

ORDINANCE NO. 4175

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING THE 2011-12 PAY PLANS FOR GENERAL GOVERNMENT AND COMMISSIONED POLICE AND FIRE EMPLOYEES FOR THE 2011-12 BUDGET YEAR WITH AN EFFECTIVE DATE OF OCTOBER 1, 2011; AMENDING ORDINANCE NO. 3473 BY DELETING SECTION 1(A)(2) IN ITS ENTIRETY AND ADDING A NEW SECTION 1(A)(2) THEREBY INCREASING PARAMEDICS SHIFT PAY UNDER CERTAIN CONDITIONS; 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.

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

SECTION 1. That the 2011-12 pay plans for general government and commissioned police and fire employees as more fully described in Exhibit "A" attached hereto and made a part hereof, are hereby adopted and shall be and become effective October 1, 2011.

SECTION 2. That step increases for commissioned 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. That those full-time general government employees of the City of Mesquite, Texas ("City"), who are in good standing and whose current annual salary is \$35,000 or less will be eligible to receive a four percent (4%) salary increase effective October 1, 2011. That those full time general government employees of the City who are in good standing and whose current annual salary is \$35,000.01 or more will be eligible to receive a two percent (2%) merit salary increase on their annual performance review date during the 2011-12 fiscal year. That those general government employees classified as part-time or seasonal who are in good standing will be eligible to receive a two percent (2%) merit salary increase on their annual performance review date during the 2011-12 fiscal year. That commissioned fire and police employees of the City will be eligible to receive a two percent (2%) salary increase effective on January 1, 2012. That general government employees of the City are only eligible for either the four percent (4%) increase or the two percent (2%) increase but not both including, without limitation, if a general government employee of the City whose current salary is \$35,000 or less receives a four percent (4%) increase effective October 1, 2011 that results in such employee's annual salary exceeding \$35,000, such employee shall not be eligible to receive a two percent

annual salary exceeding \$35,000, such employee shall not be eligible to receive a two percent (2%) merit salary increase on the employee's annual performance review date during the 2011-12 fiscal year. That no general government employee of the City who is on probation or who is on a work improvement plan ("WIP") shall be eligible for either the two percent (2%) increase or the four percent (4%) increase set forth in this Section 3 unless and until such employee successfully completes their probationary period or their WIP.

SECTION 4. That Ordinance No. 3473, duly passed and approved by City Council on January 7, 2002, is hereby amended by deleting the words "plus twenty (\$20.00) dollars" on line 4 and 5 of paragraph A in Section 1 and replacing such words with "plus thirty (\$30.00) dollars" and by deleting Section 1(A)(2) in its entirety and adding a new Section 1(A)(2) to read as follows, in all other respects said ordinance to remain in full force and effect:

2. In addition to the monthly assignment pay, those employees regularly assigned to work as paramedics who actually work a full shift on a designated front-line ambulance shall be paid an additional thirty (\$30.00) dollars per shift. All hours worked less than 24 hours will be prorated.

SECTION 5. That the increase in the paramedics shift pay under certain conditions as more fully set forth in Section 4 above shall become effective on October 1, 2011.

SECTION 6. 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 7. 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 8. 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.

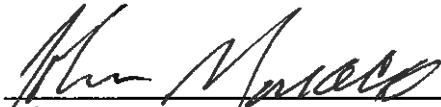
SECTION 9. That should any word, sentence, clause, paragraph or provision of this ordinance be held to be invalid or unconstitutional, the validity of the remaining provisions of this ordinance shall not be affected and shall remain in full force and effect.

SECTION 10. That the provisions of the 2011-2012 pay plan, the authorization and allowance of updated service credits as provided herein, the increase in retirement annuities as provided herein and all other matters set forth herein are subject to change, amendment or repeal at any time and any benefits hereunder are subject to the appropriation and allocation of funds for that purpose by the City Council of the City of Mesquite, Texas. The provisions of this ordinance are not intended to create contractual rights between the City of Mesquite, Texas and its employees, retirees or their heirs, beneficiaries, legal representatives or assigns and nothing contained in this ordinance shall be construed as creating or constituting a contract, either

express or implied, unilateral or otherwise, between the City of Mesquite, Texas, and its employees, retirees or their heirs, beneficiaries, legal representatives or assigns.

