



**CITY OF PLANO  
COUNCIL AGENDA ITEM**

<b>CITY SECRETARY'S USE ONLY</b>	
<input type="checkbox"/> Consent	<input type="checkbox"/> Regular <input type="checkbox"/> Statutory
Council Meeting Date:	03/28/2011
Department:	Human Resources
Department Head	Lashon Ross
Agenda Coordinator (include phone #): <b>Shirley Montgomery, ext 7296</b>	

**CAPTION**

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2010-11-15; establishing a certification pay plan for classified members of the Plano Fire and Police Departments; establishing an assignment pay plan for members of the Plano Fire Department in a rank less than Battalion Chief serving in the capacity of paramedic; establishing a Paramedic Preceptor pay plan for members of the Plano Fire Department; establishing an assignment pay plan for members of the Plano Police Department serving in the capacity of Field Training Officers; and providing a repealer clause, a severability clause and an effective date.

**FINANCIAL SUMMARY**

NOT APPLICABLE       OPERATING EXPENSE       REVENUE       CIP

FISCAL YEAR: <b>2010-11</b>	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):      GENERAL FUND**

**COMMENTS:** This item has no fiscal impact because the Police Field Officer Training pay is already included in the 2010-11 Operating Budget. Changing the daily rate to accommodate changes in the shifts at the Police has no monetary impact to the dollar per hour rate currently in use.

**STRATEGIC PLAN GOAL:** Accomodating the changes in Police Department Shifts by modifying the current Field Training Officers ordinance is related to the City's goal of Financially Strong City with Service Excellence.

**SUMMARY OF ITEM**

City of Plano ordinance governs the assignment pay provided to Plano Police Officers assigned to the Field Training Program. That assignment pay rate is set at \$19.00 per day for an 8 hour day. Some Field Training Program Officers are now scheduled to work twelve hour shifts. This results in fewer work days during each pay period. A pay rate of \$28.50 for each twelve hour day of a field training assignment, or of \$23.75 for each ten hour day during a training assignment, would equate to the same hourly base rate of \$23.75 per hour of the training assignment currently in effect for a scheduled eight hour work day.



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



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<http://www.planopolice.org>

## **MEMORANDUM**

**DATE:** March 4, 2011  
**TO:** Chief of Police Greg Rushin  
**FROM:** Captain Dan Pirozzo  
**SUBJECT:** Proposed Revision to Ordinance 2010-11-15 / Field Training Officer Pay

City of Plano Ordinance No. 2010-11-15 governs the assignment pay provided to Plano Police Officers assigned to the Field Training Program while providing training to a police recruit. That assignment pay rate is set by the ordinance at "\$19.00 per day for the period of the assignment." That rate of pay is in effect for officers assigned to work shifts of eight hours duration during a five day work week. The \$19.00 daily pay rate results in an officer receiving \$2.375 per hour for each hour of the scheduled eight hour duty day. Because some officers assigned to the Field Training Program are now scheduled to work shifts of twelve hours duration, resulting in fewer work days during each pay period, the \$19.00 daily pay rate set by Ordinance No. 2010-11-15 for an eight hour work day requires adjustment. A pay rate of \$28.50 for each twelve hour day of a field training assignment, or of \$23.75 for each ten hour day during a training assignment, would equate to the same hourly base rate of \$2.375 per hour of the training assignment currently in effect for a scheduled eight hour work day. The proposed revision to City of Plano Ordinance 2010-11-15 would make the ordinance relevant to the change in scheduled work shifts of Police Department personnel. Please note the proposed change in italics.

**Section VII.** In accordance with Section 143.03 of the Texas Local Government Code and Rules and Regulations of the City of Plano Fire Fighters' and Police Officers' Civil Service Commission, the City of Plano hereby establishes that members of the Plano Police Department who are assigned to and perform the following duties and responsibilities of the field training officers program shall receive \$19.00 per day of the assignment *for a scheduled work day of eight hours duration, or \$23.75 for a scheduled work day of ten hours duration, or \$28.50 for a scheduled work day of twelve hours duration.*

**An Ordinance of the City of Plano, Texas repealing Ordinance No. 2010-11-15; establishing a certification pay plan for classified members of the Plano Fire and Police Departments; establishing an assignment pay plan for members of the Plano Fire Department in a rank less than Battalion Chief serving in the capacity of paramedic; establishing a Paramedic Preceptor pay plan for members of the Plano Fire Department; establishing an assignment pay plan for members of the Plano Police Department serving in the capacity of Field Training Officers; and providing a repealer clause, a severability clause and an effective date.**

**Whereas**, on November 22, 2010 by Ordinance No. 2010-11-15, the City Council of the City of Plano, Texas, established certification and assignment pay plans for members of the Fire and Police Departments of the City of Plano; and

**Whereas**, the City Council has reviewed the assignment pay for the Police Department Field Training Program as provided under Ordinance 2010-11-15 Section VII and is of the opinion the subject assignment pay should be amended to reflect the eight, ten and twelve hour work days; and

**Whereas**, in compliance with Chapter 143 of the Texas Local Government Code, V.T.C.A., as amended the City Council desire to adopt the Police and Fire Departments certification pay plan; Police and Fire Departments assignment pay plan; Fire Department preceptor pay plan.

