

ORDINANCE NO. 4983

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING A 2022-23 PAY PLAN FOR GENERAL GOVERNMENT PERSONNEL AND COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2022; ADOPTING A REVISED 2022-23 PAY PLAN FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2023; AUTHORIZING AND ALLOWING, UNDER THE ACT GOVERNING THE TEXAS MUNICIPAL RETIREMENT SYSTEM, "UPDATED SERVICE CREDITS" IN SAID SYSTEM FOR SERVICE PERFORMED BY QUALIFYING MEMBERS OF SUCH SYSTEM WHO PRESENTLY ARE MEMBERS OF THE CITY OF MESQUITE; PROVIDING FOR INCREASED PRIOR AND CURRENT SERVICE ANNUITIES FOR RETIREES AND BENEFICIARIES OF DECEASED RETIREES OF THE CITY OF MESQUITE; PROVIDING A REPEALER CLAUSE; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING EFFECTIVE DATES THEREOF.

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

SECTION 1. The 2022-23 Pay Plans for general government personnel and commissioned police and fire personnel as more fully described in Exhibit A, attached hereto and made a part hereof, are hereby adopted effective from and after October 1, 2022.

SECTION 2. The revised 2022-23 Pay Plans for commissioned police and fire personnel as more fully described in Exhibit B, attached hereto and made a part hereof, are hereby adopted effective from and after January 1, 2023.

SECTION 3. 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 first 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 first 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 4. 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 10 replaces any annuity or increased annuity previously granted to the same person.
- (b) That the amount of annuity increase under this Section 10 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 10.
- (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 10 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.

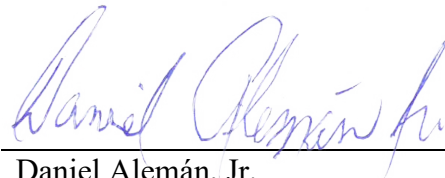
SECTION 5. All ordinances or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed. To the extent that such ordinances or portions thereof are not in conflict herewith, the same shall remain in full force and effect.

SECTION 6. 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. The provisions of the pay plans for general government and commissioned police and fire personnel as more fully set forth in Exhibits A and B, 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 8. Subject to the approval by the Board of Trustees of the Texas Municipal Retirement System, items listed under Sections 3 and 4 of this ordinance pertaining to the updated service credits and increases in retirement annuities granted hereby shall be and become effective January 1, 2023.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 6th day of September 2022.



Daniel Alemán, Jr.  
Mayor

ATTEST:



Sonja Land  
City Secretary

APPROVED AS TO LEGAL FORM:



David L. Paschall  
City Attorney



### SUMMARY OF FY 2022-23 PAY PLANS

The City of Mesquite, Texas (“City”) FY 2022-23 Pay Plans, effective on October 1, 2022, provide a three percent (3%) merit increase for certain qualifying general government personnel effective on the employee’s anniversary date. Those general government employees of the City who are in good standing and who meet a performance standard of fully successful on their annual performance review during the City’s FY 2022-23 will be eligible for a three-percent (3%) merit increase effective as of their 2022-23 Annual Performance Review Date (“APRD”). No general government employee of the City who is on a work improvement plan (“WIP”) as of their APRD during the City’s FY2022-23 shall be eligible for the three percent (3%) merit increase in the Pay Plan unless and until such employee successfully completes their WIP during the City’s FY2022-23. If a general government employee successfully completes their WIP during the City’s FY2022-23, such employee will be eligible for the Pay Plan three percent (3%) merit increase effective as of the date such employee successfully completes their WIP.

The City FY 2022-23 Pay Plan for the commissioned police and fire personnel provides a two percent (2%) market adjustment for ranked police and fire personnel effective on October 1, 2022.



