

ORDINANCE NO. 4716

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS (“CITY”), ADOPTING 2019-20 PAY PLANS FOR FULL-TIME AND PART-TIME GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2019 PROVIDING MARKET ADJUSTMENTS TO THE MINIMUM, MIDPOINT AND MAXIMUM SALARY RANGE PAY STRUCTURE OF CERTAIN GENERAL GOVERNMENT POSITIONS; 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 FOR CERTAIN QUALIFYING GENERAL GOVERNMENT PERSONNEL EFFECTIVE ON THE EMPLOYEE’S ANNIVERSARY DATE; PROVIDING A FOUR-PERCENT MARKET ADJUSTMENT FOR PUBLIC SAFETY DISPATCHERS AND PUBLIC SAFETY DISPATCHER SUPERVISORS EFFECTIVE JANUARY 1, 2020; PROVIDING TRAINING PAY FOR CERTAIN PUBLIC SAFETY DISPATCHERS EFFECTIVE OCTOBER 1, 2019; ADOPTING REVISED PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2020 PROVIDING A TWO-PERCENT MARKET ADJUSTMENT FOR COMMISSIONED POLICE AND FIRE PERSONNEL EFFECTIVE JANUARY 1, 2020 AND PROVIDING STEP INCREASES FOR ELIGIBLE COMMISSIONED POLICE AND FIRE PERSONNEL EFFECTIVE ON THE EMPLOYEE’S ANNIVERSARY DATE; PROVIDING FOR INCREASED PRIOR AND CURRENT SERVICE ANNUITIES UNDER THE ACT GOVERNING THE TEXAS MUNICIPAL RETIREMENT SYSTEM FOR RETIREES AND BENEFICIARIES OF DECEASED RETIREES OF THE CITY; 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” (“Pay Plan A”), is hereby adopted effective on and after October 1, 2019.

SECTION 2. That 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 2019-20 Fiscal Year (each a "Fiscal Year 2019-20 Pay Plan A Anniversary Date"); and (iv) are in good standing and meet a performance standard of "meets expectations" or higher on the performance review conducted in connection with each Fiscal Year 2019-20 Pay Plan A Anniversary Date (each a "Fiscal Year 2019-20 Pay Plan A Performance Review"), will be eligible to receive a flat, fixed pay adjustment of \$.4808 per hour, effective on each Fiscal Year 2019-20 Pay Plan A Anniversary Date reached by such employee during the City's 2019-20 Fiscal Year, provided, however, no employee of the City who is on a work improvement plan ("WIP") as of any Fiscal Year 2019-20 Pay Plan A Anniversary Date, or who is placed on a WIP as part of any Fiscal Year 2019-20 Pay Plan A Performance Review, shall be eligible for a flat, fixed pay adjustment set forth in this Section 2 unless and until such employee successfully completes their WIP during the City's 2019-20 Fiscal Year. If such employee successfully completes their WIP during the City's 2019-20 Fiscal Year, such employee will be eligible for the flat, fixed pay adjustment set forth in this Section 2 effective as of the date such employee successfully completes their WIP.

SECTION 3. That 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, 2019; and (iii) are in good standing and meet a performance standard of "meets expectations" or higher on their annual performance review during the City's 2019-20 Fiscal Year, will be eligible to receive a two-percent merit increase effective on the employee's 2019-20 Fiscal Year anniversary date. Employees receiving the two-percent merit increase set forth in this Section 3 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 2 above, or the two-percent merit increase set forth in Section 8 below.

SECTION 4. 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" ("Pay Plan B"), is hereby adopted effective on and after October 1, 2019.

SECTION 5. That Pay Plan B includes a one-percent (1%) market adjustment to the minimum, midpoint and maximum salary range pay structure of certain general government positions (excluding public safety dispatchers and public safety dispatcher supervisors) as more fully set forth in Pay Plan B effective October 1, 2019.

SECTION 6. That Pay Plan B includes a two-percent (2%) market adjustment to the minimum, midpoint and maximum salary range pay structure for public safety dispatchers and public safety dispatcher supervisors as more fully set forth in Pay Plan B effective October 1, 2019. Public safety dispatchers and public safety dispatcher supervisors will also receive a four-percent (4%) market adjustment effective January 1, 2020. Any existing employees of the City serving in the positions of public safety dispatcher or public safety dispatcher supervisor who are currently not receiving the new minimum starting pay for such positions as set forth in Pay Plan B shall be increased to the minimum starting pay for such positions as set forth in Pay Plan B effective on October 1, 2019. Public safety dispatchers and public safety dispatcher supervisors receiving the four-percent (4%) market adjustment set forth in this Section 6 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 2 above or the two-percent merit increase set forth in Section 3 above but shall be eligible to receive the two-percent (2%) merit increase set forth in

Section 8 below on the employee's 2019-20 Fiscal Year anniversary date provided such employee is in good standing and meets a performance standard of "meets expectations" or higher on their annual performance review during the City's 2019-20 Fiscal Year.

SECTION 7. That effective October 1, 2019, general government employees of the City who are public safety dispatchers and who have been designated as a Communication Training Officer ("CTO") by the Chief of Police of the Mesquite Police Department are eligible to be compensated at \$2.00 per hour above their base hourly rate for hours actually spent training other City employees to be public safety dispatchers ("Dispatcher Training Pay"). A CTO is only eligible to receive Dispatcher Training Pay: (i) for the hours the CTO is actually training another City employee to perform the duties of a public safety dispatcher ("Training Hours"); and (ii) if such Training Hours have been approved in writing by the Chief of Police or the Assistant Chief of Police of the Mesquite Police Department. Notwithstanding anything contained herein, public safety dispatcher supervisors are not eligible for the Dispatcher Training Pay set forth in this Section 7.

SECTION 8. That certain full-time and part-time general government employees of the City serving in the positions included in Pay Plan B including, without limitation, employees who have reached their maximum salary range but specifically excluding employees who are general government directors, assistant directors, or managers, will be eligible to receive a two-percent merit increase effective on the employee's 2019-20 Fiscal Year anniversary date provided such employee is in good standing and meets a performance standard of "meets expectations" or higher on their annual performance review during the City's 2019-20 Fiscal Year. City employees receiving the two-percent merit increase set forth in this Section 8 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 2 above or the two-percent merit increase set forth in Section 3 above.

SECTION 9. That notwithstanding anything contained herein to the contrary, no employee of the City who is on a WIP as of the employee's 2019-20 Fiscal Year anniversary date or who is placed on a WIP as part of the employee's 2019-20 Fiscal Year annual performance review shall be eligible for the two-percent merit increase set forth in Section 3 or Section 8 above unless and until such employee successfully completes their WIP during the City's 2019-20 Fiscal Year. If such employee successfully completes their WIP during the City's 2019-20 Fiscal Year, such employee will be eligible for the two-percent merit increase set forth in Section 3 or Section 8 above effective as of the date such employee successfully completes their WIP.

SECTION 10. 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 ("Pay Plan C"), is hereby adopted effective on and after January 1, 2020.

SECTION 11. That Pay Plan C adopted by this ordinance to be effective January 1, 2020 includes: (i) a two-percent market adjustment for all ranks of the commissioned police and fire personnel of the City effective January 1, 2020; and (ii) step increases as more fully set forth in Pay Plan C for eligible commissioned police and fire personnel who have not reached the maximum salary for their rank, such step increases to be received on the employee's 2019-20 Fiscal Year anniversary date.

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 Texas Municipal Retirement System (hereinafter referred to as 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 12 replaces any annuity or increased annuity previously granted to the same person.
- (b) That the amount of annuity increase under this Section 12 is computed as the sum of the prior service 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 the increase under this Section 12.
- (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 hereunder.
- (e) That the amount by which an increase under this Section 12 exceeds all previously granted increases to an annuitant is an obligation of the City and of its account in the Benefit 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.

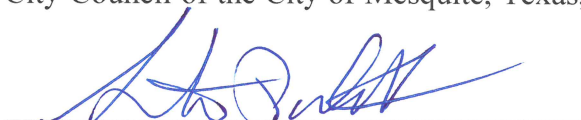
SECTION 14. That should any word, sentence, clause, paragraph or provision of this ordinance be held to be invalid or unconstitutional, the validity of the remaining provisions of this ordinance shall not be affected and shall remain in full force and effect.

SECTION 15. That the provisions of Pay Plan A, Pay Plan B, and Pay Plan C, as more fully set forth in Exhibit "A," Exhibit "B" and Exhibit "C" attached hereto, all flat, fixed pay adjustments, training pay, merit increases, market adjustments, step increases, 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, 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 16. That subject to the approval by the Board of Trustees of the System, Section 12 of this ordinance pertaining to increases in retirement annuities shall be and become effective on the 1<sup>st</sup> day of January 2020.

SECTION 17. That this ordinance shall take effect on and after October 1, 2019.


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



**City of Mesquite**  
**FY 2019-20 General Government**  
**Step Pay Plan (Non-Exempt)**  
**Effective October 1, 2019**

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
SP-01	Annually:	\$23,634.00	\$27,404.33	\$32,438.17	Maintenance Worker I
	Monthly:	\$1,969.50	\$2,283.69	\$2,703.18	Park Grounds Maintenance Technician
	Biweekly:	\$909.00	\$1,054.01	\$1,247.62	Park Maintenance Specialist
	Hourly:	\$11.36	\$13.18	\$15.60	Residential Solid Waste Driver - Trainee
SP-02	Annually:	\$25,734.80	\$29,048.90	\$34,384.41	Water Meter Reader
	Monthly:	\$2,144.57	\$2,420.74	\$2,865.37	
	Biweekly:	\$989.80	\$1,117.27	\$1,322.48	
	Hourly:	\$12.37	\$13.97	\$16.53	
SP-03	Annually:	\$27,835.60	\$32,639.34	\$38,634.32	Kennel Technician
	Monthly:	\$2,319.63	\$2,719.95	\$3,219.53	Maintenance Worker II
	Biweekly:	\$1,070.60	\$1,255.36	\$1,485.94	Public Works Dispatcher/Water Pump Station Monitor
	Hourly:	\$13.38	\$15.69	\$18.57	
SP-04	Annually:	\$29,936.40	\$34,597.70	\$40,952.38	Equipment Operator I - Street Maintenance
	Monthly:	\$2,494.70	\$2,883.14	\$3,412.70	Golf Course Equipment Operator
	Biweekly:	\$1,151.40	\$1,330.68	\$1,575.09	Golf Course Maintenance Technician
	Hourly:	\$14.39	\$16.63	\$19.69	Park Athletic Fields Technician Park Equipment Operator Residential Solid Waste - Helper Water Services Representative
SP-05	Annually:	\$32,037.20	\$36,673.56	\$43,409.52	Concrete Finisher
	Monthly:	\$2,669.77	\$3,056.13	\$3,617.46	Equipment Operator II
	Biweekly:	\$1,232.20	\$1,410.52	\$1,669.60	Park Irrigation Technician
	Hourly:	\$15.40	\$17.63	\$20.87	Residential Solid Waste Crew Chief Water Production Technician
SP-06	Annually:	\$33,507.76	\$38,873.98	\$46,014.09	Animal Services Officer
	Monthly:	\$2,792.31	\$3,239.50	\$3,834.51	Heavy Equipment Operator
	Biweekly:	\$1,288.76	\$1,495.15	\$1,769.77	Senior Grounds Maintenance Technician
	Hourly:	\$16.11	\$18.69	\$22.12	
SP-07	Annually:	\$35,188.40	\$41,206.41	\$48,773.93	Chemical Application Technician
	Monthly:	\$2,932.37	\$3,433.87	\$4,064.49	Park Equipment Mechanic
	Biweekly:	\$1,353.40	\$1,584.86	\$1,875.92	Park Maintenance Mechanic
	Hourly:	\$16.92	\$19.81	\$23.45	Park Maintenance Mechanic - Facilities/Aquatics
SP-08	Annually:	\$37,289.20	\$43,678.80	\$51,701.44	Maintenance Crew Chief
	Monthly:	\$3,107.43	\$3,639.90	\$4,308.45	
	Biweekly:	\$1,434.20	\$1,679.95	\$1,988.52	
	Hourly:	\$17.93	\$21.00	\$24.86	
SP-09	Annually:	\$38,339.60	\$46,299.53	\$54,803.52	Concrete Crew Chief
	Monthly:	\$3,194.97	\$3,858.29	\$4,566.96	Public Works Backflow Inspector
	Biweekly:	\$1,474.60	\$1,780.75	\$2,107.83	Public Works Fats, Oils and Grease (FOG) Inspector
	Hourly:	\$18.43	\$22.26	\$26.35	Senior Animal Control Officer Utility Crew Chief
SP-10	Annually:	\$41,490.80	\$49,077.50	\$58,091.74	Public Works Construction Inspector
	Monthly:	\$3,457.57	\$4,089.79	\$4,840.98	Senior Water Production Technician
	Biweekly:	\$1,595.80	\$1,887.60	\$2,234.30	Utilities Technician
	Hourly:	\$19.95	\$23.59	\$27.93	

- \$0.4808 per hour increase at 6 months/12 months/24 months/36 months/48 months with a "Meets Expectations" or higher job performance review.

- For all pay plans: Due to rounding in the payroll system, rate may be reflected differently on pay stub.



**City of Mesquite**  
**FY 2019-20 General Government**  
**Non-Exempt Pay Plan**  
**Effective October 1, 2019**

Pay Grade		Salary Range			Position Title
		Minimum	Midpoint	Maximum	
NE04	Annually:	\$18,507.24	\$22,469.03	\$26,430.81	Golf Course Maintenance Worker
	Monthly:	\$1,542.27	\$1,872.42	\$2,202.57	Library Page
	Biweekly:	\$711.82	\$864.19	\$1,016.57	
	Hourly:	\$8.90	\$10.80	\$12.71	
NE06	Annually:	\$21,513.00	\$26,116.58	\$30,601.99	Airport Security Technician
	Monthly:	\$1,792.75	\$2,176.38	\$2,550.17	High School Intern
	Biweekly:	\$827.42	\$1,004.48	\$1,177.00	Undergraduate Intern
	Hourly:	\$10.34	\$12.56	\$14.71	
NE07	Annually:	\$22,371.50	\$27,404.33	\$32,438.17	Custodian
	Monthly:	\$1,864.29	\$2,283.69	\$2,703.18	Graduate Intern
	Biweekly:	\$860.44	\$1,054.01	\$1,247.62	Graduate Intern - Public Works
	Hourly:	\$10.76	\$13.18	\$15.60	Recreation Leader I Westlake Sports Center Attendant
NE08	Annually:	\$23,713.38	\$29,048.90	\$34,384.41	Administrative Clerk
	Monthly:	\$1,976.12	\$2,420.74	\$2,865.37	Housing Specialist
	Biweekly:	\$912.05	\$1,117.27	\$1,322.48	Library Assistant I
	Hourly:	\$11.40	\$13.97	\$16.53	Senior Food & Beverage Worker Telecommunications Technician
NE09	Annually:	\$25,136.19	\$30,791.83	\$36,447.47	Arts Center Facility Attendant
	Monthly:	\$2,094.68	\$2,565.99	\$3,037.29	Arts Center Event Attendant
	Biweekly:	\$966.78	\$1,184.30	\$1,401.83	Health Clinic Clerk
	Hourly:	\$12.08	\$14.80	\$17.52	Housing Intake Specialist Library Assistant II Line Services Technician Project Assistant - Community Cleanup Tool Part-time Recreation Leader II Secretary Tire Repairer
NE10	Annually:	\$26,644.36	\$32,639.34	\$38,634.32	Automotive Warehouse Clerk
	Monthly:	\$2,220.36	\$2,719.95	\$3,219.53	General Warehouse Clerk
	Biweekly:	\$1,024.78	\$1,255.36	\$1,485.94	Housing Records Specialist
	Hourly:	\$12.81	\$15.69	\$18.57	Print Shop Technician Property Room Clerk Senior Pro Shop Attendant
NE11	Annually:	\$28,243.02	\$34,597.70	\$40,952.38	Accounting Clerk
	Monthly:	\$2,353.59	\$2,883.14	\$3,412.70	Accounts Payable Technician
	Biweekly:	\$1,086.27	\$1,330.68	\$1,575.09	Cashier
	Hourly:	\$13.58	\$16.63	\$19.69	Customer Service Representative Equipment Services Service Writer Municipal Court Clerk Police Records Clerk

Exhibit B

NE12	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$29,937.60 \$2,494.80 \$1,151.45 \$14.39	\$36,673.56 \$3,056.13 \$1,410.52 \$17.63	\$43,409.52 \$3,617.46 \$1,669.60 \$20.87	Airfield Maintenance Specialist Buyer Florence Ranch Homestead Assistant Coordinator Permit Technician Police Payroll Technician Pool Maintenance Technician Reservation Technician Senior Cashier Senior Cashier - Municipal Court Senior Library Assistant Senior Line Services Technician Warehouse Technician
NE13	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$31,733.86 \$2,644.49 \$1,220.53 \$15.26	\$38,873.98 \$3,239.50 \$1,495.15 \$18.69	\$46,014.09 \$3,834.51 \$1,769.77 \$22.12	Administrative Secretary Assistant Librarian Court Compliance Representative Engineering Plans and Records Specialist Senior Permit Technician Signs & Markings Technician
NE14	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$33,637.89 \$2,803.16 \$1,293.76 \$16.17	\$41,206.41 \$3,433.87 \$1,584.86 \$19.81	\$48,774.94 \$4,064.58 \$1,875.96 \$23.45	Athletics/Aquatics Coordinator Equipment Mechanic Executive Secretary Fabrication Welder Facilities Maintenance Technician Historic Homes Coordinator Housing Occupancy Technician Recreation Specialist Senior Administrative Secretary Senior Customer Service Representative Special Projects Coordinator
NE15	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$35,656.16 \$2,971.35 \$1,371.39 \$17.14	\$43,678.80 \$3,639.90 \$1,679.95 \$21.00	\$51,701.44 \$4,308.45 \$1,988.52 \$24.86	Administrative Aide Administrative Law Enforcement Coordinator Environmental Code Inspector GIS Technician Housing Inspector/Landlord Services Office Coordinator Senior Municipal Court Clerk Signal Maintenance Technician Street Lighting Maintenance Technician
NE16	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$37,795.53 \$3,149.63 \$1,453.67 \$18.17	\$46,299.53 \$3,858.29 \$1,780.75 \$22.26	\$54,803.52 \$4,566.96 \$2,107.83 \$26.35	Animal Shelter & Rescue Supervisor CDBG Projects Inspector Heavy Equipment Mechanic Help Desk Technician Human Resources Specialist Payroll/HRIS Technician Residential Building Inspector Risk Specialist Senior Mechanic Senior Telecommunications Technician Special Projects Supervisor



Exhibit B

NE17	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$40,063.26 \$3,338.61 \$1,540.89 \$19.26	\$49,077.50 \$4,089.79 \$1,887.60 \$23.59	\$58,091.73 \$4,840.98 \$2,234.30 \$27.93	Building Inspector Electrical/Energy Inspector Lead Facilities Maintenance Technician Paralegal I Plumbing/Mechanical Inspector Public Information Coordinator Senior Environmental Code Inspector Zoning Inspector
NE18	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$42,467.06 \$3,538.92 \$1,633.35 \$20.42	\$52,022.15 \$4,335.18 \$2,000.85 \$25.01	\$61,577.24 \$5,131.44 \$2,368.36 \$29.60	Crime Analyst Field Supervisor - Animal Services Nurse Paralegal II PC Support Analyst Plans Examiner Police Records Supervisor Public Service Professional
NE19	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$45,015.08 \$3,751.26 \$1,731.35 \$21.64	\$55,143.48 \$4,595.29 \$2,120.90 \$26.51	\$65,271.87 \$5,439.32 \$2,510.46 \$31.38	PC Support Analyst/Technical Trainer
NE20	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$47,715.99 \$3,976.33 \$1,835.23 \$22.94	\$58,452.09 \$4,871.01 \$2,248.16 \$28.10	\$69,188.18 \$5,765.68 \$2,661.08 \$33.26	Assistant City Secretary Benefits Administrator High Intensity Code Officer Senior Admin Aide - City Manager Senior Administrative Law Enforcement Coordinator Senior PC Support Analyst
NE21	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$50,578.95 \$4,214.91 \$1,945.34 \$24.32	\$61,959.21 \$5,163.27 \$2,383.05 \$29.79	\$73,339.48 \$6,111.62 \$2,820.75 \$35.26	Database Applications Analyst Deputy Marshal Programmer Analyst
NE22	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$54,119.48 \$4,509.96 \$2,081.52 \$26.02	\$66,296.36 \$5,524.70 \$2,549.86 \$31.87	\$78,473.24 \$6,539.44 \$3,018.20 \$37.73	Fire Department Nurse Public Safety Computer Administrator/Analyst
NE24	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$61,961.39 \$5,163.45 \$2,383.13 \$29.79	\$75,902.70 \$6,325.22 \$2,919.33 \$36.49	\$89,844.01 \$7,487.00 \$3,455.54 \$43.19	City Marshal
NE25	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$66,298.68 \$5,524.89 \$2,549.95 \$31.87	\$81,215.89 \$6,767.99 \$3,123.69 \$39.05	\$96,133.09 \$8,011.09 \$3,697.43 \$46.22	Senior Programmer Analyst Senior Public Safety Computer Administrator/Analyst
Pay Grade(s) with no positions: NE01, NE02, NE03, NE05 and NE23					



