

ORDINANCE NO. 5148

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, AUTHORIZING FIELD TRAINING OFFICER ASSIGNMENT PAY (FTO PAY) FOR FIREFIGHTER PARAMEDICS OF THE MESQUITE FIRE DEPARTMENT WHO ARE ASSIGNED TO PERFORM THE SPECIALIZED FUNCTION OF A FIELD TRAINING OFFICER DURING WORKING HOURS; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, field training officers of the Mesquite Fire Department (“**MFD**”) are Firefighter Paramedics of MFD who are assigned to perform the duties and responsibilities of the field training officers program; and

WHEREAS, under Chapter 143 of the Texas Local Government Code, [§ 143.041](#) (Salary), and [§ 143.042](#) (Assignment Pay), the governing body of a municipality may authorize assignment pay for fire fighters; and

WHEREAS, this ordinance authorizes assignment pay for field training officers (“**FTO Pay**”) in the MFD; and

WHEREAS, FTO Pay is to be payable under conditions set by ordinance and is in addition to regular pay received by the MFD member; and

WHEREAS, the City Council desires to authorize FTO Pay as provided herein.

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

SECTION 1. That the facts and recitations contained in the preamble of this ordinance are hereby found and declared to be true and correct and are incorporated and adopted as part of this ordinance for all purposes.

SECTION 2. That effective January 1, 2025, commissioned Mesquite Fire Department (“**MFD**”) Firefighter Paramedics who are designated by the MFD Battalion Chief of EMS, and satisfy MFD’s conditions and criteria to perform the specialized function of a Field Training Officer (“**FTO**”) which are more fully set forth in Exhibit A attached hereto and made a part hereof for all purposes, and who do perform this specialized function during working hours are eligible for FTO Pay at a rate of \$240 per month in addition to the regular pay received by the MFD member.

SECTION 3. 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.

Human Resources / Fire / Field Training Officer Pay ("FTO Pay")

December 16, 2024

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SECTION 4. That all matters set forth herein are subject to change, amendment, or repeal by subsequent ordinance of the City Council at any time and any benefits hereunder are subject to the appropriation and allocation of funds for that purpose by the City Council. The provisions of this ordinance are not intended to create contractual rights between the City and its employees 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 and its employees or their heirs, beneficiaries, legal representatives or assigns.

SECTION 5. That this ordinance shall become effective on January 1, 2025.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 16th day of December 2024.

Signed by:
Daniel Aleman
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Daniel Alemán, Jr.
Mayor

ATTEST:

DocuSigned by:
Sonja Land
C2518095973F46A...

Sonja Land
City Secretary

APPROVED AS TO LEGAL FORM:

Signed by:
David L. Paschall
666E18891208434...

David L. Paschall
City Attorney

EXHIBIT A TO ORDINANCE NO. 5148

City Council Meeting Date: December 16, 2024

Exhibit A**Table of Field Training Officer Assignment Pay**

Specialized Functions	Conditions/Criteria for FTO Assignment Pay	FTO Assignment Pay (FTO Pay)
Field Training Officer (FTO)	<p>To be eligible, a Firefighter Paramedic must meet the following criteria, and be designated by the Battalion Chief of Emergency Medical Services (EMS):</p> <ol style="list-style-type: none"> 1. Have completed at least 18 consecutive months as a paramedic with Mesquite Fire Department. 2. Make a 90% or better on the Medical Director's Clinical Practice Guidelines (CPG) test. 3. Interview with FTO Leadership Board that consists of a Training Officer, EMS Captain, Shift Duty Officer (SDO), and EMS Training Nurse. 4. Commit to a minimum one-year term serving as an FTO. 5. Submit a written application for EMS FTO to the Mesquite Fire Department Training Division. 6. Receive a written recommendation from Station Officer (may be emailed to EMS/Training Division). 7. Receive approval from the EMS Chief and Medical Director. 8. Attend a department-approved Train the Trainer course. <p>Furthermore, an FTO:</p> <ol style="list-style-type: none"> 1. Will perform Continuous Quality Improvement (CQI) and skills training as assigned by the EMS Captain and Training Division. 2. May be removed from the program at the discretion of the EMS Chief and Medical Director. 	\$240.00 per month beginning January 1, 2025