**City of Mesquite**  
**FY 2022-23 General Government**  
**CDL Step Pay Plan (Non-Exempt)**  
**Effective October 1, 2022**

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
CDL-01	Annually:	\$31,200.0000	\$34,590.4000	\$40,955.2000	Maintenance Worker I
	Monthly:	\$2,600.0000	\$2,882.5333	\$3,412.9333	
	Biweekly:	\$1,200.0000	\$1,330.4000	\$1,575.2000	
	Hourly:	\$15.0000	\$16.6300	\$19.6900	
CDL-02	Annually:	\$32,459.7000	\$38,410.6500	\$46,525.5700	Maintenance Worker II
	Monthly:	\$2,704.9750	\$3,200.8875	\$3,877.1308	
	Biweekly:	\$1,248.4500	\$1,477.3327	\$1,789.4450	
	Hourly:	\$15.6056	\$18.4667	\$22.3681	
CDL-03	Annually:	\$33,541.6900	\$39,492.6400	\$51,069.9300	Equipment Operator I - Street Maintenance
	Monthly:	\$2,795.1408	\$3,291.0533	\$4,255.8275	
	Biweekly:	\$1,290.0650	\$1,518.9477	\$1,964.2281	
	Hourly:	\$16.1258	\$18.9868	\$24.5529	
CDL-04	Annually:	\$34,623.6800	\$43,279.6000	\$54,315.9000	Concrete Finisher Equipment Operator II
	Monthly:	\$2,885.3067	\$3,606.6333	\$4,526.3250	
	Biweekly:	\$1,331.6800	\$1,664.6000	\$2,089.0731	
	Hourly:	\$16.6460	\$20.8075	\$26.1134	
CDL-06	Annually:	\$38,951.6400	\$48,559.7100	\$60,115.3600	Park Equipment Mechanic Heavy Equipment Operator - Streets
	Monthly:	\$3,245.9700	\$4,046.6425	\$5,009.6133	
	Biweekly:	\$1,498.1400	\$1,867.6812	\$2,312.1292	
	Hourly:	\$18.7268	\$23.3460	\$28.9016	
CDL-07	Annually:	\$41,115.6200	\$51,675.8400	\$62,647.2200	Concrete Crew Chief Maintenance Crew Chief Utility Crew Chief
	Monthly:	\$3,426.3017	\$4,306.3200	\$5,220.6017	
	Biweekly:	\$1,581.3700	\$1,987.5323	\$2,409.5085	
	Hourly:	\$19.7671	\$24.8442	\$30.1189	
CDL-08	Annually:	\$43,279.6000	\$54,099.5000	\$64,919.4000	Utilities Technician - Wastewater/Distribution
	Monthly:	\$3,606.6333	\$4,508.2917	\$5,409.9500	
	Biweekly:	\$1,664.6000	\$2,080.7500	\$2,496.9000	
	Hourly:	\$20.8075	\$26.0094	\$31.2113	
- \$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.					
Pay Grade(s) with no positions: CDL-05					
- For all pay plans: Due to rounding in the payroll system, rate may be reflected differently on pay stub.					



**City of Mesquite**  
**FY 2022-23 General Government**  
**Step Pay Plan (Non-Exempt)**  
**Effective October 1, 2022**

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
SP-01	Annually:	\$31,200.0000	\$34,590.4000	\$40,955.2000	Golf Course Equipment Operator
	Monthly:	\$2,600.0000	\$2,882.5333	\$3,412.9333	Golf Course Maintenance Technician
	Biweekly:	\$1,200.0000	\$1,330.4000	\$1,575.2000	Park Athletic Fields Technician
	Hourly:	\$15.0000	\$16.6300	\$19.6900	Park Grounds Maintenance Technician Park Maintenance Specialist Public Works Dispatcher/Water Pump Station Monitor Water Meter Reader
SP-02	Annually:	\$32,459.7000	\$38,410.6450	\$46,525.5700	Park Equipment Operator
	Monthly:	\$2,704.9750	\$3,200.8871	\$3,877.1308	
	Biweekly:	\$1,248.4500	\$1,477.3325	\$1,789.4450	
	Hourly:	\$15.6056	\$18.4667	\$22.3681	
SP-05	Annually:	\$33,330.7040	\$38,154.2515	\$45,162.1765	Park Irrigation Technician
	Monthly:	\$2,777.5587	\$3,179.5210	\$3,763.5147	Water Production Technician
	Biweekly:	\$1,281.9502	\$1,467.4712	\$1,737.0068	
	Hourly:	\$16.0244	\$18.3434	\$21.7126	
SP-06	Annually:	\$34,860.6395	\$40,443.5173	\$47,871.9075	Animal Services Officer
	Monthly:	\$2,905.0533	\$3,370.2931	\$3,989.3256	Meter Technician
	Biweekly:	\$1,340.7938	\$1,555.5199	\$1,841.2272	Senior Grounds Maintenance Technician
	Hourly:	\$16.7599	\$19.4440	\$23.0153	
SP-07	Annually:	\$36,609.1358	\$42,870.1228	\$50,743.1785	Chemical Application Technician
	Monthly:	\$3,050.7613	\$3,572.5102	\$4,228.5982	Park Maintenance Mechanic
	Biweekly:	\$1,408.0437	\$1,648.8509	\$1,951.6607	Park Maintenance Mechanic - Facilities/Aquatics
	Hourly:	\$17.6005	\$20.6106	\$24.3958	Water Quality Inspector
SP-09	Annually:	\$39,887.5573	\$48,168.8705	\$57,016.2093	Public Works Backflow Inspector
	Monthly:	\$3,323.9631	\$4,014.0725	\$4,751.3508	Public Works Fats, Oils and Grease (FOG) Inspector
	Biweekly:	\$1,534.1368	\$1,852.6489	\$2,192.9311	Senior Animal Services Officer
	Hourly:	\$19.1767	\$23.1581	\$27.4116	
SP-10	Annually:	\$43,165.9890	\$51,059.0015	\$60,437.1980	Public Works Construction Inspector
	Monthly:	\$3,597.1658	\$4,254.9168	\$5,036.4332	Utilities Technician - Meter Services
	Biweekly:	\$1,660.2303	\$1,963.8078	\$2,324.5076	
	Hourly:	\$20.7529	\$24.5476	\$29.0563	
- \$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.					
- Pay Grade(s) with no positions: SP-03, SP-04, SP-08					
- For all pay plans: Due to rounding in the payroll system, rate may be reflected differently on pay stub.					



**City of Mesquite**  
**FY 2022-23 General Government**  
**Non-Exempt Pay Plan**  
**Effective October 1, 2022**

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
<b>NE01</b>	<b>Annually:</b>	\$31,200.0000	\$34,590.4000	\$40,955.0200	Accounting Clerk
	<b>Monthly:</b>	\$2,600.0000	\$2,882.5333	\$3,412.9183	Administrative Clerk
	<b>Biweekly:</b>	\$1,200.0000	\$1,330.4000	\$1,575.1931	Arts Center Facility Attendant
	<b>Hourly:</b>	\$15.0000	\$16.6300	\$19.6899	Automotive Warehouse Clerk
					Buyer
					Cashier
					Custodian
					Customer Service Representative
					Equipment Services Service Attendant
					Equipment Services Service Writer
					General Warehouse Clerk
					Housing Intake Specialist
					Housing Records Specialist
					Housing Specialist
					Library Assistant I
					Municipal Court Clerk
					Permit Technician
					Police Records Clerk
					Print Shop Technician
					Property Room Clerk
					Reservation Technician
					Secretary
					Senior Accounting Technician
					Senior Cashier
					Senior Cashier - Municipal Court
					Senior Golf Course Food & Beverage Worker
					Senior Pro Shop Attendant
					Warehouse Technician
<b>NE10</b>	<b>Annually:</b>	\$32,459.7000	\$38,410.6450	\$46,525.5700	Residential Solid Waste Helper
	<b>Monthly:</b>	\$2,704.9750	\$3,200.8871	\$3,877.1308	
	<b>Biweekly:</b>	\$1,248.4500	\$1,477.3325	\$1,789.4450	
	<b>Hourly:</b>	\$15.6056	\$18.4667	\$22.3681	
<b>NE11</b>	<b>Annually:</b>	\$33,015.1168	\$40,443.5173	\$47,871.9075	Administrative Secretary
	<b>Monthly:</b>	\$2,751.2597	\$3,370.2931	\$3,989.3256	Court Compliance Representative
	<b>Biweekly:</b>	\$1,269.8122	\$1,555.5199	\$1,841.2272	Police Payroll Technician
	<b>Hourly:</b>	\$15.8727	\$19.4440	\$23.0153	Senior Library Assistant
					Senior Permit Technician
					Signs & Markings Technician

