



# 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:   |                                  | 9/14/15                 |  |               |
| Department:   |                                  | Human Resources         |  |               |
| Department Head   |                                  | Shanté Akafia           |  |               |
| Agenda Coordinator (include phone #): <b>Billy Bailey (x) 5411</b>  |                                  |                         |  |               |
| <b>CAPTION</b>  |                                  |                         |  |               |
| <p>An Ordinance of the City of Plano, Texas repealing Ordinance No. 2014-9-18; 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 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.</p> |                                  |                         |  |               |
| <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>2015-2016</b>   | <b>Prior Year<br/>(CIP Only)</b> | <b>Current<br/>Year</b> | <b>Future<br/>Years</b>                            | <b>TOTALS</b> |
| Budget  | 0                                | 0                       | 0  | <b>0</b>      |
| Encumbered/Expended Amount  | 0                                | 0                       | 0  | <b>0</b>      |
| This Item   | 0                                | 0                       | 0  | <b>0</b>      |
| <b>BALANCE</b>  | <b>0</b>                         | <b>0</b>                | <b>0</b>   | <b>0</b>      |
| <b>FUND(S):    N/A</b>  |                                  |                         |  |               |
| <p><b>COMMENTS:</b> Funding for the Fire and Police Department Certification Pay, in accordance with the Civil Service Plan, is included in the FY 2015-16 recommended budget.</p> <p><b>STRATEGIC PLAN GOAL:</b> Changes to the Certification Pay Plan for the Plano Police and Fire Departments relate to the City's Goal of Financially Strong City with Service Excellence.</p>   |                                  |                         |  |               |
| <b>SUMMARY OF ITEM</b>  |                                  |                         |  |               |
| New FY 2015-16 New Civil Service Assignment and Certification pay   |                                  |                         |  |               |
| List of Supporting Documents:<br>Ordinance  |                                  |                         | Other Departments, Boards, Commissions or Agencies |               |
|   |                                  |                         |  |               |

**An Ordinance of the City of Plano, Texas repealing Ordinance No. 2014-9-18 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 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 September 22, 2014 by Ordinance No. 2014-9-18 the City Council of the City of Plano, Texas, approved and adopted the certification and assignment pay plans for members of the Fire and Police Departments 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 desire to revise the Police and Fire Departments certification pay plan; Police and Fire Departments assignment pay plans; and 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. 2014-9-18 duly passed and approved by the City Council of the City of Plano, Texas on September 22, 2014 is repealed in its entirety effective September 21, 2015.

**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

|                          |                     |                 |               |
|--------------------------|---------------------|-----------------|---------------|
| <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 (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 Emergency Medical Technician Paramedic (EMT-P) by the Texas Department of State Health Services, and (2) authorized to practice as a paramedic in the City of Plano EMS System by the Emergency Medical Director for the City of Plano and are assigned such duties by the Fire Chief of the City of Plano. For those that hold the rank of Fire Rescue Specialists (FRS), Fire Engineers, Lieutenants (LT), and Captains (CAPT) will receive \$350 a month.

**Section V.** Paramedic assignment pay shall be initiated at the beginning of the next pay period following receipt of being assigned by the Fire Chief of the City of Plano and approved by 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.** An ambulance assignment pay of \$30 is authorized for each paramedic and EMT, for each shift the individual is assigned to an ambulance.

**Section VII.** 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 |
|---------------------|---------------------------|

**Section VIII.** 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 duties and responsibilities as a Field Training Officer shall receive \$2.375 per hour worked.

**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 September 21, 2015.

**DULY PASSED AND APPROVED**, this, the 14th day of September 2015.

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Harry LaRosiliere, MAYOR

ATTEST:

\_\_\_\_\_  
Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

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Paige Mims, CITY ATTORNEY