



CITY COUNCIL

**1520 K Avenue, Plano TX 75074 and via
videoconference**

DATE: September 16, 2025

TIME: 7:00 PM

This City Council Meeting will be held in person in the Senator Florence Shapiro Council Chambers and via videoconference. A quorum of the City Council, including the presiding officer, will participate in person. The facility will be open to members of the public.

For those wanting to watch the meeting but not address the Council, the meeting will be live-streamed on Plano's website at www.planotv.org, [YouTube.com/cityofplanotexas](https://www.youtube.com/c/cityofplanotexas) and [Facebook.com/cityofplanotx](https://www.facebook.com/cityofplanotx).

To speak at the meeting, register at Plano.gov/SpeakerRegistration. Online registration opens at 5:00 p.m. on the Wednesday prior to the meeting and **closes at 4:00 p.m.** on the day of the meeting. **ONSITE REGISTRATION IS NOT AVAILABLE.**

Emails regarding agenda items and other comments on City business may be submitted to: councilcomments@plano.gov.

CALL TO ORDER

INVOCATION: Fr. Michael Forge - Prince of Peace Catholic Church

PLEDGE OF ALLEGIANCE / TEXAS PLEDGE:

OUR VISION - PLANO IS A GLOBAL ECONOMIC LEADER BONDED BY A SHARED SENSE OF COMMUNITY WHERE RESIDENTS EXPERIENCE UNPARALLELED QUALITY OF LIFE.

The City Council may convene into Executive Session to discuss posted items in the regular meeting as allowed by law.

COMMENTS OF PUBLIC INTEREST

This portion of the meeting is to allow up to three (3) minutes per speaker with thirty (30) total minutes on items of interest or concern and not on items that are on the current agenda. The Council may not discuss these items, but may respond with factual or policy information. The Council may choose to place the item on a future agenda.

CONSENT AGENDA

The Consent Agenda will be acted upon in one motion and contains items which are routine and typically noncontroversial. Items may be removed from this agenda for individual discussion by a Council Member, the City Manager or any citizen. The Presiding Officer will establish time limits based upon the number of speaker requests.

Approval of Expenditures

- (a) To approve an expenditure for Motorola Service Agreement for the Radio System for a five (5) year contract in the estimated amount of \$4,510,479 from Motorola Solutions, Inc. for the Technology Solutions Radio Shop; and authorizing the City Manager to execute all necessary documents. **Approved**

Award/Rejection of Bid/Proposal: (Purchase of products/services through formal procurement process by this agency)

- (b) RFB No. 2025-0445-B for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005, for the Engineering Department to KIK Underground, LLC in the amount of \$3,892,580; and authorizing the City Manager to execute all necessary documents. **Approved**

Purchase from an Existing Contract

- (c) To approve the purchase of audiovisual equipment for the Public Safety Communications Training Rooms A & B from Visionality in the amount of \$120,911 through an existing contract; and authorizing the City Manager to execute all necessary documents. (TIPS Contract No. 230105) **Approved**
- (d) To approve the purchase of library materials for a one (1) year contract with five (5) automatic one-year renewals for Plano Public Library in the annual estimated amount of \$300,000 from Children's Plus, Inc. DBA Libraria through an existing contract; and authorizing the City Manager to execute all necessary documents. (BuyBoard Contract No. 702-23; City Contract No. 2025-0362-OA) **Approved**
- (e) To approve the purchase of TrueComp Data Analysis Software Solution for a three (3) year contract in the estimated amount of \$394,230 from GovInvest Inc. and Carahsoft Technology Corp. for Human Resources through an existing contract; and authorizing the City Manager to execute all necessary documents. (Omnia Contract No. R240303) **Approved**

- (f) To approve the purchase of Bulk Fuel through January 31, 2026 with two (2) two-year optional renewals for Fleet Services in the estimated amount of \$425,000 from Offen Petroleum through an existing contract; and authorizing the City Manager to execute all necessary documents. (City of Irving 019LR-24F) **Approved**
- (g) To approve the purchase of implementation and licensing of InvoiceCloud software for a one (1) year contract with four (4) automatic renewals for the Customer and Utility Services Division in the estimated annual amount of \$288,335 for a total of \$1,441,780 if all renewals are exercised from Vertosoft LLC through an existing contract; and authorizing the City Manager to execute all necessary documents. (DIR-CPO-5327) **Approved**
- (h) To approve the purchase of Rapid7 Log Management Solution for a one-year contract for Technology Solutions in the estimated annual amount of \$259,680 from Solid Border through an existing contract; and authorizing the City Manager to execute all necessary documents. (DIR-CPO-4850) **Approved**

Approval of Contract Modification

- (i) To approve a contract modification to extend the current contract by one (1) year through December 31, 2026 and increase the current awarded contract amount of \$5,914,075 by \$2,375,058 for a total contract amount of \$8,289,133 for Ancillary Benefits and Services from American United Life Insurance Company (OneAmerica) for Human Resources; and authorizing the City Manager to execute all necessary documents. (Contract No. 2019-0141-C; Modification No. 1) **Approved**

Approval of Expenditure

- (j) To approve an expenditure for construction materials testing professional services for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005, in the amount of \$170,944 from Raba Kistner, Inc. for the Engineering Department; and authorizing the City Manager to execute all necessary documents. **Approved**

Approval of Contract / Agreement

- (k) To approve an Interlocal Agreement by and between the City of Plano, the City of Allen, and the City of The Colony for use of the Plano and Allen Joint Radio Communications System; and authorizing the City Manager to execute all necessary documents. (City of Plano Contract No. 2025-0532-I) **Approved**

Adoption of Resolutions

- (l) To repeal Resolution 2023-9-1(R) and approve an updated Fire Department Fee Schedule for inspection services; and providing an effective date. **Adopted Resolution No. 2025-9-9(R)**
- (m) To approve a revised Fee Schedule for Hazardous Materials Mitigation Services of the Fire Department; and providing an effective date. **Adopted Resolution No. 2025-9-10(R)**

- (n) To approve a revised Animal Services Fee Schedule to reflect fees for current services and programs; and providing an effective date. **Adopted Resolution No. 2025-9-11(R)**

Adoption of Ordinances

- (o) To amend Section 8-3, City Ambulance Service, of Article I, In General, of Chapter 8, Fire Prevention and Protection, of the Code of Ordinances of the City of Plano to increase user fees for City Ambulance Services; and providing a repealer clause, a severability clause, a savings clause, and an effective date. **Adopted Ordinance No. 2025-9-12**
- (p) To amend Section 7.5-17, Service Fee, of Article II, 9-1-1 Service, of Chapter 7.5, Emergency Services, of the Code of Ordinances of the City of Plano to increase service fees for local exchange access lines; and providing a repealer clause, a severability clause, a savings clause, and an effective date. **Adopted Ordinance No. 2025-9-13**
- (q) To repeal Ordinance No. 2024-9-14; establishing the classifications for the civil service members of the Plano Police Department for fiscal year 2025-26 with the effective date of October 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 Police Department with the effective date of October 1, 2025; establishing Certification and Assignment Pay Plans for the civil service members of the Plano Police Department for fiscal year 2025-26 with the effective date of October 1, 2025; and providing a repealer clause, a severability clause and an effective date. **Adopted Ordinance No. 2025-9-14**
- (r) To amend Ordinance No. 2024-9-12 codified as Sections 21-135, 21-136 and 21-147, of Article IV, Service Charges Generally, of Chapter 21, Utilities, of the Code of Ordinances of the City of Plano, to increase the fee schedules for water and sewer services effective October 1, 2025 and clarify the winter quarter average methodology; and providing a repealer clause, a severability clause, a savings clause, and an effective date. **Adopted Ordinance No. 2025-9-15**
- (s) To amend Section 18-32, Collection within city limits, of Article II, Collection Charges, of Chapter 18, Solid Waste, of the Code of Ordinances of the City of Plano, Texas, to increase certain collection and disposal rates; amending Section 18-36, Downtown collection accommodation and rates, of Article II, Collection Charges, of Chapter 18, Solid Waste, of the Code of Ordinances of the City of Plano, Texas, to increase the downtown collection rates and the number of power washes for solid waste enclosures; and providing a repealer clause, a severability clause, a savings clause, and an effective date. **Adopted Ordinance No. 2025-9-16**

ITEMS FOR INDIVIDUAL CONSIDERATION:

Public Hearing Items:

Applicants are limited to fifteen (15) minutes presentation time with a five (5) minute rebuttal, if needed. Remaining speakers are limited to thirty (30) total minutes of testimony time, with three (3) minutes assigned per speaker. The Presiding Officer may amend these times as deemed necessary.

Non-Public Hearing Items:

The Presiding Officer will permit public comment for items on the agenda not posted for a Public Hearing. The Presiding Officer will establish time limits based upon the number of speaker requests, length of the agenda, and to ensure meeting efficiency, and may include a cumulative time limit. Speakers will be called in the order requests are received until the cumulative time is exhausted.

- (1) Consideration to authorize the execution of the Agreement Between the City of Plano, Texas and the Plano Firefighters' Association, IAFF Local 2149, October 1, 2025 to September 30, 2033; and providing an effective date. **Approved**
- (2) Consideration of an Ordinance to repeal Ordinance No. 2025-5-5; establishing the classifications for the civil service members of the Plano Fire Department for fiscal year 2025-26 with the effective date of October 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 October 1, 2025, including a five (5) year step plan for individuals hired in the Firefighter classification on or after October 1, 2025; establishing Certification and Assignment Pay Plans for the civil service members of the Plano Fire Department for fiscal year 2025-26 with the effective date of October 1, 2025; and providing a repealer clause, a severability clause and an effective date. **Adopted Ordinance No. 2025-9-17**

The City of Plano encourages participation from all citizens. The Plano Municipal Center has accessible restroom facilities, drinking fountains, and power assist entrance doors. The facility is easily accessed from public sidewalks and parking areas. Designated accessible parking is available on the north and south sides of the building. The Senator Florence Shapiro Council Chambers is accessible by elevator to the lower level. If you require additional assistance or reasonable accommodations under the Americans with Disabilities Act for this meeting or facility, including ASL interpreters, you should submit an ADA Reasonable Accommodation Request Form to the ADA Coordinator at least 48 hours in advance. If you need assistance completing the form, please call 972-941-7152. Complete or download the ADA Reasonable Accommodation Request Form at <https://www.plano.gov/395/Accessibility-Accommodations>.



CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025

DEPARTMENT: City Secretary

DIRECTOR: Lisa Henderson, City Secretary

This City Council Meeting will be held in person in the Senator Florence Shapiro Council Chambers and via videoconference. A quorum of the City Council, including the presiding officer, will participate in person. The facility will be open to members of the public.

For those wanting to watch the meeting but not address the Council, the meeting will be live-streamed on Plano's website at www.planotv.org, [YouTube.com/cityofplanotexas](https://www.youtube.com/cityofplanotexas) and [Facebook.com/cityofplanotx](https://www.facebook.com/cityofplanotx).

AGENDA ITEM: To speak at the meeting, register at Plano.gov/SpeakerRegistration. Online registration opens at 5:00 p.m. on the Wednesday prior to the meeting and **closes at 4:00 p.m.** on the day of the meeting. **ONSITE REGISTRATION IS NOT AVAILABLE.**

Emails regarding agenda items and other comments on City business may be submitted to: councilcomments@plano.gov.

RECOMMENDED ACTION: Location Link

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Technology Solutions
DIRECTOR: Roger Wright, Chief Information Officer
AGENDA ITEM: To approve the expenditure for a five (5) year contract with Motorola Service for the Radio System
RECOMMENDED ACTION: Approval of Expenditures

ITEM SUMMARY

To approve an expenditure for Motorola Service Agreement for the Radio System for a five (5) year contract in the estimated amount of \$4,510,479 from Motorola Solutions, Inc. for the Technology Solutions Radio Shop; and authorizing the City Manager to execute all necessary documents. **Approved**

PREVIOUS ACTION/PRESENTATION

On October 6, 2016, City Council approved the Service Agreement between the City of Plano and Motorola Solutions, Inc. for a four-year period with a total expenditure of \$1,785,999.

On December 16, 2020, City Council approved the Service Agreement between the City of Plano and Motorola Solutions, Inc. for a five-year period and a total expenditure of \$3,471,261.

BACKGROUND

Technology Solutions proposes purchasing Motorola's Software Upgrade Agreement and Maintenance for the City of Plano's Motorola Public Safety Radio System from Motorola Solutions, Inc. This purchase, if approved, will provide software upgrades, technical support, and system security updates for our Public Safety Radio system. This support is essential for ensuring the integrity and reliability of our radio system that supports critical communication for our first responders.

An award to Motorola Solutions, Inc. will be in the total estimated amount of \$4,510,479 for a coverage term starting on October 1, 2025, and ending on September 30, 2030. The initial payment will be \$863,248 followed by annual payments for years two through five. The payments will be \$881,927 for year two, \$921,500 for year three, \$901,293 for year four, and \$942,511 for year five.

If the City of Plano does not purchase these support services, Technology Solutions would not be able to ensure the continuity of the public safety radio system, our first responders, or our subscribing agencies.

The City is exempt from the competitive bid process for this purchase as allowed by Texas Local Government Code Chapter 252 Subchapter B Section 252.022(a)(7)(A). (City of Plano Contract No. 2025-0519-XR)

FINANCIAL SUMMARY/STRATEGIC GOALS

Funding for this item is available in the Intergovernmental Radio Fund. This request is to approve a five (5) year service agreement for the City of Plano's Digital Radio System in the total estimate amount of \$4,510,479 (\$863,248 in FY 2025-26; \$881,927 in FY 2026-27; \$921,500 in FY 2027-28; \$901,293 in FY 2028-29 and \$942,511 in FY 2029-30). All future year expenditures will occur within council approved

appropriations.

Approval of this item supports the City's Strategic Plan Critical Success Factors of Safe, Vibrant Neighborhoods, and Excellent, Innovative, and Accountable City Government.

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Engineering-CIP
DIRECTOR: B. Caleb Thornhill, P.E., Director of Engineering
AGENDA ITEM: Award RFB for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005
RECOMMENDED ACTION: Award/Rejection of Bid/Proposal

ITEM SUMMARY

RFB No. 2025-0445-B for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005, for the Engineering Department to KIK Underground, LLC in the amount of \$3,892,580; and authorizing the City Manager to execute all necessary documents. **Approved**

BACKGROUND

The Engineering Department opened bids on August 12, 2025 for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005. The project scope entails the removal and replacement of approximately 12,150 linear feet of existing 6-inch and 8-inch waterlines, along with associated pavement reconstruction and the installation of barrier-free ramps. This work will take place within the Los Rios Addition and Ranch Estates neighborhood. Los Rios Addition is bounded by Los Robles Drive to the north, Country Club Drive to the south, San Miguel Drive to the east, and Los Rios Boulevard to the west. The Ranch Estates neighborhood is bordered by Ridgetop Lane to the north, Merriman Drive to the south, Los Rios Boulevard to the east, and San Gabriel Drive to the west.

The bid award includes a bid alternate for pipe material used for trenchless pipe installation due to existing drainage conditions. While both base and alternate bids are acceptable for trenchless pipe installation, the alternate bid is preferred due to its proven reliability, lower costs, and ease of maintenance. After evaluation, the Engineering Department recommends awarding the bid alternate.

The lowest responsive and responsible bid was submitted by KIK Underground, LLC in the amount of \$3,892,580. A total of 2,549 vendors were notified of this project. Ten (10) complete bids were received for the project as shown in the attached bid recap.

If this project is not awarded, it will result in the continued deterioration of the existing waterlines in the Los Rios Addition and Ranch Estates neighborhoods, resulting in increased maintenance costs for the City and a negative impact on the quality of life for residents in the area.

FINANCIAL SUMMARY/STRATEGIC GOALS

Funding for this item is budgeted in the 2025-26 Street Improvements CIP and Water CIP and is planned for future years in both funds as well. Construction services for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005, in the total amount of \$3,892,580 will leave a combined balance of \$236,475 for future expenditures.

Approval of this item will support the City's Strategic Plan Critical Success Factor of being an Excellent,

Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
Bid Recap	9/2/2025	Bid Recap
Location Map	8/19/2025	Map

CITY OF PLANO
RFB CIP
SOLICITATION NO. 2025-0445-B
WATER REHABILITATION – LOS RIOS ADDITION AND RANCH ESTATES
PROJECT NO. ENG-CMB-00005
BID RECAP

Bid Opening Date/Time: August 12, 2025 @ 2 p.m.