<b>NE12</b>	<b>Annually:</b>	\$34,623.6800	\$43,279.6000	\$54,315.8980	Residential Solid Waste Crew Chief
	<b>Monthly:</b>	\$2,885.3067	\$3,606.6333	\$4,526.3248	
	<b>Biweekly:</b>	\$1,331.6800	\$1,664.6000	\$2,089.0730	
	<b>Hourly:</b>	\$16.6460	\$20.8075	\$26.1134	
<b>NE13</b>	<b>Annually:</b>	\$34,996.0215	\$42,870.1228	\$50,744.2240	Airport Line Services Technician Assistant Librarian Athletics/Aquatics Coordinator City Records Analyst Equipment Mechanic I Executive Secretary Facilities Maintenance Technician Historic Homes Coordinator Housing Occupancy Technician Recreation Specialist Senior Administrative Secretary Senior Customer Service Representative
	<b>Monthly:</b>	\$2,916.3351	\$3,572.5102	\$4,228.6853	
	<b>Biweekly:</b>	\$1,346.0008	\$1,648.8509	\$1,951.7009	
	<b>Hourly:</b>	\$16.8250	\$20.6106	\$24.3963	
<b>NE14</b>	<b>Annually:</b>	\$37,095.7750	\$45,442.3295	\$53,788.8840	Administrative Aide Administrative Law Enforcement Coordinator Airfield Maintenance Specialist Environmental Code Inspector Housing Inspector/Landlord Services Graduate Intern-City Manager's Office Office Coordinator Police Records Analyst Senior Municipal Court Clerk Signal Maintenance Technician Street Lighting Maintenance Technician
	<b>Monthly:</b>	\$3,091.3146	\$3,786.8608	\$4,482.4070	
	<b>Biweekly:</b>	\$1,426.7606	\$1,747.7819	\$2,068.8032	
	<b>Hourly:</b>	\$17.8345	\$21.8473	\$25.8600	
<b>NE15</b>	<b>Annually:</b>	\$38,951.6400	\$48,559.7133	\$60,115.3685	Heavy Equipment Operator - Solid Waste Senior Airport Line Services Technician
	<b>Monthly:</b>	\$3,245.9700	\$4,046.6428	\$5,009.6140	
	<b>Biweekly:</b>	\$1,498.1400	\$1,867.6813	\$2,312.1296	
	<b>Hourly:</b>	\$18.7268	\$23.3460	\$28.9016	
<b>NE16</b>	<b>Annually:</b>	\$39,321.5215	\$48,168.8705	\$57,016.2093	CDBG Projects Inspector Equipment Mechanic II Help Desk Technician Human Resources Specialist Payroll/HRIS Technician Residential Building Inspector Risk Specialist Senior Telecommunications Technician Special Projects Coordinator
	<b>Monthly:</b>	\$3,276.7935	\$4,014.0725	\$4,751.3508	
	<b>Biweekly:</b>	\$1,512.3662	\$1,852.6489	\$2,192.9311	
	<b>Hourly:</b>	\$18.9046	\$23.1581	\$27.4116	



