

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 24, 2005; PROVIDING THAT THE CIVIL SERVICE CLASSIFICATIONS AND POSITIONS SET FORTH IN THE 2005-06 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 2005-06 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 24, 2005.

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or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed.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 19th day of September, 2005.



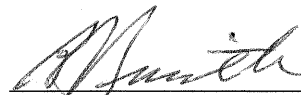
Mike Anderson
Mayor

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 24, 2005

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
	AS043212	Senior Alert Specialist	E	AS07	\$2,027.00	\$2,432.50	\$2,838.00
	AS019116	Housing Rehabilitation Specialist	N	AS08	\$2,144.00	\$2,572.50	\$3,001.00
	AS075115	Senior Housing Counselor	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
	AS099115	Special Projects Coordinator	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
	AS062115	Housing Technician	N	AS10	\$2,398.00	\$2,877.50	\$3,357.00
	AS010113	Environmental Code Inspector	N	AS10	\$2,398.00	\$2,877.50	\$3,357.00
	AS050115	Accounting System Coordinator	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS090116	Administrative Aide - City Manager	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS045126	Administrative Aide - Police	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS040116	Administrative Aide	N	AS11	\$2,536.00	\$3,043.50	\$3,551.00
	AS094117	Residential Plans Reviewer	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS023113	Senior Environmental Code Inspector	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
	AS007113	Data Coordination Analyst	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS092115	Paralegal I	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS001117	Residential Building Inspector	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS060113	GIS Technician	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS086115	Youth Services Specialist	N	AS12	\$2,682.00	\$3,218.50	\$3,755.00
	AS093115	Paralegal II	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS012111	Senior Housing Inspector	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS071116	Assistant City Secretary	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS056113	Help Desk Technician	N	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
	AS006113	PC Support Analyst	N	AS13	\$2,837.00	\$3,404.50	\$3,972.00
	AS088218	Waste Minimization and Composting Coordin	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS070226	Administrative Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS096117	Electrical/Energy Inspector	N	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS095117	Plumbing/Mechanical Inspector	N	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS002117	Building Inspector	N	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS047116	Senior Administrative Aide - City Manager	N	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
	AS069226	Purchasing Supervisor	E	AS14	\$3,000.00	\$3,600.00	\$4,200.00
	AS082227	Production Supervisor	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS080226	Police Records Supervisor	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS034115	Plans Examiner	N	AS15	\$3,173.00	\$3,807.50	\$4,442.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
	AS081123	Signal Maintenance Supervisor	N	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS083227	Streets Supervisor	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS038217	Building Services Coordinator	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS084227	Utility Supervisor	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS037226	Customer Service Supervisor	E	AS15	\$3,173.00	\$3,807.50	\$4,442.00
	AS076228	Warehouse Supervisor	E	AS16	\$3,356.00	\$4,027.00	\$4,698.00
	AS078227	Equipment Services Supervisor	E	AS16	\$3,356.00	\$4,027.00	\$4,698.00
	AS046112	Nurse - Part-time	N	AS16	\$3,356.00	\$4,027.00	\$4,698.00
	AS079228	Solid Waste Supervisor	E	AS16	\$3,356.00	\$4,027.00	\$4,698.00
	AS087123	Senior PC Support Analyst	N	AS17	\$3,549.00	\$4,259.00	\$4,969.00
	AS015113	Programmer Analyst	N	AS18	\$3,754.00	\$4,504.50	\$5,255.00
	AS042221	Assistant Manager of Equipment Services Div	E	AS19	\$3,970.00	\$4,764.00	\$5,558.00
	AS066221	Assistant Manager of Solid Waste Division	E	AS19	\$3,970.00	\$4,764.00	\$5,558.00
	AS068221	Assistant Manager of Utilities Division	E	AS19	\$3,970.00	\$4,764.00	\$5,558.00
	AS067221	Assistant Manager of Streets Division	E	AS19	\$3,970.00	\$4,764.00	\$5,558.00
	AS044122	Senior Programmer Analyst	N	AS20	\$4,199.00	\$5,038.50	\$5,878.00
	AS035222	Traffic & Street Lighting Superintendent	E	AS21	\$4,441.00	\$5,329.50	\$6,218.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

