

ORDINANCE NO. 4333

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING A 2014-2015 REVISED PAY PLAN FOR GENERAL GOVERNMENT PERSONNEL THAT WAS BASED ON THE WATER'S COMPENSATION STUDY WITH AN EFFECTIVE DATE OF OCTOBER 1, 2014, THEREBY PROVIDING CERTAIN FULL-TIME GENERAL GOVERNMENT EMPLOYEES WITH MARKET AND/OR COMPRESSION ADJUSTMENTS EFFECTIVE ON OCTOBER 1, 2014; PROVIDING CERTAIN FULL-TIME GENERAL GOVERNMENT EMPLOYEES THAT ARE NOT RECEIVING THE MARKET AND/OR COMPRESSION ADJUSTMENTS AND THAT MEET CERTAIN PERFORMANCE STANDARDS WITH A TWO-PERCENT MERIT INCREASE EFFECTIVE ON THEIR ANNIVERSARY DATE AND PROVIDING ALL FULL-TIME GENERAL GOVERNMENT EMPLOYEES THAT ARE AT THEIR MAXIMUM SALARY ON OCTOBER 1, 2014, WITH A ONE-TIME LUMP SUM PAYMENT OF FIVE HUNDRED (\$500.00) DOLLARS ON THEIR ANNIVERSARY DATE; ADOPTING REVISED PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2015, THEREBY PROVIDING A TWO-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 attached hereto as Exhibit "A" and made a part hereof for all purposes that was based on the Water's Compensation Study is hereby adopted effective from and after October 1, 2014, and the pay plan for commissioned police and fire personnel attached hereto as Exhibit "A" and made a part hereof for all purposes is hereby adopted effective from and after January 1, 2015.

SECTION 2. That with the adoption of the pay plan for general government personnel attached hereto as Exhibit "A", certain full-time general government employees of the City of Mesquite, Texas ("City"), will receive market and/or compression adjustments effective on October 1, 2014. Employees receiving the market and/or compression adjustments set forth in this Section 2 shall not be eligible to receive the two percent merit increase set forth in Section 3 below or the lump sum payment set forth in Section 4 below.

SECTION 3. That with the adoption of the pay plan for general government employees attached hereto as Exhibit "A", certain full-time general government employees of the City who are not receiving the market and/or compression adjustments who are in good standing and who meet a performance standard of fully successful on their annual performance review during the City's 2014-2015 fiscal year will be eligible to receive a two-percent merit increase effective on the employee's 2014-2015 anniversary date. No full-time 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 2014-15 fiscal year shall be eligible for the two percent merit increase set forth in this Section 3 unless and until such employee successfully completes their WIP during the City's 2014-15 fiscal year. If a full-time general government employee successfully completes their WIP during the City's 2014-15 fiscal year, such employee will be eligible for the two percent merit increase set forth in this Section 3 effective as of the date such employee successfully completes their WIP. Employees receiving the two percent merit increase set forth in this Section 3 shall not be eligible to receive the market and/or compression adjustment set forth in Section 2 above or the lump sum payment set forth in Section 4 below.

SECTION 4. That full-time general government employees of the City that are at their maximum salary on October 1, 2014, will receive a one-time lump sum payment of five hundred (\$500.00) dollars on the employee's 2014-2015 anniversary date. Employees receiving the one-time lump sum payment set forth in this Section 4 shall not be eligible to receive the market and/or compression adjustment set forth in Section 2 above or the two percent merit increase set forth in Section 3 above.

SECTION 5. That the pay plan for commissioned police and fire personnel includes a two-percent market adjustment for all ranks of the commissioned police and fire personnel effective January 1, 2015.

SECTION 6. That the pay plan for commissioned police and fire personnel adopted by this ordinance to be effective January 1, 2015, includes step increases for eligible commissioned police officers and fire fighters who have not reached the maximum salary for their rank, such step increases to be received on the employee's anniversary date.

SECTION 7. 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 8. 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.

