

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, AMENDING ORDINANCE NO. 4610, BY DELETING EXHIBIT "C" AND ADDING A NEW EXHIBIT "C," AND BY AMENDING SECTION 9, THEREBY REVISING THE PAY PLAN FOR COMMISSIONED POLICE AND FIRE PERSONNEL OF THE CITY EFFECTIVE JANUARY 1, 2019; PROVIDING FOR A REPEALER CLAUSE; PROVIDING FOR A SEVERABILITY CLAUSE; AND DECLARING AN EFFECTIVE DATE.

WHEREAS, the City Council of the City of Mesquite, Texas adopted Ordinance No. 4610 on October 1, 2018, adopting Fiscal Year 2018-19 pay plans for general government employees of the City of Mesquite, Texas (the "City") effective October 1, 2018, and revised pay plans for commissioned police and fire personnel of the City effective January 1, 2019 ("Ordinance No. 4610"); and

WHEREAS, Ordinance No. 4610 recited that the revised pay plan for commissioned police and fire personnel of the City included a three-percent market adjustment for all ranks effective January 1, 2019; and

WHEREAS, a 4.1346 percent market adjustment for commissioned fire personnel of the City serving in the position/rank of Fire Driver-Engineer, effective January 1, 2019, is necessary in order to ensure a proper margin between the new sixth step (Step B6) for commissioned fire personnel of the City serving in the position/rank of Firefighter and the beginning base pay for commissioned personnel of the City serving in the position/rank of Fire Driver-Engineer; and

WHEREAS, Ordinance No. 4610 does not accurately reflect the correct compensation for commissioned personnel of the City serving in the position/rank of Police Lieutenant; and

WHEREAS, Ordinance No. 4610 is hereby being amended to reflect a 4.1346 percent market adjustment for commissioned fire personnel of the City serving in the position/rank of Fire Driver-Engineer, effective January 1, 2019, and to correct the compensation for commissioned personnel of the City serving in the position/rank of Police Lieutenant, effective January 1, 2019.

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

SECTION 1. That Section 9 of Ordinance No. 4610 is hereby amended to read as follows:

"That Pay Plan C includes: (i) a three-percent market adjustment for commissioned police and fire personnel of the City serving in the positions/ranks of Police Officer, Police Sergeant, Police Lieutenant, Police Captain, Assistant Police Chief, Firefighter, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Assistant Fire Chief, effective January 1, 2019; and (ii) a 4.1346 percent market adjustment for commissioned fire personnel of the City serving in the position/rank of Fire Driver-Engineer, effective January 1, 2019."

SECTION 2. That Ordinance No. 4610 is hereby amended by deleting Exhibit "C" attached to Ordinance No. 4610 and replacing such exhibit with Exhibit "C" attached hereto and made a part hereof for all purposes. All references to Exhibit "C" in Ordinance No. 4610 shall be deemed to refer to Exhibit "C" attached hereto and made a part hereof for all purposes.

SECTION 3. That all matters set forth herein and in Exhibit "C" attached hereto 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, 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, or their heirs, beneficiaries, legal representatives or assigns.

SECTION 4. That this ordinance amends Ordinance No. 4610 in no other manner except as expressly set forth herein. Ordinance No. 4610 shall continue in full force and effect except as expressly amended by this ordinance.

SECTION 5. 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 6. 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 7. That this ordinance shall take effect immediately from and after its passage.

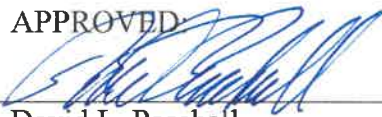
DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 19th day of November 2018.

Stan Pickett
Mayor

ATTEST:

Sonja Land
City Secretary

APPROVED:



David L. Paschall
City Attorney



Pay Plan C
CITY OF MESQUITE
Civil Service Pay Plan - Police
Effective January 1, 2019

TABLE A

Pay Grade		Steps								Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6			
PG1	Annually:	61,908.84	65,000.96	68,250.82	71,668.91	75,242.58	79,013.90	*82,964.59		Police Officer	Non-Exempt
	Monthly:	5,159.07	5,416.75	5,687.57	5,972.41	6,270.22	6,584.49	6,913.72			
	Biweekly:	2,381.11	2,500.04	2,625.03	2,756.50	2,893.95	3,039.00	3,190.95			
	Hourly:	29.76	31.25	32.81	34.46	36.17	37.99	39.89			
PG2	Annually:	95,850.49	**98,726.01							Police Sergeant	Non-Exempt
	Monthly:	7,987.54	8,227.17								
	Biweekly:	3,686.56	3,797.15								
	Hourly:	46.08	47.46								
PG3	Annually:	108,463.87	**111,717.79							Police Lieutenant	Non-Exempt
	Monthly:	9,038.66	9,309.82								
	Biweekly:	4,171.69	4,296.84								
	Hourly:	52.15	53.71								
PG4	Annually:	125,498.23	**129,263.18							Police Captain	Non-Exempt
	Monthly:	10,458.19	10,771.93								
	Biweekly:	4,826.85	4,971.66								
	Hourly:	60.34	62.15								
PG5	Annually:	146,035.69	**150,416.76							Assistant Police Chief	Exempt
	Monthly:	12,169.64	12,534.73								
	Biweekly:	5,616.76	5,785.26								
	Hourly:	70.21	72.32								