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
	CL070115	Day Camp Counselor	N	CL12	\$1,516.00	\$1,781.00	\$2,046.00
	CL048115	Recreation Leader	N	CL13	\$1,601.00	\$1,881.50	\$2,162.00
	CL050118	Tennis Center Attendant	N	CL13	\$1,601.00	\$1,881.50	\$2,162.00
	CL052113	Transit Dispatcher	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	CL15	\$1,787.00	\$2,100.00	\$2,413.00
	CL003116	Administrative Clerk	N	CL15	\$1,787.00	\$2,100.00	\$2,413.00
	CL071116	Health Clinic Clerk	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL032116	Police Records Clerk	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
	CL024115	Library Assistant I	N	CL16	\$1,888.00	\$2,218.50	\$2,549.00
	CL010116	Cashier	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL046116	Utility Service Clerk	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL054116	Permit Technician	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL065113	Public Works Dispatcher/ Water Pump Station	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL001116	Accounting Clerk	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL055116	Purchasing Clerk	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL026116	Municipal Court Clerk	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL025115	Library Assistant II	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL036116	Secretary	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL015116	Customer Service Representative	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL019116	Housing Assistant	N	CL17	\$1,995.00	\$2,344.00	\$2,693.00
	CL040115	Senior Library Assistant	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
	CL037126	Senior Cashier	N	CL18	\$2,108.00	\$2,476.50	\$2,845.00
	CL068116	Senior Permit Technician	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL063126	Public Works Dispatch Supervisor	N	CL19	\$2,227.00	\$2,616.50	\$3,006.00
	CL041116	Senior Municipal Court Clerk	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
	CL066116	Police Payroll Technician	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
	CL004116	Administrative Secretary	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
	CL038126	Senior Customer Service Representative	N	CL20	\$2,352.00	\$2,764.00	\$3,176.00
	CL027126	Office Coordinator	N	CL21	\$2,485.00	\$2,920.00	\$3,355.00
	CL061113	Payroll Technician (Accounting)	N	CL21	\$2,485.00	\$2,920.00	\$3,355.00
	CL056116	Human Resources Specialist	N	CL21	\$2,485.00	\$2,920.00	\$3,355.00
	CL069116	Senior Administrative Secretary	N	CL21	\$2,485.00	\$2,920.00	\$3,355.00
	CL017126	Executive Secretary	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 24, 2005

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
	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
	EG005222	Traffic Engineer	E	ENG04	\$5,074.00	\$6,089.00	\$7,103.00
	EG003222	Drainage 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 September 24, 2005