Number of Vendors Notified: 2,549

Number of Vendors Submitting “No Bids”: 8

Number of Non-Responsive Bids Submitted: 0

Number of Responsive Bids Submitted: 10

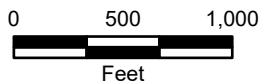
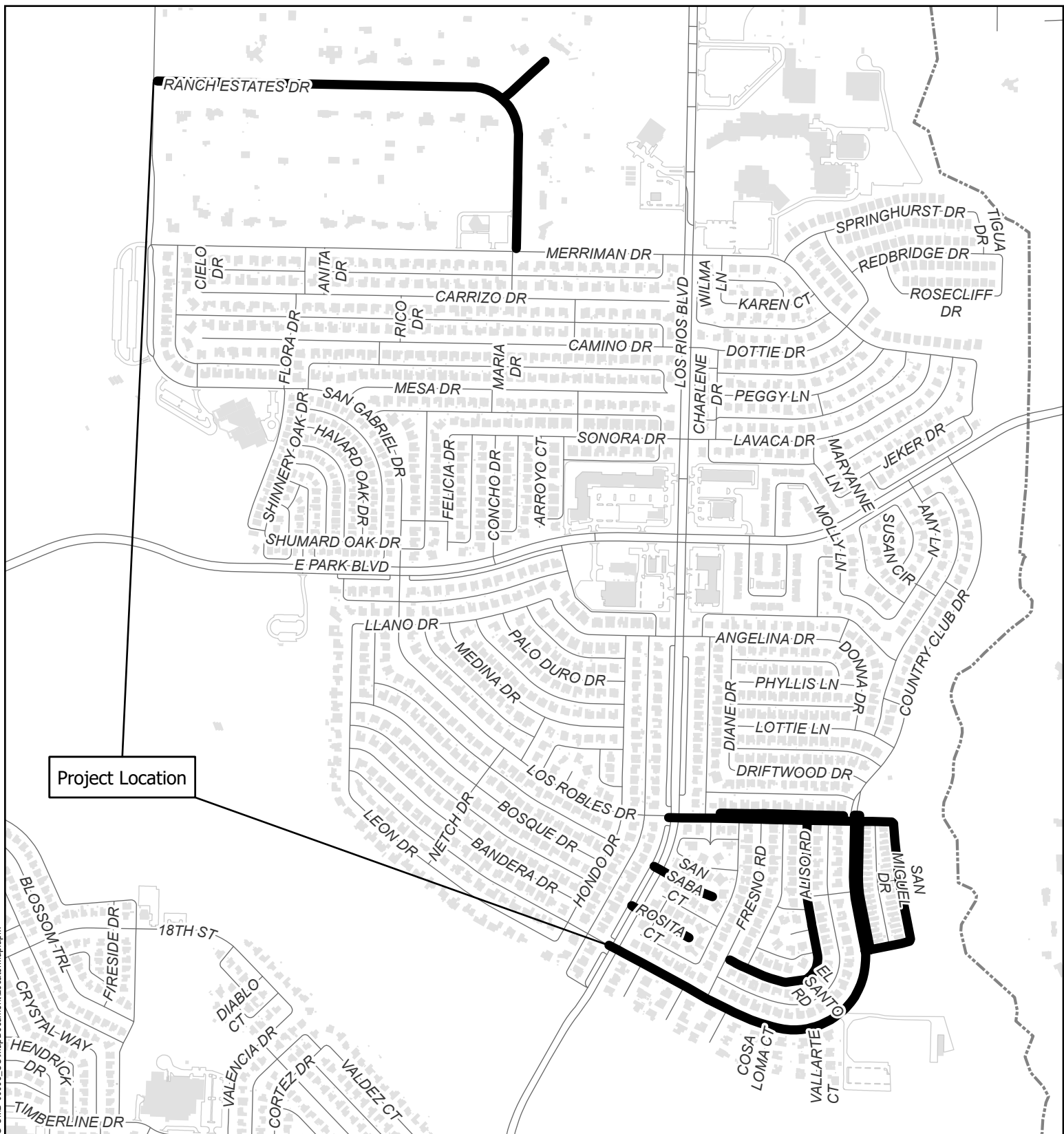
<u>Vendor:</u>	<u>Base Bid:</u>	<u>Alternate Bid Items:</u>	<u>Total Bid:</u>
KIK Underground, LLC	\$3,480,342.79	\$ 412,237.00	\$3,892,579.79
Aushill Construction, LLC	\$3,361,113.00	\$ 640,220.00	\$4,001,333.00
Apple Pavement Services, LLC	\$3,560,680.50	\$ 447,720.00	\$4,008,400.50
La Banda, LLC	\$4,116,162.00	\$ 141,092.00	\$4,257,254.00
Acadia Services, LLC	\$3,975,679.00	\$ 468,650.00	\$4,444,329.00
Jeske Construction Company	\$4,042,361.00	\$ 502,733.00	\$4,545,094.00
Tri-Con Services, Inc.	\$4,119,795.50	\$ 655,970.00	\$4,775,765.50
FNH Construction, LLC	\$4,349,225.00	\$ 597,660.00	\$4,946,885.00
Ratliff Hardscape, Ltd.	\$4,309,312.80	\$ 644,560.00	\$4,953,872.80
Canary Construction, Inc.	\$5,548,005.00	\$1,042,720.00	\$6,590,725.00

Recommended Vendor:

KIK Underground, LLC	\$3,892,579.79
----------------------	----------------

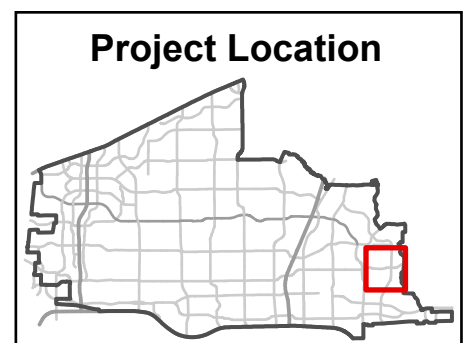
Lincoln Thompson
Lincoln Thompson, NIGP-CPP
Contract Administrator

August 19, 2025
Date



City of Plano BI-GIS Division
April 2024

**Water Rehabilitation -
Los Rios Addition and Ranch Estates
Project No. ENG-CMB-00005**



CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: PSC
DIRECTOR: Susan Carr, Director of Public Safety Communications
AGENDA ITEM: PSC Training Rooms AV Refresh
RECOMMENDED ACTION: Purchase from Existing Contract

ITEM SUMMARY

To approve the purchase of audiovisual equipment for the Public Safety Communications Training Rooms A & B from Visionality in the amount of \$120,911 through an existing contract; and authorizing the City Manager to execute all necessary documents. (TIPS Contract No. 230105) **Approved**

BACKGROUND

Public Safety Communications (PSC) requires comprehensive AV equipment refresh in two training rooms used by PSC. The current equipment is outdated, inoperable, and significantly hinders the effectiveness of training for our Public Safety Communications call takers.

Training Room A:

The projector is dim and undersized and cannot focus properly, making it difficult for students to see the displayed content. The room's audio system is no longer fully functional, with the central speakers not working. The small, external speakers unable to provide an adequate level of audio that students need to listen to and hear sample emergency calls and other training content.

Training Room B:

The goal for this room is to create a larger, more immersive Computer Aided Dispatching (CAD) workspace. The current setup is limiting and only supports 1-2 students at the CAD workspace, which hinders training scenarios and collaboration. Instructors also cannot effectively model call taking or review recorded video calls because all participants are unable to view the same information simultaneously. Additionally, the AV lectern is inoperable, and the TV panel on the whiteboard wall does not communicate with the system.

PSC recommends awarding the scope of work to Visionality for the total amount of \$120,911 to upgrade Training Rooms A & B.

Failure to approve this request will require PSC to continue to use the training rooms in their current states, which could continue to hinder the training process in producing well-trained PSC responders.

The City is authorized to purchase from a cooperative purchasing program with another local government or a local cooperative organization pursuant to Chapter 271 Subchapter F of the Texas Local Government Code and by doing so satisfies any State Law requiring local governments to seek competitive bids for items. (TIPS Contract No. 230105 and City of Plano Contract No. 2025-0558-O)

FINANCIAL SUMMARY/STRATEGIC GOALS

Funding for this item is available in the 9-1-1 Wireline Fees Fund. This item in the total estimated amount of \$122,266 approves the purchase and installation of audiovisual equipment for the refresh of Public Safety

Communication's Training Rooms A & B.

Approval of this item will support the City's Strategic Plan Critical Success Factors of being an Excellent, Innovative, and Accountable City Government.



CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Library
DIRECTOR: Libby Holtmann, Director of Libraries
AGENDA ITEM: Purchase of Library Materials
RECOMMENDED ACTION: Purchase from Existing Contract

ITEM SUMMARY

To approve the purchase of library materials for a one (1) year contract with five (5) automatic one-year renewals for Plano Public Library in the annual estimated amount of \$300,000 from Children's Plus, Inc. DBA Libraria through an existing contract; and authorizing the City Manager to execute all necessary documents. (BuyBoard Contract No. 702-23; City Contract No. 2025-0362-OA) **Approved**

BACKGROUND

The Library recommends approval to purchase library materials for Plano Public Library in the annual estimated amount of \$300,000 from from Children's Plus, Inc. DBA Libraria through a contract with BuyBoard under a one (1) year contract with five (5) one-year renewals. (BuyBoard Contract No. 702-23).

The City is authorized to purchase from the cooperative contract list pursuant to Chapter 271 Subchapter F of the Texas Local Government Code and by doing so satisfies any State Law requiring local governments to seek competitive bids for items. (BuyBoard No. 702-23 and the City of Plano Contract No. 2025-0362-OA).

This vendor is a key book jobber providing libraries with quality material for public consumption. They provide discounted materials in a timely manner in which Plano residents have become accustomed. The impact of not granting this request would affect the quality and relevance of the overall library collection.

FINANCIAL SUMMARY/STRATEGIC GOALS

This request is to approve a contract between the City of Plano and Children's Plus, Inc. dba Libraria for books and cataloging services for a total of \$1,800,000. The contract shall be initiated in FY 2025-26 for \$300,000 with five (5) automatic, one-year renewals at \$300,000 each, unless terminated according to the agreement.

Future year expenditures will occur within Council approved appropriations. Approval of this item supports the City's Strategic Plan Critical Success Factor of Welcoming and Engaged Community.

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: HR
DIRECTOR: Victoria Huynh, J.D., Director of Human Resources/Risk Management
AGENDA ITEM: Purchase of TrueComp Data Analysis Software Solution
RECOMMENDED ACTION: Purchase from Existing Contract

ITEM SUMMARY

To approve the purchase of TrueComp Data Analysis Software Solution for a three (3) year contract in the estimated amount of \$394,230 from GovInvest Inc. and Carahsoft Technology Corp. for Human Resources through an existing contract; and authorizing the City Manager to execute all necessary documents. (Omnia Contract No. R240303) **Approved**

BACKGROUND

The City of Plano recently engaged in a citywide compensation market study which included 300+ benchmark positions with a third-party consultant. The City's consultant, through a partnership with GovInvest, Inc. (dba TrueComp), a software application, loaded the matching position datasets into the software, including job descriptions, salary range information, and other relevant data components to further automate the market study for future needs.

The purchase through the professional services agreement through Omnia cooperative contract will allow the City's Human Resources department to automate both the market study through this software application, as well as provide cost projections for budgeting purposes using more up-to-date market study data.

The City is authorized to purchase from a cooperative purchasing program with another local government or a local cooperative organization pursuant to Chapter 271 Subchapter F of the Texas Local Government Code and by doing so satisfies any State Law requiring local governments to seek competitive bids for items. (Omnia No. R240303 and the City of Plano Contract No. 2025-0490-OA).

Failure to award to GovInvest, Inc. for this subscription will result in increased delays and costs from having to manually collect compensation and benefit data of comparator cities. By moving forward with this contract, this will assist both the Human Resources and Budget departments to have access to compensation and benefit information of peer cities in real time and provide more timely and thorough projections during the budget process.

FINANCIAL SUMMARY/STRATEGIC GOALS

This request is to approve the expenditure for benchmarking and labor costing software subscription for three (3) years in the total estimated amount of \$394,230. Funding for the first year will be available in the 2025-26 Technology Fund, in the estimated amount of \$115,250. Funding in the annual estimated amount of \$139,490 for FY 2026-27 and FY 2027-28 will be available in the General Fund. All future year

expenditures will occur within council approved appropriations.

Approval of this item supports the City's Strategic Plan Critical Success Factors of Excellent, Innovative, and Accountable City Government.

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Fleet Services
DIRECTOR: Abby Owens, Director of Public Works
AGENDA ITEM: Purchase of Bulk Fuel
RECOMMENDED ACTION: Purchase from Existing Contract

ITEM SUMMARY

To approve the purchase of Bulk Fuel through January 31, 2026 with two (2) two-year optional renewals for Fleet Services in the estimated amount of \$425,000 from Offen Petroleum through an existing contract; and authorizing the City Manager to execute all necessary documents. (City of Irving 019LR-24F) **Approved**

BACKGROUND

Fleet Services recommends utilizing the City of Irving cooperative purchasing contract 019LR-24F to procure bulk fuel from Offen Petroleum. The term of this initial contract is through January 31, 2026, with optional renewals through January 31, 2030. After reviewing multiple cooperative contract options, Fleet Services and Purchasing have determined that this agreement offers the best value for the City.

This contract will be used for the purchase of bulk fuels for citywide use in emergency generators, tank sites and transport by the city's fuel tanker. The total estimated expenditures through for the remainder of FY 2024–25 is approximately \$17,747. Annual expenditures are projected at \$425,000 per fiscal year. This is a budgeted expense for Fleet Services (Cost Center 342).

If this contract is not approved, the City would be required to make purchases on the open market. This would keep us from realizing discounts that would be available if we were participating in a cooperative purchasing agreement. Approval of this contract will ensure the City maintains a reliable fuel supply at the best available pricing.

The City is authorized to purchase from a cooperative purchasing program with another local government or a local cooperative organization pursuant to Chapter 271 Subchapter F of the Texas Local Government Code and by doing so satisfies any State Law requiring local governments to seek competitive bids for items. (City of Irving 019LR-24F and the City of Plano Contract No. 2025-0352-OA)

FINANCIAL SUMMARY/STRATEGIC GOALS

Approval of this item will allow Fleet Services to purchase bulk fuels for emergency generators and tank sites. The initial contract term is September 2025 through January 2025 with optional renewals through January 2030. Expenditures will be made within the approved budget appropriations for each year of the contract based on need. The estimated amount to be spent in the remainder of FY 2024-25 is \$17,747. The estimated future amount is \$1,841,667 (\$425,000 in FY 2025-26 through FY 2028-29 and \$141,667 in FY 2029-30). Any additional funds needed will be available from savings and fund balance, and any remaining balance each year will be used for other Fleet Services purchases.

Purchasing bulk fuels for emergency generators and tank sites relates to the City's Strategic Plan Critical

Success Factors of Excellent, Innovative and Accountable City Government and Multi-Modal Transportation and Mobility Solutions.

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: CUS
DIRECTOR: Denise Tacke, Director of Finance
AGENDA ITEM: CUS Payment Processor
RECOMMENDED ACTION: Purchase from Existing Contract

ITEM SUMMARY

To approve the purchase of implementation and licensing of InvoiceCloud software for a one (1) year contract with four (4) automatic renewals for the Customer and Utility Services Division in the estimated annual amount of \$288,335 for a total of \$1,441,780 if all renewals are exercised from Vertosoft LLC through an existing contract; and authorizing the City Manager to execute all necessary documents. (DIR-CPO-5327) **Approved**

BACKGROUND

This award is to replace Customer & Utility Services' credit card and eCheck processors.

Acceptable solutions were required to have a proven integration with SpryPoint software which will replace JDEdwards Utiligy CIS. Three firms met the criteria and submitted offers.

A panel of ten comprised of Utility Billing, Technology Solutions, and Finance staff evaluated each offer. The firms were invited to demonstrate their solutions and discuss how they integrate with SpryEngage, the customer portal. The panel selected InvoiceCloud software, the lowest-cost and best-value solution.

During discovery, it was determined that customer experience could be enhanced by also implementing the solution with the current CIS, JDE Utiligy. New payment channels (text and phone IVR) and tender types (Apple Pay, Google Pay, Venmo, and PayPal) meet the expectations for modern, frictionless ways to pay water bills.

- Software Custom Set-up (Utiligy): \$16,780
- Software Set-up (SpryPoint): \$ 0
- Annual Fees (year 1): \$275,000

The contract is planned for four (4) automatic one-year renewals. The annual fees are estimations based on average monthly transactions of 41,000 credit card payments and 23,000 eChecks. If all renewal options are exercised, the total estimated cost is \$1,425,000. Including implementation, the total estimated project cost is \$1,441,780.

The solution is fully funded from the Water & Sewer Fund's operational budget.

Failure to award this contract would limit the City of Plano customers' online experience and hinder billing and service efficiencies.

The City is authorized to purchase from the State Contract list pursuant to Chapter 271 Subchapter D of

the Texas Local Government Code and by doing so satisfies any State Law requiring local governments to seek competitive bids for items. (DIR-CPO-532 and City of Plano Contract 2025-520-OA)

FINANCIAL SUMMARY/STRATEGIC GOALS

Funding for this item is available in the Water & Sewer Fund. This request is to approve the purchase and implementation of InvoiceCloud, a payment processor to integrate with SpryPoint, and the approval of a one (1) year contract with four (4) automatic renewals in the total estimated amount of \$1,441,780 (\$291,780 in FY 2025-26, \$280,000 in FY 2026-27, \$285,000 in FY 2027-28, \$290,000 in FY 2028-29, and \$295,000 in FY 2029-30). All future year expenditures will occur within council approved appropriations. All future year expenditures will occur within council approved appropriations.

Approval of this item supports the City's Strategic Plan Critical Success Factor of Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
Evaluation Recap	8/29/2025	Bid Recap

City of Plano
2025-0520-OA
Payment Processor for CUS
Recap

Vendors Notified:	3
"No Bid"s Submitted:	0
Offers Submitted:	3

Submitted Offers	
Pricing Estimates (based on average monthly transactions)	
Credit Cards: 41,000	
eChecks: 23,000	

Offeror	Price	Rank
Paymentus		2
	Fee per credit card transaction (excludes interchange & assessment levied by card companies)	\$0.45
	Monthly Fee	\$18,450.00
	Annual Fees	\$221,400.00
	Fee per eCheck transaction	\$0.35
	Monthly Fee	\$8,050.00
	Annual Fees	\$96,600.00
SpryPoint Inc. (SpryWallet)		3
	Fee per credit card transaction (excludes interchange & assessment levied by card companies)	\$0.55
	Monthly Fee	\$22,550
	Annual Fees	\$270,600
	Fee per eCheck transaction	\$1.25
	Monthly Fee	\$28,750
	Annual Fees	\$345,000
Vertosoft LLC (Invoice Cloud)		1
	Fee per credit card transaction (excludes interchange & assessment levied by card companies)	\$0.39
	Monthly Fee	\$15,990
	Annual Fees	\$191,880
	Fee per eCheck transaction	\$0.30
	Monthly Fee	\$6,900
	Annual Fees	\$82,800

Recommended Offeror	Price
Versosoft	\$288, 335 average over 5 years, with escalation built in

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Technology Solutions
DIRECTOR: Roger Wright, Chief Information Officer
AGENDA ITEM: To approve the purchase of Rapid7 Log Management Solution
RECOMMENDED ACTION: Purchase from Existing Contract

ITEM SUMMARY

To approve the purchase of Rapid7 Log Management Solution for a one-year contract for Technology Solutions in the estimated annual amount of \$259,680 from Solid Border through an existing contract; and authorizing the City Manager to execute all necessary documents. (DIR-CPO-4850) **Approved**

PREVIOUS ACTION/PRESENTATION

On June 27, 2022, City Council approved the purchase of a three-year agreement with Solid Border to provide Rapid 7 Log Management Solution in the amount of \$203,790 for FY 21-22, \$213,990 for FY 22-23, and \$224,700 for FY 23-24 through DIR-TSO-4365 for a total estimated amount of \$642,480.