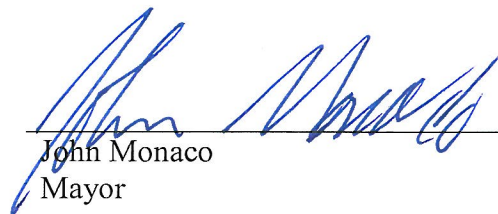
SECTION 9. That all ordinances or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed. To the extent that such ordinances or portions thereof are not in conflict herewith, the same shall remain in full force and effect.

SECTION 10. 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 11. 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.

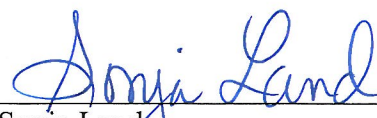
SECTION 12. That subject to the approval by the Board of Trustees of the Texas Municipal Retirement System, that items listed under Sections 7 and 8 of this ordinance pertaining to the updated service credits and increases in retirement annuities granted hereby shall be and become effective January 1, 2015.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 15th day of September, 2014.



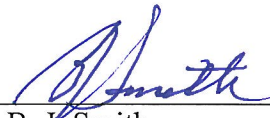
John Monaco
Mayor

ATTEST:



Sonja Land
City Secretary

APPROVED:



B. J. Smith
City Attorney

EXHIBIT "A"

**Pay Plans for
General Government
And
Commissioned Police and Fire Personnel**



City of Mesquite
General Government FY2014-15 Pay Plan
Effective: October 1, 2014

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
Non-Exempt						
NE01	Annually:	15,614.61	19,127.90	22,641.18	High School Intern	Non-Exempt
	Monthly:	1,301.22	1,593.99	1,886.77		
	Biweekly:	600.56	735.69	870.81		
	Hourly:	7.51	9.20	10.89		
NE02	Annually:	16,551.00	20,276.00	24,000.00	Library Page	Non-Exempt
	Monthly:	1,379.25	1,689.67	2,000.00		
	Biweekly:	636.58	779.85	923.08		
	Hourly:	7.96	9.75	11.54		
NE04	Annually:	18,597.00	22,782.00	26,966.00	Golf Course Maintenance Worker	Non-Exempt
	Monthly:	1,549.75	1,898.50	2,247.17		
	Biweekly:	715.27	876.23	1,037.15		
	Hourly:	8.94	10.95	12.96		
NE06	Annually:	20,896.00	25,597.00	30,299.00	GIS Intern	Non-Exempt
	Monthly:	1,741.33	2,133.08	2,524.92		
	Biweekly:	803.69	984.50	1,165.35		
	Hourly:	10.05	12.31	14.57		
NE07	Annually:	22,150.00	27,133.00	32,117.00	Airport Security Technician	Non-Exempt
	Monthly:	1,845.83	2,261.08	2,676.42		
	Biweekly:	851.92	1,043.58	1,235.27		
	Hourly:	10.65	13.04	15.44		
					MTED Driver	Non-Exempt
					Park Grounds Maintenance Technician	Non-Exempt
					Park Maintenance Specialist	Non-Exempt
					Residential Solid Waste Driver - Trainee	Non-Exempt

NE12 cont'd	Annually:	29,641.19	36,310.46	42,979.73	Warehouse Technician	Non-Exempt
	Monthly:	2,470.10	3,025.87	3,581.64	Water Production Technician	Non-Exempt
	Biweekly:	1,140.05	1,396.56	1,653.07		
	Hourly:	14.25	17.46	20.66		
NE13	Annually:	31,419.66	38,489.09	45,558.51	Administrative Secretary	Non-Exempt
	Monthly:	2,618.31	3,207.42	3,796.54	Court Compliance Representative	Non-Exempt
	Biweekly:	1,208.45	1,480.35	1,752.25	Detention Officer II	Non-Exempt
	Hourly:	15.11	18.50	21.90	Eng Plans & Records Specialist	Non-Exempt
					Heavy Equipment Operator - Street Sweeping	Non-Exempt
					Heavy Equipment Operator - Water Distribution	Non-Exempt
NE14	Annually:	33,304.84	40,798.43	48,292.02	Assistant Librarian	Non-Exempt
	Monthly:	2,775.40	3,399.87	4,024.33	Athletics/Aquatics Coordinator	Non-Exempt
	Biweekly:	1,280.96	1,569.17	1,857.39	Athletics/Aquatics Coordinator - A	Non-Exempt
	Hourly:	16.01	19.61	23.22	Athletics/Aquatics Coordinator - B	Non-Exempt
					Equipment Mechanic	Non-Exempt
					Executive Secretary	Non-Exempt
					Executive Secretary Parks and Recreation	Non-Exempt
					Fabrication Welder	Non-Exempt
					Housing Occupancy Technician	Non-Exempt
					Park Equipment Mechanic	Non-Exempt
					Park Maintenance Mechanic - Facilities/Aquatics	Non-Exempt
					Park Maintenance Mechanic-Facilities	Non-Exempt
				Recreation Specialist	Non-Exempt	
				Senior Building Maintenance Technician	Non-Exempt	
				Senior Customer Service Representative	Non-Exempt	
				Senior Administrative Secretary	Non-Exempt	
				Senior Customer Service Representative - Tax	Non-Exempt	