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

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Hourly/Seasonal	HS011118	Seasonal Utility Worker	N	HS01	\$1,257.00	\$1,320.00	\$1,383.00
	HS004218	Lifeguard	E	HS01	\$1,257.00	\$1,320.00	\$1,383.00
	HS012218	Pool Cashier	E	HS01	\$1,257.00	\$1,320.00	\$1,383.00
	HS010118	Seasonal Park Worker	N	HS01	\$1,257.00	\$1,320.00	\$1,383.00
	HS009228	Swimming Pool Supervisor	E	HS02	\$1,430.00	\$1,501.00	\$1,572.00
	HS002218	Track Coach	E	HS03	\$1,733.00	\$1,820.00	\$1,907.00
	HS001218	Swim Coach	E	HS03	\$1,733.00	\$1,820.00	\$1,907.00
	HS008222	Swimming Pool Coordinator	E	HS04	\$1,820.00	\$1,911.00	\$2,002.00
	HS012118	Vector Control Technician	N	HS05	\$1,911.00	\$2,006.00	\$2,102.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Labor	LB016114	Security Guard	N	LB09	\$1,527.00	\$1,794.50	\$2,062.00
	LB002118	Building Maintenance Worker	N	LB10	\$1,606.00	\$1,887.00	\$2,168.00
	LB001118	Animal Shelter Attendant	N	LB10	\$1,606.00	\$1,887.00	\$2,168.00
	LB015118	MTED Driver	N	LB11	\$1,690.00	\$1,985.50	\$2,281.00
	LB003118	Custodian	N	LB11	\$1,690.00	\$1,985.50	\$2,281.00
	LB005118	Maintenance Worker I	N	LB11	\$1,690.00	\$1,985.50	\$2,281.00
	LB008118	Park Maintenance Specialist	N	LB11	\$1,690.00	\$1,985.50	\$2,281.00
	LB009118	Park Grounds Maintenance Technician	N	LB12	\$1,775.00	\$2,085.50	\$2,396.00
	LB012117	Service Attendant	N	LB12	\$1,775.00	\$2,085.50	\$2,396.00
	LB013118	Tire Repairer	N	LB12	\$1,775.00	\$2,085.50	\$2,396.00
	LB007118	Water Meter Reader	N	LB13	\$1,867.00	\$2,194.00	\$2,520.00
	LB014118	Warehouse Clerk	N	LB13	\$1,867.00	\$2,194.00	\$2,520.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Maintenance/Trades	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
	MT027113	Line Services Technician	N	MT07	\$1,785.00	\$2,097.00	\$2,409.00
	MT033117	Printer	N	MT07	\$1,785.00	\$2,097.00	\$2,409.00
	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
	MT087118	Signs and Markings Technician	N	MT09	\$1,975.00	\$2,320.50	\$2,666.00
	MT029118	Park Equipment Operator	N	MT09	\$1,975.00	\$2,320.50	\$2,666.00
	MT083118	Maintenance Worker II	N	MT09	\$1,975.00	\$2,320.50	\$2,666.00
	MT061118	Water Services Representative	N	MT10	\$2,077.00	\$2,440.50	\$2,804.00
	MT020118	Equipment Operator I	N	MT10	\$2,077.00	\$2,440.50	\$2,804.00
	MT089118	Senior Grounds Maintenance 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
	MT052228	Tennis Center Supervisor	E	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT010117	Concrete Finisher	N	MT11	\$2,185.00	\$2,567.00	\$2,949.00
	MT021118	Equipment Operator II	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
	MT023118	Fire Property Specialist	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT081118	Residential Solid Waste Driver - Collector	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT001115	Animal Control Officer	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT059118	Warehouse Technician	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT072128	Facility Maintenance Supervisor	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT060117	Water Production Technician	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT032118	Chemical Application Technician	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
	MT007115	Street Operations Inspector	N	MT12	\$2,298.00	\$2,700.00	\$3,102.00
	MT079117	Park Equipment Mechanic	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
	MT036114	Detention Officer II	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT015113	Electronics Technician	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT019117	Equipment Mechanic	N	MT13	\$2,417.00	\$2,840.00	\$3,263.00
	MT022117	Fabrication Welder	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	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT056117	Utility Crew Chief	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT028117	Maintenance Crew Chief	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
	MT009117	Concrete Crew Chief	N	MT14	\$2,543.00	\$2,987.50	\$3,432.00
	MT002225	Animal Control Supervisor	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
	MT037117	Senior Building Maintenance Technician	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00
	MT045117	Senior Water Production Technician	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00
	MT047113	Signal Maintenance Technician	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00
	MT055117	Utilities Technician	N	MT15	\$2,674.00	\$3,142.00	\$3,610.00
	MT041117	Senior Mechanic	N	MT16	\$2,813.00	\$3,305.50	\$3,798.00
	MT048113	Signs & Markings Supervisor	N	MT16	\$2,813.00	\$3,305.50	\$3,798.00
	MT024117	Heavy Equipment Mechanic	N	MT16	\$2,813.00	\$3,305.50	\$3,798.00
	MT034127	Printing & Postal Services Supervisor	N	MT16	\$2,813.00	\$3,305.50	\$3,798.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