BACKGROUND

Technology Solutions recommends renewal of Rapid7 Log Management Solution. In June 2022, staff conducted research across multiple cooperative contracts to identify vendors capable of providing the required cybersecurity services. Quotes were requested from several vendors under multiple DIR cooperative contracts, and Solid Border was determined to offer the best value for the City of Plano.

Since June 2022, this service has provided 24/7/365 detection and response through a dedicated crew of specialized engineers, acting as an extension of our security team and has played a critical role in defending the City of Plano's environment against advanced threats, enabling our internal security team to focus on other high-priority initiatives.

The solution continues to deliver:

- Advanced implementation components and services that enhance our overall security posture
- Enhanced technology and professional coverage that support a multi-layered defense strategy
- Cost savings through efficiency gains and reduced incident response times

If this request is not approved, Technology Solutions would lose the ability to efficiently detect, respond to, or monitor internal and external threats at the scale and speed required to protect City assets. Given the ongoing need to safeguard critical systems and data, we recommend this renewal be considered a high priority in continuing the City of Plano's commitment to advanced cybersecurity capabilities.

The City is authorized to purchase from the State Contract list pursuant to Chapter 271 Subchapter D of the Texas Local Government Code and by doing so satisfies any State Law requiring local governments to seek competitive bids for items. (Contract No. DIR-CPO-4850 and City of Plano Contract No. 2025-0557-OR)

FINANCIAL SUMMARY/STRATEGIC GOALS

Funding for this item is available in the 2024-25 Technology Solutions Fund. This request is to approve a one (1) year contract for the purchase of Rapid7 Log Management Solution in the estimated amount of \$259,680 which will leave a remaining balance of \$102,991 for other maintenance and support expenditures in the 2024-25 Information Security Budget.

Approval of this item supports the City's Strategic Plan Critical Success Factors of an Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
Cooperative Quote Recap	9/3/2025	Cooperative Quote Recap

**CITY OF PLANO
SOLICITATION NO. 2025-0557-OR
RAPID7 LOG MANAGEMENT SOLUTION
COOPERATIVE QUOTE RECAP**

Quote Due Date/Time: August 29, 2025 @ 10:00 a.m. (CT)

Number of Vendors Contacted: 5

Number of No Bid Responses: 4

Number of Quotes Received: 1

Solid Border	\$259,680.00
via TX DIR-CPO-4850	

Recommended Vendor

Solid Border	\$259,680.00
via TX DIR-CPO-4850	

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: HR
DIRECTOR: Victoria Huynh, J.D., Director of Human Resources/Risk Management
AGENDA ITEM: Ancillary Benefits Contract Extension
RECOMMENDED ACTION: Approval of Contract Modification

ITEM SUMMARY

To approve a contract modification to extend the current contract by one (1) year through December 31, 2026 and increase the current awarded contract amount of \$5,914,075 by \$2,375,058 for a total contract amount of \$8,289,133 for Ancillary Benefits and Services from American United Life Insurance Company (OneAmerica) for Human Resources; and authorizing the City Manager to execute all necessary documents. (Contract No. 2019-0141-C; Modification No. 1) **Approved**

PREVIOUS ACTION/PRESENTATION

Council previously approved the award of contract 2019-0141-C for Ancillary Benefits and Services on August 12, 2019.

BACKGROUND

The City awarded a three-year contract with two (2) City optional one-year renewals to OneAmerica, starting on January 1, 2020, for its life and disability policies which was approved by Council in FY 2019-20 after a Request for Proposal process. This process combined the life and disability coverages to the same carrier to better manage the waiver of premium process for individuals who become disabled. Previously, the life and disability policies were with two different insurance carriers. The City also added short-term disability as a voluntary line of coverage which was a new benefit introduced in 2020.

Traditional Life and AD&D is funded through the various cost centers which are associated with full-time employees. Retiree life is funded through the City's Other Post-Employment Benefits Trust. Voluntary Life is funded by the employees. Basic long-term disability is funded through the various cost centers which are associated with full-time employees whereas buy up long-term disability and short term disability are funded by the employees.

In February 2023, the City entered a professional services contract with FMLASource, a company integrated with OneAmerica, for the administration of FMLA benefits to ensure a smooth process for employees navigating the FMLA/ADA process, as well as potentially a disability claim. It is important to note that the vendors who handle the three respective areas – life insurance, disability, and FMLA outsourcing – should be integrated.

Failure to award this contract will result in a disruption of the process for employees navigating the FMLA/ADA process as well as the disability claim process; loss of life, accidental death, and dismemberment benefits; and long-term disability salary protection to employees and retirees, as well as an employee assistance program for employees and their families. The amounts to approve beyond the original contract term are estimated as follows:

Account	Coverage Line	2026 Estimated Total
---------	---------------	----------------------

077.2210	Traditional Life	\$1,331,296
091.6125	Traditional Term Life - Retirees	\$38,613
077.2210	Traditional Term AD&D	\$140,630
077.2208	Long Term Disability – Core	\$120,147
077.2208	Long Term Disability – 50% Plus	\$10,907
077.2208	Long Term Disability – 60% Plus	\$164,421
077.2208	Worksite Short Term Disability	\$363,769
077.2216	Voluntary Life	\$205,275
Total		\$2,375,058

FINANCIAL SUMMARY/STRATEGIC GOALS

This item approves a contract extension for the City's life and disability insurance policies with OneAmerica through December 31, 2026. The total estimated cost for the extension in future years is \$2,375,058 (\$1,781,294 in FY 2025-26 & \$593,764 in FY 2026-27). Funding for this contract is spread across all city funds that pay for employee salary and benefits and will be captured in the annual budget appropriation of each future fiscal year.

Approval of this item will support the City's Strategic Plan Critical Success Factor of being an Excellent, Innovative, and Accountable City Government.

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025

DEPARTMENT: Engineering-CIP

DIRECTOR: B. Caleb Thornhill, P.E., Director of Engineering

AGENDA ITEM: Construction Materials Testing Professional Services for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005

RECOMMENDED ACTION: Approval of Expenditure

ITEM SUMMARY

To approve an expenditure for construction materials testing professional services for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005, in the amount of \$170,944 from Raba Kistner, Inc. for the Engineering Department; and authorizing the City Manager to execute all necessary documents. **Approved**

BACKGROUND

The Engineering Department recommends approval of an expenditure in the amount of \$170,944 for construction materials testing professional services from Raba Kistner, Inc. for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005. The project scope entails the removal and replacement of approximately 12,150 linear feet of existing 6-inch and 8-inch waterlines, along with associated pavement reconstruction and the installation of barrier-free ramps.

Raba Kistner, Inc. was deemed most qualified based on their Statement of Qualifications submission to RFQ No. 2021-0378-XR. Raba Kistner, Inc. also has successful experience with the City of Plano Engineering Department in providing construction materials testing professional services for projects with similar scope with concrete pavement testing, field density testing for waterline trench compaction, etc. They are currently working on Water Rehabilitation - Park Boulevard Phase 2 (US 75 to East City Limits), Project No. 7592, with the Engineering Department.

The benefit of this project includes verification that the materials furnished and installed by the Contractor meet or exceed project specifications and City standards.

Not approving the expenditure would result in limiting the Contractor's accountability to provide materials meeting the specified project requirements, potentially reducing the quality of materials placed and the infrastructure's service life.

FINANCIAL SUMMARY/STRATEGIC GOALS

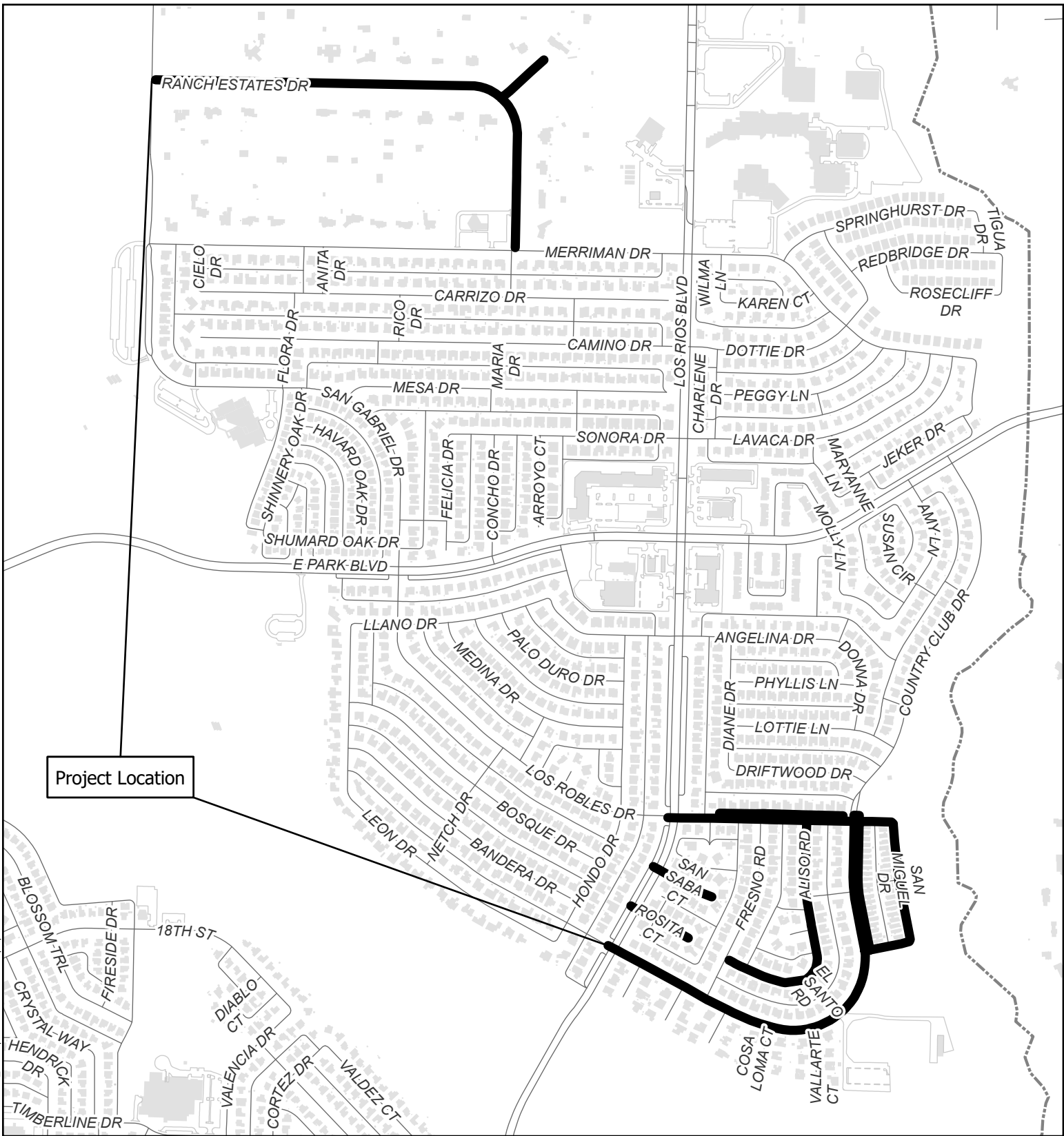
Funding for this item is budgeted in the 2025-26 Street Improvements CIP and is planned for future years as well. Construction materials testing professional services for Water Rehabilitation - Los Rios Addition and Ranch Estates, Project No. ENG-CMB-00005, in the total amount of \$170,944 will leave a balance of \$37,971 for future expenditures.

Approval of this item will support the City's Strategic Plan Critical Success Factor of being an Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

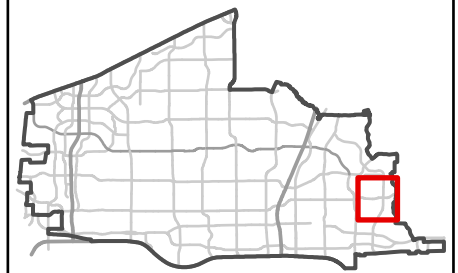
Description	Upload Date	Type
Location Map	8/19/2025	Map

discoff Z:\BI+GIS\Projects\Engineering\2024\2024-04-02_Project\ENG-CMB-00005_CSM\MapDocument\LocationMap.aprx



**Water Rehabilitation -
Los Rios Addition and Ranch Estates
Project No. ENG-CMB-00005**

Project Location



CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Technology Solutions
DIRECTOR: Roger Wright, Chief Information Officer
AGENDA ITEM: Interlocal Agreement
RECOMMENDED ACTION: Approval of Contract / Agreement

ITEM SUMMARY

To approve an Interlocal Agreement by and between the City of Plano, the City of Allen, and the City of The Colony for use of the Plano and Allen Joint Radio Communications System; and authorizing the City Manager to execute all necessary documents. (City of Plano Contract No. 2025-0532-I) **Approved**

PREVIOUS ACTION/PRESENTATION

On July 23, 2012, City Council approved an Interlocal Agreement between the Cities of Plano, Allen, and The Colony for an eight-year period.

On September 28, 2020, City Council approved an Interlocal Agreement between the Cities of Plano, Allen and The Colony for a five-year period.

BACKGROUND

The Cities of Plano, Allen, and The Colony entered an Interlocal Agreement (ILA) in 2012 to provide public safety radio service for themselves and other entities in Collin County. Through this agreement, Plano and Allen own the primary master sites for the management of agency IDs and radio frequencies for the radio system. The Colony is one of 16 agencies that rely on the radio services provided by Plano and Allen.

This new ILA between the cities sustains the existing rate structure on the Joint Radio System network and maintains the objective of ensuring cost neutrality for the Cities of Plano and Allen.

After its initial one (1) year term, the ILA will automatically renew for successive one (1) year terms for nine (9) years if required by The Colony. The Colony may terminate this ILA with or without cause by providing three hundred sixty-five (365) days' written notice.

FINANCIAL SUMMARY/STRATEGIC GOALS

Approval of this item will have no financial impact on the 2024-25 Budget. This request is to approve an Interlocal Agreement by and between the Cities of Plano, Allen, and The Colony for the Public Safety Radio Communications System. The agreement is for a one-year term with nine (9) one-year automatic renewals unless one of the parties take action to terminate the agreement. The Colony will pay an estimated \$116,280 annually for the 2025-26 through 2034-35 Budgets. The fees in the Intergovernmental Radio Fund are earmarked for repairs, upgrades, and other enhancements to the Joint Radio System.

Approval of this item supports the City's Strategic Plan Critical Success Factors of Safe, Vibrant Neighborhoods, and Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
Interlocal Agreement	9/3/2025	Agreement

COMMUNICATIONS SYSTEMS AGREEMENT

CATEGORY 1- GOVERNMENT ENTITY

This **COMMUNICATIONS SYSTEM AGREEMENT** (the “**Agreement**”) is made and entered into by and between the **City of Plano (“Plano”)**, a Texas home-rule municipality, and **City of Allen (“Allen”** together with Plano referred to as the “**Cities**” and individually as “**City**”), a Texas home-rule municipality, acting herein by and through their duly authorized City Managers, and **City of The Colony (“USER”)**, acting herein by and through its duly authorized representative, individually referred to as a “party”, collectively referred to herein as the “parties”. **Plano and Allen shall include all employees, directors, officers, agents, and authorized representatives of Plano and Allen, respectively. USER shall include all employees, directors, officers, and authorized representatives of USER.**

RECITALS

WHEREAS, this Agreement is made under the authority of Chapter 791 of the Texas Government Code (the “Interlocal Cooperation Act”); and

WHEREAS, each governing body, in performing governmental functions or is paying for the performance of governmental functions hereunder, shall make that performance or those payments from current revenues legally available to that party; and

WHEREAS, each governing body finds that the subject of this Agreement is necessary for the benefit of the public and each has the legal authority to perform and provide the governmental function or service which is the subject matter of this Agreement; and

WHEREAS, each governing body finds that the performance of this Agreement is in the common interest of all parties and that the division of costs fairly compensates the performing party for the services or functions under this Agreement; and

WHEREAS, the Cities jointly own, operate and maintain the radio communications system exclusive of the radios owned individually by each City (“**Joint Radio System**”) for the purpose of providing Public Safety voice radio and data communications and are the sole license holders of the Joint Radio System with all privileges and responsibilities thereof.

NOW THEREFORE, the Cities and USER agree as follows:

1. GRANT OF LICENSE

The Cities grant USER specific permission to operate USER’s owned or leased field radio equipment or equipment attached and/or interfaced to the Joint Radio System infrastructure in

accordance with the specific details and requirements for use as set forth in “**Exhibit A, Terms of Use**” which is attached hereto, incorporated herein, and made a part of this Agreement. Nothing herein shall be construed as the creation of a partnership or joint enterprise between the Cities and USER.

2. TERM

This Agreement shall begin upon the last day executed by all authorized Parties (“**Execution Date**”) and shall continue in full force and effect for a period of one year (“**Initial Term**”). After that Initial Term, this Agreement shall automatically renew for successive nine (9) one-year terms unless otherwise terminated in accordance with the provisions set forth herein and in “**Exhibit A**”.

3. NON-APPROPRIATION OF FUNDS

The Cities and USER will use the best efforts to appropriate sufficient funds to support obligations under this Agreement. However, in the event that sufficient funds are not appropriated by party’s governing body, and as a result, that party is unable to fulfill its obligations under this Agreement, that party (i) shall promptly notify the other parties in writing and (ii) may terminate this Agreement, effective as of the last day for which sufficient funds have been appropriated.

4. RIGHT TO AUDIT

USER agrees that the Cities shall, at no additional cost to the Cities, during and until the expiration of three (3) years after termination of this Agreement, have access to and the right to examine at reasonable times any directly pertinent books, documents, papers, records, and communications of the USER involving transactions relating to this Agreement. USER agrees that the Cities shall have access during normal working hours to all necessary USER facilities and shall be provided adequate and appropriated workspace in order to conduct audits in compliance with the provisions of this Section. The Cities shall give USER reasonable advance notice of intended audits.

5. ASSIGNMENT

USER shall not have the right to assign or subcontract any of its duties, obligations, or rights under this Agreement without the prior written consent of the Cities, such right shall be granted solely at the discretion of the Cities. Any assignment in violation of the provision shall be void.

6. NO WAIVER

The failure of either party to insist upon the performance of any provision or condition of this Agreement or to exercise any right granted herein shall not constitute a waiver of that party’s right to insist upon appropriate performance or to assert any such right on any future occasion.

7. GOVERNMENTAL POWERS/IMMUNITIES

It is understood and agreed that by execution of this Agreement, that neither Cities nor USER waives or surrender any of its governmental powers or immunities.

8. AMENDMENTS

No amendment to this Agreement shall be binding upon either party hereto unless such amendment is set forth in writing, dated subsequent to the date of this Agreement, and signed by all parties.

9. SEVERABILITY

If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired.

10. CONFIDENTIAL INFORMATION

To the extent permitted by law, USER for itself and its officers, agents and employees, agree that it shall treat all information provided to it by the Cities as confidential ("City Information") and shall not disclose any such information to a third party without the prior written approval of the Cities, unless such disclosure required by law, rule, regulation, court order, in which event USER shall notify the Cities in writing of such requirement in a sufficient time to allow the Cities to seek injunctive or other relief to prevent such disclosure. USER shall store and maintain City Information in a secure manner and shall not allow unauthorized users to access, modify, delete or otherwise corrupt City Information in any way. USER shall notify the Cities immediately if the security or integrity of any City Information has been compromised or is believed to have compromised.

11. FORCE MAJEURE

The parties shall exercise their best efforts to meet their respective duties and obligations hereunder, but shall not be held liable for any delay in or omission of performance due to force majeure or other causes beyond their reasonable control, including, but not limited to compliance with any state or federal law or regulation, acts of God, acts of omission, fires, strikes, lockout, national disasters, wars, riots, material or labor restrictions, transportation problems, existing contractual obligations directly related to the subject matter of this Agreement, or declaration of a state of disaster or emergency by the federal, state county or local government in accordance with applicable law.

12. NOTICES

Notices required pursuant to the provisions of this Agreement shall be conclusively determined to have been delivered when (1) hand –delivered to the other party, its agent, employees, servant or representatives, (2) delivered by facsimile with electronic confirmation of this transmission, or

(3) received by the other party by United States Mail, registered, returned receipt requested, addressed as follows:

City of Plano	City of Allen	City of The Colony
Attn: Chief Information Officer	Attn: IT Director	Attn: PSD Director
P.O. Box 860358	305 Century	5151 N. Colony Blvd.
Plano, TX 75086	Allen, TX 75013	The Colony, TX 75056

13. GOVERNING LAW/VENUE

This Agreement shall be construed in accordance with the laws of the State of Texas. Venue for any action brought on the basis of this Agreement shall lie exclusively in state courts located in Collin County, Texas or the United States District Court for the Northern District of Texas McKinney Division. In any such action each party shall pay its own attorney's fees, court costs and other expenses incurred as a result of the action.

14. SIGNATURE AUTHORITY

The person signing this Agreement hereby warrants that he/she has the legal authority to execute this Agreement on behalf of his or her respective party, and that such binding authority has been granted by proper order, resolution, ordinance or other authorization of the entity. The other party is fully entitled to rely on this warranty and representation in entering into this Agreement.

15. ENTIRETY OF AGREEMENT

This written instrument including all exhibits attached hereto, contains the entire understanding and agreement between the Cities and USER as to the matters contained herein. Any prior or contemporaneous oral or written agreement is hereby declared null and void to the extent in conflict with this Agreement. Any previously executed Communication System Agreement (ILA) between the parties shall be terminated simultaneously with the final execution of this Agreement by both parties.

16. COUNTERPARTS

This Agreement may be executed in one or more counterparts and each counterpart shall together constitute one and the same.

[INTENTIONALLY LEFT BLANK. SIGNATURES TO FOLLOW]

EXECUTED IN MULTIPLE ORIGINALS on this day of _____, 2025

CITY OF PLANO, TEXAS

BY: _____
Mark D. Israelson, City Manager

APPROVED AS TO FORM

Paige Mims, City Attorney

ACKNOWLEDGMENTS

STATE OF TEXAS
COUNTY OF COLLIN

This instrument was acknowledged before me on the _____ day of _____, 2025,
by **MARK D.ISRAELSON**, City Manager of the **CITY OF PLANO, Texas**, a home-rule municipality,
on behalf of such corporation.

Notary Public, State of Texas

EXECUTED IN MULTIPLE ORIGINALS on this day of August 27, 2025

CITY OF ALLEN, TEXAS

BY: 
Eric Ellwanger, City Manager

APPROVED AS TO FORM

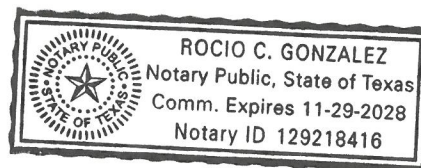

Peter G Smith, City Attorney

ACKNOWLEDGMENTS

STATE OF TEXAS
COUNTY OF COLLIN

This instrument was acknowledged before me on the 27th day of August, 2025,
By **ERIC ELLWANGER**, City Manager of the **CITY OF ALLEN, TEXAS**, a home-rule municipality, on
behalf of such corporation.


Notary Public, State of Texas



EXECUTED IN MULTIPLE ORIGINALS on this day of July 1st, 2025

CITY OF THE COLONY, TEXAS

BY: [Signature]
Troy Powell, City Manager

APPROVED AS TO FORM

[Signature]
Jeffrey Moore, City Attorney



ACKNOWLEDGMENTS

STATE OF TEXAS
COUNTY OF COLLIN

This instrument was acknowledged before me on the 1st day of July, 2025,
By **TROY POWELL**, City Manager of the **CITY OF THE COLONY**, TEXAS, a home-rule municipality,
on behalf of such corporation.

[Signature]
Notary Public, State of Texas

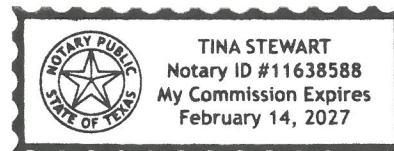


EXHIBIT A

CATEGORY TERMS OF USE

The terms of use are set forth below:

TERMS OF USE

1. The installation and maintenance of the Radio System infrastructure equipment is the responsibility of the City of Plano Radio Division unless otherwise stated in this Agreement.
2. The City of Plano Radio Division is the holder of the FCC (Federal Communications Commission) license(s) that the Joint Radio System uses for its operation. This Agreement shall not be construed or interpreted to grant, convey, or otherwise provide USER with any rights whatsoever to the City of Plano Radio Division FCC license(s) or to the Radio Frequency spectrum used by the Joint Radio System.
3. The City of Plano Radio Division makes no guarantee, either express or implied, as to radio signal strength or a specific level of radio coverage in a particular location. The USER is responsible for conducting appropriate and applicable in-building and geographical coverage testing to determine the expected radio coverage level for USER's equipment.
4. USER will be responsible for the acquisition, programming and maintenance of all equipment USER will be utilizing in connection with the Joint Radio System infrastructure, including, but not limited to, Subscriber Radio and special equipment.
5. In order to ensure hardware and software compatibility with the Joint Radio System infrastructure, all Subscriber Radio intended for use by USER on the Joint Radio System shall be compliant with Project 25 Phase II standards established by the Telecommunications Industry Association. The use of unauthorized radios on the Joint Radio System may result in suspended operation of the radios and /or termination of the Agreement.

The City of Plano operates a radio shop for the mutual benefit of all users of the Joint Radio System. The Radio Shop provides day to day system administration as well as centralized shipping and receiving for all mobile and portable repairs. When radios return from repair, the Radio Shop verifies their operation and programs the unit as required. To ensure optimum Interoperability of thousands of radios on this network, subscriber on this joint radio system are expected to have their radio programming done by the City of Plano Radio Shop. The use of any other vendors for this purpose, must be approved by the Plano Radio Shop. The Radio Shop offers a drive-up service to assist in troubleshooting radio issues in vehicles in addition to the functions outlined in item 23 of this ILA.

The Radio Shop is generally open Monday-Friday 7:30 am to 4:00 pm. If service is required after hours, the on-call technician will respond. After hour's responses shall be limited to service affecting system wide infrastructure or priority-restore at dispatch centers, fire station alerting, at the sole discretion of the Plano Radio Manager. Mobile and portable service is not available after hours or weekends.

6. USER agrees to exclusively utilize antennas specifically approved by the radio manufacturer for use with the specific models of USER's radios. The use of short, broad spectrum, or "stubby" antennas is not recommended. USER shall be solely liable for coverage gaps in the event USER utilized short broad spectrum or stubby antennas or other antennas not approved by the manufacture for use with the specific models of USER's radio.
7. No antenna gains greater than 3 DB will be allowed for mobiles and Consolettes.
8. USER shall use due diligence in the maintenance and configuration of its Subscriber Radio equipment to ensure that USER radio or console causes a degradation to the Joint Radio System operation. The City of Plano Radio Division shall have the right to remove from operation any field radio unit or equipment owned or leased by USER that is operating on, attached and /or interfaced to the Joint Radio System infrastructure, if the City of Plano Radio Division determines in its sole reasonable discretion that such equipment is causing interference or harm to the Joint Radio System in any way. The City of Plano Radio Division reserves the right to request that USER operated field radio units or equipment operating on, attached and/or interfaced to the infrastructure be tested for proper operation and/or repaired by an authorized radio repair facility approved by the City of Plano Radio Division. The cost of such testing or repair will be the sole responsibility of USER. Furthermore, the City of Plano Radio Division shall have right to deactivate, without prior notification to or consent of USER, any field radio or other USER equipment suspected of causing interference, intentionally unintentionally, to any other radios on the Joint Radio System or to the Radio System overall operation.
9. USER's radios may be used for voice and data radio communications over the Joint Radio System infrastructure in accordance with the terms and conditions of this Agreement for as long as this agreement remains in effect.
10. The City of Plano Radio Division will be responsible for managing infrastructure loading and demand. The City of Plano Radio Division reserves the right, without notice to Incumbent users to enter into a similar agreement with other entities or to deny the addition of a new Subscriber Radio equipment to any user of the Joint Radio System. The City of Plano Radio Division shall have discretion in determining whether to allow additional users or radios based on the Joint Radio Systems Coordination Committee

determination of whether such addition to the Joint Radio System can be made without adversely impacting the Radio System.

- 11.** USER is prohibited from utilizing telephone interconnect on the Joint Radio System. This prohibition shall include, but is not limited to, connecting to either the PSTN (Public Switched Telephone Network) or User's internal phone system(s) through a console patch into the Joint Radio System or to any Subscriber Radio on the Radio System.
- 12.** Due to the radio infrastructure resource allocations required by "Private Call". USER is not permitted to utilize "Private Call" on the Joint Radio System.
- 13.** USER's utilization of data communications on the Joint Radio System will be limited to the Radio Systems OTAP or OTAR functions. Performance of data communications over the Joint Radio System is not guaranteed. For programming changes involving more than ten Subscriber Radio's USER's agrees to coordinate with the Plano Radio Division prior to executing changes to minimize impact on other users and the Radio System.
- 14.** The use of OTAR in association Subscriber Radio encryption is prohibited without prior approval of the City of Plano Radio Division. Administration of encryption keys will be performed by the City of Plano Radio Division. USER may utilize and administer other encryption methods as required.
- 15.** The City of Plano Radio Division may provide USER with an Advanced System Key (ASK) for use with the USER's Subscriber Radio only. The ASK will expire annually, and USER shall be responsible for requesting a new ASK 30 days prior to expiration, if one is required. USER will be responsible for safeguarding the security of the ASK to prevent theft and/or loss of the ASK.
- 16.** The City of Plano Radio Division will assign the USER Talk Group ID's unique to USER operation. All Talk Group names shall include a prefix unique to the USER's agency. No other agency will be authorized to use USER Talk Groups without the express written permission of USER, and a copy of such permission must be on file with the Plano Radio Division before such use may occur. The City of Plano Radio Division reserves the right to require certain Talk Group ID's to be programmed in USER radios. Additionally, the Plano Radio Division shall have the right to limit the number of Talk Group ID's to be used by USER based on the capacity of the Master Sites and network traffic.
- 17.** The City of Plano Radio Division has established a coordinated Interoperable Communications Plan to apply to Joint Radio System and the users of its Radio System. USER agrees to participate in the Plan and include the Plan's interoperable Talk Groups in the programming of its Subscriber Radios.

- 18.** Roaming to other systems or the use of USER's Talk Groups on other trunked systems that are interconnected to the Joint Radio System is prohibited without prior approval by the City of Plano Radio Division. Roaming to other trunked systems will be limited to the Joint Radio Systems Interoperable Talk Groups, although this capability may be terminated by the City of Plano Radio Division if its use is determined to result in performance degradation to either the Radio System or the interconnected trunked system.
- 19.** The City of Plano Radio Division generally maintains aliases for units operating on the Radio System. If the USER has acquired the capability to modify its aliases, it may administer and maintain its own subscriber unit aliases. From that point, USER will be responsible for administering and maintaining its own subscriber unit aliases. From that point, USER will be responsible for administering and maintaining its own subscriber unit aliases, and the Plano Radio Division will no longer administer and maintain the USER's subscriber unit aliases.

APPLICABLE FEES * TERMINATION: REFUNDS

- 20.** USER shall pay The City of Plano Radio Division an annual Infrastructure Support Fee, per Subscriber Radio. This fee is payable in advance on an annual basis for all active radio ID's issued to USER at the time of the annual billing. Invoicing will occur on a pro-rata basis when new Radio ID's are issued or consoles added, and thereafter, at the beginning of each fiscal year. There will be no refunds or credits for radios or consoles removed from service during the fiscal year.

Subscribers shall pay the City of Plano (Radio Division) an annual Infrastructure Support fee in the amount of \$33.00 per radio/month, per Subscriber Radio or console, and a \$1.00 per radio/month network access fee, for a total of \$34.00 per month per radio/console. The monthly per Subscriber Radio support and network fee covers access to the primary master site in Plano and the back-up site in Allen and the following City of Plano Radio Division Services:

Radio Installation & Patching	Shipping & Receiving Devices
Loaner Program	Service & Repair
FCC License Management	Solution Engineering (Consultation)
Encryption & Key Management	Talk Group Assignment
Network Problem Resolution	Service Center
Network Upgrade Management	Tower Operation & Maintenance on-call
Radio Monitoring	Support (7 x 24 x 365)

- 21.** The City of Plano Radio Division shall have the right to increase any applicable fees under this Agreement each fiscal year to offset any increased costs incurred by the City of Plano Radio Division in the operation or maintenance of the Joint Radio System. Any increase in applicable fees will be effective at the beginning of the next Plano Radio Division fiscal year. The City of Plano Radio Division shall provide USER with 120-day written notice of any intended fee increase provided however, that this notice period may be less than 120 days if Motorola Solutions provides the City of Plano Radio Division with less than 90-day notice of an increase in the System Upgrade Agreement Fee and such reduced notice period shall not impact USER's obligation to pay the increased fee.

TERM

- 22.** Either USER or the City of Plano Radio Division may terminate this Agreement for any reason, with or without cause, upon three hundred sixty-five (365) days written notice to the other party. If USER terminates there will be no refunds or credits for any fee. If the City of Plano Radio Division terminates, the City of Plano Radio Division will issue a refund to the USER of all fees, pro-rated to the end of the current fiscal year. The City of Plano Radio Division, in its sole discretion shall have the right to deny USER access to the radio infrastructure and/or the right to terminate the Agreement immediately if USER fails to make full payment of invoiced system fees within thirty (30) days of the date payment is due. The City of Plano Radio Division further reserves the right to terminate this Agreement immediately, or deny access to the USER, upon notice of USER misuse of the Joint Radio System Notwithstanding the foregoing, the City of Plano Radio Division, in its sole discretion, reserves the right to immediately deny access to the USER if such action is required to prevent the spread of a security breach or threatened security breach or due to an emergency, operational issue or other critical incident between the Master Switch and the USER's environment. The City of Plano Radio Division will use best efforts to restore access to the USER as soon as possible once the security breach, emergency, operational issue or critical incident is resolved.

COMPLIANCE WITH LAWS

- 23.** The USER shall comply with all current and future Federal, State and Local laws, Ordinances, and Mandates including Federal Communications Commission rules and regulations regarding proper use of radio communications equipment. The USER will also comply with the guidelines or procedures set out in this Agreement. Furthermore, the USER is responsible for enforcing such compliance by its employees, directors, officers, agents, authorized representatives, subcontractors, and consultants for USER Subscriber Radio equipment. Furthermore, the USER will be responsible for payment of any fines and penalties levied against the City of Plano Radio Division (as the license holder) as a result of improper or unlawful use of Subscriber Radio equipment owned or leased by USER.
- 24.** In order to comply with Federal, State and Local Laws and/or Mandates, the City of Plano Radio Division, as the license holder, may need to act on behalf of the USER regarding possible modifications, reconfiguration, or exchange of Subscriber Radio equipment in order to meet these obligations. For as long as this Agreement is in force, the USER will

allow the City of Plano Radio Division to facilitate such activities on USER's behalf as necessary.

