USE ONLY				
<input type="checkbox"/> Consent <input type="checkbox"/> Regular <input type="checkbox"/> Statutory				
Council Meeting Date:		1/28/13		
Department:		Human Resources		
Department Head		Jim Parrish		
Agenda Coordinator (include phone #): Billy Bailey (x) 5411				
CAPTION				
<p>An Ordinance of the City of Plano, Texas repealing Ordinance No. 2012-9-28; establishing the number of certain classifications within the Fire Department for fiscal year 2012-13; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective January 28, 2013; and providing a repealer clause, a severability clause and an effective date.</p>				
FINANCIAL SUMMARY				
<input type="checkbox"/> NOT APPLICABLE <input checked="" type="checkbox"/> OPERATING EXPENSE <input type="checkbox"/> REVENUE <input type="checkbox"/> CIP				
FISCAL YEAR: 2012-13	Prior Year (CIP Only)	Current Year	Future Years	TOTALS
Budget	0	0	0	0
Encumbered/Expended Amount	0	0	0	0
This Item	0	-116,648	0	-116,648
BALANCE	0	-116,648	0	-116,648
FUND(S): GENERAL FUND				
<p>COMMENTS: Eliminating (1) Assistant Chief position from the Plano Fire Department effective January 28, 2013 is projected to save salary and benefits costs of \$116,648 for the remaining pay periods of the 2012-13 Fire Department Operating Budget.</p> <p>STRATEGIC PLAN GOAL: Making authorized strength (position) changes to the Fire Department relates to the City's Goal of Financially Strong City with Service Excellence.</p>				
SUMMARY OF ITEM				
<p>The purpose of this ordinance is to reduce the number of Civil Service Fire Department Assistant Chief positions. With the adoption of this ordinance, there will only be three (3) Assistant Chiefs and the fourth and vacant Assistant Chief position will be eliminated.</p>				
List of Supporting Documents: Memo, Ordinance, and Exhibit A			Other Departments, Boards, Commissions or Agencies	



Date: January 17, 2013

To: Darlene McAndrew
Employee Relations Manager/Civil Service Director

From: Brian A. Crawford
Fire Chief

Subject: RE: Reduction in Assistant Chief Ordinance Purpose

The purpose of this ordinance is to reduce the number of Assistant Chief Civil Service positions within the Fire Department. Currently the department operates with (4) four Assistant Chiefs that are directly subordinate to the Fire Chief. Recently the Fire Chief, in accordance with Local Government Code Chapter 143.014 (g) voluntarily demoted (1) one Assistant Chief back to his previous rank of Battalion Chief and the Fire Chief, as part of his reorganization plan to create greater organizational efficiencies and effectiveness, placed the responsibilities of the demoting member under the remaining (3) three Assistant Chiefs. The Fire Chief is now requesting to proceed with only (3) three Assistant Chiefs and that the fourth and vacant Assistant Chief position be eliminated.

Please let me know if any other information is required.

Brian A. Crawford
Fire Chief

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2012-9-28; establishing the number of certain classifications within the Fire Department for fiscal year 2012-13; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective January 28, 2013; and providing a repealer clause, a severability clause and an effective date.

Whereas, on September 24, 2012 by Ordinance No. 2012-9-28, the City Council of the City of Plano, Texas, adopted the Civil Service compensation plan, including the classifications and salaries for the sworn personnel positions within 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 classification and salary plan for the sworn personnel of the Fire Department of the City of Plano, Texas, and the specified number of positions effective January 28, 2013, as set forth in attached Exhibit "A"; and

Whereas, the department recommends eliminating one Assistant Fire Chief position effective January 28, 2013; 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. 2012-9-28 duly passed and approved by the City Council of the City of Plano, Texas on September 24, 2012 is repealed in its entirety effective January 28, 2013.

Section II. The classification and salary plan of the City of Plano Fire Department for fiscal year 2012-13, and the number of positions in the City of Plano Fire Department effective January 28, 2013, as set forth in Exhibit "A" is hereby approved.

Section III. The elimination of one Assistant Fire Chief effective January 28, 2013 is hereby approved.

Section IV. 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 of the first payroll period following completion of the required number of continuous service months.

Section V. All provisions of the Ordinances of the City of Plano, codified and uncoded, 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 uncoded, not in conflict with the provisions of this Ordinance, shall remain in full force and effect.

Section VI. 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 VII. Upon passage, this Ordinance shall become effective January 28, 2013.

DULY PASSED AND APPROVED, this, the 28th day of January 2013.

Phil Dyer, MAYOR

ATTEST:

Diane Zucco, CITY SECRETARY

APPROVED AS TO FORM:

Diane C. Wetherbee, CITY ATTORNEY

**CITY OF PLANO
2012 - 2013 CIVIL SERVICE
COMPENSATION PLAN
Effective 01/28/13**

FIRE

RANGE	POSITION	# Positions Effective	STEP:	BASE 1	6 MOS. 2	12 MOS. 3	24 MOS. 4
001	Fire Rescue Specialist	09/24/12 - 193 08/01/13 - 208	Hourly: Monthly: Annual:	20.0648 4,869 58,428		21.4797 5,212 62,548	23.6620 5,741 68,903
002	Fire Apparatus Operator	09/24/12 - 51	Hourly: Monthly: Annual:	26.6129 6,458 77,496			
003	Lieutenant	09/24/12 - 18	Hourly: Monthly: Annual:	29.8487 7,243 86,919			
004	Captain	09/24/12 - 45	Hourly: Monthly: Annual:	33.1954 8,055 96,665			
005	Battalion Chief	09/24/12 - 9	Hourly: Monthly: Annual:	51.2432 8,882 106,585	55.5920 9,635 115,631		
006	Assistant Fire Chief	09/24/12 - 4 01/28/13 - 3	Hourly: Monthly: Annual:	62.2800 10,795 129,542			
01A	Fire Recruit		Hourly: Monthly: Annual:	18.2297 4,423 53,084			

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.