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

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

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
	PM076115	Assistant Librarian	N	PM08	\$2,407.00	\$2,845.00	\$3,283.00
	PM095212	Florence Ranch Homestead Park Coordinator	E	PM08	\$2,407.00	\$2,845.00	\$3,283.00
	PM087112	Recreation Specialist	N	PM09	\$2,543.00	\$3,005.50	\$3,468.00
	PM083212	Assistant Arts Council Coordinator	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM083222	Senior Programs Supervisor	E	PM10	\$2,687.00	\$3,176.00	\$3,665.00
	PM069212	Athletics Supervisor	E	PM11	\$2,839.00	\$3,355.50	\$3,872.00
	PM077212	CDBG Coordinator	E	PM11	\$2,839.00	\$3,355.50	\$3,872.00
	PM084222	Recreation Center Supervisor	E	PM11	\$2,839.00	\$3,355.50	\$3,872.00
	PM086222	Recreation Facilities Specialist II	E	PM11	\$2,839.00	\$3,355.50	\$3,872.00
	PM054212	Trainer	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM096222	Transportation Coordinator	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM014212	Librarian	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM079212	KMB Executive Director/ Volunteer Program	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM080212	Human Resources Analyst	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM003212	Management Analyst	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM034222	Mesquite Arts Center Manager	E	PM12	\$3,000.00	\$3,545.50	\$4,091.00
	PM044212	Special Projects Assistant	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM012212	Health Specialist	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM085222	Recreation District Supervisor	E	PM13	\$3,170.00	\$3,746.00	\$4,322.00
	PM045122	Systems Programmer	N	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM075112	Historical Preservation Officer	N	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM061212	Planner	E	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM065212	Storm Water Specialist	E	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM070212	Budget Analyst	E	PM14	\$3,349.00	\$3,958.00	\$4,567.00
	PM030112	Nurse	N	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM015222	Library Services Supervisor	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM089222	Human Resources Senior Analyst	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM071212	Financial Analyst	E	PM15	\$3,538.00	\$4,181.50	\$4,825.00
	PM005222	Athletics/Aquatics 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
	PM057222	Environmental Code Field Supervisor	E	PM16	\$3,738.00	\$4,418.00	\$5,098.00
	PM090222	Senior Management Analyst	E	PM16	\$3,738.00	\$4,418.00	\$5,098.00
	PM073222	Building Inspection Field Supervisor	E	PM16	\$3,738.00	\$4,418.00	\$5,098.00
	PM089112	Continuing Education Nurse	N	PM16	\$3,738.00	\$4,418.00	\$5,098.00
	PM093222	Assistant Manager of Collections	E	PM16	\$3,738.00	\$4,418.00	\$5,098.00
PM017212	Park Planner	E	PM16	\$3,738.00	\$4,418.00	\$5,098.00	
PM064212	GIS Analyst	E	PM17	\$3,950.00	\$4,668.00	\$5,386.00	

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
	PM002222	Accounting Supervisor	E	PM17	\$3,950.00	\$4,668.00	\$5,386.00
	PM067212	Emergency Management Coordinator	E	PM18	\$4,173.00	\$4,932.00	\$5,691.00
	PM063222	Recreation Services Superintendent	E	PM18	\$4,173.00	\$4,932.00	\$5,691.00
	PM094112	Public Safety Computer Administrator/Analys	N	PM18	\$4,173.00	\$4,932.00	\$5,691.00
	PM088222	Park Services Superintendent/Municipal Arbo	E	PM18	\$4,173.00	\$4,932.00	\$5,691.00
	PM020222	Human Resources Supervisor	E	PM19	\$4,409.00	\$5,211.00	\$6,013.00
	PM027212	Principal Planner	E	PM19	\$4,409.00	\$5,211.00	\$6,013.00
	PM004212	Assistant City Attorney I- Prosecutor	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
	PM055212	Cash and Debt Coordinator	E	PM20	\$4,658.00	\$5,505.50	\$6,353.00
	PM091222	Risk Manager	E	PM20	\$4,658.00	\$5,505.50	\$6,353.00
	PM082212	Assistant City Attorney II- Contract and Open	E	PM22	\$5,199.00	\$6,144.50	\$7,090.00

CITY OF MESQUITE

PAY PLAN

Sorted: Job Family, Grade

General Government Pay Plan Effective September 24, 2005

JOB FAMILY	Job Code	Title	FLSA	Grade	Min	Mid	Max
Skilled	SK003116	Communications Operator I	N	SK01	\$2,206.53	\$2,441.39	\$2,676.26
	SK002116	Communications Operator II	N	SK02	\$2,823.60	\$3,198.00	\$3,572.40
	SK001226	Communications Shift Supervisor	N	SK03	\$3,572.40	\$3,959.80	\$4,347.20