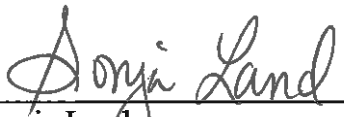
SECTION 11. That subject to the approval by the Board of Trustees of the Texas Municipal Retirement System, that items listed under Sections 6 and 7 of this ordinance pertaining to the updated service credits and increases in retirement annuities granted hereby shall be and become effective January 1, 2012.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 19th day of September, 2011.



John Monaco
Mayor

ATTEST:



Sonja Land
City Secretary

APPROVED:



B. J. Smith
City Attorney

MESQUITE

T E X A S

Real. Texas. Service.

2011 – 2012 Pay Plan

General Government

Effective October 1, 2011

Commissioned Police and Fire

Effective January 1, 2012



City of Mesquite
General Government FY 2011-12 Pay Plan
Effective October 1, 2011

Title	FLSA	Grade	Min	Mid	Max
Accountant	E	PM14	\$3,349.00	\$4,151.06	\$4,953.12
Accounting Clerk	N	CL19	\$2,227.00	\$2,703.68	\$3,180.36
Accounts Payable Technician	N	CL19	\$2,227.00	\$2,703.68	\$3,180.36
Administrative Aide	N	AS12	\$2,682.00	\$3,324.39	\$3,966.78
Administrative Aide - City Manager	N	AS13	\$2,837.00	\$3,516.64	\$4,196.28
Administrative Aide - Police	N	AS12	\$2,682.00	\$3,324.39	\$3,966.78
Administrative Clerk	N	CL16	\$1,888.00	\$2,292.44	\$2,696.88
Administrative Secretary	N	CL21	\$2,485.00	\$3,016.79	\$3,548.58
Administrative Supervisor	E	AS13	\$2,837.00	\$3,516.64	\$4,196.28
Airport Director	E	EXEC			
Airport Security Technician	N	LB12	\$1,775.00	\$2,154.85	\$2,534.70
Animal Control Officer	N	MT13	\$2,417.00	\$2,934.34	\$3,451.68
Animal Services Superintendent	E	PM18	\$4,173.00	\$5,172.51	\$6,172.02
Animal Shelter Attendant	N	LB13	\$1,867.00	\$2,266.64	\$2,666.28
Assistant City Attorney I	E	PM21	\$4,921.00	\$6,099.86	\$7,278.72
Assistant City Attorney II	E	PM24	\$5,803.00	\$7,193.15	\$8,583.30
Assistant City Manager	E	EXEC			
Assistant City Secretary	N	AS13	\$2,837.00	\$3,516.64	\$4,196.28
