

ORDINANCE NO. 4067

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING PAY PLANS FOR GENERAL GOVERNMENT EMPLOYEES WITH AN EFFECTIVE DATE OF OCTOBER 1, 2009, THEREBY PROVIDING ALL ELIGIBLE GENERAL GOVERNMENT EMPLOYEES MEETING PERFORMANCE STANDARDS WITH A THREE-PERCENT MERIT INCREASE ON THEIR ANNIVERSARY DATE; ADOPTING REVISED PAY PLANS FOR POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2010, THEREBY PROVIDING A THREE-PERCENT MARKET ADJUSTMENT TO ALL RANKS OF THE POLICE AND FIRE PERSONNEL ON THE EFFECTIVE DATE AS WELL AS STEP INCREASES FOR ELIGIBLE POLICE AND FIRE EMPLOYEES ON THEIR ANNIVERSARY DATE; PROVIDING THAT THE CIVIL SERVICE CLASSIFICATIONS AND POSITIONS SET FORTH IN THE 2009-10 FISCAL YEAR BUDGET ARE HEREBY ESTABLISHED; PROVIDING FOR A REPEALER CLAUSE; PROVIDING FOR A SEVERABILITY CLAUSE; AND PROVIDING EFFECTIVE DATES 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 2009-10 fiscal year budget, be and are hereby established by ordinance.

SECTION 3. That the General Government pay plans adopted by this ordinance shall be effective from and after October 1, 2009, and the Police and Fire pay plans adopted by this ordinance shall be effective from and after January 1, 2010; and

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 Police and Fire personnel will receive a three-percent market adjustment to the pay plans for all ranks effective January 1, 2010.

SECTION 6. That Police Officers and Firefighters who have not reached the maximum salary for their rank will receive step increases on their anniversary date.

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or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed.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

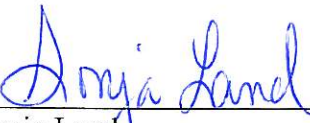
SECTION 9. That this ordinance shall become effective as stated in Section 3 above.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 21st day of September, 2009.



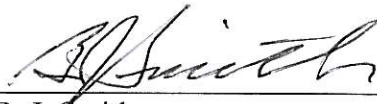
John Monaco
Mayor

ATTEST:



Sonja Land
City Secretary

APPROVED:



B. J. Smith
City Attorney



2009 – 2010 Pay Plan

General Government Effective October 1, 2009

Police and Fire Effective January 1, 2010

CITY OF MESQUITE

Alphabetical Job Title List

General Government Pay Plan Effective October 1, 2009

Title	Grade	Job Code	Min	Mid	Max
Accountant	PM14	PM001212	3349.00	4102.50	4856.00
Accounting Clerk	CL19	CL001116	2227.00	2672.50	3118.00
Accounting Supervisor	PM18	PM002222	4173.00	5112.00	6051.00
Accounts Payable Technician	CL19	CL062113	2227.00	2672.50	3118.00
Administrative Aide	AS12	AS040116	2682.00	3285.50	3889.00
Administrative Aide - City Manager	AS13	AS090116	2837.00	3475.50	4114.00
Administrative Aide - Police	AS12	AS045126	2682.00	3285.50	3889.00
Administrative Clerk	CL16	CL003116	1888.00	2266.00	2644.00
Administrative Secretary	CL21	CL004116	2485.00	2982.00	3479.00
Administrative Supervisor	AS13	AS009226	2837.00	3475.50	4114.00
Airport Director	EXEC	EX001221			
Animal Control Officer	MT13	MT001115	2417.00	2900.50	3384.00
Animal Control Supervisor	MT16	MT002225	2813.00	3376.00	3939.00
Animal Shelter Attendant	LB13	LB001118	1867.00	2240.50	2614.00
Assistant City Attorney I- Prosecutor	PM21	PM004212	4921.00	6028.50	7136.00
Assistant City Attorney II- Contract and Open Records	PM24	PM082212	5803.00	7109.00	8415.00
Assistant City Manager	EXEC	EX002221			
Assistant City Secretary	AS13	AS071116	2837.00	3475.50	4114.00
Assistant Director of Public Works	MG	MG032222			
Assistant Librarian	PM10	PM076115	2687.00	3292.00	3897.00
Assistant Manager of Equipment Services Division	AS19	AS042221	3970.00	4863.50	5757.00
Assistant Manager of Solid Waste Division	AS19	AS066221	3970.00	4863.50	5757.00
Assistant Manager of Streets Division	AS19	AS067221	3970.00	4863.50	5757.00
Assistant Manager of Utilities Division	AS19	AS068221	3970.00	4863.50	5757.00
Assistant Municipal Judge	PM00	PM100212			
Associate Municipal Judge	PM00	PM101212			
Athletics Supervisor	PM11	PM069212	2839.00	3478.00	4117.00
Athletics/Aquatics Superintendent	PM18	PM005222	4173.00	5112.00	6051.00
Automotive Warehouse Clerk	LB15	LB004118	2066.00	2479.50	2893.00
Budget Analyst	PM16	PM070212	3738.00	4579.00	5420.00
Budget Coordinator	PM21	PM117222	4921.00	6028.50	7136.00
Building Inspection Field Supervisor	PM17	PM073222	3950.00	4839.00	5728.00
Building Inspector	AS15	AS002117	3173.00	3887.00	4601.00
Building Maintenance Worker	LB13	LB002118	1867.00	2240.50	2614.00
Building Official	MG	MG018222			
Building Services Coordinator	AS15	AS038217	3173.00	3887.00	4601.00
Buyer	AS09	AS005116	2267.00	2777.50	3288.00
Cash and Debt Coordinator	PM21	PM055212	4921.00	6028.50	7136.00
Cashier	CL18	CL010116	2108.00	2530.00	2952.00
CDBG Coordinator	PM12	PM077212	3000.00	3675.00	4350.00
Chemical Application Technician	MT12	MT032118	2298.00	2758.00	3218.00
CIP Engineer	ENG08	EG010212	5486.00	6857.50	8229.00
City Attorney	EXEC	EX003221			
City Engineer	MG	MG030222			
City Health Officer	MG	MG034222			
City Manager	EXEC	EX004221			
City Secretary	EXEC	EX005221			
Civil Engineer	ENG08	EG002222	5486.00	6857.50	8229.00
Communications Manager	PM19	PM099212	4409.00	5401.00	6393.00
Concrete Crew Chief	MT15	MT009117	2674.00	3209.00	3744.00
Concrete Finisher	MT12	MT010117	2298.00	2758.00	3218.00
Council Member	CC01	CC000001			
Court Administrator	AS17	AS100226	3549.00	4347.50	5146.00
Court Compliance Representative	CL21	CL073116	2485.00	2982.00	3479.00
Custodian	LB12	LB003118	1775.00	2130.00	2485.00
Customer Service Representative	CL19	CL015116	2227.00	2672.50	3118.00
Customer Service Supervisor	AS16	AS037226	3356.00	4111.50	4867.00
CVB Director	PM19	PM108222	4409.00	5401.00	6393.00
CVB Sales and Services Manager	PM13	PM109212	3170.00	3883.50	4597.00
Data Coordination Analyst	AS14	AS007113	3000.00	3675.00	4350.00
Deputy City Attorney	MG	MG014212			
Deputy City Manager	EXEC	EX017221			
Detention Officer I	MT13	MT012114	2417.00	2900.50	3384.00
Detention Officer II	MT15	MT036114	2674.00	3209.00	3744.00
Director of Community Development	EXEC	EX023221			
Director of Finance	EXEC	EX007221			
Director of Housing & Community Services	EXEC	EX022221			
Director of Human Resources	EXEC	EX010221			
Director of Information Technology	EXEC	EX024221			
Director of Library Services	EXEC	EX008221			

General Government Pay Plan Effective October 1, 2009

Title	Grade	Job Code	Min	Mid	Max
Director of Parks and Recreation	EXEC	EX009221			
Director of Public Works	EXEC	EX019221			
District Park Supervisor	AS16	AS077228	3356.00	4111.50	4867.00
Electrical/Energy Inspector	AS15	AS096117	3173.00	3887.00	4601.00
Electronics and Telecom Technician	MT13	MT015113	2417.00	2900.50	3384.00
Emergency Management Coordinator	PM20	PM067212	4658.00	5706.00	6754.00
Emergency Management Specialist	PM15	PM106212	3538.00	4334.00	5130.00
Engineering Plans and Records Specialist	AS11	AS008116	2536.00	3107.00	3678.00
Environmental Code Field Supervisor	PM17	PM057222	3950.00	4839.00	5728.00
Environmental Code Inspector	AS13	AS010113	2837.00	3475.50	4114.00
Equipment Mechanic	MT14	MT019117	2543.00	3052.00	3561.00
Equipment Operator I	MT11	MT020118	2185.00	2622.00	3059.00
Equipment Operator II	MT12	MT021118	2298.00	2758.00	3218.00
Equipment Services Supervisor	AS16	AS078227	3356.00	4111.50	4867.00
Executive Secretary	CL22	CL017126	2626.00	3151.50	3677.00
Fabrication Welder	MT14	MT022117	2543.00	3052.00	3561.00
Facility Attendant	HS01	HS014218	1257.00	1320.00	1383.00
Facility Maintenance Supervisor	MT13	MT072128	2417.00	2900.50	3384.00
Fire Chief	EXEC	EX012221			
Fire Department Nurse	PM18	PM089112	4173.00	5112.00	6051.00
Florence Ranch Homestead Park Coordinator	PM08	PM095112	2407.00	2949.00	3491.00
General Warehouse Clerk	LB15	LB014118	2066.00	2479.50	2893.00
Geographic Information System Coordinator	PM21	PM056212	4921.00	6028.50	7136.00
GIS Analyst	PM18	PM064212	4173.00	5112.00	6051.00
GIS Intern	AS04	AS085113	1714.00	2100.00	2486.00
GIS Technician	AS13	AS060113	2837.00	3475.50	4114.00
GIS/Engineering Analyst	AS15	AS097113	3173.00	3887.00	4601.00
GIS/Engineering Senior Analyst	AS17	AS098113	3549.00	4347.50	5146.00
Graduate Engineer	ENG02	EG007212	3455.00	4319.00	5183.00
Graduate Intern	AS05	AS003116	1812.00	2220.00	2628.00
Grant Coordinator	PM12	PM115212	3000.00	3675.00	4350.00
Head Lifeguard	HS05	HS013218	1656.00	1739.00	1822.00
Health Clinic Clerk	CL17	CL071116	1995.00	2394.00	2793.00
Health Specialist	PM13	PM012212	3170.00	3883.50	4597.00
Health Specialist II	PM15	PM102212	3538.00	4334.00	5130.00
Heavy Equipment Mechanic	MT17	MT024117	2959.00	3551.00	4143.00
Heavy Equipment Operator - Solid Waste	MT13	MT086117	2417.00	2900.50	3384.00
Heavy Equipment Operator - Streets	MT13	MT025117	2417.00	2900.50	3384.00
Help Desk Technician	AS14	AS056113	3000.00	3675.00	4350.00
High School Intern	CL09	CL074116	1285.00	1542.00	1799.00
Historical Preservation Officer	PM16	PM075222	3738.00	4579.00	5420.00
Housing Assistant	CL17	CL019116	1995.00	2394.00	2793.00
Housing Inspector	AS11	AS093111	2536.00	3107.00	3678.00
Housing Intake Clerk	CL17	CL064116	1995.00	2394.00	2793.00
Housing Specialist	AS08	AS019116	2144.00	2626.50	3109.00
Housing Technician	AS11	AS062115	2536.00	3107.00	3678.00
Human Resources Analyst	PM13	PM080212	3170.00	3883.50	4597.00
Human Resources Senior Analyst	PM17	PM089222	3950.00	4839.00	5728.00
Human Resources Specialist	CL22	CL056116	2626.00	3151.50	3677.00
Human Resources Supervisor	PM21	PM020222	4921.00	6028.50	7136.00
KMB Executive Director/ Volunteer Program Coordinator	PM14	PM079212	3349.00	4102.50	4856.00
Librarian	PM13	PM014212	3170.00	3883.50	4597.00
Library Assistant I	CL16	CL024115	1888.00	2266.00	2644.00
Library Assistant II	CL17	CL025115	1995.00	2394.00	2793.00
Library Page	CL11	CL045116	1435.20	1722.00	2009.00
Library Services Supervisor	PM16	PM015222	3738.00	4579.00	5420.00
Lifeguard	HS03	HS004218	1502.00	1577.00	1652.00
Line Services Technician	MT09	MT027113	1975.00	2370.00	2765.00
Maintenance Crew Chief	MT15	MT028117	2674.00	3209.00	3744.00
Maintenance Worker I	LB12	LB005118	1775.00	2130.00	2485.00
Maintenance Worker II	MT09	MT083118	1975.00	2370.00	2765.00
Management Analyst	PM15	PM003212	3538.00	4334.00	5130.00
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 Environmental Code	MG	MG036222			
Manager of Equipment Services Division	MG	MG020222			
Manager of Health	MG	MG017222			
Manager of Housing	MG	MG028222			
Manager of Human Resources	MG	MG007222			
Manager of Park Planning	MG	MG009222			
Manager of Park Services	MG	MG010221			
Manager of Planning and Zoning	MG	MG021222			
Manager of Purchasing	MG	MG015221			
Manager of Recreation Services	MG	MG011222			
Manager of Solid Waste Division	MG	MG025222			

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Title	Grade	Job Code	Min	Mid	Max
Manager of Streets Division	MG	MG024222			
Manager of Traffic Engineering and Street Lighting	MG	MG031222			
Manager of Utilities Division	MG	MG022222			
Managing Director of Administrative Services	EXEC	EX025221			
Marketing Manager	MG	MG035212			
Mesquite Arts Center Assistant Manager	PM14	PM083212	3349.00	4102.50	4856.00
Mesquite Arts Center Manager	PM17	PM034222	3950.00	4839.00	5728.00
MTED Driver	LB12	LB015118	1775.00	2130.00	2485.00
Municipal Court Clerk	CL19	CL026116	2227.00	2672.50	3118.00
Municipal Court Judge	EXEC	EX013221			
Network Administrator	PM21	PM107212	4921.00	6028.50	7136.00
Nurse - Part-time	AS17	AS046112	3549.00	4347.50	5146.00
Office Coordinator	CL22	CL027126	2626.00	3151.50	3677.00
Paralegal I	AS14	AS092115	3000.00	3675.00	4350.00
Paralegal II	AS15	AS093115	3173.00	3887.00	4601.00
Park Athletic Fields Technician	MT11	MT042118	2185.00	2622.00	3059.00
Park Equipment Mechanic	MT13	MT079117	2417.00	2900.50	3384.00
Park Equipment Operator	MT10	MT029118	2077.00	2492.50	2908.00
Park Grounds Maintenance Technician	LB12	LB009118	1775.00	2130.00	2485.00
Park Irrigation Technician	MT12	MT090118	2298.00	2758.00	3218.00
Park Maintenance Mechanic-Facilities	MT12	MT031118	2298.00	2758.00	3218.00
Park Maintenance Specialist	LB12	LB008118	1775.00	2130.00	2485.00
Park Planner	PM17	PM017212	3950.00	4839.00	5728.00
Park Services Superintendent/Municipal Arborist	PM19	PM088222	4409.00	5401.00	6393.00
Payroll Technician (Accounting)	CL23	CL061113	2775.00	3330.00	3885.00
PC Support Analyst	AS16	AS006113	3356.00	4111.50	4867.00
Permit Technician	CL19	CL054116	2227.00	2672.50	3118.00
Planner	PM15	PM061212	3538.00	4334.00	5130.00
Plans Examiner	AS16	AS034115	3356.00	4111.50	4867.00
Plumbing/Mechanical Inspector	AS15	AS095117	3173.00	3887.00	4601.00
Police Chief	EXEC	EX014221			
Police Payroll Technician	CL20	CL066116	2352.00	2822.50	3293.00
Police Records Clerk	CL18	CL032116	2108.00	2530.00	2952.00
Police Records Supervisor	AS16	AS080226	3356.00	4111.50	4867.00
Pool Cashier	HS01	HS012218	1257.00	1320.00	1383.00
Pool Maintenance Technician	MT12	MT091113	2298.00	2758.00	3218.00
Postal Services Clerk	CL16	CL043116	1888.00	2266.00	2644.00
Principal Planner	PM19	PM027212	4409.00	5401.00	6393.00
Printer	MT10	MT033117	2077.00	2492.50	2908.00
Printing & Postal Services Supervisor	AS16	AS101127	3356.00	4111.50	4867.00
Production Supervisor	AS17	AS082227	3549.00	4347.50	5146.00
Program Development Administrator	PM18	PM098212	4173.00	5112.00	6051.00
Programmer Analyst	AS19	AS015113	3970.00	4863.50	5757.00
Project Engineer	ENG08	EG009222	5486.00	6857.50	8229.00
Property Room Clerk	CL18	CL072116	2108.00	2530.00	2952.00
Public Safety Computer Administrator/Analyst	PM19	PM094112	4409.00	5401.00	6393.00
Public Safety Dispatcher I	SK01	SK003116	2426.67	2578.34	2730.00
Public Safety Dispatcher II	SK02	SK002116	2823.60	3421.60	4019.60
Public Safety Dispatcher Supervisor	SK03	SK001226	3572.40	4328.14	5083.87
Public Safety Operations Analyst	PM14	PM044212	3349.00	4102.50	4856.00
Public Service Officer	MT15	MT092118	2674.00	3209.00	3744.00
Public Works Backflow Inspector	MT17	MT084113	2959.00	3551.00	4143.00
Public Works Construction Inspector	AS15	AS018111	3173.00	3887.00	4601.00
Public Works Dispatcher/ Water Pump Station Monitor	CL18	CL065113	2108.00	2530.00	2952.00
Purchasing Clerk	CL19	CL055116	2227.00	2672.50	3118.00
Purchasing Supervisor	AS16	AS069226	3356.00	4111.50	4867.00
Recreation Center Supervisor	PM11	PM084222	2839.00	3478.00	4117.00
Recreation District Supervisor	PM14	PM085222	3349.00	4102.50	4856.00
Recreation Facilities Specialist II	PM11	PM086222	2839.00	3478.00	4117.00
Recreation Leader	CL16	CL048115	1888.00	2266.00	2644.00
Recreation Services Superintendent	PM19	PM063222	4409.00	5401.00	6393.00
Recreation Specialist	PM10	PM087112	2687.00	3292.00	3897.00
Residential Building Inspector	AS14	AS001117	3000.00	3675.00	4350.00
Residential Plans Reviewer	AS13	AS094117	2837.00	3475.50	4114.00
Residential Solid Waste Driver - Collector	MT12	MT081118	2298.00	2758.00	3218.00
Residential Solid Waste Driver - Trainee	MT06	MT085118	1697.00	2036.50	2376.00
Risk Manager	PM22	PM091222	5199.00	6369.00	7539.00
Seasonal Park Worker	HS01	HS010118	1257.00	1320.00	1383.00
Seasonal Utility Worker	HS01	HS011118	1257.00	1320.00	1383.00
Secretary	CL18	CL036116	2108.00	2530.00	2952.00
Security Guard	LB09	LB016114	1527.00	1832.50	2138.00
Senior Administrative Aide - City Manager	AS15	AS047116	3173.00	3887.00	4601.00
Senior Administrative Secretary	CL22	CL069116	2626.00	3151.50	3677.00
Senior Administrative Supervisor	AS15	AS070226	3173.00	3887.00	4601.00
Senior Building Maintenance Technician	MT16	MT037117	2813.00	3376.00	3939.00
Senior Cashier	CL19	CL037126	2227.00	2672.50	3118.00
Senior Civil Engineer	ENG09	EG003222	5921.00	7401.50	8882.00
Senior Customer Service Representative	CL22	CL038126	2626.00	3151.50	3677.00

General Government Pay Plan Effective October 1, 2009

Title	Grade	Job Code	Min	Mid	Max
Senior Environmental Code Inspector	AS15	AS023113	3173.00	3887.00	4601.00
Senior Financial Analyst	PM17	PM071212	3950.00	4839.00	5728.00
Senior Grounds Maintenance Technician	MT11	MT089118	2185.00	2622.00	3059.00
Senior Health Specialist	PM17	PM103212	3950.00	4839.00	5728.00
Senior Housing Counselor	AS10	AS075115	2398.00	2937.50	3477.00
Senior Housing Inspector	AS14	AS012111	3000.00	3675.00	4350.00
Senior Library Assistant	CL18	CL040115	2108.00	2530.00	2952.00
Senior Line Services Technician	MT12	MT094113	2298.00	2758.00	3218.00
Senior Management Analyst	PM17	PM090222	3950.00	4839.00	5728.00
Senior Mechanic	MT17	MT041117	2959.00	3551.00	4143.00
Senior Municipal Court Clerk	CL22	CL041116	2626.00	3151.50	3677.00
Senior PC Support Analyst	AS18	AS087123	3754.00	4599.00	5444.00
Senior Permit Technician	CL21	CL068116	2485.00	2982.00	3479.00
Senior Programmer Analyst	AS23	AS044122	4968.00	6086.00	7204.00
Senior Programs Coordinator	PM13	PM104222	3170.00	3883.50	4597.00
Senior Programs Supervisor	PM11	PM083222	2839.00	3478.00	4117.00
Senior Telecommunications Technician	AS14	AS065123	3000.00	3675.00	4350.00
Senior Water Production Technician	MT16	MT045117	2813.00	3376.00	3939.00
Service Attendant	LB13	LB012117	1867.00	2240.50	2614.00
Signal Maintenance Supervisor	AS17	AS081123	3549.00	4347.50	5146.00
Signal Maintenance Technician	MT15	MT047113	2674.00	3209.00	3744.00
Signs & Markings Supervisor	AS16	AS102123	3356.00	4111.50	4867.00
Signs and Markings Technician	MT09	MT087118	1975.00	2370.00	2765.00
Solid Waste Supervisor	AS16	AS079228	3356.00	4111.50	4867.00
Special Events Coordinator	PM15	PM097212	3538.00	4334.00	5130.00
Special Projects Coordinator	AS10	AS099115	2398.00	2937.50	3477.00
Storm Water Specialist	PM14	PM065212	3349.00	4102.50	4856.00
Street Assessment Technician	MT15	MT007115	2674.00	3209.00	3744.00
Street Lighting Maintenance Technician	MT15	MT088113	2674.00	3209.00	3744.00
Streets Supervisor	AS16	AS083227	3356.00	4111.50	4867.00
Swim Coach	HS07	HS001218	1820.00	1911.00	2002.00
Swimming Pool Coordinator	HS11	HS008222	2212.00	2323.00	2434.00
Swimming Pool Supervisor	HS07	HS009228	1820.00	1911.00	2002.00
Telecommunications Technician	CL16	CL044113	1888.00	2266.00	2644.00
Tennis Center Attendant	CL16	CL050118	1888.00	2266.00	2644.00
Tennis Center Supervisor	MT14	MT052228	2543.00	3052.00	3561.00
Tire Repairer	LB13	LB013118	1867.00	2240.50	2614.00
Track Coach	HS07	HS002218	1820.00	1911.00	2002.00
Traffic & Street Lighting Superintendent	AS21	AS035222	4441.00	5440.50	6440.00
Traffic Engineer	ENG08	EG005222	5486.00	6857.50	8229.00
Transit Dispatcher	CL17	CL052113	1995.00	2394.00	2793.00
Transportation Coordinator	PM13	PM096222	3170.00	3883.50	4597.00
Undergraduate Intern	AS04	AS004116	1714.00	2100.00	2486.00
Utilities Technician	MT16	MT055117	2813.00	3376.00	3939.00
Utility Crew Chief	MT15	MT056117	2674.00	3209.00	3744.00
Utility Service Clerk	CL19	CL046116	2227.00	2672.50	3118.00
Utility Supervisor	AS16	AS084227	3356.00	4111.50	4867.00
Vector Control Technician	HS08	HS012118	1911.00	2006.50	2102.00
Warehouse Supervisor	AS16	AS076228	3356.00	4111.50	4867.00
Warehouse Technician	MT12	MT059118	2298.00	2758.00	3218.00
Water Conservation and Recycling Coordinator	AS14	AS088218	3000.00	3675.00	4350.00
Water Meter Reader	LB14	LB007118	1964.00	2357.00	2750.00
Water Production Technician	MT13	MT060117	2417.00	2900.50	3384.00
Water Services Representative	MT11	MT061118	2185.00	2622.00	3059.00
Website and Systems Developer	PM19	PM105212	4409.00	5401.00	6393.00
Youth and Family Specialist	PM12	PM007112	3000.00	3675.00	4350.00

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Administrative/Specialist	AS01	\$1,449.00	\$1,775.00	\$2,101.00
	AS02	\$1,532.00	\$1,877.00	\$2,222.00
	AS03	\$1,620.00	\$1,984.50	\$2,349.00
	AS04	\$1,714.00	\$2,100.00	\$2,486.00
	AS05	\$1,812.00	\$2,220.00	\$2,628.00
	AS06	\$1,917.00	\$2,348.50	\$2,780.00
	AS07	\$2,027.00	\$2,483.50	\$2,940.00
	AS08	\$2,144.00	\$2,626.50	\$3,109.00
	AS09	\$2,267.00	\$2,777.50	\$3,288.00
	AS10	\$2,398.00	\$2,937.50	\$3,477.00
	AS11	\$2,536.00	\$3,107.00	\$3,678.00
	AS12	\$2,682.00	\$3,285.50	\$3,889.00
	AS13	\$2,837.00	\$3,475.50	\$4,114.00
	AS14	\$3,000.00	\$3,675.00	\$4,350.00
	AS15	\$3,173.00	\$3,887.00	\$4,601.00
	AS16	\$3,356.00	\$4,111.50	\$4,867.00
	AS17	\$3,549.00	\$4,347.50	\$5,146.00
	AS18	\$3,754.00	\$4,599.00	\$5,444.00
	AS19	\$3,970.00	\$4,863.50	\$5,757.00
	AS20	\$4,199.00	\$5,144.00	\$6,089.00
	AS21	\$4,441.00	\$5,440.50	\$6,440.00
	AS22	\$4,697.00	\$5,754.00	\$6,811.00
	AS23	\$4,968.00	\$6,086.00	\$7,204.00

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Clerical	CL01	\$828.00	\$994.00	\$1,160.00
	CL02	\$875.00	\$1,050.00	\$1,225.00
	CL03	\$925.00	\$1,110.00	\$1,295.00
	CL04	\$977.00	\$1,172.50	\$1,368.00
	CL05	\$1,032.00	\$1,238.50	\$1,445.00
	CL06	\$1,090.00	\$1,308.00	\$1,526.00
	CL07	\$1,152.00	\$1,382.50	\$1,613.00
	CL08	\$1,217.00	\$1,460.50	\$1,704.00
	CL09	\$1,285.00	\$1,542.00	\$1,799.00
	CL10	\$1,358.00	\$1,630.00	\$1,902.00
	CL11	\$1,435.20	\$1,722.00	\$2,009.00
	CL12	\$1,516.00	\$1,819.50	\$2,123.00
	CL13	\$1,601.00	\$1,921.50	\$2,242.00
	CL14	\$1,692.00	\$2,030.50	\$2,369.00
	CL15	\$1,787.00	\$2,144.50	\$2,502.00
	CL16	\$1,888.00	\$2,266.00	\$2,644.00
	CL17	\$1,995.00	\$2,394.00	\$2,793.00
	CL18	\$2,108.00	\$2,530.00	\$2,952.00
	CL19	\$2,227.00	\$2,672.50	\$3,118.00
	CL20	\$2,352.00	\$2,822.50	\$3,293.00
	CL21	\$2,485.00	\$2,982.00	\$3,479.00
	CL22	\$2,626.00	\$3,151.50	\$3,677.00
	CL23	\$2,775.00	\$3,330.00	\$3,885.00

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
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Council Member				
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CC01

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Engineering	ENG01	\$3,199.00	\$3,999.00	\$4,799.00
	ENG02	\$3,455.00	\$4,319.00	\$5,183.00
	ENG03	\$3,731.00	\$4,664.00	\$5,597.00
	ENG04	\$4,029.00	\$5,036.50	\$6,044.00
	ENG05	\$4,351.00	\$5,439.00	\$6,527.00
	ENG06	\$4,693.00	\$5,866.50	\$7,040.00
	ENG07	\$5,074.00	\$6,342.50	\$7,611.00
	ENG08	\$5,486.00	\$6,857.50	\$8,229.00
	ENG09	\$5,921.00	\$7,401.50	\$8,882.00

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Executive				
	EXEC			

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Hourly/Seasonal	HS01	\$1,257.00	\$1,320.00	\$1,383.00
	HS02	\$1,430.00	\$1,501.00	\$1,572.00
	HS03	\$1,502.00	\$1,577.00	\$1,652.00
	HS04	\$1,577.00	\$1,655.50	\$1,734.00
	HS05	\$1,656.00	\$1,739.00	\$1,822.00
	HS06	\$1,739.00	\$1,826.00	\$1,913.00
	HS07	\$1,820.00	\$1,911.00	\$2,002.00
	HS08	\$1,911.00	\$2,006.50	\$2,102.00
	HS09	\$2,007.00	\$2,107.50	\$2,208.00
	HS10	\$2,107.00	\$2,212.50	\$2,318.00
	HS11	\$2,212.00	\$2,323.00	\$2,434.00
	HS12	\$2,323.00	\$2,439.50	\$2,556.00

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Labor	LB01	\$1,019.00	\$1,223.00	\$1,427.00
	LB02	\$1,072.00	\$1,286.50	\$1,501.00
	LB03	\$1,128.00	\$1,354.00	\$1,580.00
	LB04	\$1,186.00	\$1,423.50	\$1,661.00
	LB05	\$1,247.00	\$1,496.50	\$1,746.00
	LB06	\$1,312.00	\$1,574.50	\$1,837.00
	LB07	\$1,380.00	\$1,656.00	\$1,932.00
	LB08	\$1,452.00	\$1,742.50	\$2,033.00
	LB09	\$1,527.00	\$1,832.50	\$2,138.00
	LB10	\$1,606.00	\$1,927.50	\$2,249.00
	LB11	\$1,690.00	\$2,028.00	\$2,366.00
	LB12	\$1,775.00	\$2,130.00	\$2,485.00
	LB13	\$1,867.00	\$2,240.50	\$2,614.00
	LB14	\$1,964.00	\$2,357.00	\$2,750.00
	LB15	\$2,066.00	\$2,479.50	\$2,893.00

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Maintenance/Trades				
	MT01	\$1,318.00	\$1,582.00	\$1,846.00
	MT02	\$1,386.00	\$1,663.50	\$1,941.00
	MT03	\$1,458.00	\$1,750.00	\$2,042.00
	MT04	\$1,534.00	\$1,841.00	\$2,148.00
	MT05	\$1,613.00	\$1,936.00	\$2,259.00
	MT06	\$1,697.00	\$2,036.50	\$2,376.00
	MT07	\$1,785.00	\$2,142.00	\$2,499.00
	MT08	\$1,877.00	\$2,252.50	\$2,628.00
	MT09	\$1,975.00	\$2,370.00	\$2,765.00
	MT10	\$2,077.00	\$2,492.50	\$2,908.00
	MT11	\$2,185.00	\$2,622.00	\$3,059.00
	MT12	\$2,298.00	\$2,758.00	\$3,218.00
	MT13	\$2,417.00	\$2,900.50	\$3,384.00
	MT14	\$2,543.00	\$3,052.00	\$3,561.00
	MT15	\$2,674.00	\$3,209.00	\$3,744.00
	MT16	\$2,813.00	\$3,376.00	\$3,939.00
	MT17	\$2,959.00	\$3,551.00	\$4,143.00
	MT18	\$3,112.00	\$3,734.50	\$4,357.00
	MT19	\$3,273.00	\$3,928.00	\$4,583.00

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Managerial				

MG

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Professional	PM00			
	PM01	\$1,638.00	\$2,007.00	\$2,376.00
	PM02	\$1,730.00	\$2,119.50	\$2,509.00
	PM03	\$1,828.00	\$2,239.50	\$2,651.00
	PM04	\$1,932.00	\$2,367.00	\$2,802.00
	PM05	\$2,041.00	\$2,500.50	\$2,960.00
	PM06	\$2,156.00	\$2,641.50	\$3,127.00
	PM07	\$2,278.00	\$2,790.50	\$3,303.00
	PM08	\$2,407.00	\$2,949.00	\$3,491.00
	PM09	\$2,543.00	\$3,115.50	\$3,688.00
	PM10	\$2,687.00	\$3,292.00	\$3,897.00
	PM11	\$2,839.00	\$3,478.00	\$4,117.00
	PM12	\$3,000.00	\$3,675.00	\$4,350.00
	PM13	\$3,170.00	\$3,883.50	\$4,597.00
	PM14	\$3,349.00	\$4,102.50	\$4,856.00
	PM15	\$3,538.00	\$4,334.00	\$5,130.00
	PM16	\$3,738.00	\$4,579.00	\$5,420.00
	PM17	\$3,950.00	\$4,839.00	\$5,728.00
	PM18	\$4,173.00	\$5,112.00	\$6,051.00
	PM19	\$4,409.00	\$5,401.00	\$6,393.00
	PM20	\$4,658.00	\$5,706.00	\$6,754.00
	PM21	\$4,921.00	\$6,028.50	\$7,136.00
	PM22	\$5,199.00	\$6,369.00	\$7,539.00
	PM23	\$5,493.00	\$6,729.00	\$7,965.00
	PM24	\$5,803.00	\$7,109.00	\$8,415.00

CITY OF MESQUITE
JOB FAMILY AND PAY GRADE REPORT

General Government Pay Plan Effective October 1, 2009

JOB FAMILY	GRADE	MIN	MID	MAX
Skilled	SK01	\$2,426.67	\$2,578.34	\$2,730.00
	SK02	\$2,823.60	\$3,421.60	\$4,019.60
	SK03	\$3,572.40	\$4,328.14	\$5,083.87

CITY OF MESQUITE

Pay Plan- Police

Police Pay Plan Effective January 1, 2010

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5
PC004114	N	Officer	PG1	4383	4602	4832	5074	5327	5594

JOB	FLSA	TITLE	GRADE	BASE	STEP
PC005113	N	Police Sergeant	PG2	6786	B5
PC003112	N	Police Lieutenant	PG3	7679	B5
PC002122	N	Police Captain	PG4	8885	B5
PC001221	E	Assistant Police Chief	PG5	10339	B5

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- Fire

Fire Pay Plan Effective January 1, 2010

JOB	FLSA	TITLE	GRADE	BASE	B+1	B+2	B+3	B+4	B+5
FR006114	N	Firefighter	FG1	4383	4602	4832	5074	5327	5594

JOB	FLSA	TITLE	GRADE	BASE	STEP
FR004114	N	Fire Driver-Engineer	FG2	5984	B5
FR005112	N	Fire Lieutenant	FG3	6673	B5
FR003112	N	Fire Captain	FG4	7461	B5
FR002121	N	Fire Deputy Chief	FG5	8573	B5
FR001221	E	Assistant Fire Chief	FG6	10245	B5

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.