

ORDINANCE NO. 3390

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, FIRE AND POLICE PAY PLANS SHALL BECOME EFFECTIVE SEPTEMBER 30, 2000; THAT THE CIVIL SERVICE CLASSIFICATIONS AND POSITIONS SET FORTH IN THE 2000-01 FISCAL YEAR BUDGET BE AND ARE HEREBY ESTABLISHED; 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, more fully described in Exhibit "A" attached hereto and made a part hereof, are hereby adopted.

SECTION 2. That the civil service classifications and positions set forth in the 2000-01 fiscal year budget, be and are hereby established by ordinance.

SECTION 3. That the General Government, Fire and Police Pay Plans adopted by this ordinance, shall be effective from and after September 30, 2000.

SECTION 4. 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 5. 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.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 19th day of September, 2000.



Mike Anderson
Mayor

ATTEST:

APPROVED:



Ellen Williams
City Secretary



B. J. Smith
City Attorney

CITY OF MESQUITE
PAY PLAN

Effective September 30, 2000

Administrative/Specialist

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Administrative/Specialist	AS050115	Accounting System Coordinator	N	AS9	2267	2721	3174
Administrative/Specialist	AS040116	Administrative Aide	N	AS9	2267	2721	3174
Administrative/Specialist	AS047116	Administrative Aide - City Manager	N	AS12	2682	3219	3755
Administrative/Specialist	AS070116	Administrative Aide - Code Compliance	N	AS9	2267	2721	3174
Administrative/Specialist	AS045126	Administrative Aide - Police	N	AS9	2267	2721	3174
Administrative/Specialist	AS031116	Administrative Intern	N	AS4	1714	2056	2399
Administrative/Specialist	AS071116	Assistant City Secretary	N	AS11	2536	3043	3551
Administrative/Specialist	AS042221	Assistant Equipment Services Superintendent	E	AS17	3549	4259	4969
Administrative/Specialist	AS066221	Assistant Sanitation Superintendent	E	AS17	3549	4259	4969
Administrative/Specialist	AS067221	Assistant Streets Superintendent	E	AS17	3549	4259	4969
Administrative/Specialist	AS068221	Assistant Utilities Superintendent	E	AS17	3549	4259	4969
Administrative/Specialist	AS002117	Building Inspector	N	AS12	2682	3219	3755
Administrative/Specialist	AS038217	Building Projects Coordinator	E	AS14	3000	3600	4200
Administrative/Specialist	AS033117	Commercial Building Inspector	N	AS13	2682	3219	3755
Administrative/Specialist	AS063226	Communications Shift Supervisor	N	SK03	See Police Plan		
Administrative/Specialist	AS037226	Customer Service Supervisor	E	AS13	2682	3219	3755
Administrative/Specialist	AS007113	Data Coordination Analyst	N	AS11	2536	3043	3551
Administrative/Specialist	AS077228	District Park Supervisor	E	AS13	2837	3404	3972
Administrative/Specialist	AS060113	Engineering Records Technician	N	AS10	2398	2878	3357
Administrative/Specialist	AS010113	Environmental Code Inspector	N	AS9	2267	2721	3174
Administrative/Specialist	AS078227	Equipment Services Supervisor	E	AS13	2837	3404	3972
Administrative/Specialist	AS055113	GIS Engineering Specialist	N	AS10	2398	2878	3357
Administrative/Specialist	AS025225	Health Clinic Administrator	E	AS12	2682	3219	3755
Administrative/Specialist	AS052115	Health Technician	N	AS10	2398	2878	3357
Administrative/Specialist	AS056113	Help Desk Technician	N	AS11	2536	3043	3551
Administrative/Specialist	AS011225	Housing Administrator	E	AS13	2837	3404	3972
Administrative/Specialist	AS012111	Housing Inspector	N	AS9	2267	2721	3174
Administrative/Specialist	AS062115	Housing Technician	N	AS8	2144	2573	3001
Administrative/Specialist	AS014226	Municipal Court Coordinator	E	AS14	3000	3600	4200
Administrative/Specialist	AS059122	Network Operations Supervisor	N	AS19	3970	4764	5558
Administrative/Specialist	AS046112	Nurse - Part-time	N	AS16	3356	4027	4698
Administrative/Specialist	AS064228	Park Maintenance Coordinator	E	AS17	3549	4259	4969

CITY OF MESQUITE
PAY PLAN

Effective September 30, 2000

Administrative/Specialist

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Administrative/Specialist	AS006113	PC Support Analyst	N	AS12	2682	3219	3755
Administrative/Specialist	AS034115	Plans Examiner	N	AS14	3000	3600	4200
Administrative/Specialist	AS080226	Police Records Supervisor	E	AS12	2682	3219	3755
Administrative/Specialist	AS082227	Production Supervisor	E	AS14	3000	3600	4200
Administrative/Specialist	AS015113	Programmer Analyst	N	AS17	3549	4259	4969
Administrative/Specialist	AS018111	Public Works Construction Inspector	N	AS12	2682	3219	3755
Administrative/Specialist	AS069226	Purchasing Supervisor	E	AS11	2536	3043	3551
Administrative/Specialist	AS072222	Recreation District Supervisor	E	AS13	2837	3404	3972
Administrative/Specialist	AS020115	Recreation Specialist	N	AS9	2267	2721	3174
Administrative/Specialist	AS073222	Recreation Specialist II	E	AS11	2536	3043	3551
Administrative/Specialist	AS079228	Residential Collections Supervisor	E	AS13	2837	3404	3972
Administrative/Specialist	AS043222	Senior Alert Specialist	E	AS7	2027	2433	2838
Administrative/Specialist	AS074222	Senior Citizens Program Specialist	E	AS10	2398	2878	3357
Administrative/Specialist	AS023113	Senior Environmental Code Inspector	N	AS10	2398	2878	3357
Administrative/Specialist	AS075115	Senior Housing Counselor	N	AS7	2027	2433	2838
Administrative/Specialist	AS044122	Senior Programmer Analyst	N	AS19	3970	4764	5558
Administrative/Specialist	AS032121	Senior Public Works Construction Inspector	N	AS13	2837	3404	3972
Administrative/Specialist	AS065123	Senior Telecommunications Technician	N	AS9	2267	2721	3174
Administrative/Specialist	AS081123	Signal Maintenance Coordinator	N	AS13	2837	3404	3972
Administrative/Specialist	AS083227	Streets Supervisor	E	AS13	2837	3404	3972
Administrative/Specialist	AS013116	Student Intern	N	AS4	1714	2056	2399
Administrative/Specialist	AS035222	Traffic Superintendent	E	AS16	3356	4027	4698
Administrative/Specialist	AS049126	Transportation Supervisor	E	AS13	2837	3404	3972
Administrative/Specialist	AS084227	Utility Supervisor	E	AS13	2837	3404	3972
Administrative/Specialist	AS054212	Volunteer Program Coordinator	E	AS10	2398	2878	3357
Administrative/Specialist	AS076228	Warehouse Supervisor	E	AS14	3000	3600	4200

CITY OF MESQUITE

PAY PLAN

Effective September 30, 2000

Clerical

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Clerical	CL062113	Accounts Payable Technician	N	CL18	2108	2476	2845
Clerical	CL003116	Administrative Clerk	N	CL13	1601	1882	2162
Clerical	CL004116	Administrative Secretary	N	CL17	1995	2344	2693
Clerical	CL049115	Athletic Assistant	N	CL8	1217	1430	1643
Clerical	CL010116	Cashier	N	CL14	1692	1988	2284
Clerical	CL053116	Communications Intern	N	CL8	1217	1430	1643
Clerical	CL058116	Communications Operator	N	CL19	2227	2616	3006
Clerical	CL012116	Communications Operator I	N	SK01	See Police		
Clerical	CL013116	Communications Operator II	N	SK02	See Police		
Clerical	CL014116	Computer Operator	N	CL13	1601	1882	2162
Clerical	CL015116	Customer Service Representative	N	CL14	1692	1988	2284
Clerical	CL052113	Dispatcher	N	CL13	1601	1882	2162
Clerical	CL017126	Executive Secretary	N	CL18	2108	2476	2845
Clerical	CL019116	Housing Assistant	N	CL14	1692	1988	2284
Clerical	CL056116	Human Resources Generalist	N	CL19	2227	2616	3006
Clerical	CL060116	Legal Assistant I	N	CL19	2227	2616	3006
Clerical	CL059126	Legal Assistant II	N	CL20	2352	2764	3176
Clerical	CL022116	Legal Secretary	N	CL16	1888	2219	2549
Clerical	CL045116	Library Aide	N	CL10	1358	1596	1833
Clerical	CL024115	Library Assistant I	N	CL14	1692	1988	2284
Clerical	CL025115	Library Assistant II	N	CL15	1787	2100	2413
Clerical	CL026116	Municipal Court Clerk	N	CL14	1692	1988	2284
Clerical	CL027126	Office Coordinator	N	CL18	2108	2476	2845
Clerical	CL028116	Payroll Clerk	N	CL13	1601	1882	2162
Clerical	CL061113	Payroll Technician (Accounting)	N	CL19	2227	2616	3006
Clerical	CL054116	Permit Technician	N	CL15	1787	2100	2413
Clerical	CL032116	Police Records Clerk	N	CL13	1601	1882	2162
Clerical	CL034113	Public Services Dispatcher	N	CL13	1601	1882	2162
Clerical	CL063126	Public Services Dispatch Supervisor	N	CL19	2227	2616	3006
Clerical	CL055116	Purchasing Clerk	N	CL15	1787	2100	2413

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Clerical

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Clerical	CL048115	Recreation Leader	N	CL8	1217	1430	1643
Clerical	CL036116	Secretary	N	CL15	1787	2100	2413
Clerical	CL037126	Senior Cashier	N	CL17	1995	2344	2693
Clerical	CL038126	Senior Customer Service Representative	N	CL19	2227	2616	3006
Clerical	CL040115	Senior Library Assistant	N	CL16	1888	2219	2549
Clerical	CL041116	Senior Municipal Court Clerk	N	CL16	1888	2219	2549
Clerical	CL043116	Support Services Clerk	N	CL13	1601	1882	2162
Clerical	CL044113	Telecommunications Technician	N	CL13	1601	1882	2162
Clerical	CL050118	Tennis Center Attendant	N	CL8	1217	1430	1643
Clerical	CL046116	Utility Service Clerk	N	CL14	1692	1988	2284

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Hourly/Seasonal

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Hourly/Seasonal	HS004218	Lifeguard	E	HS6	6.39	6.87	7.35
Hourly/Seasonal	HS010118	Seasonal Park Worker	N	HS7	6.93	7.45	7.97
Hourly/Seasonal	HS001218	Swim Coach	E	HS10	8.82	9.48	10.14
Hourly/Seasonal	HS008222	Swimming Pool Coordinator	E	HS10	8.82	9.48	10.14
Hourly/Seasonal	HS009228	Swimming Pool Supervisor	E	HS8	7.51	8.07	8.63
Hourly/Seasonal	HS002218	Track Coach	E	HS10	8.82	9.48	10.14

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Labor

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Labor	LB001118	Animal Shelter Attendant	N	LB9	1527	1794	2062
Labor	LB002118	Building Maintenance Worker	N	LB10	1606	1887	2168
Labor	LB003118	Custodian	N	LB8	1452	1706	1960
Labor	LB005118	Maintenance Worker I	N	LB10	1606	1887	2168
Labor	LB007118	Meter Reader	N	LB11	1690	1985	2281
Labor	LB015118	MTED Driver	N	LB9	1527	1794	2062
Labor	LB008118	Park Maintenance Worker I	N	LB9	1527	1794	2062
Labor	LB009118	Park Maintenance Worker II	N	LB10	1606	1887	2168
Labor	LB016114	Security Guard	N	LB6	1312	1542	1771
Labor	LB012117	Service Attendant	N	LB7	1380	1622	1863
Labor	LB013118	Tire Repairer	N	LB7	1380	1622	1863
Labor	LB014118	Warehouse Clerk	N	LB10	1606	1887	2168

CITY OF MESQUITE
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Maintenance/Trades

