



AGREEMENT

BETWEEN THE

CITY OF PLANO, TEXAS

AND THE

PLANO FIREFIGHTERS'
ASSOCIATION, IAFF LOCAL 2149

OCTOBER 1, 2025
TO
SEPTEMBER 30, 2033

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ARTICLE 1

RECOGNITION

Section 1. The City of Plano ("City") hereby recognizes the Plano Firefighters Association, Local 2149 ("PFFA" and/or Association) as the sole and exclusive bargaining agent for all firefighters, in accordance with Chapter 142 of the TEX. LOC. GOV'T CODE. The City previously took these actions under the statute by Resolution.

Section 2. This Labor Agreement shall be binding upon the successors and assignees of the Parties during the term of this Agreement.

ARTICLE 2

DEFINITIONS

1. "Agreement" means this Meet and Confer Agreement entered between the City of Plano and Plano Firefighters Association, IAFF Local 2149.

2. "Association" means the Plano Firefighters Association, IAFF Local 2149, its elected leaders and its collective membership.

3. "Catastrophic event" means the conditions and occurrences outlined in Exhibit 3, which results in a catastrophic pause under the framework laid out in Exhibit 1.

4. "City" means the City of Plano, its mayor, city council members, city manager, fire chief and those persons designated by the City of Plano to manage the City and its Fire Department.

5. The term "Commission" means the Plano Firefighters' and Police Officers' Civil Service Commission.

6. The term "days" refers to calendar days unless otherwise specified. A day for firefighter personnel assigned to staff positions shall be eight (8) hours. A day for firefighter personnel assigned to field operations shall be twelve (12) hours.

7. The term "Department" or "Fire Department" means Plano Fire-Rescue.

8. The term "Department head" or "Fire Chief" means the Fire Chief of the Plano Fire-Rescue, designee, interim, or an acting Chief of the Plano Fire-Rescue.

9. The term "Director" means the director of the Plano Firefighters' and Police Officers' Civil Service Commission.

10. "Extra time" means time worked by a firefighter outside of their regularly scheduled shift. Those shift schedules will change in each year during the transition, and so the circumstances that would be "extra time" will change with each new schedule. "Extra time" does not include the

hours worked on substitutions, and the Chief retains the authority to make policy changes as necessary during this Agreement.

11. The term “Firefighter” means a member of Plano Fire-Rescue who was appointed in substantial compliance with Chapter 143 of the TEX. LOC. GOV’T CODE who is entitled to civil service status under § 143.005 of the TEX. LOC. GOV’T CODE.

12. The term “legacy firefighter” means an employee who was hired prior to October 1, 2025.

13. The terms “staff position” “staff assignment” or “permanent staff assignment” shall mean personnel assigned to a forty (40) hour schedule performing administrative functions or special projects. Personnel assigned to a staff position, staff assignment, or permanent staff assignment receive the stipend incentive. The determination of who is assigned to a staff position, staff assignment, or permanent staff assignment is at the sole discretion of the Chief or his designee. Temporary modified duty assignments related to injuries or other recovery periods will not receive a stipend. Personnel assigned to a forty (40) hour schedule due to an investigation or potential disciplinary situation will not receive a stipend.

14. “Kelly day” is actually two (2) days of twelve (12) hours each, or one shift, on which a firefighter would be normally scheduled to work but is assigned to be off duty and not working. This feature is a part of the scheduling model for several of the transition years. Kelly days are paid time, even though the firefighter is not on duty.

15. The term “Local Rule” means the Local Rules and Regulations of the Plano Firefighters' and Police Officers' Civil Service Commission.

16. “Parties” or “parties” means the City of Plano and the Plano Firefighters Association, IAFF Local 2149 and "Party" or "party" means either the City of Plano or the Plano Firefighters Association, IAFF Local 2149.

17. “Shift” shall mean eight (8) hours for staff assignment scheduling, and twenty-four (24) hours for field operations scheduling.

18. “Debit Day” is one (1) shift, on which a Firefighter would not be normally scheduled but is assigned to be on duty and working. This feature is part of the scheduling model for year 4 of the implementation years and is mandatory. Debit days are paid time to be paid at the employee’s regular rate of pay.

ARTICLE 3

AUTHORITY AND TERM

Except as otherwise provided for within this contract, this Agreement shall be for a period of eight (8) years, beginning on October 1, 2025 and ending on September 30, 2033.

ARTICLE 4

CATASTROPHIC PAUSE

The City Manager and the City Council shall have the right to implement a delay of up to one (1) year in the timelines and implementation of this Agreement in accordance with the conditions and circumstances set forth in Exhibit 1 (24/72 Implementation Plan) and Exhibit 3 (Budget Contingency Plan).

ARTICLE 5

INTENT AND PURPOSE

Section 1.

This is an Agreement between the City and the Association. This Agreement is made on behalf of the home rule City of Plano, its citizens, and on behalf of the “covered firefighters” as such term is used and defined in Subchapter C of Chapter 142 of the TEX. LOC. GOV’T CODE.

Section 2.

The Parties’ goal was to explore new schedule options in order to maintain operational readiness and safety while also promoting firefighter wellness and a positive work/life balance. In response to the Association’s Petition for Recognition received on June 17, 2025, the City proposed and the Association agreed to use the Meet and Confer model as set forth in Chapter 142 of the TEX. LOC. GOV’T CODE. The City granted recognition of the Association and agreed to meet and confer with the Association without conducting an election by the voters as set forth in the adopted Resolution No. 2025-6-19(R). Both parties selected bargaining teams and met on July 29, 2025, where an agreement in principle was reached.

Section 3.

The parties ultimately agree that in order to achieve the implementation of the revised schedule and the corresponding wages, benefits, and other terms and conditions of employment would best be accomplished by a Meet and Confer Labor Agreement under the referenced provisions in Chapter 142 of the TEX. LOC. GOV’T CODE.

Section 4.

The parties have now agreed to implement a revised schedule of work for the Plano Fire-Rescue which will reduce the hours of work for field operations personnel from the current 56 hours per week to 42.12 hours per week, over a five (5) year period. This process will include the hiring of approximately one hundred and ten (110) additional firefighters in order to make the required promotions to implement a D-shift for assignment to field operations to cover the required work shifts at the City’s fire stations. The Association, on behalf of the covered firefighters, has agreed to the restructuring of pay and benefits that is necessary to make this transition to a new schedule

feasible and affordable. During the transition, field operations firefighters shall progressively have fewer work hours for the same salaried compensation. They shall not receive increases in their base salary for four (4) years. Increases in base salary shall ramp up after that initial period as provided in this Agreement. Step increases shall be as provided for in Exhibits 1 and 2. This Agreement and the incorporated Exhibits provide for all of the relevant changes and rights of the parties during the transition time.

The Parties believe and intend that this Agreement will accomplish their objectives of enhancing work/life quality and the mental and physical health and well-being of Plano Fire-Rescue personnel. They expect to extend employee longevity and career longevity of Plano Fire-Rescue personnel.

The Parties mutually support those goals along with improvement in the quality and efficiency of public service levels in the Fire, Rescue and Medical response mission that will result from this transition period. It is for these reasons that the parties have both agreed to invest their funds and resources, and to commit to achieving these goals.

