



**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:		3/25/13		
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. 2012-9-29; establishing the number of certain classifications within the Police 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 Police Department effective April 8, 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	185,676	185,676
Encumbered/Expended Amount	0	0	0	0
This Item	0	-104,258	-185,676	-289,934
BALANCE	0	-104,258	0	-104,258
FUND(S): GENERAL FUND				
<p>COMMENTS: This agenda item adds one (1) unbudgeted full-time appointed Assistant Police Chief position to the 2012-13 Civil Service Police Compensation Plan effective April 8, 2013. This position adds additional salary, benefits, and operating expenditures of \$104,258 to the 2012-13 Operating Budget, and will add a projected \$185,676 to the 2013-14 Operating Budget. Funds are available within the Police Operating Budget to cover the additional costs for FY 2012-13 and funding for FY 2013-14 will be included during the annual budget process.</p> <p>STRATEGIC PLAN GOAL: Adding staff to manage Police Department Operations relates to the City's Goal of Financially Strong City with Service Excellence and Safe Large City.</p>				
SUMMARY OF ITEM				
<p>The purpose of this ordinance is to increase the number of Civil Service Police Department Assistant Chief positions. With the adoption of this ordinance, there will be two (2) Assistant Police Chiefs.</p>				
List of Supporting Documents: Memo, Ordinance, and Exhibit A		Other Departments, Boards, Commissions or Agencies		



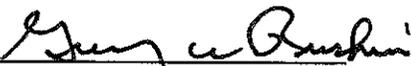
MEMORANDUM

DATE: February 25, 2013
TO: Darlene McAndrew
Employee Relations Manager/Civil Service Director
FROM: Gregory W. Rushin, Chief of Police
SUBJECT: Addition of a Second Assistant Chief of Police Position

The purpose of this ordinance is to increase the number of Assistant Chief of Police positions to two (2). Currently, the Police Department operates with one (1) Assistant Chief who is directly subordinate to the Chief of Police. §143.014 of the Local Government Code allows for the appointment of a person or persons "below that of the department head" but this number "may exceed the total number of persons, plus one, serving in that classification on January 1, 1983." On January 1, 1983, the position below the department head was classified as a captain and there were two captains. This allows the City to have a maximum of three assistant chief positions.

Over the past twenty years, the City's population has seen tremendous growth and in an effort to maintain our high level of service, we have had a large increase in personnel within the Police Department. In addition to the personnel increase, this Department must manage legal issues, liability concerns, and technological growth which make overseeing a law enforcement agency much more complicated. In an effort to maintain the high standards this Department has achieved, we need an additional assistant chief to help organize and manage the units within the Department. The total costs, including salary, benefits, and O&M for the remaining fiscal year will be \$104,258. The total costs, including salary, benefits, and O&M for fiscal year 2013-2014 are projected to be \$185,676.

I recommend that an additional Assistant Chief of Police position be added to the Department to be effective on April 8, 2013.


Gregory W. Rushin
Chief of Police

GWR/cth

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2012-9-29; establishing the number of certain classifications within the Police 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 Police Department effective April 8, 2013; and providing a repealer clause, a severability clause and an effective date.

Whereas, on September 24, 2012 by Ordinance No. 2012-9-29, 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 Police 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 Police Department of the City of Plano, Texas, and the specified number of positions effective April 8, 2013, as set forth in attached Exhibit "A"; and

Whereas, based on operational needs, the Police Department recommends the addition of one appointed Assistant Police Chief position in accordance with Texas Local Government Code, Chapter 143.014 effective April 8, 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. 2012-9-29 duly passed and approved by the City Council of the City of Plano, Texas on September 24, 2012 is repealed in its entirety effective April 8, 2013.

Section II. The classification and salary plan of the City of Plano Police Department for fiscal year 2012-13, and the number of positions in the City of Plano Police Department effective April 8, 2013, as set forth in Exhibit "A" is hereby approved.

Section III. The addition of one appointed Assistant Police Chief position in accordance with Texas Local Government Code, Chapter 143.014 effective April 8, 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 March 25, 2013.

DULY PASSED AND APPROVED, this, the 25th day of March, 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 4/8/13

POLICE

RANGE	POSITION	# POSITIONS Effective	Step:	BASE 1	6 Mos. 2	12 Mos. 3	18 Mos. 4	24 Mos. 5	30 Mos. 6	36 Mos. 7	60 Mos. 8	120 Mos. 9	180 Mos. 10	240 Mos. 11
001	Police Officer	09/24/12 - 288	Hourly:	28.3264	29.2812	30.2466	31.5823	32.6215	33.7356	35.4479	36.4483	36.6984	36.9485	37.1986
			Monthly:	4,909	5,075	5,242	5,474	5,654	5,847	6,144	6,317	6,361	6,404	6,447
			Annual:	58,918	60,904	62,912	65,691	67,852	70,170	73,731	75,812	76,332	76,852	77,373
002	Sergeant	09/24/12 - 38	Hourly:	40.2398		41.7866								
			Monthly:	6,974		7,243								
			Annual:	83,698		86,916								
003	Lieutenant	09/24/12 - 13	Hourly:	44.9222		47.6148								
			Monthly:	7,786		8,253								
			Annual:	93,438		99,038								
004	Captain	09/24/12 - 4	Hourly:	51.1867		54.2548								
			Monthly:	8,872		9,404								
			Annual:	106,468		112,849								
005	Assistant Police Chief	09/24/12 - 1 04/08/13 - 2	Hourly:	58.3212		62.1364								
			Monthly:	10,109		10,770								
			Annual:	121,308		129,243								

Recruit:
01A **Hourly:** 26.2470
 Monthly: 4,549
 Annual: 54,593

The hourly rate shown above is the base hourly rate at which pay is calculated. The monthly and annual rates shown are for informational purposes only and illustrate potential pay based on hours worked which are not guaranteed. The City Council can change pay, pay periods, and total hours scheduled at any time.

EXHIBIT A