Assistant Director of Public Works	E	MG			
Assistant Librarian	N	PM10	\$2,687.00	\$3,330.97	\$3,974.94
Assistant Manager of Equipment Services Division	E	AS19	\$3,970.00	\$4,921.07	\$5,872.14
Assistant Manager of Solid Waste Division	E	AS19	\$3,970.00	\$4,921.07	\$5,872.14
Assistant Manager of Streets Division	E	AS19	\$3,970.00	\$4,921.07	\$5,872.14
Assistant Manager of Utilities Division	E	AS19	\$3,970.00	\$4,921.07	\$5,872.14
Assistant Municipal Judge	E	PM00			
Associate Municipal Judge	E	PM00			
Athletics Supervisor	E	PM11	\$2,839.00	\$3,519.17	\$4,199.34
Athletics/Aquatics Coordinator	N	PM10	\$2,687.00	\$3,330.97	\$3,974.94
Athletics/Aquatics Superintendent	E	PM18	\$4,173.00	\$5,172.51	\$6,172.02
Automotive Warehouse Clerk	N	LB15	\$2,066.00	\$2,508.43	\$2,950.86
Budget Analyst	E	PM16	\$3,738.00	\$4,633.20	\$5,528.40
Budget Coordinator	E	PM21	\$4,921.00	\$6,099.86	\$7,278.72
Building Inspection Field Supervisor	E	PM17	\$3,950.00	\$4,896.28	\$5,842.56
Building Inspector	N	AS15	\$3,173.00	\$3,933.01	\$4,693.02
Building Maintenance Worker	N	LB13	\$1,867.00	\$2,266.64	\$2,666.28
Building Official	E	MG			
Building Services Coordinator	E	AS15	\$3,173.00	\$3,933.01	\$4,693.02
Buyer	N	AS09	\$2,267.00	\$2,810.38	\$3,353.76
Cash and Debt Coordinator	E	PM21	\$4,921.00	\$6,099.86	\$7,278.72
Cashier	N	CL18	\$2,108.00	\$2,559.52	\$3,011.04
CDBG Coordinator	E	PM12	\$3,000.00	\$3,718.50	\$4,437.00
Chemical Application Technician	N	MT12	\$2,298.00	\$2,790.18	\$3,282.36
CIP Engineer	E	ENG08	\$5,486.00	\$6,939.79	\$8,393.58
City Attorney	E	EXEC			
City Engineer	E	MG			
City Health Officer	E	MG			
City Manager	E	EXEC			
City Secretary	E	EXEC			
Civil Engineer	E	ENG08	\$5,486.00	\$6,939.79	\$8,393.58
Concrete Crew Chief	N	MT15	\$2,674.00	\$3,246.44	\$3,818.88
Concrete Finisher	N	MT12	\$2,298.00	\$2,790.18	\$3,282.36
Court Administrator	E	AS17	\$3,549.00	\$4,398.96	\$5,248.92



