

ORDINANCE NO. 4116

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING THE 2010-11 PAY PLANS FOR GENERAL GOVERNMENT, POLICE AND FIRE EMPLOYEES FOR THE 2010-11 BUDGET YEAR WITH AN EFFECTIVE DATE OF OCTOBER 1, 2010; AUTHORIZING AND ALLOWING, UNDER THE ACT GOVERNING THE TEXAS MUNICIPAL RETIREMENT SYSTEM, "UPDATED SERVICE CREDITS" IN SAID SYSTEM FOR SERVICE PERFORMED BY QUALIFYING MEMBERS OF SUCH SYSTEM WHO PRESENTLY ARE MEMBERS OF THE CITY OF MESQUITE; PROVIDING FOR INCREASED PRIOR AND CURRENT SERVICE ANNUITIES FOR RETIREES AND BENEFICIARIES OF DECEASED RETIREES OF THE CITY OF MESQUITE; PROVIDING A REPEALER CLAUSE; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING EFFECTIVE DATES THEREOF.

WHEREAS, the 2010-11 budget cannot support merit increases, market adjustments or range adjustments to the current pay plans; and

WHEREAS, the 2010-11 pay plans for general government, police and fire employees will remain unchanged from the 2009-10 budget.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MESQUITE, TEXAS:

SECTION 1. That the 2010-11 pay plans for general government, police and fire employees, more fully described in Exhibit "A" attached hereto and made a part hereof, are hereby adopted and shall be effective from and after October 1, 2010.

SECTION 2. That step increases for police officers and fire fighters who have not reached the maximum salary for their rank will still be received on the employee's anniversary date.

SECTION 3. Authorization of Updated Service Credits.

- (a) That on the terms and conditions set out in Sections 853.401 through 853.403 of Subtitle G of Title 8, Government Code, as amended (hereinafter referred to as the "TMRS Act"), each member of the Texas Municipal Retirement System (hereinafter referred to as the "System") who has current service credit or prior service credit in the System in force and effect on the 1st day of January of the calendar year preceding such allowance, by reason of service in the employment of the City, and on such date has at least 36 months of credited service with the System, shall be and is hereby allowed "Updated Service Credit" (as that term is defined in subsection (d) of Section 853.402 of said title) in an amount that is 100 percent of the "base Updated Service Credit" of the member (calculated as provided in subsection (c) of Section 853.402 of said title). The Updated Service Credit hereby allowed shall replace any Updated Service Credit, prior service

credit, special prior service credit or antecedent service credit previously authorized for part of the same service.

- (b) That on the terms and conditions set out in Section 853.601 of said title, any member of the System who is eligible for Updated Service Credits on the basis of service with the City, and who has unforfeited credit for prior service and/or current service with another participating municipality or municipalities by reason of previous service, and was a contributing member on the 1st day of January of the calendar year preceding such allowance, shall be credited with Updated Service Credits pursuant to, calculated in accordance with, and subject to adjustment as set forth in said Section 853.601.
- (c) That in accordance with the provisions of subsection (d) of Section 853.401 of said title, the deposits required to be made to the System by employees of the several participating departments on account of current service shall be calculated from and after the date aforesaid on the full amount of such person's earnings as an employee of the City.

SECTION 4. Increase in Retirement Annuities.

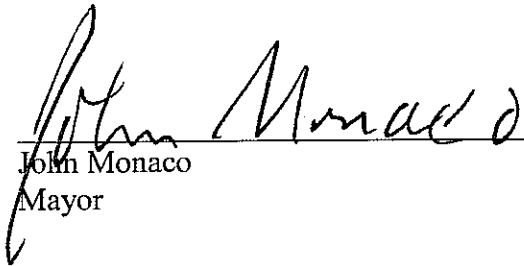
- (a) That on the terms and conditions set out in Section 854.203 of Subtitle G of Title 8, Government Code, as amended, the City hereby elects to allow and to provide for payment of the increases below stated in monthly benefits payable by the System to retired employees and to beneficiaries of deceased employees of the City under current service annuities and prior service annuities arising from service by such employees to the City. An annuity increased under this Section replaces any annuity or increased annuity previously granted to the same person.
- (b) That the amount of annuity increase under this Section is computed as the sum of the prior and current service annuities on the effective date of retirement of the person on whose service the annuities are based, multiplied by 70 percent of the percentage change in Consumer Price Index for All Urban Consumers, from December of the year immediately preceding the effective date of the person's retirement to the December that is 13 months before the effective date of this ordinance.
- (c) That an increase in an annuity that was reduced because of an option selection is reducible in the same proportion and in the same manner that the original annuity was reduced.
- (d) That if a computation hereunder does not result in an increase in the amount of an annuity, the amount of the annuity will not be changed hereby.
- (e) That the amount by which an increase under this Section exceeds all previously granted increases to an annuitant is an obligation of the City and of its account in the municipality accumulation fund of the System.

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

SECTION 6. That should any word, sentence, clause, paragraph or provision of this ordinance be held to be invalid or unconstitutional, the validity of the remaining provisions of this ordinance shall not be affected and shall remain in full force and effect.

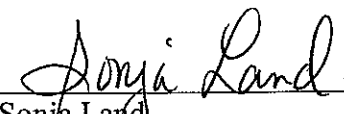
SECTION 7. That subject to the approval by the Board of Trustees of Texas Municipal Retirement System, that items listed under Sections 3 and 4 of this ordinance pertaining to the updated service credits and increases in retirement annuities granted hereby shall be and become effective immediately on and after January 1, 2011.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 20th day of September, 2010.




John Monaco
Mayor

ATTEST:



Sonja Land
City Secretary

APPROVED:



B. J. Smith
City Attorney

MESQUITE

T E X A S

Real. Texas. Service.

2010 – 2011
Pay Plan

Effective October 1, 2010

CITY OF MESQUITE
Alphabetical Job Title List
2010-2011

General Government Pay Plan Effective October 1, 2010

Title	Grade	Job Code	Min	Mld	Max
Accountant	PM14	PM001212	\$3,349.00	\$4,102.50	\$4,856.00
Accounting Clerk	CL19	CL001116	\$2,227.00	\$2,672.50	\$3,118.00
Accounting Supervisor	PM18	PM002222	\$4,173.00	\$5,112.00	\$6,051.00
Accounts Payable Technician	CL19	CL062113	\$2,227.00	\$2,672.50	\$3,118.00
Administrative Aide	AS12	AS040116	\$2,682.00	\$3,285.50	\$3,889.00
Administrative Aide - City Manager	AS13	AS090116	\$2,837.00	\$3,475.50	\$4,114.00
Administrative Aide - Police	AS12	AS045126	\$2,682.00	\$3,285.50	\$3,889.00
Administrative Clerk	CL16	CL003116	\$1,888.00	\$2,266.00	\$2,644.00
Administrative Secretary	CL21	CL004116	\$2,485.00	\$2,982.00	\$3,479.00
Administrative Supervisor	AS13	AS009226	\$2,837.00	\$3,475.50	\$4,114.00
Airport Director	EXEC	EX001221			
Animal Control Officer	MT13	MT001115	\$2,417.00	\$2,900.50	\$3,384.00
Animal Services Superintendent	PM18	PM122222	\$4,173.00	\$5,112.00	\$6,051.00
Animal Shelter Attendant	LB13	LB001118	\$1,867.00	\$2,240.50	\$2,614.00
Assistant City Attorney I - Prosecutor	PM21	PM004212	\$4,921.00	\$6,028.50	\$7,136.00
Assistant City Attorney II	PM24	PM082212	\$5,803.00	\$7,109.00	\$8,415.00
Assistant City Manager	EXEC	EX002221			
Assistant City Secretary	AS13	AS071116	\$2,837.00	\$3,475.50	\$4,114.00
Assistant Director of Public Works	MG	MG032222			
Assistant Librarian	PM10	PM076115	\$2,687.00	\$3,292.00	\$3,897.00
Assistant Manager of Equipment Services Division	AS19	AS042221	\$3,970.00	\$4,863.50	\$5,757.00
Assistant Manager of Solid Waste Division	AS19	AS066221	\$3,970.00	\$4,863.50	\$5,757.00
Assistant Manager of Streets Division	AS19	AS067221	\$3,970.00	\$4,863.50	\$5,757.00
Assistant Manager of Utilities Division	AS19	AS068221	\$3,970.00	\$4,863.50	\$5,757.00
Assistant Municipal Judge	PM00	PM100212			
Associate Municipal Judge	PM00	PM101212			
Athletics Supervisor	PM11	PM069212	\$2,839.00	\$3,478.00	\$4,117.00
Athletics/Aquatics Coordinator	PM10	PM128125	\$2,687.00	\$3,292.00	\$3,897.00
Athletics/Aquatics Superintendent	PM18	PM005222	\$4,173.00	\$5,112.00	\$6,051.00
Automotive Warehouse Clerk	LB15	LB004118	\$2,066.00	\$2,479.50	\$2,893.00
Budget Analyst	PM16	PM070212	\$3,738.00	\$4,579.00	\$5,420.00
Budget Coordinator	PM21	PM120222	\$4,921.00	\$6,028.50	\$7,136.00
Building Inspection Field Supervisor	PM17	PM073222	\$3,950.00	\$4,839.00	\$5,728.00
Building Inspector	AS15	AS002117	\$3,173.00	\$3,887.00	\$4,601.00
Building Maintenance Worker	LB13	LB002118	\$1,867.00	\$2,240.50	\$2,614.00
Building Official	MG	MG018222			
Building Services Coordinator	AS15	AS038217	\$3,173.00	\$3,887.00	\$4,601.00
Buyer	AS09	AS005116	\$2,267.00	\$2,777.50	\$3,288.00
Cash and Debt Coordinator	PM21	PM055212	\$4,921.00	\$6,028.50	\$7,136.00
Cashier	CL18	CL010116	\$2,108.00	\$2,530.00	\$2,952.00
CDBG Coordinator	PM12	PM077212	\$3,000.00	\$3,675.00	\$4,350.00
Chemical Application Technician	MT12	MT032118	\$2,298.00	\$2,758.00	\$3,218.00
CIP Engineer	ENG08	EG010212	\$5,486.00	\$6,857.50	\$8,229.00
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	\$5,486.00	\$6,857.50	\$8,229.00
Communications Manager	MG	MG038222			
Concrete Crew Chief	MT15	MT009117	\$2,674.00	\$3,209.00	\$3,744.00
Concrete Finisher	MT12	MT010117	\$2,298.00	\$2,758.00	\$3,218.00
Council Member	CC01	CC000001			
Court Administrator	AS17	AS100226	\$3,549.00	\$4,347.50	\$5,146.00
Court Compliance Representative	CL21	CL073116	\$2,485.00	\$2,982.00	\$3,479.00
Custodian	LB12	LB003118	\$1,775.00	\$2,130.00	\$2,485.00
Customer Service Representative	CL19	CL015116	\$2,227.00	\$2,672.50	\$3,118.00
Customer Service Supervisor	AS16	AS037226	\$3,356.00	\$4,111.50	\$4,867.00
CVB Director	PM19	PM108222	\$4,409.00	\$5,401.00	\$6,393.00
CVB Sales and Services Manager	PM13	PM109212	\$3,170.00	\$3,883.50	\$4,597.00
Deputy City Attorney	MG	MG014212			
Deputy City Manager	EXEC	EX017221			
Detention Officer I	MT13	MT012114	\$2,417.00	\$2,900.50	\$3,384.00
Detention Officer II	MT15	MT036114	\$2,674.00	\$3,209.00	\$3,744.00

CITY OF MESQUITE

Alphabetical Job Title List

2010-2011

General Government Pay Plan Effective October 1, 2010

Title	Grade	Job Code	Min	Mid	Max
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			
Director of Parks and Recreation	EXEC	EX009221			
Director of Public Works	EXEC	EX019221			
District Park Supervisor	AS16	AS077228	\$3,356.00	\$4,111.50	\$4,867.00
Electrical/Energy Inspector	AS15	AS096117	\$3,173.00	\$3,887.00	\$4,601.00
Emergency Management Coordinator	MG	MG037222			
Emergency Management Specialist	PM15	PM106212	\$3,538.00	\$4,334.00	\$5,130.00
Engineering Plans and Records Specialist	AS11	AS008116	\$2,536.00	\$3,107.00	\$3,678.00
Environmental Code Field Supervisor	PM17	PM057222	\$3,950.00	\$4,839.00	\$5,728.00
Environmental Code Inspector	AS13	AS010113	\$2,837.00	\$3,475.50	\$4,114.00
Equipment Mechanic	MT14	MT019117	\$2,543.00	\$3,052.00	\$3,561.00
Equipment Operator I	MT11	MT020118	\$2,185.00	\$2,622.00	\$3,059.00
Equipment Operator II	MT12	MT021118	\$2,298.00	\$2,758.00	\$3,218.00
Equipment Services Supervisor	AS16	AS078227	\$3,356.00	\$4,111.50	\$4,867.00
Executive Secretary	CL22	CL017126	\$2,626.00	\$3,151.50	\$3,677.00
Fabrication Welder	MT14	MT022117	\$2,543.00	\$3,052.00	\$3,561.00
Facility Attendant	HS01	HS014218	\$1,257.00	\$1,320.00	\$1,383.00
Facility Maintenance Supervisor	MT13	MT072128	\$2,417.00	\$2,900.50	\$3,384.00
Fire Chief	EXEC	EX012221			
Fire Department Nurse	PM18	PM089112	\$4,173.00	\$5,112.00	\$6,051.00
Florence Ranch Homestead Park Coordinator	PM08	PM095112	\$2,407.00	\$2,949.00	\$3,491.00
Food and Beverage Worker	HS02	HS019118	\$1,430.00	\$1,501.00	\$1,572.00
General Warehouse Clerk	LB15	LB014118	\$2,066.00	\$2,479.50	\$2,893.00
GIS Analyst	PM18	PM064212	\$4,173.00	\$5,112.00	\$6,051.00
GIS Intern	AS04	AS085113	\$1,714.00	\$2,100.00	\$2,486.00
GIS Technician	AS13	AS060113	\$2,837.00	\$3,475.50	\$4,114.00
GIS/Engineering Analyst	AS15	AS097113	\$3,173.00	\$3,887.00	\$4,601.00
GIS/Engineering Senior Analyst	AS17	AS098113	\$3,549.00	\$4,347.50	\$5,146.00
Golf Cart Attendant	HS01	HS017118	\$1,257.00	\$1,320.00	\$1,383.00
Golf Course Maintenance Technician	MT11	MT095118	\$2,185.00	\$2,622.00	\$3,059.00
Golf Course Maintenance Worker	LB09	LB018118	\$1,527.00	\$1,832.50	\$2,138.00
Graduate Engineer	ENG02	EG007212	\$3,455.00	\$4,319.00	\$5,183.00
Graduate Intern	AS05	AS003116	\$1,812.00	\$2,220.00	\$2,628.00
Grant Coordinator	PM12	PM115212	\$3,000.00	\$3,675.00	\$4,350.00
Head Lifeguard	HS05	HS013218	\$1,656.00	\$1,739.00	\$1,822.00
Health Clinic Clerk	CL17	CL071116	\$1,995.00	\$2,394.00	\$2,793.00
Health Specialist	PM13	PM012212	\$3,170.00	\$3,883.50	\$4,597.00
Health Specialist II	PM15	PM102212	\$3,538.00	\$4,334.00	\$5,130.00
Heavy Equipment Mechanic	MT17	MT024117	\$2,959.00	\$3,551.00	\$4,143.00
Heavy Equipment Operator - Solid Waste	MT13	MT086117	\$2,417.00	\$2,900.50	\$3,384.00
Heavy Equipment Operator - Streets	MT13	MT025117	\$2,417.00	\$2,900.50	\$3,384.00
Help Desk Technician	AS14	AS056113	\$3,000.00	\$3,675.00	\$4,350.00
High School Intern	CL09	CL074116	\$1,285.00	\$1,542.00	\$1,799.00
Historical Preservation Officer	PM16	PM075222	\$3,738.00	\$4,579.00	\$5,420.00
Housing Assistant	CL17	CL019116	\$1,995.00	\$2,394.00	\$2,793.00
Housing Inspector	AS11	AS093111	\$2,536.00	\$3,107.00	\$3,678.00
Housing Intake Clerk	CL17	CL064116	\$1,995.00	\$2,394.00	\$2,793.00
Housing Specialist	AS08	AS019116	\$2,144.00	\$2,626.50	\$3,109.00
Housing Technician	AS11	AS062115	\$2,536.00	\$3,107.00	\$3,678.00
Human Resources Analyst	PM13	PM080212	\$3,170.00	\$3,883.50	\$4,597.00
Human Resources Senior Analyst	PM17	PM089222	\$3,950.00	\$4,839.00	\$5,728.00
Human Resources Specialist	CL22	CL056116	\$2,626.00	\$3,151.50	\$3,677.00
Human Resources Supervisor	PM21	PM020222	\$4,921.00	\$6,028.50	\$7,136.00
KMB Executive Director/ Volunteer Program Coordinator	PM14	PM079212	\$3,349.00	\$4,102.50	\$4,856.00
Legal Services Supervisor	AS16	AS114225	\$3,356.00	\$4,111.50	\$4,867.00
Librarian	PM13	PM014212	\$3,170.00	\$3,883.50	\$4,597.00
Library Assistant I	CL16	CL024115	\$1,888.00	\$2,266.00	\$2,644.00
Library Assistant II	CL17	CL025115	\$1,995.00	\$2,394.00	\$2,793.00
Library Page	CL11	CL045116	\$1,435.20	\$1,722.00	\$2,009.00
Library Services Supervisor	PM16	PM015222	\$3,738.00	\$4,579.00	\$5,420.00
Lifeguard	HS03	HS004218	\$1,502.00	\$1,577.00	\$1,652.00
Line Services Technician	MT09	MT027113	\$1,975.00	\$2,370.00	\$2,765.00