<b>NE17</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$41,680.8153 \$3,473.4013 \$1,603.1083 \$20.0389	\$51,059.0015 \$4,254.9168 \$1,963.8078 \$24.5476	\$60,437.1878 \$5,036.4323 \$2,324.5072 \$29.0563	Building Inspector Electrical/Energy Inspector Engineering Technician GIS Technician Lead Facilities Maintenance Technician Paralegal I Plumbing/Mechanical Inspector Public Information Coordinator Residential Construction Inspector Senior Administrative Law Enforcement Coordinator Senior Environmental Code Inspector Zoning Inspector
<b>NE18</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$44,181.6718 \$3,681.8060 \$1,699.2951 \$21.2412	\$54,122.5420 \$4,510.2118 \$2,081.6362 \$26.0205	\$64,063.4225 \$5,338.6185 \$2,463.9778 \$30.7997	Animal Shelter & Rescue Supervisor Equipment Mechanic III Fabrication Welder Field Supervisor - Animal Services Nurse Paralegal II PC Support Analyst Plans Examiner Police Records Supervisor Public Service Professional
<b>NE19</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$46,832.5678 \$3,902.7140 \$1,801.2526 \$22.5157	\$57,369.8958 \$4,780.8246 \$2,206.5345 \$27.5817	\$67,907.2238 \$5,658.9353 \$2,611.8163 \$32.6477	Combination Building Inspector Senior Building Inspector
<b>NE20</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$49,642.5233 \$4,136.8769 \$1,909.3278 \$23.8666	\$60,812.0918 \$5,067.6743 \$2,338.9266 \$29.2366	\$71,981.6500 \$5,998.4708 \$2,768.5250 \$34.6066	Assistant City Secretary Benefits Administrator Crime Analyst High Intensity Code Officer Police Property Room Supervisor Senior Admin Aide - City Manager Senior Electrical/Energy Inspector Senior PC Support Analyst Senior Water Production/Electrical Technician
<b>NE21</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$52,621.0708 \$4,385.0892 \$2,023.8873 \$25.2986	\$64,460.8150 \$5,371.7346 \$2,479.2621 \$30.9908	\$76,300.5593 \$6,358.3799 \$2,934.6369 \$36.6830	Database Applications Analyst Deputy Marshal Programmer Analyst
<b>NE22</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$56,304.5518 \$4,692.0460 \$2,165.5597 \$27.0695	\$68,973.0803 \$5,747.7567 \$2,652.8108 \$33.1601	\$81,641.5985 \$6,803.4665 \$3,140.0615 \$39.2508	Fire Department Nurse Public Safety Computer Administrator/Analyst
<b>NE24</b>	<b>Annually:</b> <b>Monthly:</b> <b>Biweekly:</b> <b>Hourly:</b>	\$64,463.0803 \$5,371.9234 \$2,479.3492 \$30.9919	\$78,967.2710 \$6,580.6059 \$3,037.2027 \$37.9650	\$93,471.4618 \$7,789.2885 \$3,595.0562 \$44.9382	City Marshal

<b>NE25</b>	<b>Annually:</b>	\$68,975.4890	\$84,494.9833	\$100,014.4673	Information Security Analyst
	<b>Monthly:</b>	\$5,747.9574	\$7,041.2486	\$8,334.5389	Senior Programmer Analyst
	<b>Biweekly:</b>	\$2,652.9034	\$3,249.8070	\$3,846.7103	Senior Public Safety Computer Administrator/Analyst
	<b>Hourly:</b>	\$33.1613	\$40.6226	\$48.0839	
<u>Pay Grade(s) with no positions: NE02 - NE09 and NE23.</u>					