Police Officer Position

Police Officer Base through Step B5

Commissioned personnel of the Mesquite Police Department serving in the position/rank of Police Officer (individually "Police Officer" and collectively "Police Officers") begin employment at the Base salary set forth in Table A above ("Table A"). Police Officers who have been employed by the City for five (5) years or less as of the Police Officer's annual anniversary date during the City's 2018-19 fiscal year (i.e., who were at Step B4 or lower as of September 30, 2018), will advance to the next step within their salary range on their employment anniversary date. For example, a Police Officer at Step B2 would advance to Step B3 after one year in the B2 step.

Prior to the effective date of Step B6 for Police Officers as described below, Step B5 shall be the highest step and maximum allowable salary for Police Officers regardless of years of service.

Police Officer Step B6

The new sixth step increase (Step B6) shown in Table A for Police Officers will be effective April 1, 2019.*

Police Officers who were at Step B5 as of September 30, 2018, and whose anniversary dates during the City's 2018-19 fiscal year occur between October 1, 2018, and March 31, 2019, inclusive of both dates, shall receive the increase to Step B6 beginning on April 1, 2019.

Police Officers who were at Step B5 as of September 30, 2018, and whose anniversary dates during the City's 2018-19 fiscal year occur between April 1, 2019, and September 30, 2019, inclusive of both dates, shall receive the increase to Step B6 on the employee's 2018-19 fiscal year anniversary date.

From and after April 1, 2019, Step B6 shall be the maximum allowable salary for the position/rank of Police Officer regardless of years of service. Police Officers at the maximum allowable salary may only receive a higher salary upon promotion or market-based pay adjustment.

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

Police Promotional Ranks

Police Promotional Ranks Base Commissioned personnel of the Mesquite Police Department serving in the promotional positions/ranks of Police Sergeant, Police Lieutenant, Police Captain, and Police Assistant Chief upon promotion move to the Base salary for their respective positions/ranks shown in Table A.

Prior to the effective date of Step B1 for the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain, and Police Assistant Chief as described below, the Base salary shall be the maximum allowable salary for the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain, and Police Assistant Chief regardless of years of service.

Police Promotional Ranks Step B1

The new step increase (Step B1) shown in Table A for commissioned personnel of the Mesquite Police Department serving in the promotional positions/ranks of Police Sergeant, Police Lieutenant, Police Captain and Police Assistant Chief will be effective April 1, 2019.**

Commissioned personnel of the Mesquite Police Department serving in the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain and Police Assistant Chief who have completed at least one full year of service in such rank as of March 31, 2019, shall receive the Step B1 increase for their respective promotional rank as shown in Table A on April 1, 2019.

Commissioned personnel of the Mesquite Police Department serving in the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain and Police Assistant Chief who have not completed at least one full year of service in such rank as of March 31, 2019, shall receive the Step B1 increase for their respective position/rank as shown in Table A upon completion of one year of service in such rank.

From and after April 1, 2019, Step B1 for each promotional rank as shown in Table A shall be the maximum allowable salary for the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain and Police Assistant Chief regardless of years of service. Police Sergeants, Police Lieutenants, Police Captains and Police Assistant Chiefs at the maximum allowable salary may only receive a higher salary upon an additional promotion or market-based pay adjustment.

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



Pay Plan C
CITY OF MESQUITE
Civil Service Pay Plan - Fire
Effective January 1, 2019