CITY OF MESQUITE

Alphabetical Job Title List

2010-2011

General Government Pay Plan Effective October 1, 2010

Title	Grade	Job Code	Min	Mid	Max
Maintenance Crew Chief	MT15	MT028117	\$2,674.00	\$3,209.00	\$3,744.00
Maintenance Worker I	LB12	LB005118	\$1,775.00	\$2,130.00	\$2,485.00
Maintenance Worker II	MT09	MT083118	\$1,975.00	\$2,370.00	\$2,765.00
Management Analyst	PM15	PM003212	\$3,538.00	\$4,334.00	\$5,130.00
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			
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			
Marketing Specialist	PM12	PM123212	\$3,000.00	\$3,675.00	\$4,350.00
Mesquite Arts Center Assistant Manager	PM14	PM083212	\$3,349.00	\$4,102.50	\$4,856.00
Mesquite Arts Center Manager	MG	MG039222			
MTED Driver	LB12	LB015118	\$1,775.00	\$2,130.00	\$2,485.00
Municipal Court Clerk	CL19	CL026116	\$2,227.00	\$2,672.50	\$3,118.00
Municipal Court Judge	EXEC	EX013221			
Network Administrator	PM21	PM107212	\$4,921.00	\$6,028.50	\$7,136.00
Nurse - Part-time	AS17	AS046112	\$3,549.00	\$4,347.50	\$5,146.00
Office Coordinator	CL22	CL027126	\$2,626.00	\$3,151.50	\$3,677.00
Paralegal I	AS14	AS092115	\$3,000.00	\$3,675.00	\$4,350.00
Paralegal II	AS15	AS093115	\$3,173.00	\$3,887.00	\$4,601.00
Park Athletic Fields Technician	MT11	MT042118	\$2,185.00	\$2,622.00	\$3,059.00
Park Equipment Mechanic	MT13	MT079117	\$2,417.00	\$2,900.50	\$3,384.00
Park Equipment Operator	MT10	MT029118	\$2,077.00	\$2,492.50	\$2,908.00
Park Grounds Maintenance Technician	LB12	LB009118	\$1,775.00	\$2,130.00	\$2,485.00
Park Irrigation Technician	MT12	MT090118	\$2,298.00	\$2,758.00	\$3,218.00
Park Maintenance Mechanic-Facilities	MT12	MT031118	\$2,298.00	\$2,758.00	\$3,218.00
Park Maintenance Specialist	LB12	LB008118	\$1,775.00	\$2,130.00	\$2,485.00
Park Planner	PM17	PM017212	\$3,950.00	\$4,839.00	\$5,728.00
Payroll Technician (Accounting)	CL23	CL061113	\$2,775.00	\$3,330.00	\$3,885.00
PC Support Analyst	AS16	AS006113	\$3,356.00	\$4,111.50	\$4,867.00
Permit Technician	CL19	CL054116	\$2,227.00	\$2,672.50	\$3,118.00
Planner	PM15	PM061212	\$3,538.00	\$4,334.00	\$5,130.00
Plans Examiner	AS16	AS034115	\$3,356.00	\$4,111.50	\$4,867.00
Plumbing/Mechanical Inspector	AS15	AS095117	\$3,173.00	\$3,887.00	\$4,601.00
Police Chief	EXEC	EX014221			
Police Payroll Technician	CL20	CL066116	\$2,352.00	\$2,822.50	\$3,293.00
Police Records Clerk	CL18	CL032116	\$2,108.00	\$2,530.00	\$2,952.00
Police Records Supervisor	AS16	AS080226	\$3,356.00	\$4,111.50	\$4,867.00
Pool Cashier	HS01	HS012218	\$1,257.00	\$1,320.00	\$1,383.00
Pool Maintenance Technician	MT12	MT091113	\$2,298.00	\$2,758.00	\$3,218.00
Postal Services Clerk	CL16	CL043116	\$1,888.00	\$2,266.00	\$2,644.00
Principal Planner	PM19	PM027212	\$4,409.00	\$5,401.00	\$6,393.00
Printer	MT10	MT033117	\$2,077.00	\$2,492.50	\$2,908.00
Printing & Postal Services Supervisor	AS16	AS101127	\$3,356.00	\$4,111.50	\$4,867.00
Pro Shop Attendant	HS05	HS016118	\$1,656.00	\$1,739.00	\$1,822.00
Production Supervisor	AS17	AS082227	\$3,549.00	\$4,347.50	\$5,146.00
Programmer Analyst	AS19	AS015113	\$3,970.00	\$4,863.50	\$5,757.00
Project Engineer	ENCG08	EG009222	\$5,486.00	\$6,857.50	\$8,229.00
Property Room Clerk	CL18	CL072116	\$2,108.00	\$2,530.00	\$2,952.00
Public Safety Computer Administrator/Analyst	PM19	PM094112	\$4,409.00	\$5,401.00	\$6,393.00
Public Safety Dispatcher I	SK01	SK003116	\$2,426.67	\$2,578.34	\$2,730.00