City of Mesquite
General Government FY 2011-12 Pay Plan
Effective October 1, 2011

Title	FLSA	Grade	Min	Mid	Max
Court Compliance Representative	N	CL21	\$2,485.00	\$3,016.79	\$3,548.58
Custodian	N	LB12	\$1,775.00	\$2,154.85	\$2,534.70
Customer Service Representative	N	CL19	\$2,227.00	\$2,703.68	\$3,180.36
Customer Service Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
CVB Director	E	PM19	\$4,409.00	\$5,464.93	\$6,520.86
CVB Sales and Services Manager	E	PM13	\$3,170.00	\$3,929.47	\$4,688.94
Deputy City Attorney	E	MG			
Deputy City Manager	E	EXEC			
Detention Officer I	N	MT13	\$2,417.00	\$2,934.34	\$3,451.68
Detention Officer II	N	MT15	\$2,674.00	\$3,246.44	\$3,818.88
Director of Community Development	E	EXEC			
Director of Finance	E	EXEC			
Director of Housing & Community Services	E	EXEC			
Director of Human Resources	E	EXEC			
Director of Information Technology	E	EXEC			
Director of Library Services	E	EXEC			
Director of Parks and Recreation	E	EXEC			
Director of Public Works	E	EXEC			
District Park Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Electrical/Energy Inspector	N	AS15	\$3,173.00	\$3,933.01	\$4,693.02
Emergency Management Coordinator	E	MG			
Emergency Management Specialist	E	PM15	\$3,538.00	\$4,385.30	\$5,232.60
Engineering Plans and Records Specialist	N	AS11	\$2,536.00	\$3,143.78	\$3,751.56
Environmental Code Field Supervisor	E	PM17	\$3,950.00	\$4,896.28	\$5,842.56
Environmental Code Inspector	N	AS13	\$2,837.00	\$3,516.64	\$4,196.28
Equipment Mechanic	N	MT14	\$2,543.00	\$3,087.61	\$3,632.22
Equipment Operator I	N	MT11	\$2,185.00	\$2,652.59	\$3,120.18
Equipment Operator II	N	MT12	\$2,298.00	\$2,790.18	\$3,282.36
Equipment Services Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Executive Secretary	N	CL22	\$2,626.00	\$3,188.27	\$3,750.54
Fabrication Welder	N	MT14	\$2,543.00	\$3,087.61	\$3,632.22
Facility Attendant	E	HS01	\$1,257.00	\$1,333.83	\$1,410.66
Facility Maintenance Supervisor	N	MT13	\$2,417.00	\$2,934.34	\$3,451.68
Fire Chief	E	EXEC			
Fire Department Nurse	N	PM18	\$4,173.00	\$5,172.51	\$6,172.02
Florence Ranch Homestead Park Coordinator	N	PM08	\$2,407.00	\$2,983.91	\$3,560.82
Food and Beverage Worker	N	HS02	\$1,430.00	\$1,516.72	\$1,603.44
General Warehouse Clerk	N	LB15	\$2,066.00	\$2,508.43	\$2,950.86
GIS Analyst	E	PM18	\$4,173.00	\$5,172.51	\$6,172.02
GIS Intern	N	AS04	\$1,714.00	\$2,124.86	\$2,535.72
GIS Technician	N	AS13	\$2,837.00	\$3,516.64	\$4,196.28
GIS/Engineering Analyst	N	AS15	\$3,173.00	\$3,933.01	\$4,693.02
GIS/Engineering Senior Analyst	N	AS17	\$3,549.00	\$4,398.96	\$5,248.92
Golf Cart Attendant	N	HS01	\$1,257.00	\$1,333.83	\$1,410.66
Golf Course Maintenance Technician	N	MT11	\$2,185.00	\$2,652.59	\$3,120.18
Golf Course Maintenance Worker	N	LB09	\$1,527.00	\$1,853.88	\$2,180.76
Graduate Engineer	E	ENG02	\$3,455.00	\$4,370.83	\$5,286.66
Graduate Intern	N	AS05	\$1,812.00	\$2,246.28	\$2,680.56
Grant Coordinator	E	PM12	\$3,000.00	\$3,718.50	\$4,437.00
Head Lifeguard	E	HS05	\$1,656.00	\$1,757.22	\$1,858.44
Health Clinic Clerk	N	CL17	\$1,995.00	\$2,421.93	\$2,848.86
Health Specialist	E	PM13	\$3,170.00	\$3,929.47	\$4,688.94