NE14 cont'd	Annually:	33,304.84	40,798.43	48,292.02	Senior Municipal Court Clerk	Non-Exempt
	Monthly:	2,775.40	3,399.87	4,024.33	Utilities Technician - Meter Services	Non-Exempt
	Biweekly:	1,280.96	1,569.17	1,857.39	Utilities Technician - Wastewater Collection	Non-Exempt
	Hourly:	16.01	19.61	23.22	Utilities Technician - Water Distribution	Non-Exempt
NE15	Annually:	35,303.13	43,246.34	51,189.54	Administrative Aide	Non-Exempt
	Monthly:	2,941.93	3,603.86	4,265.80	Administrative Aide - Library	Non-Exempt
	Biweekly:	1,357.81	1,663.32	1,968.83	Administrative Aide - Police	Non-Exempt
	Hourly:	16.97	20.79	24.61	Administrative Aide- City Manager	Non-Exempt
					Environmental Code Inspector	Non-Exempt
					GIS Technician	Non-Exempt
					Housing Inspector	Non-Exempt
					Human Resources Specialist	Non-Exempt
					Maintenance Crew Chief	Non-Exempt
					Office Coordinator	Non-Exempt
					Office Coordinator - Police CID	Non-Exempt
					Office Coordinator-Solid Waste	Non-Exempt
					Payroll Technician- Accounting	Non-Exempt
					Public Service Officer	Non-Exempt
NE16	Annually:	37,421.32	45,841.12	54,260.91	Residential Plan Reviewer	Non-Exempt
	Monthly:	3,118.44	3,820.09	4,521.74	Risk Specialist	Non-Exempt
	Biweekly:	1,439.28	1,763.12	2,086.96	Senior Water Production Technician	Non-Exempt
	Hourly:	17.99	22.04	26.09	Signal Maintenance Technician	Non-Exempt
					Street Assessment Technician	Non-Exempt
					Street Lighting Maintenance Technician	Non-Exempt
					Concrete Crew Chief - Street Maintenance	Non-Exempt
					Concrete Crew Chief - W&S Reconstruction	Non-Exempt
					Facility Maint Supervisor	Non-Exempt
					Heavy Equipment Mechanic	Non-Exempt
				Help Desk Technician	Non-Exempt	
				Public Works Backflow Inspector	Non-Exempt	
				Residential Building Inspector	Non-Exempt	
				Senior Housing Inspector	Non-Exempt	
				Senior Mechanic	Non-Exempt	