CITY OF MESQUITE

Alphabetical Job Title List

General Government Pay Plan Effective September 24, 2005

Title	Grade	JobCode	Min	Mid	Max
Accounting Clerk	CL17	CL001116	1995	2344	2693
Accounting Supervisor	PM17	PM002222	3950	4668	5386
Accounting System Coordinator	AS11	AS050115	2536	3044	3551
Accounts Payable Technician	CL18	CL062113	2108	2477	2845
Administrative Aide	AS11	AS040116	2536	3044	3551
Administrative Aide - City Manager	AS11	AS090116	2536	3044	3551
Administrative Aide - Police	AS11	AS045126	2536	3044	3551
Administrative Clerk	CL15	CL003116	1787	2100	2413
Administrative Secretary	CL20	CL004116	2352	2764	3176
Administrative Supervisor	AS14	AS070226	3000	3600	4200
Airport Director	EXEC	EX001221			
Animal Control Officer	MT12	MT001115	2298	2700	3102
Animal Control Supervisor	MT15	MT002225	2674	3142	3610
Animal Shelter Attendant	LB10	LB001118	1606	1887	2168
Assistant Arts Council Coordinator	PM10	PM083212	2687	3176	3665
Assistant City Attorney I- Prosecutor	PM19	PM004212	4409	5211	6013
Assistant City Attorney II- Contract and Open Records	PM22	PM082212	5199	6145	7090
Assistant City Manager	EXEC	EX002221			
Assistant City Secretary	AS13	AS071116	2837	3405	3972
Assistant Librarian	PM08	PM076115	2407	2845	3283
Assistant Manager of Collections	PM16	PM093222	3738	4418	5098
Assistant Manager of Equipment Services Division	AS19	AS042221	3970	4764	5558
Assistant Manager of Solid Waste Division	AS19	AS066221	3970	4764	5558
Assistant Manager of Streets Division	AS19	AS067221	3970	4764	5558
Assistant Manager of Utilities Division	AS19	AS068221	3970	4764	5558
Athletic Assistant	CL08	CL049115	1217	1430	1643
Athletics Supervisor	PM11	PM069212	2839	3356	3872
Athletics/Aquatics Superintendent	PM15	PM005222	3538	4182	4825
Budget Analyst	PM14	PM070212	3349	3958	4567
Budget Director	EXEC	EX018221			
Building Inspection Field Supervisor	PM16	PM073222	3738	4418	5098
Building Inspector	AS14	AS002117	3000	3600	4200
Building Maintenance Technician	MT13	MT006117	2417	2840	3263
Building Maintenance Worker	LB10	LB002118	1606	1887	2168
Building Official	MG	MG018222			
Building Services Coordinator	AS15	AS038217	3173	3808	4442
Cash and Debt Coordinator	PM20	PM055212	4658	5506	6353
Cashier	CL17	CL010116	1995	2344	2693
CDBG Coordinator	PM11	PM077212	2839	3356	3872
Chemical Application Technician	MT12	MT032118	2298	2700	3102
City Attorney	EXEC	EX003221			
City Engineer	MG	MG030222			
City Manager	EXEC	EX004221			
City Secretary	EXEC	EX005221			
Civil Engineer	ENG03	EG002222	4693	5736	6778
Communications Operator I	SK01	SK003116	2207	2441	2676
Communications Operator II	SK02	SK002116	2824	3198	3572
Communications Shift Supervisor	SK03	SK001226	3572	3960	4347
Concrete Crew Chief	MT14	MT009117	2543	2988	3432
Concrete Finisher	MT11	MT010117	2185	2567	2949
Continuing Education Nurse	PM16	PM089112	3738	4418	5098

