

City of Mesquite, Texas

Legislation Text

File #: 17-2967, **Version:** 1

Consider an ordinance adopting a 2017-2018 Pay Plan for General Government personnel, effective October 1, 2017, revised pay plans for commissioned Police and Fire personnel, effective January 1, 2018, and a step pay plan for specified hard-to-fill positions, effective October 1, 2017, merit increases, updated service credits and annuity increases.

The 2017-2018 ordinance authorizes the following increases:

General Government

The 2016-2017 pay plan for General Government employees will remain unchanged for the 2017-2018 fiscal year. General Government employees will be eligible for a two percent merit increase on their anniversary date if their overall performance review rating is at "Meets Expectations" or higher. For those employees in the new step plan, they will receive the pay in the next step upon a successful completion of their annual performance review. The cost of the merit increases is \$262,806.00 for the General Fund and \$57,655.00 for all other funds.

Full-time General Government employees that are at their maximum salary on October 1, 2017, will receive a one-time lump sum payment of \$500.00 on their anniversary date.

Police and Fire

Police and Fire sworn personnel will receive a two and a half percent market adjustment to the civil service pay plans for all ranks effective January 1, 2018. Police officers and firefighters who have not reached the maximum salary for their rank will receive step increases on their anniversary date. The total annual cost for Police and Fire step increases is \$730,761.00.

The ordinance includes retirement benefits through TMRS for 2017-18 with no change in plan design.

Staff recommends approval of the ordinance.

Ordinance

Rick French

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