

ORDINANCE NO. 4390

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING A 2015-16 REVISED PAY PLAN FOR GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2015, PROVIDING CERTAIN FULL-TIME GENERAL GOVERNMENT EMPLOYEES SERVING IN PUBLIC SAFETY DISPATCHER POSITIONS WITH MARKET AND/OR COMPRESSION ADJUSTMENTS (IN LIEU OF MERIT INCREASES) EFFECTIVE ON JANUARY 1, 2016; 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, 2015, WITH A ONE-TIME LUMP SUM PAYMENT OF \$500.00 ON THEIR ANNIVERSARY DATE; ADOPTING REVISED PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2016, 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 FIRE FIGHTERS 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, is hereby adopted effective from and after October 1, 2015, and the pay plan for commissioned police and fire personnel, attached hereto as Exhibit "B" and made a part hereof for all purposes, is hereby adopted effective from and after January 1, 2016.

SECTION 2. That certain full-time general government employees of the City of Mesquite, Texas ("City") serving in public safety dispatcher positions will receive market and/or compression adjustments effective on January 1, 2016, as more fully set forth in Exhibit "A," such market and/or compression adjustments being hereby adopted effective from and after January 1, 2016. Employees receiving the market and/or compression adjustments set forth in this Section 2 [including, without limitation, employees serving in public safety dispatcher positions whose anniversary date for the City's 2015-16 fiscal year is prior to January 1, 2016] 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 2015-16 fiscal year will be eligible to receive a two-percent merit increase effective on the employee's 2015-16 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 2015-16 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 2015-16 fiscal year. If a full-time general government employee successfully completes their WIP during the City's 2015-16 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, 2015, will receive a one-time lump sum payment of \$500.00 on the employee's 2015-16 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, 2016.

SECTION 6. That the pay plan for commissioned police and fire personnel adopted by this ordinance to be effective January 1, 2016, 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.

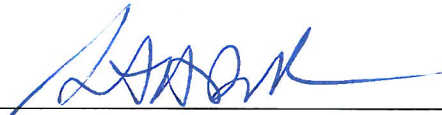
SECTION 9. That all ordinances or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed. To the extent that such ordinances or portions thereof are not in conflict herewith, the same shall remain in full force and effect.

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 Exhibits "A" and "B," 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.

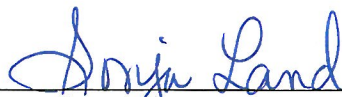
SECTION 12. That subject to the approval by the Board of Trustees of the Texas Municipal Retirement System, that items listed under Sections 7 and 8 of this ordinance pertaining to the updated service credits and increases in retirement annuities granted hereby shall be and become effective January 1, 2016.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 21st day of September, 2015.



Stan Pickett
Mayor

ATTEST:



Sonja Land
City Secretary

APPROVED:



B. J. Smith
City Attorney

EXHIBIT "A"

General Government FY 2015-16 Pay Plan

Effective: October 1, 2015

and

Public Safety Dispatcher Pay Plan

Updated to Reflect Market Adjustments

Effective: January 1, 2016



**Skilled Based Pay Plan
FY 2015-16
Effective October 1, 2015**

Pay Grade	Salary Range			Position Title	FLSA Status	
	Minimum	Midpoint	Maximum			
NE01	Annually:	15,614.6092	19,127.8963	22,641.1833		Non-Exempt
	Monthly:	1,301.2174	1,593.9914	1,886.7653		
	Biweekly:	600.5619	735.6883	870.8147		
	Hourly:	7.5070	9.1961	10.8852		
NE02	Annually:	16,551.0000	20,276.0000	24,000.0000	Library Page	Non-Exempt
	Monthly:	1,379.2500	1,689.6667	2,000.0000		
	Biweekly:	636.5769	779.8462	923.0769		
	Hourly:	7.9572	9.7481	11.5385		
NE03	Annually:	17,544.0600	21,403.7532	24,590.1600		Non-Exempt
	Monthly:	1,462.0050	1,783.6461	2,049.1800		
	Biweekly:	674.7715	823.2213	945.7754		
	Hourly:	8.4346	10.2903	11.8222		
NE04	Annually:	18,324.0000	22,246.5600	26,169.1200	Golf Course Maintenance Worker	Non-Exempt
	Monthly:	1,527.0000	1,853.8800	2,180.7600		
	Biweekly:	704.7692	855.6369	1,006.5046		
	Hourly:	8.8096	10.6955	12.5813		
NE06	Annually:	21,300.0000	25,858.0000	30,299.0000	GIS Intern Undergraduate Intern High School Intern Airport Security Technician	Non-Exempt Non-Exempt Non-Exempt
	Monthly:	1,775.0000	2,154.8333	2,524.9167		
	Biweekly:	819.2308	994.5385	1,165.3462		
	Hourly:	10.2404	12.4317	14.5668		
NE07	Annually:	22,150.0000	27,133.0000	32,117.0000	Custodian Graduate Intern Maintenance Worker I Park Grounds Maintenance Technician Park Maintenance Specialist Residential Solid Waste Driver - Trainee Recreation Leader I Westlake Sports Center Attendant	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	1,845.8333	2,261.0833	2,676.4167		
	Biweekly:	851.9231	1,043.5769	1,235.2692		
	Hourly:	10.6490	13.0447	15.4409		
NE08	Annually:	23,478.5989	28,761.2836	34,043.9684	Administrative Clerk Animal Shelter Attendant Housing Specialist Library Assistant I Senior Food & Beverage Worker Telecommunications Technician	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	1,956.5499	2,396.7736	2,836.9974		
	Biweekly:	903.0230	1,106.2032	1,309.3834		
	Hourly:	11.2878	13.8275	16.3673		
NE09	Annually:	24,887.3148	30,486.9606	36,086.6065	Animal Shelter Dispatcher Arts Center Facility Attendant Health Clinic Clerk Housing Intake Clerk Library Assistant II Line Services Technician Maintenance Worker II Recreation Leader II Secretary Service Attendant Tire Repairer Water Meter Reader	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	2,073.9429	2,540.5801	3,007.2172		
	Biweekly:	957.2044	1,172.5754	1,387.9464		
	Hourly:	11.9651	14.6572	17.3493		

NE14	Annually:	33,304.8412	40,798.4305	48,292.0198	Athletics/Aquatics Coordinator	Non-Exempt
	Monthly:	2,775.4034	3,399.8692	4,024.3350	Equipment Mechanic	Non-Exempt
	Biweekly:	1,280.9554	1,569.1704	1,857.3854	Executive Secretary	Non-Exempt
	Hourly:	16.0119	19.6146	23.2173	Fabrication Welder	Non-Exempt
					Housing Occupancy Technician	Non-Exempt
					Park Equipment Mechanic	Non-Exempt
					Park Maintenance Mechanic	Non-Exempt
					Recreation Specialist	Non-Exempt
					Senior Building Maintenance Technician	Non-Exempt
					Senior Customer Service Representative	Non-Exempt
					Senior Administrative Secretary	Non-Exempt
					Senior Municipal Court Clerk	Non-Exempt
					Special Projects Coordinator	Non-Exempt
NE15	Annually:	35,303.1317	43,246.3363	51,189.5410	Administrative Aide	Non-Exempt
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Administrative Law Enforcement Coordinator	Non-Exempt
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Animal Shelter and Rescue Coordinator	Non-Exempt
	Hourly:	16.9727	20.7915	24.6104	Environmental Code Inspector	Non-Exempt
					GIS Technician	Non-Exempt
					Housing Inspector	Non-Exempt
					Maintenance Crew Chief	Non-Exempt
					Office Coordinator	Non-Exempt
					Payroll Technician- Accounting	Non-Exempt
					Signal Maintenance Technician	Non-Exempt
					Street Assessment Technician	Non-Exempt
					Street Lighting Maintenance Technician	Non-Exempt
NE16	Annually:	37,421.3196	45,841.1165	54,260.9134	Concrete Crew Chief	Non-Exempt
	Monthly:	3,118.4433	3,820.0930	4,521.7428	Heavy Equipment Mechanic	Non-Exempt
	Biweekly:	1,439.2815	1,763.1199	2,086.9582	Help Desk Technician	Non-Exempt
	Hourly:	17.9910	22.0390	26.0870	Human Resources Specialist	Non-Exempt
					Payroll/HRIS Technician	Non-Exempt
					Public Works Backflow Inspector	Non-Exempt
					Residential Building Inspector	Non-Exempt
					Risk Specialist	Non-Exempt
					Senior Housing Inspector	Non-Exempt
					Senior Mechanic	Non-Exempt
					Senior Telecommunications Technic	Non-Exempt
					Utility Crew Chief	Non-Exempt
NE17	Annually:	39,666.5988	48,591.5835	57,516.5682	Building Inspector	Non-Exempt
	Monthly:	3,305.5499	4,049.2986	4,793.0474	Electrical/Energy Inspector	Non-Exempt
	Biweekly:	1,525.6384	1,868.9071	2,212.1757	GIS Analyst	Non-Exempt
	Hourly:	19.0705	23.3613	27.6522	Paralegal I	Non-Exempt
					Payroll/HRIS Administrator	Non-Exempt
					Plumbing/Mechanical Inspector	Non-Exempt
					Public Information Coordinator	Non-Exempt
					Public Works Construction Inspector	Non-Exempt
					Senior Environmental Code Inspector	Non-Exempt
					Utilities Technician	Non-Exempt
					Senior Water Production Technician	Non-Exempt