Section 5.

It is the intent and purpose of this Agreement to create a binding contractual framework for the transition period. However, both Parties retain their rights and prerogatives under the Texas Local Government Code, except as those are modified in this Agreement within its term.

ARTICLE 6

BACKGROUND AND PRINCIPLES

Section 1.

The Plano Firefighters Association submitted a Petition to the City Council for the City of Plano on June 17, 2025, in compliance with § 142.103 of the TEX. LOC. GOV'T CODE. That Petition requested recognition as the sole representative of the City's firefighters, and a decision by the City granting the right to meet and confer on issues under the statute without an election by the voters on the issue. The City Council approved the petition request by Resolution 2025-6-19(R) on June 23, 2025.

This Agreement sets out the joint plan for the intents and purposes discussed above, which was developed in consensus discussions, and not by the usual process of proposals or negotiation by advocates for particular positions. This point is noted because both Parties intend that the process and implementation of this Agreement shall continue to be a collaborative approach.

Section 2. Agreement to implement a 24/72 Schedule by Funding the Additional Personnel

The City contractually agrees to fund the positions in each fiscal year that are set forth herein, and in the attached Exhibits, starting with twenty-two (22) new Firefighter positions in the first year.

Both parties expect from the history of hiring in the Plano Fire-Rescue that sufficient applicants and new employees will be available and that these goals will be met. The City's only monetary obligation shall be approval and authorization of the funding for such new positions in each budget cycle, to achieve the new schedules provided in each such cycle.

ARTICLE 7

THE EXHIBITS

The data in each of the Exhibits, and the annotations on the terms and components, are incorporated as part of this Agreement. Collectively, those Exhibits, and this Agreement shall control the process, and the rights of all parties during this time period.

Exhibit 1.

Is the 24/72 Implementation Plan for the schedule over the eight (8) years of this Agreement. This Exhibit sets out the numbers, the dates, the process, the steps and the other components of the transition for its intended implementation.

Exhibit 2.

Is the Implementation Data spreadsheet with four (4) Tabs that sets forth the agreement of the Parties as to the process and timing of each component in the process.

Exhibit 3.

Is the Budget Contingency Plan in the event there is a catastrophic pause.

Exhibits 1 and 2 include:

- a. The hiring of new personnel for the required additional staffing over four (4) years.
- b. The continuation of the current base salary amounts for all legacy firefighters during the first four (4) years of the Agreement (as well as the correlating increases in the hourly rate of pay during those four (4) years).
- c. The compensation of new personnel under a five (5) year step pay plan, instead of the existing two (2) year step pay plan which shall continue to apply to the legacy employees of the Plano Fire-Rescue prior to October 1, 2025.
- d. The continuation of the prior schedule of work and base salary determination for firefighters assigned to staff positions, including the median + 5% stipend for that assignment.
- e. The implementation of additional Kelly Days, as defined above, during the transition years to allow additional time off as the scheduling changes.

- f. The use of a “debit day” in Year four (4), requiring firefighters to work on days which would not normally be on their schedule.
- g. The full implementation of the new 24/72 schedule in Year five (5).
- h. Up to 3% salary increase for legacy firefighters at the beginning of Year five (5).
- i. The “catch up” pay model for firefighters implementing a “1/3 of shortfall” founded on the median salary for the nine (9) historical comparator cities.
- j. Ultimately reduces the work week to 42.12 hours for field operations personnel.
- k. The changes in leave accrual values during the transition process, reflecting the number of hours worked.
- l. The changes in conversion values for personnel who change assignment from staff positions to field operations reflecting the number of hours worked.

Exhibit 4.

Is the Mediator/Arbitrator Panel List.

ARTICLE 8

RELATIONSHIP OF AGREEMENT TO LAWS, RULES & POLICIES

Section 1. Civil Service Laws.

The Parties understand and agree that under the provisions of §§ 142.117 and 142.160, TEX. LOC. GOV'T CODE that a state or local civil service provision prevails over a meet and confer agreement negotiated under Chapter 142 TEX. LOC. GOV'T CODE unless the meet and confer agreement specifically provides otherwise. To the extent that provisions of this Agreement address matters contained in a state or local civil service provision, TEX. LOC. GOV'T CODE, the contractual terms contained in this Agreement shall control.

Section 2. Other City Policies, Rules, Regulations, and Directives.

This Agreement only changes or preempts the matters that it specifically addresses, or as to which this Agreement inherently conflicts; and it shall only be effective to do so during its term. Any and all existing City, Plano Fire-Rescue, or Commission policies, rules, regulations, and directives in existence at the time of the execution of this Agreement that are not preempted by this Agreement shall continue to apply and be enforced by management. Any City or civil service policy, rule, regulation or directive that is not specifically superseded by provisions of this Agreement may be unilaterally amended or modified by the City or the Civil Service Commission.

Section 3. Other Laws Relating to Individual Employee Rights.

Nothing in this Agreement is intended to detract from or add to any rights, privileges, duties or obligations afforded to individual firefighters under state or federal civil rights law, anti-discrimination laws, anti-retaliation law or whistle-blower law, which any other public employee would otherwise have.

ARTICLE 9

MANAGEMENT RIGHTS AND MAINTENANCE OF STANDARDS

Section 1. Management Rights.

The Parties understand and agree that the City, which is a home rule municipality under the Constitution and Laws of the State of Texas, hereby retains all those powers, privileges, rights, and authority conferred upon it by law. The Meet and Confer provisions in Chapter 142 do not mandate bargaining on any required subjects, and this Agreement does not bind the City, the Plano Fire-Rescue, or the Chief on any matters unless agreed to herein. Nothing in this Agreement shall be construed or interpreted as being in derogation of, or delegation of, those powers, privileges, rights, and authority, other than as required by law, and to the extent that they are specifically changed, modified or restricted by this Agreement.

Retained management rights include, but are not limited to, and give the City the ability to exercise all powers, rights, duties, authority and ability to manage, direct or control the following:

- a. Directing the work of members of the bargaining unit to include the scheduling of personnel within the parameters of this Agreement.
- b. Determining personnel assignments, subject to the remaining specific provisions of this Agreement.
- c. Adopting or changing policies as necessary to carry out the hiring of additional personnel, training, assigning and otherwise managing the process and setting the necessary standards for accomplishing the increases in staffing and deployment of personnel as the Parties have mutually agreed.
- d. Scheduling or requiring non-overtime extra work and overtime work.
- e. Determining classifications and the number of classified positions in each rank in accordance with TEX. LOC. GOV'T CODE § 143.021.
- f. Hiring, promoting, demoting, transferring, assigning, and retaining employees in positions within the City, subject to Civil Service regulations and/or terms of this Agreement.
- g. Evaluating, supervising, and managing members of the bargaining unit performance within

the City, subject to Civil Service regulations and/or terms of this Agreement.

- h. Reprimanding, suspending, discharging or terminating employees, subject to Civil Service regulations.
- i. Maintaining the efficiency of governmental operations, including setting policies, rules and regulations involving matters of policy and the necessary management discretion to accomplish the public purposes and mission of the Department.
- j. Relieving employees from duties due to lack of work, subject to Civil Service regulations and/or the terms of this Agreement.
- k. Utilizing the Department in emergency situations to protect life and property.
- l. Determining the methods, processes, means, personnel, assignment and deployment of apparatuses and equipment, and staffing levels (subject to any specific provisions of this Agreement) by which the Department's functions are to be carried out.

