

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING A 2013-14 PAY PLAN FOR GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2013, THEREBY PROVIDING ALL ELIGIBLE GENERAL GOVERNMENT PERSONNEL MEETING PERFORMANCE STANDARDS WITH A THREE-PERCENT MERIT INCREASE ON THEIR PERFORMANCE REVIEW DATE; ADOPTING REVISED PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2014, THEREBY PROVIDING A THREE-PERCENT MARKET ADJUSTMENT TO ALL RANKS OF THE COMMISSIONED POLICE AND FIRE PERSONNEL ON THE EFFECTIVE DATE AS WELL AS STEP INCREASES FOR ELIGIBLE POLICE OFFICERS AND FIREFIGHTERS ON THEIR ANNIVERSARY DATE; 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 pay plan for general government personnel as more fully described in Exhibit "A," attached hereto and made a part hereof, is hereby adopted effective from and after October 1, 2013, and the pay plan for commissioned police and fire personnel as more fully described in Exhibit "A," attached hereto and made a part hereof, is hereby adopted effective from and after January 1, 2014.

SECTION 2. That those general government employees of the City of Mesquite, Texas ("City"), who are in good standing and who meet a performance standard of fully successful on their annual performance review during the City's 2013-14 fiscal year will be eligible for a three-percent merit increase effective as of their 2013-14 annual performance review date. No general government employee of the City who is on a work improvement plan ("WIP") as of their annual performance review date during the City's 2013-14 fiscal year shall be eligible for the three percent (3%) merit increase set forth in this Section 3 unless and until such employee successfully completes their WIP during the City's 2013-14 fiscal year. If a general government employee successfully completes their WIP during the City's 2013-14 fiscal year, such employee will be eligible for the three percent (3%) merit increase set forth in this Section 3 effective as of the date such employee successfully completes their WIP.

SECTION 3. That the pay plans for commissioned police and fire personnel attached hereto as Exhibit "A" include a three percent (3%) market adjustment for all ranks of the commissioned police and fire personnel effective January 1, 2014.

SECTION 4. That the pay plans for commissioned police and fire personnel attached hereto as Exhibit "A" which are being adopted by this ordinance effective January 1, 2014, include step increases for eligible commissioned police officers and fire fighters who have not reached the maximum salary for their rank which will still be received on the employee's anniversary date.

SECTION 5. 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 6. 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 50 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 7. That all ordinances or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed. To the extent that such ordinances or portions thereof are not in conflict herewith, the same shall remain in full force and effect.

SECTION 8. That should any word, sentence, clause, paragraph or provision of this ordinance be held to be invalid or unconstitutional, the validity of the remaining provisions of this ordinance shall not be affected and shall remain in full force and effect.

SECTION 9. That the provisions of the pay plans for general government and commissioned police and fire personnel as more fully set forth in Exhibit "A," 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.

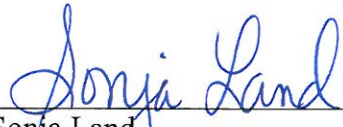
SECTION 10. That subject to the approval by the Board of Trustees of the Texas Municipal Retirement System, that items listed under Sections 5 and 6 of this ordinance pertaining to the updated service credits and increases in retirement annuities granted hereby shall be and become effective January 1, 2014.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas,
on the 16th day of September, 2013.




John Monaco
Mayor

ATTEST:



Sonja Land
City Secretary

APPROVED:



B. J. Smith
City Attorney

EXHIBIT "A"

2013-14 PAY PLANS

MESQUITE

T E X A S
Real . Texas . Service .

