



**CITY OF PLANO
COUNCIL AGENDA ITEM**

CITY SECRETARY'S USE ONLY				
<input type="checkbox"/> Consent <input type="checkbox"/> Regular <input type="checkbox"/> Statutory				
Council Meeting Date:		09/26/2011		
Department:		Human Resources		
Department Head		Lashon Ross		
Agenda Coordinator (include phone #): Shirley Montgomery, ext 7296				
CAPTION				
<p>An Ordinance of the City of Plano, Texas repealing Ordinance No. 2011-8-14; establishing the number of certain classifications within the Fire Department for fiscal year 2011-12; establishing the authorized number and effective dates of such positions for each classification effective September 26, 2011; establishing a salary plan for the Fire Department effective September 26, 2011; and providing a repealer clause, a severability clause and an effective date.</p>				
FINANCIAL SUMMARY				
<input checked="" type="checkbox"/> NOT APPLICABLE <input type="checkbox"/> OPERATING EXPENSE <input type="checkbox"/> REVENUE <input type="checkbox"/> CIP				
FISCAL YEAR: 2011-2012	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):				
COMMENTS:				
This item has no fiscal impact				
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				
Requesting approval of 2011-12 Civil Service Compensation and Classification Plan for the 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. 2011-8-14; establishing the number of certain classifications within the Fire Department for fiscal year 2011-12; establishing the authorized number and effective dates of such positions for each classification effective September 26, 2011; establishing a salary plan for the Fire Department effective September 26, 2011; and providing a repealer clause, a severability clause and an effective date.

Whereas, on August 22, 2011 by Ordinance No. 2011-8-14, the City Council of the City of Plano, Texas, established classification and salaries for each of 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 26, 2011, 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 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. 2011-8-14 duly passed and approved by the City Council of the City of Plano, Texas on August 22, 2011 is repealed in its entirety effective September 26, 2011.

Section II. The number of positions in the City of Plano Fire Department effective September 26, 2011 and the classification and salary plan of the City of Plano Fire Department for City of Plano fiscal year 2011-12, as set forth in Exhibit "A" is hereby approved, adopted, and established.

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, adopted, and established, 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 26, 2011.

DULY PASSED AND APPROVED, this, the 26th day of September, 2011.

Phil Dyer, MAYOR

ATTEST:

Diane Zucco, CITY SECRETARY

APPROVED AS TO FORM:

Diane C. Wetherbee, CITY ATTORNEY

**CITY OF PLANO
2011 - 2012 CIVIL SERVICE
COMPENSATION PLAN
Effective 09/26/11**

FIRE

RANGE	POSITION	# Positions Effective	STEP:	BASE 1	6 MOS. 2	12 MOS. 3	24 MOS. 4
001	Fire Rescue Specialist**	09/26/11 - 193	Hourly: Monthly: Annual:	19.6714 4,773 57,283		21.0585 5,110 61,322	23.1980 5,629 67,552
002	Fire Apparatus Operator**	09/26/11 - 51	Hourly: Monthly: Annual:	25.8629 6,276 75,312			
003	Lieutenant**	09/26/11 - 18	Hourly: Monthly: Annual:	28.7421 6,974 83,697			
004	Captain**	09/26/11 - 45	Hourly: Monthly: Annual:	32.1973 7,813 93,758			
005	Battalion Chief*	09/26/11 - 9	Hourly: Monthly: Annual:	51.2432 8,882 106,585	55.5920 9,635 115,631		
006	Assistant Fire Chief*	09/26/11 - 4	Hourly: Monthly: Annual:	61.0588 10,583 127,002			
01A	Fire Recruit**		Hourly: Monthly: Annual:	18.2297 4,423 53,084			

* Hourly rate above is the basis for all pay calculations. Monthly and annual amounts illustrate potential pay if 2080 hours are worked annually.

** Hourly rate above is the basis for all pay calculations. Monthly and annual amounts illustrate potential pay if 2912 hours are worked annually.

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.