TABLE B

Pay Grade		Steps							Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6		
FG1	Annually:	61,908.84	65,000.96	68,250.82	71,668.91	75,242.58	79,013.90	*82,964.59	Firefighter	Non-Exempt
	Monthly:	5,159.07	5,416.75	5,687.57	5,972.41	6,270.22	6,584.49	6,913.72		
	Biweekly:	2,381.11	2,500.04	2,625.03	2,756.50	2,893.95	3,039.00	3,190.95		
	Hourly (2080 hours):	29.76	31.25	32.81	34.46	36.17	37.99	39.89		
	Hourly (2912 Hours):	21.2599	22.3218	23.4378	24.6116	25.8388	27.1339	28.4906		
FG2	Annually:	85,453.53	**88,017.13						Fire Driver-Engineer	Non-Exempt
	Monthly:	7,121.13	7,334.76							
	Biweekly:	3,286.67	3,385.27							
	Hourly(2080 hours):	41.08	42.32							
	Hourly (2912 Hours):	29.35	30.23							
FG3	Annually:	94,254.32	**97,081.95						Fire Lieutenant	Non-Exempt
	Monthly:	7,854.53	8,090.16							
	Biweekly:	3,625.17	3,733.92							
	Hourly(2080 hours):	45.31	46.67							
	Hourly (2912 Hours):	32.37	33.34							
FG4	Annually:	105,384.67	**108,546.21						Fire Captain	Non-Exempt
	Monthly:	8,782.06	9,045.52							
	Biweekly:	4,053.26	4,174.85							
	Hourly(2080 hours):	50.67	52.19							
	Hourly (2912 Hours):	36.19	37.28							
FG5	Annually:	121,091.31	**124,724.05						Fire Deputy Chief	Non-Exempt
	Monthly:	10,090.94	10,393.67							
	Biweekly:	4,657.36	4,797.08							
	Hourly(2080 hours):	58.22	59.96							
	Hourly (2912 Hours):	41.58	42.83							
FG6	Annually:	144,708.11	**149,049.35						Assistant Fire Chief	Exempt
	Monthly:	12,059.01	12,420.78							
	Biweekly:	5,565.70	5,732.67							
	Hourly(2080 hours):	69.57	71.66							
	Hourly (2912 Hours):	49.69	51.18							

Firefighter Position

Firefighter Base through Step B5

Commissioned personnel of the Mesquite Fire Department serving in the position/rank of Firefighter (individually "Firefighter" and collectively "Firefighters") begin employment at the Base salary set forth in Table B above ("Table B"). Firefighters who have been employed by the City for five (5) years or less as of the Firefighter's annual anniversary date during the City's 2018-19 fiscal year (i.e., who were at Step B4 or lower as of September 30, 2018), will advance to the next step within their salary range on their employment anniversary date. For example, a Firefighter at Step B2 would advance to Step B3 after one year in the B2 step.

Prior to the effective date of Step B6 for Firefighters as described below, Step B5 shall be the highest step and maximum allowable salary for Firefighters regardless of years of service.

Firefighter Step B6

The new sixth step increase (Step B6) shown in Table B for Firefighters will be effective April 1, 2019.*

Firefighters who were at Step B5 as of September 30, 2018, and whose anniversary dates during the City's 2018-19 fiscal year occur between October 1, 2018, and March 31, 2019, inclusive of both dates, shall receive the increase to Step B6 on April 1, 2019.

Firefighters who were at Step B5 as of September 30, 2018, and whose anniversary dates during the City's 2018-19 fiscal year occur between April 1, 2019, and September 30, 2019, inclusive of both dates, shall receive the increase to Step B6 on the employee's 2018-19 fiscal year anniversary date.

From and after April 1, 2019, Step B6 shall be the maximum allowable salary for the position/rank of Firefighter regardless of years of service. Firefighters at the maximum allowable salary may only receive a higher salary upon promotion or market-based pay adjustment.

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

Fire Promotional Ranks

Fire Promotional Ranks Base

Commissioned personnel of the Mesquite Fire Department serving in the promotional positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief upon promotion move to the Base salary for their respective positions/ranks as shown in Table B.

Prior to the effective date of Step B1 for the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief as described below, the Base salary shall be the maximum allowable salary for the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief regardless of years of service.

Fire Promotional Ranks Step B1

The new step increase (Step B1) shown in Table B for commissioned personnel of the Mesquite Fire Department serving in the promotional positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief will be effective April 1, 2019.**

Commissioned personnel of the Mesquite Fire Department serving in the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief who have completed at least one full year of service in such rank as of March 31, 2019, shall receive the Step B1 increase for their respective promotional rank shown in Table B on April 1, 2019.

Commissioned personnel of the Mesquite Fire Department serving in the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief who have not completed at least one full year of service in such rank as of March 31, 2019, shall receive the Step B1 increase for their respective position/rank as shown in Table B upon completion of one year of service in such rank.

From and after April 1, 2019, Step B1 for each promotional rank as shown in Table B shall be the maximum allowable salary for the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief regardless of years of service.

Fire Driver-Engineers, Fire Lieutenants, Fire Captains, Fire Deputy Chiefs and Fire Assistant Chiefs at the maximum allowable salary may only receive a higher salary upon an additional promotion or market-based pay adjustment.

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