

ORDINANCE NO. 3331

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING REVISED PAY PLANS FOR CLASSIFIED, FIRE & POLICE PERSONNEL, AND OTHER CLASSIFIED CITY EMPLOYEES; PROVIDING THAT GENERAL GOVERNMENT, FIRE, AND POLICE PAY PLANS SHALL BECOME EFFECTIVE ON THE 2ND DAY OF OCTOBER, 1999; THAT THE CIVIL SERVICE CLASSIFICATIONS AND POSITIONS SET FORTH IN THE 1999-2000 FISCAL YEAR BUDGET BE AND ARE HEREBY ESTABLISHED; ESTABLISHING A LUMP SUM MERIT AWARD FOR GENERAL GOVERNMENT EMPLOYEES WHO HAVE REACHED THE TOP OF THEIR SALARY RANGE AND HAVE MET MINIMUM PERFORMANCE STANDARDS; PROVIDING THAT THE LUMP SUM MERIT AWARD SHALL BECOME EFFECTIVE ON THE 1ST DAY OF OCTOBER, 1999; PROVIDING A SEVERABILITY CLAUSE; DECLARING AN EMERGENCY; AND PROVIDING AN EFFECTIVE DATE THEREOF.

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" and made a part hereof) are hereby adopted.

SECTION 2. That the Civil Service classifications and positions set forth in the 1999-2000 fiscal year budget be and are hereby established by ordinance.

SECTION 3. That the City of Mesquite hereby adopts a lump sum merit award to be given to General Government employees whose pay is at the maximum of their salary range, and who meet the City's performance standards.

SECTION 4. That the General Government, Fire and Police Pay Plans adopted by this ordinance shall be effective from and after the 2nd day of October, 1999; and the lump sum merit award adopted by this ordinance for General Government shall be effective from and after the 1st day of October, 1999.

SECTION 5. 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 6. 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 passage.

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DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 20th day of September, 1999.



Mike Anderson  
Mayor

ATTEST:

APPROVED:



Ellen Williams  
City Secretary



B.J. Smith  
City Attorney

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1999

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Administrative/Specialist	AS1	1449	1738	2028
Administrative/Specialist	AS2	1532	1838	2145
Administrative/Specialist	AS3	1620	1944	2268
Administrative/Specialist	AS4	1714	2056	2399
Administrative/Specialist	AS5	1812	2175	2537
Administrative/Specialist	AS6	1917	2300	2683
Administrative/Specialist	AS7	2027	2433	2838
Administrative/Specialist	AS8	2144	2573	3001
Administrative/Specialist	AS9	2267	2721	3174
Administrative/Specialist	AS10	2398	2878	3357
Administrative/Specialist	AS11	2536	3043	3551
Administrative/Specialist	AS12	2682	3219	3755
Administrative/Specialist	AS13	2837	3404	3972
Administrative/Specialist	AS14	3000	3600	4200
Administrative/Specialist	AS15	3173	3808	4442
Administrative/Specialist	AS16	3356	4027	4698
Administrative/Specialist	AS17	3549	4259	4969
Administrative/Specialist	AS18	3754	4504	5255
Administrative/Specialist	AS19	3970	4764	5556
Administrative/Specialist	AS20	4199	5038	5878

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CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1999

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Clerical	CL1	828	973	1118
Clerical	CL2	875	1028	1181
Clerical	CL3	925	1086	1248
Clerical	CL4	977	1148	1319
Clerical	CL5	1032	1212	1393
Clerical	CL6	1090	1281	1472
Clerical	CL7	1152	1353	1555
Clerical	CL8	1217	1430	1643
Clerical	CL9	1285	1510	1735
Clerical	CL10	1358	1596	1833
Clerical	CL11	1435	1686	1937
Clerical	CL12	1516	1781	2046
Clerical	CL13	1601	1882	2162
Clerical	CL14	1692	1988	2284
Clerical	CL15	1787	2100	2413
Clerical	CL16	1888	2219	2549
Clerical	CL17	1995	2344	2693
Clerical	CL18	2108	2476	2845
Clerical	CL19	2227	2616	3006
Clerical	CL20	2352	2764	3176
Clerical	CL21	2485	2920	3355

