



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:		9/23/13			
Department:		Human Resources			
Department Head		Jim Parrish			
Agenda Coordinator (include phone #): Billy Bailey (x) 5411					
CAPTION					
An Ordinance of the City of Plano, Texas repealing Ordinance No. 2013-3-7; establishing the number of certain classifications within the Police Department for fiscal year 2013-14; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Police Department effective September 23, 2013; 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:	2013-2014	Prior Year (CIP Only)	Current Year	Future Years	TOTALS
Budget		0	0	0	0
Encumbered/Expended Amount		0	0	0	0
This Item		0	0	0	0
BALANCE		0	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 2013-14 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 2013-14 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. 2013-3-7; establishing the number of certain classifications within the Police Department for fiscal year 2013-14; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Police Department effective September 23, 2013; and providing a repealer clause, a severability clause and an effective date.

Whereas, on March 25, 2013 by Ordinance No. 2013-3-7, 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 23, 2013, 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 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. 2013-3-7 duly passed and approved by the City Council of the City of Plano, Texas on March 25, 2013 is repealed in its entirety effective September 23, 2013.

Section II. The number of positions in the City of Plano Police Department effective September 23, 2013 and the classification and salary plan of the City of Plano Police Department for City of Plano fiscal year 2013-14, 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 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 September 23, 2013.

DULY PASSED AND APPROVED, this, the 23rd day of September 2013.

Harry LaRosiliere, MAYOR

ATTEST:

Diane Zucco, CITY SECRETARY

APPROVED AS TO FORM:

Diane C. Wetherbee, CITY ATTORNEY



**2013 - 2014 CIVIL SERVICE
COMPENSATION PLAN
Effective 09/23/13**

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	09/23/13 - 289	Hourly:	28.8929	29.8668	30.8515	32.2139	33.2739	34.4103	36.1569	37.1773	37.4324	37.6875	37.9426
			Monthly:	5,008	5,176	5,347	5,583	5,767	5,964	6,267	6,444	6,488	6,532	6,576
			Annual:	60,097	62,122	64,171	67,004	69,209	71,573	75,206	77,328	77,859	78,390	78,920
002	Sergeant	09/23/13 - 38	Hourly:	41.0446		42.6223								
			Monthly:	7,114		7,387								
			Annual:	85,372		88,654								
003	Lieutenant	09/23/13 - 14	Hourly:	45.8206		48.5671								
			Monthly:	7,942		8,418								
			Annual:	95,306		101,019								
004	Captain	09/23/13 - 4	Hourly:	52.2104		55.3399								
			Monthly:	9,049		9,592								
			Annual:	108,597		115,106								
005	Assistant Police Chief	09/23/13 - 2	Hourly:	59.4876		63.3791								
			Monthly:	10,311		10,985								
			Annual:	123,734		131,828								

Recruit:
01A **Hourly:** 26.7719
 Monthly: 4,640
 Annual: 55,685

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