

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 25, 2004; PROVIDING THAT THE CIVIL SERVICE CLASSIFICATIONS AND POSITIONS SET FORTH IN THE 2004-05 FISCAL YEAR BUDGET ARE HEREBY ESTABLISHED; 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 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 2004-05 fiscal year budget, be and are hereby established by ordinance.

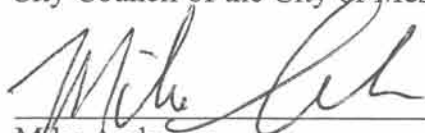
SECTION 3. That the pay plans adopted by this ordinance shall be effective from and after September 25, 2004.

SECTION 4. 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or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed.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 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 not be affected and 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 as stated in Section 3 above.

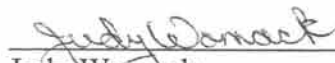
DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 20th day of September, 2004.




 Mike Anderson
 Mayor

ATTEST:

APPROVED:



 Judy Womack
 City Secretary



 B. J. Smith
 City Attorney

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Administrative/Specialist							
	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
	AS062115	Housing Technician	N	AS09	\$2,267.00	\$2,720.50	\$3,174.00
	AS065123	Senior Telecommunications 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
	AS093111	Housing Inspector	N	AS09	\$2,267.00	\$2,720.50	\$3,174.00
	AS088218	Waste Minimization and Composting Coordin	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
	AS086115	Youth Services Specialist	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
	AS023113	Senior Environmental Code Inspector	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
	AS092115	Paralegal I	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
	AS055113	GIS Specialist	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS060113	GIS/Engineering 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
	AS071116	Assistant City Secretary	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
	AS093115	Paralegal II	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS094117	Residential Plans Reviewer	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS006113	PC Support Analyst	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS096117	Electrical/Energy Inspector	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS095117	Plumbing/Mechanical Inspector	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS069226	Purchasing Supervisor	E	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS018111	Public Works Construction Inspector	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS033117	Commercial Building Inspector	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS002117	Building Inspector	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS070226	Administrative Supervisor	E	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS047116	Senior Administrative Aide - City Manager	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS080226	Police Records Supervisor	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
	AS084227	Utility 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
	AS037226	Customer Service 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

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
	AS034115	Plans Examiner	N	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS049126	Transportation Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS076228	Warehouse Supervisor	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS081123	Signal Maintenance Supervisor	N	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS078227	Equipment Services Supervisor	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS079228	Solid Waste Supervisor	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
	AS082227	Production Supervisor	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
	AS042221	Assistant Manager of Equipment Services Div	E	AS18	\$3,754.00	\$4,504.50	\$5,255.00
	AS066221	Assistant Manager of Solid Waste Division	E	AS18	\$3,754.00	\$4,504.50	\$5,255.00
	AS067221	Assistant Manager of Streets Division	E	AS18	\$3,754.00	\$4,504.50	\$5,255.00
	AS068221	Assistant Manager of Utilities Division	E	AS18	\$3,754.00	\$4,504.50	\$5,255.00
	AS044122	Senior Programmer Analyst	N	AS20	\$4,199.00	\$5,038.50	\$5,878.00
	AS035222	Traffic & Street Lighting Superintendent	E	AS20	\$4,199.00	\$5,038.50	\$5,878.00