Section 2. Maintenance of Standards.

Subject to the foregoing management rights clause, the City agrees that any standard, privilege, and working conditions enjoyed by the firefighters at the effective date of this Agreement, which is a direct part of the wages, benefits, hours, and conditions of employment that form the basis for the obligations under this Agreement will not be changed without the consent of the Association. This shall not apply to any policies, rules, regulations or directives that are preempted or modified by this Agreement, either specifically or by conflict preemption. All other aspects of the operation of the Plano Fire-Rescue are unaffected by this Agreement.

Section 3.

The illustration of certain retained management rights of City herein shall not exclude or invalidate any other right or rights, which are generally inherent to management and the City's appointed officials. Failure by the City to exercise any right or rights reserved to it shall not constitute a waiver of such right or rights.

ARTICLE 10

PREEMPTION

During the term of this Agreement, the Parties expressly agree that the provisions of this Agreement shall supersede and preempt the provisions of Chapters 141, 142, 143 of the TEX. LOC. GOV'T CODE, and any other statute to the extent of any conflict with the provisions herein. This Agreement and preemption validates the existing Plano Fire-Rescue Rules and Regulations, Local Rules, and Civil Service Commission Rules as to hiring and other subjects relevant to the performance of this Agreement, unless they are inconsistent herewith, in which event this Agreement shall control.

ARTICLE 11

TIME OFF AND LEAVE

Firefighters shall be entitled to the leave accrual amounts set forth in this Agreement and Exhibit 2 once the applicable effective dates are reached. Firefighters' leave balances shall be subject to the conversion factors set forth in the same manner. Firefighters shall have the right to the time off and the reduction in hours worked, starting with the dates in this Agreement and the Exhibits.

ARTICLE 12

OVERTIME

Overtime shall be paid when required under the Fair Labor Standards Act and applicable regulations. No provisions for overtime compensation under Texas law, including Chapter 142 of the TEX. LOC. GOV'T CODE shall be applicable during the term of this Agreement, and such provisions, if any, are preempted by this Agreement.

ARTICLE 13

DELAYS IN PERFORMANCE TIMELINES

In the event that the increase in permanent civil service employees is delayed, the Chief may take such actions as are necessary to accomplish the staffing of the Department, its facilities and apparatus. Such a delay in achieving projected hiring goals within a fiscal year shall not count as a "catastrophic event" pause in the period of this Agreement. Provided that the Chief is continuing reasonable best efforts to recruit, hire, and assign new personnel, his/her options include but are not limited to requiring additional work hours, whether or not required hours exceed those in the Exhibits for the applicable fiscal period, and whether or not they are paid at overtime rates.

ARTICLE 14

DISPUTE RESOLUTION

Section 1.

This Dispute Resolution Article reflects the unusual nature of this joint and mutual agreement and provides for mediation/arbitration and settlement as the preferred option in the event of a dispute. It provides for mandatory arbitration resolution after mediation, by the same mediator employed by the parties in their effort to reach a negotiated resolution.

Section 2. Grievances.

A grievance is defined as any dispute, claim, or complaint involving the interpretation, application or alleged violation of any provision of this Agreement. Except as may be otherwise provided in this Agreement, all disciplinary action shall be in compliance with the applicable provisions of

Chapter 143 of the TEX. LOC. GOV'T CODE, as of the date of ratification of this Agreement, and is not subject to the terms under this Article. The Association, or any bargaining unit member may file a grievance under the terms of this Agreement. Each grievance shall be submitted on a form agreed to by the parties and must include (1) a brief statement of the grievance and the facts or events on which it is based; (2) the section(s) of the contract alleged to have been violated; (3) the remedy or adjustment sought; (4) the steps taken by the grievant to resolve the issue; (5) for maintenance of standards or past practice grievances, the specific right or practice that is the basis of the complaint; and (6) the bargaining unit member's signature or, if filed by the Association, the signature of the Grievance Committee Chairman or local Association President.

Section 3. No Individual Claims.

Individual employees do not have the right or expectation to the projected time frames in this Agreement, and it is understood that the City has agreed to undertake its obligations for funding the new schedule in reliance upon avoiding individual employee claims for pay, time off, schedule changes, or other advantages that cannot be committed at the individual level in a transition of this kind. Individual employees have the right to expect and to enforce the pay, benefits, and hours of work under this Agreement once the new personnel are on the Plano Fire-Rescue payroll and the schedule changes are implemented. Any remedies sought under this Agreement prior to that time are only subject to enforcement on by the Association under this Agreement.

Section 4. Notice.

Notice or delivery of anything in writing required under this Article shall be accomplished by confirmed receipt (or Read Receipt) email, to the Chief, or designee, or the Association President, as applicable.

Step 1.

The Association must file a grievance with the Chief within thirty (30) days after any Association officer or member of the Association grievance committee knew or should have known of the facts or events giving rise to the grievance.

A firefighter who is aggrieved must file a grievance with an Association Grievance Committee member within thirty (30) calendar days of the date upon which the firefighter knew of or should have known of the facts or events giving rise to the grievance. A copy of the notice of receipt of the grievance shall be forwarded to the Chief by the Association Grievance Committee within fifteen (15) calendar days of receipt of the grievance. The Grievance Committee shall within fifteen (15) calendar days of receipt of the grievance determine if a grievance exists. If the grievance is denied by the Committee, a member of the Committee shall notify the grievant within fifteen (15) calendar days of the day of the denial. The grievant may appeal in writing to the Executive Board of the Association within fifteen (15) calendar days of notification of denial of the grievance. The Executive Board shall have fifteen (15) calendar days to make final determination of the appeal. If the Association determines that no grievance exists, the Grievance Committee Chair shall notify the Chief or designee in writing that no further proceedings will be

necessary. If the Association determines that the grievance is valid, it shall process the grievance on behalf of the firefighter(s) by forwarding the written grievance to Step 2 of this procedure.

Step 2.

Any grievance found to be valid by the Association shall be submitted to the Chief or the designee within fifteen (15) calendar days of the Step 1 ruling. After receipt of the grievance, the Chief or designee shall within fifteen (15) calendar days of receipt of the grievance submit his or her response in writing to the Association President. If the Chief does not render a decision within this time period, the grievance shall be deemed denied.

Step 3.

If the grievance is not resolved at Step 2, the Association shall have fifteen (15) calendar days to submit the grievance to the City Manager, or designee. After receipt of the grievance, the City Manager, or designee, shall, within fifteen (15) calendar days of receipt of the grievance submit his or her response in writing to the Association President. If the City Manager does not render a decision within this time period, the grievance shall be deemed denied.

Step 4.

If the grievance is not resolved at Step 3, the Association shall have fifteen (15) calendar days from receipt of the Step 3 decision to submit the matter to mediation/arbitration. The mediation/arbitration procedure will be implemented by the Association notifying the Chief in writing of their intent to submit the grievance to mediation/arbitration.

If a grievance remains unresolved following the mediation process, the same mediator shall arbitrate the dispute and resolve the matter by a binding final award.

