CITY OF PLANO
COUNCIL AGENDA ITEM

CITY SECRETARY'S USE ONLY
☐ Consent ☒ Regular ☐ Statutory

Council Meeting Date:	3/24/14
Department:	Human Resources
Department Head	Jim Parrish
Agenda Coordinator (include phone #):	**Billy Bailey (x) 5411**

CAPTION

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2013-9-30; establishing the number of certain classifications within the Fire Department for fiscal year 2013-14; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective March 24, 2014; and providing a repealer clause, a severability clause and an effective date.

FINANCIAL SUMMARY

☒ NOT APPLICABLE ☐ OPERATING EXPENSE ☐ REVENUE ☐ CIP

FISCAL YEAR: **2013-2014**	**Prior Year (CIP Only)**	**Current Year**	**Future Years**	**TOTALS**
Budget	0	0	0	**0**
Encumbered/Expended Amount	0	0	0	**0**
This Item	0	0	0	**0**
BALANCE	0	0	0	**0**

FUND(S): N/A

COMMENTS: Adding (1) additional Deputy Fire Chief position with an effective date of April 1, 2014 was included in the FY 2013-14 Adopted budget.

STRATEGIC PLAN GOAL: 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.

SUMMARY OF ITEM

New FY 2013-14 Compensation and Pay plan for Plano Fire Department

List of Supporting Documents:	Other Departments, Boards, Commissions or Agencies
Ordinance, Exhibit A	

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2013-9-30; establishing the number of certain classifications within the Fire Department for fiscal year 2013-14; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective March 24, 2014; and providing a repealer clause, a severability clause and an effective date.

Whereas, on September 23, 2013 by Ordinance No. 2013-9-30, 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 specified number of positions effective March 24, 2014, 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, based on operational needs, the Fire Department recommends the addition of one Fire Deputy Chief position;

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. 2013-9-30 duly passed and approved by the City Council of the City of Plano, Texas on September 23, 2013 is repealed in its entirety effective March 24, 2014.

Section II. The number of positions in the City of Plano Fire Department effective March 24, 2014 and the classification and salary plan of the City of Plano Fire Department for City of Plano fiscal year 2013-14, as set forth in Exhibit "A" is hereby approved.

Section III. The addition of one Fire Deputy Chief position 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 on 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 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 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 March 24, 2014.

DULY PASSED AND APPROVED, this, the 24th day of March 2014.

_____
Harry LaRosiliere, MAYOR

ATTEST:

_____
Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

_____
Paige Mims, CITY ATTORNEY

Plano
City of Excellence

CITY OF PLANO
2013 - 2014 CIVIL SERVICE
COMPENSATION PLAN
Effective 03/24/14

FIRE

RANGE	POSITION	# Positions Effective	STEP:	BASE 1	6 MOS. 2	12 MOS. 3	24 MOS. 4
001	Fire Rescue Specialist	09/23/13 - 199	Hourly:	20.4661		21.9093	24.1352
			Monthly:	4,966		5,316	5,856
			Annual:	59,597		63,799	70,281
002	Fire Apparatus Operator	09/23/13 - 51	Hourly:	27.1452			
			Monthly:	6,587			
			Annual:	79,046			
003	Lieutenant	09/23/13 - 24	Hourly:	30.4457			
			Monthly:	7,388			
			Annual:	88,657			
004	Captain	09/23/13 - 48	Hourly:	33.8593			
			Monthly:	8,216			
			Annual:	98,598			
005	Battalion Chief	09/23/13 - 9	Hourly:	51.2432	55.5920		
			Monthly:	8,882	9,635		
			Annual:	106,585	115,631		
006	Deputy Fire Chief	09/23/13 - 2 4/1/14 - 3	Hourly:	58.9360			
			Monthly:	10,215			
			Annual:	122,586			
007	Assistant Fire Chief	09/23/13 - 2	Hourly:	63.5256			
			Monthly:	11,011			
			Annual:	132,133			
01A	Fire Recruit		Hourly:	18.5943			
			Monthly:	4,512			
			Annual:	54,146			

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.

EXHIBIT A