

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, INCREASING THE ASSIGNMENT PAY FOR MEMBERS OF THE MESQUITE FIRE DEPARTMENT WHO SATISFY CERTAIN CONDITIONS AND CRITERIA TO PERFORM THE SPECIALIZED FUNCTION OF A PARAMEDIC EFFECTIVE APRIL 1, 2020; PROVIDING A SEVERABILITY CLAUSE; PROVIDING A REPEALER CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, Ordinance No. 4361, passed by the City Council of the City of Mesquite, Texas ("City") on May 18, 2015, authorized assignment pay pursuant to Chapter 143 of the Texas Local Government Code for members of the Mesquite Fire Department ("MFD") who meet the specified eligibility requirements and who serve as a paramedic ("Paramedic Patch Pay") and/or as a paramedic actually assigned to designated front-line ambulances during working hours ("Paramedic Ride-Out Pay"); and

WHEREAS, a comparison study of benchmark cities determined that MFD's current rates for Paramedic Patch Pay and Paramedic Ride-Out Pay are not competitive when compared to similar assignment pay rates being paid by other benchmark cities; and

WHEREAS, Ordinance No. 4718, passed by the City Council on September 16, 2019, has already increased the Paramedic Ride-Out Pay effective October 1, 2019, from \$1.25 to \$1.67 for each hour the member is actually assigned by the MFD to work as a paramedic on a designated front-line ambulance during working hours; and

WHEREAS, the City Council has determined that in order for the City and the MFD to be competitive with other cities in the recruitment and retention of the most highly qualified paramedics, it is necessary to increase the Paramedic Patch Pay from \$125.00 to \$150.00 per month, but due to budget restraints, the City Council has determined that such increase shall not be effective until April 1, 2020; and

WHEREAS, the City Council has determined that the ability to recruit and retain the most highly qualified paramedics benefits the MFD, the City and its citizens.

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 beginning on and after April 1, 2020, Paramedic Patch Pay is increased from \$125.00 to \$150.00 per month as set forth in Exhibit "A," which is made a part hereof for all purposes.

SECTION 3. That if any other ordinances of the City contain portions in conflict with this ordinance, the portions in conflict are hereby repealed and the portions not in conflict herewith shall remain in full force and effect.

SECTION 4. 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 5. 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 6. That this ordinance shall become effective on the date of its passage, but the increase in Paramedic Patch Pay provided for herein shall not begin until April 1, 2020.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 7th day of October 2019.

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Stan Pickett  
Mayor

ATTEST:

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Sonja Land  
City Secretary

APPROVED AS TO LEGAL FORM:



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David L. Paschall  
City Attorney

**Exhibit “A”**

**Table of Paramedic Assignment Pay**  
*More than One May Apply*

<b>Specialized Functions</b>	<b>Conditions/Criteria for Paramedic Assignment Pay</b>	<b>Paramedic Assignment Pay</b>
Paramedic	<p>To be eligible, a MFD member must:</p> <ol style="list-style-type: none"> <li>1. Meet all training or education criteria established by the MFD for paramedic-related assignments;</li> <li>2. Be licensed or certified as a paramedic by the Texas Department of State Health Services [or its successor agency];</li> <li>3. Provide proof of the member’s license or certification as a paramedic to the MFD; and</li> <li>4. Be serving in any rank below the rank of Fire Chief of the MFD.</li> </ol>	<p>\$150.00 per month beginning April 1, 2020</p> <p>(referred to herein as “Paramedic Patch Pay”)</p>
Paramedic actually assigned to designated front-line ambulances during working hours	<p>To be eligible, a MFD member must:</p> <ol style="list-style-type: none"> <li>1. Meet all training or education criteria established by the MFD for paramedic-related assignments;</li> <li>2. Be licensed or certified as a paramedic by the Texas Department of State Health Services [or its successor agency];</li> <li>3. Provide proof of the member’s license or certification as a paramedic to the MFD;</li> <li>4. Be serving in any rank below the rank of Fire Chief of the MFD; and</li> <li>5. Be actually assigned by the MFD to work as a paramedic on a designated front-line ambulance during working hours.</li> </ol>	<p>\$1.67 for each hour a member is actually assigned by the MFD to work as a paramedic on a designated front-line ambulance during working hours</p> <p>(referred to herein as “Paramedic Ride-Out Pay”)</p>