25. In the instance where USER Subscriber Radio equipment is to be replaced in order to be in compliance with Federal, State and Local Laws and/or Mandates, title and ownership of such replacement Subscriber Radio equipment shall, upon delivery of Subscriber Radio equipment to the USER's site, pass directly to the owner of the equipment that is being replaced. The USER shall provide the City of Plano Radio Division, or its designee, with the serial number(s) and radio IDs of Subscriber Radio equipment to be replaced, as well as the serial number(s) of the new radio equipment. USER shall be liable for payment of any fees associated with radios deemed to be not in proper working order. USER shall be liable for payment of any fees associated with upgrades to Subscriber Radio equipment.

The following definitions shall have the meaning set forth below and apply to this agreement:

DEFINITIONS

"Console System" shall mean all hardware and software associated with any dispatch console or set of consoles operated by the USER that are connected to the Radio System Master Switches.

"Interoperable Communications Plan" (The Plan) means the plan developed and established by the Plano Radio Division and the Coordinating Committee to facilitate, enhance and simplify radio communications among all agencies utilizing the Radio System or connecting their Subscriber Radio or Console Systems to the Radio System or connecting their Subscriber Radio or Console Systems to the Radio System Master Switches.

"Radio System Coordinating Committee ("Coordinating Committee") shall mean that group of individuals tasked with maintaining and administering the Radio System infrastructure and selecting a Technical Committee. The Coordinating Committee shall determine and may periodically adjust the number of members and the method for selecting members. "Infrastructure Support Fee" shall mean the annual fee charged by the City of Plano Radio Division to offset costs incurred in the operation and maintenance of the Radio System.

"Master Switch" shall mean the primary processing and network infrastructure to which all Console Systems and Site Repeater Systems must connect in order to operate on the Radio System. The primary Master Switch is currently located at the City of Plano Radio Division facility and the back-up facility in _____.

"Over The Air Rekeying" ("OTAR") shall mean the management and support of Subscriber Radio encryption keys via over-the-air, radio channel transmission.

"Over The Air Programming" ("OTAP") shall mean the method of implementing programming changes to Subscriber Radios using the over-the-air data capabilities of the Radio System.

"Private Call" shall mean a feature that reserves channel resources specifically for conversations between two Subscriber Radios.

“Site Repeater System” shall mean the base stations, shelter, tower and all site-specific hardware and software infrastructure associated with the provision of a radio site connected to the Radio System Master Switches.

“Subscriber Radio” shall mean a radio that has a unique identification number and is programmed to operate on the Radio System. The term shall include, but not be limited to control stations (desk top radios) consoles, mobile and portable radios.

“Talk Group” shall mean a specific group of Subscriber Radios allowed to communicate privately within that group over shared infrastructure resources.

“User Group” – All Subscribers utilizing the Radio System microwave network.

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Fire
DIRECTOR: Chris Biggerstaff, Fire Chief
AGENDA ITEM: Resolution to Increase the Fire Prevention Fees
RECOMMENDED ACTION: Adoption of Resolutions

ITEM SUMMARY

To repeal Resolution 2023-9-1(R) and approve an updated Fire Department Fee Schedule for inspection services; and providing an effective date. **Adopted Resolution No. 2025-9-9(R)**

PREVIOUS ACTION/PRESENTATION

On September 11, 2023, the Plano City Council passed Resolution No. 2023-9-1(R) approving the Fire Department Fee Schedule for fire inspection and fire plan review services.

BACKGROUND

On September 11, 2023, the Plano City Council passed Resolution No. 2023-9-1(R) approving the Fire Department Fee Schedule for fire inspection and fire plan review services. It is necessary to increase the fees for fire inspection and fire plan review services to cover escalated operational costs. Upon review and consideration, the City Council agrees that Resolution No. 2023-9-1(R) should be repealed and the revised Fee Schedule should be adopted and approved, and that a copy of the revised Fee Schedule should be on file with the Fire Department and made available to the public upon request.

FINANCIAL SUMMARY/STRATEGIC GOALS

Approval of this item will increase the inspection fees for Fire Prevention and Protection. While there will likely be a change in revenues collected as result of these updates, the exact amount of additional revenue to be collected is indeterminable due to the unknown number of future inspections.

Approval of this item will support the City's Strategic Plan Critical Success Factor of being an Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
Resolution - Fire Prevention Fee Schedule	8/31/2025	Resolution
EXHIBIT A - Fire Prevention Fee Schedule	8/31/2025	Exhibit

A Resolution of the City Council of the City of Plano, Texas, repealing Resolution 2023-9-1(R) and approving an updated Fire Department Fee Schedule for inspection services; and providing an effective date.

WHEREAS, on September 11, 2023, the City Council of the City of Plano passed Resolution No. 2023-9-1(R) approving the Fire Department Fee Schedule for fire inspection and fire plan review services; and

WHEREAS, it is necessary to increase the fees for fire inspection and fire plan review services to cover escalated operational costs; and

WHEREAS, upon review and consideration, the City Council agrees that Resolution No. 2023-9-1(R) should be repealed and the revised Fee Schedule should be adopted and approved, and that a copy of the revised Fee Schedule should be on file with the Fire Department and made available to the public upon request.

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

Section I. Resolution No. 2023-9-1(R) is hereby repealed in its entirety.

Section II. The Fire Department Fee Schedule, attached hereto as Exhibit "A," having been reviewed by the City Council of the City of Plano and found to be acceptable and in the best interests of the City of Plano and its citizens, is hereby adopted and approved.

Section III. This Resolution becomes effective October 1, 2025.

PASSED AND APPROVED on the 16th day of September, 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY

Exhibit "A"

<u>FEE DESCRIPTION</u>	<u>FEE AMOUNT</u>
In-Home Daycare	\$55.00 Annually
Contractor Registration (Annual Fee)	
All contractors installing, repairing, or inspecting fire protection systems, or any system or operation regulated by the International Fire Code.	\$110.00
Fire Plan Check Fee	
1-100,000 square feet	\$0.039/sq ft of building area (minimum \$66)
100,001-300,000 square feet	\$3,850 for 1st 100,000 + \$0.019 for each additional sq ft
300,001+ square feet	\$7,590 for 1st 300,000 + \$0.011 for each additional sq ft
Fire Protection System Work (when Fire Protection Contractor is the only Contractor working on site)	One-half plan check fee (minimum \$110)
Expedited Plan Review (see policy)	\$137.50
New Construction Re-inspection Fees (Must be paid before scheduling a Building Inspection Final)	
First Re-inspection Fee	\$82.50
Second Re-inspection Fee	\$110.00
Third Re-inspection Fee	\$110.00
Additional Re-inspections	\$137.50
Miscellaneous	
Fireworks (Outdoor)	\$330.00
Flammable and Combustible Liquid Storage Tank and Piping	\$275.00/tank
LP Gas Storage Tank (New Installation)	\$275.00/tank
Pyrotechnics – Theatrical Effects	\$110/event or \$550/year
AFTER-HOURS INSPECTIONS	\$82.50/hour (minimum \$165)
SAME-DAY NEW CONSTRUCTION INSPECTION (see policy)	\$82.50/hour (minimum \$165)

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Fire
DIRECTOR: Chris Biggerstaff, Fire Chief
AGENDA ITEM: Resolution Revising Fee Schedule for Hazardous Materials Mitigation Services
RECOMMENDED ACTION: Adoption of Resolutions

ITEM SUMMARY

To approve a revised Fee Schedule for Hazardous Materials Mitigation Services of the Fire Department; and providing an effective date. **Adopted Resolution No. 2025-9-10(R)**

BACKGROUND

It is necessary to increase the fees for hazardous materials mitigation services to cover escalated operational costs.

FINANCIAL SUMMARY/STRATEGIC GOALS

This item updates the schedule of charges for hazardous materials mitigation services. While there will likely be a change in revenues collected as result of these updates, the exact amount of additional revenue to be collected is indeterminable due to the unknown number of future incidents and abatement efforts required.

Approval of this item will support the City's Strategic Plan Critical Success Factor of being an Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
Resolution - Hazardous Materials Mitigation Fee Increase	9/4/2025	Resolution
EXHIBIT A - Hazardous Materials Mitigation Fee Increase	8/31/2025	Exhibit

A Resolution of the City of Plano, Texas, approving a revised Fee Schedule for Hazardous Materials Mitigation Services of the Fire Department; and providing an effective date.

WHEREAS, Section 14-108 authorizes the City to assess non-refundable fees for hazardous materials mitigation services in accordance with the fee schedule approved by the City Council; and

WHEREAS, it is necessary to increase the fees for hazardous materials mitigation services to cover escalated operational costs; and

WHEREAS, the City Council has determined that it is in the best interest of the City to adopt a restated and revised fee schedule, attached hereto as Exhibit "A."

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

Section I. The Hazardous Materials Mitigation Services Fee Schedule, attached hereto as Exhibit "A," having been reviewed by the City Council of the City of Plano and found to be acceptable and in the best interests of the City of Plano and its citizens, is hereby adopted and approved.

Section II. This Resolution shall become effective October 1, 2025.

PASSED AND APPROVED this the 16th day of September, 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY

Exhibit "A"

CONTAINMENT	<u>COST</u>
55 Gal. Steel Drum	\$163.90
Absorbent Pads	\$3.30
Barrier Tape (per roll)	\$17.60
Booms (Universal)	\$34.10
Broom	\$27.50
Bucket (5 gallon) w/lid	\$16.50
Bucket Liner (5 gallon)	\$4.40
Class A Foam (per gallon)	\$15.40
Class B Foam AFFF/ATC (per gallon)	\$30.80
Drum Liner	\$5.50
Foam Eductor	\$127.60
Football Fuel Tank Patch	\$110.00
Gapseal Compound (per tub)	\$18.70
Golfball Plug Kit	\$53.90
Hazmat Bag	\$4.40
HazMat Defender Pads (15"x19")	\$1.10
Oil Spill Eater (per gallon)	\$3.30
Oil-Only Boom (4' & 10')	\$17.60
Oil-Only Sonic Bonded Pads (15"x19")	\$11.00
Poly Drum w/lid (30 gallon)	\$132.00
Poly Overpack w/lid (95 gallon)	\$244.20
Safety Sorb (per pound)	\$2.20
Sample Container	\$3.30
Sand (per yard)	\$57.20
Soda Ash (per pound)	\$4.40
Universal Defender Pads (30"x30")	\$2.20
EQUIPMENT	<u>COST</u>
20/20 BioCheck Protein Kit	\$45.98
4 Gallon Backpack Sprayer w/OSE II	\$64.02
Advnt Biotechnologies Pro Strips	\$43.29
AreaRae Pro RDK Kit w/ Weather Station	\$1,560.27
AutoRae 2 Controller (Calibration)	\$39.83
AutoRae 2 MultiRae Cradle	\$33.39
CavCom Communication Equipment	\$132.31
Chlorine Emergency "A" Kit	\$112.20
Chlorine Emergency "B" Kit	\$116.60
Chlorine Emergency "C" Kit	\$131.78
Dahlgren Electrostatic Decon Kit (EDK)	\$40.99
F100 Flourine Test Paper Kit (Per Strip)	\$0.23
FLIR R-440	\$517.00
Freon Detector	\$4.38

Fuel Pump	\$24.20
GoPro (w/accessories)	\$31.28
Hazmat 20 Gallon Overpack Kit	\$145.02
Hazmat 65 Gallon Overpack Kit	\$338.80
Hazmat Dell Laptop	\$42.16
Ipad Pro	\$40.34
IR Temp Gun	\$10.45
Kappler Chem Tape, 2"	\$44.00
KI Paper	\$12.54
Launder Dosimeter Kit	\$198.00
Ludlum Industries Technology	\$16.50
133-7, High Sensitivity Gamma	\$0.85
44-2, High Sensitivity Gamma	\$0.19
44-9, Pancake detector	\$0.85
Macbook Pro	\$25.30
M256 A1 Kit Chemical Agent Detector	\$77.00
M8 Chemical Agent Liquid Detector	\$13.99
M9 Chemical Agent Liquid Detector	\$13.99
Mercury Spill Kit	\$148.49
Microsoft Surface Pro	\$24.20
PAPR C420 Plus	\$110.00
pH Paper (per roll)	\$33.45
Powered Sweeper	\$25.30
PRO VAC Battery Operated Blower with AC Adapter	\$110.00
Proengin UC AP4C Chemical Detector	\$270.45
Advnt Biotechnologies Prostrips - 5 in 1 multi case	\$51.48
BADD, Anthrax	\$51.48
BADD, Botulinum	\$51.48
BADD, Plague	\$51.48
BADD, Ricin	\$51.48
BADD, SEB	\$51.48
RadAlert 100X	\$12.10
Radlight Reader w/ Radwatch Dosimeter	\$230.98
RAE Colorimetric System w/tubes	\$42.90
Rae Hand Pump Kit	\$24.75
RAE Systems - MultiRAE/Bluetooth	\$99.02
RAE SYSTEMS – SINGLE GAS SENSORS	
Ammonia	\$55.99
Carbon Dioxide	\$90.24
Chlorine	\$55.99
Hydrogen Cyanide	\$55.99
Sulfur Dioxide	\$55.99
Raider GNIsotope Identifier	\$109.62
Rainbow Sensor	\$32.45
Sensit Gold	\$48.62
Sensit Gold G2	\$43.63

Sensit TKX	\$8.28
Smiths Detection - Ace ID	\$626.78
Smiths Detection - Hazmat ID Elite	\$1,529.00
3 South Sampling Complete Kit (Hazmat ID)	\$1,626.90
3 South Sampling Liquid Speciman (Per Sample)	\$27.12
3 South Sampling Solid Speciman (Per Sample)	\$27.12
Spylfyer (per tube)	\$3.48
Thermo Scientific PackEye Rad. Backpack	\$404.45
Thermo Scientific PRD-ER	\$31.02
TIC	\$59.40
ToxiRae 3 CO Monitor	\$4.07
MISCELLANEOUS ITEMS	<u>COST</u>
FIRE HOSE	
2.5" White 50' Section (Full Replacement Cost)	\$338.80
2" Blue 50' Section (Full Replacement Cost)	\$314.60
2" Orange 100' Section (Full Replacement Cost)	\$314.60
1.75" Red 50' Section (Full Replacement Cost)	\$257.40
Extrication Gloves (Full Replacement Cost)	\$36.36
Ladder Hook w/Strap (Full Replacement Cost)	\$248.60
Radio Holster w/Strap (Full Replacement Cost)	\$83.60
Search Rope Bags (Full Replacement Cost)	\$310.20
Truck Belt (Full Replacement Cost)	\$170.50
PROTECTIVE CLOTHING	<u>COST</u>
Hazmat Coveralls/Spill Suit Used on Scene	\$22.00
Hazmat Coveralls/Spill Suit (Full Replacement Cost)	\$220.00
GLOVES	
Butyl II	\$49.50
Cryogenic	\$93.50
Kevlar	\$8.80
Nitrile	\$9.90
PVC	\$7.70
Hazproof Boots	\$330.00
Kappler Zytron 300	\$622.60
Level A Suits - Kappler Frontline 500	\$2,816.00
Level B MT-94 CBRNE	\$2,464.00
Level B Microchem Suit	\$324.50
Neoprene Gloves	\$16.50
Tyvek 400	\$8.80
SCBA Usage	\$69.29
SCBA – REPLACEMENT COST	
Full SCBA Replacement	\$6,928.93

Backframe Assembly with harnesses	\$1,168.62
Waist Belt Assembly (Female)	\$61.04
Waist Belt Assembly (Male)	\$61.04
Shoulder Pad Strap Assembly	\$577.41
Waist Pad Assembly	\$381.92
Waist to Shoulder Strap	\$68.46
Regulator Holder	\$26.60
Cylinder Strap Assembly, Plate Frame	\$80.41
Loop, Drag	\$28.05
Console Retaining Strap	\$5.94
EZ-Flo+ Regulator w/quick disconnect (QD) Hose	\$1,705.00
45 Minute Bottle w/valve	\$1,210.04
1 Hr. Bottle w/valve	\$1,375.00
STRUCTURAL FIREFIGHTING PPE REPLACEMENT COST	
Bunker Gear Complete Set	\$3,567.59
Firefighting Helmet	\$346.50
Protective Hood	\$42.90
Suspenders	\$27.72
Structural Firefighting Boots	\$409.20
Structural Firefighting Gloves	\$93.50
Turnout Coat	\$1,473.63
Turnout Pants	\$1,155.04
CLASS C STATION UNIFORM REPLACEMENT COST	
Complete Station C Uniform	\$44.50
Station T-Shirt	\$23.43
Station Workout Shorts	\$21.07
CLASS B UNIFORM REPLACEMENT COST	
Complete Station B Uniform	\$485.98
Station Job Shirt	\$89.93
Station Polo Short-Sleeve Shirt	\$70.79
Station Polo Long-Sleeve Shirt	\$73.37
Station Uniform Footwear	\$165.00
Station Uniform Pants	\$50.27
DECONTAMINATION	<u>COST</u>
Brushes	\$4.40
Decontamination Basin	\$137.50
Fibertect Wipes	\$11.00
Plastic	\$11.00
Tarps	\$148.50

APPARATUS	<u>COST</u>
Engine & Truck (per unit, per hour)	\$528.00
Other Vehicles (per unit, per hour)	\$264.00
*Billable time starts from first unit arrival.	



CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Animal Services
DIRECTOR: Jamey Cantrell, Director of Animal Services
AGENDA ITEM: Resolution Revising Fee Schedule for Animal Services
RECOMMENDED ACTION: Adoption of Resolutions

ITEM SUMMARY

To approve a revised Animal Services Fee Schedule to reflect fees for current services and programs; and providing an effective date. **Adopted Resolution No. 2025-9-11(R)**

BACKGROUND

This resolution sets fees for pet registrations, permits, adoptions, and reclamations of impounded pets.

FINANCIAL SUMMARY/STRATEGIC GOALS

This item establishes revised Animal Services fees beginning in FY 2025-26. The anticipated increase in revenue is projected at \$258,860 on an annual basis. All additional revenue will go to the General Fund.

Approval of these revised Animal Service fees supports the City's Strategic Plan Critical Success Factor of Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
Resolution	9/4/2025	Resolution

A Resolution of the City of Plano, Texas, approving a revised Animal Services Fee Schedule to reflect fees for current services and programs; and providing an effective date.

WHEREAS, on September 27, 2021, the City Council adopted Resolution No. 2021-9-13(R) to provide the latest Animal Services fees; and

WHEREAS, it is necessary to update and approve a new Animal Services fee schedule to incorporate fees for programs and services offered by the department; and

WHEREAS, the City Council, has determined that it is in the best interest of the City of Plano, Texas, to adopt a revised a fee schedule, attached hereto as Exhibit “A”.

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

Section I. The Animal Services Department Fee Schedule, attached hereto as Exhibit “A,” having been reviewed by the City Council of the City of Plano and found to be acceptable and in the best interests of the City of Plano and its citizens, is hereby approved.

Section II. This Resolution shall become effective immediately upon its passage.

PASSED AND APPROVED on the 16th day of September, 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY

EXHIBIT “A”

ANIMAL SERVICES FEES

ANNUAL REGISTRATION	FEE
Dog, cat or ferret registration - annual	\$30.00
Sterilized dog, cat, or ferret registration – annual (Reduced to \$5.00 if owner is sixty (60) years of age or older or provides proof of receiving financial assistance from any governmental agency; the animal is used by a law enforcement agency; or the animal is a certified assistance animal.)	\$10.00
Dangerous animal registration - annual	\$275.00
Lost registration tag fee	\$5.00
Late Fee for annual registration if applied for thirty-one (31) or more days after the expiration of the previous registration	\$10.00
First-time registration of any dog, cat or ferret twelve (12) months of age or less, sterilized or unsterilized	\$10.00
PERMIT*	
Commercial Breeder Permit - annual	\$80.00
Animal Establishment Permit - annual	\$80.00
Animal Exhibition Permit - per seven (7) day period	\$30.00
Zoological Educational Outreach Display Permit - annual	\$75.00
Pet Grooming Facility Permit - annual	\$55.00
Multi-Pet Permit Application Fee - annual	\$15.00
Backyard Chicken Permit - annual	\$15.00
Wildlife Educational Center Permit - annual	\$220.00
Wildlife Rehabilitator Permit - annual	No charge
Expedited Processing Fee for any Animal Exhibition Permit submitted less than fourteen (14) days, but more than seven (7) days, prior to the start of the exhibition	\$15.00
Expedited Processing Fee for any Animal Exhibition Permit submitted seven (7) days or less prior to the start of the exhibition	\$30.00
Re-inspection Fee – per re-inspection, for Commercial Breeder, Animal Establishment, Pet Grooming Facility or Wildlife Educational Center	\$25.00
Late Fee for annual Permit for Commercial Breeder, Animal Establishment, Pet Grooming Facility or Wildlife Educational Center if applied for one to thirty (1-30) days after expiration of previous permit	\$25.00
Late Fee for annual Permit for Commercial Breeder, Animal Establishment, or Pet Grooming Facility if applied for thirty-one (31) or more days after expiration of previous permit	\$55.00
IMPOUND AND BOARDING	
First Impoundment	\$80.00
First Impoundment may be reduced by the following amounts if the animal, at the time of the impound is:	
Sterilized	\$40.00
Currently vaccinated against rabies	\$10.00
Currently licensed with the City	\$10.00
Identified by traceable identification	\$20.00
Second Impoundment in any twelve (12) month period	\$110.00

Third and all subsequent impoundments in any twelve (12) month period: Previous full impound fee plus	\$110.00+
Boarding Fee per animal, daily for all or part of any one day	\$10.00
ADOPTION	
Dog or cat	\$85.00
Ferret	\$55.00
Rabbit, guinea pig, hamster, or other small mammal	\$25.00
Reptile	\$325.00
Bird	\$850.00
MISCELLANEOUS	
Microchipping fee	\$15.00
Rabies vaccination fee	\$10.00
Local Rabies Control Authority Incident Fee (includes all boarding and observation fees and ship and test fees)	\$110.00
Livestock capture and impoundment, per head	\$110.00
Livestock boarding fee, per head, per day	\$15.00
Deceased dog, cat, or other small animal cremation fee	\$20.00
Owner surrender fee for any dog, cat, or other small animal	\$50.00

*No permit shall be issued or renewed until such fee is paid.

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Fire
DIRECTOR: Chris Biggerstaff, Fire Chief
AGENDA ITEM: Ordinance for the Adoption of Ambulance Service Fee Increase
RECOMMENDED ACTION: Adoption of Ordinances

ITEM SUMMARY

To amend Section 8-3, City Ambulance Service, of Article I, In General, of Chapter 8, Fire Prevention and Protection, of the Code of Ordinances of the City of Plano to increase user fees for City Ambulance Services; and providing a repealer clause, a severability clause, a savings clause, and an effective date.

Adopted Ordinance No. 2025-9-12

PREVIOUS ACTION/PRESENTATION

On March 24, 2025, the Plano City Council enacted Ordinance No. 2025-3-6 establishing user fees for ambulance services.

BACKGROUND

On March 24, 2025, the Plano City Council enacted Ordinance No. 2025-3-6 establishing user fees for ambulance services. It is necessary to increase the user fees for ambulance services to cover escalated operational costs. The City Council, after all things considered, finds and determines that the fee increases are necessary and in the best interest of the City and its citizens.

FINANCIAL SUMMARY/STRATEGIC GOALS

Approval of this item will increase the fee schedule for EMS standby at Special Events. While there will likely be a change in revenues collected as result of these updates, the exact amount of additional revenue to be collected is indeterminable due to the unknown number of future events.

Approval of this item will support the City's Strategic Plan Critical Success Factor of being an Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
Ordinance - Ambulance Service Fee Increase - SEM	9/5/2025	Ordinance

An Ordinance of the City of Plano, Texas, amending Section 8-3, City Ambulance Service, of Article I, In General, of Chapter 8, Fire Prevention and Protection, of the Code of Ordinances of the City of Plano to increase user fees for City Ambulance Services; and providing a repealer clause, a severability clause, a savings clause, and an effective date.

WHEREAS, on March 24, 2025, the City Council of the City of Plano enacted Ordinance No. 2025-3-6 establishing user fees for ambulance services; and

WHEREAS, it is necessary to increase the user fees for ambulance services to cover escalated operational costs; and

WHEREAS, the City Council, after all things considered, finds and determines that the fee increases are necessary and in the best interest of the City and its citizens.

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

Section I. Section 8-3, City Ambulance Service, of Article I, In General, of Chapter 8, Fire Prevention and Protection, of the Code of Ordinances of the City of Plano, is hereby amended to read in its entirety as follows:

“Sec. 8-3. City Ambulance Service

(a) The following user fees are hereby approved, adopted and levied, and shall be paid by those individuals and/or organizations making use of the city’s fire department ambulance service: The basic life support (BLS) fee for medical care rendered is one thousand thirty-five dollars (\$1,035.00); the advanced life support (ALS) fee for medical care rendered is one thousand one hundred seventeen dollars and fifty cents (\$1,117.50); the advanced life support (ALS2) fee for medical care rendered is one thousand one hundred forty-seven dollars and fifty cents (\$1,147.50). A transportation fee of twenty-two dollars and fifty cents (\$22.50) per mile from the incident location to the medical facility will apply to all transports. In addition to the above charges, when applicable, a seventy-five dollar (\$75.00) medication administration fee and/or a one hundred fifty dollar (\$150.00) non-resident fee will be charged per person per incident.

(b) The following user fees are hereby approved, adopted and levied, and shall be paid by those individuals and/or organizations making use of the City’s Fire Department ambulance service. For EMS standby at Special Events, the following fee schedule applies:

- 1) EMS cart + two (2) paramedics at \$110.00 per hour
- 2) First Aid Tent + two (2) paramedics at \$110.00 per hour
- 3) EMS cart + bike medics + four (4) paramedics at \$210.10 per hour
- 4) MICU* + two (2) paramedics at \$313.50 per hour

* Minimum of four (4) hours per paramedic to be charged to the event as established by ordinance.

- * Plano Fire Rescue's MICUs are subject to vehicle availability. Patients transported to the hospital will be billed at the established rate.

The user fees established above shall be collected by the accounting department, and upon receipt thereof, shall be credited to the general fund as an offset to the cost of providing the fire department service for which the fee is being charged."

Section II. Any provision of any Ordinance of the City of Plano, codified or uncoded, in conflict with the provisions of this Ordinance is 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 III. It is the intention of the City Council that this Ordinance, and every provision hereof, 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 IV. The repeal of any Ordinance or part of Ordinances effectuated by the enactment of this Ordinance shall not be construed as abandoning any action now pending under or by virtue of such Ordinance or as discontinuing, abating, modifying, or altering any penalty accruing or to accrue, or as affecting any rights of the municipality under any section or provisions of any Ordinances at the time of passage of this Ordinance.

Section V. This Ordinance shall become effective October 1, 2025.

PASSED AND APPROVED on the 16th day of September, 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: PSC
DIRECTOR: Susan Carr, Director of Public Safety Communications
AGENDA ITEM: 9-1-1 Service Fee Increase
RECOMMENDED ACTION: Adoption of Ordinances

ITEM SUMMARY

To amend Section 7.5-17, Service Fee, of Article II, 9-1-1 Service, of Chapter 7.5, Emergency Services, of the Code of Ordinances of the City of Plano to increase service fees for local exchange access lines; and providing a repealer clause, a severability clause, a savings clause, and an effective date. **Adopted Ordinance No. 2025-9-13**

PREVIOUS ACTION/PRESENTATION

Public Safety Communications recommends increasing the 9-1-1 service fee for residential and business landline and Voice over Internet Protocol (VoIP) lines. The fee has not been adjusted since it was codified in 1996. The proposed new fee is \$0.825 per residential line and \$1.00 per business line. The provision limiting the number of chargeable business lines to 100 will remain unchanged.

BACKGROUND

This interim fee adjustment is being recommended as part of the Fiscal Roadmap and cost recovery policy approved by Council at the March 4, 2025 meeting.

FINANCIAL SUMMARY/STRATEGIC GOALS

This item approves an Ordinance amendment to increase the 9-1-1 service fee for both residential and business lines beginning in FY 2025-26. This amendment will increase the revenue in the General Fund in the approximate amount of \$46,019. The exact increase in revenue is undeterminable and will depend on the number of subscriber lines.

Approval of this item supports the City's Strategic Plan Critical Success Factor of Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
MEMO	8/29/2025	Memo
ORDINANCE_911 SERVICE FEE	8/29/2025	Ordinance

Date: August 25, 2025

To: Budget and Research

From: Susan Carr, Director, Public Safety Communications

Subject: City Ordinance Amendment, Section 7.5-17, Service Fee (9-1-1 Service fee)

As part of the Fiscal roadmap, departmental fees that have not been recently adjusted were identified for review and potential interim increases. The Fiscal Roadmap Team recommended that any such adjustments be capped at 10%.

The 9-1-1 service fee has not been adjusted since its codification. In accordance with the guidance, the Public Safety Communications Department (PSC) has proposed the following adjustments to the 9-1-1 service fee:

Fee type	Current Fee	Proposed New Fee
Residential (Landline/ VoIP)	\$0.75	\$0.825
Business lines	\$0.75	\$1.00

The proposed changes represent a 10% increase for residential customers and a slightly larger adjustment for business lines. These adjustments are expected to generate approximately \$46,019 in additional annual revenue. (This figure is subject to change based on subscriber counts.)

Section 7.5-19, which specifies the number of access lines permitted for business customers, will remain unchanged.

An Ordinance of the City of Plano, Texas, amending Section 7.5-17, Service Fee, of Article II, 9-1-1 Service, of Chapter 7.5, Emergency Services, of the Code of Ordinances of the City of Plano to increase service fees for local exchange access lines; and providing a repealer clause, a severability clause, a savings clause, and an effective date.

WHEREAS, on January 22, 1996, the City Council of the City of Plano enacted Ordinance No. 96-1-30 establishing local exchange access line 9-1-1 service fees; and

WHEREAS, staff recommends increasing the access fees to cover escalated operational costs; and

WHEREAS, the City Council, after all things considered, finds and determines that the fee increases are necessary and in the best interest of the City and its citizens.

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

Section I. Section 7.5-17, Service Fee, of Article II, 9-1-1 Service, of Chapter 7.5, Emergency Services, of the Code of Ordinances of the City of Plano, is hereby amended to read in its entirety as follows:

“Sec. 7.5-17. - Service Fee

There is hereby imposed on each service user’s local exchange access line and equivalent local exchange access line in the city a 9-1-1 service fee of eighty-two and one-half cent (\$0.825) per month for each residential line and one dollar (\$1.00) per month for each business line. Such 9-1-1 service fee shall be used only to provide for the purchase, installation, operation, and maintenance expenses of 9-1-1 service, including required personnel.”

Section II. All provisions of the Code of Ordinances of the City of Plano, codified or 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 III. It is hereby declared to be the intention of the City Council that the sections, paragraphs, sentences, clauses, and phrases of this Ordinance are severable, and if any phrase, clause, sentence, or section of this Ordinance shall be declared unconstitutional or invalid by any court of competent jurisdiction, such unconstitutionality or invalidity shall not affect any other remaining phrase, clause, sentence, paragraph or section of this Ordinance.

Section IV. The repeal of any Ordinance or part of Ordinances effectuated by the enactment of this Ordinance shall not be construed as abandoning any action now pending under or by virtue of such Ordinance or as discontinuing, abating, modifying, or altering any penalty accruing or to accrue, or as affecting any rights of the municipality

under any section or provisions of any Ordinances at the time of passage of this Ordinance.

Section V. This Ordinance shall become effective on October 1, 2025.

PASSED AND APPROVED on the 16th day of September, 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: HR
DIRECTOR: Victoria Huynh, J.D., Director of Human Resources/Risk Management
AGENDA ITEM: Police Civil Service Pay Plan
RECOMMENDED ACTION: Adoption of Ordinances

ITEM SUMMARY

To repeal Ordinance No. 2024-9-14; establishing the classifications for the civil service members of the Plano Police Department for fiscal year 2025-26 with the effective date of October 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 Police Department with the effective date of October 1, 2025; establishing Certification and Assignment Pay Plans for the civil service members of the Plano Police Department for fiscal year 2025-26 with the effective date of October 1, 2025; and providing a repealer clause, aseverability clause and an effective date. **Adopted Ordinance No. 2025-9-14**

BACKGROUND

State law requires the City Council to approve the number of positions for each classification (i.e. positions within the department) as well as the Compensation Plan for the Police personnel who are subject to the State's Civil Service statute provided under Chapter 143, Local Government Code.

This Ordinance adopts the amended Compensation Plan for the Police Department's sworn personnel, effective October 1, 2025. The amended Compensation Plan will be reduced to eight steps, allowing sworn personnel to reach top pay after five years of service. The amended Compensation Plan will better align the Plano Police Department's pay plan with some of our market comparators, specifically by reducing the length of time to reach top-out pay from 240 months (20 years) to 60 months (5 years). This change will improve recruitment efforts and maintain competitiveness with peer agencies.

This Ordinance also adopts the number of positions effective October 1, 2025, as depicted on Exhibit "A." There are no new positions added for FY 2025-26.

Finally, for tracking purposes, this Ordinance adopts previously approved certification and assignment pay plans for the Police Department identified as Exhibit "B" with the effective date of October 1, 2025. There are no new certification or assignment pays or changes to the existing certification or assignment pay amounts for Police for FY 2025-26.

FINANCIAL SUMMARY/STRATEGIC GOALS

This item is to approve the FY 2025-26 Police Civil Service positions, classifications, Compensation Plan, and Certification and Assignment Pay Plans. Funding associated with pay increases is included in the FY 2025-26 recommended budget.

Approval of this item will support the City's Strategic Plan Critical Success Factors of being an Excellent, Innovative, and Accountable City Government and supporting Safe, Vibrant Neighborhoods.

ATTACHMENTS:

Description	Upload Date	Type
Police Civil Service FY 2025-26 Ordinance	9/5/2025	Ordinance
Police Civil Service FY 2025-26 Pay Plan	8/26/2025	Exhibit

An Ordinance of the City of Plano, Texas, repealing Ordinance No. 2024-9-14; establishing the classifications for the civil service members of the Plano Police Department for fiscal year 2025-26 with the effective date of October 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 Police Department with the effective date of October 1, 2025; establishing Certification and Assignment Pay Plans for the civil service members of the Plano Police Department for fiscal year 2025-26 with the effective date of October 1, 2025; and providing a repealer clause, a severability clause and an effective date.

WHEREAS, on September 23, 2024, by Ordinance No. 2024-9-14, 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 Police Department of the City of Plano; and

WHEREAS, the City desires to better align the Police Department's Compensation Plan with some of our market comparators, specifically by reducing the length of time to reach top-out pay from 240 months (20 years) to 60 months (5 years); 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 Police 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 Police Department's Certification and Assignment Pay Plans, as set forth in attached Exhibit "B," effective October 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. 2024-9-14 duly passed and approved by the City Council of the City of Plano, Texas, on September 23, 2024, is repealed in its entirety effective October 1, 2025.

Section II. The number of positions, classifications, and Compensation Plan for the sworn personnel of the City of Plano Police Department for fiscal year 2025-26, attached hereto as Exhibit "A," is hereby approved and adopted, effective as of the dates reflected therein.

Section III. 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, 2025.

Section IV. 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 V. 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 and uncoded, not in conflict with the provisions of this Ordinance, shall remain in full force and effect.

Section VI. 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 VII. Upon passage, this Ordinance shall become effective October 1, 2025.