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Maintenance/Trades	MT001115	Animal Control Officer	N	MT10	2077	2441	2804
Maintenance/Trades	MT078115	Animal Control Specialist	N	MT10	2077	2441	2804
Maintenance/Trades	MT002225	Animal Control Supervisor	N	MT13	2417	2840	3263
Maintenance/Trades	MT006117	Building Maintenance Technician	N	MT12	2298	2700	3102
Maintenance/Trades	MT009117	Concrete Crew Chief	N	MT12	2298	2700	3102
Maintenance/Trades	MT010117	Concrete Finisher	N	MT9	1975	2320	2666
Maintenance/Trades	MT012114	Detention Officer I	N	MT10	2077	2441	2804
Maintenance/Trades	MT036114	Detention Officer II	N	MT12	2298	2700	3102
Maintenance/Trades	MT015113	Electronics Technician	N	MT12	2298	2700	3102
Maintenance/Trades	MT019117	Equipment Mechanic	N	MT12	2298	2700	3102
Maintenance/Trades	MT020118	Equipment Operator I	N	MT8	1877	2206	2534
Maintenance/Trades	MT021118	Equipment Operator II	N	MT9	1975	2320	2666
Maintenance/Trades	MT022117	Fabrication Welder	N	MT11	2185	2567	2949
Maintenance/Trades	MT072128	Facility Maintenance Supervisor	N	MT11	2185	2567	2949
Maintenance/Trades	MT023118	Fire Property Specialist	N	MT8	1877	2206	2534
Maintenance/Trades	MT024117	Heavy Equipment Mechanic	N	MT13	2417	2840	3263
Maintenance/Trades	MT086117	Heavy Equipment Operator - Sanitation	N	MT12	2298	2700	3102
Maintenance/Trades	MT025117	Heavy Equipment Operator - Streets	N	MT12	2298	2700	3102
Maintenance/Trades	MT027113	Line Services Technician	N	MT6	1697	1994	2291
Maintenance/Trades	MT028117	Maintenance Crew Chief	N	MT12	2298	2700	3102
Maintenance/Trades	MT083118	Maintenance Worker II	N	MT7	1785	2097	2409
Maintenance/Trades	MT079117	Park Equipment Mechanic	N	MT10	2077	2441	2804
Maintenance/Trades	MT029118	Park Equipment Operator	N	MT7	1785	2097	2409
Maintenance/Trades	MT031118	Park Maintenance Mechanic	N	MT10	2077	2441	2804
Maintenance/Trades	MT032118	Parks Lawn and Ornamental Applicator	N	MT9	1975	2320	2666
Maintenance/Trades	MT033117	Printer	N	MT6	1697	1994	2291
Maintenance/Trades	MT034127	Printing & Postal Services Supervisor	N	MT11	2185	2567	2949
Maintenance/Trades	MT084113	Public Works Backflow Inspector	N	MT14	2543	2987	3432
Maintenance/Trades	MT070118	Sanitation Technician	N	MT10	2077	2441	2804
Maintenance/Trades	MT082118	Seasonal Solo Route Driver	N	MT9	1975	2320	2666
Maintenance/Trades	MT037117	Senior Building Maintenance Technician	N	MT13	2417	2840	3263
Maintenance/Trades	MT038118	Senior Custodian	N	MT6	1697	1994	2291

CITY OF MESQUITE
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Maintenance/Trades

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Maintenance/Trades	MT040123	Senior Line Services Technician	N	MT7	1785	2097	2409
Maintenance/Trades	MT041117	Senior Mechanic	N	MT14	2543	2987	3432
Maintenance/Trades	MT042118	Senior Park Maintenance Worker	N	MT9	1975	2320	2666
Maintenance/Trades	MT045117	Senior Water Production Technician	N	MT13	2417	2840	3263
Maintenance/Trades	MT047113	Signal Maintenance Technician	N	MT12	2298	2700	3102
Maintenance/Trades	MT048113	Signs & Markings Coordinator	N	MT11	2185	2567	2949
Maintenance/Trades	MT087118	Signs and Markings Technician	N	MT8	1877	2206	2534
Maintenance/Trades	MT081118	Solo Route Driver	N	MT9	1975	2320	2666
Maintenance/Trades	MT085118	Solo Route Driver Trainee	N	MT6	1697	1994	2291
Maintenance/Trades	MT007115	Street Operations Inspector	N	MT12	2298	2700	3102
Maintenance/Trades	MT052128	Tennis Center Supervisor	E	MT9	1975	2320	2666
Maintenance/Trades	MT055117	Utilities Technician	N	MT13	2417	2840	3263
Maintenance/Trades	MT056117	Utility Crew Chief	N	MT12	2298	2700	3102
Maintenance/Trades	MT059118	Warehouse Technician	N	MT8	1877	2206	2534
Maintenance/Trades	MT074118	Wastewater Inspector	N	MT9	1975	2320	2666
Maintenance/Trades	MT060117	Water Production Technician	N	MT9	1975	2320	2666
Maintenance/Trades	MT061118	Water Services Representative	N	MT7	1785	2097	2409
Maintenance/Trades	MT064117	Welder	N	MT9	1975	2320	2666

CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN

Effective Date: September 30, 2000

MANAGERIAL

Job Family	Job Code	Class Title	FLSA Status	Salary Range
Managerial	MG023222	Building Maintenance Superintendent	E	MGRL
Managerial	MG020222	Equipment Services Superintendent	E	MGRL
Managerial	MG001221	Manager of Accounting Services	E	MGRL
Managerial	MG002222	Manager of Branch Library Services	E	MGRL
Managerial	MG018222	Manager of Building/Code Inspections	E	MGRL
Managerial	MG019222	Manager of Collections	E	MGRL
Managerial	MG026222	Manager of Community Services	E	MGRL
Managerial	MG005221	Manager of Economic Development	E	MGRL
Managerial	MG016221	Manager of Field Services	E	MGRL
Managerial	MG017222	Manager of Health	E	MGRL
Managerial	MG007222	Manager of Human Resources	E	MGRL
Managerial	MG008222	Manager of Information Services	E	MGRL
Managerial	MG009222	Manager of Park Planning	E	MGRL
Managerial	MG010221	Manager of Park Services	E	MGRL
Managerial	MG021222	Manager of Planning and Zoning	E	MGRL
Managerial	MG015221	Manager of Purchasing	E	MGRL
Managerial	MG011222	Manager of Recreation Services	E	MGRL
Managerial	MG025222	Sanitation Superintendent	E	MGRL
Managerial	MG014212	Senior Assistant City Attorney	E	MGRL
Managerial	MG024222	Streets Superintendent	E	MGRL
Managerial	MG022222	Utilities Superintendent	E	MGRL

CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN

Effective September 30, 2000

Engineering

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Engineering	EG001212	Assistant Traffic Engineer	E	ENG3	3820	4584	5348
Engineering	EG004222	City Engineer	E	ENG4	4502	5403	6303
Engineering	EG002222	Civil Engineer	E	ENG3	3820	4584	5348
Engineering	EG003222	Drainage Engineer	E	ENG3	3820	4584	5348
Engineering	EG007212	Graduate Engineer	E	ENG2	2873	3498	4122
Engineering	EG006222	Manager of Engineering	E	ENG5	5096	6116	7135
Engineering	EG005222	Traffic Engineer	E	ENG4	4502	5403	6303

