

An Ordinance of the City of Plano, Texas, repealing Ordinance No. 2025-5-5; establishing the classifications for the civil service members of the Plano Fire Department for fiscal year 2025-26 with the effective date of October 1, 2025; establishing the number of positions and effective date for such positions for each classification; establishing the Compensation Plan for the civil service members of the Plano Fire Department with the effective date of October 1, 2025, including a five (5) year step plan for individuals hired in the Firefighter classification on or after October 1, 2025; establishing Certification and Assignment Pay Plans for the civil service members of the Plano Fire Department for fiscal year 2025-26 with the effective date of October 1, 2025; and providing a repealer clause, a severability clause and an effective date.

WHEREAS, on May 12, 2025, by Ordinance No. 2025-5-5, the City Council of the City of Plano, Texas, adopted and approved the Civil Service Compensation Plan, including the number of positions, classifications, salaries, and certification and assignment pay for the sworn personnel positions within the Fire Department of the City of Plano; and

WHEREAS, on June 23, 2025, the City Council adopted Resolution No. 2025-6-19(R) authorizing the City to engage in the meet and confer process with Plano Firefighters' Association, IAFF Local 2149 and subject to the City Council approval of the resulting Meet and Confer Agreement between the City of Plano and the Plano Firefighters' Association, IAFF Local 2149 (Meet and Confer Agreement), a 24/72 hour schedule for the Fire Department's field operations personnel shall be implemented with the corresponding staffing, wages, benefits, and other terms and conditions of employment; 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 number of positions, classifications, and Compensation Plan for the sworn personnel of the Fire Department of the City of Plano, Texas, as set forth in attached Exhibit "A," effective as of the dates reflected therein; 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 Fire Department's Certification and Assignment Pay Plans, as set forth in attached Exhibit "B," effective October 1, 2025; and

WHEREAS, the adoption of the number of positions, classifications, Compensation Plan, and Certification and Assignment Pay Plans as set forth in this ordinance does not, in any way, limit the ability or authority of the City to implement a reduction in pay 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 not contrary to the terms of the Meet and Confer Agreement referenced above.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF PLANO, TEXAS, THAT:

Section I. Ordinance No. 2025-5-5 duly passed and approved by City Council of the City of Plano, Texas, on May 12, 2025, is repealed in its entirety effective October 1, 2025.

Section II. The number of positions, classifications, and Compensation Plan for the sworn personnel of the City of Plano Fire Department for fiscal year 2025-26, attached hereto as Exhibit "A", are hereby approved and adopted, effective as of the dates reflected therein.

Section III. Subject to the approval of the Meet and Confer Agreement, the creation of a five (5) year step plan for individuals hired in the Firefighter classification on or after October 1, 2025 is hereby approved.

Section IV. The Certification and Assignment Pay Plans for sworn members of the City of Plano Fire Department, as set forth in Exhibit "B," are hereby approved and adopted, with the effective date of October 1, 2025.

Section V. Any and all advancements from one service plateau to the next, within the compensation structure set out in Exhibit "A," are 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. This Ordinance shall become effective October 1, 2025.

PASSED AND APPROVED on the 16th day of September, 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY