

ORDINANCE NO. 4445

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS (“CITY”), ADOPTING 2016-17 REVISED PAY PLANS FOR FULL-TIME AND PART-TIME GENERAL GOVERNMENT PERSONNEL; PROVIDING QUALIFYING PERSONNEL WITH MARKET AND/OR COMPRESSION ADJUSTMENTS, FLAT, FIXED PAY ADJUSTMENTS, TWO-PERCENT MERIT INCREASES AND ONE-TIME LUMP SUM PAYMENTS; ADOPTING REVISED PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL INCLUDING A MARKET ADJUSTMENT; PROVIDING STEP INCREASES FOR QUALIFYING POLICE OFFICERS AND FIREFIGHTERS; AUTHORIZING UPDATED SERVICE CREDITS UNDER THE TEXAS MUNICIPAL RETIREMENT SYSTEM TO QUALIFYING CURRENT EMPLOYEES; PROVIDING FOR INCREASED PRIOR AND CURRENT SERVICE ANNUITIES UNDER THE TEXAS MUNICIPAL RETIREMENT SYSTEM FOR QUALIFYING RETIREES AND BENEFICIARIES OF DECEASED RETIREES; PROVIDING A REPEALER CLAUSE; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

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

SECTION 1. That the pay plan, attached hereto as Exhibit “A” and made a part hereof for all purposes for certain full-time general government personnel of the City of Mesquite, Texas (“City”), that are employed in the City’s Public Works, Parks and Recreation, and Animal Services departments in the positions set forth in Exhibit “A” (the “Step Pay Plan”), is hereby adopted effective on and after October 1, 2016.

SECTION 2. That the pay plan, attached hereto as Exhibit “B” and made a part hereof for all purposes for all general government personnel of the City other than the personnel included in the Step Pay Plan, is hereby adopted effective on and after October 1, 2016.

SECTION 3. That the pay plan, attached hereto as Exhibit “C” and made a part hereof for all purposes for commissioned police and fire personnel of the City, is hereby adopted effective on and after January 1, 2017.

SECTION 4. That with the adoption of the Step Pay Plan, certain full-time general government personnel of the City who are employed in the City’s Public Works, Parks and Recreation, and Animal Services departments in the positions set forth in Exhibit “A” will receive market and/or compression adjustments effective on January 1, 2017, up to the new minimum hourly rates more fully set forth in Exhibit “A.” Employees receiving the market and/or compression adjustments set forth in this Section 4 [including, without limitation, such employees whose anniversary date for the City’s 2016-17 fiscal year is prior to January 1, 2017] shall not be eligible to receive the two-percent merit increase set forth in Section 6 below or the lump sum

payment set forth in Section 7 below.

SECTION 5. That with the adoption of the Step Pay Plan, certain full-time general government personnel of the City who: (i) are employed in the City's Public Works, Parks and Recreation, and Animal Services departments in the positions set forth on Exhibit "A"; (ii) have been employed for a minimum of six months but not exceeding 48 months on the employee's 2016-17 fiscal year anniversary date; (iii) whose 2016-17 fiscal year anniversary date occurs during the period beginning January 1, 2017, and ending September 30, 2017; and (iv) who are in good standing and who meet a performance standard of "meets expectations" on their annual performance review during the City's 2016-17 fiscal year, will be eligible to receive a flat, fixed pay adjustment of \$.04808 per hour, effective on the employee's 2016-17 fiscal year anniversary date. No employee of the City who is on a work improvement plan ("WIP") as of the employee's annual performance review date during the City's 2016-17 fiscal year shall be eligible for the flat, fixed pay adjustment set forth in this Section 5 unless and until such employee successfully completes their WIP during the City's 2016-17 fiscal year. If such employee successfully completes their WIP during the City's 2016-17 fiscal year, such employee will be eligible for the flat, fixed pay adjustment set forth in this Section 5 effective as of the date such employee successfully completes their WIP. Employees receiving the flat, fixed pay adjustment set forth in this Section 5 shall not be eligible to receive the two-percent merit increase set forth in Section 6 below or the lump sum payment set forth in Section 7 below.

SECTION 6. That with the adoption of the pay plan for general government employees, attached hereto as Exhibit "B," certain full-time and part-time general government employees of the City who are not receiving the market and/or compression adjustments set forth in Section 4, who have not reached their maximum salary on October 1, 2016, and who are in good standing and meet a performance standard of "meets expectations" on their annual performance review during the City's 2016-17 fiscal year, will be eligible to receive a two-percent merit increase effective on the employee's 2016-17 fiscal year anniversary date. No employee of the City who is on a WIP as of the employee's annual performance review date during the City's 2016-17 fiscal year shall be eligible for the two-percent merit increase set forth in this Section 6 unless and until such employee successfully completes their WIP during the City's 2016-17 fiscal year. If such employee successfully completes their WIP during the City's 2016-17 fiscal year, such employee will be eligible for the two-percent merit increase set forth in this Section 6 effective as of the date such employee successfully completes their WIP. Employees receiving the two-percent merit increase set forth in this Section 6 shall not be eligible to receive the market and/or compression adjustment set forth in Section 4 above, the flat, fixed rate adjustment set forth in Section 5 above or the lump sum payment set forth in Section 7 below.

SECTION 7. That full-time general government employees of the City that are at their maximum salary on October 1, 2016, who are not receiving the market and/or compression adjustments set forth in Section 4 or the two-percent merit increases set forth in Section 5 and who are in good standing and meet a performance standard of "meets expectations" on their annual performance review during the City's 2016-17 fiscal year will be eligible to receive a one-time lump sum payment of \$500.00 on the employee's 2016-17 fiscal year anniversary date, provided, however, if such employee is on a WIP as of the employee's annual performance review date during the City's 2016-17 fiscal year, such employee shall not be eligible for the \$500.00 one-time lump sum payment set forth in this Section 7 unless and until such employee successfully completes their WIP during the City's 2016-17 fiscal year. If such employee successfully

completes their WIP during the City's 2016-17 fiscal year, such employee will be eligible for the one-time lump sum payment of \$500.00 on the date such employee successfully completes their WIP. Employees receiving the one-time lump sum payment set forth in this Section 7 shall not be eligible to receive the market and/or compression adjustment set forth in Section 4 above, the flat, fixed rate adjustment set forth in Section 5 above or the two-percent merit increase set forth in Section 6 above.

SECTION 8. 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, 2017.

SECTION 9. That the pay plan for commissioned police and fire personnel adopted by this ordinance to be effective January 1, 2017, 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 10. 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 11. 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 12. That all ordinances or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed. To the extent that such ordinances or portions thereof are not in conflict herewith, the same shall remain in full force and effect.

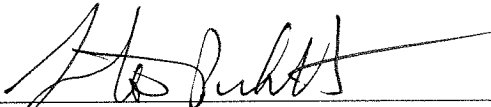
SECTION 13. That should any word, sentence, clause, paragraph or provision of this ordinance be held to be invalid or unconstitutional, the validity of the remaining provisions of this ordinance shall not be affected and shall remain in full force and effect.

SECTION 14. That the provisions of the pay plans for general government and commissioned police and fire personnel as more fully set forth in Exhibit "A," Exhibit "B" and Exhibit "C," 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 15. That subject to the approval by the Board of Trustees of the Texas Municipal Retirement System, that items listed under Sections 10 and 11 of this ordinance pertaining to the updated service credits and increases in retirement annuities granted hereby shall be and become effective January 1, 2017.

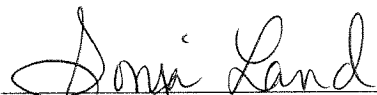
SECTION 16. That this ordinance shall take effect on and after September 19, 2016.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 19th day of September, 2016.



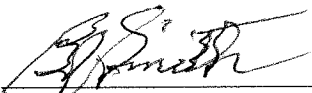
Stan Pickett
Mayor

ATTEST:



Sonja Land
City Secretary

APPROVED:



B. J. Smith
City Attorney

**EXHIBIT A
General Government
Step Pay Plan**

| Oct to Dec 2016 | | | | Position Title | Effective 1/1/2017 | | | |
|-----------------|---------------------|-----------------|-----------------|--|--------------------|-------------------------|-----------------|-----------------|
| Pay Grade | Minimum Hourly Rate | Mid Hourly Rate | Max Hourly Rate | | Step Name | New Minimum Hourly Rate | Mid Hourly Rate | Max Hourly Rate |
| NE07 | \$10.6490 | \$13.0447 | \$15.4409 | Maintenance Worker I Park Grounds Maintenance Technician Park Maintenance Specialist Residential Solid Waste Driver - Trainee | SP-01 | \$11.25 | \$13.0447 | \$15.4409 |
| NE08 | \$11.2878 | \$13.8275 | \$16.3673 | Animal Shelter Attendant | SP-02 | \$12.25 | \$13.8275 | \$16.3673 |
| NE09 | \$11.9651 | \$14.6572 | \$17.3493 | Water Meter Reader | | | | |
| NE10 | \$12.6830 | \$15.5366 | \$18.3903 | Maintenance Worker II (NE09) Pub Works Disp/Water Pump Stat | SP-03 | \$13.25 | \$15.5366 | \$18.3903 |
| NE11 | \$13.4439 | \$16.4688 | \$19.4937 | Equipment Operator I - Street Maintenance Park Athletic Fields Technician Park Equipment Operator Residential Solid Waste Helper Water Services Representative | SP-04 | \$14.25 | \$16.4688 | \$19.4937 |
| NE12 | \$14.2506 | \$17.4570 | \$20.6633 | Animal Control Officer Concrete Finisher Equipment Operator II Parks Irrigation Technican Residential Solid Waste Crew Chief Water Production Technician | SP-05 | \$15.25 | \$17.4570 | \$20.6633 |
| NE13 | \$15.1056 | \$18.5044 | \$21.9031 | Heavy Equipment Operator Senior Grounds Maintenance Technician | SP-06 | \$15.95 | \$18.5044 | \$21.9031 |
| NE14 | \$16.0119 | \$19.6146 | \$23.2173 | Chemical Application Technician Park Equipment Mechanic Park Maintenance Mechanic Park Maintenance Mechanic - Facilities/Aquatics | SP-07 | \$16.75 | \$19.6146 | \$23.2173 |
| NE15 | \$16.9727 | \$20.7915 | \$24.6104 | Animal Shelter and Rescue Coordinator Maintenance Crew Chief | SP-08 | \$17.75 | \$20.7915 | \$24.6104 |
| NE16 | \$17.9910 | \$22.0390 | \$26.0870 | Concrete Crew Chief Public Works Backflow Inspector Utility Crew Chief | SP-09 | \$18.25 | \$22.0390 | \$26.0870 |
| NE17 | \$19.0705 | \$23.3613 | \$27.6522 | Public Works Construction Inspector Senior Water Production Technician Utilities Technician | SP-10 | \$19.75 | \$23.3613 | \$27.6522 |

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



EXHIBIT B

**City of Mesquite
General Government Pay Plan FY 2016-17
Effective October 1, 2016**

| Non-Exempt | | | | | |
|-------------------|------------------|---------------------|-----------------|----------------|--|
| Pay Grade | | Salary Range | | | Position Title |
| | | Minimum | Midpoint | Maximum | |
| NE02 | Annually: | 16,551.0000 | 20,276.0000 | 24,000.0000 | Library Page |
| | Monthly: | 1,379.2500 | 1,689.6667 | 2,000.0000 | |
| | Biweekly: | 636.5769 | 779.8462 | 923.0769 | |
| | Hourly: | 7.9572 | 9.7481 | 11.5385 | |
| NE04 | Annually: | 18,324.0000 | 22,246.5600 | 26,169.1200 | Golf Course Maintenance Worker |
| | 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 |
| | 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: | 22150.0000 | 27133.0000 | 32117.0000 | Custodian Graduate Intern Recreation Leader I Westlake Sports Center Attendant |
| | Monthly: | 1845.8333 | 2261.0833 | 2676.4167 | |
| | Biweekly: | 851.9231 | 1043.5769 | 1235.2692 | |
| | Hourly: | 10.6490 | 13.0447 | 15.4409 | |
| NE08 | Annually: | 23,478.5989 | 28,761.2836 | 34,043.9684 | Administrative Clerk Housing Specialist Library Assistant I Senior Food & Beverage Worker Telecommunications Technician |
| | 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 | Arts Center Facility Attendant Health Clinic Clerk Housing Intake Clerk Library Assistant II Line Services Technician Project Assistant - Community Cleanup Tool Part-time Recreation Leader II Secretary Service Attendant Tire Repairer |
| | 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 | |
| NE10 | Annually: | 26,380.5537 | 32,316.1783 | 38,251.8029 | Automotive Warehouse Clerk Cashier General Warehouse Clerk Housing Records Specialist Print Shop Technician Property Room Clerk Senior Pro Shop Attendant |
| | Monthly: | 2,198.3795 | 2,693.0149 | 3,187.6502 | |
| | Biweekly: | 1,014.6367 | 1,242.9299 | 1,471.2232 | |
| | Hourly: | 12.6830 | 15.5366 | 18.3903 | |

| Pay Grade | Salary Range | | | Position Title | |
|-----------|--------------|-------------|-------------|----------------|--|
| | Minimum | Midpoint | Maximum | | |
| NE11 | Annually: | 27,963.3869 | 34,255.1490 | 40,546.9110 | Accounting Clerk |
| | Monthly: | 2,330.2822 | 2,854.5957 | 3,378.9093 | Accounts Payable Technician |
| | Biweekly: | 1,075.5149 | 1,317.5057 | 1,559.4966 | Customer Service Representative |
| | Hourly: | 13.4439 | 16.4688 | 19.4937 | Golf Course Equipment Operator |
| | | | | | Golf Course Maintenance Technician |
| | | | | | Municipal Court Clerk |
| | | | | | Police Records Clerk |
| | | | | | Utility Service Clerk |
| NE12 | Annually: | 29,641.1901 | 36,310.4579 | 42,979.7257 | Buyer |
| | Monthly: | 2,470.0992 | 3,025.8715 | 3,581.6438 | Permit Technician |
| | Biweekly: | 1,140.0458 | 1,396.5561 | 1,653.0664 | Police Payroll Technician |
| | Hourly: | 14.2506 | 17.4570 | 20.6633 | Pool Maintenance Technician |
| | | | | | Reservation Technician |
| | | | | | Senior Cashier |
| | | | | | Senior Library Assistant |
| | | | | | Senior Line Services Technician |
| | | | | | Warehouse Technician |
| NE13 | Annually: | 31,419.6615 | 38,489.0854 | 45,558.5092 | Administrative Secretary |
| | Monthly: | 2,618.3051 | 3,207.4238 | 3,796.5424 | Assistant Librarian |
| | Biweekly: | 1,208.4485 | 1,480.3494 | 1,752.2504 | Court Compliance Representative |
| | Hourly: | 15.1056 | 18.5044 | 21.9031 | Eng. Plans & Records Specialist |
| | | | | | Public Service Officer |
| | | | | | Senior Permit Technician |
| | | | | | Signs & Markings Technician |
| NE14 | Annually: | 33,304.8412 | 40,798.4305 | 48,292.0198 | Athletics/Aquatics Coordinator |
| | Monthly: | 2,775.4034 | 3,399.8692 | 4,024.3350 | Equipment Mechanic |
| | Biweekly: | 1,280.9554 | 1,569.1704 | 1,857.3854 | Executive Secretary |
| | Hourly: | 16.0119 | 19.6146 | 23.2173 | Fabrication Welder |
| | | | | | Historic Homes Coordinator |
| | | | | | Housing Occupancy Technician |
| | | | | | Recreation Specialist |
| | | | | | Senior Building Maintenance Technician |
| | | | | | Senior Customer Service Representative |
| | | | | | Senior Administrative Secretary |
| | | | | | Senior Municipal Court Clerk |
| | | | | | Special Projects Coordinator |

| Pay Grade | Salary Range | | | Position Title | |
|-----------|--------------|-------------|-------------|----------------|---|
| | Minimum | Midpoint | Maximum | | |
| NE15 | Annually: | 35,303.1317 | 43,246.3363 | 51,189.5410 | Administrative Aide |
| | Monthly: | 2,941.9276 | 3,603.8614 | 4,265.7951 | Administrative Law Enforcement Coordinator |
| | Biweekly: | 1,357.8128 | 1,663.3206 | 1,968.8285 | Environmental Code Inspector |
| | Hourly: | 16.9727 | 20.7915 | 24.6104 | GIS Technician Housing Inspector/Landlord Services Office Coordinator Payroll Technician- Accounting Signal Maintenance Technician Street Assessment Technician Street Lighting Maintenance Technician |
| NE16 | Annually: | 37,421.3196 | 45,841.1165 | 54,260.9134 | Heavy Equipment Mechanic |
| | Monthly: | 3,118.4433 | 3,820.0930 | 4,521.7428 | Help Desk Technician |
| | Biweekly: | 1,439.2815 | 1,763.1199 | 2,086.9582 | CDBG Housing Rehab Inspector |
| | Hourly: | 17.9910 | 22.0390 | 26.0870 | Human Resources Specialist Payroll/HRIS Technician Residential Building Inspector Risk Specialist Senior Housing Inspector Senior Mechanic Senior Telecommunications Technic Special Projects Supervisor |
| NE17 | Annually: | 39,666.5988 | 48,591.5835 | 57,516.5682 | Building Inspector |
| | Monthly: | 3,305.5499 | 4,049.2986 | 4,793.0474 | Electrical/Energy Inspector |
| | Biweekly: | 1,525.6384 | 1,868.9071 | 2,212.1757 | Paralegal I |
| | Hourly: | 19.0705 | 23.3613 | 27.6522 | Payroll/HRIS Administrator Plumbing/Mechanical Inspector Public Information Coordinator Senior Environmental Code Inspector |
| NE18 | Annually: | 42,046.5947 | 51,507.0785 | 60,967.5623 | Junior Systems Administrator |
| | Monthly: | 3,503.8829 | 4,292.2565 | 5,080.6302 | Nurse |
| | Biweekly: | 1,617.1767 | 1,981.0415 | 2,344.9062 | Paralegal II |
| | Hourly: | 20.2147 | 24.7630 | 29.3113 | PC Support Analyst Plans Examiner Police Records Supervisor Signs & Markings Supervisor Video Production Coordinator |
| NE20 | Annually: | 47,243.5538 | 57,873.3534 | 68,503.1530 | Assistant City Secretary |
| | Monthly: | 3,936.9628 | 4,822.7795 | 5,708.5961 | Benefits Administrator |
| | Biweekly: | 1,817.0598 | 2,225.8982 | 2,634.7367 | GIS Senior Analyst |
| | Hourly: | 22.7132 | 27.8237 | 32.9342 | Senior PC Support Analyst Signal Maintenance Supervisor Senior Admin Aide - City Manager Senior Administrative Law Enforcement Coordinator |

| Pay Grade | Salary Range | | | Position Title | |
|---------------------------------|--------------|-------------|-------------|----------------|---|
| | Minimum | Midpoint | Maximum | | |
| NE21 | Annually: | 50,078.1670 | 61,345.7546 | 72,613.3422 | Database Applications Analyst Deputy Marshal Programmer Analyst |
| | Monthly: | 4,173.1806 | 5,112.1462 | 6,051.1119 | |
| | Biweekly: | 1,926.0833 | 2,359.4521 | 2,792.8209 | |
| | Hourly: | 24.0760 | 29.4932 | 34.9103 | |
| NE22 | Annually: | 53,583.6387 | 65,639.9574 | 77,696.2762 | Fire Department Nurse |
| | Monthly: | 4,465.3032 | 5,469.9965 | 6,474.6897 | |
| | Biweekly: | 2,060.9092 | 2,524.6137 | 2,988.3183 | |
| | Hourly: | 25.7614 | 31.5577 | 37.3540 | |
| NE24 | Annually: | 61,347.9080 | 75,151.1873 | 88,954.4666 | City Marshal |
| | 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 |
| | 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 | | | | | |



City of Mesquite
General Government Pay Plan FY 2016-17
Effective October 1, 2016
Exempt

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

| Pay Grade | Salary Range | | | Position Title | |
|---|--------------|-------------|--------------|----------------|---|
| | Minimum | Midpoint | Maximum | | |
| EX07 | Annually: | 48,378.5529 | 60,473.1911 | 72,567.8293 | Environmental Code Field Supervisor Production Supervisor Senior Administrative Supervisor Senior Emergency Management Specialist Senior Health Specialist Senior Recreation Supervisor Senior Management Analyst Staffing Coordinator Utility Supervisor |
| | Monthly: | 4,031.5461 | 5,039.4326 | 6,047.3191 | |
| | Biweekly: | 1,860.7136 | 2,325.8920 | 2,791.0704 | |
| | Hourly: | 23.2589 | 29.0736 | 34.8884 | |
| EX08 | Annually: | 51,281.2660 | 64,101.5825 | 76,921.8990 | 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 Building Insp. Field Supervisor Court Administrator CVB Director Golf Course Superintendent Legal Services Administrator Senior Accountant Senior Planner Senior Financial Analyst |
| | Monthly: | 4,273.4388 | 5,341.7985 | 6,410.1583 | |
| | Biweekly: | 1,972.3564 | 2,465.4455 | 2,958.5346 | |
| | Hourly: | 24.6545 | 30.8181 | 36.9817 | |
| EX09 | Annually: | 54,358.1420 | 67,947.6775 | 81,537.2130 | Employee Services Coordinator Principal Planner Public Safety Computer Administrator/Analyst Recreation Services Superintendent Traffic & Street Lighting Superintendent Website And Systems Developer |
| | Monthly: | 4,529.8452 | 5,662.3065 | 6,794.7677 | |
| | Biweekly: | 2,090.6978 | 2,613.3722 | 3,136.0467 | |
| | Hourly: | 26.1337 | 32.6672 | 39.2006 | |
| EX10 | Annually: | 57,619.6305 | 72,024.5381 | 86,429.4458 | Assistant to the City Manager GIS Supervisor Finance System Analyst Network Administrator Park Superintendent |
| | Monthly: | 4,801.6359 | 6,002.0448 | 7,202.4538 | |
| | Biweekly: | 2,216.1396 | 2,770.1745 | 3,324.2095 | |
| | Hourly: | 27.7017 | 34.6272 | 41.5526 | |
| EX11 | Annually: | 61,076.8083 | 76,346.0104 | 91,615.2125 | Budget Coordinator Cash & Debt Coordinator Human Resources Supervisor Park Project Manager |
| | Monthly: | 5,089.7340 | 6,362.1675 | 7,634.6010 | |
| | Biweekly: | 2,349.1080 | 2,936.3850 | 3,523.6620 | |
| | Hourly: | 29.3639 | 36.7048 | 44.0458 | |
| EX14 | Annually: | 72,743.4560 | 90,929.3199 | 109,115.1839 | Assistant Manager of Economic Development CIP Engineer Civil Engineer Human Resources Manager Project Engineer Risk Manager Traffic Engineer |
| | Monthly: | 6,061.9547 | 7,577.4433 | 9,092.9320 | |
| | Biweekly: | 2,797.8252 | 3,497.2815 | 4,196.7378 | |
| | Hourly: | 34.9728 | 43.7160 | 52.4592 | |
| EX15 | Annually: | 77,108.0633 | 96,385.0791 | 115,662.0950 | Assistant City Attorney Assistant City Engineer |
| | Monthly: | 6,425.6719 | 8,032.0899 | 9,638.5079 | |
| | Biweekly: | 2,965.6947 | 3,707.1184 | 4,448.5421 | |
| | Hourly: | 37.0712 | 46.3390 | 55.6068 | |
| EX16 | Annually: | 81,734.0160 | 102,168.1440 | 122,969.6004 | Senior Assistant City Attorney |
| | Monthly: | 6,811.1680 | 8,514.0120 | 10,247.4667 | |
| | Biweekly: | 3,143.6160 | 3,929.5440 | 4,729.6000 | |
| | Hourly: | 39.2952 | 49.1193 | 59.1200 | |
| Pay Grade(s) with no positions: EX12, EX13 | | | | | |



