

ORDINANCE NO. 3521

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 FIRE AND POLICE PAY PLANS SHALL BECOME EFFECTIVE SEPTEMBER 28, 2002; PROVIDING THAT THE CIVIL SERVICE CLASSIFICATIONS AND POSITIONS SET FORTH IN THE 2002-03 FISCAL YEAR BUDGET BE AND ARE HEREBY ESTABLISHED; PROVIDING A REPEALER CLAUSE; 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 civil service 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 2002-03 fiscal year budget, be and are hereby established by ordinance.

SECTION 3. That the Fire and Police Pay Plans adopted by this ordinance shall be effective from and after September 28, 2002.

SECTION 4. That those General Government employees meeting performance standards will be eligible for a three-percent merit increase at the time of their performance review.

SECTION 5. That all ordinances or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed. To the extent that such ordinances or portions thereof are not in conflict herewith, the same shall remain in full force and effect.

SECTION 6. 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.

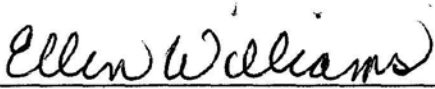
SECTION 7. That the present pay plans of the City of Mesquite are inadequate to provide stability and continuity in the employment of essential employees, creates an urgency and an emergency and necessitates that this ordinance become effective as stated in Section 3 above.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas,
on the 16th day of September, 2002.




Mike Anderson
Mayor

ATTEST:



Ellen Williams
City Secretary

APPROVED:



B. J. Smith
City Attorney

CITY OF MESQUITE

Pay Plan- Fire

Fire Pay Plan Effective September 28, 2002

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5	MID
FR006114	N	Firefighter	FG1	3607	3787	3977	4175	4384	4603	4105

JOB	FLSA	TITLE	GRADE	BASE
FR004114	N	Fire Driver-Engineer	FG2	4847
FR005112	N	Fire Lieutenant	FG3	5397
FR003112	N	Fire Captain	FG4	6098
FR002121	N	Fire Deputy Chief	FG5	6932
FR001221	E	Assistant Fire Chief	FG6	8342

Firefighter

Firefighters begin employment at the base salary. On each firefighter's annual anniversary date, the firefighter advances to the next step within their salary range. For example, a firefighter at step B2 would advance to step B3 after one year in the B2 step. Step B5 is the range maximum and therefore the maximum allowable salary regardless of years of service. Firefighters at the maximum may only receive higher salaries upon promotion or market-based pay adjustments.

Ranks above Firefighter

Upon promotion, employees are moved to the base salary for the new rank. Future pay increases will be determined by market-based pay adjustment to the base salary.

Market-Based Pay Adjustments

Annually, Human Resources conducts salary surveys to determine the competitiveness of our civil service pay plan with selected Metroplex cities. Information gathered from the cities are the minimum, midpoint and maximum of pay ranges and the average salaries for all incumbents by classification.

The Firefighter classification utilizes the midpoint of each pay range as the basis for determining market-based pay adjustments. Firefighter pay ranges are based on parity with the Police Officer.

The maximum of the pay range is the basis used for determining market adjustments for ranks higher than Firefighter.

Approval

The Pay Plan is subject to review and approval by the City Council through the budget process.

CITY OF MESQUITE

Pay Plan- Police

Police Pay Plan Effective September 28, 2002

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5	MID
PC004114	N	Officer	PG1	3607	3787	3977	4175	4384	4603	4105

JOB	FLSA	TITLE	GRADE	BASE
PC005113	N	Police Sergeant	PG2	5527
PC003112	N	Police Lieutenant	PG3	6261
PC002122	N	Police Captain	PG4	6988
PC001221	E	Assistant Police Chief	PG5	8606

Police Officer

Police Officers begin employment at the base salary. On each officer's annual anniversary date, the officer advances to the next step within their salary range. For example, an officer at step B2 would advance to step B3 after one year in the B2 step. Step B5 is the range maximum and therefore the maximum allowable salary regardless of years of service. Officers at the maximum may only receive higher salaries upon promotion or market-based pay adjustments.

Ranks above Police Officer

Upon promotion, employees are moved to the base salary for the new rank. Future pay increases will be determined by market-based pay adjustment to the base salary.

Market-Based Pay Adjustments

Annually, Human Resources conducts salary surveys to determine the competitiveness of our civil service pay plan with selected Metroplex cities. Information gathered from the cities are the minimum, midpoint and maximum of pay ranges and the average salaries for all incumbents by classification.

The Police Officer classification utilizes the midpoint of each pay range as the basis for determining market-based pay adjustments.

The maximum of the pay range is the basis used for determining market adjustments for ranks higher than Police Officer.

Approval

The Pay Plan is subject to review and approval by the City Council through the budget process.