

CITY COUNCIL MEMORANDUM

AGENDA ITEM

Amendment of Fire Department Pay Plan

ORIGINATING DEPARTMENT

Human Resources

BACKGROUND INFORMATION

On August 13, 1977, the voters of Killeen adopted the civil service law for the police and fire departments of the City of Killeen. State law required that the City Council, upon the recommendation of the Civil Service Commission, adopt a pay plan for each rank. The pay plans set forth the positions known as rank. Ordinance No 77-58 established the City's first classification plan for the police and fire departments.

DISCUSSION/CONCLUSION

The Fire Chief has requested that the City Council eliminate the two career ladder promotional system by merging the separate career ladders in the Fire Department into one, eliminating the pay rank of Fire Marshal and Fire Prevention Officer. This action does not create any new pay ranks, nor does it create any new positions in any existing pay plan. The intent of merging is to merge pay rank of Fire Prevention Officer to Fire Captain pay scale and the Fire Marshal pay rank to Fire Deputy Chief pay scale.

FISCAL IMPACT

The pay plan changes will have no fiscal impact to the City of Killeen.

RECOMMENDATION

Staff recommends that the City Council authorize the changes to the Fire Department pay plan to reflect the change in the Fire Department to a single career ladder.