City of Mesquite
General Government FY 2016-17
Seasonal Pay Plan
Effective: October 1, 2016

| Pay Grade | Salary Range | | | | Position Title | Exempt / Non-Exempt |
|---------------------------------|--------------|-----------|-----------|-----------|---|---------------------|
| | Minimum | Midpoint | Maximum | | | |
| HS01 | Annually: | 15,084.00 | 16,005.96 | 16,927.92 | Facility Attendant | Non-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 | Non-Exempt |
| | Hourly: | 7.25 | 7.70 | 8.14 | Seasonal Park Worker Seasonal Utility Worker | 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 | Non-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 | 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 | Non-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 | Vector Control Technician | 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 | | | | | | |



Detention Officer Pay Plan Effective October 1, 2016

| | Min | Mid | Max |
|-----------------------------|---|---|---|
| Detention Officer I | \$16.10 Hourly \$2,791.66 Monthly \$33,500 Annually | \$19.23 Hourly \$3,333.33 Monthly \$40,000 Annually | \$20.66 Hourly \$3,581.58 Monthly \$42,979 Annually |
| Detention Officer II | \$17.06 Hourly \$2,958.33 Monthly \$35,500 Annually | \$20.42 Hourly \$3,540.75 Monthly \$42,489 Annually | \$24.32 Hourly \$4,216.66 Monthly \$50,600 Annually |
| Detention Supervisor | <i>position filled by a Civil Service Police Officer</i> | | |



Public Safety Dispatcher Pay Plan
Effective October 1, 2016

Public Safety Dispatcher I

| | Step 1 | Step 2 | Step 3 | Step 4 |
|------------------|--|---|---|---|
| Step Plan | Trainee \$17.30 hourly \$2,998 monthly \$35,976 annually | Call Taker (Fire Dispatch Trainee) \$17.60 hourly \$3,050 monthly \$36,600 annually | Fire Dispatcher (NCIC Trainee) \$17.85 hourly \$3,100 monthly \$37,200 annually | NCIC \$18.17 hourly \$3,150 monthly \$37,800 annually |

- 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.
- This position requires a one -year probationary period due to length of training program.

Public Safety Dispatcher II

| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|------------------|--|--|--|--|--|--|--|
| Step Plan | 0-2 years as PSDII \$19.00 hourly \$3,293 monthly \$39,516 annually | 3-5 years as PSDII \$20.12 hourly \$3,487 monthly \$41,844 annually | 6-9 years as PSDII \$21.25 hourly \$3,683 monthly \$44,196 annually | 10-14 years as \$22.36 hourly \$3,876 monthly \$46,512 annually | 15-19 years as 23.50 hourly \$4,073 monthly \$48,876 annually | 20-24 years as 24.95 hourly \$4,325 monthly \$51,900 annually | 25+ years as PSDII \$26.00 hourly \$4,507 monthly \$54,084 annually |

Public Safety Dispatcher Supervisor

| | Minimum | Midpoint | Maximum |
|--------------|--|--|--|
| Range | \$23.64 hourly \$4,098 monthly \$49,176 annually | \$28.38 hourly \$4,919 monthly \$59,028 annually | \$34.25 hourly \$5,937 monthly \$71,244 annually |



EXHIBIT C

CITY OF MESQUITE
Civil Service Pay Plan - Police
FY 2016-2017
Effective January 1, 2017

