



CITY OF PLANO COUNCIL AGENDA ITEM

CITY SECRETARY'S USE ONLY				
<input type="checkbox"/> Consent <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Statutory				
Council Meeting Date:		9/22/14		
Department:		Human Resources		
Department Head		Shanté Afakia		
Agenda Coordinator (include phone #): Billy Bailey (x) 5411				
CAPTION				
An Ordinance of the City of Plano, Texas repealing Ordinance No. 2013-9-31; establishing the number of certain classifications within the Police Department for fiscal year 2014-15; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Police Department effective September 22, 2014; and providing a repealer clause, a severability clause and an effective date.				
FINANCIAL SUMMARY				
<input checked="" type="checkbox"/> NOT APPLICABLE <input type="checkbox"/> OPERATING EXPENSE <input type="checkbox"/> REVENUE <input type="checkbox"/> CIP				
FISCAL YEAR:	2014-2015	Prior Year (CIP Only)	Current Year	Future Years
		TOTALS		
Budget		0	0	0
Encumbered/Expended Amount		0	0	0
This Item		0	0	0
BALANCE		0	0	0
FUND(s): N/A				
COMMENTS: Funding for the Police Department Civil Service positions, in accordance with the Civil Service Plan, is included in the FY 2014-15 adopted budget. STRATEGIC PLAN GOAL: Updates to the Civil Service Compensation and Classification Plan Ordinances relate to the City's Goal of Financially Strong City with Service Excellence and Safe Large City.				
SUMMARY OF ITEM				
New FY 2014-15 Compensation and Pay plan for Plano Police Department				
List of Supporting Documents:			Other Departments, Boards, Commissions or Agencies	
Ordinance, Exhibit A				

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2013-9-31; establishing the number of certain classifications within the Police Department for fiscal year 2014-15; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Police Department effective September 22, 2014; and providing a repealer clause, a severability clause and an effective date.

Whereas, on September 23, 2013 by Ordinance No. 2013-9-31, 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 September 22, 2014, 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 eight (8) Police Officer 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. 2013-9-31 duly passed and approved by the City Council of the City of Plano, Texas on September 23, 2013 is repealed in its entirety effective September 22, 2014.

Section II. The number of positions in the City of Plano Police Department effective September 22, 2014 and the classification and salary plan of the City of Plano Police Department for City of Plano fiscal year 2014-15, as set forth in Exhibit "A" is hereby approved and adopted.

Section III. 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 IV. All provisions of the Ordinances of the City of Plano, codified and uncoded, 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 uncoded, 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 September 22, 2014.

DULY PASSED AND APPROVED, this, the 22nd day of September 2014.

Harry LaRosiliere, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY



2014 - 2015 CIVIL SERVICE
 COMPENSATION PLAN
 Effective 09/22/14

POLICE

RANGE	POSITION	# POSITIONS Effective	Step:	BASE 1	6 Mos. 2	12 Mos. 3	18 Mos. 4	24 Mos. 5	30 Mos. 6	36 Mos. 7	60 Mos. 8	120 Mos. 9	180 Mos. 10	240 Mos. 11
001	Police Officer	09/22/2014 - 295	Hourly:	29.7596	30.7628	31.7700	33.1803	34.2721	35.4426	37.2416	38.2926	38.5553	38.8181	39.0808
			Monthly:	5,158	5,332	5,508	5,751	5,940	6,143	6,455	6,637	6,682	6,728	6,774
			Annual:	61,900	63,986	66,096	69,015	71,286	73,720	77,462	79,648	80,195	80,741	81,288
002	Sergeant	09/22/14 - 38	Hourly:	42.2759		43.9009								
			Monthly:	7,327		7,609								
			Annual:	87,933		91,314								
003	Lieutenant	09/22/14 - 14	Hourly:	47.1952		50.0241								
			Monthly:	8,180		8,670								
			Annual:	98,166		104,050								
004	Captain	09/22/14 - 4	Hourly:	53.7767		57.0000								
			Monthly:	9,321		9,880								
			Annual:	111,855		118,560								
005	Assistant Police Chief	09/22/14 - 2	Hourly:	61.2722		65.2804								
			Monthly:	10,620		11,315								
			Annual:	127,446		135,783								

Recruit:
 01A
 Hourly: 27.5750
 Monthly: 4,779
 Annual: 57,356

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