



**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:		4/9/2012		
Department:		Human Resources		
Department Head		Jim Parrish		
Agenda Coordinator (include phone #): <b>Billy Bailey (x) 5411</b>				
<b>CAPTION</b>				
An Ordinance of the City of Plano, Texas repealing Ordinance No. 2011-9-32; establishing the number of certain classifications within the Police Department for fiscal year 2011-12; establishing the authorized number and effective dates of such positions for each classification effective April 9, 2012 respectively; establishing a salary plan for the Police Department effective April 9, 2012; and providing a repealer clause, a severability clause and an effective date.				
<b>FINANCIAL SUMMARY</b>				
<input type="checkbox"/> NOT APPLICABLE <input checked="" type="checkbox"/> OPERATING EXPENSE <input type="checkbox"/> REVENUE <input type="checkbox"/> CIP				
FISCAL YEAR: <b>2011-2012</b>	<b>Prior Year (CIP Only)</b>	<b>Current Year</b>	<b>Future Years</b>	<b>TOTALS</b>
Budget	0	229,483	0	<b>229,483</b>
Encumbered/Expended Amount	0	-96,513	0	<b>-96,513</b>
This Item	0	-60,371	0	<b>-60,371</b>
<b>BALANCE</b>	0	72,599	0	<b>72,599</b>
<b>FUND(S):     TRAFFIC SAFETY FUND</b>				
<p><b>COMMENTS:</b> This item adds one full-time Police Officer position to the 2011-12 Civil Service Police Compensation Plan. Funds are included in the Traffic Safety Fund Operating Budget for two (2) Police Officer positions. One (1) position is currently filled. This agenda item adds (1) Police Officer position to the Plano Police Department effective April 9, 2012 and is projected to add an additional salary and benefits cost of \$60,371 for the remaining pay periods in the 2011-12 Operating Budget.</p> <p><b>STRATEGIC PLAN GOAL:</b> Adding staff to support Red Light Camera Program relates to the City's Goal of Financially Strong City with Service Excellence and Safe Large City.</p>				
<b>SUMMARY OF ITEM</b>				
Increase the number of classifications from 284 to 285 for sworn police officers. This position is for a second Red Light Camera coordinator and will be funded by the Traffic Safety Fund.				
List of Supporting Documents: Memorandum and Ordinance			Other Departments, Boards, Commissions or Agencies	



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## **MEMORANDUM**

**DATE:** March 27, 2012  
**TO:** LaShon Ross, Deputy City Manager  
**FROM:** Gregory W. Rushin, Chief of Police  
**SUBJECT:** Second Red Light Camera Coordinator Position

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The Red Light Camera (RLC) Program began with the installation of cameras at four intersections in March 2006. In March 2007, the first RLC Coordinator position was requested and approved to be funded from the Traffic Safety Fund. As more cameras were installed the work load increased and became too much for one officer to handle. There are currently 19 cameras installed in the City. In April 2010, Mr. Glasscock approved a second position for the Red Light Camera Program, also to be funded from the Traffic Safety Fund. We were able to postpone the need for this position by assigning an officer who was on restricted duty due to legal issues. That officer is now cleared to return to his regular duties in Patrol, leaving only one officer to accomplish all of the duties.

Duties of the position include selection of camera locations, monitoring performance of the cameras, coordinating business rules between the City and the vendor, preparing statistical reports, responding to Open Records and media requests, reviewing invoices submitted by the vendor and reviewing all violations before citations are sent.

Last Fiscal Year, 2010-2011, 95,895 violations were reviewed by the officers, 70,632 citations were issued by Redflex and the net revenue from the program was \$1,589,103. The initial officer is already being funded from the Traffic Safety Fund. The officer who has been on restricted duties has also been funded from the Traffic Safety Fund. The full cost of the two officers will be covered by the Traffic Safety Fund and would be \$229,483. Below is the breakdown.