NE18	Annually:	42,046.5947	51,507.0785	60,967.5623	Junior Systems Administrator	Non-Exempt
	Monthly:	3,503.8829	4,292.2565	5,080.6302	Nurse	Non-Exempt
	Biweekly:	1,617.1767	1,981.0415	2,344.9062	Paralegal II	Non-Exempt
	Hourly:	20.2147	24.7630	29.3113	PC Support Analyst Plans Examiner Police Records Supervisor Signs & Markings Supervisor Video Production Coordinator	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
NE19	Annually:	44,569.3904	54,597.5032	64,625.6161		Non-Exempt
	Monthly:	3,714.1159	4,549.7919	5,385.4680		Non-Exempt
	Biweekly:	1,714.2073	2,099.9040	2,485.6006		Non-Exempt
NE20	Annually:	47,243.5538	57,873.3534	68,503.1530	Assistant City Secretary	Non-Exempt
	Monthly:	3,936.9628	4,822.7795	5,708.5961	Benefits Administrator	Non-Exempt
	Biweekly:	1,817.0598	2,225.8982	2,634.7367	GIS Senior Analyst	Non-Exempt
	Hourly:	22.7132	27.8237	32.9342	Senior PC Support Analyst Signal Maintenance Supervisor Senior Admin Aide - City Manager Senior Administrative Law Enforcement Coordinator	Non-Exempt Non-Exempt Non-Exempt Non-Exempt
NE21	Annually:	50,078.1670	61,345.7546	72,613.3422	Database Applications Analyst	Non-Exempt
	Monthly:	4,173.1806	5,112.1462	6,051.1119	Deputy Marshal	Non-Exempt
	Biweekly:	1,926.0833	2,359.4521	2,792.8209	Programmer Analyst	Non-Exempt
	Hourly:	24.0760	29.4932	34.9103		
NE22	Annually:	53,583.6387	65,639.9574	77,696.2762	Fire Department Nurse	Non-Exempt
	Monthly:	4,465.3032	5,469.9965	6,474.6897		Non-Exempt
	Biweekly:	2,060.9092	2,524.6137	2,988.3183		
	Hourly:	25.7614	31.5577	37.3540		
NE23	Annually:	57,334.4934	70,234.7545	83,135.0155		Non-Exempt
	Monthly:	4,777.8745	5,852.8962	6,927.9180		
	Biweekly:	2,205.1728	2,701.3367	3,197.5006		
	Hourly:	27.5647	33.7667	39.9688		
NE24	Annually:	61,347.9080	75,151.1873	88,954.4666	City Marshal	Non-Exempt
	Monthly:	5,112.3257	6,262.5989	7,412.8722		
	Biweekly:	2,359.5349	2,890.4303	3,421.3256		
	Hourly:	29.4942	36.1304	42.7666		
NE25	Annually:	65,642.2615	80,411.7704	95,181.2792	Senior Programmer Analyst	Non-Exempt
	Monthly:	5,470.1885	6,700.9809	7,931.7733		
	Biweekly:	2,524.7024	3,092.7604	3,660.8184		
	Hourly:	31.5588	38.6595	45.7602		

Pay Grade(s) with no positions:

