



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. 2013-8-15; establishing the number of certain classifications within the Fire 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 Fire 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 Fire 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 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. 2013-8-15; establishing the number of certain classifications within the Fire 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 Fire Department effective September 23, 2013; and providing a repealer clause, a severability clause and an effective date.

Whereas, on August 26, 2013 by Ordinance No. 2013-8-15, 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 specified number of positions effective September 23, 2013, and the classification and salary plan for the sworn personnel of the Fire Department of the City of Plano, Texas as set forth in attached Exhibit "A"; and

Whereas, the Department recommends a one-time two percent (2%) lump sum payment for Battalion Chiefs and Deputy Chiefs; 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. 2013-8-15 duly passed and approved by the City Council of the City of Plano, Texas on August 26, 2013 is repealed in its entirety effective September 23, 2013.

Section II. The number of positions in the City of Plano Fire Department effective September 23, 2013 and the classification and salary plan of the City of Plano Fire Department for City of Plano fiscal year 2013-14, as set forth in Exhibit "A" is hereby approved.

Section III. The one-time two percent (2%) lump sum payment for Battalion Chiefs and Deputy Chiefs 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 on 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 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



CITY OF PLANO
2013 - 2014 CIVIL SERVICE
COMPENSATION PLAN
Effective 09/23/13

FIRE

RANGE	POSITION	# Positions Effective	STEP:	BASE	6 MOS.	12 MOS.	24 MOS.
				1	2	3	4
001	Fire Rescue Specialist	09/23/13 - 199	Hourly: Monthly: Annual:	20.4661 4,966 59,597		21.9093 5,316 63,799	24.1352 5,856 70,281
002	Fire Apparatus Operator	09/23/13 - 51	Hourly: Monthly: Annual:	27.1452 6,587 79,046			
003	Lieutenant	09/23/13 - 24	Hourly: Monthly: Annual:	30.4457 7,388 88,657			
004	Captain	09/23/13 - 48	Hourly: Monthly: Annual:	33.8593 8,216 98,598			
005	Battalion Chief	09/23/13 - 9	Hourly: Monthly: Annual:	51.2432 8,882 106,585	55.5920 9,635 115,631		
006	Deputy Fire Chief	09/23/13 - 2	Hourly: Monthly: Annual:	58.9360 10,215 122,586			
007	Assistant Fire Chief	09/23/13 - 2	Hourly: Monthly: Annual:	63.5256 11,011 132,133			
01A	Fire Recruit		Hourly: Monthly: Annual:	18.5943 4,512 54,146			

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.