CITY OF PLANO
COUNCIL AGENDA ITEM

CITY SECRETARY'S USE ONLY	
☐ Consent ☐ Regular ☐ Statutory	
Council Meeting Date:	9/27/2010
Department:	Human Resources
Department Head	Lashon Ross
Agenda Coordinator (include phone #):	**Stacey D. Stagich, ext. 7296**

CAPTION

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2010-7-10; establishing the number of certain classifications within the Police and Fire Departments for fiscal year 2010-11; establishing the authorized number and effective dates of such positions for each classification effective September 27, 2010; establishing a salary plan for the Police and Fire Departments effective September 27, 2010; and providing a repealer clause, a severability clause and an effective date.

FINANCIAL SUMMARY

☒ NOT APPLICABLE ☐ OPERATING EXPENSE ☐ REVENUE ☐ CIP

FISCAL YEAR:	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.

SUMMARY OF ITEM

Requesting approval of 2010-11 Civil Service compensation and classification plan.

List of Supporting Documents:	Other Departments, Boards, Commissions or Agencies
Attachments A and B	

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2010-7-10; establishing the number of certain classifications within the Police and Fire Departments for fiscal year 2010-11; establishing the authorized number and effective dates of such positions for each classification effective September 27, 2010; establishing a salary plan for the Police and Fire Departments effective September 27, 2010; and providing a repealer clause, a severability clause and an effective date.

Whereas, on July 26, 2010 by Ordinance No. 2010-7-10, the City Council of the City of Plano, Texas, established classification and salaries for each of the sworn personnel positions within the Police and Fire Departments 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 27, 2010, and the classification and salary plan for the sworn personnel of the Police and Fire Departments of the City of Plano, Texas as set forth in attached Exhibits "A" and "B" with such salary plan effective September 27, 2010; 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. 2010-7-10 duly passed and approved by the City Council of the City of Plano, Texas on July 26, 2010 is repealed in its entirety effective September 27, 2010.

Section II. The number of positions in the City of Plano Police and Fire Departments effective September 27, 2010 and the classification and salary plan of the City of Plano Police and Fire Departments for City of Plano fiscal year 2010-10, effective September 27, 2010, all as set out on attached Exhibit "A" and Exhibit "B", are 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" and Exhibit "B", are 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 27, 2010.

DULY PASSED AND APPROVED, this, the 27th day of September, 2010.

_____
Phil Dyer, MAYOR

ATTEST:

_____
Diane Zucco, CITY SECRETARY

APPROVED AS TO FORM:

_____
Diane C. Wetherbee, CITY ATTORNEY

CITY OF PLANO
2010-2011 CIVIL SERVICE
COMPENSATION PLAN
Effective 9/27/10

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	9/27/10 - 284	Hourly:	27.2265	28.1442	29.0721	30.3559	31.3548	32.4256	34.0714	35.0329	35.2733	35.5137	35.7541
			Monthly:	4,719	4,878	5,039	5,262	5,435	5,620	5,906	6,072	6,114	6,156	6,197
			Annual:	56,631	58,540	60,470	63,140	65,218	67,445	70,869	72,868	73,368	73,868	74,369
002	Sergeant	9/27/10 - 38	Hourly:	38.6773		40.1640								
			Monthly:	6,704		6,962								
			Annual:	80,449		83,541								
003	Lieutenant	9/27/10 - 13	Hourly:	43.1778		45.7659								
			Monthly:	7,484		7,933								
			Annual:	89,810		95,193								
004	Captain	9/27/10 - 4	Hourly:	49.1990		52.1480								
			Monthly:	8,528		9,039								
			Annual:	102,334		108,468								
005	Assistant Police Chief	9/27/10 - 1	Hourly:	56.0565		59.7235								
			Monthly:	9,716		10,352								
			Annual:	116,598		124,225								
	Recruit: 01A		Hourly:	25.2278										
			Monthly:	4,373										
			Annual:	52,474										

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 hou which are not guaranteed. The City Council can change pay, pay periods, and total hours scheduled at any time.

CITY OF PLANO
2010 - 2011 CIVIL SERVICE
COMPENSATION PLAN
Effective 09/27/10

FIRE

RANGE	POSITION	# Positions Effective	STEP:	BASE 1	6 MOS. 2	12 MOS. 3	24 MOS. 4
001	Fire Rescue Specialist**	9/27/10 - 193	Hourly:	19.2862		20.6451	22.7431
			Monthly:	4,680		5,010	5,519
			Annual:	56,161		60,118	66,228
002	Fire Apparatus Operator**	9/27/10 - 51	Hourly:	25.3544			
			Monthly:	6,153			
			Annual:	73,832			
003	Lieutenant**	9/27/10 - 20	Hourly:	28.1787			
			Monthly:	6,838			
			Annual:	82,056			
004	Captain**	9/27/10 - 42	Hourly:	31.5667			
			Monthly:	7,660			
			Annual:	91,922			
005	Battalion Chief*	9/27/10 - 9	Hourly:	50.2372	54.5027		
			Monthly:	8,708	9,447		
			Annual:	104,493	113,366		
006	Assistant Fire Chief*	9/27/10 - 4	Hourly:	59.8629			
			Monthly:	10,376			
			Annual:	124,515			
01A	Fire Recruit**		Hourly:	17.8720			
			Monthly:	4,337			
			Annual:	52,043			

* 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.

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