General Government Pay Plan Effective September 24, 2005

Title	Grade	JobCode	Min	Mid	Max
Custodian	LB11	LB003118	1690	1986	2281
Customer Service Representative	CL17	CL015116	1995	2344	2693
Customer Service Supervisor	AS15	AS037226	3173	3808	4442
Data Coordination Analyst	AS12	AS007113	2682	3219	3755
Day Camp Counselor	CL12	CL070115	1516	1781	2046
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 and Recreation	EXEC	EX009221			
Director of Public Works	EXEC	EX019221			
District Park Supervisor	AS14	AS077228	3000	3600	4200
Drainage Engineer	ENG04	EG003222	5074	6089	7103
Electrical/Energy Inspector	AS14	AS096117	3000	3600	4200
Electronics Technician	MT13	MT015113	2417	2840	3263
Emergency Management Coordinator	PM18	PM067212	4173	4932	5691
Environmental Code Field Supervisor	PM16	PM057222	3738	4418	5098
Environmental Code Inspector	AS10	AS010113	2398	2878	3357
Equipment Mechanic	MT13	MT019117	2417	2840	3263
Equipment Operator I	MT10	MT020118	2077	2441	2804
Equipment Operator II	MT11	MT021118	2185	2567	2949
Equipment Services Supervisor	AS16	AS078227	3356	4027	4698
Executive Secretary	CL21	CL017126	2485	2920	3355
Fabrication Welder	MT13	MT022117	2417	2840	3263
Facility Maintenance Supervisor	MT12	MT072128	2298	2700	3102
Financial Analyst	PM15	PM071212	3538	4182	4825
Fire Chief	EXEC	EX012221			
Fire Property Specialist	MT12	MT023118	2298	2700	3102
Florence Ranch Homestead Park Coordinator	PM08	PM095212	2407	2845	3283
Geographic Information System Coordinator	PM19	PM056212	4409	5211	6013
GIS Analyst	PM17	PM064212	3950	4668	5386
GIS Intern	AS04	AS085113	1714	2057	2399
GIS Specialist	AS12	AS055113	2682	3219	3755
GIS Technician	AS12	AS060113	2682	3219	3755
Graduate Engineer	ENG02	EG007212	3199	3987	4774
Health Clinic Clerk	CL16	CL071116	1888	2219	2549
Health Specialist	PM13	PM012212	3170	3746	4322
Heavy Equipment Mechanic	MT16	MT024117	2813	3306	3798
Heavy Equipment Operator - Solid Waste	MT13	MT086117	2417	2840	3263
Heavy Equipment Operator - Streets	MT13	MT025117	2417	2840	3263
Help Desk Technician	AS13	AS056113	2837	3405	3972
Historical Preservation Officer	PM14	PM075112	3349	3958	4567
Housing Assistant	CL17	CL019116	1995	2344	2693
Housing Inspector	AS09	AS093111	2267	2721	3174
Housing Intake Clerk	CL16	CL064116	1888	2219	2549
Housing Rehabilitation Specialist	AS08	AS019116	2144	2573	3001
Housing Technician	AS10	AS062115	2398	2878	3357
Human Resources Analyst	PM12	PM080212	3000	3546	4091
Human Resources Senior Analyst	PM15	PM089222	3538	4182	4825
Human Resources Specialist	CL21	CL056116	2485	2920	3355

General Government Pay Plan Effective September 24, 2005

Title	Grade	JobCode	Min	Mid	Max
Human Resources Supervisor	PM19	PM020222	4409	5211	6013
KMB Executive Director/ Volunteer Program Coordinator	PM12	PM079212	3000	3546	4091
Librarian	PM12	PM014212	3000	3546	4091
Library Aide	CL10	CL045116	1358	1596	1833
Library Assistant I	CL16	CL024115	1888	2219	2549
Library Assistant II	CL17	CL025115	1995	2344	2693
Library Services Supervisor	PM15	PM015222	3538	4182	4825
Lifeguard	HS01	HS004218	1257	1320	1383
Line Services Technician	MT07	MT027113	1785	2097	2409
Literacy Program Coordinator	PM06	PM016112	2156	2549	2941
Maintenance Crew Chief	MT14	MT028117	2543	2988	3432
Maintenance Worker I	LB11	LB005118	1690	1986	2281
Maintenance Worker II	MT09	MT083118	1975	2321	2666
Management Analyst	PM12	PM003212	3000	3546	4091
Manager of Accounting Services	MG	MG001221			
Manager of Branch Library Services	MG	MG002222			
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			
Mesquite Arts Center Manager	PM12	PM034222	3000	3546	4091
MTED Driver	LB11	LB015118	1690	1986	2281
Municipal Court Clerk	CL17	CL026116	1995	2344	2693
Municipal Court Judge	EXEC	EX013221			
Nurse	PM15	PM030112	3538	4182	4825
Nurse - Part-time	AS16	AS046112	3356	4027	4698
Office Coordinator	CL21	CL027126	2485	2920	3355
Paralegal I	AS12	AS092115	2682	3219	3755
Paralegal II	AS13	AS093115	2837	3405	3972
Park Athletic Fields Technician	MT11	MT042118	2185	2567	2949
Park Equipment Mechanic	MT13	MT079117	2417	2840	3263
Park Equipment Operator	MT09	MT029118	1975	2321	2666
Park Grounds Maintenance Technician	LB12	LB009118	1775	2086	2396
Park Irrigation Technician	MT12	MT090118	2298	2700	3102
Park Maintenance Mechanic-Facilities	MT12	MT031118	2298	2700	3102
Park Maintenance Specialist	LB11	LB008118	1690	1986	2281
Park Planner	PM16	PM017212	3738	4418	5098
Park Services Superintendent/Municipal Arborist	PM18	PM088222	4173	4932	5691
Payroll Technician (Accounting)	CL21	CL061113	2485	2920	3355
PC Support Analyst	AS13	AS006113	2837	3405	3972