**City of Mesquite**  
**FY 2019-20 General Government**  
**Exempt Pay Plan**  
**Effective October 1, 2019**

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
EX01	Annually:	\$34,446.02	\$43,057.53	\$51,669.03	Support Services Supervisor Tennis Center Supervisor
	Monthly:	\$2,870.50	\$3,588.13	\$4,305.75	
	Biweekly:	\$1,324.85	\$1,656.06	\$1,987.27	
	Hourly:	\$16.56	\$20.70	\$24.84	
EX02	Annually:	\$36,512.78	\$45,640.98	\$54,769.17	Administrative Supervisor Customer Service Supervisor - Tax
	Monthly:	\$3,042.73	\$3,803.41	\$4,564.10	
	Biweekly:	\$1,404.34	\$1,755.42	\$2,106.51	
	Hourly:	\$17.55	\$21.94	\$26.33	
EX03	Annually:	\$38,703.55	\$48,379.44	\$58,055.32	Health Specialist Librarian Marketing Specialist
	Monthly:	\$3,225.30	\$4,031.62	\$4,837.94	
	Biweekly:	\$1,488.60	\$1,860.75	\$2,232.90	
	Hourly:	\$18.61	\$23.26	\$27.91	
EX04	Annually:	\$41,025.76	\$51,282.20	\$61,538.64	CDBG Coordinator Customer Service Supervisor Grant Coordinator KMB Executive Director/Volunteer Program Coordinator Senior Programs Supervisor Storm Water Specialist
	Monthly:	\$3,418.81	\$4,273.52	\$5,128.22	
	Biweekly:	\$1,577.91	\$1,972.39	\$2,366.87	
	Hourly:	\$19.72	\$24.65	\$29.59	
EX05	Annually:	\$43,487.31	\$54,359.13	\$65,230.96	CVB Marketing Coordinator GIS Analyst Health Specialist II Management Analyst Meeting and Group Sales Coordinator - CVB Public Safety Operations Analyst Recreation Supervisor Signs and Marking Supervisor Special Events and Sponsorship Coordinator
	Monthly:	\$3,623.94	\$4,529.93	\$5,435.91	
	Biweekly:	\$1,672.59	\$2,090.74	\$2,508.88	
	Hourly:	\$20.91	\$26.13	\$31.36	
EX06	Annually:	\$46,096.55	\$57,620.68	\$69,144.82	Accountant - General Accountant - Payroll Budget Analyst Facilities Maintenance Supervisor Chief Plans Examiner Digital Media Coordinator District Park Supervisor Equipment Services Supervisor Graduate Engineer Housing Occupancy Supervisor Human Resources Office Services Coordinator Library Services Supervisor Neighborhood Vitality Analyst Printing/Postal Svc. Supervisor Risk Specialist/Civil Service Coordinator Senior Procurement Specialist Senior Procurement Specialist - Construction Solid Waste Supervisor Streets Supervisor Video Producer Warehouse Supervisor
	Monthly:	\$3,841.38	\$4,801.72	\$5,762.07	
	Biweekly:	\$1,772.94	\$2,216.18	\$2,659.42	
	Hourly:	\$22.16	\$27.70	\$33.24	

Exhibit B

<b>EX07</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$48,862.34 \$4,071.86 \$1,879.32 \$23.49	\$61,077.92 \$5,089.83 \$2,349.15 \$29.36	\$73,293.51 \$6,107.79 \$2,818.98 \$35.24	Environmental Code Field Supervisor Production Supervisor Senior Administrative Supervisor Senior Emergency Management Specialist Senior Health Specialist Senior Recreation Supervisor Signal Maintenance Supervisor Staffing Coordinator Utility Supervisor
<b>EX08</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$51,794.08 \$4,316.17 \$1,992.08 \$24.90	\$64,742.60 \$5,395.22 \$2,490.10 \$31.13	\$77,691.12 \$6,474.26 \$2,988.12 \$37.35	Building Inspection Field Supervisor Court Administrator Energov System and Development Process Analyst GIS Coordinator GIS Senior Analyst Golf Course Superintendent Human Resources - Civil Service Recruiter Legal Services Administrator Manager-CVB Mesquite Arts Center Assistant Manager Planner Senior Accountant Senior Budget Analyst Sustainability Program Coordinator
<b>EX09</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$54,901.72 \$4,575.14 \$2,111.60 \$26.40	\$68,627.15 \$5,718.93 \$2,639.51 \$32.99	\$82,352.59 \$6,862.72 \$3,167.41 \$39.59	Assistant Manager of Facilities Maintenance Assistant Manager of Equipment Services Assistant Manager of Solid Waste Assistant Manager of Streets Division-Operations Assistant Manager of Streets Division-Outside Contracts Assistant Manager of Utilities Employee Services Coordinator Traffic & Street Lighting Superintendent Website And Systems Developer
<b>EX10</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$58,195.83 \$4,849.65 \$2,238.30 \$27.98	\$72,744.78 \$6,062.07 \$2,797.88 \$34.97	\$87,293.74 \$7,274.48 \$3,357.45 \$41.97	Assistant to the City Manager Business Intelligence Analyst-Public Works Finance System Analyst Network Administrator Senior Planner
<b>EX11</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$61,687.58 \$5,140.63 \$2,372.60 \$29.66	\$77,109.47 \$6,425.79 \$2,965.75 \$37.07	\$92,531.36 \$7,710.95 \$3,558.90 \$44.49	Administrator of Housing Benefits Manager Finance Coordinator GIS Manager Manager of Environmental Code Manager of Historic Preservation Manager of Neighborhood Vitality Park Project Manager
<b>EX12</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$64,633.40 \$5,386.12 \$2,485.90 \$31.07	\$80,055.30 \$6,671.27 \$3,079.05 \$38.49	\$95,477.19 \$7,956.43 \$3,672.20 \$45.90	Downtown Development Manager Principal Planner
<b>EX14</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$73,470.89 \$6,122.57 \$2,825.80 \$35.32	\$91,838.61 \$7,653.22 \$3,532.25 \$44.15	\$110,206.34 \$9,183.86 \$4,238.71 \$52.98	Communication and Marketing Manager Project Engineer Public Safety Communication Manager Risk Manager Traffic Engineer

**Exhibit B**

<b>EX15</b>	<b>Annually:</b>	\$77,879.14	\$97,348.93	\$116,818.72	Assistant City Attorney
	<b>Monthly:</b>	\$6,489.93	\$8,112.41	\$9,734.89	Assistant City Engineer
	<b>Biweekly:</b>	\$2,995.35	\$3,744.19	\$4,493.03	
	<b>Hourly:</b>	\$37.44	\$46.80	\$56.16	
<b>EX16</b>	<b>Annually:</b>	\$82,551.36	\$103,189.83	\$124,199.30	Senior Assistant City Attorney
	<b>Monthly:</b>	\$6,879.28	\$8,599.15	\$10,349.94	
	<b>Biweekly:</b>	\$3,175.05	\$3,968.84	\$4,776.90	
	<b>Hourly:</b>	\$39.69	\$49.61	\$59.71	
Pay Grade(s) with no positions: EX13					



**City of Mesquite**  
**FY 2019-20 General Government**  
**Seasonal Pay Plan (Non-Exempt)**  
**Effective: October 1, 2019**

Pay Grade	Salary Range				Position Title	Exempt / Non-Exempt
	Minimum	Midpoint	Maximum			
HS01	Annually:	\$15,234.84	\$16,166.02	\$17,097.20	Facility Attendant Golf Cart Attendant	Non-Exempt Non-Exempt
	Monthly:	\$1,269.57	\$1,347.17	\$1,424.77		
	Biweekly:	\$585.96	\$621.77	\$657.58		
	Hourly:	\$7.32	\$7.77	\$8.22		
HS02	Annually:	\$17,331.60	\$18,382.65	\$19,433.69	Food and Beverage Worker Pool Cashier	Non-Exempt Non-Exempt
	Monthly:	\$1,444.30	\$1,531.89	\$1,619.47		
	Biweekly:	\$666.60	\$707.02	\$747.45		
	Hourly:	\$8.33	\$8.84	\$9.34		
HS04	Annually:	\$19,432.40	\$21,008.00	\$22,583.60	Lifeguard	Non-Exempt
	Monthly:	\$1,619.37	\$1,750.67	\$1,881.97		
	Biweekly:	\$747.40	\$808.00	\$868.60		
	Hourly:	\$9.34	\$10.10	\$10.86		
HS05	Annually:	\$20,070.72	\$21,297.51	\$22,524.29	Pro Shop Attendant	Non-Exempt
	Monthly:	\$1,672.56	\$1,774.79	\$1,877.02		
	Biweekly:	\$771.95	\$819.13	\$866.32		
	Hourly:	\$9.65	\$10.24	\$10.83		
HS06	Annually:	\$21,016.08	\$22,228.56	\$23,613.76	Electronic File Processor Golf Course Maintenance Worker Head Lifeguard Seasonal Golf Worker Seasonal Park Worker Seasonal Utility Worker	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	\$1,751.34	\$1,852.38	\$1,967.81		
	Biweekly:	\$808.31	\$854.94	\$908.22		
	Hourly:	\$10.10	\$10.69	\$11.35		
HS07	Annually:	\$22,058.40	\$23,403.84	\$24,749.52	Swim Coach	Non-Exempt
	Monthly:	\$1,838.20	\$1,950.32	\$2,062.46		
	Biweekly:	\$848.40	\$900.15	\$951.90		
	Hourly:	\$10.61	\$11.25	\$11.90		
HS11	Annually:	\$26,260.00	\$27,835.60	\$29,411.20	Mosquito Control Field Technician	Non-Exempt
	Monthly:	\$2,188.33	\$2,319.63	\$2,450.93		
	Biweekly:	\$1,010.00	\$1,070.60	\$1,131.20		
	Hourly:	\$12.63	\$13.38	\$14.14		
HS12	Annually:	\$27,310.40	\$28,881.96	\$30,457.56	Swimming Pool Supervisor	Non-Exempt
	Monthly:	\$2,275.87	\$2,406.83	\$2,538.13		
	Biweekly:	\$1,050.40	\$1,110.84	\$1,171.44		
	Hourly:	\$13.13	\$13.89	\$14.64		



**City of Mesquite**  
**FY 2019-20 General Government**  
**Detention Officer Pay Plan (Non-Exempt)**  
**Effective October 1, 2019**

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Detention Officer I</b>	<b>Annually:</b>	\$33,835.00	\$40,400.00	\$43,408.79
	<b>Monthly:</b>	\$2,819.58	\$3,366.67	\$3,617.40
	<b>Biweekly:</b>	\$1,301.35	\$1,553.85	\$1,669.57
	<b>Hourly:</b>	\$16.27	\$19.42	\$20.87
<b>Detention Officer II</b>	<b>Annually:</b>	\$35,855.00	\$42,913.89	\$51,106.00
	<b>Monthly:</b>	\$2,987.92	\$3,576.16	\$4,258.83
	<b>Biweekly:</b>	\$1,379.04	\$1,650.53	\$1,965.62
	<b>Hourly:</b>	\$17.24	\$20.63	\$24.57
<b>Detention Supervisor</b>	<i>position filled by a Civil Service Police Officer</i>			



**City of Mesquite**  
**FY 2019-20 General Government**  
**Public Safety Dispatcher Pay Plan (Non-Exempt)**  
**Effective October 1, 2019**

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Public Safety Dispatcher</b>	<b>Annually:</b>	\$40,352.00	\$50,440.00	\$60,528.00
	<b>Monthly:</b>	\$3,362.67	\$4,203.33	\$5,044.00
	<b>Biweekly:</b>	\$1,552.00	\$1,940.00	\$2,328.00
	<b>Hourly:</b>	\$19.40	\$24.25	\$29.10
<b>Public Safety Dispatcher Supervisor</b>	<b>Annually:</b>	\$50,159.52	\$60,208.56	\$72,668.88
	<b>Monthly:</b>	\$4,179.96	\$5,017.38	\$6,055.74
	<b>Biweekly:</b>	\$1,929.21	\$2,315.71	\$2,794.96
	<b>Hourly:</b>	\$24.12	\$28.95	\$34.94



**City of Mesquite**  
**FY 2019-20 General Government**  
**Managerial Pay Plan (Exempt)**  
**Effective: October 1, 2019**

Pay	
Grade	Position Title
Managerial Classification	
<b>MG</b>	Assistant Director of Economic Development Assistant Director of Human Resources and Civil Service Assistant Director of Parks and Recreation Assistant Director of Planning and Development Services Assistant Director of Public Works Assistant Manager of FBO Operations Building Official City Engineer Deputy City Attorney Emergency Management Coordinator Health Official - Planning & Development Services Dept. Infrastructure Asset Manager Manager of Accounting Manager of Animal Services Manager of Branch Library Services Manager of Budget and Financial Analysis Manager of Facilities Maintenance Manager of Collections Manager of Economic Development Manager of Equipment Services Manager of Golf Manager of Housing and Community Services Manager of Information Technology Manager of Park Services Manager of Planning and Zoning Manager of Purchasing Manager of Recreation Services Manager of Solid Waste Manager of Streets Manager of Traffic Engineering and Street Lighting Manager of Utilities Mesquite Arts Center Manager

Managerial positions do not have formal salary ranges. Positions are paid according to market comparisons





**City of Mesquite**  
**FY2019-20 General Government**  
**Executive Pay Plan (Exempt)**  
**Effective October 1, 2019**

Pay	
Grade	Position Title
Executive Classification	
EXEC	Airport General Manager Assistant City Manager City Attorney City Manager City Secretary Deputy City Manager Director of Communications and Marketing Director of Economic Development Director of Finance Director of Human Resources Director of Information Technology Director of Library Services Director of Neighborhood Services Director of Parks and Recreation Director of Planning and Development Services Director of Public Works Fire Chief Municipal Court Judge Police Chief Special Projects Director

Executive positions do not have formal salary ranges. Positions are paid according to market comparisons.



**City of Mesquite  
FY 2019-20 Civil Service  
Police Pay Plan  
Effective January 1, 2020**

**TABLE A**

Pay Grade		Steps								Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6			
PG1	Annually:	\$63,147.02	\$66,300.98	\$69,615.83	\$73,102.29	\$76,747.43	\$80,594.17	\$84,623.88	Police Officer	Non-Exempt	
	Monthly:	\$5,262.25	\$5,525.08	\$5,801.32	\$6,091.86	\$6,395.62	\$6,716.18	\$7,051.99			
	Biweekly:	\$2,428.73	\$2,550.04	\$2,677.53	\$2,811.63	\$2,951.82	\$3,099.78	\$3,254.76			
	Hourly:	\$30.36	\$31.88	\$33.47	\$35.15	\$36.90	\$38.75	\$40.68			
PG2	Annually:	\$97,767.50	\$100,700.53						Police Sergeant	Non-Exempt	
	Monthly:	\$8,147.29	\$8,391.71								
	Biweekly:	\$3,760.29	\$3,873.10								
	Hourly:	\$47.00	\$48.41								
PG3	Annually:	\$110,633.15	\$113,952.14						Police Lieutenant	Non-Exempt	
	Monthly:	\$9,219.43	\$9,496.01								
	Biweekly:	\$4,255.12	\$4,382.77								
	Hourly:	\$53.19	\$54.78								
PG4	Annually:	\$128,008.19	\$131,848.44						Police Captain	Non-Exempt	
	Monthly:	\$10,667.35	\$10,987.37								
	Biweekly:	\$4,923.39	\$5,071.09								
	Hourly:	\$61.54	\$63.39								
PG5	Annually:	\$148,956.40	\$153,425.10						Assistant Police Chief	Exempt	
	Monthly:	\$12,413.03	\$12,785.42								
	Biweekly:	\$5,729.09	\$5,900.97								
	Hourly:	\$71.61	\$73.76								

**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 B6 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 for the new rank. On the employee's annual anniversary date, the employee advances to the next step within their salary range. Step B1 is the range maximum for all ranks above Police Officer and therefore the maximum allowable salary regardless of years of service. Employees 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



City of Mesquite  
 FY 2019-20 Civil Service  
 Fire Pay Plan  
 Effective January 1, 2020

**TABLE B**

Pay Grade		Steps							Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6		
FG1	Annually:	\$63,147.02	\$66,300.98	\$69,615.83	\$73,102.29	\$76,747.43	\$80,594.17	\$84,623.88	Firefighter	Non-Exempt
	Monthly:	\$5,262.25	\$5,525.08	\$5,801.32	\$6,091.86	\$6,395.62	\$6,716.18	\$7,051.99		
	Biweekly:	\$2,428.73	\$2,550.04	\$2,677.53	\$2,811.63	\$2,951.82	\$3,099.78	\$3,254.76		
	Hourly (2080 hours):	\$30.36	\$31.88	\$33.47	\$35.15	\$36.90	\$38.75	\$40.68		
	Hourly (2912 Hours):	\$21.69	\$22.77	\$23.91	\$25.10	\$26.36	\$27.68	\$29.06		
FG2	Annually:	\$87,162.60	\$89,777.48						Fire Driver-Engineer	Non-Exempt
	Monthly:	\$7,263.55	\$7,481.46							
	Biweekly:	\$3,352.41	\$3,452.98							
	Hourly(2080 hours):	\$41.91	\$43.16							
	Hourly (2912 Hours):	\$29.93	\$30.83							
FG3	Annually:	\$96,139.41	\$99,023.59						Fire Lieutenant	Non-Exempt
	Monthly:	\$8,011.62	\$8,251.97							
	Biweekly:	\$3,697.67	\$3,808.60							
	Hourly(2080 hours):	\$46.22	\$47.61							
	Hourly (2912 Hours):	\$33.01	\$34.01							
FG4	Annually:	\$107,492.36	\$110,717.13						Fire Captain	Non-Exempt
	Monthly:	\$8,957.70	\$9,226.43							
	Biweekly:	\$4,134.32	\$4,258.35							
	Hourly(2080 hours):	\$51.68	\$53.23							
	Hourly (2912 Hours):	\$36.91	\$38.02							
FG5	Annually:	\$123,513.14	\$127,218.53						Fire Deputy Chief	Non-Exempt
	Monthly:	\$10,292.76	\$10,601.54							
	Biweekly:	\$4,750.51	\$4,893.02							
	Hourly(2080 hours):	\$59.38	\$61.16							
	Hourly (2912 Hours):	\$42.42	\$43.69							
FG6	Annually:	\$147,602.27	\$152,030.34						Assistant Fire Chief	Exempt
	Monthly:	\$12,300.19	\$12,669.19							
	Biweekly:	\$5,677.01	\$5,847.32							
	Hourly(2080 hours):	\$70.96	\$73.09							
	Hourly (2912 Hours):	\$50.69	\$52.21							

**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 B6 is the range maximum and therefore the maximum allowable salary regardless of years of service. Firefighter's at the maximum may only receive higher salaries upon promotion or market-based pay adjustments.

**Ranks above Firefighter**

Upon promotion, employees are moved to the base salary for the new rank. On the employee's annual anniversary date, the employee advances to the next step within their salary range. Step B1 is the range maximum for all ranks above Firefighter and therefore the maximum allowable salary regardless of years of service. Employees 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