2013 – 2014 Pay Plans

General Government
Effective October 1, 2013

Police & Fire Civil Service
Effective January 1, 2014



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Seasonal Classification						
HS01	Annually:	15,084.00	16,005.96	16,927.92	Facility Attendant	Exempt
	Monthly:	1,257.00	1,333.83	1,410.66	Golf Cart Attendant	Non-Exempt
	Biweekly:	580.15	615.61	651.07	Pool Cashier	Exempt
	Hourly:	7.25	7.70	8.14	Seasonal Park Worker Seasonal Utility Worker	Non-Exempt Non-Exempt
HS02	Annually:	17,160.00	18,200.64	19,241.28	Food and Beverage Worker	Non-Exempt
	Monthly:	1,430.00	1,516.72	1,603.44		
	Biweekly:	660.00	700.02	740.05		
	Hourly:	8.25	8.75	9.25		
HS03	Annually:	18,024.00	19,122.24	20,220.48	Lifeguard	Exempt
	Monthly:	1,502.00	1,593.52	1,685.04		
	Biweekly:	693.23	735.47	777.71		
	Hourly:	8.67	9.19	9.72		
HS04	Annually:	18,924.00	20,074.08	21,224.16	Senior Food and Beverage Worker	Non-Exempt
	Monthly:	1,577.00	1,672.84	1,768.68		
	Biweekly:	727.85	772.08	816.31		
	Hourly:	9.10	9.65	10.20		
HS05	Annually:	19,872.00	21,086.64	22,301.28	Head Lifeguard Pro Shop Attendant	Exempt Non-Exempt
	Monthly:	1,656.00	1,757.22	1,858.44		
	Biweekly:	764.31	811.02	857.74		
	Hourly:	9.55	10.14	10.72		
HS07	Annually:	21,840.00	23,172.24	24,504.48	Swim Coach Swimming Pool Supervisor Track Coach	Exempt Exempt Exempt
	Monthly:	1,820.00	1,931.02	2,042.04		
	Biweekly:	840.00	891.24	942.48		
	Hourly:	10.50	11.14	11.78		
HS08	Annually:	22,932.00	24,330.24	25,728.48	Senior Pro Shop Attendant Vector Control Technician	Non-Exempt Non-Exempt
	Monthly:	1,911.00	2,027.52	2,144.04		
	Biweekly:	882.00	935.78	989.56		
	Hourly:	11.03	11.70	12.37		

Pay Grade(s) with no positions:
 HS06



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Labor Classification						
LB09	Annually:	18,324.00	22,246.56	26,169.12	Golf Course Maintenance Worker	Non-Exempt
	Monthly:	1,527.00	1,853.88	2,180.76		
	Biweekly:	704.77	855.64	1,006.50		
	Hourly:	8.81	10.70	12.58		
LB12	Annually:	21,300.00	25,858.20	30,416.40	Airport Security Technician	Non-Exempt
	Monthly:	1,775.00	2,154.85	2,534.70	Custodian	Non-Exempt
	Biweekly:	819.23	994.55	1,169.86	Maintenance Worker I	Non-Exempt
	Hourly:	10.24	12.43	14.62	MTED Driver	Non-Exempt
LB13	Annually:	22,404.00	27,199.68	31,995.36	Animal Shelter Attendant	Non-Exempt
	Monthly:	1,867.00	2,266.64	2,666.28	Arts Center Facility Attendant	Non-Exempt
	Biweekly:	861.69	1,046.14	1,230.59	Service Attendant	Non-Exempt
	Hourly:	10.77	13.08	15.38	Tire Repairer	Non-Exempt
LB14	Annually:	23,568.00	28,614.00	33,660.00	Water Meter Reader	Non-Exempt
	Monthly:	1,964.00	2,384.50	2,805.00		
	Biweekly:	906.46	1,100.54	1,294.62		
	Hourly:	11.33	13.76	16.18		
LB15	Annually:	24,792.00	30,101.16	35,410.32	Automotive Warehouse Clerk	Non-Exempt
	Monthly:	2,066.00	2,508.43	2,950.86	General Warehouse Clerk	Non-Exempt
	Biweekly:	953.54	1,157.74	1,361.94		
	Hourly:	11.92	14.47	17.02		

Pay Grade(s) with no positions:

