

ORDINANCE NO. 3608

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING REVISED PAY PLANS FOR CLASSIFIED FIRE AND POLICE PERSONNEL AND OTHER CLASSIFIED CITY EMPLOYEES WITH AN EFFECTIVE DATE OF SEPTEMBER 27, 2003; PROVIDING THAT THE CIVIL SERVICE CLASSIFICATIONS AND POSITIONS SET FORTH IN THE 2003-04 FISCAL YEAR BUDGET ARE HEREBY ESTABLISHED; PROVIDING GENERAL GOVERNMENT EMPLOYEES WITH A THREE-PERCENT MERIT INCREASE IF PERFORMANCE STANDARDS ARE MET AT THE TIME OF THEIR REVIEW; PROVIDING FULL-TIME EMPLOYEES THAT ARE AT THEIR MAXIMUM SALARY AS OF SEPTEMBER 30, 2003, WITH A TWO-PERCENT LUMP-SUM PAYMENT OF THEIR ANNUAL BASE SALARY, PAYABLE ON DECEMBER 5, 2003; PROVIDING FOR A REPEALER CLAUSE; PROVIDING FOR 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 2003-04 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 27, 2003.

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 full-time employees at the maximum salary level of their pay grade as of September 30, 2003, will be eligible for a two-percent lump-sum payment of their annual base salary, payable on December 5, 2003.

SECTION 6. 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or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed.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 7. 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 8. 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.

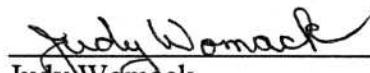
DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 15th day of September, 2003.



Mike Anderson  
Mayor

ATTEST:

APPROVED:



Judy Womack  
City Secretary



B. J. Smith  
City Attorney

**EXHIBIT "A"**

# CITY OF MESQUITE

## Pay Plan- Fire

Fire Pay Plan Effective October 1, 2003

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5	MID
FR006114	N	Firefighter	FG1	3683	3867	4061	4263	4476	4700	4192

JOB	FLSA	TITLE	GRADE	BASE
FR004114	N	Fire Driver-Engineer	FG2	4949
FR005112	N	Fire Lieutenant	FG3	5532
FR003112	N	Fire Captain	FG4	6226
FR002121	N	Fire Deputy Chief	FG5	7078
FR001221	E	Assistant Fire Chief	FG6	8484

### 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 October 1, 2003

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5	MID
PC004114	N	Officer	PG1	3683	3867	4061	4263	4476	4700	4192

JOB	FLSA	TITLE	GRADE	BASE
PC005113	N	Police Sergeant	PG2	5621
PC003112	N	Police Lieutenant	PG3	6386
PC002122	N	Police Captain	PG4	7191
PC001221	E	Assistant Police Chief	PG5	8752

### 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.

# CITY OF MESQUITE

## PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
<b>Administrative/Specialist</b>							
	AS085113	GIS Intern	N	AS04	\$1,714.00	\$2,056.50	\$2,399.00
	AS043222	Senior Alert Specialist	E	AS07	\$2,027.00	\$2,432.50	\$2,838.00
	AS075115	Senior Housing Counselor	N	AS08	\$2,144.00	\$2,572.50	\$3,001.00
	AS065123	Senior Telecommunications Technician	N	AS09	\$2,267.00	\$2,720.50	\$3,174.00
	AS062115	Housing Technician	N	AS09	\$2,267.00	\$2,720.50	\$3,174.00
	AS010113	Environmental Code Inspector	N	AS09	\$2,267.00	\$2,720.50	\$3,174.00
	AS086115	Youth Services Specialist	N	AS09	\$2,267.00	\$2,720.50	\$3,174.00
	AS092115	Paralegal I	N	AS10	\$2,398.00	\$2,877.50	\$3,357.00
	AS088118	Waste Minimization and Composting Coordin	N	AS10	\$2,398.00	\$2,877.50	\$3,357.00
	AS045126	Administrative Aide - Police	E	AS10	\$2,398.00	\$2,877.50	\$3,357.00
	AS089113	Neighborhood Code Inspector	N	AS10	\$2,398.00	\$2,877.50	\$3,357.00
	AS040116	Administrative Aide	N	AS10	\$2,398.00	\$2,877.50	\$3,357.00
	AS055113	GIS Specialist	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS060113	Engineering/GIS Technician	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS093115	Paralegal II	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS069226	Purchasing Supervisor	E	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS023113	Senior Environmental Code Inspector	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS071116	Assistant City Secretary	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS050115	Accounting System Coordinator	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS007113	Data Coordination Analyst	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS002117	Building Inspector	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS018111	Public Works Construction Inspector	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS056113	Help Desk Technician	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS012111	Senior Housing Inspector	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS033117	Commercial Building Inspector	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS006113	PC Support Analyst	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS070116	Administrative Supervisor	E	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS080226	Police Records Supervisor	E	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS047116	Administrative Aide - City Manager	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS078227	Equipment Services Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS077228	District Park Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS084227	Utility Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS037226	Customer Service Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS049126	Transportation Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS038217	Building Services Coordinator	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS083227	Streets Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00



**CITY OF MESQUITE**  
**PAY PLAN**

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
	AS081123	Signal Maintenance Supervisor	N	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS079228	Solid Waste Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS034115	Plans Examiner	N	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS076228	Warehouse Supervisor	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS082227	Production Supervisor	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS014226	Municipal Court Coordinator	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS046112	Nurse - Part-time	N	AS16	\$3,356.00	\$4,027.00	\$4,698.00
	AS035222	Traffic & Street Lighting Superintendent	E	AS16	\$3,356.00	\$4,027.00	\$4,698.00
	AS015113	Programmer Analyst	N	AS17	\$3,549.00	\$4,259.00	\$4,969.00
	AS087123	Senior PC Support Analyst	N	AS17	\$3,549.00	\$4,259.00	\$4,969.00
	AS068221	Assistant Manager of Utilities Division	E	AS17	\$3,549.00	\$4,259.00	\$4,969.00
	AS067221	Assistant Manager of Streets Division	E	AS17	\$3,549.00	\$4,259.00	\$4,969.00
	AS042221	Assistant Manager of Equipment Services Div	E	AS17	\$3,549.00	\$4,259.00	\$4,969.00
	AS066221	Assistant Manager of Solid Waste Division	E	AS17	\$3,549.00	\$4,259.00	\$4,969.00
	AS044122	Senior Programmer Analyst	N	AS20	\$4,199.00	\$5,038.50	\$5,878.00
	AS063226	Communications Shift Supervisor	N	SK03	\$3,402.47	\$3,770.80	\$4,139.12

# CITY OF MESQUITE

## PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Clerical	CL049115	Athletic Assistant	N	CL08	\$1,217.00	\$1,430.00	\$1,643.00
	CL045116	Library Aide	N	CL10	\$1,358.00	\$1,595.50	\$1,833.00
	CL048115	Recreation Leader	N	CL11	\$1,435.00	\$1,686.00	\$1,937.00
	CL050118	Tennis Center Attendant	N	CL11	\$1,435.00	\$1,686.00	\$1,937.00
	CL032116	Police Records Clerk	N	CL13	\$1,601.00	\$1,881.50	\$2,162.00
	CL052113	Transit Dispatcher	N	CL13	\$1,601.00	\$1,881.50	\$2,162.00
	CL034113	Public Services Dispatcher	N	CL13	\$1,601.00	\$1,881.50	\$2,162.00
	CL044113	Telecommunications Technician	N	CL14	\$1,692.00	\$1,988.00	\$2,284.00
	CL043116	Postal Services Clerk	N	CL14	\$1,692.00	\$1,988.00	\$2,284.00
	CL065113	Public Works Dispatcher/ Water Pump Station	N	CL14	\$1,692.00	\$1,988.00	\$2,284.00
	CL003116	Administrative Clerk	N	CL14	\$1,692.00	\$1,988.00	\$2,284.00
	CL024115	Library Assistant I	N	CL15	\$1,787.00	\$2,100.00	\$2,413.00
	CL019116	Housing Assistant	N	CL15	\$1,787.00	\$2,100.00	\$2,413.00
	CL025115	Library Assistant II	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL054116	Permit Technician	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL036116	Secretary	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL046116	Utility Service Clerk	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL015116	Customer Service Representative	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL064116	Housing Intake Clerk	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL055116	Purchasing Clerk	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL026116	Municipal Court Clerk	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL010116	Cashier	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL001116	Accounting Clerk	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL037126	Senior Cashier	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL040115	Senior Library Assistant	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL004116	Administrative Secretary	N	CL18	\$2,108.00	\$2,476.50	\$2,845.00
	CL062113	Accounts Payable Technician	N	CL18	\$2,108.00	\$2,476.50	\$2,845.00
	CL063126	Public Works Dispatch Supervisor	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL061113	Payroll Technician (Accounting)	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL038126	Senior Customer Service Representative	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL041116	Senior Municipal Court Clerk	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL027126	Office Coordinator	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL017126	Executive Secretary	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL056116	Human Resources Generalist	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
CL012116	Communications Operator I	N	SK01	\$2,100.80	\$2,372.07	\$2,643.33	
CL013116	Communications Operator II	N	SK02	\$2,688.40	\$3,045.47	\$3,402.53	



**CITY OF MESQUITE  
PAY PLAN**

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
<b>Engineering</b>							
	EG007212	Graduate Engineer	E	ENG02	\$3,199.00	\$3,987.00	\$4,774.00
	EG009222	Project Engineer	E	ENG03	\$4,693.00	\$5,736.00	\$6,778.00
	EG002222	Civil Engineer	E	ENG03	\$4,693.00	\$5,736.00	\$6,778.00
	EG003222	Drainage Engineer	E	ENG03	\$4,693.00	\$5,736.00	\$6,778.00
	EG005222	Traffic Engineer	E	ENG04	\$5,074.00	\$6,089.00	\$7,103.00

# CITY OF MESQUITE

## PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
<b>Executive</b>							
	EX012221	Fire Chief	E	EXEC			
	EX005221	City Secretary	E	EXEC			
	EX022221	Director of Community Services	E	EXEC			
	EX001221	Airport Manager	E	EXEC			
	EX002221	Assistant City Manager	E	EXEC			
	EX018221	Budget Director	E	EXEC			
	EX003221	City Attorney	E	EXEC			
	EX004221	City Manager	E	EXEC			
	EX021221	Director of Code Compliance	E	EXEC			
	EX020221	Director of Development Services	E	EXEC			
	EX007221	Director of Finance	E	EXEC			
	EX010221	Director of Human Resources	E	EXEC			
	EX008221	Director of Library Services	E	EXEC			
	EX013221	Municipal Court Judge	E	EXEC			
	EX019221	Director of Public Works	E	EXEC			
	EX017221	Deputy City Manager	E	EXEC			
	EX014221	Police Chief	E	EXEC			
	EX009221	Director of Parks/Recreation/Building Service	E	EXEC			

**CITY OF MESQUITE**  
**PAY PLAN**

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
<b>Hourly/Seasonal</b>							
	HS011118	Seasonal Utility Worker	N	HS01	\$7.25	\$7.62	\$7.98
	HS010118	Seasonal Park Worker	N	HS01	\$7.25	\$7.62	\$7.98
	HS004218	Lifeguard	E	HS01	\$7.25	\$7.62	\$7.98
	HS009228	Swimming Pool Supervisor	E	HS02	\$8.25	\$8.66	\$9.07
	HS001218	Swim Coach	E	HS03	\$10.00	\$10.50	\$11.00
	HS002218	Track Coach	E	HS03	\$10.00	\$10.50	\$11.00
	HS008222	Swimming Pool Coordinator	E	HS04	\$10.50	\$11.03	\$11.55

# CITY OF MESQUITE

## PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
<b>Labor</b>							
	LB016114	Security Guard	N	LB06	\$1,312.00	\$1,541.50	\$1,771.00
	LB013118	Tire Repairer	N	LB08	\$1,452.00	\$1,706.00	\$1,960.00
	LB012117	Service Attendant	N	LB08	\$1,452.00	\$1,706.00	\$1,960.00
	LB003118	Custodian	N	LB09	\$1,527.00	\$1,794.50	\$2,062.00
	LB008118	Park Maintenance Specialist	N	LB10	\$1,606.00	\$1,887.00	\$2,168.00
	LB015118	MTED Driver	N	LB10	\$1,606.00	\$1,887.00	\$2,168.00
	LB005118	Maintenance Worker I	N	LB10	\$1,606.00	\$1,887.00	\$2,168.00
	LB002118	Building Maintenance Worker	N	LB10	\$1,606.00	\$1,887.00	\$2,168.00
	LB009118	Park Grounds Maintenance Technician	N	LB11	\$1,690.00	\$1,985.50	\$2,281.00
	LB007118	Water Meter Reader	N	LB12	\$1,775.00	\$2,085.50	\$2,396.00
	LB014118	Warehouse Clerk	N	LB12	\$1,775.00	\$2,085.50	\$2,396.00

# CITY OF MESQUITE

## PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
<b>Maintenance/Trades</b>							
	MT085118	Residential Solid Waste Driver - Trainee	N	MT06	\$1,697.00	\$1,994.00	\$2,291.00
	MT027113	Line Services Technician	N	MT06	\$1,697.00	\$1,994.00	\$2,291.00
	MT038118	Senior Custodian	N	MT06	\$1,697.00	\$1,994.00	\$2,291.00
	MT033117	Printer	N	MT06	\$1,697.00	\$1,994.00	\$2,291.00
	MT083118	Maintenance Worker II	N	MT07	\$1,785.00	\$2,097.00	\$2,409.00
	MT023118	Fire Property Specialist	N	MT08	\$1,877.00	\$2,205.50	\$2,534.00
	MT087118	Signs and Markings Technician	N	MT08	\$1,877.00	\$2,205.50	\$2,534.00
	MT061118	Water Services Representative	N	MT08	\$1,877.00	\$2,205.50	\$2,534.00
	MT029118	Park Equipment Operator	N	MT08	\$1,877.00	\$2,205.50	\$2,534.00
	MT060117	Water Production Technician	N	MT09	\$1,975.00	\$2,320.50	\$2,666.00
	MT074118	Wastewater Inspector	N	MT09	\$1,975.00	\$2,320.50	\$2,666.00
	MT052128	Tennis Center Supervisor	E	MT09	\$1,975.00	\$2,320.50	\$2,666.00
	MT082118	Seasonal Solo Route Driver	N	MT09	\$1,975.00	\$2,320.50	\$2,666.00
	MT020118	Equipment Operator I	N	MT09	\$1,975.00	\$2,320.50	\$2,666.00
	MT042118	Park Athletic Fields Technician	N	MT10	\$2,077.00	\$2,440.50	\$2,804.00
	MT081118	Residential Solid Waste Driver - Collector	N	MT10	\$2,077.00	\$2,440.50	\$2,804.00
	MT089118	Sr. Grounds Maintenance Technician	N	MT10	\$2,077.00	\$2,440.50	\$2,804.00
	MT021118	Equipment Operator II	N	MT10	\$2,077.00	\$2,440.50	\$2,804.00
	MT064117	Welder	N	MT10	\$2,077.00	\$2,440.50	\$2,804.00
	MT010117	Concrete Finisher	N	MT10	\$2,077.00	\$2,440.50	\$2,804.00
	MT031118	Park Maintenance Mechanic-Facilities/Irrigati	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT090118	Park Irrigation Technician	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT059118	Warehouse Technician	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT032118	Chemical Application Technician	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT001115	Animal Control Officer	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT072128	Facility Maintenance Supervisor	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT022117	Fabrication Welder	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT012114	Detention Officer I	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT034127	Printing & Postal Services Supervisor	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT015113	Electronics Technician	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT007115	Street Operations Inspector	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT079117	Park Equipment Mechanic	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT019117	Equipment Mechanic	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT048113	Signs & Markings Supervisor	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT047113	Signal Maintenance Technician	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT045117	Senior Water Production Technician	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00

# CITY OF MESQUITE

## PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
	MT006117	Building Maintenance Technician	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT056117	Utility Crew Chief	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT009117	Concrete Crew Chief	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT028117	Maintenance Crew Chief	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT025117	Heavy Equipment Operator - Streets	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT086117	Heavy Equipment Operator - Solid Waste	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT088113	Street Lighting Maintenance Technician	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT036114	Detention Officer II	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT002225	Animal Control Supervisor	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT084113	Public Works Backflow Inspector	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT055117	Utilities Technician	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT037117	Senior Building Maintenance Technician	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT024117	Heavy Equipment Mechanic	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT041117	Senior Mechanic	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00



