

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS (“CITY”), ADOPTING 2017-18 PAY PLANS FOR FULL-TIME AND PART-TIME GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2017; PROVIDING FLAT, FIXED PAY ADJUSTMENTS FOR CERTAIN QUALIFYING FULL-TIME GENERAL GOVERNMENT PERSONNEL THAT ARE EMPLOYED IN THE CITY’S PUBLIC WORKS, PARKS AND RECREATION, AND ANIMAL SERVICES DEPARTMENTS; PROVIDING TWO-PERCENT MERIT INCREASES AND ONE-TIME LUMP SUM PAYMENTS FOR CERTAIN QUALIFYING GENERAL GOVERNMENT PERSONNEL; ADOPTING REVISED PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2018; PROVIDING A TWO-AND-ONE-HALF PERCENT MARKET ADJUSTMENT FOR COMMISSIONED POLICE AND FIRE EMPLOYEES AND 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, 2017.

SECTION 2. That the pay plan attached hereto as Exhibit “B” and made a part hereof for all purposes for certain full-time and part-time general government personnel of the City that are employed in the positions set forth in Exhibit “B” specifically excluding any personnel included in the Step Pay Plan, is hereby adopted effective on and after October 1, 2017.

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, 2018.

SECTION 4. 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 in Exhibit "A"; (ii) have been employed by the City for a minimum of six months but not exceeding 48 months; (iii) reach their six month, 12 month, 24 month, 36 month and/or 48 month anniversary date(s) during the City's 2017-18 fiscal year (each a "Fiscal Year 2017-18 Step Pay Plan Anniversary Date"); and (iv) are in good standing and meet a performance standard of "meets expectations" on the performance review conducted in connection with each Fiscal Year 2017-18 Step Pay Plan Anniversary Date (each a "Fiscal Year 2017-18 Step Pay Plan Performance Review"), will be eligible to receive a flat, fixed pay adjustment of \$.04808 per hour, effective on each Fiscal Year 2017-18 Step Pay Plan Anniversary Date reached by such employee during the City's 2017-18 fiscal year, provided, however, no employee of the City who is on a work improvement plan ("WIP") as of any Fiscal Year 2017-18 Step Pay Plan Anniversary Date, or who is placed on a WIP as part of any Fiscal Year 2017-18 Step Pay Plan Performance Review shall be eligible for a flat, fixed pay adjustment set forth in this Section 4 unless and until such employee successfully completes their WIP during the City's 2017-18 fiscal year. If such employee successfully completes their WIP during the City's 2017-18 fiscal year, such employee will be eligible for the flat, fixed pay adjustment set forth in this Section 4 effective as of the date such employee successfully completes their WIP. Employees receiving the flat, fixed pay adjustment(s) set forth in this Section 4 shall not be eligible to receive the two-percent merit increase set forth in Section 5 or Section 6 below or the lump sum payment set forth in Section 8 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 in Exhibit "A"; (ii) have been employed by the City for more than 48 months as of October 1, 2017; and (iii) are in good standing and meet a performance standard of "meets expectations" on their annual performance review during the City's 2017-18 fiscal year, will be eligible to receive a two-percent merit increase effective on the employee's 2017-18 fiscal year anniversary date. Employees receiving the two-percent merit increase set forth in this Section 5 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 4 above or the two-percent merit increase set forth in Section 6 below or the lump sum payment set forth in Section 8 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 on the Step Pay Plan, who have not reached their maximum salary on October 1, 2017, and who are in good standing and meet a performance standard of "meets expectations" on their annual performance review during the City's 2017-18 fiscal year, will be eligible to receive a two-percent merit increase effective on the employee's 2017-18 fiscal year anniversary date. Employees receiving the two-percent merit increase set forth in this Section 6 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 4 above or the two-percent merit increase set forth in Section 5 above or the lump sum payment set forth in Section 8 below.

SECTION 7. Notwithstanding anything contained herein to the contrary, no employee of the City who is on a WIP as of the employee's 2017-18 fiscal year anniversary date or who is placed on a WIP as part of the employee's 2017-18 fiscal year annual performance

review shall be eligible for the two-percent merit increase set forth in Section 5 or Section 6 above unless and until such employee successfully completes their WIP during the City's 2017-18 fiscal year. If such employee successfully completes their WIP during the City's 2017-18 fiscal year, such employee will be eligible for the two-percent merit increase set forth in Section 5 or Section 6 above effective as of the date such employee successfully completes their WIP.

SECTION 8. That full-time general government employees of the City that are at their maximum salary on October 1, 2017, who are not included in the Step Pay Plan nor receiving the two-percent merit increases set forth in Section 5 or Section 6 above and who are in good standing and meet a performance standard of "meets expectations" on their annual performance review during the City's 2017-18 fiscal year will be eligible to receive a one-time lump sum payment of \$500.00 on the employee's 2017-18 fiscal year anniversary date, provided, however, if such employee is on a WIP as of the employee's 2017-18 fiscal year anniversary date or if such employee is placed on a WIP as part of the employee's 2017-18 fiscal year annual performance review, such employee shall not be eligible for the \$500.00 one-time lump sum payment set forth in this Section 8 unless and until such employee successfully completes their WIP during the City's 2017-18 fiscal year. If such employee successfully completes their WIP during the City's 2017-18 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 8 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 4 above or the two-percent merit increase set forth in Section 5 or Section 6 above.

SECTION 9. That the pay plan for commissioned police and fire personnel includes a two-and-one-half-percent market adjustment for all ranks of the commissioned police and fire personnel effective January 1, 2018.

SECTION 10. That the pay plan for commissioned police and fire personnel adopted by this ordinance to be effective January 1, 2018, 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 11. 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 12. 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 13. 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 14. 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 15. 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" attached hereto, all flat, fixed pay adjustments, merit increases, lump sum payments and market adjustments as provided herein, 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 16. That subject to the approval by the Board of Trustees of the Texas Municipal Retirement System, that items listed under Sections 11 and 12 of this ordinance pertaining to the updated service credits and increases in retirement annuities granted hereby shall be and become effective January 1, 2018.

SECTION 17. That this ordinance shall take effect on and after September 18, 2017.


DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 18th day of September, 2017.

Stan Pickett
Mayor

ATTEST:

APPROVED:

Sonja Land
City Secretary



B. J. Smith
City Attorney

EXHIBIT A



City of Mesquite General Government Step Pay Plan

Position Title	Effective 10/1/2017				
	Step Name	Salary Range	Minimum	Midpoint	Maximum
Maintenance Worker I Park Grounds Maintenance Technician Park Maintenance Specialist Residential Solid Waste Driver - Trainee	SP-01	Annually: Monthly: Biweekly: Hourly:	\$23,400.00 \$1,950.00 \$900.00 \$11.25	\$27,133.0000 \$2,261.0833 \$1,043.5769 \$13.0447	\$32,117.000 \$2,676.4167 \$1,235.2692 \$15.4409
Animal Shelter Attendant Water Meter Reader	SP-02	Annually: Monthly: Biweekly: Hourly:	\$25,480.00 \$2,123.33 \$980.00 \$12.25	\$28,761.2836 \$2,396.7736 \$1,106.2032 \$13.8275	\$34,043.9684 \$2,836.9974 \$1,309.3834 \$16.3673
Maintenance Worker II (NE09) Pub Works Disp/Water Pump Stat	SP-03	Annually: Monthly: Biweekly: Hourly:	\$27,560 \$2,296.67 \$1,060.00 \$13.25	\$32,316.1783 \$2,693.0149 \$1,242.9299 \$15.5366	\$38,251.8029 \$3,187.6502 \$1,471.2232 \$18.3903
Equipment Operator I - Street Maintenance Golf Course Equipment Operator Golf Course Maintenance Technician Park Athletic Fields Technician Park Equipment Operator Residential Solid Waste - Helper Water Services Representative	SP-04	Annually: Monthly: Biweekly: Hourly:	\$29,640.00 \$2,470.00 \$1,140.00 \$14.25	\$34,255.1490 \$2,854.5957 \$1,317.5057 \$16.4688	\$40,546.9110 \$3,378.9093 \$1,559.4966 \$19.4937
Animal Control Officer Concrete Finisher Equipment Operator II Park Irrigation Technician Residential Solid Waste Crew Chief Water Production Technician	SP-05	Annually: Monthly: Biweekly: Hourly:	\$31,720.00 \$2,643.33 \$1,220.00 \$15.25	\$36,310.4579 \$3,025.8715 \$1,396.5561 \$17.4570	\$42,979.7257 \$3,581.6438 \$1,653.0664 \$20.6633
Heavy Equipment Operator Senior Grounds Maintenance Technician	SP-06	Annually: Monthly: Biweekly: Hourly:	\$33,176.00 \$2,764.67 \$1,276.00 \$15.95	\$38,489.0854 \$3,207.4238 \$1,480.3494 \$18.5044	\$45,558.5092 \$3,796.5424 \$1,752.2504 \$21.9031
Chemical Application Technician Park Equipment Mechanic Park Maintenance Mechanic Park Maintenance Mechanic - Facilities/Aquatics	SP-07	Annually: Monthly: Biweekly: Hourly:	\$34,840.00 \$2,903.33 \$1,340.00 \$16.75	\$40,798.4305 \$3,399.8692 \$1,569.1704 \$19.6146	\$48,291.0198 \$4,024.3350 \$1,857.3854 \$23.2173
Animal Shelter and Rescue Coordinator Maintenance Crew Chief	SP-08	Annually: Monthly: Biweekly: Hourly:	\$36,920.00 \$3,076.67 \$1,420.00 \$17.75	\$43,246.3363 \$3,603.8614 \$1,663.3206 \$20.7915	\$51,189.5410 \$4,265.7951 \$1,968.8285 \$24.6104
Concrete Crew Chief Public Works Backflow Inspector Utility Crew Chief	SP-09	Annually: Monthly: Biweekly: Hourly:	\$37,960.00 \$3,163.33 \$1,460.00 \$18.25	\$45,841.1165 \$3,820.0930 \$1,763.1199 \$22.0390	\$54,260.9134 \$4,521.7428 \$2,086.9582 \$26.0870
Public Works Construction Inspector Senior Water Production Technician Utilities Technician	SP-10	Annually: Monthly: Biweekly: Hourly:	\$41,080.00 \$3,423.33 \$1,580.00 \$19.75	\$48,591.5835 \$4,049.2986 \$1,868.9071 \$23.3613	\$57,516.5782 \$4,793.0474 \$2,212.1757 \$27.6522
<i>All positions are non-exempt \$.4808 per hour increase at 6 months/12 months/24 months/36 months/48 months with an acceptable job performance review. For all pay plans - due to rounding in the payroll system, rate may be reflected differently on pay stub</i>					

EXHIBIT B



City of Mesquite
General Government Pay Plan FY 2017-18
Effective October 1, 2017

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	Airport Security Technician High School Intern Undergraduate Intern
	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 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 Arts Center Event 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	

EXHIBIT B

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	Equipment Services Service Writer
					Municipal Court Clerk
NE12	Annually:	29,641.1901	36,310.4579	42,979.7257	Police Records Clerk
	Monthly:	2,470.0992	3,025.8715	3,581.6438	Utility Service Clerk
	Biweekly:	1,140.0458	1,396.5561	1,653.0664	Buyer
	Hourly:	14.2506	17.4570	20.6633	Florence Ranch Homestead Assistant Coordinator
					Permit Technician
NE13	Annually:	31,419.6615	38,489.0854	45,558.5092	Police Payroll Technician
	Monthly:	2,618.3051	3,207.4238	3,796.5424	Pool Maintenance Technician
	Biweekly:	1,208.4485	1,480.3494	1,752.2504	Reservation Technician
	Hourly:	15.1056	18.5044	21.9031	Senior Cashier
					Senior Cashier - Municipal Court
NE14	Annually:	33,304.8412	40,798.4305	48,292.0198	Senior Library Assistant
	Monthly:	2,775.4034	3,399.8692	4,024.3350	Senior Line Services Technician
	Biweekly:	1,280.9554	1,569.1704	1,857.3854	Warehouse Technician
	Hourly:	16.0119	19.6146	23.2173	Administrative Secretary
					Assistant Librarian
NE15	Annually:	35,303.1317	43,246.3363	51,189.5410	Court Compliance Representative
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Engineering Plans and Records Specialist
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Senior Permit Technician
	Hourly:	16.9727	20.7915	24.6104	Signs & Markings Technician
					Athletics/Aquatics Coordinator
	Annually:	35,303.1317	43,246.3363	51,189.5410	Equipment Mechanic
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Executive Secretary
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Fabrication Welder
	Hourly:	16.9727	20.7915	24.6104	Historic Homes Coordinator
					Housing Occupancy Technician
	Annually:	35,303.1317	43,246.3363	51,189.5410	Human Resources/Civil Service Specialist
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Recreation Specialist
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Senior Administrative Secretary
	Hourly:	16.9727	20.7915	24.6104	Senior Building Maintenance Technician
					Senior Customer Service Representative
	Annually:	35,303.1317	43,246.3363	51,189.5410	Special Projects Coordinator
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Administrative Aide
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Administrative Law Enforcement Coordinator
	Hourly:	16.9727	20.7915	24.6104	Community Services Housing Inspector
					Environmental Code Inspector
	Annually:	35,303.1317	43,246.3363	51,189.5410	GIS Technician
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Housing Inspector/Landlord Services
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Office Coordinator
	Hourly:	16.9727	20.7915	24.6104	Payroll Technician- Accounting
					Senior Municipal Court Clerk
	Annually:	35,303.1317	43,246.3363	51,189.5410	Signal Maintenance Technician
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Street Lighting Maintenance Technician
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	
	Hourly:	16.9727	20.7915	24.6104	

EXHIBIT B

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
NE16	Annually:	37,421.3196	45,841.1165	54,260.9134	CDBG Projects Inspector
	Monthly:	3,118.4433	3,820.0930	4,521.7428	Heavy Equipment Mechanic
	Biweekly:	1,439.2815	1,763.1199	2,086.9582	Help Desk Technician
	Hourly:	17.9910	22.0390	26.0870	Human Resources Specialist
					Payroll/HRIS Technician
NE17	Annually:	39,666.5988	48,591.5835	57,516.5682	Residential Building Inspector
	Monthly:	3,305.5499	4,049.2986	4,793.0474	Risk Specialist
	Biweekly:	1,525.6384	1,868.9071	2,212.1757	Senior Mechanic
	Hourly:	19.0705	23.3613	27.6522	Senior Telecommunications Technician
					Special Projects Supervisor
NE18	Annually:	42,046.5947	51,507.0785	60,967.5623	Building Inspector
	Monthly:	3,503.8829	4,292.2565	5,080.6302	Electrical/Energy Inspector
	Biweekly:	1,617.1767	1,981.0415	2,344.9062	Field Supervisor - Animal Services
	Hourly:	20.2147	24.7630	29.3113	GIS Analyst
					Paralegal I
NE19	Annually:	44,569.3904	54,597.5032	64,625.6161	Plumbing/Mechanical Inspector
	Monthly:	3,714.1159	4,549.7919	5,385.4680	Public Information Coordinator
	Biweekly:	1,714.2073	2,099.9040	2,485.6006	Senior Environmental Code Inspector
	Hourly:	21.4276	26.2488	31.0700	Crime Analyst
					Junior Systems Administrator
NE20	Annually:	47,243.5538	57,873.3534	68,503.1530	Nurse
	Monthly:	3,936.9628	4,822.7795	5,708.5961	Paralegal II
	Biweekly:	1,817.0598	2,225.8982	2,634.7367	PC Support Analyst
	Hourly:	22.7132	27.8237	32.9342	Plans Examiner
					Police Records Supervisor
NE21	Annually:	50,078.1670	61,345.7546	72,613.3422	Public Service Professional
	Monthly:	4,173.1806	5,112.1462	6,051.1119	Signs & Markings Supervisor
	Biweekly:	1,926.0833	2,359.4521	2,792.8209	PC Support Analyst/Technical Trainer
	Hourly:	24.0760	29.4932	34.9103	Assistant City Secretary
					Benefits Administrator