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

**Section I.** Ordinance No. 2010-11-15 duly passed and approved by the City Council of the City of Plano, Texas on November 22, 2010 is repealed in its entirety effective March 28, 2011.

**Section II.** In accordance with Section 143.044 of the Texas Local Government Code and the Rules and Regulations of the City of Plano Fire Fighters' and Police Officers' Civil Service Commission, the City of Plano hereby establishes the following certification pay plan for classified members of the Plano Fire and Police Departments:

Fire Department

Texas Commission on Fire Protection Standards and Education

<u>Basic Certificate</u>	<u>Intermediate</u>	<u>Advanced</u>	<u>Master</u>
-0-	\$60/mo	\$80/mo	\$120/mo

Police Department

Texas Commission on Law Enforcement Standards and Education

<u>Basic Certificate</u>	<u>Intermediate</u>	<u>Advanced</u>	<u>Master</u>
-0-	\$60/mo	\$80/mo	\$120/mo

**Section III.** Classifications for certification compensation for classified members of the City of Plano Fire and Police Departments are as set forth in Section II above. Advancements within the structure set forth in Section II above shall be allowed as established by the Rules and Regulations formulated by the Texas Commission on Fire Protection Standards and Education (Fire) and the Texas Commission on Law Enforcement Officers' Standards and Education (Police).

**Section IV.** In accordance with Section 143.042 of the Texas Local Government Code and the Rules and Regulations of the City of Plano Fire Fighters' and Police Officers' Civil Service Commission, the City of Plano hereby establishes an assignment pay plan which shall be applicable to members of the City of Plano Fire Department who are (1) certified as an EMT-Paramedic by the Texas Department of Public Health, (2) authorized to practice as a paramedic in the City of Plano EMS System by the Emergency Medical Director for the City of Plano, (3) are in a rank less than Battalion Chief, and (4) are assigned such duties by the Fire Chief of the City of Plano as follows:

Years of Service as <u>Assigned Paramedic</u>	Monthly Assignment <u>Pay</u>
<48 months	\$149
48 months	\$297
96 months	\$446
144 months	\$594

**Section V.** Paramedic assignment pay shall be initiated at the beginning of the pay period next following receipt of authorization from the Emergency Medical Director to practice as a paramedic in the Plano EMS system and advancement within the structure set forth in Section IV above shall be allowed at the beginning of the pay period immediately following the paramedic's reaching of the service years shown. All prior years of service in which a paramedic was assigned by the Fire Chief of the City of Plano and approved by the Medical Director to practice as a paramedic in the Plano EMS System shall be considered when placing existing paramedics in the structure set forth in Section IV.

**Section VI.** In accordance with Section 143.042 of the Texas Local Government Code and Rules and Regulations of the City of Plano Fire Fighters' and Police Officers' Civil Service Commission, the City of Plano hereby establishes that members of the Plano Fire Department who are assigned to and perform the following duties shall receive the following additional compensation for the period of assignment:

Paramedic Preceptor	\$45.00 per 24 hour shift
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**Section VII.** In accordance with Section 143.043 of the Texas Local Government Code and Rules and Regulations of the City of Plano Fire Fighters' and Police Officers' Civil Service Commission, the City of Plano hereby establishes that members of the Plano Police Department who are assigned to and perform the following duties and responsibilities of the field training officers program shall receive \$19.00 per day for a scheduled work day of eight hours duration, or \$23.75 for a scheduled work day of ten hours duration, or \$28.50 for a scheduled work day of twelve hours duration.

**Section VIII.** The assignment pay for Shift Personnel Coordinator in the amount of \$45.00 per 24 hour shift remains eliminated as of November 22, 2010.

**Section IX.** 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 X.** 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 XI.** Upon passage, this Ordinance shall become effective March 28, 2011.

**DULY PASSED AND APPROVED**, this, the 28th day of March, 2011.

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Phil Dyer, MAYOR

ATTEST:

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Diane Zucco, CITY SECRETARY

APPROVED AS TO FORM:

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Diane C. Wetherbee, CITY ATTORNEY