CITY OF MESQUITE
GENERAL GOVERNMENT PAY PLAN

Effective September 30, 2000

Professional

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Professional	PM002222	Accounting Supervisor	E	PM14	3349	3958	4567
Professional	PM003212	Administrative Assistant	E	PM10	2687	3176	3665
Professional	PM034212	Arts Council Coordinator	E	PM11	2839	3356	3872
Professional	PM069212	Assistant Athletic Coordinator	E	PM10	2687	3176	3665
Professional	PM004212	Assistant City Attorney	E	PM18	4173	4932	5691
Professional	PM076115	Assistant Librarian	N	PM7	2278	2693	3107
Professional	PM005222	Athletic Coordinator	E	PM13	3170	3746	4322
Professional	PM070212	Budget Analyst	E	PM12	3000	3545	4091
Professional	PM055212	Cash and Debt Coordinator	E	PM17	3950	4668	5386
Professional	PM022212	CDBG Coordinator	E	PM11	2839	3356	3872
Professional	PM063222	Community Services Coordinator	E	PM15	3538	4182	4825
Professional	PM067212	Emergency Management Assistant	E	PM11	2839	3356	3872
Professional	PM068212	Employment Specialist	E	PM9	2543	3006	3468
Professional	PM057222	Environmental Code Inspections Supervisor	E	PM13	3170	3746	4322
Professional	PM071212	Financial Analyst	E	PM14	3349	3958	4567
Professional	PM064212	G.I.S. Analyst	E	PM15	3538	4182	4825
Professional	PM056212	Geographic Information System Coordinator	E	PM18	4173	4932	5691
Professional	PM012212	Health Specialist	E	PM11	2839	3356	3872
Professional	PM075112	Historical Preservation Coordinator	N	PM10	2687	3176	3665
Professional	PM020222	Human Resources Administrator	E	PM13	3170	3746	4322
Professional	PM014212	Librarian	E	PM9	2543	3006	3468
Professional	PM015222	Library Services Supervisor	E	PM13	3170	3746	4322
Professional	PM016112	Literacy Program Coordinator	N	PM2	1730	2045	2360
Professional	PM030112	Nurse	N	PM15	3538	4182	4825
Professional	PM017212	Park Planner	E	PM13	3170	3746	4322
Professional	PM061212	Planner	E	PM10	2687	3176	3665
Professional	PM048211	Safety Training Officer	E	PM11	2839	3356	3872
Professional	PM044212	Special Projects Assistant	E	PM10	2687	3176	3665
Professional	PM040212	Special Projects Coordinator	E	PM6	2156	2549	2941
Professional	PM065212	Storm Water Specialist	E	PM11	2839	3356	3872
Professional	PM045122	Systems Programmer	N	PM14	3349	3958	4567

CITY OF MESQUITE
 GENERAL GOVERNMENT PAY PLAN

Effective September 30, 2000

Professional

JOB FAMILY	JOB CODE	CLASS TITLE	FLSA STATUS	GRADE	SALARY RANGE		
					MIN	MID	MAX
Professional	PM054212	Trainer	E	PM12	3000	3545	4091
Professional	PM029222	Youth Program Coordinator	E	PM15	3538	4182	4825

**CITY OF MESQUITE
EXECUTIVE PAY PLAN**

Effective September 30, 2000

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

**CITY OF MESQUITE
FIRE PAY PLAN
Effective September 30, 2000**

JOB CODE	FLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
FR006114	N	F-G1 Firefighter*	3253	3416	3587	3765	3954	4152	3702
FR004114	N	F-G2 Fire Driver-Engineer	4032				4233	4446	4239
FR005112	N	F-G3 Fire Lieutenant	4390				4610	4840	4615
FR003112	N	F-G4 Fire Captain	4975				5222	5484	5229
FR002121	N	F-G5 Fire Deputy Chief	5684				5968	6266	5975
FR001221	E	F-G6 Assistant Fire Chief	6505	6830			7173	7531	7018

*Parity position

**CITY OF MESQUITE
POLICE PAY PLAN
Effective September 30, 2000**

JOB CODE	FLSA STATUS	TITLE	BASE	B+1	B+2	B+3	B+4	B+5	MIDPOINT
PC004114	N	P-G1 Officer *	3253	3416	3587	3765	3954	4152	3702
PC005113	N	P-G2 Police Sergeant	4254	4466	4690		4924	5170	4712
PC003112	N	P-G3 Police Lieutenant	5056	5310			5575	5854	5455
PC002122	N	P-G4 Police Captain	5803				6093	6398	6100
PC001221	E	P-G5 Assistant Police Chief	6642	6974			7322	7688	7165

*Parity position

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.

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.	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		
Type 20 WPM			Type 30 WPM 2 months trainee level Knowledge, Skills, Abilities			Type 35 WPM Three months as Call Taker Knowledge, Skills, Abilities			Type 40 WPM 3 months Fire Dispatcher Knowledge, Skills, Abilities					

COMM I
TOP OUT

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

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 I level.

Communication Operator II

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

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
Type 45 WPM 14 months experience as a Communication Operator I (includes 2 months Ch. 1 training) Knowledge, Skills, Abilities						

Communications Shift Supervisor

10% increase from your Comm II level upon promotion to 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
Type 45 WPM Two years experience as Communication Operator II Knowledge, Skills, Abilities					

Skill Based Pay Plan

Part Time Employees

Communication Operator I

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

<i>Channel One</i> \$15.51 Type 45 WPM Knowledge, Skills, Abilities
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