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

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	CL12	\$1,516.00	\$1,781.00	\$2,046.00
	CL050118	Tennis Center Attendant	N	CL12	\$1,516.00	\$1,781.00	\$2,046.00
	CL003116	Administrative Clerk	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
	CL044113	Telecommunications Technician	N	CL14	\$1,692.00	\$1,988.00	\$2,284.00
	CL052113	Transit Dispatcher	N	CL14	\$1,692.00	\$1,988.00	\$2,284.00
	CL019116	Housing Assistant	N	CL15	\$1,787.00	\$2,100.00	\$2,413.00
	CL032116	Police Records Clerk	N	CL15	\$1,787.00	\$2,100.00	\$2,413.00
	CL024115	Library Assistant I	N	CL15	\$1,787.00	\$2,100.00	\$2,413.00
	CL046116	Utility Service Clerk	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL065113	Public Works Dispatcher/ Water Pump Station	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
	CL054116	Permit Technician	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
	CL025115	Library Assistant II	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
	CL001116	Accounting Clerk	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL036116	Secretary	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL010116	Cashier	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL040115	Senior Library Assistant	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL037126	Senior Cashier	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL062113	Accounts Payable Technician	N	CL18	\$2,108.00	\$2,476.50	\$2,845.00
	CL068116	Senior Permit 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
	CL038126	Senior Customer Service Representative	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL004116	Administrative Secretary	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
	CL066116	Police Payroll Technician	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL069116	Senior Administrative Secretary	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
	CL027126	Office Coordinator	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
	CL056116	Human Resources Specialist	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
	CL017126	Executive Secretary	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
	CL061113	Payroll Technician (Accounting)	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
	CL067116	Administrative Aide - City Manager	N	CL21	\$2,485.00	\$2,920.00	\$3,355.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Engineering	EG007212	Graduate Engineer	E	ENG02	\$3,199.00	\$3,987.00	\$4,774.00
	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
	EG009222	Project 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

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General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Executive	EX019221	Director of Public Works	E	EXEC			
	EX023221	Director of Community Development	E	EXEC			
	EX014221	Police Chief	E	EXEC			
	EX012221	Fire Chief	E	EXEC			
	EX009221	Director of Parks/Recreation/Building Service	E	EXEC			
	EX008221	Director of Library Services	E	EXEC			
	EX010221	Director of Human Resources	E	EXEC			
	EX007221	Director of Finance	E	EXEC			
	EX017221	Deputy City Manager	E	EXEC			
	EX005221	City Secretary	E	EXEC			
	EX004221	City Manager	E	EXEC			
	EX003221	City Attorney	E	EXEC			
	EX018221	Budget Director	E	EXEC			
	EX001221	Airport Manager	E	EXEC			
	EX022221	Director of Community Services	E	EXEC			
	EX013221	Municipal Court Judge	E	EXEC			
	EX002221	Assistant City Manager	E	EXEC			

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Hourly/Seasonal							
	HS012218	Pool Cashier	E	HS01	\$7.25	\$7.62	\$7.98
	HS004218	Lifeguard	E	HS01	\$7.25	\$7.62	\$7.98
	HS010118	Seasonal Park Worker	N	HS01	\$7.25	\$7.62	\$7.98
	HS011118	Seasonal Utility Worker	N	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
	HS012118	Vector Control Technician	N	HS04	\$10.50	\$11.03	\$11.55
	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 September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Labor	LB016114	Security Guard	N	LB08	\$1,452.00	\$1,706.00	\$1,960.00
	LB012117	Service Attendant	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
	LB008118	Park Maintenance Specialist	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
	LB013118	Tire Repairer	N	LB10	\$1,606.00	\$1,887.00	\$2,168.00
	LB003118	Custodian	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
	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 September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Maintenance/Trades	MT027113	Line Services Technician	N	MT06	\$1,697.00	\$1,994.00	\$2,291.00
	MT033117	Printer	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
	MT085118	Residential Solid Waste Driver - Trainee	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
	MT087118	Signs and Markings Technician	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
	MT082118	Seasonal Solo Route Driver	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
	MT061118	Water Services Representative	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
	MT052128	Tennis Center Supervisor	E	MT10	\$2,077.00	\$2,440.50	\$2,804.00
	MT089118	Senior 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
	MT059118	Warehouse Technician	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT042118	Park Athletic Fields Technician	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT060117	Water Production Technician	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT081118	Residential Solid Waste Driver - Collector	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
	MT072128	Facility Maintenance Supervisor	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
	MT001115	Animal Control Officer	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT010117	Concrete Finisher	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT023118	Fire Property Specialist	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT019117	Equipment Mechanic	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
	MT031118	Park Maintenance Mechanic-Facilities	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT090118	Park Irrigation Technician	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT022117	Fabrication Welder	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
	MT079117	Park Equipment Mechanic	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT025117	Heavy Equipment-Operator - Streets	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
	MT056117	Utility 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
	MT088113	Street Lighting Maintenance Technician	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT006117	Building Maintenance Technician	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

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
	MT086117	Heavy Equipment Operator - Solid Waste	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
	MT055117	Utilities Technician	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT045117	Senior Water Production Technician	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT047113	Signal Maintenance Technician	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT048113	Signs & Markings Supervisor	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00
	MT037117	Senior Building Maintenance Technician	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00
	MT024117	Heavy Equipment Mechanic	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00
	MT084113	Public Works Backflow Inspector	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00
	MT034127	Printing & Postal Services Supervisor	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00
	MT041117	Senior Mechanic	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Managerial	MG011222	Manager of Recreation Services	E	MG			
	MG029221	Manager of Building Services	E	MG			
	MG028222	Manager of Housing	E	MG			
	MG032212	Manager of Budget Services	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			
	MG027222	Manager of Website & Network Systems Deve	E	MG			
	MG016221	Manager of Field Services	E	MG			
	MG031222	Manager of Traffic Engineering and Street Lig	E	MG			
	MG014212	Deputy City Attorney	E	MG			
	MG001221	Manager of Accounting Services	E	MG			
	MG002222	Manager of Branch Library Services	E	MG			
	MG018222	Building Official	E	MG			
	MG020222	Manager of Equipment Services Division	E	MG			
	MG005221	Manager of Economic Development	E	MG			
	MG015221	Manager of Purchasing	E	MG			
	MG017222	Manager of Health	E	MG			
	MG007222	Manager of Human Resources	E	MG			
	MG008222	Manager of Information Services	E	MG			
	MG009222	Manager of Park Planning	E	MG			
	MG010221	Manager of Park Services	E	MG			
	MG021222	Manager of Planning and Zoning/City Planner	E	MG			
	MG019222	Manager of Collections	E	MG			

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Professional	PM016112	Literacy Program Coordinator	N	PM06	\$2,156.00	\$2,548.50	\$2,941.00
	PM040212	Special Projects Coordinator	E	PM06	\$2,156.00	\$2,548.50	\$2,941.00
	PM076115	Assistant Librarian	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
	PM087112	Recreation Specialist	N	PM08	\$2,407.00	\$2,845.00	\$3,283.00
	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
	PM069212	Athletics Supervisor	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM080212	Human Resources Analyst	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
	PM083212	Assistant Arts Council Coordinator	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM003212	Management Analyst	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM014212	Librarian	E	PM11	\$2,839.00	\$3,355.50	\$3,872.00
	PM079212	KMB Executive Director/ Volunteer Program	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM054212	Trainer	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM061212	Planner	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM075112	Historical Preservation Officer	N	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM012212	Health Specialist	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM067212	Emergency Management Assistant	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM034212	Arts Council Coordinator	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM085222	Recreation District Supervisor	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
	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
	PM044212	Special Projects Assistant	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM065212	Storm Water Specialist	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM015222	Library Services Supervisor	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
	PM089222	Human Resources Senior Analyst	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
	PM063222	Recreation Services Superintendent	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM017212	Park Planner	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM030112	Nurse	N	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM090222	Senior Management Analyst	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM089112	Continuing Education Nurse	N	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM088222	Park Services Superintendent	E	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

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
	PM002222	Accounting Supervisor	E	PM16	\$3,738.00	\$4,418.00	\$5,098.00
	PM064212	G.I.S. Analyst	E	PM16	\$3,738.00	\$4,418.00	\$5,098.00
	AS014226	Municipal Court Coordinator	E	PM16	\$3,738.00	\$4,418.00	\$5,098.00
	PM020222	Human Resources Supervisor	E	PM17	\$3,950.00	\$4,668.00	\$5,386.00
	PM004212	Assistant City Attorney I- Prosecutor	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
	PM055212	Cash and Debt Coordinator	E	PM19	\$4,409.00	\$5,211.00	\$6,013.00
	PM091222	Risk Manager	E	PM19	\$4,409.00	\$5,211.00	\$6,013.00
	PM056212	Geographic Information System Coordinator	E	PM19	\$4,409.00	\$5,211.00	\$6,013.00
	PM082212	Assistant City Attorney II- Contract and Open	E	PM21	\$4,921.00	\$5,816.00	\$6,711.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 25, 2004

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Skilled	SK003116	Communications Operator I	N	SK01	\$2,100.80	\$2,372.07	\$2,643.33
	SK002116	Communications Operator II	N	SK02	\$2,688.40	\$3,045.47	\$3,402.53
	SK001226	Communications Shift Supervisor	N	SK03	\$3,402.47	\$3,770.80	\$4,139.12

CITY OF MESQUITE

Alphabetical Job Title List

General Government Pay Plan Effective September 25, 2004

Title	Grade	JobCode	Min	Mid	Max
Accounting Clerk	CL16	CL001116	1888	2219	2549
Accounting Supervisor	PM16	PM002222	3738	4418	5098
Accounting System Coordinator	AS11	AS050115	2536	3044	3551
Accounts Payable Technician	CL18	CL062113	2108	2477	2845
Administrative Aide	AS10	AS040116	2398	2878	3357
Administrative Aide - City Manager	CL21	CL067116	2485	2920	3355
Administrative Aide - Police	AS10	AS045126	2398	2878	3357
Administrative Clerk	CL14	CL003116	1692	1988	2284
Administrative Secretary	CL19	CL004116	2227	2617	3006
Administrative Supervisor	AS13	AS070226	2837	3405	3972
Airport Manager	EXEC	EX001221			
Animal Control Officer	MT11	MT001115	2185	2567	2949
Animal Control Supervisor	MT13	MT002225	2417	2840	3263
Arts Council Coordinator	PM12	PM034212	3000	3546	4091
Assistant Arts Council Coordinator	PM10	PM083212	2687	3176	3665
Assistant City Attorney I- Prosecutor	PM18	PM004212	4173	4932	5691
Assistant City Attorney II- Contract and Open Records	PM21	PM082212	4921	5816	6711
Assistant City Manager	EXEC	EX002221			
Assistant City Secretary	AS12	AS071116	2682	3219	3755
Assistant Librarian	PM07	PM076115	2278	2693	3107
Assistant Manager of Equipment Services Division	AS18	AS042221	3754	4505	5255
Assistant Manager of Solid Waste Division	AS18	AS066221	3754	4505	5255
Assistant Manager of Streets Division	AS18	AS067221	3754	4505	5255
Assistant Manager of Utilities Division	AS18	AS068221	3754	4505	5255
Athletic Assistant	CL08	CL049115	1217	1430	1643
Athletics Supervisor	PM10	PM069212	2687	3176	3665
Athletics/Aquatics Superintendent	PM13	PM005222	3170	3746	4322
Budget Analyst	PM13	PM070212	3170	3746	4322
Budget Director	EXEC	EX018221			
Building Inspection Field Supervisor	PM13	PM073222	3170	3746	4322
Building Inspector	AS13	AS002117	2837	3405	3972
Building Maintenance Technician	MT13	MT006117	2417	2840	3263
Building Maintenance Worker	LB10	LB002118	1606	1887	2168
Building Official	MG	MG018222			
Building Services Coordinator	AS14	AS038217	3000	3600	4200
Cash and Debt Coordinator	PM19	PM055212	4409	5211	6013
Cashier	CL16	CL010116	1888	2219	2549
CDBG Coordinator	PM10	PM077212	2687	3176	3665
Chemical Application Technician	MT11	MT032118	2185	2567	2949
City Attorney	EXEC	EX003221			
City Engineer	MG	MG030222			
City Manager	EXEC	EX004221			
City Secretary	EXEC	EX005221			
Civil Engineer	ENG03	EG002222	4693	5736	6778
Commercial Building Inspector	AS13	AS033117	2837	3405	3972
Communications Operator I	SK01	SK003116	2101	2372	2643
Communications Operator II	SK02	SK002116	2688	3045	3403
Communications Shift Supervisor	SK03	SK001226	3402	3771	4139
Concrete Crew Chief	MT13	MT009117	2417	2840	3263
Concrete Finisher	MT11	MT010117	2185	2567	2949
Continuing Education Nurse	PM15	PM089112	3538	4182	4825

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Title	Grade	JobCode	Min	Mid	Max
Custodian	LB10	LB003118	1606	1887	2168
Customer Service Representative	CL16	CL015116	1888	2219	2549
Customer Service Supervisor	AS14	AS037226	3000	3600	4200
Data Coordination Analyst	AS12	AS007113	2682	3219	3755
Deputy City Attorney	MG	MG014212			
Deputy City Manager	EXEC	EX017221			
Detention Officer I	MT11	MT012114	2185	2567	2949
Detention Officer II	MT13	MT036114	2417	2840	3263
Director of Community Development	EXEC	EX023221			
Director of Community Services	EXEC	EX022221			
Director of Finance	EXEC	EX007221			
Director of Human Resources	EXEC	EX010221			
Director of Library Services	EXEC	EX008221			
Director of Parks/Recreation/Building Services	EXEC	EX009221			
Director of Public Works	EXEC	EX019221			
District Park Supervisor	AS14	AS077228	3000	3600	4200
Drainage Engineer	ENG03	EG003222	4693	5736	6778
Electrical/Energy Inspector	AS13	AS096117	2837	3405	3972
Electronics Technician	MT12	MT015113	2298	2700	3102
Emergency Management Assistant	PM12	PM067212	3000	3546	4091
Environmental Code Inspections Supervisor	PM13	PM057222	3170	3746	4322
Environmental Code Inspector	AS09	AS010113	2267	2721	3174
Equipment Mechanic	MT12	MT019117	2298	2700	3102
Equipment Operator I	MT09	MT020118	1975	2321	2666
Equipment Operator II	MT10	MT021118	2077	2441	2804
Equipment Services Supervisor	AS15	AS078227	3173	3808	4442
Executive Secretary	CL20	CL017126	2352	2764	3176
Fabrication Welder	MT12	MT022117	2298	2700	3102
Facility Maintenance Supervisor	MT11	MT072128	2185	2567	2949
Financial Analyst	PM14	PM071212	3349	3958	4567
Fire Chief	EXEC	EX012221			
Fire Property Specialist	MT11	MT023118	2185	2567	2949
G.I.S. Analyst	PM16	PM064212	3738	4418	5098
Geographic Information System Coordinator	PM19	PM056212	4409	5211	6013
GIS Intern	AS04	AS085113	1714	2057	2399
GIS Specialist	AS12	AS055113	2682	3219	3755
GIS/Engineering Technician	AS12	AS060113	2682	3219	3755
Graduate Engineer	ENG02	EG007212	3199	3987	4774
Health Specialist	PM12	PM012212	3000	3546	4091
Heavy Equipment Mechanic	MT15	MT024117	2674	3142	3610
Heavy Equipment Operator - Solid Waste	MT13	MT086117	2417	2840	3263
Heavy Equipment Operator - Streets	MT13	MT025117	2417	2840	3263
Help Desk Technician	AS12	AS056113	2682	3219	3755
Historical Preservation Officer	PM12	PM075112	3000	3546	4091
Housing Assistant	CL15	CL019116	1787	2100	2413
Housing Inspector	AS09	AS093111	2267	2721	3174
Housing Intake Clerk	CL16	CL064116	1888	2219	2549
Housing Technician	AS09	AS062115	2267	2721	3174
Human Resources Analyst	PM10	PM080212	2687	3176	3665
Human Resources Senior Analyst	PM14	PM089222	3349	3958	4567
Human Resources Specialist	CL20	CL056116	2352	2764	3176
Human Resources Supervisor	PM17	PM020222	3950	4668	5386
KMB Executive Director/ Volunteer Program Coordinator	PM12	PM079212	3000	3546	4091
Librarian	PM11	PM014212	2839	3356	3872
Library Aide	CL10	CL045116	1358	1596	1833

General Government Pay Plan Effective September 25, 2004

Title	Grade	JobCode	Min	Mid	Max
Library Assistant I	CL15	CL024115	1787	2100	2413
Library Assistant II	CL16	CL025115	1888	2219	2549
Library Services Supervisor	PM14	PM015222	3349	3958	4567
Lifeguard	HS01	HS004218	7	8	8
Line Services Technician	MT06	MT027113	1697	1994	2291
Literacy Program Coordinator	PM06	PM016112	2156	2549	2941
Maintenance Crew Chief	MT13	MT028117	2417	2840	3263
Maintenance Worker I	LB10	LB005118	1606	1887	2168
Maintenance Worker II	MT07	MT083118	1785	2097	2409
Management Analyst	PM10	PM003212	2687	3176	3665
Manager of Accounting Services	MG	MG001221			
Manager of Branch Library Services	MG	MG002222			
Manager of Budget Services	MG	MG032212			
Manager of Building Services	MG	MG029221			
Manager of Collections	MG	MG019222			
Manager of Economic Development	MG	MG005221			
Manager of Equipment Services Division	MG	MG020222			
Manager of Field Services	MG	MG016221			
Manager of Health	MG	MG017222			
Manager of Housing	MG	MG028222			
Manager of Human Resources	MG	MG007222			
Manager of Information Services	MG	MG008222			
Manager of Park Planning	MG	MG009222			
Manager of Park Services	MG	MG010221			
Manager of Planning and Zoning/City Planner	MG	MG021222			
Manager of Purchasing	MG	MG015221			
Manager of Recreation Services	MG	MG011222			
Manager of Solid Waste Division	MG	MG025222			
Manager of Streets Division	MG	MG024222			
Manager of Traffic Engineering and Street Lighting	MG	MG031222			
Manager of Utilities Division	MG	MG022222			
Manager of Website & Network Systems Development	MG	MG027222			
MTED Driver	LB10	LB015118	1606	1887	2168
Municipal Court Clerk	CL16	CL026116	1888	2219	2549
Municipal Court Coordinator	PM16	AS014226	3738	4418	5098
Municipal Court Judge	EXEC	EX013221			
Neighborhood Code Inspector	AS10	AS089113	2398	2878	3357
Nurse	PM15	PM030112	3538	4182	4825
Nurse - Part-time	AS16	AS046112	3356	4027	4698
Office Coordinator	CL20	CL027126	2352	2764	3176
Paralegal I	AS11	AS092115	2536	3044	3551
Paralegal II	AS12	AS093115	2682	3219	3755
Park Athletic Fields Technician	MT11	MT042118	2185	2567	2949
Park Equipment Mechanic	MT12	MT079117	2298	2700	3102
Park Equipment Operator	MT08	MT029118	1877	2206	2534
Park Grounds Maintenance Technician	LB11	LB009118	1690	1986	2281
Park Irrigation Technician	MT12	MT090118	2298	2700	3102
Park Maintenance Mechanic-Facilities	MT12	MT031118	2298	2700	3102
Park Maintenance Specialist	LB10	LB008118	1606	1887	2168
Park Planner	PM15	PM017212	3538	4182	4825
Park Services Superintendent	PM15	PM088222	3538	4182	4825
Payroll Technician (Accounting)	CL20	CL061113	2352	2764	3176
PC Support Analyst	AS13	AS006113	2837	3405	3972
Permit Technician	CL16	CL054116	1888	2219	2549
Planner	PM12	PM061212	3000	3546	4091