A. Mutual Agreement

The parties have agreed that they prefer a mediation resolution, and that such an approach is consistent with the process and nature of their agreements herein, and their prior relationships. If the parties are unable to resolve their disputes under this Agreement with the assistance of a mediator, both agree that they will submit the dispute to the same mediator acting as an arbitrator.

1. The agreement for a mediator to serve as arbitrator if no agreed resolution occurs shall be discussed with all parties at the outset of the mediation, so that each party understands the aspects of this procedure.
2. The mediator shall provide a confidential proposed mediator's resolution, in writing, for election by the parties if the matter does not settle.
3. If the parties do not both elect to accept the mediator's proposed resolution, the parties' responses to that proposal shall not be revealed, and the matter shall proceed to arbitration by the same mediator. The only exception shall be if the mediator advises the parties that he/she believes that another neutral decision maker should hear the case.
4. The mediator may provide the parties with a proposed list of exhibits or evidence prior to

the hearing, which shall be informal. The parties may provide any additional evidence or exhibits at the hearing, and may present live testimony if desired or necessary.

5. The designated neutral shall be jointly selected by both parties, either by agreed selection or by drawing, from the parties' pre-determined panel of five (5) (or more) qualified neutral mediators/arbitrators. The panel list is attached as Exhibit 4 to this Agreement. Should any panel member subsequently refuse or be unable to continue to serve on the panel, the parties may mutually agree to his/her replacement to maintain a list of five (5) or more mediator/arbitrators.
6. With respect to the application, interpretation and enforcement of the provisions of this Agreement the decision of the arbitrator shall be final and binding on the parties of this Agreement.
7. The arbitrator's authority shall be limited to the interpretation and application of the terms of this Agreement. The arbitrator shall have no jurisdiction or authority to modify or to establish new provisions as to the present Agreement, or to arbitrate away, in whole or in part, the provisions or amendments thereof.
8. The cost of the impartial arbitrator shall be borne by the losing party. In the event of a composite decision, the arbitrator shall determine the portion of such cost to be borne by each party. If a transcript of the proceedings is requested, then the party so requesting shall pay for such transcript, unless otherwise agreed to by the parties.
9. Each party shall be responsible for the cost of the attendance of its witnesses at the hearing.

B. Confidentiality and Process Safeguards

To preserve the integrity of both mediation and arbitration:

1. Prior to the mediation, the parties shall decide and advise the mediator whether confidential information may be disclosed in private caucus, or whether only evidentiary materials to be offered in the possible arbitration phase shall be provided.
2. The neutral may terminate the mediation phase and proceed to arbitration only after determining that further efforts at resolution are unlikely to succeed.
3. The parties shall have the full right to a hearing and evidence on their case if the matter does not settle.
4. The arbitrator may inform the parties of any information, testimony, or evidence that he or she needs for the final adjudication.

Step 5.

The Arbitrator will advise the parties of the applicable deadlines and procedures based on the nature of the dispute and the reasons that it did not settle. In the absence of direction from the Arbitrator, the following deadlines and procedures will apply:

- a. Subpoena requests for documents shall be submitted to the other party at least sixty (60) days prior to the arbitration hearing. The responding party shall have thirty (30) days to produce the documents or submit objections to the arbitrator.
- b. Subpoena requests for witnesses shall be submitted to the other party at least thirty

(30) days prior to the hearing. Any objections to the subpoenaing of witnesses shall be submitted to the arbitrator within fifteen (15) days.

- c. The parties shall exchange witness lists (with a brief summary of each witnesses' anticipated testimony), exhibit lists, and position statements at least fifteen (15) days before the arbitration hearing.
- d. The Texas Rules of Evidence do not apply to the arbitration hearing.
- e. Within thirty (30) calendar days after the conclusion of the hearing, the arbitrator shall issue a written opinion and ruling with respect to the issues presented, a copy of which shall be mailed or delivered to the Association and the City.
- f. With respect to the application, interpretation and enforcement of the provisions of this Agreement the decision of the arbitrator shall be final and binding on the parties of this Agreement.
- g. The arbitrator's authority shall be limited to the interpretation and application of the terms of this Agreement and/or any supplement thereto. The arbitrator shall have no jurisdiction or authority to modify or to establish new provisions as to the present Agreement, or to arbitrate away, in whole or in part, the provisions or amendments thereof.
- h. The cost of the impartial arbitrator shall be borne by the losing party. In the event of a composite decision, the arbitrator shall determine the portion of such cost to be borne by each party. If a transcript of the proceedings is requested, then the party so requesting shall pay for such transcript, unless otherwise agreed to by the parties.
- i. Each party shall be responsible for the cost of the attendance of its witnesses at the contract grievance hearing.
- j. If the final date of any response and/or filing period falls upon a City Holiday (observed date), Saturday, or Sunday, then the due date will fall on the next business day.

Section 5. Time Limits.

If any time limits outlined in this Article for any response and/or filing period falls upon a City Holiday (observed date), Saturday, or Sunday, then the due date will fall on the next business day. All time limits set forth in this Article may be extended by mutual consent and in writing, or by the Arbitrator. If not so extended they must be strictly observed. In the event the Association fails to meet the time limits at any step of the procedure, the grievance shall be considered resolved and no further action shall be required. Failure by the City to meet the time limits at any step shall be considered a denial of the grievance and shall automatically allow the grievance to proceed to the next step.

Section 6. Sole and Exclusive Remedy.

It is specifically and expressly understood that filing a grievance under this Article is the sole remedy and enforcement process under this Agreement. Binding arbitration constitutes an election of remedies by the individual grievant or the Association, as applicable and any appeal of an arbitrator's decision in this procedure shall be strictly and solely limited to the grounds that the arbitrator exceeded their authority and jurisdiction as provided under this Agreement; that the decision of the arbitrator was procured by fraud or collusion; or that the arbitrator's decision is based upon a clear and manifest error of law.

Section 7. Costs.

Each party shall be responsible for the costs of the attendance of its own witnesses at a contract grievance hearing. Nothing in this Agreement shall prevent the Association from charging non-members reasonable fees and expenses for representation, in accordance with its by-laws and other applicable law.

ARTICLE 15

SAVINGS CLAUSE

Section 1.

Many of the provisions of this Agreement work in conjunction with other provisions or expectations. However, if any provision of this Agreement, or the application thereof, to any person or circumstance is held invalid, the invalidity shall not affect other provisions or applications of this Agreement which can be given without the invalid provision or application, and to this end, the provisions of this Agreement are severable.

Section 2.

All Exhibits or Appendices to this Agreement incorporated by reference and identified in a Table of Contents shall be deemed to be part and parcel of this Agreement for all purposes.

Section 3.

This Agreement shall be binding upon the successors and assignees of the Parties hereto during the term of this Agreement and no provisions, terms obligations herein contained shall be affected, modified, altered or changed in any respect whatsoever by any change of any kind in the individuals, personnel, officers or management of either party hereto or by any change geographically of places of operations of either party hereto.

SIGNATURE PAGE

IN WITNESS WHEREOF, THE PARTIES HAVE CAUSED THIS AGREEMENT TO BE SIGNED BY THEIR DULY AUTHORIZED REPRESENTATIVES ON THE DATES INDICATED.