NE01, NE03, NE05, N19 and NE23



**Skilled Based Pay Plan
FY 2015-16
Effective October 1, 2015**

Pay Grade	Salary Range			Position Title	FLSA Status	
	Minimum	Midpoint	Maximum			
EX01	Annually:	34,104.9708	42,631.2135	51,157.4561	Administrative Supervisor	Exempt
	Monthly:	2,842.0809	3,552.6011	4,263.1213	Support Services Supervisor	Exempt
	Biweekly:	1,311.7296	1,639.6621	1,967.5945	Tennis Center Supervisor	Exempt
	Hourly:	16.3966	20.4958	24.5949		Exempt
EX02	Annually:	36,151.2690	45,189.0863	54,226.9035		Exempt
	Monthly:	3,012.6058	3,765.7572	4,518.9086		Exempt
	Biweekly:	1,390.4334	1,738.0418	2,085.6501		Exempt
	Hourly:	17.3804	21.7255	26.0706		Exempt
EX03	Annually:	38,320.3451	47,900.4314	57,480.5177	CDBG Coordinator	Exempt
	Monthly:	3,193.3621	3,991.7026	4,790.0431	CVB Sales and Services Manager	Exempt
	Biweekly:	1,473.8594	1,842.3243	2,210.7891	Grant Coordinator	Exempt
	Hourly:	18.4232	23.0291	27.6349	Health Specialist Librarian Marketing Specialist Senior Programs Coordinator Senior Administrative Supervisor	Exempt Exempt Exempt Exempt Exempt
EX04	Annually:	40,619.5659	50,774.4573	60,929.3488	Athletics Supervisor	Exempt
	Monthly:	3,384.9638	4,231.2048	5,077.4457	Customer Service Supervisor	Exempt
	Biweekly:	1,562.2910	1,952.8637	2,343.4365	KMB Executive Director/Volunteer Program Coord.	Exempt
	Hourly:	19.5286	24.4108	29.2930	Mesquite Arts Center Assistant Manager Senior Programs Supervisor Storm Water Specialist	Exempt Exempt Exempt
EX05	Annually:	43,056.7400	53,820.9200	64,585.1097	Emergency Management Specialist	Exempt
	Monthly:	3,588.0617	4,485.0767	5,382.0925	Grant Supervisor	Exempt
	Biweekly:	1,656.0285	2,070.0354	2,484.0427	Health Specialist II	Exempt
	Hourly:	20.7004	25.8754	31.0505	Management Analyst Planner Public Safety Operations Analyst Recreation Supervisor Senior Procurement Specialist Sponsorship and Festival Coordinator Water Conservation & Recycling Coordinator	Exempt Exempt Exempt Exempt Exempt Exempt Exempt
EX06	Annually:	45,640.1442	57,050.1802	68,460.2163	Budget Analyst	Exempt
	Monthly:	3,803.3453	4,754.1817	5,705.0180	Building Services Supervisor	Exempt
	Hourly:	21.9424	27.4280	32.9136	District Park Supervisor Equipment Services Supervisor Graduate Engineer Housing Occupancy Supervisor Human Resources Analyst - Benefits Library Services Supervisor Pavement Assessment Supervisor Printing/Postal Svc. Supervisor Purchasing Supervisor Real Estate Services Supervisor Risk Specialist/Civil Service Coordinator Solid Waste Supervisor Streets Supervisor Transportation Coordinator Warehouse Supervisor	Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt

EX07	Annually: Monthly: Biweekly: Hourly:	48,378.5529 4,031.5461 1,860.7136 23.2589	60,473.1911 5,039.4326 2,325.8920 29.0736	72,567.8293 6,047.3191 2,791.0704 34.8884	Building Insp. Field Supervisor Environmental Code Field Supervisor Park Planner Production Supervisor Senior Administrative Supervisor Senior Emergency Management Specialist Senior Health Specialist Senior Recreation Supervisor Senior Management Analyst Senior Planner Staffing Coordinator Utility Supervisor	Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt
EX08	Annually: Monthly: Biweekly: Hourly:	51,281.2660 4,273.4388 1,972.3564 24.6545	64,101.5825 5,341.7985 2,465.4455 30.8181	76,921.8990 6,410.1583 2,958.5346 36.9817	Animal Services Superintendent Assistant Manager of Building Services Assistant Manager of Equipment Services Assistant Manager of Park Planning Assistant Manager of Solid Waste Assistant Manager of Streets Assistant Manager of Utilities Athletics/Aquatics Superintendent Compensation and Payroll Coordinator Court Administrator CVB Director Golf Course Superintendent Legal Services Administrator Senior Accountant Senior Financial Analyst Wellness Coordinator	Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt Exempt
EX09	Annually: Monthly: Biweekly: Hourly:	54,358.1420 4,529.8452 2,090.6978 26.1337	67,947.6775 5,662.3065 2,613.3722 32.6672	81,537.2130 6,794.7677 3,136.0467 39.2006	Principal Planner Public Safety Computer Administrator/Analyst Recreation Services Superintendent Traffic & Street Lighting Superintendent Website And Systems Developer	Exempt Exempt Exempt Exempt Exempt
EX10	Annually: Monthly: Biweekly: Hourly:	57,619.6305 4,801.6359 2,216.1396 27.7017	72,024.5381 6,002.0448 2,770.1745 34.6272	86,429.4458 7,202.4538 3,324.2095 41.5526	GIS Supervisor Finance System Analyst Network Administrator	Exempt Exempt Exempt Exempt
EX11	Annually: Monthly: Biweekly: Hourly:	61,076.8083 5,089.7340 2,349.1080 29.3639	76,346.0104 6,362.1675 2,936.3850 36.7048	91,615.2125 7,634.6010 3,523.6620 44.0458	Assistant City Attorney I Budget Coordinator Cash & Debt Coordinator Human Resources Supervisor	Exempt Exempt Exempt Exempt
EX14	Annually: Monthly: Biweekly: Hourly:	72,743.4560 6,061.9547 2,797.8252 34.9728	90,929.3199 7,577.4433 3,497.2815 43.7160	109,115.1839 9,092.9320 4,196.7378 52.4592	CIP Engineer Civil Engineer Human Resources Manager Project Engineer Risk Manager Traffic Engineer	Exempt Exempt Exempt Exempt Exempt
EX15	Annually: Monthly: Biweekly: Hourly:	77,108.0633 6,425.6719 2,965.6947 37.0712	96,385.0791 8,032.0899 3,707.1184 46.3390	115,662.0950 9,638.5079 4,448.5421 55.6068	Assistant City Attorney II Assistant City Engineer	Exempt Exempt

Pay Grade(s) with no positions:

EX12, EX13



Public Safety Dispatcher Pay Plan
FY 2015-16
Effective October 1, 2015 through December 31, 2015

Public Safety Dispatcher I					
Step Plan	Step 1 1 - 2 Months Trainee	Step 2 3 - 5 Months Call Taker (Fire Dispatch Trainee)	Step 3 6 - 8 Months Fire Dispatcher (NCIC Trainee)	Step 4 9 - 12 Months NCIC	Step 5 13 - 14 Months Start Channel One Training
	\$14.35 hourly \$2,487.33 monthly \$29,848.00 annually	\$14.92 hourly \$2,586.82 monthly \$31,041.92 annually	\$15.51 hourly \$2,689.06 monthly \$32,268.73 annually	\$16.21 hourly \$2,810.75 monthly \$33,729.00 annually	
	<ul style="list-style-type: none"> 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. Steps increases and other minimum requirements determined by department. 				
Public Safety Dispatcher II					
	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		
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 \$69,213.72 annually		
Range					
Public Safety Dispatcher I					
Step Plan	Step 1 Trainee	Step 2 Call Taker (Fire Dispatch Trainee)	Step 3 Fire Dispatcher (NCIC Trainee)	Step 4 NCIC	Step 5 NCIC
	\$17.30 hourly \$2,998 monthly \$35,976 annually	\$17.60 hourly \$3,050 monthly \$36,600 annually	\$17.85 hourly \$3,100 monthly \$37,200 annually	\$18.17 hourly \$3,150 monthly \$37,800 annually	
	<ul style="list-style-type: none"> 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. Steps increases and other minimum requirements determined by department. 				
Public Safety Dispatcher II					
	Step 1 0-2 years as PSDII \$19.00 hourly \$3,293 monthly \$39,516 annually	Step 2 3-5 years as PSDII \$20.12 hourly \$3,487 monthly \$41,844 annually	Step 3 6-9 years as PSDII \$21.25 hourly \$3,683 monthly \$44,196 annually	Step 4 10-14 years as \$22.36 hourly \$3,876 monthly \$46,512 annually	Step 5 15-19 years as 23.50 hourly \$4,073 monthly \$48,876 annually
				Step 6 20-24 Years as 24.95 hourly \$4,925 monthly \$51,900 annually	Step 7 25+ Years as PSDII \$26.00 hourly \$4,507 monthly \$54,084 annually
Step Plan					
	<ul style="list-style-type: none"> 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. Steps increases and other minimum requirements determined by department. 				
Public Safety Dispatcher Supervisor					
	Minimum \$23.64 hourly \$4,098 monthly \$49,176 annually	Midpoint \$28.38 hourly \$4,919 monthly \$59,028 annually	Maximum \$34.25 hourly \$5,937 monthly \$71,244 annually		
Range					

Effective January 1, 2016

Updated to reflect market adjustments

EXHIBIT "B"

Civil Service Pay Plan – Fire

FY 2015-16

Effective January 1, 2016

And

Civil Service Pay Plan – Police

FYI 2015-16

Effective January 1, 2016



CITY OF MESQUITE
Civil Service Pay Plan - Fire
FY 2015-2016
Effective January 1, 2016

Pay Grade		Steps						Position Title	FLSA Status
		Base	B1	B2	B3	B4	B5		
FG1	Annually:	57,489.76	60,361.26	63,379.09	66,553.22	69,871.81	73,373.92	Firefighter	Non-Exempt
	Monthly:	4,790.81	5,030.11	5,281.59	5,546.10	5,822.65	6,114.49		
	Biweekly:	2,211.14	2,321.59	2,437.66	2,559.74	2,687.38	2,822.07		
	Hourly (2080 hours):	27.64	29.02	30.47	32.00	33.59	35.28		
	Hourly (2912 hours):	19.74	20.73	21.76	22.85	23.99	25.20		
FG2	Annually:						78,489.32	Fire Driver-Engineer	Non-Exempt
	Monthly:						6,540.78		
	Biweekly:						3,018.82		
	Hourly(2080 hours):						37.74		
	Hourly (2912 Hours):						26.95		
FG3	Annually:						87,526.56	Fire Lieutenant	Non-Exempt
	Monthly:						7,293.88		
	Biweekly:						3,366.41		
	Hourly(2080 hours):						42.08		
	Hourly (2912 Hours):						30.06		
FG4	Annually:						97,862.48	Fire Captain	Non-Exempt
	Monthly:						8,155.21		
	Biweekly:						3,763.94		
	Hourly(2080 hours):						47.05		
	Hourly (2912 Hours):						33.61		
FG5	Annually:						112,447.97	Fire Deputy Chief	Non-Exempt
	Monthly:						9,370.66		
	Biweekly:						4,324.92		
	Hourly(2080 hours):						54.06		
	Hourly (2912 Hours):						38.62		
FG6	Annually:						134,378.90	Assistant Fire Chief	Exempt
	Monthly:						11,198.24		
	Biweekly:						5,168.42		
	Hourly(2080 hours):						64.61		
	Hourly (2912 Hours):						46.15		

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.

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
FY 2015-2016
Effective January 1, 2016

Pay Grade		Steps						Position Title	Exempt / Non-Exempt
		Base	B1	B2	B3	B4	B5		
PG1	Annually:	57,489.76	60,361.26	63,379.09	66,553.22	69,871.81	73,373.92	Police Officer	Non-Exempt
	Monthly:	4,790.81	4,931.48	5,178.03	5,437.35	5,708.48	5,994.60		
	Biweekly:	2,211.14	2,321.59	2,437.66	2,559.74	2,687.38	2,822.07		
	Hourly:	27.64	29.02	30.47	32.00	33.59	35.28		
PG2	Annually:						89,008.76	Police Sergeant	Non-Exempt
	Monthly:						7,417.40		
	Biweekly:						3,423.41		
	Hourly:						42.79		
PG3	Annually:						100,721.87	Police Lieutenant	Non-Exempt
	Monthly:						8,393.49		
	Biweekly:						3,873.92		
	Hourly:						48.42		
PG4	Annually:						116,540.36	Police Captain	Non-Exempt
	Monthly:						9,521.27		
	Biweekly:						4,482.32		
	Hourly:						56.03		
PG5	Annually:						135,611.77	Assistant Police Chief	Exempt
	Monthly:						11,300.98		
	Biweekly:						5,215.84		
	Hourly:						65.20		

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.