LB01 - LB08, LB10, LB11



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Clerical Classification						
CL09	Annually:	15,420.00	18,719.88	22,019.76	High School Intern	Non-Exempt
	Monthly:	1,285.00	1,559.99	1,834.98		
	Biweekly:	593.08	720.00	846.91		
	Hourly:	7.41	9.00	10.59		
CL11	Annually:	17,222.40	20,906.28	24,590.16	Library Page	Non-Exempt
	Monthly:	1,435.20	1,742.19	2,049.18		
	Biweekly:	662.40	804.09	945.78		
	Hourly:	8.28	10.05	11.82		
CL16	Annually:	22,656.00	27,509.28	32,362.56	Administrative Clerk Library Assistant I Recreation Leader Telecommunications Technician Tennis Center Attendant	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	1,888.00	2,292.44	2,696.88		
	Biweekly:	871.38	1,058.05	1,244.71		
	Hourly:	10.89	13.23	15.56		
CL17	Annually:	23,940.00	29,063.16	34,186.32	Health Clinic Clerk Housing Specialist Housing Intake Clerk Library Assistant II Transit Dispatcher	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	1,995.00	2,421.93	2,848.86		
	Biweekly:	920.77	1,117.81	1,314.86		
	Hourly:	11.51	13.97	16.44		
CL18	Annually:	25,296.00	30,714.24	36,132.48	Cashier Housing Records Specialist Police Records Clerk Property Room Clerk Public Works Dispatcher/ Water Pump Station Monitor Secretary Senior Library Assistant	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,108.00	2,559.52	3,011.04		
	Biweekly:	972.92	1,181.32	1,389.71		
	Hourly:	12.16	14.77	17.37		
CL19	Annually:	26,724.00	32,444.16	38,164.32	Accounting Clerk Accounts Payable Technician Customer Service Representative Municipal Court Clerk Permit Technician Senior Cashier Utility Service Clerk	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,227.00	2,703.68	3,180.36		
	Biweekly:	1,027.85	1,247.85	1,467.86		
	Hourly:	12.85	15.60	18.35		
CL20	Annually:	28,224.00	34,265.16	40,306.32	Police Payroll Technician	Non-Exempt
	Monthly:	2,352.00	2,855.43	3,358.86		
	Biweekly:	1,085.54	1,317.89	1,550.24		
	Hourly:	13.57	16.47	19.38		
CL21	Annually:	29,820.00	36,201.48	42,582.96	Administrative Secretary Court Compliance Representative Senior Accounts Payable Technician Senior Permit Technician	Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,485.00	3,016.79	3,548.58		
	Biweekly:	1,146.92	1,392.36	1,637.81		
	Hourly:	14.34	17.40	20.47		
CL22	Annually:	31,512.00	38,259.24	45,006.48	Executive Secretary Human Resources Specialist Office Coordinator Senior Administrative Secretary Senior Customer Service Representative Senior Municipal Court Clerk	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,626.00	3,188.27	3,750.54		
	Biweekly:	1,212.00	1,471.51	1,731.02		
	Hourly:	15.15	18.39	21.64		
CL23	Annually:	33,300.00	40,426.20	47,552.40	Payroll Technician (Accounting)	Non-Exempt
	Monthly:	2,775.00	3,368.85	3,962.70		
	Biweekly:	1,280.77	1,554.85	1,828.94		
	Hourly:	16.01	19.44	22.86		

Pay Grade(s) with no positions:
CL01 - CL08, CL10, CL12 - CL15



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Maintenance/Trades Classification						
MT06	Annually:	20,364.00	24,723.12	29,082.24	Residential Solid Waste Driver - Trainee	Non-Exempt
	Monthly:	1,697.00	2,060.26	2,423.52		
	Biweekly:	783.23	950.89	1,118.55		
	Hourly:	9.79	11.89	13.98		
MT09	Annually:	23,700.00	28,771.80	33,843.60	Line Services Technician Maintenance Worker II Signs and Markings Technician	Non-Exempt Non-Exempt Non-Exempt
	Monthly:	1,975.00	2,397.65	2,820.30		
	Biweekly:	911.54	1,106.61	1,301.68		
	Hourly:	11.39	13.83	16.27		
MT10	Annually:	24,924.00	30,258.96	35,593.92	Park Equipment Operator Print Shop Technician	Non-Exempt Non-Exempt
	Monthly:	2,077.00	2,521.58	2,966.16		
	Biweekly:	958.62	1,163.81	1,369.00		
	Hourly:	11.98	14.55	17.11		
MT11	Annually:	26,220.00	31,831.08	37,442.16	Equipment Operator I Golf Course Maintenance Technician Park Athletic Fields Technician Senior Grounds Maintenance Technician Water Services Representative	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,185.00	2,652.59	3,120.18		
	Biweekly:	1,008.46	1,224.27	1,440.08		
	Hourly:	12.61	15.30	18.00		
MT12	Annually:	27,576.00	33,482.16	39,388.32	Chemical Application Technician Concrete Finisher Equipment Operator II Park Irrigation Technician Park Maintenance Mechanic-Facilities Pool Maintenance Technician Residential Solid Waste Driver - Collector Senior Line Services Technician Warehouse Technician	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,298.00	2,790.18	3,282.36		
	Biweekly:	1,060.62	1,287.78	1,514.94		
	Hourly:	13.26	16.10	18.94		
MT13	Annually:	29,004.00	35,212.08	41,420.16	Animal Control Officer Detention Officer I Facility Maintenance Supervisor Heavy Equipment Operator - Solid Waste Heavy Equipment Operator - Streets Park Equipment Mechanic Park Maintenance Mechanic-Facilities/Aquatics Water Production Technician	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,417.00	2,934.34	3,451.68		
	Biweekly:	1,115.54	1,354.31	1,593.08		
	Hourly:	13.94	16.93	19.91		
MT14	Annually:	30,516.00	37,051.32	43,586.64	Equipment Mechanic Fabrication Welder Tennis Center Supervisor	Non-Exempt Non-Exempt Exempt
	Monthly:	2,543.00	3,087.61	3,632.22		
	Biweekly:	1,173.69	1,425.05	1,676.41		
	Hourly:	14.67	17.81	20.96		
MT15	Annually:	32,088.00	38,957.28	45,826.56	Concrete Crew Chief Detention Officer II Maintenance Crew Chief Public Service Officer Signal Maintenance Technician Street Assessment Technician Street Lighting Maintenance Technician Utility Crew Chief	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,674.00	3,246.44	3,818.88		
	Biweekly:	1,234.15	1,498.36	1,762.56		
	Hourly:	15.43	18.73	22.03		
MT16	Annually:	33,756.00	40,984.68	48,213.36	Senior Building Maintenance Technician Senior Water Production Technician Utilities Technician	Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,813.00	3,415.39	4,017.78		
	Biweekly:	1,298.31	1,576.33	1,854.36		
	Hourly:	16.23	19.70	23.18		
MT17	Annually:	35,508.00	43,109.16	50,710.32	Heavy Equipment Mechanic Public Works Backflow Inspector Senior Mechanic	Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,959.00	3,592.43	4,225.86		
	Biweekly:	1,365.69	1,658.04	1,950.40		
	Hourly:	17.07	20.73	24.38		

