

ORDINANCE NO. 3301

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING A SKILL-BASED PAY PLAN FOR THE COMMUNICATION OPERATOR POSITIONS; PROVIDING THAT THE SKILL-BASED PAY PLAN SHALL BECOME EFFECTIVE ON THE 1ST DAY OF JULY, 1999; PROVIDING A SEVERABILITY CLAUSE; AND DECLARING AN EMERGENCY.

WHEREAS, the City of Mesquite Communication Operators provide police and fire emergency dispatch communication services for approximately 119,600 residents and thousands of visitors to our city each year in a professional and effective manner; and

WHEREAS, the Communication Operators serve a critical function in the operations of the Police and Fire Departments and there is a need to recruit and fill vacant Communication Operator positions with quality individuals; and

WHEREAS, there is a need to implement a pay structure to address the specific needs of the Communications Operator positions and a skill-based pay plan will address the specific needs of these critical positions.

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

SECTION 1. That the skill-based pay plan for Communication Operators attached hereto as Exhibit "A" is hereby adopted and shall be effective the 1st day of July, 1999.

SECTION 2. 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 3. That the present pay structure for the City of Mesquite Communication Operators is 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.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 7th day of June, 1999.



Mike Anderson  
Mayor

ATTEST:



Ellen Williams  
City Secretary

APPROVED:



B.J. Smith  
City Attorney

# Skill Based Pay Plan

00108

## Communication Operator I

New Hire	1 Mo.	End of 2 Mo.	3 Mo.	4 Mo.	End of 5 Mo.	6 Mo.	7 Mo.	End of 8 Mo.	9 Mo.	10 Mo.	11 Mo.	12 Mo.	13 Mo.	End of 14 Mo.
Trainee \$12.12			Call Taker (Fire Disp. Trainee) \$12.73			Fire Dispatcher (NCIC trainee) \$13.39			NCIC \$14.10			Start Channel One Training		

COMM I  
TOP OUT

End of Year 2	End of Year 3
\$14.66	\$15.25

## Communication Operator II

TOP OUT  
OF COMM 2

Newly Promoted	End of Year 1	End of Year 2	End of Year 3	End of Year 4	End of Year 5	End of Year 6
Channel One \$15.51	\$16.13	\$16.78	\$17.45	\$18.14	\$18.87	\$19.63

## Communications Shift Supervisor

TOP OUT OF  
SUPV

Newly Promoted	End of Year 1	End of Year 2	End of Year 3	End of Year 4	End of Year 5
\$19.63	\$ 20.42	\$ 21.23	\$ 22.08	\$ 22.96	\$ 23.88