<b>Red Light Camera Officers</b>	<b>Amt Budgeted</b>
Civil Service Salaries	151,598
Certification Pay	2,942
Comp Plan Contingency	4,180
Overtime	3,000
Longevity	1,200
RSP	5,284
TMRS	29,348
Group Insurance- Health	23,630
Group Insurance- Life	1,750
Medicare	2,476
Long Term Disability	115
OPEB Contribution (GASB)	3,960
<b>FY 11-12 Total Budgeted</b>	<b>229,483</b>

I am requesting that Council approve the addition of one officer to the Police Department staffing. The position would be fully funded from the Traffic Safety Fund.

**An Ordinance of the City of Plano, Texas repealing Ordinance No. 2011-9-32; establishing the number of certain classifications within the Police Department for fiscal year 2011-12; establishing the authorized number and effective dates of such positions for each classification effective April 9, 2012 respectively; establishing a salary plan for the Police Department effective April 9, 2012; and providing a repealer clause, a severability clause and an effective date.**

**Whereas**, on September 26, 2011 by Ordinance No. 2011-9-32, the City Council of the City of Plano, Texas, established classification and salaries for each of the sworn personnel positions within the Police Department of the City of Plano; and

**Whereas**, the City Council has since reviewed the classification positions within the rank of Police Officer for the City of Plano and is of the opinion that the number of such positions should be increased effective April 9, 2012, as reflected in Exhibit "A" attached hereto; 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 classified positions effective April 9, 2012 respectively, and the classification and salary plan for the sworn personnel of the Police Department of the City of Plano, Texas as set forth in attached Exhibit "A" with such salary plan effective April 9, 2012; 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. 2011-9-32 duly passed and approved by the City Council of the City of Plano, Texas on September 26, 2011 is repealed in its entirety effective April 9, 2012.

**Section II.** The number of positions in the City of Plano Police Department effective April 9, 2012 respectively and the classification of the City of Plano Police Department for City of Plano fiscal year 2011-12, effective April 9, 2012 all as set out in attached Exhibit "A", are hereby approved, adopted, and established.

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

**Section IV.** 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 V.** 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 VI.** Upon passage, this Ordinance shall become effective April 9, 2012.

**DULY PASSED AND APPROVED** this the 9th day of April, 2012.

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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

**CITY OF PLANO  
2011-2012 CIVIL SERVICE  
COMPENSATION PLAN  
Effective 4/9/12**

**POLICE**

RANGE	POSITION	# POSITIONS Effective	Step:	BASE	6 Mos.	12 Mos.	18 Mos.	24 Mos.	30 Mos.	36 Mos.	60 Mos.	120 Mos.	180 Mos.	240 Mos.
				1	2	3	4	5	6	7	8	9	10	11
001	Police Officer	4/9/12 - 285	<b>Hourly:</b>	27.7710	28.7071	29.6535	30.9630	31.9819	33.0741	34.7528	35.7336	35.9788	36.2240	36.4692
			<b>Monthly:</b>	4,814	4,976	5,140	5,367	5,544	5,733	6,024	6,194	6,236	6,279	6,321
			<b>Annual:</b>	57,764	59,711	61,679	64,403	66,522	68,794	72,286	74,326	74,836	75,346	75,856
002	Sergeant	9/26/11 - 38	<b>Hourly:</b>	39.4508		40.9673								
			<b>Monthly:</b>	6,838		7,101								
			<b>Annual:</b>	82,058		85,212								
003	Lieutenant	9/26/11 - 13	<b>Hourly:</b>	44.0414		46.6812								
			<b>Monthly:</b>	7,634		8,091								
			<b>Annual:</b>	91,606		97,097								
004	Captain	9/26/11 - 4	<b>Hourly:</b>	50.1830		53.1910								
			<b>Monthly:</b>	8,698		9,220								
			<b>Annual:</b>	104,381		110,637								
005	Assistant Police Chief	9/26/11 - 1	<b>Hourly:</b>	57.1776		60.9180								
			<b>Monthly:</b>	9,911		10,559								
			<b>Annual:</b>	118,929		126,709								

Recruit:  
01A                      **Hourly:** 25.7324  
                                 **Monthly:** 4,460  
                                 **Annual:** 53,523

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 which are not guaranteed. The City Council can change pay, pay periods, and total hours scheduled at any time.

**EXHIBIT A**