

ORDINANCE NO. 3172

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 GENERAL GOVERNMENT PAY PLANS SHALL BECOME EFFECTIVE ON THE 1ST DAY OF OCTOBER, 1997; THE FIRE AND POLICE PAY PLANS SHALL BECOME EFFECTIVE ON THE 1ST DAY OF JANUARY, 1998; 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 revised Pay Plans attached hereto as Exhibit "A" are hereby adopted.

SECTION 2. That the General Government Pay Plans adopted by this ordinance shall be effective from and after the 1st day of October, 1997; the Fire and Police Pay Plans shall be effective from and after the 1st day of January, 1998.

SECTION 3. That should any word, sentence, clause, paragraph or provision 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. 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 15th day of September, 1997.



Mike Anderson  
Mayor

ATTEST:

APPROVED:



Ellen Williams  
City Secretary



B.I. Smith  
City Attorney

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1997

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Administrative/Specialist	AS1	1406	1688	1969
Administrative/Specialist	AS2	1487	1785	2082
Administrative/Specialist	AS3	1573	1888	2202
Administrative/Specialist	AS4	1664	1996	2329
Administrative/Specialist	AS5	1759	2111	2463
Administrative/Specialist	AS6	1861	2233	2605
Administrative/Specialist	AS7	1968	2362	2755
Administrative/Specialist	AS8	2081	2498	2914
Administrative/Specialist	AS9	2201	2642	3082
Administrative/Specialist	AS10	2328	2794	3259
Administrative/Specialist	AS11	2462	2955	3447
Administrative/Specialist	AS12	2604	3125	3646
Administrative/Specialist	AS13	2754	3305	3856
Administrative/Specialist	AS14	2913	3495	4078
Administrative/Specialist	AS15	3081	3697	4313
Administrative/Specialist	AS16	3258	3910	4561
Administrative/Specialist	AS17	3446	4135	4824
Administrative/Specialist	AS18	3644	4373	5102
Administrative/Specialist	AS19	3854	4625	5396
Administrative/Specialist	AS20	4076	4892	5707

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1997

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Clerical	CL1	800	940	1080
Clerical	CL2	846	993	1141
Clerical	CL3	893	1050	1206
Clerical	CL4	944	1109	1274
Clerical	CL5	997	1171	1346
Clerical	CL6	1053	1238	1422
Clerical	CL7	1113	1308	1502
Clerical	CL8	1176	1381	1587
Clerical	CL9	1242	1459	1677
Clerical	CL10	1312	1542	1771
Clerical	CL11	1386	1629	1871
Clerical	CL12	1465	1721	1977
Clerical	CL13	1547	1818	2089
Clerical	CL14	1635	1921	2207
Clerical	CL15	1727	2029	2331
Clerical	CL16	1824	2144	2463
Clerical	CL17	1927	2265	2602
Clerical	CL18	2036	2393	2749
Clerical	CL19	2151	2528	2904
Clerical	CL20	2273	2671	3068
Clerical	CL21	2401	2821	3242

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1997

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	6.26
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	9.36
Hourly/Seasonal	HS10	8.82	9.48	10.14

**CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN**

Effective October 1, 1997

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Labor	LB1	952	1119	1286
Labor	LB2	1002	1177	1352
Labor	LB3	1054	1238	1423
Labor	LB4	1108	1302	1496
Labor	LB5	1166	1370	1574
Labor	LB6	1226	1441	1656
Labor	LB7	1290	1516	1741
Labor	LB8	1357	1594	1832
Labor	LB9	1427	1677	1927
Labor	LB10	1501	1764	2027
Labor	LB11	1579	1855	2132