CITY OF PLANO

Date

Date

Date

Approved as to Form and Legality:

Attested by:

Date

PLANO FIREFIGHTERS' ASSOCIATION, IAFF LOCAL 2149

Date

EXHIBIT 1

24/72 Implementation Plan

I. Implementation Hiring, Promotions, and Salary Adjustments

Year	Date	Hiring	Promotions	Misc.	Salary Adjust.
1	Effective Date or Oct. 1, 2025	22 add'l. personnel			None
2	Oct. 1, 2026	22 add'l. personnel			None
3	Oct. 1, 2027	22 add'l. personnel	20*		None
4	Oct. 1, 2028	22 add'l. Personnel	20*	Staff deputy reassigned to field	None
5	Oct. 1, 2029	22 add'l. personnel			3% on 10.1.29
6	Oct. 1, 2030				1/3 of catch-up
7	Oct. 1, 2031				1/3 of catch-up
8	Oct. 1, 2032				1/3 of catch-up

*During the fiscal/contract year.

- a. The Hiring Process for the additional personnel shall begin no later than the date shown in the “Date” column.
- b. The applicants hired will be certified Firefighters and either EMT-P’s or EMT-B’s. The parties expect that those personnel can and will be assigned to stations or apparatus by March 1. See Kelly day tab of the following year as shown below.
- c. The additional personnel are net additions, over and above annual separations and retirements
- d. In year three (3), one-half (20) of the required promotions for the 24/72 schedule will take place. In year four (4), the second half (20) of the promotions for the 24/72 schedule will take place. These promotions will take place upon adoption of additional classified position ordinances during the fiscal/contract year.
- e. A current Administrative Deputy Chief will be reassigned to Operations/field in year four (4) and will not be a new classified position.
- f. The salary adjustments (“None” and “3%”) refer to additional increases in base pay, which shall be **up to** 3%, depending upon the comparator city data.

- g. The applicable step increase(s) for new personnel on the 5-step plan still take place during those years. Any promotion of legacy or new employees would result in the promoted employee being paid the applicable rate under the pay table.
- h. In Year six (6), the median salary amount shall be determined under the comparator city formula set forth in this Agreement, in accordance with prior practice. The difference between the existing salary amount for each rank (as increased by up to 3% in Year five (5)) and the median salary amount shall be divided by three, and one third shall be added to base pay for that year. In Year seven (7), the total adjustment for each rank shall be the adjustment amount from Year six (6) plus or minus the change in the median salary amount from Year six (6) to Year seven (7). In the Eighth (8th) year of this Agreement, the increase to the median amount from the comparator city formula shall take place, which was the prior practice before this Agreement. See example in Exhibit 2 Tab 5.

II. Leave Balances and Leave Accrual

- a. Beginning in Year four (4) of the Agreement, existing leave balances and leave accruals will be calculated with a different factor for personnel in Field Operations, as a result of the 24/72 schedule. These formula factors are set forth in Exhibit 2.
- b. For years one (1) to three (3) of this Agreement, conversion of leave balances and accruals for move/reassignment from staff to field operations shall continue to be balance amount $\div .50$ of that amount. For move/reassignment from field operations to staff shall be reduced by multiplying the balance amount times $\times .666$. The conversion factors change as set forth in Exhibit 2 for later years.
- c. For years one (1) to three (3) of this Agreement, Vacation, Holiday, Sick Leave, and Milestone Leave balance conversion shall be required for field operations personnel under a hybrid method consistent with the balance of this Agreement. The conversion shall lock in leave balances to date at the end of Year 3 at the initial factor rates shown in Exhibit 2. In Years four (4) and five (5) the conversion rates are also as shown in that Exhibit 2. Those existing leave balances at the end of year five (5) shall be locked in and not be further converted. Future accruals shall be at the rates shown in Exhibit 2 Tab 4.

III. Kelly and Debit Days

Year	Date	Schedule	Kelly Days	Debit Days
1	Mar. 1, 2026	24/48	6	N/A
2	Mar. 1, 2027	24/48	12	N/A
3	Mar. 1, 2028	24/48	18	N/A
4	Mar. 1, 2029	24/72	N/A	7
5	Mar. 1, 2030	24/72	N/A	N/A

- a. Kelly days are 24-hour days, not worked by the Firefighter, but paid as a part of the annual salary compensation.
- b. The total hours worked on the spreadsheet does not include Kelly days. This shows how much time personnel will actually be at the station, which factors in the Kelly days and not the firefighters' normal vacation, holiday, milestone, etc.

IV. Salary Freeze, Salary Catch-Up, and Catastrophic Clause

- a. Years one (1) through four (4), all operations/field personnel will not receive any base pay adjustments but will receive step pay adjustments where applicable.
- b. Year five (5) includes a salary adjustment for operations/field personnel up to the median of the nine comparison cities, or 3%, whichever is less. Assuming the City of Plano's salaries are at least 3% behind the median, it will be a 3% adjustment. The only way the adjustment is less than 3% is if Plano Fire-Rescue's salaries are less than 3% behind the median. The year five (5) raises will only apply to personnel hired before October 1, 2025.
- c. The rest of the difference between Plano Fire-Rescue's salaries and the median would be divided over the next three (3) years, as specified above.

V. Catastrophic Pause

- a. In the event of a catastrophic event that causes the City of Plano to enact the Budget Contingency Plan, and the City Manager imposes a hiring freeze on civil service employees, a single one-year pause can be enacted to the five (5) year implementation of the 24/72 schedule. This will allow the City to time to recover from the catastrophic event.
- b. The implementation of the schedule will pause from that point, and all terms shall remain at status quo, and remain on hold for up to the one (1) year period from the enactment of the BCP and the hiring freeze. All progress up to that point shall stay in place, and all personnel and changes up to that point shall continue to be funded. However, in that one (1) year period no additional hiring, wage adjustments, schedule changes, or other expenditures or cost items shall proceed until the catastrophic event pause is over.

VI. Compensation Philosophy Post-Implementation

- a. The City of Plano compensation philosophy for field personnel in operations changes under this Agreement, from "median +5% to "median" of the nine comparison cities.

- b. Only base salaries for FF/EMT will be used for comparison purposes between the comparator city fire departments.
- c. Comparator city fire departments:
 - Arlington
 - Carrollton
 - Denton
 - Frisco
 - Garland
 - Grand Prairie
 - Irving
 - Mesquite
 - Richardson

VII. Compensation Plan Changes

- a. City of Plano's Fire-Rescue's compensation plan would expand from two (2) steps to five (5) steps for the Firefighter rank for all new employees hired after the effective date of this Agreement.
- b. This change does NOT Apply to anyone already employed at Plano Fire-Rescue, and those personnel shall continue on the existing step pay plan.
- c. Personnel on either the legacy step pay plan, or the new five (5) step plan will continue to receive applicable wage increases only as provided in this Agreement. Personnel who promote during this Agreement shall be entitled to the salary amount for their rank and step, whether they are a legacy or new employees.

VIII. Staff Stipend

- a. All staff personnel would receive normal stipend amounts based on the median +5 standard, under the formula set forth in this Agreement, in accordance with prior practice.
- b. The City of Plano's compensation philosophy for staff personnel does not change under this Agreement because, for those personnel, the hours worked and time off stay the same.
- c. Adjustments will take place annually on October 1.
- d. Personnel assigned to temporary modified duty will not receive the Staff stipend.

