



Frisco Fire Department

Local Government Code 143





Hiring

- No laterals under Local Chapter 143
 - 47 FD members internal laterals (got additional step(s))
 - 23 members hired by FD on the lateral program since 2020
- Hiring is a written test
 - Must be general knowledge and aptitude only
- No re-appointment after resignation (they have to test again)
- People 36 or older cannot test to be hired
- Civil Service Director Administers/Oversees Testing-HR
- Firefighters with less than six months at the time of adoption would be required to take an examination to remain in their position



Promotion

- Written test only (no assessment center, oral board or Chief Interview)
 - Except 1 Assistant Chief who may be appointed from the officer level (could be a Lieutenant)
 - No outside hiring of Chief officers except the Fire Chief
- Eligibility lists are good for one year
- Must serve in position lower for two years to be eligible to promote
 - Cannot require more than two years
- No prerequisites to promote (task books, certifications or education) only time in grade
- Seniority up to 10 years included as part of the promotional process (10-year member versus 2-year member will have an 8-point advantage on the test)
 - Seniority points only added to passing scores
- Appeals on test questions presented to a Civil Service Commission



Benefits

- No more merit based lump sums for uniform personnel-all personnel in the same class at the same step must have the same salary
- No system of recognizing and rewarding individuals based on their performance or results
- Sick Time payout doesn't change
- Vacation Time payout
 - Current Frisco payout-480 hours
 - Civil Service payout-max of 180 hours (only if you haven't taken vacation the entire year)
 - Specifically prohibits the accrual of vacation from year to year unless city adopts otherwise
- Civil Service does not dictate that the City has to allow members more accrued time based on years of service



Other

- If there is a reduction in force, the member with the lowest seniority will be affected and put on a reinstatement list
- Civil Service Commission-public sees the department's disciplinary actions



Budget

- Office Space use for the Civil Service Commission
- Civil Service Director is required
- Arbitrator/Hearing Examiner costs on appeals
- Appeal of Commission decisions regarding discipline-may include back pay and court costs for matters filed in court
- New written exam and administration fees