**City of Mesquite  
 FY 2022-23 General Government  
 Exempt Pay Plan  
 Effective October 1, 2022**

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
EX01	Annually:	\$36,900.0000	\$44,133.9600	\$52,960.7600	Support Services Supervisor Westlake Sports Center Supervisor
	Monthly:	\$3,075.0000	\$3,677.8300	\$4,413.3967	
	Biweekly:	\$1,419.2308	\$1,697.4600	\$2,036.9523	
	Hourly:	\$17.7404	\$21.2183	\$25.4619	
EX02	Annually:	\$37,986.9800	\$47,483.7300	\$56,980.4800	Administrative Supervisor Customer Service Supervisor - Tax
	Monthly:	\$3,165.5817	\$3,956.9775	\$4,748.3733	
	Biweekly:	\$1,461.0377	\$1,826.2973	\$2,191.5569	
	Hourly:	\$18.2630	\$22.8287	\$27.3945	
EX03	Annually:	\$40,266.2100	\$50,332.7600	\$60,399.3000	Librarian Marketing Specialist
	Monthly:	\$3,355.5175	\$4,194.3967	\$5,033.2750	
	Biweekly:	\$1,548.7004	\$1,935.8754	\$2,323.0500	
	Hourly:	\$19.3588	\$24.1984	\$29.0381	
EX04	Annually:	\$42,682.1800	\$53,352.7200	\$64,023.2600	CDBG Coordinator Grant Coordinator Rental Certificate of Occupancy Office Administrator Senior Programs Supervisor Storm Water Specialist
	Monthly:	\$3,556.8483	\$4,446.0600	\$5,335.2717	
	Biweekly:	\$1,641.6223	\$2,052.0277	\$2,462.4331	
	Hourly:	\$20.5203	\$25.6503	\$30.7804	
EX05	Annually:	\$45,243.1100	\$56,553.8800	\$67,864.6600	CVB Marketing Coordinator GIS Analyst Management Analyst Meeting and Group Sales Coordinator - CVB Public Safety Operations Analyst Recreation Supervisor Signs and Marking Supervisor Special Events and Sponsorship Coordinator
	Monthly:	\$3,770.2592	\$4,712.8233	\$5,655.3883	
	Biweekly:	\$1,740.1196	\$2,175.1492	\$2,610.1792	
	Hourly:	\$21.7515	\$27.1894	\$32.6272	

<b>EX06</b>	<b>Annually:</b>	\$47,957.7000	\$59,947.1100	\$71,936.5400	Accountant - General
	<b>Monthly:</b>	\$3,996.4750	\$4,995.5925	\$5,994.7117	Accountant - Payroll
	<b>Biweekly:</b>	\$1,844.5269	\$2,305.6581	\$2,766.7900	Budget Analyst
	<b>Hourly:</b>	\$23.0566	\$28.8207	\$34.5849	Chief Plans Examiner
					Community Engagement Coordinator
					Communications and Marketing Coordinator
					Communications and Marketing Coordinator (Bilingual)
					Digital Media Coordinator
					District Park Supervisor
					Equipment Services Shift Supervisor
					Facilities Maintenance Supervisor
					Facilities Maintenance Supervisor
					Graduate Engineer
					Health Specialist
					Housing Occupancy Supervisor
					Human Resources Generalist
					Human Resources Office Services Coordinator
					Library Services Supervisor
					Printing/Postal Svc. Supervisor
					Senior Procurement Specialist
					Senior Procurement Specialist - Construction
					Solid Waste Supervisor
					Streets Supervisor
					Video Producer
					Warehouse Supervisor
<b>EX07</b>	<b>Annually:</b>	\$50,835.1600	\$63,543.9400	\$76,252.7400	Athletics/Aquatics Supervisor
	<b>Monthly:</b>	\$4,236.2633	\$5,295.3283	\$6,354.3950	CDL Training and Testing Supervisor
	<b>Biweekly:</b>	\$1,955.1985	\$2,443.9977	\$2,932.7977	Customer Service Supervisor
	<b>Hourly:</b>	\$24.4400	\$30.5500	\$36.6600	Emergency Management Specialist
					Environmental Code Field Supervisor
					Equipment Services Technical Coordinator
					Police Recruiter
					Production Supervisor
					Senior Recreation Supervisor
					Signal Maintenance Supervisor
				Staffing Coordinator	
				Utility Supervisor	
				Video Production Coordinator	