CITY OF MESQUITE

Alphabetical Job Title List

2010-2011

General Government Pay Plan Effective October 1, 2010

Title	Grade	Job Code	Min	Mld	Max
Public Safety Dispatcher II	SK02	SK002116	\$2,823.60	\$3,421.60	\$4,019.6
Public Safety Dispatcher Supervisor	SK03	SK001226	\$3,572.40	\$4,328.14	\$5,083.8
Public Safety Operations Analyst	PM14	PM044212	\$3,349.00	\$4,102.50	\$4,856.0
Public Service Officer	MT15	MT092118	\$2,674.00	\$3,209.00	\$3,744.0
Public Works Backflow Inspector	MT17	MT084113	\$2,959.00	\$3,551.00	\$4,143.0
Public Works Construction Inspector	AS15	AS018111	\$3,173.00	\$3,887.00	\$4,601.0
Public Works Dispatcher/ Water Pump Station Monitor	CL18	CL065113	\$2,108.00	\$2,530.00	\$2,952.0
Purchasing Supervisor	AS16	AS069226	\$3,356.00	\$4,111.50	\$4,867.0
Recreation Center Supervisor	PM11	PM084222	\$2,839.00	\$3,478.00	\$4,117.0
Recreation Leader	CL16	CL048115	\$1,888.00	\$2,266.00	\$2,644.0
Recreation Services Superintendent	PM19	PM063222	\$4,409.00	\$5,401.00	\$6,393.0
Recreation Specialist	PM10	PM087112	\$2,687.00	\$3,292.00	\$3,897.0
Residential Building Inspector	AS14	AS001117	\$3,000.00	\$3,675.00	\$4,350.0
Residential Plans Reviewer	AS13	AS094117	\$2,837.00	\$3,475.50	\$4,114.0
Residential Solid Waste Driver - Collector	MT12	MT081118	\$2,298.00	\$2,758.00	\$3,218.0
Residential Solid Waste Driver - Trainee	MT06	MT085118	\$1,697.00	\$2,036.50	\$2,376.0
Risk Manager	PM22	PM091222	\$5,199.00	\$6,369.00	\$7,539.0
Seasonal Park Worker	HS01	HS010118	\$1,257.00	\$1,320.00	\$1,383.0
Seasonal Utility Worker	HS01	HS011118	\$1,257.00	\$1,320.00	\$1,383.0
Secretary	CL18	CL036116	\$2,108.00	\$2,530.00	\$2,952.0
Security Guard	LB09	LB016114	\$1,527.00	\$1,832.50	\$2,138.0
Senior Accounts Payable Technician	CL21	CL080116	\$2,485.00	\$2,982.00	\$3,479.0
Senior Administrative Aide - City Manager	AS15	AS047116	\$3,173.00	\$3,887.00	\$4,601.0
Senior Administrative Secretary	CL22	CL069116	\$2,626.00	\$3,151.50	\$3,677.0
Senior Administrative Supervisor	AS15	AS070226	\$3,173.00	\$3,887.00	\$4,601.0
Senior Building Maintenance Technician	MT16	MT037117	\$2,813.00	\$3,376.00	\$3,939.0
Senior Cashier	CL19	CL037126	\$2,227.00	\$2,672.50	\$3,118.0
Senior Civil Engineer	ENG09	EG003222	\$5,921.00	\$7,401.50	\$8,882.0
Senior Customer Service Representative	CL22	CL038126	\$2,626.00	\$3,151.50	\$3,677.0
Senior Environmental Code Inspector	AS15	AS023113	\$3,173.00	\$3,887.00	\$4,601.0
Senior Financial Analyst	PM17	PM071212	\$3,950.00	\$4,839.00	\$5,728.0
Senior Food and Beverage Worker	HS04	HS020118	\$1,577.00	\$1,655.50	\$1,734.0
Senior Grounds Maintenance Technician	MT11	MT089118	\$2,185.00	\$2,622.00	\$3,059.0
Senior Health Specialist	PM17	PM103212	\$3,950.00	\$4,839.00	\$5,728.0
Senior Housing Counselor	AS10	AS075115	\$2,398.00	\$2,937.50	\$3,477.0
Senior Housing Inspector	AS14	AS012111	\$3,000.00	\$3,675.00	\$4,350.0
Senior Library Assistant	CL18	CL040115	\$2,108.00	\$2,530.00	\$2,952.0
Senior Management Analyst	PM17	PM090222	\$3,950.00	\$4,839.00	\$5,728.0
Senior Mechanic	MT17	MT041117	\$2,959.00	\$3,551.00	\$4,143.0
Senior Municipal Court Clerk	CL22	CL041116	\$2,626.00	\$3,151.50	\$3,677.0
Senior PC Support Analyst	AS18	AS087123	\$3,754.00	\$4,599.00	\$5,444.0
Senior Permit Technician	CL21	CL068116	\$2,485.00	\$2,982.00	\$3,479.0
Senior Planner	PM17	PM116212	\$3,950.00	\$4,839.00	\$5,728.0
Senior Pro Shop Attendant	HS08	HS021118	\$1,911.00	\$2,006.50	\$2,102.0
Senior Procurement Specialist	PM15	PM125212	\$3,538.00	\$4,334.00	\$5,130.0
Senior Programmer Analyst	AS23	AS044122	\$4,968.00	\$6,086.00	\$7,204.0
Senior Programs Coordinator	PM13	PM104222	\$3,170.00	\$3,883.50	\$4,597.0
Senior Programs Supervisor	PM11	PM083222	\$2,839.00	\$3,478.00	\$4,117.0
Senior Recreation Center Supervisor	PM14	PM126222	\$3,349.00	\$4,102.50	\$4,856.0
Senior Telecommunications Technician	AS14	AS065123	\$3,000.00	\$3,675.00	\$4,350.0
Senior Water Production Technician	MT16	MT045117	\$2,813.00	\$3,376.00	\$3,939.0
Service Attendant	LB13	LB012117	\$1,867.00	\$2,240.50	\$2,614.0
Signal Maintenance Supervisor	AS17	AS081123	\$3,549.00	\$4,347.50	\$5,146.0
Signal Maintenance Technician	MT15	MT047113	\$2,674.00	\$3,209.00	\$3,744.0
Signs & Markings Supervisor	AS16	AS102123	\$3,356.00	\$4,111.50	\$4,867.0
Signs and Markings Technician	MT09	MT087118	\$1,975.00	\$2,370.00	\$2,765.0
Solid Waste Supervisor	AS16	AS079228	\$3,356.00	\$4,111.50	\$4,867.0
Special Events Coordinator	PM15	PM097212	\$3,538.00	\$4,334.00	\$5,130.0
Special Projects Coordinator	AS10	AS099115	\$2,398.00	\$2,937.50	\$3,477.0
Storm Water Specialist	PM14	PM065212	\$3,349.00	\$4,102.50	\$4,856.0
Street Assessment Technician	MT15	MT007115	\$2,674.00	\$3,209.00	\$3,744.0
Street Lighting Maintenance Technician	MT15	MT088113	\$2,674.00	\$3,209.00	\$3,744.0
Streets Supervisor	AS16	AS083227	\$3,356.00	\$4,111.50	\$4,867.0
Support Services Supervisor	AS13	AS113227	\$2,837.00	\$3,475.50	\$4,114.0
Swim Coach	HS07	HS001218	\$1,820.00	\$1,911.00	\$2,002.0
Swimming Pool Supervisor	HS07	HS009228	\$1,820.00	\$1,911.00	\$2,002.0
Telecommunications Technician	CL16	CL044113	\$1,888.00	\$2,266.00	\$2,644.0

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Alphabetical Job Title List

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Title	Grade	Job Code	Min	Mid	Max
Tennis Center Attendant	CL16	CL050118	\$1,888.00	\$2,266.00	\$2,644.00
Tennis Center Supervisor	PM18	MT052228	\$4,173.00	\$5,112.00	\$6,051.00
Tire Repairer	LB13	LB013118	\$1,867.00	\$2,240.50	\$2,614.00
Track Coach	HS07	HS002218	\$1,820.00	\$1,911.00	\$2,002.00
Traffic & Street Lighting Superintendent	AS21	AS035222	\$4,441.00	\$5,440.50	\$6,440.00
Traffic Engineer	ENG08	EG005222	\$5,486.00	\$6,857.50	\$8,229.00
Transit Dispatcher	CL17	CL052113	\$1,995.00	\$2,394.00	\$2,793.00
Transportation Coordinator	PM13	PM096222	\$3,170.00	\$3,883.50	\$4,597.00
Undergraduate Intern	AS04	AS004116	\$1,714.00	\$2,100.00	\$2,486.00
Utilities Technician	MT16	MT055117	\$2,813.00	\$3,376.00	\$3,939.00
Utility Crew Chief	MT15	MT056117	\$2,674.00	\$3,209.00	\$3,744.00
Utility Service Clerk	CL19	CL046116	\$2,227.00	\$2,672.50	\$3,118.00
Utility Supervisor	AS16	AS084227	\$3,356.00	\$4,111.50	\$4,867.00
Vector Control Technician	HS08	HS012118	\$1,911.00	\$2,006.50	\$2,102.00
Warehouse Supervisor	AS16	AS076228	\$3,356.00	\$4,111.50	\$4,867.00
Warehouse Technician	MT12	MT059118	\$2,298.00	\$2,758.00	\$3,218.00
Water Conservation and Recycling Coordinator	AS14	AS088218	\$3,000.00	\$3,675.00	\$4,350.00
Water Meter Reader	LB14	LB007118	\$1,964.00	\$2,357.00	\$2,750.00
Water Production Technician	MT13	MT060117	\$2,417.00	\$2,900.50	\$3,384.00
Water Services Representative	MT11	MT061118	\$2,185.00	\$2,622.00	\$3,059.00