City of Mesquite
General Government FY 2011-12 Pay Plan
Effective October 1, 2011

Title	FLSA	Grade	Min	Mid	Max
Health Specialist II	E	PM15	\$3,538.00	\$4,385.30	\$5,232.60
Heavy Equipment Mechanic	N	MT17	\$2,959.00	\$3,592.43	\$4,225.86
Heavy Equipment Operator - Solid Waste	N	MT13	\$2,417.00	\$2,934.34	\$3,451.68
Heavy Equipment Operator - Streets	N	MT13	\$2,417.00	\$2,934.34	\$3,451.68
Help Desk Technician	N	AS14	\$3,000.00	\$3,718.50	\$4,437.00
High School Intern	N	CL09	\$1,285.00	\$1,559.99	\$1,834.98
Historical Preservation Officer	E	PM16	\$3,738.00	\$4,633.20	\$5,528.40
Housing Assistant	N	CL17	\$1,995.00	\$2,421.93	\$2,848.86
Housing Inspection Field Supervisor	N	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Housing Inspector	N	AS11	\$2,536.00	\$3,143.78	\$3,751.56
Housing Intake Clerk	N	CL17	\$1,995.00	\$2,421.93	\$2,848.86
Housing Specialist	N	AS08	\$2,144.00	\$2,657.59	\$3,171.18
Housing Technician	N	AS11	\$2,536.00	\$3,143.78	\$3,751.56
Human Resources Analyst	E	PM13	\$3,170.00	\$3,929.47	\$4,688.94
Human Resources Senior Analyst	E	PM17	\$3,950.00	\$4,896.28	\$5,842.56
Human Resources Specialist	N	CL22	\$2,626.00	\$3,188.27	\$3,750.54
Human Resources Supervisor	E	PM21	\$4,921.00	\$6,099.86	\$7,278.72
KMB Executive Director/ Volunteer Program Coordinator	E	PM14	\$3,349.00	\$4,151.06	\$4,953.12
Legal Services Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Librarian	E	PM13	\$3,170.00	\$3,929.47	\$4,688.94
Library Assistant I	N	CL16	\$1,888.00	\$2,292.44	\$2,696.88
Library Assistant II	N	CL17	\$1,995.00	\$2,421.93	\$2,848.86
Library Page	N	CL11	\$1,435.20	\$1,742.19	\$2,049.18
Library Services Supervisor	E	PM16	\$3,738.00	\$4,633.20	\$5,528.40
Lifeguard	E	HS03	\$1,502.00	\$1,593.52	\$1,685.04
Line Services Technician	N	MT09	\$1,975.00	\$2,397.65	\$2,820.30
Maintenance Crew Chief	N	MT15	\$2,674.00	\$3,246.44	\$3,818.88
Maintenance Worker I	N	LB12	\$1,775.00	\$2,154.85	\$2,534.70
Maintenance Worker II	N	MT09	\$1,975.00	\$2,397.65	\$2,820.30
Management Analyst	E	PM15	\$3,538.00	\$4,385.30	\$5,232.60
Manager of Accounting Services	E	MG			
Manager of Branch Library Services	E	MG			
Manager of Building Services	E	MG			
Manager of Collections	E	MG			
Manager of Communications and Marketing	E	MG			
Manager of Economic Development	E	MG			
Manager of Environmental Code	E	MG			
Manager of Equipment Services Division	E	MG			
Manager of Health	E	MG			
Manager of Housing	E	MG			
Manager of Human Resources	E	MG			
Manager of Park Planning	E	MG			
Manager of Park Services	E	MG			
Manager of Planning and Zoning	E	MG			
Manager of Purchasing	E	MG			
Manager of Recreation Services	E	MG			
Manager of Solid Waste Division	E	MG			
Manager of Streets Division	E	MG			
Manager of Traffic Engineering and Street Lighting	E	MG			
Manager of Utilities Division	E	MG			
Managing Director of Administrative Services	E	EXEC			
Marketing Specialist	E	PM12	\$3,000.00	\$3,718.50	\$4,437.00