NE16 cont'd	Annually:	37,421.32	45,841.12	54,260.91	Senior Telecommunications Technic	Non-Exempt
	Monthly:	3,118.44	3,820.09	4,521.74	Utility Crew Chief - W&S Reconstruction	Non-Exempt
	Biweekly:	1,439.28	1,763.12	2,086.96	Utility Crew Chief - Wastewater Collection	Non-Exempt
	Hourly:	17.99	22.04	26.09	Utility Crew Chief - Water Distribution	Non-Exempt
NE17	Annually:	39,666.60	48,591.58	57,516.57	Athletics Supervisor	Non-Exempt
	Monthly:	3,305.55	4,049.30	4,793.05	Building Inspector	Non-Exempt
	Biweekly:	1,525.64	1,868.91	2,212.18	Electrical/Energy Inspector	Non-Exempt
	Hourly:	19.07	23.36	27.65	GIS Analyst	Non-Exempt
NE18					Paralegal I	Non-Exempt
					Payroll/HRIS Administrator	Non-Exempt
					Plumbing/Mechanical Inspector	Non-Exempt
					Public Works Construction Inspector	Non-Exempt
					Senior Environmental Code Inspector	Non-Exempt
	Annually:	42,046.59	51,507.08	60,967.56	Assistant City Secretary	Non-Exempt
	Monthly:	3,503.88	4,292.26	5,080.63	Junior Systems Administrator	Non-Exempt
	Biweekly:	1,617.18	1,981.04	2,344.91	Paralegal II	Non-Exempt
	Hourly:	20.21	24.76	29.31	PC Support Analyst	Non-Exempt
					Plans Examiner	Non-Exempt
					Printing/Postal Svc. Supervisor	Non-Exempt
					Recreation Supervisor	Non-Exempt
				Recreation Supervisor - Florence	Non-Exempt	
				Recreation Supervisor-RASP	Non-Exempt	
				Recreation Supervisor-Rutherford	Non-Exempt	
				Signs & Markings Supervisor	Non-Exempt	
NE19	Annually:	44,569.39	54,597.50	64,625.62	Budget Analyst	Non-Exempt
	Monthly:	3,714.12	4,549.79	5,385.47		Non-Exempt
	Biweekly:	1,714.21	2,099.90	2,485.60		Non-Exempt
	Hourly:	21.43	26.25	31.07		Non-Exempt
NE20	Annually:	47,243.55	57,873.35	68,503.15	GIS Senior Analyst	Non-Exempt
	Monthly:	3,936.96	4,822.78	5,708.60	Nurse - Part-Time	Non-Exempt
	Biweekly:	1,817.06	2,225.90	2,634.74	Senior PC Support Analyst	Non-Exempt
	Hourly:	22.71	27.82	32.93	Senior Human Resources Specialist	Non-Exempt
				Signal Maintenance Supervisor	Non-Exempt	
				Senior Admin Aide - City Manager	Non-Exempt	

NE21	Annually:	50,078.17	61,345.75	72,613.34	Database Applications Analyst Programmer Analyst	Non-Exempt Non-Exempt
	Monthly:	4,173.18	5,112.15	6,051.11		
	Biweekly:	1,926.08	2,359.45	2,792.82		
	Hourly:	24.08	29.49	34.91		
NE22	Annually:	53,583.64	65,639.96	77,696.28	Fire Department Nurse	Non-Exempt
	Monthly:	4,465.30	5,470.00	6,474.69		
	Biweekly:	2,060.91	2,524.61	2,988.32		
	Hourly:	25.76	31.56	37.35		
NE23	Annually:	57,334.49	70,234.75	83,135.02		Non-Exempt
	Monthly:	4,777.87	5,852.90	6,927.92		
	Biweekly:	2,205.17	2,701.34	3,197.50		
	Hourly:	27.56	33.77	39.97		
NE24	Annually:	61,347.91	75,151.19	88,954.47		Non-Exempt
	Monthly:	5,112.33	6,262.60	7,412.87		
	Biweekly:	2,359.53	2,890.43	3,421.33		
	Hourly:	29.49	36.13	42.77		
NE25	Annually:	65,642.26	80,411.77	95,181.28	Senior Programmer Analyst	Non-Exempt
	Monthly:	5,470.19	6,700.98	7,931.77		
	Biweekly:	2,524.70	3,092.76	3,660.82		
	Hourly:	31.56	38.66	45.76		



City of Mesquite
General Government FY2014-15 Pay Plan
Effective: October 1, 2014

