

**An Ordinance of the City of Plano, Texas, repealing Ordinance No. 2024-9-11; establishing the classifications for the civil service members of the Plano Fire Department, including the creation of the Fire Recruit classification, for fiscal year 2024-25 with the effective date of June 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 June 1, 2025; establishing Certification and Assignment Pay Plans for the civil service members of the Plano Fire Department for fiscal year 2024-25 with the effective date of June 1, 2025; and providing a repealer clause, a severability clause and an effective date.**

**WHEREAS**, on September 23, 2024, by Ordinance No. 2024-9-11, 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 March 18, 2025, the Fire Department recommended to the City of Plano Civil Service Commission changes in entry level hiring certification requirements allowing for flexibility based on operational needs, which was approved and provides for the creation of the Fire Recruit classification; 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 June 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.

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

**Section I.** Ordinance No. 2024-9-11 duly passed and approved by City Council of the City of Plano, Texas, on September 23, 2024, is repealed in its entirety effective June 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 2024-25, attached hereto as Exhibit "A", are hereby approved and adopted, effective as of the dates reflected therein.

**Section III.** The creation of the Fire Recruit classification 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 June 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 June 1, 2025.

**PASSED AND APPROVED** on the 12<sup>th</sup> day of May, 2025.

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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