City of Mesquite
General Government FY 2011-12 Pay Plan
Effective October 1, 2011

Title	FLSA	Grade	Min	Mid	Max
Mesquite Arts Center Assistant Manager	E	PM14	\$3,349.00	\$4,151.06	\$4,953.12
Mesquite Arts Center Manager	E	MG			
MTED Driver	N	LB12	\$1,775.00	\$2,154.85	\$2,534.70
Municipal Court Clerk	N	CL19	\$2,227.00	\$2,703.68	\$3,180.36
Municipal Court Judge	E	EXEC			
Network Administrator	E	PM21	\$4,921.00	\$6,099.86	\$7,278.72
Nurse - Part-time	N	AS17	\$3,549.00	\$4,398.96	\$5,248.92
Office Coordinator	N	CL22	\$2,626.00	\$3,188.27	\$3,750.54
Paralegal I	N	AS14	\$3,000.00	\$3,718.50	\$4,437.00
Paralegal II	N	AS15	\$3,173.00	\$3,933.01	\$4,693.02
Park Athletic Fields Technician	N	MT11	\$2,185.00	\$2,652.59	\$3,120.18
Park Equipment Mechanic	N	MT13	\$2,417.00	\$2,934.34	\$3,451.68
Park Equipment Operator	N	MT10	\$2,077.00	\$2,521.58	\$2,966.16
Park Grounds Maintenance Technician	N	LB12	\$1,775.00	\$2,154.85	\$2,534.70
Park Irrigation Technician	N	MT12	\$2,298.00	\$2,790.18	\$3,282.36
Park Maintenance Mechanic-Facilities	N	MT12	\$2,298.00	\$2,790.18	\$3,282.36
Park Maintenance Specialist	N	LB12	\$1,775.00	\$2,154.85	\$2,534.70
Park Planner	E	PM17	\$3,950.00	\$4,896.28	\$5,842.56
Payroll Technician (Accounting)	N	CL23	\$2,775.00	\$3,368.85	\$3,962.70
Payroll/HRIS Administrator	N	AS15	\$3,173.00	\$3,933.01	\$4,693.02
PC Support Analyst	N	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Permit Technician	N	CL19	\$2,227.00	\$2,703.68	\$3,180.36
Planner	E	PM15	\$3,538.00	\$4,385.30	\$5,232.60
Plans Examiner	N	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Plumbing/Mechanical Inspector	N	AS15	\$3,173.00	\$3,933.01	\$4,693.02
Police Chief	E	EXEC			
Police Payroll Technician	N	CL20	\$2,352.00	\$2,855.43	\$3,358.86
Police Records Clerk	N	CL18	\$2,108.00	\$2,559.52	\$3,011.04
Police Records Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Pool Cashier	E	HS01	\$1,257.00	\$1,333.83	\$1,410.66
Pool Maintenance Technician	N	MT12	\$2,298.00	\$2,790.18	\$3,282.36
Postal Services Clerk	N	CL16	\$1,888.00	\$2,292.44	\$2,696.88
Principal Planner	E	PM19	\$4,409.00	\$5,464.93	\$6,520.86
Printer	N	MT10	\$2,077.00	\$2,521.58	\$2,966.16
Printing & Postal Services Supervisor	N	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Pro Shop Attendant	N	HS05	\$1,656.00	\$1,757.22	\$1,858.44
Production Supervisor	E	AS17	\$3,549.00	\$4,398.96	\$5,248.92
Programmer Analyst	N	AS19	\$3,970.00	\$4,921.07	\$5,872.14
Project Engineer	E	ENG08	\$5,486.00	\$6,939.79	\$8,393.58
Property Room Clerk	N	CL18	\$2,108.00	\$2,559.52	\$3,011.04
Public Safety Computer Administrator/Analyst	N	PM19	\$4,409.00	\$5,464.93	\$6,520.86
Public Safety Dispatcher I	N	SK01	\$2,426.67	\$2,578.34	\$2,730.00
Public Safety Dispatcher II	N	SK02	\$2,823.60	\$3,461.80	\$4,099.99
Public Safety Dispatcher Supervisor	N	SK03	\$3,572.40	\$4,378.97	\$5,185.55
Public Safety Operations Analyst	E	PM14	\$3,349.00	\$4,151.06	\$4,953.12
Public Service Officer	N	MT15	\$2,674.00	\$3,246.44	\$3,818.88
Public Works Backflow Inspector	N	MT17	\$2,959.00	\$3,592.43	\$4,225.86
Public Works Construction Inspector	N	AS15	\$3,173.00	\$3,933.01	\$4,693.02
Public Works Dispatcher/ Water Pump Station Monitor	N	CL18	\$2,108.00	\$2,559.52	\$3,011.04
Purchasing Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Recreation Supervisor	E	PM11	\$2,839.00	\$3,519.17	\$4,199.34
Recreation Leader	N	CL16	\$1,888.00	\$2,292.44	\$2,696.88



City of Mesquite
General Government FY 2011-12 Pay Plan
Effective October 1, 2011