General Government Pay Plan Effective September 25, 2004

Title	Grade	JobCode	Min	Mid	Max
Plans Examiner	AS14	AS034115	3000	3600	4200
Plumbing/Mechanical Inspector	AS13	AS095117	2837	3405	3972
Police Chief	EXEC	EX014221			
Police Payroll Technician	CL19	CL066116	2227	2617	3006
Police Records Clerk	CL15	CL032116	1787	2100	2413
Police Records Supervisor	AS14	AS080226	3000	3600	4200
Pool Cashier	HS01	HS012218	7	8	8
Postal Services Clerk	CL14	CL043116	1692	1988	2284
Principal Planner	PM18	PM027212	4173	4932	5691
Printer	MT06	MT033117	1697	1994	2291
Printing & Postal Services Supervisor	MT15	MT034127	2674	3142	3610
Production Supervisor	AS16	AS082227	3356	4027	4698
Programmer Analyst	AS17	AS015113	3549	4259	4969
Project Engineer	ENG03	EG009222	4693	5736	6778
Public Works Backflow Inspector	MT15	MT084113	2674	3142	3610
Public Works Construction Inspector	AS13	AS018111	2837	3405	3972
Public Works Dispatch Supervisor	CL19	CL063126	2227	2617	3006
Public Works Dispatcher/ Water Pump Station Monitor	CL16	CL065113	1888	2219	2549
Purchasing Clerk	CL16	CL055116	1888	2219	2549
Purchasing Supervisor	AS13	AS069226	2837	3405	3972
Recreation Center Supervisor	PM09	PM084222	2543	3006	3468
Recreation District Supervisor	PM12	PM085222	3000	3546	4091
Recreation Facilities Specialist II	PM09	PM086222	2543	3006	3468
Recreation Leader	CL12	CL048115	1516	1781	2046
Recreation Services Superintendent	PM15	PM063222	3538	4182	4825
Recreation Specialist	PM08	PM087112	2407	2845	3283
Residential Plans Reviewer	AS12	AS094117	2682	3219	3755
Residential Solid Waste Driver - Collector	MT11	MT081118	2185	2567	2949
Residential Solid Waste Driver - Trainee	MT06	MT085118	1697	1994	2291
Risk Manager	PM19	PM091222	4409	5211	6013
Seasonal Park Worker	HS01	HS010118	7	8	8
Seasonal Solo Route Driver	MT09	MT082118	1975	2321	2666
Seasonal Utility Worker	HS01	HS011118	7	8	8
Secretary	CL16	CL036116	1888	2219	2549
Security Guard	LB08	LB016114	1452	1706	1960
Senior Administrative Aide - City Manager	AS13	AS047116	2837	3405	3972
Senior Administrative Secretary	CL20	CL069116	2352	2764	3176
Senior Alert Specialist	AS07	AS043222	2027	2433	2838
Senior Building Maintenance Technician	MT15	MT037117	2674	3142	3610
Senior Cashier	CL17	CL037126	1995	2344	2693
Senior Custodian	MT06	MT038118	1697	1994	2291
Senior Customer Service Representative	CL19	CL038126	2227	2617	3006
Senior Environmental Code Inspector	AS11	AS023113	2536	3044	3551
Senior Grounds Maintenance Technician	MT10	MT089118	2077	2441	2804
Senior Housing Counselor	AS08	AS075115	2144	2573	3001
Senior Housing Inspector	AS12	AS012111	2682	3219	3755
Senior Library Assistant	CL17	CL040115	1995	2344	2693
Senior Management Analyst	PM15	PM090222	3538	4182	4825
Senior Mechanic	MT15	MT041117	2674	3142	3610
Senior Municipal Court Clerk	CL19	CL041116	2227	2617	3006
Senior PC Support Analyst	AS17	AS087123	3549	4259	4969
Senior Permit Technician	CL18	CL068116	2108	2477	2845
Senior Programmer Analyst	AS20	AS044122	4199	5039	5878
Senior Programs Supervisor	PM08	PM083222	2407	2845	3283
Senior Telecommunications Technician	AS09	AS065123	2267	2721	3174