Pay Grade	Salary Range			Position Title	Non-Exempt/Exempt	
	Minimum	Midpoint	Maximum			
EX01	Annually:	34,104.97	42,631.21	51,157.46	Administrative Supervisor	Exempt
	Monthly:	2,842.08	3,552.60	4,263.12	Senior Programs Supervisor	Exempt
	Biweekly:	1,311.73	1,639.66	1,967.59	Senior Programs Supervisor-North	Exempt
	Hourly:	16.40	20.50	24.59	Senior Programs Supervisor-South	Exempt
EX02	Annually:	36,151.27	45,189.09	54,226.90	Support Services Supervisor	Exempt
	Monthly:	3,012.61	3,765.76	4,518.91	Tennis Center Supervisor	Exempt
	Biweekly:	1,390.43	1,738.04	2,085.65		Exempt
	Hourly:	17.38	21.73	26.07		Exempt
EX03	Annually:	38,320.35	47,900.43	57,480.52	CDBG Coordinator	Exempt
	Monthly:	3,193.36	3,991.70	4,790.04	CVB Sales and Services Manager	Exempt
	Biweekly:	1,473.86	1,842.32	2,210.79	Grant Coordinator	Exempt
	Hourly:	18.42	23.03	27.63	Health Specialist	Exempt
EX04					Librarian	Exempt
					Librarian-Central	Exempt
					Librarian-North	Exempt
					Marketing Specialist	Exempt
					Senior Programs Coordinator	Exempt
					Senior Administrative Supervisor	Exempt
	Annually:	40,619.57	50,774.46	60,929.35	Customer Service Supervisor	Exempt
	Monthly:	3,384.96	4,231.20	5,077.45	Human Resources Analyst	Exempt
	Biweekly:	1,562.29	1,952.86	2,343.44	KMB Executive Director/Volunteer Program Coordinator	Exempt
	Hourly:	19.53	24.41	29.29	Legal Services Supervisor	Exempt
					Mesquite Arts Center Assistant Manager	Exempt
					Police Records Supervisor	Exempt

EX04 cont'd	Annually:	40,619.57	50,774.46	60,929.35	Senior Recreation Supervisor	Exempt
	Monthly:	3,384.96	4,231.20	5,077.45	Senior Recreation Supervisor - Athletics/Aquatics	Exempt
	Biweekly:	1,562.29	1,952.86	2,343.44	Senior Recreation Supervisor-Evans	Exempt
	Hourly:	19.53	24.41	29.29	Senior Recreation Supervisor-Senior Programs	Exempt
					Storm Water Specialist	Exempt
EX06	Annually:	45,640.14	57,050.18	68,460.22	District Park Supervisor-North	Exempt
	Monthly:	3,803.35	4,754.18	5,705.02	District Park Supervisor-South	Exempt
	Biweekly:	1,755.39	2,194.24	2,633.09	District Park Supervisor-Special	Exempt
	Hourly:	21.94	27.43	32.91	Equipment Services Supervisor	Exempt
					Solid Waste Supervisor	Exempt
					Solid Waste Supervisor-A	Exempt
					Solid Waste Supervisor-B	Exempt
					Solid Waste Supervisor-C	Exempt
					Streets Supervisor	Exempt
					Warehouse Supervisor	Exempt
					Graduate Engineer	Exempt
					Housing Occupancy Supervisor	Exempt
					Library Services Supervisor-Administration	Exempt
					Library Services Supervisor-Central	Exempt
					Pub Safety Dispatcher Supervisor	Exempt
EX07	Annually:	48,378.55	60,473.19	72,567.83	Production Supervisor	Exempt
	Monthly:	4,031.55	5,039.43	6,047.32	Pub Safety Dispatcher Supervis-Days	Exempt
	Biweekly:	1,860.71	2,325.89	2,791.07	Pub Safety Dispatcher Supervis-Deep Nights	Exempt
	Hourly:	23.26	29.07	34.89	Pub Safety Dispatcher Supervis-Evenings	Exempt
					Purchasing Supervisor	Exempt
					Real Estate Services Supervisor	Exempt
					Transportation Coordinator	Exempt
					Building Insp. Field Supervisor	Exempt
					Environmental Code Field Supervisor	Exempt
					Human Resources Generalist	Exempt
					Park Planner	Exempt
					Senior Emergency Management Specialist	Exempt
					Senior Health Specialist	Exempt
					Senior Management Analyst	Exempt

