



**CITY OF PLANO  
COUNCIL AGENDA ITEM**

<b>CITY SECRETARY'S USE ONLY</b>				
<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 #): <b>Shirley Montgomery, ext 7296</b>				
<b>CAPTION</b>				
<p>An Ordinance of the City of Plano, Texas repealing Ordinance No. 2011-8-14; establishing the number of certain classifications within the Police 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 Police Department effective September 26, 2011; 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>2011-12</b>	<b>Prior Year (CIP Only)</b>	<b>Current Year</b>	<b>Future Years</b>	<b>TOTALS</b>
Budget	0	0	0	0
Encumbered/Expended Amount	0	0	0	0
This Item	0	0	0	0
<b>BALANCE</b>	0	0	0	0
<b>FUND(S):</b>				
<b>COMMENTS:</b>				
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.				
<b>SUMMARY OF ITEM</b>				
Requesting approval of 2011-12 Civil Service Compensation and Classification Plan for the Police 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 Police 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 Police 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 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 26, 2011, 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. 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 Police Department effective September 26, 2011 and the classification and salary plan of the City of Plano Police 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**

**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	09/26/11 - 284	<b>Hourly:</b>	27.7710	28.7071	29.6535	30.9630	31.9819	33.0741	34.7528	35.7336	35.9788	36.2240	36.4692
			<b>Monthly:</b>	4,813	4,975	5,139	5,366	5,543	5,732	6,023	6,193	6,236	6,278	6,321
			<b>Annual:</b>	57,763	59,710	61,679	64,403	66,522	68,794	72,285	74,325	74,835	75,345	75,855
002	Sergeant	09/26/11 - 38	<b>Hourly:</b>	39.4508		40.9673								
			<b>Monthly:</b>	6,838		7,100								
			<b>Annual:</b>	82,057		85,211								
003	Lieutenant	09/26/11 - 13	<b>Hourly:</b>	44.0414		46.6812								
			<b>Monthly:</b>	7,633		8,091								
			<b>Annual:</b>	91,606		97,097								
004	Captain	09/26/11 - 4	<b>Hourly:</b>	50.1830		53.1910								
			<b>Monthly:</b>	8,698		9,219								
			<b>Annual:</b>	104,381		110,637								
005	Assistant Police Chief	09/26/11 - 1	<b>Hourly:</b>	57.1776		60.9180								
			<b>Monthly:</b>	9,910		10,559								
			<b>Annual:</b>	118,929		126,709								

Recruit:  
01A                      **Hourly:** 25.7324  
                                 **Monthly:** 4,460  
                                 **Annual:** 53,523

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**