Pay Grade(s) with no positions:
MT01 - MT05, MT07, MT08



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Administrative Classification						
AS04	Annually:	20,568.00	25,498.32	30,428.64	GIS Intern	Non-Exempt
	Monthly:	1,714.00	2,124.86	2,535.72	Undergraduate Intern	Non-Exempt
	Biweekly:	791.08	980.70	1,170.33		
	Hourly:	9.89	12.26	14.63		
AS05	Annually:	21,744.00	26,955.36	32,166.72	Graduate Intern	Non-Exempt
	Monthly:	1,812.00	2,246.28	2,680.56		
	Biweekly:	836.31	1,036.74	1,237.18		
	Hourly:	10.45	12.96	15.46		
AS09	Annually:	27,204.00	33,724.56	40,245.12	Buyer	Non-Exempt
	Monthly:	2,267.00	2,810.38	3,353.76		
	Biweekly:	1,046.31	1,297.10	1,547.89		
	Hourly:	13.08	16.21	19.35		
AS11	Annually:	30,432.00	37,725.36	45,018.72	Engineering Plans and Records Specialist	Non-Exempt
	Monthly:	2,536.00	3,143.78	3,751.56	Housing Inspector	Non-Exempt
	Biweekly:	1,170.46	1,450.98	1,731.49	Housing Occupancy Technican	Non-Exempt
	Hourly:	14.63	18.14	21.64		
AS12	Annually:	32,184.00	39,892.68	47,601.36	Administrative Aide	Non-Exempt
	Monthly:	2,682.00	3,324.39	3,966.78	Administrative Aide - Police	Non-Exempt
	Biweekly:	1,237.85	1,534.33	1,830.82		
	Hourly:	15.47	19.18	22.89		
AS13	Annually:	34,044.00	42,199.68	50,355.36	Administrative Aide- City Manager	Non-Exempt
	Monthly:	2,837.00	3,516.64	4,196.28	Administrative Supervisor	Exempt
	Biweekly:	1,309.38	1,623.06	1,936.74	Assistant City Secretary	Non-Exempt
	Hourly:	16.37	20.29	24.21	Environmental Code Inspector	Non-Exempt
					GIS Technician	Non-Exempt
					Residential Plans Reviewer	Non-Exempt
				Support Services Supervisor	Exempt	
AS14	Annually:	36,000.00	44,622.00	53,244.00	Help Desk Clerk	Non-Exempt
	Monthly:	3,000.00	3,718.50	4,437.00	Paralegal I	Non-Exempt
	Biweekly:	1,384.62	1,716.23	2,047.85	Residential Building Inspector	Non-Exempt
	Hourly:	17.31	21.45	25.60	Senior Housing Inspector	Non-Exempt
					Senior Telecommunications Technician	Non-Exempt
AS15	Annually:	38,076.00	47,196.12	56,316.24	Building Inspector	Non-Exempt
	Monthly:	3,173.00	3,933.01	4,693.02	Electrical/Energy Inspector	Non-Exempt
	Biweekly:	1,464.46	1,815.24	2,166.01	GIS Analyst	Non-Exempt
	Hourly:	18.31	22.69	27.08	Paralegal II	Non-Exempt
					Payroll/HRIS Administrator	Non-Exempt
					Plumbing/Mechanical Inspector	Non-Exempt
					Public Works Construction Inspector	Non-Exempt
					Senior Administrative Aide - City Manager	Non-Exempt
				Senior Administrative Supervisor	Exempt	
				Senior Environmental Code Inspector	Non-Exempt	