EX07 cont'd	Annually:	48,378.55	60,473.19	72,567.83	Senior Planner	Exempt
	Monthly:	4,031.55	5,039.43	6,047.32	Utility Supervisor	Exempt
	Biweekly:	1,860.71	2,325.89	2,791.07	Utility Supervisor-Meter Services	Exempt
	Hourly:	23.26	29.07	34.89	Utility Supervisor-Reconstruction	Exempt
					Utility Supervisor-Waste Water	Exempt
					Utility Supervisor-Water Distribution	Exempt
EX08	Annually:	51,281.27	64,101.58	76,921.90	Animal Services Superintendent	Exempt
	Monthly:	4,273.44	5,341.80	6,410.16	Assistant Manager of Building Services	Exempt
	Biweekly:	1,972.36	2,465.45	2,958.53	Assistant Manager of Equipment Services	Exempt
	Hourly:	24.65	30.82	36.98	Assistant Manager of Solid Waste	Exempt
					Assistant Manager of Streets	Exempt
					Assistant Manager of Utilities	Exempt
EX09					Athletics/Aquatics Superintendent	Exempt
					Court Administrator	Exempt
					CVB Director	Exempt
					Golf Course Superintendent	Exempt
					Senior Accountant	Exempt
					Senior Financial Analyst	Exempt
					Wellness Coordinator	Exempt
	Annually:	54,358.14	67,947.68	81,537.21	Principal Planner	Exempt
	Monthly:	2,352.00	2,855.43	3,358.86	Public Safety Computer Administrator/Analyst	Exempt
	Biweekly:	2,090.70	2,613.37	3,136.05	Recreation Services Supervisor	Exempt
	Hourly:	26.13	32.67	39.20	Traffic & Street Lighting Superintendent	Exempt
				Website And Systems Developer	Exempt	
				GIS Supervisor	Exempt	
				Network Administrator	Exempt	
					Exempt	
					Exempt	
EX10	Annually:	57,619.63	72,024.54	86,429.45	GIS Supervisor	Exempt
	Monthly:	4,801.64	6,002.04	7,202.45	Network Administrator	Exempt
	Biweekly:	2,216.14	2,770.17	3,324.21		Exempt
	Hourly:	27.70	34.63	41.55		Exempt
						Exempt
EX11	Annually:	61,076.81	76,346.01	91,615.21	Assistant City Attorney I	Exempt
	Monthly:	5,089.73	6,362.17	7,634.60	Budget Coordinator	Exempt
	Biweekly:	2,349.11	2,936.39	3,523.66	Cash & Debt Coordinator	Exempt
	Hourly:	29.36	36.70	44.05	Human Resources Supervisor - Benefits	Exempt
				Human Resources Supervisor - Employment	Exempt	

EX14	Annually: Monthly: Biweekly: Hourly:	72,743.46 6,061.95 2,797.83 34.97	90,929.32 7,577.44 3,497.28 43.72	109,115.18 9,092.93 4,196.74 52.46	CIP Engineer Civil Engineer Project Engineer Risk Manager Traffic Engineer	Exempt Exempt Exempt Exempt Exempt
EX15	Annually: Monthly: Biweekly: Hourly:	77,108.06 6,425.67 2,965.69 37.07	96,385.08 8,032.09 3,707.12 46.34	115,662.09 9,638.51 4,448.54 55.61	Assistant City Attorney II Senior Civil Engineer	Exempt Exempt



CITY OF MESQUITE
Civil Service Pay Plan - Police
2014-2015
Effective January 1, 2015