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Administrative/Specialist							
	AS004116	Undergraduate Intern	N	AS04	\$1,714.0	\$2,100.0	\$2,486.00
	AS085113	GIS Intern	N	AS04	\$1,714.0	\$2,100.0	\$2,486.00
	AS003116	Graduate Intern	N	AS05	\$1,812.0	\$2,220.0	\$2,628.00
	AS019116	Housing Specialist	N	AS08	\$2,144.0	\$2,626.5	\$3,109.00
	AS005116	Buyer	N	AS09	\$2,267.0	\$2,777.5	\$3,288.00
	AS075115	Senior Housing Counselor	N	AS10	\$2,398.0	\$2,937.5	\$3,477.00
	AS099115	Special Projects Coordinator	N	AS10	\$2,398.0	\$2,937.5	\$3,477.00
	AS008116	Engineering Plans and Records Specialist	N	AS11	\$2,536.0	\$3,107.0	\$3,678.00
	AS062115	Housing Technician	N	AS11	\$2,536.0	\$3,107.0	\$3,678.00
	AS093111	Housing Inspector	N	AS11	\$2,536.0	\$3,107.0	\$3,678.00
	AS040116	Administrative Aide	N	AS12	\$2,682.0	\$3,285.5	\$3,889.00
	AS045126	Administrative Aide - Police	N	AS12	\$2,682.0	\$3,285.5	\$3,889.00
	AS009226	Administrative Supervisor	E	AS13	\$2,837.0	\$3,475.5	\$4,114.00
	AS010113	Environmental Code Inspector	N	AS13	\$2,837.0	\$3,475.5	\$4,114.00
	AS060113	GIS Technician	N	AS13	\$2,837.0	\$3,475.5	\$4,114.00
	AS071116	Assistant City Secretary	N	AS13	\$2,837.0	\$3,475.5	\$4,114.00
	AS090116	Administrative Aide - City Manager	N	AS13	\$2,837.0	\$3,475.5	\$4,114.00
	AS094117	Residential Plans Reviewer	N	AS13	\$2,837.0	\$3,475.5	\$4,114.00
	AS113227	Support Services Supervisor	E	AS13	\$2,837.0	\$3,475.5	\$4,114.00
	AS001117	Residential Building Inspector	N	AS14	\$3,000.0	\$3,675.0	\$4,350.00
	AS012111	Senior Housing Inspector	N	AS14	\$3,000.0	\$3,675.0	\$4,350.00
	AS056113	Help Desk Technician	N	AS14	\$3,000.0	\$3,675.0	\$4,350.00
	AS065123	Senior Telecommunications Technician	N	AS14	\$3,000.0	\$3,675.0	\$4,350.00
	AS088218	Water Conservation and Recycling Coordinator	E	AS14	\$3,000.0	\$3,675.0	\$4,350.00
	AS092115	Paralegal I	N	AS14	\$3,000.0	\$3,675.0	\$4,350.00
	AS002117	Building Inspector	N	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS018111	Public Works Construction Inspector	N	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS023113	Senior Environmental Code Inspector	N	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS038217	Building Services Coordinator	E	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS047116	Senior Administrative Aide - City Manager	N	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS070226	Senior Administrative Supervisor	E	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS093115	Paralegal II	N	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS095117	Plumbing/Mechanical Inspector	N	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS096117	Electrical/Energy Inspector	N	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS097113	GIS/Engineering Analyst	N	AS15	\$3,173.0	\$3,887.0	\$4,601.00
	AS006113	PC Support Analyst	N	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS034115	Plans Examiner	N	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS037226	Customer Service Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS069226	Purchasing Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS076228	Warehouse Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS077228	District Park Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS078227	Equipment Services Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS079228	Solid Waste Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS080226	Police Records Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS083227	Streets Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS084227	Utility Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS101127	Printing & Postal Services Supervisor	N	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS102123	Signs & Markings Supervisor	N	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS114225	Legal Services Supervisor	E	AS16	\$3,356.0	\$4,111.5	\$4,867.00
	AS046112	Nurse - Part-time	N	AS17	\$3,549.0	\$4,347.5	\$5,146.00
	AS081123	Signal Maintenance Supervisor	N	AS17	\$3,549.0	\$4,347.5	\$5,146.00
	AS082227	Production Supervisor	E	AS17	\$3,549.0	\$4,347.5	\$5,146.00

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Administrative/Specialist							
	AS098113	GIS/Engineering Senior Analyst	N	AS17	\$3,549.0	\$4,347.5	\$5,146.00
	AS100226	Court Administrator	E	AS17	\$3,549.0	\$4,347.5	\$5,146.00
	AS087123	Senior PC Support Analyst	N	AS18	\$3,754.0	\$4,599.0	\$5,444.00
	AS015113	Programmer Analyst	N	AS19	\$3,970.0	\$4,863.5	\$5,757.00
	AS042221	Assistant Manager of Equipment Services Division	E	AS19	\$3,970.0	\$4,863.5	\$5,757.00
	AS066221	Assistant Manager of Solid Waste Division	E	AS19	\$3,970.0	\$4,863.5	\$5,757.00
	AS067221	Assistant Manager of Streets Division	E	AS19	\$3,970.0	\$4,863.5	\$5,757.00
	AS068221	Assistant Manager of Utilities Division	E	AS19	\$3,970.0	\$4,863.5	\$5,757.00
	AS035222	Traffic & Street Lighting Superintendent	E	AS21	\$4,441.0	\$5,440.5	\$6,440.00
	AS044122	Senior Programmer Analyst	N	AS23	\$4,968.0	\$6,086.0	\$7,204.00

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Job Family	Job Code	Title	FLSA	Grade	Min	Mid	Max
Clerical							
	CL074116	High School Intern	N	CL09	\$1,285.0	\$1,542.0	\$1,799.00
	CL045116	Library Page	N	CL11	\$1,435.2	\$1,722.0	\$2,009.00
	CL003116	Administrative Clerk	N	CL16	\$1,888.0	\$2,266.0	\$2,644.00
	CL024115	Library Assistant I	N	CL16	\$1,888.0	\$2,266.0	\$2,644.00
	CL043116	Postal Services Clerk	N	CL16	\$1,888.0	\$2,266.0	\$2,644.00
	CL044113	Telecommunications Technician	N	CL16	\$1,888.0	\$2,266.0	\$2,644.00
	CL048115	Recreation Leader	N	CL16	\$1,888.0	\$2,266.0	\$2,644.00
	CL050118	Tennis Center Attendant	N	CL16	\$1,888.0	\$2,266.0	\$2,644.00
	CL019116	Housing Assistant	N	CL17	\$1,995.0	\$2,394.0	\$2,793.00
	CL025115	Library Assistant II	N	CL17	\$1,995.0	\$2,394.0	\$2,793.00
	CL052113	Transit Dispatcher	N	CL17	\$1,995.0	\$2,394.0	\$2,793.00
	CL064116	Housing Intake Clerk	N	CL17	\$1,995.0	\$2,394.0	\$2,793.00
	CL071116	Health Clinic Clerk	N	CL17	\$1,995.0	\$2,394.0	\$2,793.00
	CL010116	Cashier	N	CL18	\$2,108.0	\$2,530.0	\$2,952.00
	CL032116	Police Records Clerk	N	CL18	\$2,108.0	\$2,530.0	\$2,952.00
	CL036116	Secretary	N	CL18	\$2,108.0	\$2,530.0	\$2,952.00
	CL040115	Senior Library Assistant	N	CL18	\$2,108.0	\$2,530.0	\$2,952.00
	CL065113	Public Works Dispatcher/ Water Pump Station Monitor	N	CL18	\$2,108.0	\$2,530.0	\$2,952.00
	CL072116	Property Room Clerk	N	CL18	\$2,108.0	\$2,530.0	\$2,952.00
	CL001116	Accounting Clerk	N	CL19	\$2,227.0	\$2,672.5	\$3,118.00
	CL015116	Customer Service Representative	N	CL19	\$2,227.0	\$2,672.5	\$3,118.00
	CL026116	Municipal Court Clerk	N	CL19	\$2,227.0	\$2,672.5	\$3,118.00
	CL037126	Senior Cashier	N	CL19	\$2,227.0	\$2,672.5	\$3,118.00
	CL046116	Utility Service Clerk	N	CL19	\$2,227.0	\$2,672.5	\$3,118.00
	CL054116	Permit Technician	N	CL19	\$2,227.0	\$2,672.5	\$3,118.00
	CL062113	Accounts Payable Technician	N	CL19	\$2,227.0	\$2,672.5	\$3,118.00
	CL066116	Police Payroll Technician	N	CL20	\$2,352.0	\$2,822.5	\$3,293.00
	CL004116	Administrative Secretary	N	CL21	\$2,485.0	\$2,982.0	\$3,479.00
	CL068116	Senior Permit Technician	N	CL21	\$2,485.0	\$2,982.0	\$3,479.00
	CL073116	Court Compliance Representative	N	CL21	\$2,485.0	\$2,982.0	\$3,479.00
	CL080116	Senior Accounts Payable Technician	N	CL21	\$2,485.0	\$2,982.0	\$3,479.00
	CL017126	Executive Secretary	N	CL22	\$2,626.0	\$3,151.5	\$3,677.00
	CL027126	Office Coordinator	N	CL22	\$2,626.0	\$3,151.5	\$3,677.00
	CL038126	Senior Customer Service Representative	N	CL22	\$2,626.0	\$3,151.5	\$3,677.00
	CL041116	Senior Municipal Court Clerk	N	CL22	\$2,626.0	\$3,151.5	\$3,677.00
	CL056116	Human Resources Specialist	N	CL22	\$2,626.0	\$3,151.5	\$3,677.00
	CL069116	Senior Administrative Secretary	N	CL22	\$2,626.0	\$3,151.5	\$3,677.00
	CL061113	Payroll Technician (Accounting)	N	CL23	\$2,775.0	\$3,330.0	\$3,885.00

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Engineering	EG007212	Graduate Engineer	E	ENG02	\$3,455.0	\$4,319.0	\$5,183.00
	EG002222	Civil Engineer	E	ENG08	\$5,486.0	\$6,857.5	\$8,229.00
	EG005222	Traffic Engineer	E	ENG08	\$5,486.0	\$6,857.5	\$8,229.00
	EG009222	Project Engineer	E	ENG08	\$5,486.0	\$6,857.5	\$8,229.00
	EG010212	CIP Engineer	E	ENG08	\$5,486.0	\$6,857.5	\$8,229.00
	EG003222	Senior Civil Engineer	E	ENG09	\$5,921.0	\$7,401.5	\$8,882.00

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Executive	EX001221	Airport Director	E	EXEC			
	EX002221	Assistant City Manager	E	EXEC			
	EX003221	City Attorney	E	EXEC			
	EX004221	City Manager	E	EXEC			
	EX005221	City Secretary	E	EXEC			
	EX007221	Director of Finance	E	EXEC			
	EX008221	Director of Library Services	E	EXEC			
	EX009221	Director of Parks and Recreation	E	EXEC			
	EX010221	Director of Human Resources	E	EXEC			
	EX012221	Fire Chief	E	EXEC			
	EX013221	Municipal Court Judge	E	EXEC			
	EX014221	Police Chief	E	EXEC			
	EX017221	Deputy City Manager	E	EXEC			
	EX019221	Director of Public Works	E	EXEC			
	EX022221	Director of Housing & Community Services	E	EXEC			
	EX023221	Director of Community Development	E	EXEC			
	EX024221	Director of Information Technology	E	EXEC			
	EX025221	Managing Director of Administrative Services	E	EXEC			

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Job Family	Job Code	Title	FSA	Grade	Min	Mid	Max
Hourly/Seasonal							
	HS010118	Seasonal Park Worker	N	HS01	\$1,257.0	\$1,320.0	\$1,383.00
	HS011118	Seasonal Utility Worker	N	HS01	\$1,257.0	\$1,320.0	\$1,383.00
	HS012218	Pool Cashier	E	HS01	\$1,257.0	\$1,320.0	\$1,383.00
	HS014218	Facility Attendant	E	HS01	\$1,257.0	\$1,320.0	\$1,383.00
	HS017118	Golf Cart Attendant	N	HS01	\$1,257.0	\$1,320.0	\$1,383.00
	HS019118	Food and Beverage Worker	N	HS02	\$1,430.0	\$1,501.0	\$1,572.00
	HS004218	Lifeguard	E	HS03	\$1,502.0	\$1,577.0	\$1,652.00
	HS020118	Senior Food and Beverage Worker	N	HS04	\$1,577.0	\$1,655.5	\$1,734.00
	HS013218	Head Lifeguard	E	HS05	\$1,656.0	\$1,739.0	\$1,822.00
	HS016118	Pro Shop Attendant	N	HS05	\$1,656.0	\$1,739.0	\$1,822.00
	HS001218	Swim Coach	E	HS07	\$1,820.0	\$1,911.0	\$2,002.00
	HS002218	Track Coach	E	HS07	\$1,820.0	\$1,911.0	\$2,002.00
	HS009228	Swimming Pool Supervisor	E	HS07	\$1,820.0	\$1,911.0	\$2,002.00
	HS012118	Vector Control Technician	N	HS08	\$1,911.0	\$2,006.5	\$2,102.00
	HS021118	Senior Pro Shop Attendant	N	HS08	\$1,911.0	\$2,006.5	\$2,102.00

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Job Family	Job Code	Title	FLSA	Grade	Min	Mid	Max
Labor	LB016114	Security Guard	N	LB09	\$1,527.0	\$1,832.5	\$2,138.00
	LB018118	Golf Course Maintenance Worker	N	LB09	\$1,527.0	\$1,832.5	\$2,138.00
	LB003118	Custodian	N	LB12	\$1,775.0	\$2,130.0	\$2,485.00
	LB005118	Maintenance Worker I	N	LB12	\$1,775.0	\$2,130.0	\$2,485.00
	LB008118	Park Maintenance Specialist	N	LB12	\$1,775.0	\$2,130.0	\$2,485.00
	LB009118	Park Grounds Maintenance Technician	N	LB12	\$1,775.0	\$2,130.0	\$2,485.00
	LB015118	MTED Driver	N	LB12	\$1,775.0	\$2,130.0	\$2,485.00
	LB001118	Animal Shelter Attendant	N	LB13	\$1,867.0	\$2,240.5	\$2,614.00
	LB002118	Building Maintenance Worker	N	LB13	\$1,867.0	\$2,240.5	\$2,614.00
	LB012117	Service Attendant	N	LB13	\$1,867.0	\$2,240.5	\$2,614.00
	LB013118	Tire Repairer	N	LB13	\$1,867.0	\$2,240.5	\$2,614.00
	LB007118	Water Meter Reader	N	LB14	\$1,964.0	\$2,357.0	\$2,750.00
	LB004118	Automotive Warehouse Clerk	N	LB15	\$2,066.0	\$2,479.5	\$2,893.00
	LB014118	General Warehouse Clerk	N	LB15	\$2,066.0	\$2,479.5	\$2,893.00