IX. Overtime

Overtime shall be paid in accordance with the FLSA and applicable regulations, and prior practices shall not be applicable to any duty to pay overtime.

EXHIBIT 2

TAB 1—KELLY DEBIT DAY BREAKDOWN

Year	Starting Personnel	Additional Personnel (Cumulative)	Anticipated Date Additional Personnel Would Start in the Field	Scheduled Shifts	Kelly Days	Debit (Added) Days	Scheduled Workdays	Reduced Shifts To Be Covered	Additional Personnel Available Shifts
2025-2026	364	22	3/1/2026	121.67	6	N/A	115.67	2184	2544.674
2026-2027	364	44	3/1/2027	121.67	12	N/A	109.67	4368	4825.48
2027-2028	364	66	3/1/2028	121.67	18	N/A	103.67	6552	6842.22
2028-2029	364	89	3/1/2029	91.25	N/A	7	98.25	8736	8744.25
2029-2030	364	120	3/1/2030	91.25	N/A	N/A	91.25	10920	10950

*Staff Deputy
reassigned
Year 4

	Number of Scheduled Shifts Per Year	Number of Scheduled Hours Per Week
Year 1	115.667	53.38
Year 2	109.67	50.62
Year 3	103.67	47.85
Year 4	98.25	45.35
Year 5	91.25	42.1154

TAB 2—COMPARISON CITIES 2024-2025

City	Use in Comparison	Staffing		Firefighter				Driver				Lieutenant			
		Engines	Trucks	Start	Top	Top + Paramedic	Steps	Start	Top	Top + Paramedic	Steps	Start	Top	Top + Paramedic	Steps
Allen				\$93,344	\$105,336	\$105,336	4	\$100,779	\$113,726	\$113,726	4	N/A	N/A	N/A	
Arlington*	Yes	3	3	\$76,690	\$102,872	\$102,872	8	\$103,291	\$108,456	\$108,456	2	\$114,487	\$120,212	\$120,212	2
Carrollton*	Yes	3	4	\$77,813	\$99,628	\$99,628	5	\$102,617	\$109,926	\$109,926	4	N/A	N/A	N/A	
Dallas		4	4	\$75,397	\$98,377	\$98,377	10	\$100,836	\$107,471	\$108,371	5	\$110,158	\$118,628	\$119,528	4
Denton*	Yes	3	4	\$86,029	\$108,014	\$108,014	6	\$111,259	\$117,374	\$117,374	3	\$123,906	\$129,896	\$129,896	
Fort Worth		4	4	\$67,757	\$94,190	\$94,190	11	\$90,079	\$103,099	\$103,099	9	\$101,860	\$113,139	\$113,139	7
Frisco*	Yes	3	4	\$85,000	\$105,047	\$105,047	8	\$92,764	\$100,052	\$100,052	6	\$116,627	\$124,357	\$128,557	3
Garland*	Yes	3	3	\$82,478	\$100,214	\$100,214	6	\$105,224	\$108,871	\$108,871	2	\$114,369	\$120,291	\$120,291	2
Grand Prairie*	Yes	3	4	\$80,062	\$102,767	\$102,767	7	\$107,147	\$109,826	\$109,826		\$114,691	\$120,424	\$120,424	2
Irving*	Yes	3	3	\$85,632	\$104,088	\$104,088	7	\$106,428	\$111,744	\$111,744	2	\$118,416	\$124,332	\$124,332	2
Lewisville		3	4	\$79,077	\$99,905	\$99,905	7	NA	\$109,474	\$109,474		N/A	N/A	N/A	
McKinney		3	3	\$83,614	\$103,910	\$103,910	7	\$107,522	\$112,606	\$112,606		N/A	N/A	N/A	
Mesquite*	Yes	3	3	\$77,548	\$103,922	\$103,922	6	\$106,750	\$112,088	\$112,088	2	\$118,813	\$124,754	\$124,754	2
Richardson*	Yes	4	4	\$77,930	\$99,523	\$99,523	6	\$102,501	\$110,869	\$110,869	3	N/A	N/A	N/A	
Plano	N/A	4	4	\$80,862	\$105,898	\$105,898	3	N/A	\$113,056	\$113,056	N/A	N/A	\$124,328	\$124,328	N/A
All Cities															
Average				\$80,597.89	\$101,985.20	\$101,985.20		\$102,861.39	\$109,684.42	\$109,748.70		\$114,814.03	\$121,781.37	\$122,348.04	
Average +5%				\$84,646.27	\$107,358.35	\$107,358.35		\$108,004.46	\$115,404.65	\$115,467.65		\$120,554.74	\$128,137.84	\$128,673.34	
Median + 5%				\$83,548.07	\$107,960.60	\$107,960.60		\$108,455.70	\$115,369.94	\$115,369.94		\$120,425.04	\$126,445.12	\$126,445.12	
Difference \$				-\$2,686.07	-\$2,062.60	-\$2,062.60		N/A	-\$2,313.94	-\$2,313.94		N/A	-\$2,117.12	-\$2,117.12	
Difference %				-3.32%	-1.95%	-1.91%		N/A	-2.05%	-2.01%		N/A	-1.70%	-1.67%	
Comparison Cities															
Average				\$81,020.19	\$102,897.24	\$102,897.24		\$104,220.28	\$109,911.79	\$109,911.79		\$117,329.76	\$123,466.48	\$124,066.48	
Average + 5%				\$85,071.20	\$108,042.10	\$108,042.10		\$109,431.29	\$115,407.38	\$115,407.38		\$123,196.25	\$129,639.80	\$130,269.80	
Median + 5%				\$84,065.29	\$108,015.95	\$108,015.95		\$110,485.20	\$115,422.46	\$115,422.46		\$122,458.35	\$130,548.60	\$130,548.60	
Difference \$				-\$3,203.29	-\$2,117.95	-\$2,117.95		N/A	-\$2,366.46	-\$2,366.46		N/A	-\$6,220.60	-\$6,220.60	
Difference %				-3.96%	-2.00%	-1.96%		N/A	-2.09%	-2.05%		N/A	-5.00%	-4.76%	
Cost				\$48,049.38	\$493,483.31			\$151,453.28				\$199,059.20			

City	Use in Comparison	Staffing		Captain			
		Engines	Trucks	Start	Top	Top + Paramedic	Steps
Allen				\$122,630	\$138,385	\$138,385	4
Arlington*	Yes	3	3	\$127,505	\$133,880	\$133,880	2
Carrollton*	Yes	3	4	\$123,462	\$134,911	\$134,911	4
Dallas		4	4	\$121,594	\$130,944	\$131,844	4
Denton*	Yes	3	4	\$135,470	\$143,541	\$143,541	3
Fort Worth		4	4	\$113,534	\$126,132	\$126,132	5
Frisco*	Yes	3	4	\$128,000	\$136,484	\$140,684	4
Garland*	Yes	3	3	\$126,306	\$133,594	\$133,594	2
Grand Prairie*	Yes	3	4	\$127,584	\$133,963	\$133,963	2
Irving*	Yes	3	3	\$129,636	\$136,116	\$136,116	2
Lewisville		3	4	\$127,854	\$134,259	\$134,259	2
McKinney		3	3	\$130,242	\$137,261	\$137,261	
Mesquite*	Yes	3	3	\$132,239	\$138,850	\$138,850	2
Richardson*	Yes	4	4	\$121,264	\$131,164	\$131,164	3
Plano	N/A	4	4	N/A	\$137,903	\$137,903	N/A