# CITY OF MESQUITE

## PAY PLAN

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General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
<b>Managerial</b>	MG019222	Manager of Collections	E	MG			
	MG015221	Manager of Purchasing	E	MG			
	MG002222	Manager of Branch Library Services	E	MG			
	MG031222	Manager of Traffic Engineering and Street Lig	E	MG			
	MG029221	Manager of Building Services	E	MG			
	MG028222	Manager of Housing	E	MG			
	MG030222	City Engineer	E	MG			
	MG022222	Manager of Utilities Division	E	MG			
	MG024222	Manager of Streets Division	E	MG			
	MG025222	Manager of Solid Waste Division	E	MG			
	MG011222	Manager of Recreation Services	E	MG			
	MG021222	Manager of Planning and Zoning	E	MG			
	MG010221	Manager of Park Services	E	MG			
	MG009222	Manager of Park Planning	E	MG			
	MG008222	Manager of Information Services	E	MG			
	MG017222	Manager of Health	E	MG			
	MG016221	Manager of Field Services	E	MG			
	MG005221	Manager of Economic Development	E	MG			
	MG018222	Building Official	E	MG			
	MG001221	Manager of Accounting Services	E	MG			
	MG020222	Manager of Equipment Services Division	E	MG			
	MG014212	Deputy City Attorney	E	MG			
	MG007222	Manager of Human Resources	E	MG			
	MG027222	Manager of Website & Network Systems Deve	E	MG			

# CITY OF MESQUITE

## PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Professional	PM040212	Special Projects Coordinator	E	PM06	\$2,156.00	\$2,548.50	\$2,941.00
	PM016112	Literacy Program Coordinator	N	PM06	\$2,156.00	\$2,548.50	\$2,941.00
	PM076115	Assistant Librarian	N	PM07	\$2,278.00	\$2,692.50	\$3,107.00
	PM087112	Recreation Specialist	N	PM07	\$2,278.00	\$2,692.50	\$3,107.00
	PM083222	Senior Programs Supervisor	E	PM08	\$2,407.00	\$2,845.00	\$3,283.00
	PM080212	Human Resources Analyst	E	PM09	\$2,543.00	\$3,005.50	\$3,468.00
	PM086222	Recreation Facilities Specialist II	E	PM09	\$2,543.00	\$3,005.50	\$3,468.00
	PM084222	Recreation Center Supervisor	E	PM09	\$2,543.00	\$3,005.50	\$3,468.00
	PM068212	Employment Specialist	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM075112	Historical Preservation Officer	N	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM003212	Administrative Assistant	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM079212	KMB Executive Director/ Volunteer Program	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM083212	Assistant Arts Council Coordinator	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM014212	Librarian	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM069212	Athletics Supervisor	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM044212	Special Projects Assistant	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM061212	Planner	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM077212	CDBG Coordinator	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM067212	Emergency Management Assistant	E	PM11	\$2,839.00	\$3,355.50	\$3,872.00
	PM085222	Recreation District Supervisor	E	PM11	\$2,839.00	\$3,355.50	\$3,872.00
	PM034212	Arts Council Coordinator	E	PM11	\$2,839.00	\$3,355.50	\$3,872.00
	PM054212	Trainer	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM065212	Storm Water Specialist	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM012212	Health Specialist	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM005222	Athletics/Aquatics Superintendent	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM074222	Health Administrator	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM070212	Budget Analyst	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM073222	Building Inspection Field Supervisor	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM057222	Environmental Code Inspections Supervisor	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM002222	Accounting Supervisor	E	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM071212	Financial Analyst	E	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM020222	Human Resources Administrator	E	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM045122	Systems Programmer	N	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM017212	Park Planner	E	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM015222	Library Services Supervisor	E	PM14	\$3,349.00	\$3,958.00	\$4,567.00
PM088222	Park Services Superintendent	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00	

# CITY OF MESQUITE

## PAY PLAN

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General Government Pay Plan Effective October 1, 2003

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
	PM081222	Human Resources Administrator- Comp., ER	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM030112	Nurse	N	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM029222	Youth Services Coordinator	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM063222	Recreation Services Superintendent	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM064212	G.I.S. Analyst	E	PM16	\$3,738.00	\$4,418.00	\$5,098.00
	PM082212	Assistant City Attorney II- Contract and Open	E	PM18	\$4,173.00	\$4,932.00	\$5,691.00
	PM004212	Assistant City Attorney I- Prosecutor	E	PM18	\$4,173.00	\$4,932.00	\$5,691.00
	PM055212	Cash and Debt Coordinator	E	PM18	\$4,173.00	\$4,932.00	\$5,691.00
	PM027212	Principal Planner	E	PM18	\$4,173.00	\$4,932.00	\$5,691.00
	PM056212	Geographic Information System Coordinator	E	PM19	\$4,409.00	\$5,211.00	\$6,013.00