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Administrative Classification, Continued						
AS16	Annually:	40,272.00	49,922.04	59,572.08	Customer Service Supervisor	Exempt
	Monthly:	3,356.00	4,160.17	4,964.34	District Park Supervisor	Exempt
	Biweekly:	1,548.92	1,920.08	2,291.23	Equipment Services Supervisor	Exempt
	Hourly:	19.36	24.00	28.64	Junior Systems Administrator	Non-Exempt
					Legal Services Supervisor	Exempt
					PC Support Analyst	Non-Exempt
					Plans Examiner	Non-Exempt
					Police Records Supervisor	Exempt
					Printing & Postal Services Supervisor	Non-Exempt
					Signs & Markings Supervisor	Non-Exempt
					Solid Waste Supervisor	Exempt
					Streets Supervisor	Exempt
					Utility Supervisor	Exempt
				Warehouse Supervisor	Exempt	
AS17	Annually:	42,588.00	52,787.52	62,987.04	Court Administrator	Exempt
	Monthly:	3,549.00	4,398.96	5,248.92	GIS Senior Analyst	Non-Exempt
	Biweekly:	1,638.00	2,030.29	2,422.58	Nurse - Part-time	Non-Exempt
	Hourly:	20.48	25.38	30.28	Production Supervisor	Exempt
AS18	Annually:	45,048.00	55,841.28	66,634.56	Senior PC Support Analyst	Non-Exempt
	Monthly:	3,754.00	4,653.44	5,552.88		
	Biweekly:	1,732.62	2,147.74	2,562.87		
	Hourly:	21.66	26.85	32.04		
AS19	Annually:	47,640.00	59,052.84	70,465.68	Assistant Manager of Building Services	Exempt
	Monthly:	3,970.00	4,921.07	5,872.14	Assistant Manager of Equipment Services Division	Exempt
	Biweekly:	1,832.31	2,271.26	2,710.22	Assistant Manager of Solid Waste Division	Exempt
	Hourly:	22.90	28.39	33.88	Assistant Manager of Streets Division	Exempt
					Assistant Manager of Utilities Division	Exempt
AS21	Annually:	53,292.00	66,058.80	78,825.60	Traffic & Street Lighting Superintendent	Exempt
	Monthly:	4,441.00	5,504.90	6,568.80		
	Biweekly:	2,049.69	2,540.72	3,031.75		
	Hourly:	25.62	31.76	37.90		
AS23	Annually:	59,616.00	73,896.48	88,176.96	Senior Programmer Analyst	Non-Exempt
	Monthly:	4,968.00	6,158.04	7,348.08		
	Biweekly:	2,292.92	2,842.17	3,391.42		
	Hourly:	28.66	35.53	42.39		

Pay Grade(s) with no positions:
AS01 - AS03, AS06 - AS08, AS10, AS20, AS22



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Skilled Classification						
SK01	Annually:	29,120.04	30,940.02	32,760.00	Public Safety Dispatcher I	Non-Exempt
	Monthly:	2,426.67	2,578.34	2,730.00		
	Biweekly:	1,120.00	1,190.00	1,260.00		
	Hourly:	14.00	14.88	15.75		
SK02	Annually:	33,883.20	41,541.55	49,199.90	Public Safety Dispatcher II	Non-Exempt
	Monthly:	2,823.60	3,461.80	4,099.99		
	Biweekly:	1,303.20	1,597.75	1,892.30		
	Hourly:	16.29	19.97	23.65		
SK03	Annually:	42,868.80	52,547.68	62,226.57	Public Safety Dispatcher Supervisor	Non-Exempt
	Monthly:	3,572.40	4,378.97	5,185.55		
	Biweekly:	1,648.80	2,021.06	2,393.33		
	Hourly:	20.61	25.26	29.92		