Battalion Chief		
Start	Top	Steps
\$140,180	\$158,189	4
\$145,929	\$156,235	2
\$142,449	\$155,657	4
\$134,218	\$144,537	4
\$154,357	\$164,008	3
\$129,717	\$144,132	3
\$145,158	\$156,248	3
\$143,315	\$151,983	2
\$145,158	\$152,413	2
\$142,200	\$156,768	3
\$147,038	\$150,770	2
\$148,035	\$156,613	
\$147,182	\$154,540	2
\$141,040	\$152,683	3
N/A	\$157,542	N/A

Deputy Chief		
Start	Top	Steps
N/A	N/A	
\$161,163	\$168,834	3
N/A	N/A	
\$163,530	\$176,104	4
N/A	N/A	
\$145,504	\$168,773	
\$164,395	\$174,403	3
N/A	N/A	
N/A	N/A	
N/A	N/A	
N/A	N/A	
N/A	N/A	
N/A	N/A	
N/A	N/A	
N/A	N/A	
N/A	N/A	

Assistant Chief		
Start	Top	Steps
\$170,560	\$192,472	4
\$135,107	\$202,660	3
\$172,972	\$187,069	4
\$180,507	\$208,965	4
\$171,954	\$200,762	4
\$163,475	\$189,637	
\$184,000	\$200,914	3
\$178,458	\$188,820	2
\$173,434	\$182,105	2
\$169,992	\$196,788	4
\$178,231	\$190,220	3
\$172,642	\$181,274	2
\$188,478	\$188,478	1
N/A	\$192,137	N/A

All Cities
Average
Average +5%
Median + 5%
Difference \$
Difference %

\$126,237.16	\$134,963.19	\$135,327.48
\$132,549.02	\$141,917.14	\$142,274.14
\$133,921.50	\$141,314.38	\$141,314.38
N/A	-\$3,411.38	-\$3,411.38
N/A	-2.47%	-2.41%

\$143,283.97	\$153,912.63
\$150,448.17	\$161,862.31
\$151,448.19	\$162,853.61
N/A	-\$5,311.61
N/A	-3.37%

\$158,648.02	\$172,028.62
\$166,580.42	\$181,108.30
\$170,463.86	\$180,199.68
N/A	-\$5,893.68
N/A	-3.38%

\$172,292.95	\$193,089.49
\$180,907.60	\$202,672.53
\$181,620.50	\$199,730.82
N/A	-\$7,593.82
N/A	-3.95%

Comparison Cities
Average
Average + 5%
Median + 5%
Difference \$
Difference %

\$127,940.70	\$135,833.79	\$136,300.46
\$134,337.74	\$142,625.48	\$143,115.48
\$133,963.10	\$141,656.81	\$141,656.81
N/A	-\$3,753.81	-\$3,753.81
N/A	-2.72%	-2.65%

\$145,198.62	\$155,615.01
\$152,458.55	\$163,395.76
\$152,415.64	\$163,440.05
N/A	-\$5,898.05
N/A	-3.74%

\$162,779.03	\$171,618.74
\$170,917.98	\$180,199.68
\$170,917.98	\$180,199.68
N/A	-\$5,893.68
N/A	-3.38%

\$171,892.82	\$192,096.61
\$180,487.46	\$201,701.44
\$181,620.50	\$198,261.00
N/A	-\$6,124.00
N/A	-3.19%

Cost

\$191,444.44

\$47,184.40

\$41,255.74

\$12,248.00

TAB 3—PAY SCALE 2025-2026



CITY OF PLANO
2025 - 2026 CIVIL SERVICE COMPENSATION PLAN
Effective 10/01/2025
FIRE

RANGE	POSITION	Effective Date - # Positions	STEP:	BASE 1	6 MOS. 2	12 MOS. 3	24 MOS. 4	36 MOS. 5	48 MOS. 6
001	Firefighter (Hired before 10/1/2025)	10/1/2025 - 270	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$80,862 \$6,738 \$27.7685 \$38.8759		\$90,466 \$7,539 \$31.0665 \$43.4931	\$105,898 \$8,825 \$36.3660 \$50.9124		
01B	Firefighter (Hired on or after 10/1/2025)		Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$80,862 \$6,738 \$27.7685 \$38.8759		\$87,121 \$7,260 \$29.9179 \$41.8851	\$93,380 \$7,782 \$32.0673 \$44.8942	\$99,639 \$8,303 \$34.2167 \$47.9034	\$105,898 \$8,825 \$36.3660 \$50.9124
002	Fire Engineer	10/1/2025 - 64	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$113,056 \$9,421 \$38.8241 \$54.3537					
003	Lieutenant	10/1/2025 - 32	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$124,328 \$10,361 \$42.6950 \$59.7730					
004	Captain	10/1/2025 - 51	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$137,903 \$11,492 \$47.3567 \$66.2994					
005	Battalion Chief	10/1/2025 - 8	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$157,542 \$13,128 \$54.1009 \$75.7413					
006	Deputy Fire Chief	10/1/2025 - 7	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$174,306 \$14,525 \$59.8578 \$83.8009					
007	Appointed Assistant Fire Chief*	10/1/2025 - 2	Annual: Monthly: 40-hour Hourly:	\$198,261 \$16,522 \$95.3177					
01A	Recruit	10/1/2025	Annual: Monthly: 40-hour Hourly:	\$74,182 \$6,182 \$35.6644					

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 or 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 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.

*Not included in the meet and confer agreement



CITY OF PLANO
2025 - 2026 CIVIL SERVICE
ASSIGNMENT & CERTIFICATION PAY
Effective 10/01/2025
FIRE

Certification Pay	Per Month	Per Pay Period
Intermediate	\$60.00	\$27.69
Advanced	\$80.00	\$36.92
Master	\$120.00	\$55.38
^Paramedic	\$400.00	\$184.61

Assignment Pay	Per Shift	Per Hour
Ambulance	\$50.00	\$2.083
Squad	\$50.00	\$2.083
Paramedic Trainer	\$45.00	\$1.875

Assignment Pay	Per Month	Per Pay Period
Special Operations	\$100.00	\$46.16
Fire Investigator	\$100.00	\$46.16
Staff Firefighter	\$176.50	\$81.46
Staff Engineer	\$197.20	\$91.02
Staff Lieutenant	\$518.38	\$239.25
Staff Captain	\$312.82	\$144.38
Staff Battalion Chief	\$491.50	\$226.85
Staff Deputy Chief	\$491.14	\$226.68

TAB 4—24/72 LEAVE CONVERSION HYBRID

Vacation									
Years of Service	Shift Personnel (Field)						Staff Personnel (40-hour)		
	Annual Accrual (Hours)			Per Payroll Accrual (Hours)			Annual Accrual (Hours)	Per Payroll Accrual (Hours)	
	Current	Year 4	Year 5 and Beyond	Current	Year 4	Year 5 and Beyond	Current	Current	
1-10 Years	180	136.038	126.346	6.923	5.232	4.859	120	4.615	
11-19 Years	216	163.246	151.615	8.308	6.279	5.831	144	5.538	
20 Years and Over	288	217.662	202.154	11.077	8.372	7.775	192	7.385	

