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ORDINANCE NO. 1234

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF MESQUITE, TEXAS, AMENDING THE MESQUITE CIVIL SERVICE RULES AND REGULATIONS BY PROVIDING FOR PAYMENT OF ADDITIONAL COMPENSATION WITH CERTAIN LIMITATIONS TO EMPLOYEES WHILE WORKING IN A HIGHER CLASSIFICATION; BY PROVIDING CERTAIN DEFINITIONS; BY PROVIDING A SEVERABILITY CLAUSE AND DECLARING AN EMERGENCY.

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

SECTION 1. That the City of Mesquite Civil Service Rules and Regulations are hereby amended by adding a new paragraph to Section 9.2, Compensation Plan, to be entitled Section 9.2F to read as follows; in all other respects to remain in full force and effect:

F. Working in Higher Classification - Additional Compensation.

Where an employee is absent and it is determined by the director of the department that another employee in the same work unit in a lower classification either assumes additional responsibility or performs work of a substantially different nature or that is more exacting or requires greater skill, because of such absence, then such employee in the lower classification so performing shall be paid the base salary of the absent employee where the period of additional duties during such absence equals or exceeds two regular work days; provided, however, that any increase in compensation shall be limited to the equivalent of a five percent (5%) step increase during such period.

Where an employee in a line authority position is actually promoted to a higher position and is formally designated to fill a higher line position for an extended period of time the foregoing five percent (5%) limitation shall

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not be applicable.

Provided further, that the positions of Director of a department, Assistant City Manager and City Manager shall not be included as positions to which this ordinance is applicable. Provisions for absences in these positions, if deemed necessary, shall be upon an individual basis.

SECTION 2. Definitions. The following terms shall be given the following meanings unless the context in which they are used shall clearly indicate a different meaning.

Work unit shall mean a group or unit within a department where the activities of specific employees are normally and usually confined and may consist of a department, division or lesser unit, depending upon the facts of a particular situation.

Position of line authority means a position in which the primary duties and responsibility consists of the supervision of others and the exercise and transmission of authority such as leadman, foreman or superintendent.

SECTION 3. Should any word phrase, sentence, paragraph or section of this ordinance be held to be invalid or unconstitutional, the remaining provisions of this ordinance shall remain in full force and effect.

SECTION 4. The fact that there now exists no provision for compensating non-fire and police employees for additional duties and service performed due to the absence of employees in a higher classification creates an urgency and an emergency for the preservation of the public health, safety, and welfare and requires that this ordinance shall take effect immediately from and after its passage and publication of said ordinance, as the law in such cases provides.

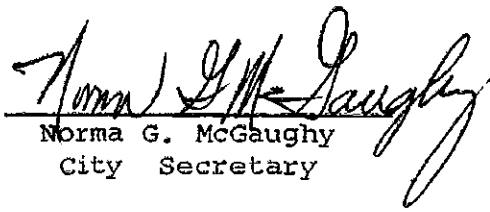
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DULY PASSED by the City Council of the City of Mesquite,
Texas, on the 6th day of January, A.D., 1975.



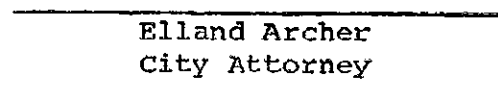
Bob Beard
Mayor

ATTEST:



Norma G. McGaughey
City Secretary

APPROVED AS TO FORM:



Elland Archer
City Attorney

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