

**An Ordinance of the City of Plano, Texas repealing Ordinance No. 2021-4-2; establishing the number of certain classifications within the Fire 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 Fire 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. 2021-4-2, 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**, 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 Fire Department of the City of Plano, Texas 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Ordinance No. 2021-4-2 duly passed and approved by the City Council of the City of Plano, Texas on April 6, 2021 is repealed in its entirety effective September 27, 2021.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 Fire Department effective September 27, 2021 and the classification and salary plan of the City of Plano Fire Department for City of Plano fiscal year 2021-22, as set forth in Exhibit "A", are hereby approved.

**Section III.** 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 IV.** 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the Ordinances of the City of Plano, codified and uncoded, in conflict with the provisions of this Ordinance are hereby repealed, and all other provisions of the Ordinances of the City of Plano, codified or uncoded, not in conflict with the provisions of this Ordinance, shall remain in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, 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:

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Paige Mims, CITY ATTORNEY



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

| RANGE | POSITION                       | Effective Date -<br># Positions | STEP:   | BASE<br>1                                       | 6 MOS.<br>2 | 12 MOS.<br>3                                  | 24 MOS.<br>4                                  |
|-------|--------------------------------|---------------------------------|---|---|-------------|---|---|
| 001   | Firefighter                    | 10/1/2021 - 223                 | Annual:<br>Monthly:<br>Shift Hourly:<br>40-hour Hourly: | \$74,763<br>\$6,230<br>\$25.6741<br>\$35.9437   |             | \$80,035<br>\$6,670<br>\$27.4845<br>\$38.4783 | \$89,930<br>\$7,494<br>\$30.8825<br>\$43.2355 |
| 002   | Fire Engineer                  | 10/1/2021 - 64                  | Annual:<br>Monthly:<br>Shift Hourly:<br>40-hour Hourly: | \$99,162<br>\$8,264<br>\$34.0529<br>\$47.6741   |             |   |   |
| 003   | Lieutenant                     | 10/1/2021 - 32<br>(-1)          | Annual:<br>Monthly:<br>Shift Hourly:<br>40-hour Hourly: | \$111,219<br>\$9,268<br>\$38.1932<br>\$53.4705  |             |   |   |
| 004   | Captain                        | 10/1/2021 - 52<br>(+1)          | Annual:<br>Monthly:<br>Shift Hourly:<br>40-hour Hourly: | \$123,689<br>\$10,307<br>\$42.4756<br>\$59.4658 |             |   |   |
| 005   | Battalion Chief                | 10/1/2021 - 7                   | Annual:<br>Monthly:<br>Shift Hourly:<br>40-hour Hourly: | \$140,831<br>\$11,736<br>\$48.3624<br>\$67.7074 |             |   |   |
| 006   | Deputy Fire Chief              | 10/1/2021 - 7                   | Annual:<br>Monthly:<br>Shift Hourly:<br>40-hour Hourly: | \$153,782<br>\$12,815<br>\$52.8096<br>\$73.9334 |             |   |   |
| 007   | Appointed Assistant Fire Chief | 10/1/2021 - 2                   | Annual:<br>Monthly:<br>40-hour Hourly:                  | \$167,414<br>\$13,951<br>\$80.4877              |             |   |   |

The base pay is the same for all personnel within a classification; however the hourly pay rates vary based on whether the individual is assigned to a 40 hour per week staff position hour per week shift position. 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 o 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**