General Government Pay Plan Effective September 25, 2004

Title	Grade	JobCode	Min	Mid	Max
Senior Water Production Technician	MT14	MT045117	2543	2988	3432
Service Attendant	LB10	LB012117	1606	1887	2168
Signal Maintenance Supervisor	AS15	AS081123	3173	3808	4442
Signal Maintenance Technician	MT14	MT047113	2543	2988	3432
Signs & Markings Supervisor	MT15	MT048113	2674	3142	3610
Signs and Markings Technician	MT08	MT087118	1877	2206	2534
Solid Waste Supervisor	AS15	AS079228	3173	3808	4442
Special Projects Assistant	PM13	PM044212	3170	3746	4322
Special Projects Coordinator	PM06	PM040212	2156	2549	2941
Storm Water Specialist	PM13	PM065212	3170	3746	4322
Street Lighting Maintenance Technician	MT13	MT088113	2417	2840	3263
Street Operations Inspector	MT12	MT007115	2298	2700	3102
Streets Supervisor	AS14	AS083227	3000	3600	4200
Swim Coach	HS03	HS001218	10	11	11
Swimming Pool Coordinator	HS04	HS008222	11	11	12
Swimming Pool Supervisor	HS02	HS009228	8	9	9
Systems Programmer	PM14	PM045122	3349	3958	4567
Telecommunications Technician	CL14	CL044113	1692	1988	2284
Tennis Center Attendant	CL12	CL050118	1516	1781	2046
Tennis Center Supervisor	MT10	MT052128	2077	2441	2804
Tire Repairer	LB10	LB013118	1606	1887	2168
Track Coach	HS03	HS002218	10	11	11
Traffic & Street Lighting Superintendent	AS20	AS035222	4199	5039	5878
Traffic Engineer	ENG04	EG005222	5074	6089	7103
Trainer	PM12	PM054212	3000	3546	4091
Transit Dispatcher	CL14	CL052113	1692	1988	2284
Transportation Supervisor	AS14	AS049126	3000	3600	4200
Utilities Technician	MT14	MT055117	2543	2988	3432
Utility Crew Chief	MT13	MT056117	2417	2840	3263
Utility Service Clerk	CL16	CL046116	1888	2219	2549
Utility Supervisor	AS14	AS084227	3000	3600	4200
Vector Control Technician	HS04	HS012118	11	11	12
Warehouse Clerk	LB12	LB014118	1775	2086	2396
Warehouse Supervisor	AS15	AS076228	3173	3808	4442
Warehouse Technician	MT11	MT059118	2185	2567	2949
Waste Minimization and Composting Coordinator	AS10	AS088218	2398	2878	3357
Wastewater Inspector	MT09	MT074118	1975	2321	2666
Water Meter Reader	LB12	LB007118	1775	2086	2396
Water Production Technician	MT11	MT060117	2185	2567	2949
Water Services Representative	MT09	MT061118	1975	2321	2666
Youth Services Coordinator	PM15	PM029222	3538	4182	4825
Youth Services Specialist	AS10	AS086115	2398	2878	3357

CITY OF MESQUITE

Pay Plan- Police

Police Pay Plan Effective September 25, 2004

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5	MID
PC004114	N	Officer	PG1	3757	3945	4142	4349	4567	4795	4276

JOB	FLSA	TITLE	GRADE	BASE
PC005113	N	Police Sergeant	PG2	5733
PC003112	N	Police Lieutenant	PG3	6558
PC002122	N	Police Captain	PG4	7450
PC001221	E	Assistant Police Chief	PG5	9032

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 marketbased 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 marketbased 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- Fire

Fire Pay Plan Effective September 25, 2004

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5	MID
FR006114	N	Firefighter	FG1	3757	3945	4142	4349	4567	4795	4276

JOB	FLSA	TITLE	GRADE	BASE
FR004114	N	Fire Driver-Engineer	FG2	5083
FR005112	N	Fire Lieutenant	FG3	5665
FR003112	N	Fire Captain	FG4	6506
FR002121	N	Fire Deputy Chief	FG5	7418
FR001221	E	Assistant Fire Chief	FG6	8942

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 marketbased 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 budgetprocess.