CITY OF MESQUITE
General Government Pay Plan
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Job Family	Job Code	Title	FLSA	Grade	Min	Mid	Max
Maintenance/Trades							
	MT085118	Residential Solid Waste Driver - Trainee	N	MT06	\$1,697.0	\$2,036.5	\$2,376.00
	MT027113	Line Services Technician	N	MT09	\$1,975.0	\$2,370.0	\$2,765.00
	MT083118	Maintenance Worker II	N	MT09	\$1,975.0	\$2,370.0	\$2,765.00
	MT087118	Signs and Markings Technician	N	MT09	\$1,975.0	\$2,370.0	\$2,765.00
	MT029118	Park Equipment Operator	N	MT10	\$2,077.0	\$2,492.5	\$2,908.00
	MT033117	Printer	N	MT10	\$2,077.0	\$2,492.5	\$2,908.00
	MT020118	Equipment Operator I	N	MT11	\$2,185.0	\$2,622.0	\$3,059.00
	MT042118	Park Athletic Fields Technician	N	MT11	\$2,185.0	\$2,622.0	\$3,059.00
	MT061118	Water Services Representative	N	MT11	\$2,185.0	\$2,622.0	\$3,059.00
	MT089118	Senior Grounds Maintenance Technician	N	MT11	\$2,185.0	\$2,622.0	\$3,059.00
	MT095118	Golf Course Maintenance Technician	N	MT11	\$2,185.0	\$2,622.0	\$3,059.00
	MT010117	Concrete Finisher	N	MT12	\$2,298.0	\$2,758.0	\$3,218.00
	MT021118	Equipment Operator II	N	MT12	\$2,298.0	\$2,758.0	\$3,218.00
	MT031118	Park Maintenance Mechanic-Facilities	N	MT12	\$2,298.0	\$2,758.0	\$3,218.00
	MT032118	Chemical Application Technician	N	MT12	\$2,298.0	\$2,758.0	\$3,218.00
	MT059118	Warehouse Technician	N	MT12	\$2,298.0	\$2,758.0	\$3,218.00
	MT081118	Residential Solid Waste Driver - Collector	N	MT12	\$2,298.0	\$2,758.0	\$3,218.00
	MT090118	Park Irrigation Technician	N	MT12	\$2,298.0	\$2,758.0	\$3,218.00
	MT091113	Pool Maintenance Technician	N	MT12	\$2,298.0	\$2,758.0	\$3,218.00
	MT001115	Animal Control Officer	N	MT13	\$2,417.0	\$2,900.5	\$3,384.00
	MT012114	Detention Officer I	N	MT13	\$2,417.0	\$2,900.5	\$3,384.00
	MT025117	Heavy Equipment Operator - Streets	N	MT13	\$2,417.0	\$2,900.5	\$3,384.00
	MT060117	Water Production Technician	N	MT13	\$2,417.0	\$2,900.5	\$3,384.00
	MT072128	Facility Maintenance Supervisor	N	MT13	\$2,417.0	\$2,900.5	\$3,384.00
	MT079117	Park Equipment Mechanic	N	MT13	\$2,417.0	\$2,900.5	\$3,384.00
	MT086117	Heavy Equipment Operator - Solid Waste	N	MT13	\$2,417.0	\$2,900.5	\$3,384.00
	MT019117	Equipment Mechanic	N	MT14	\$2,543.0	\$3,052.0	\$3,561.00
	MT022117	Fabrication Welder	N	MT14	\$2,543.0	\$3,052.0	\$3,561.00
	MT007115	Street Assessment Technician	N	MT15	\$2,674.0	\$3,209.0	\$3,744.00
	MT009117	Concrete Crew Chief	N	MT15	\$2,674.0	\$3,209.0	\$3,744.00
	MT028117	Maintenance Crew Chief	N	MT15	\$2,674.0	\$3,209.0	\$3,744.00
	MT036114	Detention Officer II	N	MT15	\$2,674.0	\$3,209.0	\$3,744.00
	MT047113	Signal Maintenance Technician	N	MT15	\$2,674.0	\$3,209.0	\$3,744.00
	MT056117	Utility Crew Chief	N	MT15	\$2,674.0	\$3,209.0	\$3,744.00
	MT088113	Street Lighting Maintenance Technician	N	MT15	\$2,674.0	\$3,209.0	\$3,744.00
	MT092118	Public Service Officer	N	MT15	\$2,674.0	\$3,209.0	\$3,744.00
	MT037117	Senior Building Maintenance Technician	N	MT16	\$2,813.0	\$3,376.0	\$3,939.00
	MT045117	Senior Water Production Technician	N	MT16	\$2,813.0	\$3,376.0	\$3,939.00
	MT055117	Utilities Technician	N	MT16	\$2,813.0	\$3,376.0	\$3,939.00
	MT024117	Heavy Equipment Mechanic	N	MT17	\$2,959.0	\$3,551.0	\$4,143.00
	MT041117	Senior Mechanic	N	MT17	\$2,959.0	\$3,551.0	\$4,143.00
	MT084113	Public Works Backflow Inspector	N	MT17	\$2,959.0	\$3,551.0	\$4,143.00

CITY OF MESQUITE
General Government Pay Plan
2010-2011
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Job Family	Job Code	Title	FLSA	Grade	Min	Mid	Max
Managerial	MG001221	Manager of Accounting Services	E	MG			
	MG002222	Manager of Branch Library Services	E	MG			
	MG005221	Manager of Economic Development	E	MG			
	MG007222	Manager of Human Resources	E	MG			
	MG009222	Manager of Park Planning	E	MG			
	MG010221	Manager of Park Services	E	MG			
	MG011222	Manager of Recreation Services	E	MG			
	MG014212	Deputy City Attorney	E	MG			
	MG015221	Manager of Purchasing	E	MG			
	MG017222	Manager of Health	E	MG			
	MG018222	Building Official	E	MG			
	MG019222	Manager of Collections	E	MG			
	MG020222	Manager of Equipment Services Division	E	MG			
	MG021222	Manager of Planning and Zoning	E	MG			
	MG022222	Manager of Utilities Division	E	MG			
	MG024222	Manager of Streets Division	E	MG			
	MG025222	Manager of Solid Waste Division	E	MG			
	MG028222	Manager of Housing	E	MG			
	MG029221	Manager of Building Services	E	MG			
	MG030222	City Engineer	E	MG			
	MG031222	Manager of Traffic Engineering and Street Lighting	E	MG			
	MG032222	Assistant Director of Public Works	E	MG			
	MG034222	City Health Officer	E	MG			
	MG035212	Marketing Manager	E	MG			
	MG036222	Manager of Environmental Code	E	MG			
	MG037222	Emergency Management Coordinator	E	MG			
	MG038222	Communications Manager	E	MG			
	MG039222	Mesquite Arts Center Manager	E	MG			

CITY OF MESQUITE
General Government Pay Plan
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Job Family	Job Code	Title	FLSA	Grade	Min	Mid	Max
Professional							
	PM100212	Assistant Municipal Judge	E	PM00			
	PM101212	Associate Municipal Judge	E	PM00			
	PM095112	Florence Ranch Homestead Park Coordinator	N	PM08	\$2,407.0	\$2,949.0	\$3,491.00
	PM076115	Assistant Librarian	N	PM10	\$2,687.0	\$3,292.0	\$3,897.00
	PM087112	Recreation Specialist	N	PM10	\$2,687.0	\$3,292.0	\$3,897.00
	PM128125	Athletics/Aquatics Coordinator	N	PM10	\$2,687.0	\$3,292.0	\$3,897.00
	PM069212	Athletics Supervisor	E	PM11	\$2,839.0	\$3,478.0	\$4,117.00
	PM083222	Senior Programs Supervisor	E	PM11	\$2,839.0	\$3,478.0	\$4,117.00
	PM084222	Recreation Center Supervisor	E	PM11	\$2,839.0	\$3,478.0	\$4,117.00
	PM077212	CDBG Coordinator	E	PM12	\$3,000.0	\$3,675.0	\$4,350.00
	PM115212	Grant Coordinator	E	PM12	\$3,000.0	\$3,675.0	\$4,350.00
	PM123212	Marketing Specialist	E	PM12	\$3,000.0	\$3,675.0	\$4,350.00
	PM012212	Health Specialist	E	PM13	\$3,170.0	\$3,883.5	\$4,597.00
	PM014212	Librarian	E	PM13	\$3,170.0	\$3,883.5	\$4,597.00
	PM080212	Human Resources Analyst	E	PM13	\$3,170.0	\$3,883.5	\$4,597.00
	PM096222	Transportation Coordinator	E	PM13	\$3,170.0	\$3,883.5	\$4,597.00
	PM104222	Senior Programs Coordinator	E	PM13	\$3,170.0	\$3,883.5	\$4,597.00
	PM109212	CVB Sales and Services Manager	E	PM13	\$3,170.0	\$3,883.5	\$4,597.00
	PM001212	Accountant	E	PM14	\$3,349.0	\$4,102.5	\$4,856.00
	PM044212	Public Safety Operations Analyst	E	PM14	\$3,349.0	\$4,102.5	\$4,856.00
	PM065212	Storm Water Specialist	E	PM14	\$3,349.0	\$4,102.5	\$4,856.00
	PM079212	KMB Executive Director/ Volunteer Program Coordinator	E	PM14	\$3,349.0	\$4,102.5	\$4,856.00
	PM083212	Mesquite Arts Center Assistant Manager	E	PM14	\$3,349.0	\$4,102.5	\$4,856.00
	PM126222	Senior Recreation Center Supervisor	E	PM14	\$3,349.0	\$4,102.5	\$4,856.00
	PM003212	Management Analyst	E	PM15	\$3,538.0	\$4,334.0	\$5,130.00
	PM061212	Planner	E	PM15	\$3,538.0	\$4,334.0	\$5,130.00
	PM097212	Special Events Coordinator	E	PM15	\$3,538.0	\$4,334.0	\$5,130.00
	PM102212	Health Specialist II	E	PM15	\$3,538.0	\$4,334.0	\$5,130.00
	PM106212	Emergency Management Specialist	E	PM15	\$3,538.0	\$4,334.0	\$5,130.00
	PM125212	Senior Procurement Specialist	E	PM15	\$3,538.0	\$4,334.0	\$5,130.00
	PM015222	Library Services Supervisor	E	PM16	\$3,738.0	\$4,579.0	\$5,420.00
	PM070212	Budget Analyst	E	PM16	\$3,738.0	\$4,579.0	\$5,420.00
	PM075222	Historical Preservation Officer	E	PM16	\$3,738.0	\$4,579.0	\$5,420.00
	PM017212	Park Planner	E	PM17	\$3,950.0	\$4,839.0	\$5,728.00
	PM057222	Environmental Code Field Supervisor	E	PM17	\$3,950.0	\$4,839.0	\$5,728.00
	PM071212	Senior Financial Analyst	E	PM17	\$3,950.0	\$4,839.0	\$5,728.00
	PM073222	Building Inspection Field Supervisor	E	PM17	\$3,950.0	\$4,839.0	\$5,728.00
	PM089222	Human Resources Senior Analyst	E	PM17	\$3,950.0	\$4,839.0	\$5,728.00
	PM090222	Senior Management Analyst	E	PM17	\$3,950.0	\$4,839.0	\$5,728.00
	PM103212	Senior Health Specialist	E	PM17	\$3,950.0	\$4,839.0	\$5,728.00
	PM116212	Senior Planner	E	PM17	\$3,950.0	\$4,839.0	\$5,728.00
	MT052228	Tennis Center Supervisor	E	PM18	\$4,173.0	\$5,112.0	\$6,051.00
	PM002222	Accounting Supervisor	E	PM18	\$4,173.0	\$5,112.0	\$6,051.00
	PM005222	Athletics/Aquatics Superintendent	E	PM18	\$4,173.0	\$5,112.0	\$6,051.00
	PM064212	GIS Analyst	E	PM18	\$4,173.0	\$5,112.0	\$6,051.00
	PM089112	Fire Department Nurse	N	PM18	\$4,173.0	\$5,112.0	\$6,051.00
	PM122222	Animal Services Superintendent	E	PM18	\$4,173.0	\$5,112.0	\$6,051.00
	PM027212	Principal Planner	E	PM19	\$4,409.0	\$5,401.0	\$6,393.00
	PM063222	Recreation Services Superintendent	E	PM19	\$4,409.0	\$5,401.0	\$6,393.00
	PM094112	Public Safety Computer Administrator/Analyst	N	PM19	\$4,409.0	\$5,401.0	\$6,393.00
	PM108222	CVB Director	E	PM19	\$4,409.0	\$5,401.0	\$6,393.00
	PM004212	Assistant City Attorney I - Prosecutor	E	PM21	\$4,921.0	\$6,028.5	\$7,136.00

