



# CITY OF PLANO COUNCIL AGENDA ITEM

<b>CITY SECRETARY'S USE ONLY</b>				
<input type="checkbox"/> Consent <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Statutory				
Council Meeting Date:		8/26/13		
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. 2013-7-4; 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 August 26, 2013; 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>2012-2013</b>	<b>Prior Year (CIP Only)</b>	<b>Current Year</b>	<b>Future Years</b>	<b>TOTALS</b>
Budget	0	0	0	<b>0</b>
Encumbered/Expended Amount	0	0	0	<b>0</b>
This Item	0	-861	-8,652	<b>-9,513</b>
<b>BALANCE</b>	<b>0</b>	<b>- 861</b>	<b>-8,652</b>	<b>-9,513</b>
<b>FUND(S): GENERAL FUND</b>				
<p><b>COMMENTS:</b> This item changes the Plano Fire Department 2012-13 Civil service Plan with the addition of (1) Deputy Chief position and the reduction of (1) Assistant Chief position effective August 26, 2013. This change is projected to save salary and benefit expenditures of \$861 for the remaining pay periods of the 2012-13 Fire Department Operating Budget and \$8,652 from the 2013-14 Operating Budget.</p> <p><b>STRATEGIC PLAN GOAL:</b> Making authorized strength (position) changes to the Fire Department relates to the City's Goal of Financially Strong City with Service Excellence.</p>				
<b>SUMMARY OF ITEM</b>				
The purpose of this ordinance is to eliminate one Assistant Fire Chief position and create one Deputy Chief position in the Plano Fire Department.				
List of Supporting Documents: Ordinance, Exhibit A			Other Departments, Boards, Commissions or Agencies	

**An Ordinance of the City of Plano, Texas repealing Ordinance No. 2013-7-4; 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 August 26, 2013; and providing a repealer clause, a severability clause and an effective date.**

**Whereas**, on July 22, 2013 by Ordinance No. 2013-7-4, 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 August 26, 2013, as set forth in attached Exhibit "A"; and

**Whereas**, based on operational needs, the Fire Department recommends the elimination of one Assistant Fire Chief and the addition of one Deputy Chief position in accordance with Texas Local Government Code, Chapter 143 effective August 26, 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. 2013-7-4 duly passed and approved by the City Council of the City of Plano, Texas on July 22, 2013 is repealed in its entirety effective August 26, 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 Fire Police Department effective August 26, 2013, as set forth in Exhibit "A", is hereby approved.

**Section III.** The elimination of one Assistant Fire Chief position and the addition of one Deputy Chief position in accordance with Texas Local Government Code, Chapter 143 effective August 26, 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 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 August 26, 2013.

**DULY PASSED AND APPROVED**, this, the 26th day of August, 2013.

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Harry LaRosiliere, 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  
2012 - 2013 CIVIL SERVICE  
COMPENSATION PLAN  
Effective 08/26/13

FIRE

RANGE	POSITION	# Positions Effective	STEP:	BASE	6 MOS.	12 MOS.	24 MOS.
				1	2	3	4
001	Fire Rescue Specialist	09/24/12 - 193 08/01/13 - 208	Hourly:	20.0648		21.4797	23.6620
			Monthly:	4,869		5,212	5,741
			Annual:	58,428		62,548	68,903
002	Fire Apparatus Operator	09/24/12 - 51	Hourly:	26.6129			
			Monthly:	6,458			
			Annual:	77,496			
003	Lieutenant	09/24/12 - 18	Hourly:	29.8487			
			Monthly:	7,243			
			Annual:	86,919			
004	Captain	09/24/12 - 45	Hourly:	33.1954			
			Monthly:	8,055			
			Annual:	96,665			
005	Battalion Chief	09/24/12 - 9	Hourly:	51.2432	55.5920		
			Monthly:	8,882	9,635		
			Annual:	106,585	115,631		
006	Deputy Fire Chief	07/22/13 - 1 08/26/13 - 2	Hourly:	57.2639			
			Monthly:	10,215			
			Annual:	122,586			
007	Assistant Fire Chief	09/24/12 - 4 01/28/13 - 3 08/26/13 - 2	Hourly:	62.2800			
			Monthly:	10,795			
			Annual:	129,542			
01A	Fire Recruit		Hourly:	18.2297			
			Monthly:	4,423			
			Annual:	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.