

An Ordinance of the City of Plano, Texas repealing Ordinance No. 2021-4-3; establishing the number of certain classifications within the Police Department for fiscal year 2021-22; establishing the authorized number and effective dates of such positions for each classification; establishing a salary plan for the Police Department effective September 27, 2021; and providing a repealer clause, a severability clause and an effective date.

WHEREAS, on April 6, 2021 by Ordinance No. 2021-4-3, the City Council of the City of Plano, Texas, adopted and approved the Civil Service compensation plan, including the classifications and salaries for 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 27, 2021, 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 Department recommends, for the best utilization of Police Department personnel to maintain sufficient staffing levels and for public necessity, the over-hiring of an additional ten (10) Police Officers, effective October 1, 2021, funded by additional appropriations of the General Fund, 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I. Ordinance No. 2021-4-3 duly passed and approved by the City Council of the City of Plano, Texas on April 6, 2021 is repealed in its entirety effective September 27, 2021.

Section II. The number of positions in the City of Plano Police Department effective September 27, 2021, and the classification and salary plan of the City of Plano Police Department for City of Plano fiscal year 2021-22, as set forth in Exhibit "A" is hereby approved and adopted.

Section III. The over-hiring of an additional ten (10) Police Officer positions in the City of Plano Police Department effective October 1, 2021, as set forth in Exhibit "A" is hereby approved and adopted.

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 at the start of 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 uncoded, in conflict with the provisions of this Ordinance are hereby repealed, and all other provisions of the Ordinances of the City of Plano, codified and uncoded, 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 September 27, 2021.

DULY PASSED AND APPROVED, this, the 27th day of September 2021.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY



CITY OF PLANO
2021 - 2022 CIVIL SERVICE COMPENSATION PLAN
Effective 9/27/2021
POLICE

RANGE	POLICE	Effective Date - # Positions		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	10/1/2021 - 361* (* includes 10 over hire)	Annual: Monthly: Hourly:	\$75,390 \$6,283 \$36.2453	\$77,932 \$6,494 \$37.4672	\$80,483 \$6,707 \$38.6937	\$84,056 \$7,005 \$40.4113	\$86,822 \$7,235 \$41.7412	\$89,787 \$7,482 \$43.1668	\$94,344 \$7,862 \$45.3578	\$97,007 \$8,084 \$46.6378	\$97,672 \$8,139 \$46.9578	\$98,338 \$8,195 \$47.2778	\$99,003 \$8,250 \$47.5977
002	Sergeant	10/1/2021 - 40	Annual: Monthly: Hourly:	\$107,098 \$8,925 \$51.4893		\$112,326 \$9,360 \$54.0028								
003	Lieutenant	10/1/2021 - 16	Annual: Monthly: Hourly:	\$119,560 \$9,963 \$57.4806		\$127,993 \$10,666 \$61.5352								
004	Deputy Police Chief	10/1/2021 - 4	Annual: Monthly: Hourly:	\$138,317 \$11,526 \$66.4987		\$146,608 \$12,217 \$70.4844								
005	Assistant Police Chief	10/1/2021 - 2	Annual: Monthly: Hourly:	\$160,748 \$13,396 \$77.2825		\$171,263 \$14,272 \$82.3382								
01A	Recruit		Annual: Monthly: Hourly:	\$70,555 \$5,880 \$33.9205										

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