CITY OF MESQUITE
General Government Pay Plan
2010-2011
Effective October 1, 2010

Job Family	Job Code	Title	FLSA	Grade	Min	Mid	Max
Professional							
	PM020222	Human Resources Supervisor	E	PM21	\$4,921.0	\$6,028.5	\$7,136.00
	PM055212	Cash and Debt Coordinator	E	PM21	\$4,921.0	\$6,028.5	\$7,136.00
	PM107212	Network Administrator	E	PM21	\$4,921.0	\$6,028.5	\$7,136.00
	PM120222	Budget Coordinator	E	PM21	\$4,921.0	\$6,028.5	\$7,136.00
	PM091222	Risk Manager	E	PM22	\$5,199.0	\$6,369.0	\$7,539.00
	PM082212	Assistant City Attorney II	E	PM24	\$5,803.0	\$7,109.0	\$8,415.00

CITY OF MESQUITE
General Government Pay Plan
2010-2011
Effective October 1, 2010

Job Family	Job Code	Title	FLSA	Grade	Min	Mid	Max
Skilled	SK003116	Public Safety Dispatcher I	N	SK01	\$2,426.67	\$2,578.34	\$2,730.00
	SK002116	Public Safety Dispatcher II	N	SK02	\$2,823.60	\$3,421.60	\$4,019.60
	SK001226	Public Safety Dispatcher Supervisor	N	SK03	\$3,572.40	\$4,328.14	\$5,083.87

2010 - 2011 Skill Based Pay Plan
Effective Date: October 1, 2010

Public Safety Dispatcher I

	Step 1 1 - 2 Months	Step 2 3 - 5 Months	Step 3 6 - 8 Months	Step 4 9 - 12 Months	13 - 14 Months	After 2 months Ch. 1 training, can promote to PSD II level if you show Ch. I proficiency. A total of 4 months can be spent on Ch. I training. Failure to obtain proficiency in 4 month period will result in continued placement in PSD I level.
Step Plan	Trainee \$14.00 hourly \$2,426.67 monthly \$29,120.04 annually Type 35 WPM	Call Taker (Fire Dispatch Trainee) \$14.56 hourly \$2,523.73 monthly \$30,284.76 annually Type 40 WPM 2 months Trainee level Knowledge, Skills, Abilities	Fire Dispatcher (NCIC Trainee) \$15.14 hourly \$2,624.27 monthly \$31,491.24 annually Type 40 WPM 3 months as Call Taker Knowledge, Skills, Abilities	NCIC \$15.75 hourly \$2,730.00 monthly \$32,760.00 annually Type 40 WPM 3 months Fire Dispatcher Knowledge, Skills, Abilities	Start Channeled One Training	

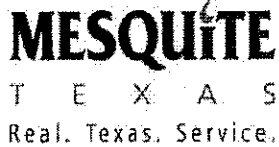
Promotions from Public Safety Dispatcher I to Public Safety Dispatcher II are not eligible for a pro-rated merit increase.

Public Safety Dispatcher II

Range	Minimum \$16.29 hourly \$2,823.60 monthly \$33,883.20 annually	Midpoint \$19.74 hourly \$3,421.60 monthly \$41,059.20 annually	Maximum \$23.18 hourly \$4,019.60 monthly \$48,235.20 annually
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Public Safety Dispatcher Supervisor

Range	Minimum \$20.61 hourly \$3,572.40 monthly \$42,868.80 annually	Midpoint \$24.97 hourly \$4,328.14 monthly \$51,937.60 annually	Maximum \$29.33 hourly \$5,083.87 monthly \$61,006.40 annually
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CITY OF MESQUITE
Civil Service Pay Plan – Police
2010-2011
Effective October 1, 2010

Job Code	FLSA	Job Title	Pay Grade	Base	B1	B2	B3	B4	B5
PC004114	N	Police Officer	PG1	4,383	4,602	4,832	5,074	5,327	5,594
PC005113	N	Police Sergeant	PG2						6,786
PC003112	N	Police Lieutenant	PG3						7,679
PC002122	N	Police Captain	PG4						8,885
PC001221	E	Assistant Police Chief	PG5						10,339

Police Officer

Police Officers begin employment at the base salary. On each police officer's annual anniversary date, the police officer advances to the next step within their salary range. For example, a police 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. Police 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 (Step B5) for the new rank. Future pay increases will be determined by market-based pay adjustments or upon promotion to a higher rank.

Market-Based Pay Adjustments

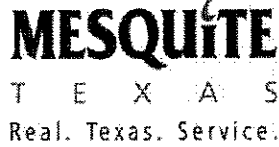
Annually, Human Resources conducts salary surveys to determine the competitiveness of our civil service pay plan with selected Metroplex cities. Information gathered from the cities is the minimum, midpoint and maximum of pay ranges and the average salaries for all incumbents by classification.

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
Civil Service Pay Plan – Fire
2010-2011
Effective October 1, 2010

Job Code	FLSA	Job Title	Pay Grade	Base	B1	B2	B3	B4	B5
FR006114	N	Firefighter	FG1	4,383	4,602	4,832	5,074	5,327	5,594
FR004114	N	Fire Driver-Engineer	FG2						5,984
FR005112	N	Fire Lieutenant	FG3						6,673
FR003112	N	Fire Captain	FG4						7,461
FR002121	N	Fire Deputy Chief	FG5						8,573
FR001221	E	Assistant Fire Chief	FG6						10,245

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 (Step B5) for the new rank. Future pay increases will be determined by market-based pay adjustments or upon promotion to a higher rank.

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 is 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.

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.