



# 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:		09/12/16		
Department:		Human Resources		
Department Head		Shanté Akafia		
Agenda Coordinator (include phone #): <b>Terin Benavente (972) 941-7296</b>				
<b>CAPTION</b>				
An Ordinance of the City of Plano, Texas repealing Ordinance No. 2015-9-8; establishing the number of certain classifications within the Police Department for fiscal year 2016-17; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Police Department effective October 3, 2016; and providing a repealer clause, a severability clause and an effective date.				
<b>FINANCIAL SUMMARY</b>				
<input checked="" type="checkbox"/> NOT APPLICABLE <input type="checkbox"/> OPERATING EXPENSE <input type="checkbox"/> REVENUE <input type="checkbox"/> CIP				
FISCAL YEAR:	<b>2016-17</b>	<b>Prior Year (CIP Only)</b>	<b>Current Year</b>	<b>Future Years</b>
		<b>TOTALS</b>		
Budget		0	0	0
Encumbered/Expended Amount		0	0	0
This Item		0	0	0
BALANCE		0	0	0
<b>FUND(s):    N/A</b>				
<b>COMMENTS:</b> This item has no financial impact. <b>STRATEGIC GOAL PLAN:</b> Authorization of the Police Civil Service Compensation Plan relates to the City's Goal of Financially Strong City with Service Excellence and Safe Large City.				
<b>SUMMARY OF ITEM</b>				
New FY 2016-17 Compensation and Pay Plan for Plano Police 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. 2015-9-8; establishing the number of certain classifications within the Police Department for fiscal year 2016-17; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Police Department effective October 3, 2016; and providing a repealer clause, a severability clause and an effective date.**

**WHEREAS**, on September 14, 2015 by Ordinance No. 2015-9-8, the City Council of the City of Plano, Texas, adopted and approved 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 specified number of positions effective October 3, 2016, 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"; and

**WHEREAS**, the Department recommends, based on operational needs, creation of twenty-four (24) Police Officer positions, one (1) Sergeant position, and two (2) Lieutenant positions; 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. 2015-9-8 duly passed and approved by the City Council of the City of Plano, Texas on September 14, 2015 is repealed in its entirety effective October 3, 2016.

**Section II.** The number of positions in the City of Plano Police Department effective October 3, 2016, January 1, 2017, and April 1, 2017, and the classification and salary plan of the City of Plano Police Department for City of Plano fiscal year 2016-17, as set forth in Exhibit "A" are hereby approved and adopted.

**Section III.** The creation of twenty-four (24) Police Officer positions, one (1) Sergeant position, and two (2) Lieutenant positions 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 at the 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 October 3, 2016.

**DULY PASSED AND APPROVED**, this, the 12th day of September 2016.

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Harry LaRosiliere, MAYOR

ATTEST:

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Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

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Paige Mims, CITY ATTORNEY



**CITY OF PLANO**  
**2016 - 2017**  
**CIVIL SERVICE**  
**COMPENSATION PLAN**  
**Effective 10/03/2016**

**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	10/3/2016 - 315	<b>Hourly:</b>	\$31.5720	\$32.6363	\$33.7048	\$35.2010	\$36.3593	\$37.6011	\$39.5096	\$40.6246	\$40.9034	\$41.1821	\$41.4608
		1/1/2017 - 319	<b>Monthly:</b>	\$5,472	\$5,657	\$5,842	\$6,102	\$6,302	\$6,518	\$6,848	\$7,042	\$7,090	\$7,138	\$7,187
		4/1/2017 - 329	<b>Annual:</b>	\$65,670	\$67,884	\$70,106	\$73,218	\$75,627	\$78,210	\$82,180	\$84,499	\$85,079	\$85,659	\$86,238
002	Sergeant	10/3/2016 - 38	<b>Hourly:</b>	\$44.8505		\$46.5744								
		1/1/2017 - 39	<b>Monthly:</b>	\$7,774		\$8,073								
			<b>Annual:</b>	\$93,289		\$96,875								
003	Lieutenant	10/3/2016 - 14	<b>Hourly:</b>	\$50.0694		\$53.0705								
		1/1/2017 - 16	<b>Monthly:</b>	\$8,679		\$9,199								
			<b>Annual:</b>	\$104,144		\$110,387								
004	Captain	10/3/2016 - 4	<b>Hourly:</b>	\$57.0517		\$60.4713								
			<b>Monthly:</b>	\$9,889		\$10,482								
			<b>Annual:</b>	\$118,668		\$125,780								
005	Assistant Police Chief	10/3/2016 - 2	<b>Hourly:</b>	\$65.0037		\$69.2560								
			<b>Monthly:</b>	\$11,267		\$12,004								
			<b>Annual:</b>	\$135,208		\$144,052								

Recruit:  
 01A  
**Hourly:** \$29.2544  
**Monthly:** \$5,071  
**Annual:** \$60,849

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**