PASSED AND APPROVED on the 16th day of September, 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY



CITY OF PLANO
2025 - 2026 CIVIL SERVICE COMPENSATION PLAN
Effective 10/1/2025*
POLICE

Grade	Job Title	Effective Date - # of Positions		BASE 1	6 Months 2	12 Months 3	18 Months 4	24 Months 5	30 Months 6	36 Months 7	60 Months 8
001	Police Officer	10/1/2025 - 365 (*includes 11 over hires)	Annual: Monthly: Hourly:	\$90,729 \$7,561 \$43.6197	\$93,451 \$7,788 \$44.9284	\$96,255 \$8,021 \$46.2764	\$100,105 \$8,342 \$48.1274	\$103,108 \$8,592 \$49.5712	\$106,717 \$8,893 \$51.3063	\$110,985 \$9,249 \$53.3582	\$114,592 \$9,549 \$55.0923
002	Sergeant	10/1/2025 - 40	Annual: Monthly: Hourly:	\$122,077 \$10,173 \$58.6909		\$133,478 \$11,123 \$64.1721					
003	Lieutenant	10/1/2025 - 16	Annual: Monthly: Hourly:	\$140,703 \$11,725 \$67.6457		\$150,852 \$12,571 \$72.5250					
004	Deputy Police Chief	10/1/2025 - 4	Annual: Monthly: Hourly:	\$158,394 \$13,200 \$76.1510		\$173,610 \$14,468 \$83.4663					
005	Assistant Police Chief	10/1/2025 - 2	Annual: Monthly: Hourly:	\$193,191 \$16,099 \$92.8803		\$211,218 \$17,602 \$101.5471					
01A	Recruit		Annual: Monthly: Hourly:	\$86,423 \$7,202 \$41.5495							

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.

*Pay rates reflected herein will commence with the pay period beginning September 22, 2025.

EXHIBIT A



CITY OF PLANO
2025 - 2026 CIVIL SERVICE
ASSIGNMENT & CERTIFICATION PAY
Effective 10/1/2025
POLICE

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

Assignment Pay	Per Shift
Field Training Officer (FTO)	\$30.00
Field Training Officer (FT1)	\$37.50
Field Training Officer (FT2)	\$45.00

EXHIBIT B

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Budget
DIRECTOR: Karen Rhodes-Whitley, Director of Budget and Research
AGENDA ITEM: Ordinance Amending Water & Sewer Rates for FY 2025-26
RECOMMENDED ACTION: Adoption of Ordinances

ITEM SUMMARY

To amend Ordinance No. 2024-9-12 codified as Sections 21-135, 21-136 and 21-147, of Article IV, Service Charges Generally, of Chapter 21, Utilities, of the Code of Ordinances of the City of Plano, to increase the fee schedules for water and sewer services effective October 1, 2025 and clarify the winter quarter average methodology; and providing a repealer clause, a severability clause, a savings clause, and an effective date. **Adopted Ordinance No. 2025-9-15**

PREVIOUS ACTION/PRESENTATION

The water & sewer rate increase was presented to City Council by NewGen Strategies & Solutions on Thursday, August 14, 2025 during the Budget Work Session.

BACKGROUND

Effective Wednesday, October 1, 2025, utility rates for the City of Plano's residential water and sewer services will increase. Customers are currently charged a minimum rate of \$28.89 (1,000 gallons included) and this rate will increase to \$30.90. The 1,001-5,000 gallons tier rate is currently charged less than what the City pays for wholesale water from the North Texas Municipal Water District. The City's rate strategy included gradual increases over three years, beginning in FY 2024-25, so this first billed tier rate will cover the cost of wholesale water. Higher volumetric water rates are increasing by 7%. Furthermore, sewer charges are also increasing by 7%. Your sewer bill is calculated based on your winter (December through February) water usage. This is known as your Winter Quarter Average, and resets each year.

These changes are necessary for Plano to continue our high-quality services at the best value possible despite growing costs. Wholesale water and wastewater treatment, which are over two-thirds of our total water and wastewater expense annually, are increasing.

FINANCIAL SUMMARY/STRATEGIC GOALS

Approval of this item will increase Water & Sewer Revenues by an estimated \$19,256,990 for FY 2025-26 compared to the FY 2024-25 Budget. The water & sewer rate increase is included in the FY 2025-26 Water & Sewer Budget.

Approval of this agenda item supports the City's Strategic Plan Critical Success Factor of Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
Water & Sewer Rate Increase Ordinance	9/3/2025	Ordinance

An Ordinance of the City of Plano, Texas, amending Ordinance No. 2024-9-12 codified as Sections 21-135, 21-136 and 21-147, of Article IV, Service Charges Generally, of Chapter 21, Utilities, of the Code of Ordinances of the City of Plano, to increase the fee schedules for water and sewer services effective October 1, 2025 and clarify the winter quarter average methodology; and providing a repealer clause, a severability clause, a savings clause, and an effective date.

WHEREAS, on September 23, 2024, the City Council of the City of Plano enacted Ordinance No. 2024-9-12, codified as Sections 21-135, 21-136 and 21-147, of Article IV, Service Charges Generally, of Chapter 21, Utilities, of the Code of Ordinances of the City of Plano, to amend the fee schedules for water and sewer services provided in the City; and

WHEREAS, Staff recommends amending the above-referenced fee schedules as costs for water and sewer services have increased; and

WHEREAS, upon consideration of the presentation and the recommendations contained therein, the City Council is of the opinion that the water and sewer rates for both residential and non-residential customers should be increased by variable rates depending on volumetric usage; and

WHEREAS, the City Council further finds and determines that the fee increases are necessary and in the best interest of the City and its citizens.

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

Section I. Section 21-135, Sewer Charges-Residential, of Article IV, Service Charges Generally, of Chapter 21, Utilities, of the Code of Ordinances of the City of Plano, is hereby amended to read in its entirety as follows:

“Sec. 21-135. Sewer charges - Residential.

Rates effective October 1, 2025

Monthly sewer charges for the residential connections to the sanitary sewer collection system shall be based upon the minimum charge and the metered water amounts and shall be as follows:

- (1) Monthly sewer charges for residential connections to the sanitary sewer collection system shall be based upon the minimum charge and the **winter quarter average calculations**.
 - a. Winter quarter average is a method for determining residential sewer use based on water consumption during a minimum of three (3) billed winter months (December, January, and February).

- b. Residential customers, whose water account has not been established for at least 3 billed months of the current winter period, will be charged based upon the residential winter quarter average citywide until an accurate winter average is available.
- (2) **All residential.** (Includes but is not limited to single family homes, individually metered multi-family units, patio homes, town homes and all other separately metered residential dwellings).
- a. Minimum charge.
 - 1. All meter sizes \$21.50
 - b. Consumption charges.
 - 1. First 1,000 gallons included in meter charge (minimum bill).
 - 2. All over 1,000 gallons (per 1,000 gallons) \$8.50
 - c. There will be no sewer charges for water consumed through separately metered landscape irrigation systems.”

Section II. Section 21-136, Sewer Charges-Non-Residential, of Article IV, Service Charges Generally, of Chapter 21, Utilities, of the Code of Ordinances of the City of Plano, is hereby amended to read in its entirety as follows:

“Sec. 21-136. Sewer charges-Non-residential.

Rates effective October 1, 2025

Monthly sewer charges for non-residential connections to the sewer collection system shall be based upon the size of the water meter and the metered water amounts and shall be as follows:

- (1) **All non-residential.** (Includes but is not limited to commercial, schools, churches, homeowners associations, mobile home park, industrial, apartment complexes, cooling towers and any other non-residential use).
 - a. Minimum charge
 - 1. Up to 3/4 inch \$21.50
 - 2. 1 inch 41.80
 - 3. 1 1/2 inch 75.80
 - 4. 2 inch..... 116.50
 - 5. 3 inch 225.00
 - 6. 4 inch 347.00
 - 7. 6 inch 686.20
 - 8. 8 inch 1,021.10
 - 9. 10 inch..... 1,568.00

- b. Consumption charges
 - 1. First 1,000 gallons included in meter charge (minimum bill).
 - 2. All over 1,000 gallons (per 1,000 gallons).....\$8.50
- c. There will be no sewer charges for water consumed through separately metered landscape irrigation systems.”

Section III. Section 21-147, Water Charges, of Article IV, Service Charges Generally, of Chapter 21, Utilities, of the Code of Ordinances of the City of Plano, is hereby amended to read in its entirety as follows:

“Sec. 21-147. Water charges.

Rates effective October 1, 2025

- (1) All **residential**. (Includes but is not limited to single family homes, and separately metered multi-family units, patio homes, town homes, condominiums and all other residential dwellings.)

- a. Minimum charge.
 - 1. Up to 3/4 inch\$30.90
 - 2. 1 inch..... 30.90
 - 3. 1 1/2 inch147.10
 - 4. 2 inch232.20
- b. Consumption charges.
 - 1. First 1,000 gallons included in meter charge (minimum bill).
 - 2. 1,001 – 5,000 gallons (per 1,000 gallons) \$3.45
 - 3. 5,001 – 20,000 gallons (per 1,000 gallons) 5.05
 - 4. 20,001 – 40,000 gallons (per 1,000 gallons) 10.10
 - 5. All over 40,000 gallons (per 1,000 gallons) 12.10

- (2) All **non-residential**. (Includes, but is not limited to commercial, schools, churches, homeowners associations, mobile home parks, industrial, apartment complexes, cooling towers and any other non-residential use.)

- a. Minimum charge.
 - 1. Up to 3/4 inch..... \$33.30
 - 2. 1 inch..... 75.10
 - 3. 1 1/2 inch..... 147.10
 - 4. 2 inch..... 232.20
 - 5. 3 inch..... 458.90
 - 6. 4 inch..... 714.20
 - 7. 6 inch..... 1,423.20
 - 8. 8 inch..... 2,274.00
 - 9.10 inch.....3,266.70

- b. Consumption charges.
 - 1. First 1,000 gallons included in meter charge (minimum bill).
 - 2. All over 1,001 gallons (per 1,000 gallons) \$5.05

(3) Separately metered irrigation use.

- a. Minimum charge.
 - 1. Up to 3/4 inch..... \$33.30
 - 2a. 1 inch (Residential)..... 33.30
 - 2b. 1 inch (Commercial)..... 75.10
 - 3. 1 1/2 inch..... 147.10
 - 4. 2 inch..... 232.20
 - 5. 3 inch..... 458.90
 - 6. 4 inch..... 714.20
 - 7. 6 inch..... 1,423.20
 - 8. 8 inch..... 2,274.00
 - 9. 10 inch..... 3,266.70
- b. Consumption charges.
 - 1. First 1,000 gallons included in meter charge (minimum bill).
 - 2. 1,001- 20,000 gallons (per 1,000 gallons) \$5.05
 - 3. All over 20,000 gallons (per 1,000 gallons)\$10.10

(4) Fire Hydrant use:

- a. Minimum charge (2-inch meter) \$232.20
- b. Consumption charges
 - 1. First 1,000 gallons included in meter charge (minimum bill)
 - 2. All over 1,000 gallons (per 1,000 gallons) \$5.05
 - 3. Delinquent charge will be billed in accordance with Sec. 21-133(e)(3)

Section IV. Any provision of any Ordinance of the City of Plano, codified or uncoded, in conflict with the provisions of this Ordinance is 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 hereof, 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. The repeal of any Ordinance or part of Ordinances effectuated by the enactment of this Ordinance shall not be construed as abandoning any action now pending under or by virtue of such Ordinance or as discontinuing, abating, modifying,

or altering any penalty accruing or to accrue, or as affecting any rights of the municipality under any section or provisions of any Ordinances at the time of passage of this Ordinance.

Section VII. This Ordinance shall become effective October 1, 2025.

PASSED AND APPROVED on the 16th day of September 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: Budget
DIRECTOR: Karen Rhodes-Whitley, Director of Budget and Research
AGENDA ITEM: Ordinance Amending Environmental Waste Services Rates for FY 2025-26
RECOMMENDED ACTION: Adoption of Ordinances

ITEM SUMMARY

To amend Section 18-32, Collection within city limits, of Article II, Collection Charges, of Chapter 18, Solid Waste, of the Code of Ordinances of the City of Plano, Texas, to increase certain collection and disposal rates; amending Section 18-36, Downtown collection accommodation and rates, of Article II, Collection Charges, of Chapter 18, Solid Waste, of the Code of Ordinances of the City of Plano, Texas, to increase the downtown collection rates and the number of power washes for solid waste enclosures; and providing a repealer clause, a severability clause, a savings clause, and an effective date. **Adopted Ordinance No. 2025-9-16**

PREVIOUS ACTION/PRESENTATION

The Environmental Waste Services rate increase was presented to City Council on Thursday, August 14, 2025 during the Budget Work Session.

BACKGROUND

On the evening of Tuesday, September 16, 2025, the City Council is scheduled to adopt a rate increase for Environmental Waste Services, effective October 1, 2025. The 95-gallon container rate will increase from \$24.60 to \$25.60, 68-gallon container from \$17.61 to \$18.32, Commercial Cart from \$31.45 to \$32.45 and an extra cart from \$20.50 to \$21.33. Increases to the overall cost of service is the direct result of the rate increase and will provide an additional \$999,197.

FINANCIAL SUMMARY/STRATEGIC GOALS

This item will add additional revenue to the Sustainability & Environmental Services FY 2025-26 budget in the projected amount of \$999,197. These revenue increases are included in the FY 2025-26 Adopted Budget.

Approval of this agenda item supports the City's Strategic Plan Critical Success Factor of Excellent, Innovative, and Accountable City Government.

ATTACHMENTS:

Description	Upload Date	Type
EWS Rate Increase Ordinance	9/4/2025	Ordinance

An Ordinance of the City of Plano, Texas, amending Section 18-32, Collection within city limits, of Article II, Collection Charges, of Chapter 18, Solid Waste, of the Code of Ordinances of the City of Plano, Texas, to increase certain collection and disposal rates; amending Section 18-36, Downtown collection accommodation and rates, of Article II, Collection Charges, of Chapter 18, Solid Waste, of the Code of Ordinances of the City of Plano, Texas, to increase the downtown collection rates and the number of power washes for solid waste enclosures; and providing a repealer clause, a severability clause, a savings clause, and an effective date.

WHEREAS, on September 23, 2024, the City Council of the City of Plano enacted Ordinance No. 2024-9-13, codified as Section 18-32, Collection within city limits, of Article II, Collection Charges, of Chapter 18, Solid Waste, of the Code of Ordinances of the City of Plano, Texas, establishing a schedule of rates and charges for the collection and disposal of solid waste from residential and commercial customers within the City; and

WHEREAS, on November 12, 2011, the City Council of the City of Plano enacted Ordinance No. 2011-11-8, codified as Section 18-36, Downtown collection accommodation and rates, of Article II, Collection Charges, of Chapter 18, Solid Waste, of the Code of Ordinances of the City of Plano, Texas, establishing downtown collection accommodation and rates; and

WHEREAS, the schedule of rates and charges for solid waste collection and disposal and downtown collection rates must be reviewed and adjusted periodically to address increased operational costs; and

WHEREAS, the City staff finds it necessary to increase power washing of enclosed areas around the downtown service containers to protect the health and safety of the public; and

WHEREAS, the City Council of the City of Plano, after consideration of the recommendations of staff and all matters attendant and related thereto, is of the opinion that the recommended changes are in the best interest of the City and its citizens and will promote health, safety, and welfare of the citizens of Plano and the general public.

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

Section I. Section 18-32, Collection within city limits, of Article II, Collection Charges, of Chapter 18, Solid Waste of the Code of Ordinances of the City of Plano, Texas, is hereby amended to read in its entirety as follows:

"Sec. 18-32. Collection within city limits.

(a) *Rates for collection and disposal.* The following schedule of rates for the collection and disposal of solid waste, landscape waste, bulky waste, household

hazardous waste collection and the collection and processing of recyclable materials for residential and non-franchisee commercial customers is hereby adopted:

- (1) Residential rates. To provide an economic incentive for recycling, the City of Plano has implemented a variable rate system that charges residential and non-franchisee commercial customers based on the size of their residential solid waste container, as follows:
 - a. Single-family residence utilizing a 95-gallon residential solid waste container: \$25.60 per month
 - b. Single family residence utilizing a 68-gallon residential solid waste container: \$18.32 per month
 - c. Duplex, per unit: \$25.60 per month
- (2) Non-Franchisee commercial rate per month \$32.45
- (3) Non-Franchisee commercial customers generating no more solid waste than can be contained in one City provided ninety-five (95) gallon residential solid waste container per week may receive collection from the Environmental Waste Services Division. This service may also be available to those non-franchisee commercial customers whose physical location prohibits the use of two cubic yard or larger containers.
- (4) Downtown Non-Franchisee Commercial Customers. Special collection services are provided to downtown non-franchisee commercial customers in the following categories: small generator, medium generator, and large generator. The rates and charges associated with these services are determined by the Environmental Waste Services Division.
- (5) All other commercial customers, regardless of the amount generated, shall be serviced only by the City's authorized commercial contractor. Mobile homes and trailer parks shall also be serviced by the City's authorized commercial contractor, either by container or through the collection of disposable containers.
- (6) Residential and non-franchisee commercial customers requesting additional bulky waste collections, over and above the one bulky waste collection per month, shall be charged a minimum of twenty dollars (\$20.00) per collection or ten dollars (\$10.00) per cubic yard, whichever is greater. Volume of the bulky waste collection will be based on the dimensions of the pile as estimated by the Director or their designee.
- (7) If a residential or non-franchisee commercial account serviced by

the City shall continually generate more solid waste than can be placed in one 95-gallon residential container on a weekly basis, an additional container shall be obtained from the City. That residential or non-franchisee commercial account will be charged an additional twenty-one dollars and thirty-three cents (\$21.33) per month for each additional container plus a fifteen-dollar (\$15.00) delivery fee for each additional 95-gallon containers.

- (8) If any residential container is lost or damaged beyond repair as a result of the occupant's neglect or misuse, the Director of Public Works or his/her designee will determine the replacement fee based on the current cost of a replacement container from the vendor. A fifteen-dollar (\$15.00) delivery fee will also be charged.
- (9) The type of solid waste collection service for new customers shall be determined by the Director of Public Works or his/her designee, in accordance with the requirements of this section.
- (10) Upon approval from the Director of Public Works or his/her designee and in accordance with the guidelines for providing service to undeveloped areas, the City shall provide solid waste collection service to property within the City that has not previously received such services. Once a previously un-served area within the City is approved for service, all residential customers in such area shall receive collection services by the Environmental Waste Services Division and shall pay solid waste collection and disposal rates in accordance with this section.
- (11) *Reserved.*
- (12) *Reserved.*
- (13) *Reserved.*

(b) *Continuous Service.* In accordance with this Section, all property located within the corporate city limits of the City of Plano with an active utility account shall be required to pay the monthly solid waste collection and disposal rate as set out herein.

