

**An Ordinance of the City of Plano, Texas, repealing Ordinance No. 2022-9-8; establishing the classifications and Compensation Plan for the civil service members of the Plano Police Department for fiscal year 2023-24 with the effective date of September 25, 2023; establishing the number of positions and Certification and Assignment Pay Plans for the civil service members of the Plano Police Department for fiscal year 2023-24 with the effective date of October 1, 2023; and providing a repealer clause, a severability clause and an effective date.**

**WHEREAS**, on September 12, 2022, by Ordinance No. 2022-9-8, the City Council of the City of Plano, Texas, adopted and approved the Civil Service Compensation Plan, including the classifications, salaries, and certification and assignment pay 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 classifications and Compensation Plan for the sworn personnel of the Police Department of the City of Plano, Texas, as set forth in attached Exhibit "A," effective September 25, 2023; 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 eleven (11) Police Officers, effective October 1, 2023, funded by additional appropriations of the General Fund, as set forth in attached Exhibit "A"; 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 as set forth in attached Exhibit "A," and the Police Department's Certification and Assignment Pay Plans, as set forth in attached Exhibit "B," effective October 1, 2023; and

**WHEREAS**, the adoption of the compensation, classifications, 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.

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

**Section I.** Ordinance No. 2022-9-8 duly passed and approved by the City Council of the City of Plano, Texas, on September 12, 2022, is repealed in its entirety effective September 25, 2023.

**Section II.** The classifications and Compensation Plan for the sworn personnel of the City of Plano Police Department for fiscal year 2023-24, attached hereto as Exhibit "A," is hereby approved and adopted, with the effective date of September 25, 2023.

**Section III.** The number of positions in the City of Plano Police Department, as set forth in Exhibit "A," is hereby approved and adopted, with the effective date of October 1, 2023.

**Section IV.** The over-hiring of eleven (11) Police Officer positions in the City of Plano Police Department effective October 1, 2023, as set forth in Exhibit "A," is hereby approved and adopted.

**Section V.** The Certification and Assignment Pay Plans for sworn members of the City of Plano Police Department, as set forth in Exhibit “B,” are hereby approved and adopted, with the effective date of October 1, 2023.

**Section VI.** 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 at the start of the first payroll period following completion of the required number of continuous service months.

**Section VII.** 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 and uncodified, not in conflict with the provisions of this Ordinance, shall remain in full force and effect.

**Section VIII.** 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 IX.** Upon passage, this Ordinance shall become effective September 25, 2023.

**PASSED AND APPROVED** on the 11th day of September, 2023.

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John B. Muns, MAYOR

ATTEST:

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Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

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Paige Mims, CITY ATTORNEY