

An Ordinance of the City of Plano, Texas, authorizing inclusion of prior service, as a law enforcement officer for lateral hires with certification and experience comparable to Plano police officers and for reinstated Plano police officers, in calculation of length of service for determining the pay rate for civil service members of the Plano Police Department; and providing a repealer clause, a severability clause, and an effective date.

WHEREAS, the City of Plano has adopted “Civil Service” as provided in Chapter 143 of the Texas Local Government Code; and

WHEREAS, the City Council has authority as the governing body, under Chapter 143 and specifically Subchapter C – Compensation, to set pay by ordinance as defined in that section for classified police positions; and

WHEREAS, the City Council adopts and approves annually the City of Plano Civil Service Compensation Plan for personnel positions within the Police Department of the City of Plano, including classification grades, job titles, number of positions, pay rate based on length of service, and additional special pay; and

WHEREAS, the City of Plano recognizes that recruiting and reinstating persons with prior certification and experience comparable to that of a Plano police officer is an asset to the City of Plano Police Department and citizens; and

WHEREAS, the City of Plano desires to better align the Police Department’s compensation with market comparators, specifically by providing for pay commensurate with a police officer’s total length of comparable service, including for lateral hires with prior certification and experience in other jurisdictions comparable to Plano officers and for reinstated Plano police officers; and

WHEREAS, the City of Plano believes that it is the best interest of the City of Plano and its citizens to authorize inclusion of prior service in law enforcement, including for lateral hires with comparable certification and experience to that of a Plano police officer and for reinstated Plano police officers, in calculation of length of service for determining the pay rate for civil service members of the Plano Police Department.

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

Section I. City Council authorizes inclusion of the following prior service in law enforcement in calculation of total length of service in determining the pay rate for sworn personnel positions within the Police Department under the City of Plano Civil Service Compensation Plan for Police in effect at the time of determination of pay rate:

A. Lateral Hire Police Officers

1. A police officer with at least 24 months of continuous service as a paid, full-time peace officer with certification and experience comparable to that of a Plano police officer, with the last day of continuous service being no more than three years from the date they most recently applied to be a City of Plano police officer, shall receive a pay rate commensurate with their grade and total length of qualifying service, up to, but not exceeding, the rate of pay specified for 60 months of length of service.
2. Certification and experience comparable to that of a Plano police officer means a person who is trained, performs duties, and has authority similar to those of a Plano police officer.
3. The Chief of Police shall make the final determination as to whether a police officer has qualifying prior service with certification and experience comparable to that of a Plano police officer for purposes of calculating total length of service in determining the pay rate for the officer. The Chief's decision shall be final and non-appealable to the Civil Service Commission or to any court.

B. Reinstatement of Plano Police Officer

1. A police officer who separates from the City of Plano Police Department in good standing and qualifies for reappointment under the City of Plano Fire Fighter and Police Officer Local Civil Service Rules and Regulations shall receive a pay rate commensurate with their grade and total length of service, including service as a Plano police officer and any qualifying prior service with certification and experience comparable to that of a Plano police officer, up to, but not exceeding, the rate of pay specified for 60 months of length of service.

Section II. The scope of this ordinance is limited to compensation and does not grant seniority within the Department for any purpose, including, but not limited to, qualifying standards, eligibility, or assignment, which are established and governed by the City and/or Police Department policies.

Section III. Any and all advancements from one service plateau to the next, within the compensation structure set out are hereby approved and adopted, and shall thereafter be permitted to occur following completion of the required service months for sworn personnel of the Plano Police Department.

Section IV. 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 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 June 8, 2026.

PASSED AND APPROVED on the 8th day of June, 2026.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY