

CITY COUNCIL MEMORANDUM

AGENDA ITEM

**Ordinance To Amend the Fire
Department Civil Service Pay Plan**

ORIGINATING DEPARTMENT

City Manager

BACKGROUND INFORMATION

The city manager is requesting council approval of a 3% increase in salary for all city employees, excluding only the city manager. The last pay adjustment was for +2%, effective in April, 2013.

DISCUSSION/CONCLUSION

The City Council authorizes the fire pay plan, establishing the salary of employees in the probationary fire and rescue officer positions and in those classifications authorized under the provisions of Texas Local Government Code 143.041.

This ordinance will approve for the civil service employees in the Killeen Fire Department a 3% pay increase. Pay plan changes will be effective in June, 2014, with the adjustment showing up for the first time on the June 18, 2014 paycheck. The approval of the ordinance authorizes the use of an amended pay plan reflecting the pay adjustment.

FISCAL IMPACT

The adoption of the proposed ordinance for an amended pay plan is funded in the FY 2013-14 budget as amended. The cost of the increase reflected in the pay plan for the Fire Department is approximately \$105,967.

RECOMMENDATION

It is recommended that the City Council approve the ordinance amending the pay plan to reflect the changes in salary authorized as appropriate for each classification in the City of Killeen Fire Department.