EXHIBIT B

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
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	
<u>Pay Grade(s) with no positions:</u>					
NE01, NE03, NE05 and NE23					

EXHIBIT B



City of Mesquite
General Government Pay Plan FY 2017-18
Effective October 1, 2017
Exempt

Pay Grade	Salary Range			Position Title
		Minimum	Midpoint	
EX01	Annually:	34,104.9708	42,631.2135	51,157.4561
	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
	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
	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
	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
	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
	Monthly:	3,803.3453	4,754.1817	5,705.0180
	Biweekly:	1,755.3902	2,194.2377	2,633.0852
	Hourly:	21.9424	27.4280	32.9136

EXHIBIT B

Pay Grade	Salary Range			Position Title	
		Minimum	Midpoint		Maximum
EX07	Annually:	48,378.5529	60,473.1911	72,567.8293	Communications and Marketing Coordinator
	Monthly:	4,031.5461	5,039.4326	6,047.3191	Environmental Code Field Supervisor
	Biweekly:	1,860.7136	2,325.8920	2,791.0704	Production Supervisor
	Hourly:	23.2589	29.0736	34.8884	Senior Administrative Supervisor
EX08					Senior Emergency Management Specialist
					Senior Health Specialist
					Senior Recreation Supervisor
					Staffing Coordinator
					Utility Supervisor
	Annually:	51,281.2660	64,101.5825	76,921.8990	Athletics/Aquatics Superintendent
	Monthly:	4,273.4388	5,341.7985	6,410.1583	Building Insp. Field Supervisor
	Biweekly:	1,972.3564	2,465.4455	2,958.5346	Court Administrator
	Hourly:	24.6545	30.8181	36.9817	CVB Director
					Energov System and Development Process Analyst
					GIS Coordinator
					Golf Course Superintendent
EX09					Human Resources - Civil Service Recruiter
					Legal Services Administrator
					Senior Accountant
					Senior Financial Analyst
	Annually:	54,358.1420	67,947.6775	81,537.2130	Assistant Manager of Facility Maintenance
	Monthly:	4,529.8452	5,662.3065	6,794.7677	Assistant Manager of Equipment Services
	Biweekly:	2,090.6978	2,613.3722	3,136.0467	Assistant Manager of Solid Waste
	Hourly:	26.1337	32.6672	39.2006	Assistant Manager of Streets
					Assistant Manager of Utilities
					Employee Services Coordinator
					Public Safety Computer Administrator/Analyst
					Senior Planner
EX10					Traffic & Street Lighting Superintendent
					Website And Systems Developer
	Annually:	57,619.6305	72,024.5381	86,429.4458	Assistant to the City Manager
	Monthly:	4,801.6359	6,002.0448	7,202.4538	Finance System Analyst
EX11	Biweekly:	2,216.1396	2,770.1745	3,324.2095	Network Administrator
	Hourly:	27.7017	34.6272	41.5526	
	Annually:	61,076.8083	76,346.0104	91,615.2125	Administrator of Housing
	Monthly:	5,089.7340	6,362.1675	7,634.6010	Benefits Manager
EX14	Biweekly:	2,349.1080	2,936.3850	3,523.6620	GIS Manager
	Hourly:	29.3639	36.7048	44.0458	Manager of Neighborhood Vitality
					Park Project Manager
					Principal Planner
EX15	Annually:	72,743.4560	90,929.3199	109,115.1839	Assistant Manager of Economic Development
	Monthly:	6,061.9547	7,577.4433	9,092.9320	Human Resources Manager
	Biweekly:	2,797.8252	3,497.2815	4,196.7378	Project Engineer
	Hourly:	34.9728	43.7160	52.4592	Public Safety Communication Manager
EX16					Risk Manager
					Traffic Engineer
	Annually:	77,108.0633	96,385.0791	115,662.0950	Assistant City Attorney
	Monthly:	6,425.6719	8,032.0899	9,638.5079	Assistant City Engineer
EX16	Biweekly:	2,965.6947	3,707.1184	4,448.5421	
	Hourly:	37.0712	46.3390	55.6068	
	Annually:	81,734.0160	102,168.1440	122,969.6004	Senior Assistant City Attorney
	Monthly:	6,811.1680	8,514.0120	10,247.4667	
EX16	Biweekly:	3,143.6160	3,929.5440	4,729.6000	
	Hourly:	39.2952	49.1193	59.1200	

