

ORDINANCE NO. 3114

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, 1996; AND DECLARING AN EMERGENCY.

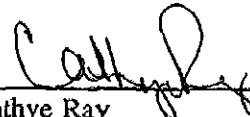
NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MESQUITE, TEXAS:

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, 1996.


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 16th day of September, 1996.

  
\_\_\_\_\_  
Cathye Ray  
Mayor

ATTEST:

APPROVED:

  
\_\_\_\_\_  
Ellen Williams  
City Secretary

  
\_\_\_\_\_  
B.J. Smith  
City Attorney

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1996

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Administrative/Specialist	AS1	1365	1638	1912
Administrative/Specialist	AS2	1444	1793	2022
Administrative/Specialist	AS3	1527	1833	2138
Administrative/Specialist	AS4	1615	1938	2261
Administrative/Specialist	AS5	1708	2050	2392
Administrative/Specialist	AS6	1807	2168	2529
Administrative/Specialist	AS7	1911	2293	2675
Administrative/Specialist	AS8	2021	2425	2829
Administrative/Specialist	AS9	2137	2565	2992
Administrative/Specialist	AS10	2260	2712	3165
Administrative/Specialist	AS11	2391	2669	3347
Administrative/Specialist	AS12	2528	3034	3540
Administrative/Specialist	AS13	2674	3209	3744
Administrative/Specialist	AS14	2828	3394	3959
Administrative/Specialist	AS15	2991	3589	4187
Administrative/Specialist	AS16	3163	3796	4429
Administrative/Specialist	AS17	3345	4015	4684
Administrative/Specialist	AS18	3538	4246	4953
Administrative/Specialist	AS19	3742	4490	5239
Administrative/Specialist	AS20	3958	4749	5541

AS1

**CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1996

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Clerical	CL1	777	913	1049
Clerical	CL2	821	965	1108
Clerical	CL3	867	1019	1171
Clerical	CL4	918	1077	1237
Clerical	CL5	968	1137	1307
Clerical	CL6	1023	1202	1381
Clerical	CL7	1080	1269	1459
Clerical	CL8	1141	1341	1541
Clerical	CL9	1206	1417	1628
Clerical	CL10	1274	1497	1720
Clerical	CL11	1346	1581	1817
Clerical	CL12	1422	1671	1920
Clerical	CL13	1502	1765	2028
Clerical	CL14	1587	1865	2142
Clerical	CL15	1677	1970	2263
Clerical	CL16	1771	2081	2391
Clerical	CL17	1871	2199	2526
Clerical	CL18	1977	2323	2668
Clerical	CL19	2089	2454	2820
Clerical	CL20	2207	2593	2979
Clerical	CL21	2331	2739	3147

**CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1996

JOB FAMILY	GRADE	SALARY RANGE		
		MIN.	MID.	MAX.
Hourly/Seasonal	HS1	4.27	4.59	4.91
Hourly/Seasonal	HS2	4.63	4.98	5.33
Hourly/Seasonal	HS3	5.02	5.40	5.77
Hourly/Seasonal	HS4	5.44	5.85	6.28
Hourly/Seasonal	HS5	5.90	6.34	6.78
Hourly/Seasonal	HS6	6.39	6.87	7.35
Hourly/Seasonal	HS7	6.93	7.45	7.97
Hourly/Seasonal	HS8	7.51	8.07	8.63
Hourly/Seasonal	HS9	8.14	8.75	9.38
Hourly/Seasonal	HS10	8.82	9.48	10.14

**CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1996

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Labor	LB1	916	1076	1236
Labor	LB2	963	1132	1300
Labor	LB3	1013	1191	1368
Labor	LB4	1066	1252	1439
Labor	LB5	1121	1317	1513
Labor	LB6	1179	1386	1592
Labor	LB7	1240	1457	1674
Labor	LB8	1305	1533	1761
Labor	LB9	1372	1612	1853
Labor	LB10	1443	1696	1949
Labor	LB11	1518	1784	2050

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1996

JOB FAMILY	GRADE	ANNUAL SALARY RANGE		
		MIN	MID	MAX
Maintenance/Trades	MT1	1184	1391	1599
Maintenance/Trades	MT2	1246	1464	1682
Maintenance/Trades	MT3	1310	1540	1769
Maintenance/Trades	MT4	1378	1619	1861
Maintenance/Trades	MT5	1450	1703	1957
Maintenance/Trades	MT6	1525	1792	2058
Maintenance/Trades	MT7	1604	1885	2165
Maintenance/Trades	MT8	1687	1982	2277
Maintenance/Trades	MT9	1774	2085	2396
Maintenance/Trades	MT10	1866	2193	2520
Maintenance/Trades	MT11	1963	2307	2650
Maintenance/Trades	MT12	2065	2426	2788
Maintenance/Trades	MT13	2172	2552	2932
Maintenance/Trades	MT14	2285	2685	3084
Maintenance/Trades	MT15	2403	2824	3244
Maintenance/Trades	MT16	2528	2970	3413

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1996

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Professional/Managerial	PM1	1446	1807	2168
Professional/Managerial	PM2	1527	1909	2291
Professional/Managerial	PM3	1614	2017	2421
Professional/Managerial	PM4	1705	2131	2558
Professional/Managerial	PM5	1801	2252	2702
Professional/Managerial	PM6	1903	2379	2855
Professional/Managerial	PM7	2011	2514	3016
Professional/Managerial	PM8	2125	2656	3187
Professional/Managerial	PM9	2245	2806	3367
Professional/Managerial	PM10	2372	2965	3558
Professional/Managerial	PM11	2506	3133	3759
Professional/Managerial	PM12	2648	3310	3972
Professional/Managerial	PM13	2798	3497	4196
Professional/Managerial	PM14	2956	3695	4434
Professional/Managerial	PM15	3123	3904	4684
Professional/Managerial	PM16	3300	4125	4949
Professional/Managerial	PM17	3486	4358	5229
Professional/Managerial	PM18	3683	4604	5525
Professional/Managerial	PM19	3892	4865	5838
Professional/Managerial	PM20	4112	5140	6168

PM1

CITY OF MESQUITE  
FIRE PAY PLAN  
Effective October 1, 1996

JOB CODE	PLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
FR006114	N	F-G1 Firefighter *	2562	2690	2824	2966	3114	3270	2916
FR004114	N	F-G2 Fire Driver-Engineer	3127				3283	3447	3287
FR005112	N	F-G3 Fire Lieutenant	3446				3618	3799	3622
FR003112	N	F-G4 Fire Captain	3904				4099	4304	4104
FR002121	N	F-G5 Fire Deputy Chief	4398				4618	4849	4623
FR001221	E	F-G6 Assistant Fire Chief	5070	5323			5589	5869	5469

\* Parity position



CITY OF MESQUITE  
POLICE PAY PLAN  
Effective October 1, 1996

JOB CODE	FLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
		P-G1							
PC004114	N	Officer *	2562	2690	2824	2966	3114	3270	2916
		P-G2							
PC005113	N	Police Sergeant	3316	3482	3656		3838	4030	3673
		P-G3							
PC003112	N	Police Lieutenant	3951	4148			4356	4573	4262
		P-G4							
PC002122	N	Police Captain	4550				4777	5016	4783
		P-G5							
PC001221	E	Assistant Police Chief	5385	5654			5937	6234	5809

\*Parity position

00184