Title	FLSA	Grade	Min	Mid	Max
Recreation Services Superintendent	E	PM19	\$4,409.00	\$5,464.93	\$6,520.86
Recreation Specialist	N	PM10	\$2,687.00	\$3,330.97	\$3,974.94
Residential Building Inspector	N	AS14	\$3,000.00	\$3,718.50	\$4,437.00
Residential Plans Reviewer	N	AS13	\$2,837.00	\$3,516.64	\$4,196.28
Residential Solid Waste Driver - Collector	N	MT12	\$2,298.00	\$2,790.18	\$3,282.36
Residential Solid Waste Driver - Trainee	N	MT06	\$1,697.00	\$2,060.26	\$2,423.52
Risk Manager	E	PM22	\$5,199.00	\$6,444.39	\$7,689.78
Seasonal Park Worker	N	HS01	\$1,257.00	\$1,333.83	\$1,410.66
Seasonal Utility Worker	N	HS01	\$1,257.00	\$1,333.83	\$1,410.66
Secretary	N	CL18	\$2,108.00	\$2,559.52	\$3,011.04
Senior Accounts Payable Technician	N	CL21	\$2,485.00	\$3,016.79	\$3,548.58
Senior Administrative Aide - City Manager	N	AS15	\$3,173.00	\$3,933.01	\$4,693.02
Senior Administrative Secretary	N	CL22	\$2,626.00	\$3,188.27	\$3,750.54
Senior Administrative Supervisor	E	AS15	\$3,173.00	\$3,933.01	\$4,693.02
Senior Building Maintenance Technician	N	MT16	\$2,813.00	\$3,415.39	\$4,017.78
Senior Cashier	N	CL19	\$2,227.00	\$2,703.68	\$3,180.36
Senior Civil Engineer	E	ENG09	\$5,921.00	\$7,490.32	\$9,059.64
Senior Customer Service Representative	N	CL22	\$2,626.00	\$3,188.27	\$3,750.54
Senior Environmental Code Inspector	N	AS15	\$3,173.00	\$3,933.01	\$4,693.02
Senior Financial Analyst	E	PM17	\$3,950.00	\$4,896.28	\$5,842.56
Senior Food and Beverage Worker	N	HS04	\$1,577.00	\$1,672.84	\$1,768.68
Senior Grounds Maintenance Technician	N	MT11	\$2,185.00	\$2,652.59	\$3,120.18
Senior Health Specialist	E	PM17	\$3,950.00	\$4,896.28	\$5,842.56
Senior Housing Counselor	N	AS10	\$2,398.00	\$2,972.27	\$3,546.54
Senior Housing Inspector	N	AS14	\$3,000.00	\$3,718.50	\$4,437.00
Senior Library Assistant	N	CL18	\$2,108.00	\$2,559.52	\$3,011.04
Senior Line Services Technician	N	MT12	\$2,298.00	\$2,790.18	\$3,282.36
Senior Management Analyst	E	PM17	\$3,950.00	\$4,896.28	\$5,842.56
Senior Mechanic	N	MT17	\$2,959.00	\$3,592.43	\$4,225.86
Senior Municipal Court Clerk	N	CL22	\$2,626.00	\$3,188.27	\$3,750.54
Senior PC Support Analyst	N	AS18	\$3,754.00	\$4,653.44	\$5,552.88
Senior Permit Technician	N	CL21	\$2,485.00	\$3,016.79	\$3,548.58
Senior Planner	E	PM17	\$3,950.00	\$4,896.28	\$5,842.56
Senior Pro Shop Attendant	N	HS08	\$1,911.00	\$2,027.52	\$2,144.04
Senior Procurement Specialist	E	PM15	\$3,538.00	\$4,385.30	\$5,232.60
Senior Programmer Analyst	N	AS23	\$4,968.00	\$6,158.04	\$7,348.08
Senior Programs Coordinator	E	PM13	\$3,170.00	\$3,929.47	\$4,688.94
Senior Programs Supervisor	E	PM11	\$2,839.00	\$3,519.17	\$4,199.34
Senior Recreation Supervisor	E	PM14	\$3,349.00	\$4,151.06	\$4,953.12
Senior Telecommunications Technician	N	AS14	\$3,000.00	\$3,718.50	\$4,437.00
Senior Water Production Technician	N	MT16	\$2,813.00	\$3,415.39	\$4,017.78
Service Attendant	N	LB13	\$1,867.00	\$2,266.64	\$2,666.28
Signal Maintenance Supervisor	N	AS17	\$3,549.00	\$4,398.96	\$5,248.92
Signal Maintenance Technician	N	MT15	\$2,674.00	\$3,246.44	\$3,818.88
Signs & Markings Supervisor	N	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Signs and Markings Technician	N	MT09	\$1,975.00	\$2,397.65	\$2,820.30
Solid Waste Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Special Events Coordinator	E	PM15	\$3,538.00	\$4,385.30	\$5,232.60
Special Projects Coordinator	N	AS10	\$2,398.00	\$2,972.27	\$3,546.54
Storm Water Specialist	E	PM14	\$3,349.00	\$4,151.06	\$4,953.12
Street Assessment Technician	N	MT15	\$2,674.00	\$3,246.44	\$3,818.88
Street Lighting Maintenance Technician	N	MT15	\$2,674.00	\$3,246.44	\$3,818.88



City of Mesquite
General Government FY 2011-12 Pay Plan
Effective October 1, 2011