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1997

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Maintenance/Trades	MT1	1232	1447	1663
Maintenance/Trades	MT2	1295	1522	1749
Maintenance/Trades	MT3	1363	1601	1840
Maintenance/Trades	MT4	1433	1684	1935
Maintenance/Trades	MT5	1508	1771	2035
Maintenance/Trades	MT6	1586	1863	2141
Maintenance/Trades	MT7	1668	1960	2252
Maintenance/Trades	MT8	1754	2062	2369
Maintenance/Trades	MT9	1845	2168	2491
Maintenance/Trades	MT10	1941	2281	2621
Maintenance/Trades	MT11	2042	2399	2756
Maintenance/Trades	MT12	2148	2524	2899
Maintenance/Trades	MT13	2259	2654	3050
Maintenance/Trades	MT14	2376	2792	3208
Maintenance/Trades	MT15	2499	2937	3374
Maintenance/Trades	MT16	2629	3089	3549

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1997

Managerial

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Managerial	MG001221	Manager of Accounting Services	E	MG	3090	4722	6353
Managerial	MG002222	Manager of Branch Library Services	E	MG	3090	4722	6353
Managerial	MG003221	Manager of Code Compliance/Building Official	E	MG	3090	4722	6353
Managerial	MG004221	Manager of Development Services/City Planner	E	MG	3090	4722	6353
Managerial	MG005221	Manager of Economic Development	E	MG	3090	4722	6353
Managerial	MG006222	Manager of Engineering Services	E	MG	3090	4722	6353
Managerial	MG007222	Manager of Human Resources	E	MG	3090	4722	6353
Managerial	MG008222	Manager of Information Services	E	MG	3090	4722	6353
Managerial	MG009222	Manager of Park Planning	E	MG	3090	4722	6353
Managerial	MG010221	Manager of Park Services	E	MG	3090	4722	6353
Managerial	MG015221	Manager of Purchasing/Telecommunications	E	MG	3090	1545	6353
Managerial	MG011222	Manager of Recreation Services	E	MG	3090	4722	6353
Managerial	MG013222	Manager of Risk Services	E	MG	3090	4722	6353
Managerial	MG014212	Senior Assistant City Attorney	E	MG	3090	4722	6353

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1997

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Professional	PM1	1489	1861	2233
Professional	PM2	1573	1966	2360
Professional	PM3	1662	2078	2493
Professional	PM4	1756	2195	2634
Professional	PM5	1855	2319	2783
Professional	PM6	1960	2451	2941
Professional	PM7	2071	2589	3107
Professional	PM8	2188	2736	3283
Professional	PM9	2312	2890	3468
Professional	PM10	2443	3054	3665
Professional	PM11	2581	3227	3872
Professional	PM12	2727	3409	4091
Professional	PM13	2881	3602	4322
Professional	PM14	3044	3806	4567
Professional	PM15	3217	4021	4825
Professional	PM16	3399	4248	5098
Professional	PM17	3591	4489	5386
Professional	PM18	3794	4742	5691
Professional	PM19	4009	5011	6013
Professional	PM20	4235	5294	6353



**CITY OF MESQUITE  
FIRE PAY PLAN  
Effective January 1, 1998**

JOB CODE	FLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
		F-G1							
FR006114	N	Firefighter *	2703	2838	2980	3129	3285	3450	3076
		F-G2							
FR004114	N	Fire Driver-Engineer	3316				3482	3656	3486
		F-G3							
FR005112	N	Fire Lieutenant	3670				3853	4046	3858
		F-G4							
FR003112	N	Fire Captain	4150				4358	4576	4363
		F-G5							
FR002121	N	Fire Deputy Chief	4715				4951	5198	4957
		F-G6							
FR001221	E	Assistant Fire Chief	5429	5700			5985	6284	5857

\* Parity position

**CITY OF MESQUITE  
POLICE PAY PLAN  
Effective January 1, 1998**

JOB CODE	FLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
		P-G1							
PC004114	N	Officer *	2703	2838	2980	3129	3285	3450	3076
		P-G2							
PC005113	N	Police Sergeant	3507	3682	3867		4060	4263	3885
		P-G3							
PC003112	N	Police Lieutenant	4170	4379			4598	4828	4499
		P-G4							
PC002122	N	Police Captain	4917				5162	5421	5169
		P-G5							
PC001221	E	Assistant Police Chief	5709	5995			6294	6609	6159

\*Parity position