

ORDINANCE NO. 3055

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING REVISED PAY PLANS FOR CLASSIFIED, FIRE AND POLICE PERSONNEL AND OTHER CLASSIFIED CITY EMPLOYEES; PROVIDING THAT SUCH PAY PLANS SHALL BECOME EFFECTIVE ON THE 1ST DAY OF OCTOBER, 1995; AND DECLARING AN EMERGENCY.

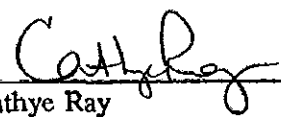
NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MESQUITE, TEXAS:

SECTION 1. That the revised Pay Plans attached hereto as Exhibit "A" are hereby adopted.

SECTION 2. That the Pay Plans adopted by this ordinance shall be effective from and after the 1st day of October, 1995.

SECTION 3. That the present Pay Plans of the City of Mesquite are inadequate to provide stability and continuity in the employment of essential employees, creates an urgency and an emergency and necessitates that this ordinance become effective immediately from and after its date of passage and the publication of its caption as the law in such cases provides.

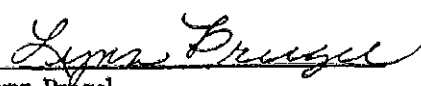
DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 18th day of September, 1995.



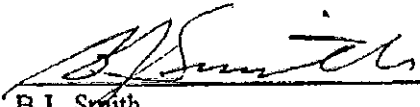
Cathye Ray
Mayor

ATTEST:

APPROVED:



Lynn Prigel
City Secretary



B.J. Smith
City Attorney

00240

**CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1995

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Administrative/Specialist	AS1	1326	1591	1856
Administrative/Specialist	AS2	1402	1682	1963
Administrative/Specialist	AS3	1483	1779	2076
Administrative/Specialist	AS4	1568	1882	2195
Administrative/Specialist	AS5	1658	1990	2322
Administrative/Specialist	AS6	1754	2105	2456
Administrative/Specialist	AS7	1855	2226	2597
Administrative/Specialist	AS8	1962	2354	2747
Administrative/Specialist	AS9	2075	2490	2905
Administrative/Specialist	AS10	2195	2633	3072
Administrative/Specialist	AS11	2321	2785	3249
Administrative/Specialist	AS12	2455	2946	3437
Administrative/Specialist	AS13	2596	3115	3634
Administrative/Specialist	AS14	2746	3295	3844
Administrative/Specialist	AS15	2904	3485	4065
Administrative/Specialist	AS16	3071	3685	4300
Administrative/Specialist	AS17	3248	3898	4547
Administrative/Specialist	AS18	3435	4122	4809
Administrative/Specialist	AS19	3633	4360	5086
Administrative/Specialist	AS20	3842	4611	5379

AS1

**CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1995

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Clerical	CL1	754	886	1018
Clerical	CL2	797	936	1076
Clerical	CL3	842	989	1137
Clerical	CL4	890	1045	1201
Clerical	CL5	940	1104	1269
Clerical	CL6	993	1167	1340
Clerical	CL7	1049	1232	1416
Clerical	CL8	1108	1302	1496
Clerical	CL9	1171	1376	1580
Clerical	CL10	1237	1453	1670
Clerical	CL11	1307	1535	1764
Clerical	CL12	1380	1622	1864
Clerical	CL13	1458	1714	1969
Clerical	CL14	1541	1810	2080
Clerical	CL15	1628	1913	2198
Clerical	CL16	1720	2021	2322
Clerical	CL17	1817	2135	2453
Clerical	CL18	1919	2255	2591
Clerical	CL19	2028	2383	2738
Clerical	CL20	2142	2517	2892
Clerical	CL21	2263	2659	3056

CL1

CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1996

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Hourly/Seasonal	HS1	4.15	4.46	4.77
Hourly/Seasonal	HS2	4.50	4.83	5.17
Hourly/Seasonal	HS3	4.87	5.24	5.60
Hourly/Seasonal	HS4	5.28	5.68	6.07
Hourly/Seasonal	HS5	5.72	6.15	6.58
Hourly/Seasonal	HS6	6.20	6.67	7.14
Hourly/Seasonal	HS7	6.73	7.23	7.73
Hourly/Seasonal	HS8	7.29	7.84	8.38
Hourly/Seasonal	HS9	7.90	8.49	9.09
Hourly/Seasonal	HS10	8.56	9.21	9.85

**CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1995

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Labor - PEP	LP1	741	871	1001
Labor - PEP	LP2	787	925	1063
Labor - PEP	LP3	836	982	1128
Labor - PEP	LP4	887	1042	1197
Labor - PEP	LP5	941	1105	1270
Labor - PEP	LP6	997	1171	1346
Labor - PEP	LP7	1056	1241	1426
Labor - PEP	LP8	1119	1315	1510
Labor - PEP	LP9	1184	1392	1599
Labor - PEP	LP10	1254	1473	1692
Labor - PEP	LP11	1326	1558	1790

**CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1995

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Labor - Nonpep	LB1	889	1045	1200
Labor - Nonpep	LB2	935	1099	1263
Labor - Nonpep	LB3	984	1158	1328
Labor - Nonpep	LB4	1035	1218	1397
Labor - Nonpep	LB5	1088	1279	1469
Labor - Nonpep	LB6	1145	1345	1545
Labor - Nonpep	LB7	1204	1415	1626
Labor - Nonpep	LB8	1267	1488	1710
Labor - Nonpep	LB9	1332	1565	1799
Labor - Nonpep	LB10	1401	1647	1892
Labor - Nonpep	LB11	1474	1732	1990

LB1

**CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1995

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Maintenance/Trades - PEP	MP1	1002	1177	1353
Maintenance/Trades - PEP	MP2	1061	1247	1433
Maintenance/Trades - PEP	MP3	1124	1321	1518
Maintenance/Trades - PEP	MP4	1190	1398	1607
Maintenance/Trades - PEP	MP5	1260	1480	1700
Maintenance/Trades - PEP	MP6	1333	1566	1799
Maintenance/Trades - PEP	MP7	1409	1656	1903
Maintenance/Trades - PEP	MP8	1490	1751	2012
Maintenance/Trades - PEP	MP9	1575	1851	2126
Maintenance/Trades - PEP	MP10	1664	1956	2247
Maintenance/Trades - PEP	MP11	1758	2066	2374
Maintenance/Trades - PEP	MP12	1857	2182	2507
Maintenance/Trades - PEP	MP13	1961	2304	2647
Maintenance/Trades - PEP	MP14	2070	2433	2795
Maintenance/Trades - PEP	MP15	2185	2568	2950
Maintenance/Trades - PEP	MP16	2306	2710	3114

**CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1995

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Maintenance/Trades - Nonpep	MT1	1150	1351	1552
Maintenance/Trades - Nonpep	MT2	1209	1421	1633
Maintenance/Trades - Nonpep	MT3	1272	1495	1717
Maintenance/Trades - Nonpep	MT4	1338	1572	1808
Maintenance/Trades - Nonpep	MT5	1407	1654	1900
Maintenance/Trades - Nonpep	MT6	1480	1739	1998
Maintenance/Trades - Nonpep	MT7	1557	1830	2102
Maintenance/Trades - Nonpep	MT8	1638	1924	2211
Maintenance/Trades - Nonpep	MT9	1723	2024	2326
Maintenance/Trades - Nonpep	MT10	1812	2129	2446
Maintenance/Trades - Nonpep	MT11	1906	2240	2573
Maintenance/Trades - Nonpep	MT12	2005	2356	2707
Maintenance/Trades - Nonpep	MT13	2109	2478	2847
Maintenance/Trades - Nonpep	MT14	2218	2606	2995
Maintenance/Trades - Nonpep	MT15	2333	2742	3150
Maintenance/Trades - Nonpep	MT16	2454	2884	3313

MT1

CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1995

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Professional/Managerial	PM1	1403	1754	2105
Professional/Managerial	PM2	1483	1854	2224
Professional/Managerial	PM3	1587	1958	2350
Professional/Managerial	PM4	1655	2069	2483
Professional/Managerial	PM5	1749	2196	2623
Professional/Managerial	PM6	1848	2310	2772
Professional/Managerial	PM7	1952	2441	2829
Professional/Managerial	PM8	2063	2579	3094
Professional/Managerial	PM9	2180	2724	3269
Professional/Managerial	PM10	2303	2879	3454
Professional/Managerial	PM11	2433	3041	3650
Professional/Managerial	PM12	2571	3213	3856
Professional/Managerial	PM13	2716	3395	4074
Professional/Managerial	PM14	2870	3587	4305
Professional/Managerial	PM15	3032	3790	4548
Professional/Managerial	PM16	3204	4004	4805
Professional/Managerial	PM17	3385	4231	5077
Professional/Managerial	PM18	3576	4470	5364
Professional/Managerial	PM19	3778	4723	5668
Professional/Managerial	PM20	3992	4990	5988

PM1

**CITY OF MESQUITE
FIRE PAY PLAN
Effective October 1, 1995**

JOB CODE	FLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
FR006114	N	F-G1 Firefighter *	2451	2573	2702	2837	2979	3128	2789
FR004114	N	F-G2 Fire Driver-Engineer	3004				3155	3312	3158
FR005112	N	F-G3 Fire Lieutenant	3306				3471	3645	3475
FR003112	N	F-G4 Fire Captain	3741				3928	4124	3932
FR002121	N	F-G5 Fire Deputy Chief	4198				4408	4628	4413
FR001221	E	F-G6 Assistant Fire Chief	4902	5147			5404	5674	5288

* Parity position

**CITY OF MESQUITE
POLICE PAY PLAN
Effective October 1, 1995**

JOB CODE	FLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
PC004114	N	P-G1 Officer *	2451	2573	2702	2837	2979	3128	2789
PC005113	N	P-G2 Police Sergeant	3159	3317	3483		3657	3840	3499
PC003112	N	P-G3 Police Lieutenant	3772	3960			4158	4366	4069
PC002122	N	P-G4 Police Captain	4412				4633	4864	4638
PC001221	E	P-G5 Assistant Police Chief	5161	5419			5690	5975	5568

*Parity position

00250