Title	FLSA	Grade	Min	Mid	Max
Streets Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Support Services Supervisor	E	AS13	\$2,837.00	\$3,516.64	\$4,196.28
Swim Coach	E	HS07	\$1,820.00	\$1,931.02	\$2,042.04
Swimming Pool Supervisor	E	HS07	\$1,820.00	\$1,931.02	\$2,042.04
Telecommunications Technician	N	CL16	\$1,888.00	\$2,292.44	\$2,696.88
Tennis Center Attendant	N	CL16	\$1,888.00	\$2,292.44	\$2,696.88
Tennis Center Supervisor	E	MT14	\$2,543.00	\$3,087.61	\$3,632.22
Tire Repairer	N	LB13	\$1,867.00	\$2,266.64	\$2,666.28
Track Coach	E	HS07	\$1,820.00	\$1,931.02	\$2,042.04
Traffic & Street Lighting Superintendent	E	AS21	\$4,441.00	\$5,504.90	\$6,568.80
Traffic Engineer	E	ENG08	\$5,486.00	\$6,939.79	\$8,393.58
Transit Dispatcher	N	CL17	\$1,995.00	\$2,421.93	\$2,848.86
Transportation Coordinator	E	PM13	\$3,170.00	\$3,929.47	\$4,688.94
Undergraduate Intern	N	AS04	\$1,714.00	\$2,124.86	\$2,535.72
Utilities Technician	N	MT16	\$2,813.00	\$3,415.39	\$4,017.78
Utility Crew Chief	N	MT15	\$2,674.00	\$3,246.44	\$3,818.88
Utility Service Clerk	N	CL19	\$2,227.00	\$2,703.68	\$3,180.36
Utility Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Vector Control Technician	N	HS08	\$1,911.00	\$2,027.52	\$2,144.04
Warehouse Supervisor	E	AS16	\$3,356.00	\$4,160.17	\$4,964.34
Warehouse Technician	N	MT12	\$2,298.00	\$2,790.18	\$3,282.36
Water Conservation and Recycling Coordinator	E	AS14	\$3,000.00	\$3,718.50	\$4,437.00
Water Meter Reader	N	LB14	\$1,964.00	\$2,384.50	\$2,805.00
Water Production Technician	N	MT13	\$2,417.00	\$2,934.34	\$3,451.68
Water Services Representative	N	MT11	\$2,185.00	\$2,652.59	\$3,120.18
Website and Systems Developer	E	PM19	\$4,409.00	\$5,464.93	\$6,520.86



2011 - 2012 Skill Based Pay Plan
Effective Date: October 1, 2011

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 (NICIC Trainee) \$15.14 hourly \$2,624.27 monthly \$31,491.24 annually Type 40 WPM 3 months as Call Taker Knowledge, Skills, Abilities	NICIC \$15.75 hourly \$2,730.00 monthly \$32,760.00 annually Type 40 WPM 3 months Fire Dispatcher Knowledge, Skills, Abilities	Start Channel 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 \$19.97 hourly \$3,461.80 monthly \$41,541.55 annually	Maximum \$23.65 hourly \$4,099.99 monthly \$49,199.90 annually
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Public Safety Dispatcher Supervisor

Range	Minimum \$20.61 hourly \$3,572.40 monthly \$42,868.80 annually	Midpoint \$25.27 hourly \$4,378.98 monthly \$52,547.69 annually	Maximum \$29.92 hourly \$5,185.55 monthly \$62,226.57 annually
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CITY OF MESQUITE
Civil Service Pay Plan – Police
2011-2012
Effective January 1, 2012

Job Title	FLSA	Pay Grade	Base	B1	B2	B3	B4	B5
Police Officer	N	PG1	4,470.66	4,694.04	4,928.64	5,175.48	5,433.54	5,705.88
Police Sergeant	N	PG2						6,921.72
Police Lieutenant	N	PG3						7,832.58
Police Captain	N	PG4						9,062.70
Assistant Police Chief	E	PG5						10,545.78

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
2011-2012
Effective January 1, 2012

Job Title	FLSA	Pay Grade	Base	B1	B2	B3	B4	B5
Firefighter	N	FG1	4,470.66	4,694.04	4,928.64	5,175.48	5,433.54	5,705.88
Fire Driver-Engineer	N	FG2						6,103.68
Fire Lieutenant	N	FG3						6,806.46
Fire Captain	N	FG4						7,610.22
Fire Deputy Chief	N	FG5						8,744.46
Assistant Fire Chief	E	FG6						10,449.90

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.