General Government Pay Plan Effective September 24, 2005

Title	Grade	JobCode	Min	Mid	Max
Permit Technician	CL17	CL054116	1995	2344	2693
Planner	PM14	PM061212	3349	3958	4567
Plans Examiner	AS15	AS034115	3173	3808	4442
Plumbing/Mechanical Inspector	AS14	AS095117	3000	3600	4200
Police Chief	EXEC	EX014221			
Police Payroll Technician	CL20	CL066116	2352	2764	3176
Police Records Clerk	CL16	CL032116	1888	2219	2549
Police Records Supervisor	AS15	AS080226	3173	3808	4442
Pool Cashier	HS01	HS012218	1257	1320	1383
Postal Services Clerk	CL14	CL043116	1692	1988	2284
Principal Planner	PM19	PM027212	4409	5211	6013
Printer	MT07	MT033117	1785	2097	2409
Printing & Postal Services Supervisor	MT16	MT034127	2813	3306	3798
Production Supervisor	AS15	AS082227	3173	3808	4442
Programmer Analyst	AS18	AS015113	3754	4505	5255
Project Engineer	ENG03	EG009222	4693	5736	6778
Public Safety Computer Administrator/Analyst	PM18	PM094112	4173	4932	5691
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	CL17	CL065113	1995	2344	2693
Purchasing Clerk	CL17	CL055116	1995	2344	2693
Purchasing Supervisor	AS14	AS069226	3000	3600	4200
Recreation Center Supervisor	PM11	PM084222	2839	3356	3872
Recreation District Supervisor	PM13	PM085222	3170	3746	4322
Recreation Facilities Specialist II	PM11	PM086222	2839	3356	3872
Recreation Leader	CL13	CL048115	1601	1882	2162
Recreation Services Superintendent	PM18	PM063222	4173	4932	5691
Recreation Specialist	PM09	PM087112	2543	3006	3468
Residential Building Inspector	AS12	AS001117	2682	3219	3755
Residential Plans Reviewer	AS12	AS094117	2682	3219	3755
Residential Solid Waste Driver - Collector	MT12	MT081118	2298	2700	3102
Residential Solid Waste Driver - Trainee	MT06	MT085118	1697	1994	2291
Risk Manager	PM20	PM091222	4658	5506	6353
Seasonal Park Worker	HS01	HS010118	1257	1320	1383
Seasonal Solo Route Driver	MT09	MT082118	1975	2321	2666
Seasonal Utility Worker	HS01	HS011118	1257	1320	1383
Secretary	CL17	CL036116	1995	2344	2693
Security Guard	LB09	LB016114	1527	1795	2062
Senior Administrative Aide - City Manager	AS14	AS047116	3000	3600	4200
Senior Administrative Secretary	CL21	CL069116	2485	2920	3355
Senior Alert Specialist	AS07	AS043212	2027	2433	2838
Senior Building Maintenance Technician	MT15	MT037117	2674	3142	3610
Senior Cashier	CL18	CL037126	2108	2477	2845
Senior Custodian	MT06	MT038118	1697	1994	2291
Senior Customer Service Representative	CL20	CL038126	2352	2764	3176
Senior Environmental Code Inspector	AS12	AS023113	2682	3219	3755
Senior Grounds Maintenance Technician	MT11	MT089118	2185	2567	2949
Senior Housing Counselor	AS09	AS075115	2267	2721	3174
Senior Housing Inspector	AS13	AS012111	2837	3405	3972
Senior Library Assistant	CL18	CL040115	2108	2477	2845
Senior Management Analyst	PM16	PM090222	3738	4418	5098
Senior Mechanic	MT16	MT041117	2813	3306	3798
Senior Municipal Court Clerk	CL20	CL041116	2352	2764	3176
Senior PC Support Analyst	AS17	AS087123	3549	4259	4969