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1999

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	9.35
Hourly/Seasonal	HS10	8.82	9.48	10.14

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CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1999

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Labor	LB1	1019	1197	1376
Labor	LB2	1072	1260	1447
Labor	LB3	1128	1325	1522
Labor	LB4	1186	1394	1601
Labor	LB5	1247	1466	1684
Labor	LB6	1312	1542	1771
Labor	LB7	1380	1622	1863
Labor	LB8	1452	1706	1960
Labor	LB9	1527	1794	2062
Labor	LB10	1606	1887	2168
Labor	LB11	1690	1985	2281

CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1999

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Maintenance/Trades	MT1	1318	1548	1779
Maintenance/Trades	MT2	1386	1629	1871
Maintenance/Trades	MT3	1458	1713	1968
Maintenance/Trades	MT4	1534	1802	2070
Maintenance/Trades	MT5	1613	1895	2178
Maintenance/Trades	MT6	1697	1994	2291
Maintenance/Trades	MT7	1785	2097	2409
Maintenance/Trades	MT8	1877	2206	2534
Maintenance/Trades	MT9	1975	2320	2666
Maintenance/Trades	MT10	2077	2441	2804
Maintenance/Trades	MT11	2185	2567	2949
Maintenance/Trades	MT12	2298	2700	3102
Maintenance/Trades	MT13	2417	2840	3263
Maintenance/Trades	MT14	2543	2987	3432
Maintenance/Trades	MT15	2674	3142	3610
Maintenance/Trades	MT16	2813	3305	3798

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CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1999

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Managerial	MG	3090	4722	6353



CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1999

JOB FAMILY	GRADE	SALARY RANGE		
		MIN	MID	MAX
Engineering	ENG3	3820	4584	5348
Engineering	ENG4	4502	5403	6303
Engineering	ENG5	5096	6116	7135

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CITY OF MESQUITE  
GENERAL GOVERNMENT PAY PLAN

Effective October 1, 1999

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  
EXECUTIVE PAY PLAN

Effective October 1, 1999

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	SALARY RANGE
Executive	EX001221	Airport Manager	E	EXEC
Executive	EX002221	Assistant City Manager	E	EXEC
Executive	EX018221	Budget Director	E	EXEC
Executive	EX003221	City Attorney	E	EXEC
Executive	EX004221	City Manager	E	EXEC
Executive	EX005221	City Secretary	E	EXEC
Executive	EX017221	Deputy City Manager	E	EXEC
Executive	EX021221	Director of Code Compliance	E	EXEC
Executive	EX020221	Director of Development Services	E	EXEC
Executive	EX007221	Director of Finance	E	EXEC
Executive	EX010221	Director of Human Resources	E	EXEC
Executive	EX008221	Director of Library Services	E	EXEC
Executive	EX009221	Director of Parks/Recreation/Building Services	E	EXEC
Executive	EX019221	Director of Public Services	E	EXEC
Executive	EX012221	Fire Chief	E	EXEC
Executive	EX013221	Municipal Court Judge	E	EXEC
Executive	EX014221	Police Chief	E	EXEC

# Skill Based Pay Plan

## Part Time Employees

### Communication Operator I

<p><i>Trainee</i> \$12.12 Type 20 WPM</p>	<p><i>Call Taker (Fire Disp. Trainee)</i> \$12.73 Type 30 WPM Knowledge, Skills, Abilities</p>	<p><i>Fire Dispatcher (NCIC trainee)</i> \$13.39 Type 35 WPM Knowledge, Skills, Abilities</p>	<p><i>NCIC</i> \$14.10 Type 40 WPM Knowledge, Skills, Abilities</p>
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### Communication Operator II