EXHIBIT B



City of Mesquite
General Government FY 2017-18
Seasonal Pay Plan
Effective: October 1, 2017

Pay	Salary Range				Support Services Supervisor	Exempt / Non-Exempt
Grade		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 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		
HS05	Annually:	19,872.00	21,086.64	22,301.28	Head Lifeguard Pro Shop Attendant	Non-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		
HS06	Annually:	20,808.00	22,008.48	23,379.96	Seasonal Park Worker Electronic File Processor	Non-Exempt Non-Exempt
	Monthly:	1,734.00	1,834.04	1,948.33		
	Biweekly:	800.31	846.48	899.23		
	Hourly:	10.00	10.58	11.24		
HS07	Annually:	0.00	0.00	0.00	Swim Coach	Non-Exempt
	Monthly:	0.38	0.41	0.43	Swimming Pool Supervisor	Non-Exempt
		Hourly:	0.00	0.00	0.00	
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:						
HS04						

EXHIBIT B



Detention Officer Pay Plan Effective October 1, 2017

	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	position filled by a Civil Service Police Officer		

These positions are non-exempt

EXHIBIT B



Public Safety Dispatcher Step Pay Plan Effective October 1, 2017

	Step 1	Step 2	Step 3	Step 4
	Trainee	Call Taker (Fire Dispatch Trainee)	Fire Dispatcher (NCIC Trainee)	NCIC
Hourly	\$17.30	\$17.60	\$17.85	\$18.17
Monthly	\$2,998	\$3,050	\$3,100	\$3,150
Annually	\$35,976	\$36,600	\$37,200	\$37,800
<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.• 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
	0-2 years as PSDII	3-5 years as PSDII	6-9 years as PSDII	10-14 years as PSDII	15-19 years as PSDII	20-24 years as PSDII	25+ years as PSDII
Hourly	\$19.00	\$20.12	\$21.25	\$22.36	\$23.50	\$24.95	\$26.00
Monthly	\$3,293.00	\$3,487.00	\$3,683.00	\$3,876.00	\$4,073.00	\$4,325.00	\$4,507.00
Annually	\$39,516	\$41,844	\$44,196	\$46,512	\$48,876	\$51,900	\$54,084

Public Safety Dispatcher Supervisor - Pay Range			
	Minimum	Midpoint	Maximum
Hourly	\$23.64	\$28.38	\$34.25
Monthly	\$4,098	\$4,919	\$5,937
Annually	\$49,176	\$59,028	\$71,244

These positions are non-exempt

EXHIBIT C



CITY OF MESQUITE
Civil Service Pay Plan - Police
FY 2017-2018
Effective January 1, 2018

Pay Grad		Steps						Position Title	Exempt / Non-Exempt
		Base	B1	B2	B3	B4	B5		
PG1	Annually:	60,105.67	63,107.73	66,262.93	69,581.47	73,051.05	76,712.52	Police Officer	Non-Exempt
	Monthly:	5,008.81	5,258.98	5,521.91	5,798.46	6,087.59	6,392.71		
	Biweekly:	2,311.76	2,427.22	2,548.57	2,676.21	2,809.66	2,950.48		
	Hourly:	28.8970	30.3403	31.8572	33.4526	35.1207	36.8810		
PG2	Annually:						93,058.73	Police Sergeant	Non-Exempt
	Monthly:						7,754.89		
	Biweekly:						3,579.18		
	Hourly:						44.7398		
PG3	Annually:						105,304.73	Police Lieutenant	Non-Exempt
	Monthly:						8,775.39		
	Biweekly:						4,050.18		
	Hourly:						50.6273		
PG4	Annually:						121,842.94	Police Captain	Non-Exempt
	Monthly:						10,153.58		
	Biweekly:						4,686.27		
	Hourly:						58.5783		
PG5	Annually:						141,782.22	Assistant Police Chief	Exempt
	Monthly:						11,815.19		
	Biweekly:						5,453.16		
	Hourly:						68.1645		

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.

Due to rounding in the payroll system, rate may be reflected differently on pay stub

EXHIBIT C



CITY OF MESQUITE
Civil Service Pay Plan - Fire
FY 2017-2018
Effective January 1, 2018

Pay Grad		Steps						Position Title	FLSA Status
		Base	B1	B2	B3	B4	B5		
FG1	Annually:	60105.67	63107.73	66262.93	69581.47	73051.05	76712.52	Firefighter	Non-Exempt
	Monthly:	5008.81	5258.98	5521.91	5798.46	6087.59	6392.71		
	Biweekly:	2311.76	2427.22	2548.57	2676.21	2809.66	2950.48		
	Hourly (2080 hours):	28.8970	30.3403	31.8572	33.4526	35.1207	36.8810		
	Hourly (2912 Hours):	20.6407	21.6716	22.7551	23.8947	25.0862	26.3436		
FG2	Monthly:						82,060.68	Fire Driver-Engineer	Non-Exempt
	Biweekly:						6,838.39		
	Hourly(2080 hours):						3,156.18		
	Hourly (2912 Hours):						39.4523		
FG3	Annually:						91,509.05	Fire Lieutenant	Non-Exempt
	Monthly:						7,625.75		
	Biweekly:						3,519.58		
	Hourly(2080 hours):						43.9947		
	Hourly (2912 Hours):						31.4248		
FG4	Annually:						102,315.21	Fire Captain	Non-Exempt
	Monthly:						8,526.27		
	Biweekly:						3,935.20		
	Hourly(2080 hours):						49.1900		
	Hourly (2912 Hours):						35.1357		
FG5	Annually:						117,564.38	Fire Deputy Chief	Non-Exempt
	Monthly:						9,797.03		
	Biweekly:						4,521.71		
	Hourly(2080 hours):						56.5213		
	Hourly (2912 Hours):						40.3724		
FG6	Annually:						140,493.31	Assistant Fire Chief	Exempt
	Monthly:						11,707.78		
	Biweekly:						5,403.59		
	Hourly(2080 hours):						67.5449		
	Hourly (2912 Hours):						48.2463		

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.

Due to rounding in the payroll system, rate may be reflected differently on pay stub