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Professional Classification						
PM08	Annually:	28,884.00	35,806.92	42,729.84	Florence Ranch Homestead Park Coordinator	Non-Exempt
	Monthly:	2,407.00	2,983.91	3,560.82		
	Biweekly:	1,110.92	1,377.19	1,643.46		
	Hourly:	13.89	17.21	20.54		
PM10	Annually:	32,244.00	39,971.64	47,699.28	Assistant Librarian Athletics/Aquatics Coordinator Recreation Specialist	Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,687.00	3,330.97	3,974.94		
	Biweekly:	1,240.15	1,537.37	1,834.59		
	Hourly:	15.50	19.22	22.93		
PM11	Annually:	34,068.00	42,230.04	50,392.08	Athletics Supervisor Recreation Supervisor Senior Programs Supervisor	Exempt Exempt Exempt
	Monthly:	2,839.00	3,519.17	4,199.34		
	Biweekly:	1,310.31	1,624.23	1,938.16		
	Hourly:	16.38	20.30	24.23		
PM12	Annually:	36,000.00	44,622.00	53,244.00	CDBG Coordinator Grant Coordinator Marketing Specialist	Exempt Exempt Exempt
	Monthly:	3,000.00	3,718.50	4,437.00		
	Biweekly:	1,384.62	1,716.23	2,047.85		
	Hourly:	17.31	21.45	25.60		
PM13	Annually:	38,040.00	47,153.64	56,267.28	CVB Sales and Services Manager Health Specialist Human Resources Analyst Librarian Senior Programs Coordinator	Exempt Exempt Exempt Exempt Exempt
	Monthly:	3,170.00	3,929.47	4,688.94		
	Biweekly:	1,463.08	1,813.60	2,164.13		
	Hourly:	18.29	22.67	27.05		
PM14	Annually:	40,188.00	49,812.72	59,437.44	KMB Executive Director/ Volunteer Program Coordinator Mesquite Arts Center Assistant Manager Public Safety Operations Analyst Senior Recreation Supervisor Storm Water Specialist	Exempt Exempt Exempt Exempt Exempt
	Monthly:	3,349.00	4,151.06	4,953.12		
	Biweekly:	1,545.69	1,915.87	2,286.06		
	Hourly:	19.32	23.95	28.58		
PM15	Annually:	42,456.00	52,623.60	62,791.20	Emergency Management Specialist Health Specialist II Management Analyst Planner Senior Procurement Specialist Sponsorship and Festival Coordinator Water Conservation and Recycling Coordinator	Exempt Exempt Exempt Exempt Exempt Exempt Exempt
	Monthly:	3,538.00	4,385.30	5,232.60		
	Biweekly:	1,632.92	2,023.98	2,415.05		
	Hourly:	20.41	25.30	30.19		
PM16	Annually:	44,856.00	55,598.40	66,340.80	Budget Analyst Housing Occupancy Supervisor Library Services Supervisor Purchasing Supervisor Real Estate Services Supervisor Transportation Coordinator	Exempt Exempt Exempt Exempt Exempt Exempt
	Monthly:	3,738.00	4,633.20	5,528.40		
	Biweekly:	1,725.23	2,138.40	2,551.57		
	Hourly:	21.57	26.73	31.89		
PM17	Annually:	47,400.00	58,755.36	70,110.72	Building Inspection Field Supervisor Environmental Code Field Supervisor Human Resources Generalist Park Planner Senior Financial Analyst Senior Health Specialist Senior Management Analyst Senior Planner	Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt
	Monthly:	3,950.00	4,896.28	5,842.56		
	Biweekly:	1,823.08	2,259.82	2,696.57		
	Hourly:	22.79	28.25	33.71		
PM18	Annually:	50,076.00	62,070.12	74,064.24	Animal Services Superintendent Athletics/Aquatics Superintendent Fire Department Nurse Senior Accountant Golf Course Superintendent Wellness Coordinator	Exempt Exempt Non-Exempt Exempt Exempt
	Monthly:	4,173.00	5,172.51	6,172.02		
	Biweekly:	1,926.00	2,387.31	2,848.62		
	Hourly:	24.08	29.84	35.61		



