



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:		11/9/2015		
Department:		Human Resources		
Department Head		Shanté Akafia		
Agenda Coordinator (include phone #): Billy Bailey (x) 5411				
CAPTION				
An Ordinance of the City of Plano, Texas repealing Ordinance No. 2015-9-7; establishing the number of certain classifications within the Fire Department for fiscal year 2015-16; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective November 9, 2015; and providing a repealer clause, a severability clause and an effective date.				
FINANCIAL SUMMARY				
<input type="checkbox"/> NOT APPLICABLE <input checked="" type="checkbox"/> OPERATING EXPENSE <input type="checkbox"/> REVENUE <input type="checkbox"/> CIP				
FISCAL YEAR: 2015-16	Prior Year (CIP Only)	Current Year	Future Years	TOTALS
Budget	0	160,147	0	160,147
Encumbered/Expended Amount	0	-11,874	0	-11,874
This Item	0	-159,225	0	-159,225
BALANCE	0	-10,952	0	-10,952
FUND(S): GENERAL				
<p>COMMENTS: This item eliminates one (1) Battalion Chief position and adds one (1) Deputy Fire Chief position to the City of Plano Fire Department with an effective date of November 9, 2015. The overage of \$10,952 will be absorbed within the Fire Department's existing budget.</p> <p>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.</p>				
SUMMARY OF ITEM				
New FY 2015-16 Compensation and Pay plan for Plano Fire-Rescue				
List of Supporting Documents: Ordinance, Exhibit A			Other Departments, Boards, Commissions or Agencies	

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2015-9-7; establishing the number of certain classifications within the Fire Department for fiscal year 2015-16; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Fire Department effective November 9, 2015; and providing a repealer clause, a severability clause and an effective date.

Whereas, on September 14, 2015 by Ordinance No. 2015-9-7, 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, 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 November 9, 2015, 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 one (1) Deputy Chief position and eliminate one (1) Battalion Chief position; 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. 2015-9-7 duly passed and approved by the City Council of the City of Plano, Texas on September 14, 2015 is repealed in its entirety effective November 9, 2015.

Section II. The number of positions in the City of Plano Fire Department effective November 9, 2015 and the classification and salary plan of the City of Plano Fire Department for City of Plano fiscal year 2015-16, as set forth in Exhibit "A" is hereby approved.

Section III. The addition of one (1) Deputy Chief position and eliminating one (1) Battalion Chief position are 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 November 9, 2015.

DULY PASSED AND APPROVED, this, the 9th day of November 2015.

Harry LaRosiliere, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY



CITY OF PLANO
2015 - 2016 CIVIL SERVICE
COMPENSATION PLAN
 Effective 11/9/2015

FIRE

RANGE	POSITION	# Positions Effective	STEP:	BASE	6 MOS.	12 MOS.	24 MOS.
				1	2	3	4
001	Firefighter	9/21/2015 - 204	Hourly:	\$21.7124		\$23.2435	\$25.6050
			Monthly:	\$5,269		\$5,640	\$6,213
			Annual:	\$63,227		\$67,685	\$74,562
002	Fire Engineer	9/21/2015 - 58	Hourly:	\$28.7983			
			Monthly:	\$6,988			
			Annual:	\$83,861			
003	Lieutenant	9/21/2015 - 24	Hourly:	\$32.2998			
			Monthly:	\$7,838			
			Annual:	\$94,057			
004	Captain	9/21/2015 - 49	Hourly:	\$35.9213			
			Monthly:	\$8,717			
			Annual:	\$104,603			
005	Battalion Chief	9/21/2015 - 7	Hourly:	\$40.8998			
			Monthly:	\$9,925			
		11/9/2015 - 6	Annual:	\$119,100			
006	Deputy Fire Chief	9/21/2015 - 6	Hourly:	\$62.5251			
			Monthly:	\$10,838			
		11/9/2015 - 7	Annual:	\$130,052			
007	Appointed Assistant Fire Chief	9/21/2015 - 2	Hourly:	\$67.3942			
			Monthly:	\$11,682			
			Annual:	\$140,180			

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.