<p><i>Channel One</i> \$15.51 Type 45 WPM Knowledge, Skills, Abilities</p>
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Skill Based Pay Plan  
Full Time Employees

Communication Operator I

As a condition of continued employment, must be proficient through NCIC level within one year of employment. Failure to prove proficiency as Call Taker, Fire Dispatcher and NCIC within one year of employment will result in non-disciplinary termination

Trainee \$12.12  Type 20 WPM  Call Taker (Fire Disp. Trainee) \$12.73  Type 30 WPM 2 months trainee level Knowledge, Skills, Abilities  Fire Dispatcher (NCIC trainee) \$13.39  Type 35 WPM Three months as Call Taker Knowledge, Skills, Abilities  NCIC \$14.10  Type 40 WPM 3 months Fire Dispatcher Knowledge, Skills, Abilities  Start Channel One Training	New Hire	End of Year 1	End of Year 2	End of Year 3	End of Year 4	End of Year 5	End of Year 6	End of Year 7	End of Year 8	End of Year 9	End of Year 10	End of Year 11	End of Year 12	End of Year 13	End of Year 14
	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.
	After two months Ch. 1 training, can promote to Comm II level if you show Ch. 1 proficiency. A total of 4 months can be spent on Channel 1 training. Failure to obtain proficiency in 4 month period will result in continued placement in Comm 1 level.														
	TOP OUT OF COMM 1														
	TOP OUT OF COMM 2														

Communication Operator II

Upon promotion, move up to the next closest salary level to your Comm I salary level

Newly Promoted  Channel One  Type 45 WPM 14 months experience as a Communication Operator I (includes 2 months Ch. 1 training) Knowledge, Skills, Abilities	End of Year 1	End of Year 2	End of Year 3	End of Year 4	End of Year 5	End of Year 6
	Mo.	Mo.	Mo.	Mo.	Mo.	Mo.
	\$15.51	\$16.13	\$16.78	\$17.45	\$18.14	\$18.87
	TOP OUT OF COMM 1					
	TOP OUT OF COMM 2					

Communications Shift Supervisor

10% increase from your Comm II level upon promotion to Supervisor

Newly Promoted  Type 45 WPM Two years experience as Communication Operator II Knowledge, Skills, Abilities	End of Year 1	End of Year 2	End of Year 3	End of Year 4	End of Year 5
	Mo.	Mo.	Mo.	Mo.	Mo.
	\$ 19.63	\$ 20.42	\$ 21.23	\$ 22.08	\$ 22.96
	TOP OUT OF SUPV				

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CITY OF MESQUITE  
POLICE PAY PLAN  
Effective October 1, 1999

JOB CODE	FLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
PC004114	N	P-G1 Officer *	3023	3174	3333	3499	3674	3858	3440
PC005113	N	P-G2 Police Sergeant	3940	4137	4344		4561	4789	4364
PC003112	N	P-G3 Police Lieutenant	4691	4926			5172	5431	5061
PC002122	N	P-G4 Police Captain	5443				5715	6001	5722
PC001221	E	P-G5 Assistant Police Chief	6170	6478			6802	7142	6656

\*Parity position

**CITY OF MESQUITE  
FIRE PAY PLAN  
Effective October 1, 1999**

JOB CODE	FLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
		F-G1							
FR006114	N	Firefighter *	3023	3174	3333	3499	3674	3858	3440
		F-G2							
FR004114	N	Fire Driver-Engineer	3720				3906	4102	3911
		F-G3							
FR005112	N	Fire Lieutenant	4090				4295	4509	4300
		F-G4							
FR003112	N	Fire Captain	4595				4824	5066	4830
		F-G5							
FR002121	N	Fire Deputy Chief	5239				5501	5776	5508
		F-G6							
FR001221	E	Assistant Fire Chief	6020	6321			6638	6969	6495

\* Parity position