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Professional Classification, Continued						
PM19	Annually:	52,908.00	65,579.16	78,250.32	CVB Director	Exempt
	Monthly:	4,409.00	5,464.93	6,520.86	Principal Planner	Exempt
	Biweekly:	2,034.92	2,522.28	3,009.63	Public Safety Computer Administrator/Analyst	Non-Exempt
	Hourly:	25.44	31.53	37.62	Recreation Services Superintendent Website and Systems Developer	Exempt Exempt
PM20	Annually:	55,896.00	69,282.48	82,668.96	GIS Supervisor	Exempt
	Monthly:	4,658.00	5,773.54	6,889.08		
	Biweekly:	2,149.85	2,664.71	3,179.58		
	Hourly:	26.87	33.31	39.74		
PM21	Annually:	59,052.00	73,198.32	87,344.64	Assistant City Attorney I	Exempt
	Monthly:	4,921.00	6,099.86	7,278.72	Budget Coordinator	Exempt
	Biweekly:	2,271.23	2,815.32	3,359.41	Cash and Debt Coordinator	Exempt
	Hourly:	28.39	35.19	41.99	Human Resources Supervisor Network Administrator	Exempt Exempt
PM22	Annually:	62,388.00	77,332.68	92,277.36	Risk Manager	Exempt
	Monthly:	5,199.00	6,444.39	7,689.78		
	Biweekly:	2,399.54	2,974.33	3,549.13		
	Hourly:	29.99	37.18	44.36		
PM24	Annually:	69,636.00	86,317.80	102,999.60	Assistant City Attorney II	Exempt
	Monthly:	5,803.00	7,193.15	8,583.30		
	Biweekly:	2,678.31	3,319.92	3,961.52		
	Hourly:	33.48	41.50	49.52		

Pay Grade(s) with no positions:

PM01 - PM07, PM09, PM23



City of Mesquite
 General Government FY2013-14 Pay Plan
 Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Engineering Classification						
ENG02	Annually:	41,460.00	52,449.96	63,439.92	Graduate Engineer	Exempt
	Monthly:	3,455.00	4,370.83	5,286.66		
	Biweekly:	1,594.62	2,017.31	2,440.00		
	Hourly:	19.93	25.22	30.50		
ENG08	Annually:	65,832.00	83,277.48	100,722.96	CIP Engineer	Exempt
	Monthly:	5,486.00	6,939.79	8,393.58	Civil Engineer	Exempt
	Biweekly:	2,532.00	3,202.98	3,873.96	Project Engineer	Exempt
	Hourly:	31.65	40.04	48.42	Traffic Engineer	Exempt
ENG09	Annually:	71,052.00	89,883.84	108,715.68	Senior Civil Engineer	Exempt
	Monthly:	5,921.00	7,490.32	9,059.64		
	Biweekly:	2,732.77	3,457.07	4,181.37		
	Hourly:	34.16	43.21	52.27		

Pay Grade(s) with no positions:

ENG01, ENG03 - ENG07



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Managerial Classification						
MG	Annually:				Airport Operations Manager	Exempt
	Monthly:				Assistant Director of Public Works	Exempt
	Biweekly:				Building Official	Exempt
	Hourly:				City Engineer	Exempt
					City Health Officer	Exempt
					Deputy City Attorney	Exempt
					Emergency Management Coordinator	Exempt
					Manager of Accounting Services	Exempt
					Manager of Branch Library Services	Exempt
					Manager of Building Services	Exempt
					Manager of Collections	Exempt
					Manager of Communications and Marketing	Exempt
					Manager of Economic Development	Exempt
					Manager of Environmental Code	Exempt
					Manager of Equipment Services Division	Exempt
					Manager of Health	Exempt
					Manager of Housing	Exempt
					Manager of Human Resources	Exempt
					Manager of Park Planning	Exempt
					Manager of Park Services	Exempt
				Manager of Planning and Zoning	Exempt	
				Manager of Purchasing	Exempt	
				Manager of Recreation Services	Exempt	
				Manager of Solid Waste Division	Exempt	
				Manager of Streets Division	Exempt	
				Manager of Traffic Engineering and Street Lighting	Exempt	
				Manager of Utilities Division	Exempt	
				Mesquite Arts Center Manager	Exempt	

Managerial positions do not have formal salary ranges. Positions are paid according to market comparisons



City of Mesquite
General Government FY2013-14 Pay Plan
Effective: October 1, 2013