(c) *Pro rata billing.* Customers who request to commence, transfer, or terminate any residential or commercial account for utility service within a billing cycle shall be charged based on the number of days service was provided.”

Section II. Section 18-36, Downtown collection accommodation and rates, of Article II, Collection Charges, of Chapter 18, Solid Waste of the Code of Ordinances of the City of Plano, Texas, is hereby amended to read in its entirety as follows:

“Sec. 18-36 Downtown Collection Accommodation and Rates.

(a) *Monthly rates.* Downtown merchants south of 15th Street are required to utilize shared solid waste service containers as designated by the City of Plano. The City will provide designated containers for shared use including both recycling and solid waste in a centralized location. Merchants will be charged monthly by the City of Plano based on the use and floor area of the building occupied. Service rates are established as follows:

- (1) Restaurants with less than 1,000 square feet of floor area will be charged \$0.066 per square foot per month.
- (2) Restaurants with 1,000 square feet or more of floor area will be charged \$0.103 per square foot per month.
- (3) Businesses designated as retail or office with less than 1,000 square feet of floor area will be charged fifteen dollars and sixty-eight cents (\$15.68) per month.
- (4) Businesses designated as retail or office with 1,000 square feet or more of floor area, will be charged forty-five dollars and seventy-six cents (\$45.76) per month.
- (5) Businesses designated as retail or office with more than eleven thousand (11,000) square feet of floor space will be charged two hundred fifty-five dollars (\$255.00) per month.

(b) *Sanitary maintenance.* Merchants that fail to place discarded items completely in solid waste containers may be charged a clean up fee of fifty dollars (\$50.00) per incident. All clean up fees will be included in the utility bill of the responsible merchant.

(c) *Power washing.* Downtown solid waste enclosures will be power washed once per month, as needed in order to maintain a sanitary enclosure. In the event additional power washing of the solid waste enclosure becomes necessary due to excessive spillage or leakage caused by downtown merchants, the City will include the power washing fee in the utility bill of the responsible merchant.

(d) *Appeal to Director of Public Works.* Any merchant assessed a fee on their utility bill for sanitary maintenance or power washing may appeal in writing to the Director of Public Works (“Director”) of the City of Plano within 60 calendar days of receiving their utility bill. An appeal of the charges filed pursuant to this section shall clearly state the reason and factual basis for the appeal. The Director or designee will hear the appeal within 10 calendar days of the receipt of the written notice of appeal. Appeals not filed within the 60 daytime period are waived.

(e) *Issuance of decision by Director.* A decision from the Director or designee shall be issued within 10 calendar days of hearing the appeal. The Director or designee's decision is final and cannot be appealed.

(f) *Failure to pay charges.* Failure to pay power washing charges assessed pursuant to this section shall not be grounds for termination of utility services; however, the City will pursue all available collection remedies allowed by law."

Section III. The rates in Sections 18-32 and 18-36 established pursuant to this Ordinance shall be effective for all billings incurred on and after October 1, 2025.

Section IV. All provisions of the Ordinances of the City of Plano, Texas, codified or uncoded, in conflict with the provisions of this Ordinance are hereby repealed, and all other provisions of the Ordinances of the City of Plano, Texas, codified or uncoded, not in conflict with the provisions of this Ordinance, shall remain in full force and effect.

Section V. It is hereby declared to be the intention of the City Council that the sections, paragraphs, sentences, clauses, and phrases of this Ordinance are severable, and if any phrase, clause, sentence, or section of this Ordinance shall be declared unconstitutional or invalid by any court of competent jurisdiction, such unconstitutionality or invalidity shall not affect any other remaining phrase, clause, sentence, paragraph or section of this Ordinance.

Section VI. The repeal of any Ordinance or part of Ordinances effectuated by the enactment of this Ordinance shall not be construed as abandoning any action now pending under by virtue of such Ordinance or as discontinuing, abating, modifying or altering any penalty accruing or to accrue, or as affecting any rights of the municipality under any section or provisions at the time of passage of this Ordinance.

Section VII. This Ordinance shall become effective October 1, 2025.

PASSED AND APPROVED on the 16th day of September, 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025

DEPARTMENT: City Manager

DIRECTOR: Mark D. Israelson, City Manager

AGENDA ITEM: Authorize the Execution of the Agreement Between the City of Plano, Texas and the Plano Firefighters' Association, IAFF Local 2149, October 1, 2025 to September 30, 2033

RECOMMENDED ACTION: Items for Individual Consideration

ITEM SUMMARY

Consideration to authorize the execution of the Agreement Between the City of Plano, Texas and the Plano Firefighters' Association, IAFF Local 2149, October 1, 2025 to September 30, 2033; and providing an effective date. **Approved**

BACKGROUND

Through the meet and confer process, the City and the Plano Firefighters' Association, IAFF Local 2149 (PFFA) have negotiated and reached a consensus on an Agreement regarding terms and conditions of employment for Plano Firefighters (Firefighters). The Texas Local Government Code states that for the Agreement to be enforceable and binding on the City and the Firefighters, a secret ballot election must be conducted at which a majority of the members of the PFFA vote in favor of ratifying the Agreement. Further, the City Council must approve the Agreement by a majority vote. Staff has confirmed with the PFFA that, by majority vote, the PFFA membership has approved and ratified the Agreement. Approval by the City Council of this Agreement will put it into effect on October 1, 2025 to September 30, 2033. 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. In summary, the Agreement establishes a shift change to 24/72 for field personnel. This shift requires the City to hire a new D-shift and will provide a 3rd day off for field personnel. Implementation of the revised schedule of work and the corresponding wages, benefits and other terms and conditions of employment are detailed in the Agreement. As the City and PFFA finalize the exact language in the Agreement, the final version of the Agreement may vary slightly from the attached draft of the Agreement.

FINANCIAL SUMMARY/STRATEGIC GOALS

This item approves an eight (8) year agreement between the City of Plano and the Plano Firefighters' Association, IAFF Local 2149. Funds are available in the proposed FY 2025-26 Budget in the estimated amount of \$2,000,000 for the first year of the agreement. Future year expenditures will be made within the approved budget appropriations for each year of the agreement.

Approval of this item will support the City's Strategic Plan Critical Success Factors of being an Excellent, Innovative, and Accountable City Government and supporting Safe, Vibrant Neighborhoods.

ATTACHMENTS:

Description	Upload Date	Type
Agreement	9/8/2025	Agreement



AGREEMENT

BETWEEN THE

CITY OF PLANO, TEXAS

AND THE

PLANO FIREFIGHTERS'
ASSOCIATION, IAFF LOCAL 2149

OCTOBER 1, 2025
TO
SEPTEMBER 30, 2033

TABLE OF CONTENTS

ARTICLE 1 RECOGNITION.....	3
ARTICLE 2 DEFINITIONS	3
ARTICLE 3 AUTHORITY AND TERM	4
ARTICLE 4 CATASTROPHIC PAUSE	5
ARTICLE 5 INTENT AND PURPOSE	5
ARTICLE 6 BACKGROUND AND PRINCIPLES.....	6
ARTICLE 7 THE EXHIBITS	7
ARTICLE 8 RELATIONSHIP OF AGREEMENT TO LAWS, RULES & POLICIES.....	8
ARTICLE 9 MANAGEMENT RIGHTS AND MAINTENANCE OF STANDARDS	9
ARTICLE 10 PREEMPTION.....	10
ARTICLE 11 TIME OFF AND LEAVE	11
ARTICLE 12 OVERTIME	11
ARTICLE 13 DELAYS IN PERFORMANCE TIMELINES	11
ARTICLE 14 DISPUTE RESOLUTION	11
ARTICLE 15 SAVINGS CLAUSE	16
EXHIBIT 1.....	18
EXHIBIT 2.....	24
EXHIBIT 3.....	38
EXHIBIT 4.....	41

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				Battalion Chief			Deputy Chief			Assistant Chief		
		Engines	Trucks	Start	Top	Top + Paramedic	Steps	Start	Top	Steps	Start	Top	Steps	Start	Top	Steps
Allen				\$122,630	\$138,385	\$138,385	4	\$140,180	\$158,189	4	N/A	N/A		\$170,560	\$192,472	4
Arlington*	Yes	3	3	\$127,505	\$133,880	\$133,880	2	\$145,929	\$156,235	2	\$161,163	\$168,834	3	\$135,107	\$202,660	3
Carrollton*	Yes	3	4	\$123,462	\$134,911	\$134,911	4	\$142,449	\$155,657	4	N/A	N/A		\$172,972	\$187,069	4
Dallas		4	4	\$121,594	\$130,944	\$131,844	4	\$134,218	\$144,537	4	\$163,530	\$176,104	4	\$180,507	\$208,965	4
Denton*	Yes	3	4	\$135,470	\$143,541	\$143,541	3	\$154,357	\$164,008	3	N/A	N/A		\$171,954	\$200,762	4
Fort Worth		4	4	\$113,534	\$126,132	\$126,132	5	\$129,717	\$144,132	3	\$145,504	\$168,773		\$163,475	\$189,637	
Frisco*	Yes	3	4	\$128,000	\$136,484	\$140,684	4	\$145,158	\$156,248	3	\$164,395	\$174,403	3	\$184,000	\$200,914	3
Garland*	Yes	3	3	\$126,306	\$133,594	\$133,594	2	\$143,315	\$151,983	2	N/A	N/A		\$178,458	\$188,820	2
Grand Prairie*	Yes	3	4	\$127,584	\$133,963	\$133,963	2	\$145,158	\$152,413	2	N/A	N/A		\$173,434	\$182,105	2
Irving*	Yes	3	3	\$129,636	\$136,116	\$136,116	2	\$142,200	\$156,768	3	N/A	N/A		\$169,992	\$196,788	4
Lewisville		3	4	\$127,854	\$134,259	\$134,259	2	\$147,038	\$150,770	2	N/A	N/A				
McKinney		3	3	\$130,242	\$137,261	\$137,261		\$148,035	\$156,613		N/A	N/A		\$178,231	\$190,220	3
Mesquite*	Yes	3	3	\$132,239	\$138,850	\$138,850	2	\$147,182	\$154,540	2	N/A	N/A		\$172,642	\$181,274	2
Richardson*	Yes	4	4	\$121,264	\$131,164	\$131,164	3	\$141,040	\$152,683	3	N/A	N/A		\$188,478	\$188,478	1
Plano	N/A	4	4	N/A	\$137,903	\$137,903	N/A	N/A	\$157,542	N/A	N/A	\$174,306	N/A	N/A	\$192,137	N/A
All Cities																
Average				\$126,237.16	\$134,963.19	\$135,327.48		\$143,283.97	\$153,912.63		\$158,648.02	\$172,028.62		\$172,292.95	\$193,089.49	
Average +5%				\$132,549.02	\$141,917.14	\$142,274.14		\$150,448.17	\$161,862.31		\$166,580.42	\$181,108.30		\$180,907.60	\$202,672.53	
Median + 5%				\$133,921.50	\$141,314.38	\$141,314.38		\$151,448.19	\$162,853.61		\$170,463.86	\$180,199.68		\$181,620.50	\$199,730.82	
Difference \$				N/A	-\$3,411.38	-\$3,411.38		N/A	-\$5,311.61		N/A	-\$5,893.68		N/A	-\$7,593.82	
Difference %				N/A	-2.47%	-2.41%		N/A	-3.37%		N/A	-3.38%		N/A	-3.95%	
Comparison Cities																
Average				\$127,940.70	\$135,833.79	\$136,300.46		\$145,198.62	\$155,615.01		\$162,779.03	\$171,618.74		\$171,892.82	\$192,096.61	
Average + 5%				\$134,337.74	\$142,625.48	\$143,115.48		\$152,458.55	\$163,395.76		\$170,917.98	\$180,199.68		\$180,487.46	\$201,701.44	
Median + 5%				\$133,963.10	\$141,656.81	\$141,656.81		\$152,415.64	\$163,440.05		\$170,917.98	\$180,199.68		\$181,620.50	\$198,261.00	
Difference \$				N/A	-\$3,753.81	-\$3,753.81		N/A	-\$5,898.05		N/A	-\$5,893.68		N/A	-\$6,124.00	
Difference %				N/A	-2.72%	-2.65%		N/A	-3.74%		N/A	-3.38%		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
---------------------------------	---------------------	---------------------	---------------------	---------------------	---------------------	---------------------	---------------------	---------------------

*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**

CITY COUNCIL AGENDA MEMO

MEETING DATE: 9/16/2025
DEPARTMENT: HR
DIRECTOR: Victoria Huynh, J.D., Director of Human Resources/Risk Management
AGENDA ITEM: Fire Civil Service Pay Plan
RECOMMENDED ACTION: Items for Individual Consideration

ITEM SUMMARY

Consideration of an Ordinance to repeal Ordinance No. 2025-5-5; establishing the classifications for the civil service members of the Plano Fire Department for fiscal year 2025-26 with the effective date of October 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 October 1, 2025, including a five (5) year step plan for individuals hired in the Firefighter classification on or after October 1, 2025; establishing Certification and Assignment Pay Plans for the civil service members of the Plano Fire Department for fiscal year 2025-26 with the effective date of October 1, 2025; and providing a repealer clause, a severability clause and an effective date. **Adopted Ordinance No. 2025-9-17**

BACKGROUND

State law requires the City Council to approve the number of positions for each classification (i.e. positions within the department) as well as the Compensation Plan for the Fire personnel who are subject to the State's Civil Service statute provided under Chapter 143, Local Government Code.

This Ordinance adopts the amended Compensation Plan to reflect a five (5) year step plan for the Fire-Rescue employees hired October 1, 2025, or later, which is consistent with the meet and confer agreement approved by City Council on September 16, 2025. No increases have been applied to the pay plan with the exception of the Assistant Fire Chief position, which reflects an increase consistent with the "median + 5%" compensation philosophy. The Assistant Fire Chief position will receive an increase because that position is not included in the meet and confer agreement.

This Ordinance also adopts the number of positions effective October 1, 2025, as depicted in Exhibit "A." Pursuant to the meet and confer agreement, 22 positions have been added.

Lastly, for better tracking purposes, this Ordinance adopts previously approved certification and assignment pay plans for the Fire Department identified as Exhibit "B" with the effective date of October 1, 2025. Additionally, the assignment pay has been updated to add pay for firefighters and fire ranks assigned to staff positions, pursuant to the meet and confer agreement. Assignment pay for Fire Investigators was also added. These amounts are as follows:

Fire Investigator \$100.00/month
Staff Firefighter \$176.50/month
Staff Engineer \$197.20/month
Staff Lieutenant \$518.38/month
Staff Captain \$312.82/month
Staff Battalion Chief \$491.50/month

Staff Deputy Chief \$491.14/month

FINANCIAL SUMMARY/STRATEGIC GOALS

This item is to approve the FY 2025-26 Fire Civil Service positions, classifications, Compensation Plan, and Certification and Assignment Pay Plans. Funding associated with pay increases is included in the FY 2025-26 recommended budget.

Approval of this item will support the City's Strategic Plan Critical Success Factors of being an Excellent, Innovative, and Accountable City Government and supporting Safe, Vibrant Neighborhoods.

ATTACHMENTS:

Description	Upload Date	Type
Fire Civil Service FY 2025-2026 Ordinance	8/29/2025	Ordinance
Fire Civil Service FY 2025-2026 Pay Plan	8/29/2025	Ordinance

An Ordinance of the City of Plano, Texas, repealing Ordinance No. 2025-5-5; establishing the classifications for the civil service members of the Plano Fire Department for fiscal year 2025-26 with the effective date of October 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 October 1, 2025, including a five (5) year step plan for individuals hired in the Firefighter classification on or after October 1, 2025; establishing Certification and Assignment Pay Plans for the civil service members of the Plano Fire Department for fiscal year 2025-26 with the effective date of October 1, 2025; and providing a repealer clause, a severability clause and an effective date.

WHEREAS, on May 12, 2025, by Ordinance No. 2025-5-5, 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 June 23, 2025, the City Council adopted Resolution No. 2025-6-19(R) authorizing the City to engage in the meet and confer process with Plano Firefighters' Association, IAFF Local 2149 and subject to the City Council approval of the resulting Meet and Confer Agreement between the City of Plano and the Plano Firefighters' Association, IAFF Local 2149 (Meet and Confer Agreement), a 24/72 hour schedule for the Fire Department's field operations personnel shall be implemented with the corresponding staffing, wages, benefits, and other terms and conditions of employment; 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 October 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 not contrary to the terms of the Meet and Confer Agreement referenced above.

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

Section I. Ordinance No. 2025-5-5 duly passed and approved by City Council of the City of Plano, Texas, on May 12, 2025, is repealed in its entirety effective October 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 2025-26, attached hereto as Exhibit "A", are hereby approved and adopted, effective as of the dates reflected therein.

Section III. Subject to the approval of the Meet and Confer Agreement, the creation of a five (5) year step plan for individuals hired in the Firefighter classification on or after October 1, 2025 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 October 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 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 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 October 1, 2025.

PASSED AND APPROVED on the 16th day of September, 2025.

John B. Muns, MAYOR

ATTEST:

Lisa C. Henderson, CITY SECRETARY

APPROVED AS TO FORM:

Paige Mims, CITY ATTORNEY



CITY OF PLANO
2025 - 2026 CIVIL SERVICE COMPENSATION PLAN
Effective 10/1/2025
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 a 56 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; effective date for pay is 9/22/2025.

EXHIBIT A



CITY OF PLANO
2025 - 2026 CIVIL SERVICE
ASSIGNMENT & CERTIFICATION PAY
Effective 10/1/2025
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

EXHIBIT B