| Pay Grad | | Steps | | | | | Position Title | Exempt / Non-Exempt |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|----------------|----------------------------------|
| | | Base | B1 | B2 | B3 | B4 | | |
| PG1 | Annually: | 58,639.68 | 61,568.52 | 64,646.76 | 67,884.36 | 71,269.32 | 74,841.48 | Police Officer Non-Exempt |
| | Monthly: | 4,886.64 | 5,130.71 | 5,387.23 | 5,657.03 | 5,939.11 | 6,236.79 | |
| | Biweekly: | 2,255.37 | 2,368.02 | 2,486.41 | 2,610.94 | 2,741.13 | 2,878.52 | |
| | Hourly: | 28.1921 | 26.6002 | 31.0801 | 32.6367 | 34.2641 | 35.9814 | |
| PG2 | Annually: | | | | | | 90,789.00 | Police Sergeant Non-Exempt |
| | Monthly: | | | | | | 7,565.75 | |
| | Biweekly: | | | | | | 3,491.88 | |
| | Hourly: | | | | | | 43.6485 | |
| PG3 | Annually: | | | | | | 102,736.32 | Police Lieutenant Non-Exempt |
| | Monthly: | | | | | | 8,561.36 | |
| | Biweekly: | | | | | | 3,951.40 | |
| | Hourly: | | | | | | 49.3924 | |
| PG4 | Annually: | | | | | | 118,871.16 | Police Captain Non-Exempt |
| | Monthly: | | | | | | 9,905.93 | |
| | Biweekly: | | | | | | 4,571.97 | |
| | Hourly: | | | | | | 57.1495 | |
| PG5 | Annually: | | | | | | 138,324.12 | Assistant Police Chief Exempt |
| | Monthly: | | | | | | 11,527.01 | |
| | Biweekly: | | | | | | 5,320.16 | |
| | Hourly: | | | | | | 66.5019 | |

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.



EXHIBIT C

CITY OF MESQUITE
Civil Service Pay Plan - Fire
FY 2016-2017
Effective January 1, 2017

| Pay Grad | | Steps | | | | | | Position Title | FLSA Status |
|----------|----------------------|-----------|-----------|-----------|-----------|-----------|------------|----------------------|-------------|
| | | Base | B1 | B2 | B3 | B4 | B5 | | |
| FG1 | Annually: | 58639.68 | 61568.52 | 64646.76 | 67884.36 | 71269.32 | 74,841.48 | Firefighter | Non-Exempt |
| | Monthly: | 4886.64 | 5130.71 | 5387.23 | 5657.03 | 5939.11 | 6,236.79 | | |
| | Biweekly: | 2255.3723 | 2368.0200 | 2486.4138 | 2610.9369 | 2741.1277 | 2,878.52 | | |
| | Hourly (2080 hours): | 28.1921 | 29.6002 | 31.0801 | 32.6367 | 34.2641 | 35.9814 | | |
| | Hourly (2912 Hours): | 20.1373 | 21.1430 | 22.2001 | 23.3119 | 24.4744 | 25.7011 | | |
| FG2 | Annually: | | | | | | 80,059.20 | Fire Driver-Engineer | Non-Exempt |
| | Monthly: | | | | | | 6,671.60 | | |
| | Biweekly: | | | | | | 3,079.20 | | |
| | Hourly(2080 hours): | | | | | | 38.4899 | | |
| | Hourly (2912 Hours): | | | | | | 27.4929 | | |
| FG3 | Annually: | | | | | | 89,277.12 | Fire Lieutenant | Non-Exempt |
| | Monthly: | | | | | | 7,439.76 | | |
| | Biweekly: | | | | | | 3,433.74 | | |
| | Hourly(2080 hours): | | | | | | 42.9216 | | |
| | Hourly (2912 Hours): | | | | | | 30.6584 | | |
| FG4 | Annually: | | | | | | 99,819.72 | Fire Captain | Non-Exempt |
| | Monthly: | | | | | | 8,318.31 | | |
| | Biweekly: | | | | | | 3,839.22 | | |
| | Hourly(2080 hours): | | | | | | 47.9902 | | |
| | Hourly (2912 Hours): | | | | | | 34.2788 | | |
| FG5 | Annually: | | | | | | 114,696.96 | Fire Deputy Chief | Non-Exempt |
| | Monthly: | | | | | | 9,558.08 | | |
| | Biweekly: | | | | | | 4,411.42 | | |
| | Hourly(2080 hours): | | | | | | 55.1427 | | |
| | Hourly (2912 Hours): | | | | | | 39.3877 | | |
| FG6 | Annually: | | | | | | 137,066.64 | Assistant Fire Chief | Exempt |
| | Monthly: | | | | | | 11,422.22 | | |
| | Biweekly: | | | | | | 5,271.79 | | |
| | Hourly(2080 hours): | | | | | | 65.8973 | | |
| | Hourly (2912 Hours): | | | | | | 47.0696 | | |

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.