Sick									
	Shift Personnel (Field)						Staff Personnel (40-hour)		
	Annual Accrual (Hours)			Per Payroll Accrual (Hours)			Annual Accrual (Hours)	Per Payroll Accrual (Hours)	
	Current	Year 4	Year 5 and Beyond	Current	Year 4	Year 5 and Beyond	Current	Current	
	180	136.038	126.346	6.923	5.232	4.859	120	4.615	

Holiday									
	Shift Personnel (Field)						Staff Personnel (40-hour)		
	Annual Accrual (Hours)			Per Payroll Accrual (Hours)			Annual Accrual (Hours)	Per Payroll Accrual (Hours)	
	Current	Year 4	Year 5 and Beyond	Current	Year 4	Year 5 and Beyond	Current	Current	
	108	81.623	75.808	Accrued two-week pay period before the holiday			72	Accrued on holiday	

Bereavement									
	Shift Personnel (Field)						Staff Personnel (40-hour)		
	Maximum Annual Use (Hours)			Per Payroll Accrual (Hours)			Annual Accrual (Hours)	Per Payroll Accrual (Hours)	
	Current	Year 4	Year 5 and Beyond	Current	Year 4	Year 5 and Beyond	Current	Current	
	36	27.208	25.269	No accrual			24	No accrual	

Milestone									
Years of Service	Shift Personnel (Field)						Staff Personnel (40-hour)		
	Maximum Annual Use (Hours)			Per Payroll Accrual (Hours)			Annual Accrual (Hours)	Per Payroll Accrual (Hours)	
	Current	Year 4	Year 5 and Beyond	Current	Year 4	Year 5 and Beyond	Current	Current	
5 Years	12	9.069	8.423	Accrued on milestone anniversary date			8	Accrued on milestone anniversary date	
10 Years	24	18.138	16.846				16		
15 Years	36	27.208	25.269				24		
20 Years	48	36.277	33.692				32		
25 Years	60	45.346	42.115				40		
30 Years	72	54.415	50.538				48		
35 Years	84	63.485	58.962				56		
40 Years	96	72.554	67.385				64		
45 Years	108	81.623	75.808				72		

Adjustment to Field Personnel Leave Balances		
Current	Year 4	Year 5
None	0.808	0.75

Field to Staff Adjustment		
Current	Year 4	Year 5
0.667	0.882	0.950

Staff to Field Adjustment		
Current	Year 4	Year 5
1.500	1.134	1.053

Example Calculations		
Current	Year 4	Year 5
100.000	80.753	75.000

Field to Staff Adjustment		
Current	Year 4	Year 5
66.667	71.233	71.233

Staff to Field Adjustment		
Current	Year 4	Year 5
100.000	80.753	75.000

**TAB 5—EXAMPLE “CATCH-UP” CALCULATION
FOR FIREFIGHTER (LEGACY)**

EXAMPLE "CATCH-UP" CALCULATION FOR FIREFIGHTER (LEGACY)								
YEAR	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031	2031-2032	2032-2033
BASE SALARY	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$109,074.94	\$115,843.69	\$122,716.65
MEDIAN (9 COMPARISON CITIES)	\$102,872.34	\$105,958.51	\$109,137.26	\$112,411.38	\$115,783.72	\$119,257.23	\$122,834.95	\$126,520.00
MEDIAN ADJUSTMENT					\$3,176.94	\$3,473.51	\$3,577.72	\$508.11
THREE-YEAR "CATCH-UP"						\$3,295.24	\$3,295.24	\$3,295.24

SALARY AFTER ADJUSTMENTS	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$109,074.94	\$115,843.69	\$122,716.65	\$126,520.00
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*Estimate assumes a 3% annual increase in Plano's nine (9) comparison cities salaries.

EXHIBIT 3

City of Plano

Proposed Budget Contingency Plan

Updated as of December 2024

Overview

The Budget Contingency Committee consists of the City Manager, Deputy City Managers, Budget Director, Finance Director, and Human Resources Director. The Committee will periodically review regional economic trends in order to forecast and prepare for economic downturns.

Actions

The City will initiate the following steps immediately if a revenue shortfall is anticipated:

A. Immediate Action:

HR Freeze:

- Freeze all new hire positions and vacant positions in accordance with the Hiring Freeze Policy.
- Department Directors are requested to review and re-evaluate all vacant positions.
- Freeze all departmental re-organizations and re-classifications of positions.

Department Directors:

- Departments are requested to re-evaluate all expenditures and approved supplements for the current and upcoming fiscal years. Direction on future supplement funding will be given by City Manager and Deputy City Managers during the budget process.

Budget Contingency Committee:

- Re-evaluate funding for all outside agencies. (ie. Social Services, Arts Groups, Historic Preservation, etc.)

The City Manager shall report in a timely manner to the City Council the projected shortfall and the actions taken to resolve it.

B. Intermediate Consideration & Action:

Budget Contingency Committee:

- Prohibit unbudgeted expenditures including operation and maintenance accounts with the exclusion of items deemed necessary for personnel designated by Department Directors as part of essential crews to provide emergency services.
- Implement a 2% reduction across all operations, maintenance and personnel accounts.

- Re-evaluate and re-justify all Technology Fund projects not yet implemented to the TSSC Committee.
- All carry-forward requests will be carefully reviewed by Deputy City Managers and City Council.
- Consider a reduction to transfer to the Economic Development Incentive Fund.

Department Directors:

- All overtime must be reviewed and pre-approved by Department Directors or designee.
- Department Directors, in consultation with Deputy City Managers, will be required to re-evaluate and prioritize planned expenditures greater than \$50,000.
- Department Directors, in consultation with Deputy City Managers, will re-evaluate and prioritize all planned capital outlay located in operating budgets prior to expenditure.
- All travel and training will be re-assessed for need/requirement prior to expenditure.
- Departments that utilize the Capital Maintenance Fund will be required to re-evaluate and re-prioritize all projects located within the Capital Maintenance Fund.

C. Advanced Consideration & Action:

Budget Contingency Committee:

- Implement additional reductions across all operations, maintenance and personnel accounts as necessary.
- Supplemental appropriations will not be made from unappropriated fund balance.
- Consider further reduction to the transfer to the Economic Development Incentive Fund.
- Freeze additional capital outlay included within operating budgets except with necessity review by Deputy City Managers.
- Re-evaluate the budgeted transfer to the Capital Maintenance Fund.
- The Infrastructure Planning Committee will be required to re-evaluate and re-prioritize all projects located within the Community Investment Program.
- Re-evaluate all HR Compensation/Benefit options offered to employees by the City of Plano.

D. Replenishment of Funding:

Reinstatement of funding will be determined by the City Manager based on forecasted revenue and expenditure trends provided by the Budget Contingency Committee.

EXHIBIT 4

Mediator/Arbitrator Panel List

**THIS WILL BE FINALIZED ONCE THE PARTIES AGREE ON A
LIST**