

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ESTABLISHING A PILOT BILINGUAL ASSIGNMENT PAY PROGRAM FOR THE MESQUITE POLICE DEPARTMENT AND AUTHORIZING ASSIGNMENT PAY FOR COMMISSIONED POLICE OFFICERS AND GENERAL GOVERNMENT EMPLOYEES OF THE MESQUITE POLICE DEPARTMENT WHO HAVE SATISFIED CERTAIN CRITERIA AND WHO HAVE BEEN ASSIGNED TO PERFORM THE SPECIALIZED FUNCTION OF TRANSLATING CERTAIN LANGUAGES AS PART OF THEIR DUTIES FOR THE MESQUITE POLICE DEPARTMENT; PROVIDING A REPEALER CLAUSE; AND PROVIDING A SEVERABILITY CLAUSE.

WHEREAS, in an effort to increase the efficiency and effectiveness of personnel of the Mesquite Police Department by improving communications with the public, the City Council directed the City's Human Resources Department, along with the City's Police Department, to develop a pilot program for bilingual assignment pay for the Mesquite Police Department.

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

SECTION 1. That the City of Mesquite, Texas (the "City"), hereby establishes a pilot program for bilingual assignment pay for the Mesquite Police Department (the "MPD Pilot Bilingual Assignment Pay Program"). The MPD Pilot Bilingual Assignment Pay Program will be on the terms and subject to the conditions and criteria more fully set forth in this ordinance and will be effective from the date of this ordinance until and including 11:59 p.m. on September 30, 2014, unless changed, amended or repealed by a subsequent ordinance as more fully set forth in Section 14 below.

SECTION 2. That "Chief of Police" as used in this ordinance shall mean the Chief of Police of the Mesquite Police Department.

SECTION 3. That "Eligible MPD Employee" as used in this ordinance shall mean commissioned police officers of the Mesquite Police Department (except for the Chief of Police) and general government employees of the Mesquite Police Department.

SECTION 4. That "Eligible Foreign Language" as used in this ordinance shall mean Spanish and such additional language(s) as the Chief of Police may hereafter designate as eligible language(s) for the MPD Pilot Bilingual Assignment Pay Program.

SECTION 5. That "CEF Proficiency Scale" as used in this ordinance shall mean that certain scale established by the Council of Europe as a means of standardizing levels of language proficiency and commonly referred to as The Common European Framework of Reference for Languages, as hereafter amended or replaced.

SECTION 6. That “Successfully Passed” as used in this ordinance shall mean that the Eligible MPD Employee has completed a language proficiency exam administered by or on behalf of the City’s Human Resources Department and has earned at least the minimum score required to demonstrate an overall Proficiency Level rating of B2, C1 or C2 on the CEF Proficiency Scale, or a level of proficiency equivalent thereto.

SECTION 7. That the City Council hereby authorizes the City to pay assignment pay in the amounts set forth in this ordinance to each Eligible MPD Employee who is assigned by the Chief of Police to perform the specialized function of translating an Eligible Foreign Language into English (and English into an Eligible Foreign Language) as part of their job duties for the Mesquite Police Department and who meet the following criteria:

1. The Eligible MPD Employee must have successfully completed his/her probationary period with the Mesquite Police Department; and
2. The Eligible MPD Employee must have Successfully Passed a language proficiency exam in the Eligible Foreign Language administered by or on behalf of the City’s Human Resources Department.

SECTION 8. That the amount of assignment pay authorized by this ordinance will be based on the Eligible MPD Employee’s level of language proficiency as more fully set forth below:

Level of Language Proficiency	Amount of Assignment Pay
Eligible MPD Employee who has Successfully Passed only a Verbal (Oral) language proficiency exam	\$50.00 per month
Eligible MPD Employee who has Successfully Passed only a Reading/Writing language proficiency exam	\$100.00 per month
Eligible MPD Employee who has Successfully Passed both a Verbal (Oral) language proficiency exam and a Reading/Writing language proficiency exam	\$150.00 per month

SECTION 9. That the assignment pay authorized by this ordinance shall be in addition to the regular pay received by the Eligible MPD Employees who are receiving the assignment pay.

SECTION 10. That the Chief of Police is not eligible for the assignment pay authorized by this ordinance.

SECTION 11. That this ordinance is being passed pursuant to §143.042 of the Texas Local Government Code to the extent it applies to commissioned police officers of the Mesquite Police Department.

SECTION 12. 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 13. 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.

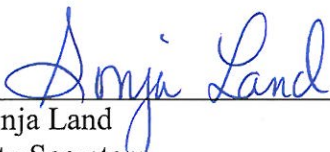
SECTION 14. That the MPD Pilot Bilingual Assignment Pay Program established by this ordinance and the assignment pay authorized herein are subject to change, amendment or repeal by subsequent ordinance of the City Council at any time and any benefits hereunder are subject to the appropriation and allocation of funds for that purpose by the City Council. The provisions of this ordinance are not intended to create contractual rights between the City and its employees and nothing contained in this ordinance shall be construed as creating or constituting a contract, either expressed or implied, unilateral or otherwise, between the City and its employees.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 4th day of March, 2013.




John Monaco
Mayor

ATTEST:



Sonja Land
City Secretary

APPROVED:



B. J. Smith
City Attorney