General Government Pay Plan Effective September 24, 2005

Title	Grade	JobCode	Min	Mid	Max
Senior Permit Technician	CL19	CL068116	2227	2617	3006
Senior Programmer Analyst	AS20	AS044122	4199	5039	5878
Senior Programs Supervisor	PM10	PM083222	2687	3176	3665
Senior Telecommunications Technician	AS09	AS065123	2267	2721	3174
Senior Water Production Technician	MT15	MT045117	2674	3142	3610
Service Attendant	LB12	LB012117	1775	2086	2396
Signal Maintenance Supervisor	AS15	AS081123	3173	3808	4442
Signal Maintenance Technician	MT15	MT047113	2674	3142	3610
Signs & Markings Supervisor	MT16	MT048113	2813	3306	3798
Signs and Markings Technician	MT09	MT087118	1975	2321	2666
Solid Waste Supervisor	AS16	AS079228	3356	4027	4698
Special Projects Assistant	PM13	PM044212	3170	3746	4322
Special Projects Coordinator	AS09	AS099115	2267	2721	3174
Storm Water Specialist	PM14	PM065212	3349	3958	4567
Street Lighting Maintenance Technician	MT14	MT088113	2543	2988	3432
Street Operations Inspector	MT12	MT007115	2298	2700	3102
Streets Supervisor	AS15	AS083227	3173	3808	4442
Swim Coach	HS03	HS001218	1733	1820	1907
Swimming Pool Coordinator	HS04	HS008222	1820	1911	2002
Swimming Pool Supervisor	HS02	HS009228	1430	1501	1572
Systems Programmer	PM14	PM045122	3349	3958	4567
Telecommunications Technician	CL15	CL044113	1787	2100	2413
Tennis Center Attendant	CL13	CL050118	1601	1882	2162
Tennis Center Supervisor	MT11	MT052228	2185	2567	2949
Tire Repairer	LB12	LB013118	1775	2086	2396
Track Coach	HS03	HS002218	1733	1820	1907
Traffic & Street Lighting Superintendent	AS21	AS035222	4441	5330	6218
Traffic Engineer	ENG04	EG005222	5074	6089	7103
Trainer	PM12	PM054212	3000	3546	4091
Transit Dispatcher	CL14	CL052113	1692	1988	2284
Transportation Coordinator	PM12	PM096222	3000	3546	4091
Utilities Technician	MT15	MT055117	2674	3142	3610
Utility Crew Chief	MT14	MT056117	2543	2988	3432
Utility Service Clerk	CL17	CL046116	1995	2344	2693
Utility Supervisor	AS15	AS084227	3173	3808	4442
Vector Control Technician	HS05	HS012118	1911	2006	2102
Warehouse Clerk	LB13	LB014118	1867	2194	2520
Warehouse Supervisor	AS16	AS076228	3356	4027	4698
Warehouse Technician	MT12	MT059118	2298	2700	3102
Waste Minimization and Composting Coordinator	AS14	AS088218	3000	3600	4200
Wastewater Inspector	MT09	MT074118	1975	2321	2666
Water Meter Reader	LB13	LB007118	1867	2194	2520
Water Production Technician	MT12	MT060117	2298	2700	3102
Water Services Representative	MT10	MT061118	2077	2441	2804
Youth Services Coordinator	PM15	PM029222	3538	4182	4825
Youth Services Specialist	AS12	AS086115	2682	3219	3755

CITY OF MESQUITE

Pay Plan- Fire

Fire Pay Plan Effective September 24, 2005

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5
FR006114	N	Firefighter	FG1	3870	4064	4267	4480	4704	4939

JOB	FLSA	TITLE	GRADE	BASE
FR004114	N	Fire Driver-Engineer	FG2	5276
FR005112	N	Fire Lieutenant	FG3	5841
FR003112	N	Fire Captain	FG4	6571
FR002121	N	Fire Deputy Chief	FG5	7500
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 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 24, 2005

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5
PC004114	N	Officer	PG1	3870	4064	4267	4480	4704	4939

JOB	FLSA	TITLE	GRADE	BASE
PC005113	N	Police Sergeant	PG2	5939
PC003112	N	Police Lieutenant	PG3	6761
PC002122	N	Police Captain	PG4	7800
PC001221	E	Assistant Police Chief	PG5	9204

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.