

ORDINANCE NO. 1391

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF MESQUITE, TEXAS, PROVIDING FOR AN EDUCATIONAL AND TRAINING INCENTIVE PROGRAM AND ESTABLISHING THE CRITERIA THEREFOR AND PROVIDING THE EFFECTIVE DATE THEREOF, PROVIDING A SEVERABILITY CLAUSE AND DECLARING AN EMERGENCY.

WHEREAS, the City Council of the City of Mesquite has determined that a program of incentive pay for certain educational attainment and training will increase the efficiency and effectiveness of the Fire and Police Department; and

WHEREAS, State law allows such incentive pay in addition to regular compensation;

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

SECTION 1. That the attached Education Incentive Pay and Training Incentive Pay Schedule is adopted.

SECTION 2. That the City Manager shall set aside funds to provide payment according to the attached schedule for Fire and Police personnel in addition to their regular compensation and longevity pay.


SECTION 3. Compensation shall be computed upon the furnishing of the scheduled attainment to the Director of Personnel but shall be effective as of October 1, 1977, or the date of attainment where such date of attainment is later but in such case shall begin with the first full pay period thereafter.

SECTION 4. 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 5. The fact that the present ordinances of the City do not provide for Educational and Training Incentive Pay 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 its passage and publication as the law in such cases provide.

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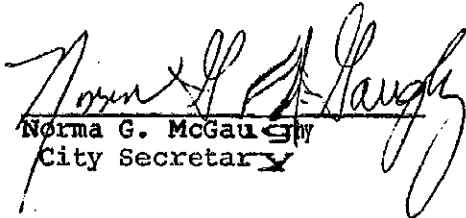
DULY PASSED by the City Council of the City of Mesquite,
Texas, on the 3rd day of October, A.D., 1977.



B. J. SMITH
MAYOR

ATTEST:

APPROVED AS TO FORM:



Norma G. McGaughey
City Secretary

Elland Archer
City Attorney

General Requirements for Education Incentive Pay
and Training Incentive Pay

1. Employees must have completed their probationary period to be eligible for incentive pay.
2. Employees may participate in either the Education Incentive Pay Program or the Training Incentive Pay Program based on whichever program produces the greater benefit to the employee. Employees may be paid only under one incentive program at any given time.
3. The Chief of Police and Fire Chief are eligible for the Education/ Training Pay Programs.
4. It is the expressed intent that Section 8 of Article 1269M be fully complied with in the further implementation of the Educational Incentive Pay and the Training Incentive Pay Programs.

Education Incentive Pay Program

1. College work must be applicable toward a degree in law enforcement/ police science or toward a degree in fire science. Employees must file a copy of certified degree plan to satisfy requirement.
2. Employees must submit certified copies of college transcripts prior to receipt of payment. Official grade reports will be accepted in lieu of transcripts subject to filing of certified transcript within three months from completion of courses.
3. No incentive payment will be made for first 45 college hours of training.

4. In addition to college work being applicable toward the appropriate degree in police or fire science, courses must include the core curriculum in police or fire science. Core curriculum are those courses which have been approved by the T. C. L. E. O. S. E. or T. C. F. P. P. S. E.
5. Incentive pay will be made according to the following schedule indicating hours and cumulative core courses required:

<u>College Hours</u>	<u>Minimum No. Core Courses Required</u>	<u>Incentive Payment</u>
0 - 45	3	-0-
60	4	\$ 20*
75	5	\$ 40
90	6	\$ 60
Bachelor's Degree (Major in police/fire science)	---	\$100

*A. A. Degree in fire or police science - \$60

6. College hours will be submitted for payment only in units of 15 hours and each 12 elective academic hours must be matched by at least three core academic hours.
7. Employees must submit evidence of Bachelor's Degree or Associate of Arts Degree in law enforcement or fire science to receive incentive pay for these levels of achievement. A copy of diploma or transcript indicating major and degree conferred will satisfy requirement.

Training Incentive Pay Program

1. Training incentive pay will be made according to the following schedule and requirements:

<u>Training Level</u>	<u>Incentive Pay</u>
Basic T.C.L.E.O.S.E. /T.C.F.P.P.S.E. Certification	None
Intermediate T.C.L.E.O.S.E. /T.C.F.P.P.S.E. Certification	\$ 30
Advanced T.C.L.E.O.S.E. /T.C.F.P.P.S.E. Certification	\$ 60
Master T.C.F.P.P.S.E. Firefighter Certification with Associate Degree, Baccalaureate Degree or Master's Degree acceptable to T.C.F.P.P.S.E.	\$ 80
Advanced T.C.L.E.O.S.E. Certification with Associate Degree, Baccalaureate Degree, or Master's Degree acceptable to T.C.L.E.O.S.E.	\$ 80
Master T.C.F.P.P.S.E. Firefighter Certification with Baccalaureate Degree or Master's Degree acceptable to T.C.F.P.P.S.E.	\$100
Advanced T.C.L.E.O.S.E. Certification with Baccalaureate Degree or Master's Degree acceptable to T.C.L.E.O.S.E.	\$100

2. Employee must file a copy of awarded certificate to receive incentive pay.

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T.C.L.E.O.S.E. - Texas Commission on Law Enforcement Officer Standards and Education

T.C.F.P.P.S.E. - Texas Commission on Fire Protector Personnel Standards and Education

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