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt
	Minimum	Midpoint	Maximum		
Executive Classification					
EXEC	Annually:			Airport Director	Exempt
	Monthly:			Assistant City Manager	Exempt
	Biweekly:			City Attorney	Exempt
	Hourly:			City Manager	Exempt
				City Secretary	Exempt
				Deputy City Manager	Exempt
				Director of Community Development	Exempt
				Director of Finance	Exempt
				Director of Housing & Community Services	Exempt
				Director of Human Resources	Exempt
				Director of Information Technology	Exempt
				Director of Library Services	Exempt
				Director of Parks and Recreation	Exempt
				Director of Public Works	Exempt
				Fire Chief	Exempt
			Managing Director of Administrative Services	Exempt	
			Municipal Court Judge	Exempt	
			Police Chief	Exempt	

Executive positions do not have formal salary ranges. Positions are paid according to market comparisons



CITY OF MESQUITE
Civil Service Pay Plan - Fire
2013-2014
Effective January 1, 2014

Pay Grade		Steps						Position Title	Exempt / Non-Exempt
		Base	B1	B2	B3	B4	B5		
FG1	Annually:	55,257.36	58,018.33	60,917.99	63,968.93	67,158.55	70,524.68	Firefighter	Non-Exempt
	Monthly:	4,604.78	4,834.86	5,076.50	5,330.74	5,596.55	5,877.06		
	Biweekly:	2,125.28	2,231.47	2,343.00	2,460.34	2,583.02	2,712.49		
	Hourly (2912):	18.98	19.92	20.92	21.97	23.06	24.22		
	Hourly (2080):	26.57	27.89	29.29	30.75	32.29	33.91		
FG2	Annually:						75,441.48	Fire Driver-Engineer	Non-Exempt
	Monthly:						6,286.79		
	Biweekly:						2,901.60		
	Hourly (2912):						25.91		
	Hourly (2080):						36.27		
FG3	Annually:						84,127.85	Fire Lieutenant	Non-Exempt
	Monthly:						7,010.65		
	Biweekly:						3,235.69		
	Hourly (2912):						28.89		
	Hourly (2080):						40.45		
FG4	Annually:						94,062.32	Fire Captain	Non-Exempt
	Monthly:						7,838.53		
	Biweekly:						3,617.78		
	Hourly (2912):						32.30		
	Hourly (2080):						45.22		
FG5	Annually:						108,081.53	Fire Deputy Chief	Non-Exempt
	Monthly:						9,006.79		
	Biweekly:						4,156.98		
	Hourly (2912):						37.12		
	Hourly (2080):						51.96		
FG6	Annually:						129,160.76	Assistant Fire Chief	Exempt
	Monthly:						10,763.40		
	Biweekly:						4,967.72		
	Hourly (2912):						62.10		
	Hourly (2080):								

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.

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 - Police
2013-2014
Effective January 1, 2014

Pay Grade		Steps						Position Title	Exempt / Non-Exempt
		Base	B1	B2	B3	B4	B5		
PG1	Annually:	55,257.36	58,018.33	60,917.99	63,968.93	67,158.55	70,524.68	Police Officer	Non-Exempt
	Monthly:	4,604.78	4,834.86	5,076.50	5,330.74	5,596.55	5,877.06		
	Biweekly:	2,125.28	2,231.47	2,343.00	2,460.34	2,583.02	2,712.49		
	Hourly:	26.57	27.89	29.29	30.75	32.29	33.91		
PG2	Annually:						85,552.46	Police Sergeant	Non-Exempt
	Monthly:						7,129.37		
	Biweekly:						3,290.48		
	Hourly:						41.13		
PG3	Annually:						96,810.69	Police Lieutenant	Non-Exempt
	Monthly:						8,067.56		
	Biweekly:						3,723.49		
	Hourly:						46.54		
PG4	Annually:						112,014.97	Police Captain	Non-Exempt
	Monthly:						9,334.58		
	Biweekly:						4,308.27		
	Hourly:						53.85		
PG5	Annually:						130,345.84	Assistant Police Chief	Exempt
	Monthly:						10,862.15		
	Biweekly:						5,013.30		
	Hourly:						62.67		

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.

Approval

The Pay Plan is subject to review and approval by the City Council through the budget process.

**Skilled Based Pay Plan
 FY2013-14
 Effective October 1, 2013**

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
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 Channel One Training

- After 2 months Ch. 1 training, employee can promote to PSD II level if you show Ch. 1 proficiency. A total of 4 months can be spent on Ch. 1 training. Failure to obtain proficiency in 4 month period will result in a non-disciplinary termination of employment. Additional training periods may be approved at the discretion of the Department Director.
- 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
--------------	--	---	--

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
--------------	--	---	--