Pay Grade	Base	Steps					Position Title	Exempt / Non-Exempt
		B1	B2	B3	B4	B5		
PG1	Annually:	59,177.71	62,136.36	65,248.26	68,501.77	71,935.21	Police Officer	Non-Exempt
	Monthly:	4,931.48	5,178.03	5,437.35	5,708.48	5,994.60		
	Biweekly:	2,276.07	2,389.86	2,509.55	2,634.68	2,766.74		
	Hourly:	28.45	29.87	31.37	32.93	34.58		
PG2	Annually:					87,263.49	Police Sergeant	Non-Exempt
	Monthly:					7,271.96		
	Biweekly:					3,356.29		
	Hourly:					41.95		
PG3	Annually:					98,746.93	Police Lieutenant	Non-Exempt
	Monthly:					8,228.91		
	Biweekly:					3,797.96		
	Hourly:					47.47		
PG4	Annually:					114,255.26	Police Captain	Non-Exempt
	Monthly:					9,521.27		
	Biweekly:					4,394.43		
	Hourly:					54.93		
PG5	Annually:					132,952.72	Assistant Police Chief	Exempt
	Monthly:					11,079.39		
	Biweekly:					5,113.57		
	Hourly:					63.92		

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

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.



CITY OF MESQUITE
Civil Service Pay Plan - Fire
2014-2015
Effective January 1, 2015

Pay Grade	Base	Steps					Position Title	Exempt / Non-Exempt
		B1	B2	B3	B4	B5		
FG1	Annually:	59,177.71	62,136.36	65,248.26	68,501.77	68,501.77	Firefighter	Non-Exempt
	Monthly:	4,931.48	5,178.03	5,437.35	5,708.48	5,708.48		
	Biweekly:	2,276.07	2,389.86	2,509.55	2,634.68	2,634.68		
	Hourly:	27.10	29.87	31.37	32.93	32.93		
FG2	Annually:					76,950.31	Fire Driver-Engineer	Non-Exempt
	Monthly:					6,412.53		
	Biweekly:					2,959.63		
	Hourly:					37.00		
FG3	Annually:					85,810.36	Fire Lieutenant	Non-Exempt
	Monthly:					7,150.86		
	Biweekly:					3,300.40		
	Hourly:					41.25		
FG4	Annually:					95,943.61	Fire Captain	Non-Exempt
	Monthly:					7,995.30		
	Biweekly:					3,690.14		
	Hourly:					46.13		
FG5	Annually:					110,243.11	Fire Deputy Chief	Non-Exempt
	Monthly:					9,186.93		
	Biweekly:					4,240.12		
	Hourly:					53.00		
FG6	Annually:					131,744.02	Assistant Fire Chief	Exempt
	Monthly:					10,978.67		
	Biweekly:					5,067.08		
	Hourly:					63.34		

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.

**Skilled Based Pay Plan
FY2014-15
Effective October 1, 2014**

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 \$14.35 hourly \$2,426.67 monthly \$29,848.00 annually Type 35 WPM	Call Taker (Fire Dispatch Trainee) \$14.92 hourly \$2,586.82 monthly \$3,1041.92 annually Type 40 WPM 2 months Trainee level Knowledge, Skills, Abilities	Fire Dispatcher (NCIC Trainee) \$15.51 hourly \$2,689.06 monthly \$32,268.73 annually Type 40 WPM 3 months as Call Taker Knowledge, Skills, Abilities	NCIC \$16.21 hourly \$2,810.75 monthly \$33,729.00 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
- 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 \$16.64 hourly \$2,885.33 monthly \$34,623.99 annually	Midpoint \$20.39 hourly \$3,534.53 monthly \$42,414.38 annually	Maximum \$24.13 hourly \$4,183.73 monthly \$50,204.78 annually
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Public Safety Dispatcher Supervisor

Range	Minimum \$22.94 hourly \$3,977.80 monthly \$47,733.61 annually	Midpoint \$27.41 hourly \$4,751.34 monthly \$57,016.12 annually	Maximum \$33.27 hourly \$5,767.81 monthly \$69,213.74 annually
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City of Mesquite
General Government FY2014-15 Pay Plan
Effective: October 1, 2014

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 Golf Cart Attendant Pool Cashier Seasonal Park Worker Seasonal Utility Worker Food and Beverage Worker	Exempt Non-Exempt Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	1,257.00	1,333.83	1,410.66		
	Biweekly:	580.15	615.61	651.07		
	Hourly:	7.25	7.70	8.14		
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