



# CITY OF PLANO COUNCIL AGENDA ITEM

<b>CITY SECRETARY'S USE ONLY</b>				
<input type="checkbox"/> Consent <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Statutory				
Council Meeting Date:		10/13/14		
Department:		Human Resources		
Department Head		Shante Akafia		
Agenda Coordinator (include phone #): <b>Billy Bailey (x) 5411</b>				
<b>CAPTION</b>				
<p>An Ordinance of the City of Plano, Texas repealing Ordinances No. 2014-9-2 and 2014-9-16; establishing the number of certain classifications within the Fire Department for fiscal year 2014-15; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective October 13, 2014; 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>2014-2015</b>	<b>Prior Year (CIP Only)</b>	<b>Current Year</b>	<b>Future Years</b>	<b>TOTALS</b>
Budget	0	0	0	<b>0</b>
Encumbered/Expended Amount	0	0	0	<b>0</b>
This Item	0	0	0	<b>0</b>
<b>BALANCE</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>FUND(S): N/A</b>				
<p><b>COMMENTS:</b> This item adds: one (1) additional Captain position, one (1) Fire Apparatus Operator position, and five (5) Fire Rescue Specialist positions to the City of Plano Fire Department with an effective date of October 13, 2014 and is included in the FY 2014-15 Adopted Budget.</p> <p><b>STRATEGIC PLAN GOAL:</b> 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.</p>				
<b>SUMMARY OF ITEM</b>				
New FY 2014-15 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 Ordinances No. 2014-9-2 and 2014-9-16; establishing the number of certain classifications within the Fire Department for fiscal year 2014-15; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective October 13, 2014; and providing a repealer clause, a severability clause and an effective date.**

**Whereas**, on September 8, 2014 by Ordinance No. 2014-9-2, the City Council of the City of Plano, Texas, adopted the Civil Service compensation plan for the Fire Department of the City of Plano; and

**Whereas**, on September 22, 2014 by Ordinance No. 2014-9-16, 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 October 13, 2014, 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, based on operational needs, to add (1) Captain position, add one (1) Fire Apparatus Operator position and add five (5) new Fire Rescue Specialist positions; 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. 2014-9-2 duly passed and approved by the City Council of the City of Plano, Texas on September 8, 2014 is repealed in its entirety effective October 13, 2014.

**Section II.** Ordinance No. 2014-9-16 duly passed and approved by the City Council of the City of Plano, Texas on September 22, 2014 is repealed in its entirety effective October 13, 2014.

**Section III.** The number of positions in the City of Plano Fire Department effective October 13, 2014 and the classification and salary plan of the City of Plano Fire Department for City of Plano fiscal year 2014-15, as set forth in Exhibit "A" is hereby approved.

**Section IV.** The addition of one (1) Captain position, one (1) Fire Apparatus Operator position and five (5) Fire Rescue Specialist positions are hereby approved.

**Section V.** 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 VI.** 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 VII.** 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 VIII.** Upon passage, this Ordinance shall become effective October 13, 2014.

**DULY PASSED AND APPROVED**, this, the 13th day of October 2014.

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Harry LaRosiliere, MAYOR

ATTEST:

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Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

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Paige Mims, CITY ATTORNEY



**CITY OF PLANO  
2014 - 2015 CIVIL SERVICE  
COMPENSATION PLAN  
Effective 10/13/14**

**FIRE**

RANGE	POSITION	# Positions Effective	STEP:	BASE	6 MOS.	12 MOS.	24 MOS.
				1	2	3	4
001	Fire Rescue Specialist	10/13/14 - 204	Hourly:	21.0800		22.5665	24.8592
			Monthly:	5,115		5,476	6,032
			Annual:	61,384		65,713	72,389
002	Fire Apparatus Operator	10/13/14 - 58	Hourly:	27.9595			
			Monthly:	6,784			
			Annual:	81,418			
003	Lieutenant	10/13/14 - 24	Hourly:	31.3590			
			Monthly:	7,609			
			Annual:	91,317			
004	Captain	10/13/14 - 49	Hourly:	34.8750			
			Monthly:	8,463			
			Annual:	101,556			
005	Battalion Chief	10/13/14 - 9	Hourly:	36.6023	39.7085		
			Monthly:	8,882	9,635		
			Annual:	106,585	115,631		
006	Deputy Fire Chief	10/13/14 - 4	Hourly:	60.7040			
			Monthly:	10,522			
			Annual:	126,264			
007	Appointed Assistant Fire Chief	10/13/14 - 2	Hourly:	65.4313			
			Monthly:	11,341			
			Annual:	136,097			

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.