<b>EX08</b>	<b>Annually:</b>	\$53,885.2700	\$67,356.5800	\$80,827.9000	Building Inspection Field Supervisor
	<b>Monthly:</b>	\$4,490.4392	\$5,613.0483	\$6,735.6583	Deputy Court Administrator
	<b>Biweekly:</b>	\$2,072.5104	\$2,590.6377	\$3,108.7654	Downtown Development Coordinator
	<b>Hourly:</b>	\$25.9064	\$32.3830	\$38.8596	Energov System and Development Process Analyst
					Equipment Services Senior Supervisor
					GIS Coordinator
					GIS Senior Analyst
					Golf Course Superintendent
					Health Specialist II
					Legal Services Administrator
					Manager-CVB
					Mesquite Arts Center Assistant Manager
					Organizational Development & Training Coordinator
					Planner
					Risk Management Analyst
					Senior Accountant
					Senior Budget Analyst
					Senior Financial Analyst
					Senior Management Analyst
					Sustainability Program Coordinator
					Volunteer and KMB Program Administrator
<b>EX09</b>	<b>Annually:</b>	\$57,118.3800	\$71,397.9700	\$85,677.5800	Assistant Manager of Facilities Maintenance
	<b>Monthly:</b>	\$4,759.8650	\$5,949.8308	\$7,139.7983	Assistant Manager of Solid Waste
	<b>Biweekly:</b>	\$2,196.8608	\$2,746.0758	\$3,295.2915	Assistant Manager of Streets Division-Operations
	<b>Hourly:</b>	\$27.4608	\$34.3259	\$41.1911	Assistant Manager of Streets Division-Outside Contracts
					Assistant Manager of Utilities
					Employee Services Coordinator
					Engineering Contracts Administrator
					Traffic & Street Lighting Superintendent
					Web Applications Analyst
<b>EX10</b>	<b>Annually:</b>	\$60,545.4900	\$75,681.8500	\$90,818.2200	Accounting Supervisor
	<b>Monthly:</b>	\$5,045.4575	\$6,306.8208	\$7,568.1850	Assistant to the City Manager
	<b>Biweekly:</b>	\$2,328.6727	\$2,910.8404	\$3,493.0085	Grants Administrator
	<b>Hourly:</b>	\$29.1084	\$36.3855	\$43.6626	Network Administrator
					Senior Planner

<b>EX11</b>	<b>Annually:</b>	\$64,178.2200	\$80,222.7600	\$96,267.3100	Business Intelligence Analyst-Public Works Finance Coordinator GIS Programmer/Analyst Manager of Communications Manager of Environmental Code Manager of Historic Preservation Manager of Neighborhood Vitality Park Project Manager Senior Finance Systems Analyst Volunteer and Community Services Administrator
	<b>Monthly:</b>	\$5,348.1850	\$6,685.2300	\$8,022.2758	
	<b>Biweekly:</b>	\$2,468.3931	\$3,085.4908	\$3,702.5888	
	<b>Hourly:</b>	\$30.8549	\$38.5686	\$46.2824	
<b>EX12</b>	<b>Annually:</b>	\$67,242.9700	\$83,287.5300	\$99,332.0800	Behavioral Health Program Manager Principal Planner City Records Manager Police Records Manager
	<b>Monthly:</b>	\$5,603.5808	\$6,940.6275	\$8,277.6733	
	<b>Biweekly:</b>	\$2,586.2681	\$3,203.3665	\$3,820.4646	
	<b>Hourly:</b>	\$32.3284	\$40.0421	\$47.7558	
<b>EX14</b>	<b>Annually:</b>	\$76,437.2800	\$95,546.5900	\$114,655.9200	Downtown Development Manager HR Manager IT Infrastructure Supervisor Manager of Economic Development Project Engineer Public Safety Communication Manager Risk Manager Traffic Engineer
	<b>Monthly:</b>	\$6,369.7733	\$7,962.2158	\$9,554.6600	
	<b>Biweekly:</b>	\$2,939.8954	\$3,674.8688	\$4,409.8431	
	<b>Hourly:</b>	\$36.7487	\$45.9359	\$55.1230	
<b>EX15</b>	<b>Annually:</b>	\$81,023.5100	\$101,279.3900	\$121,535.2800	Assistant City Attorney Assistant City Engineer
	<b>Monthly:</b>	\$6,751.9592	\$8,439.9492	\$10,127.9400	
	<b>Biweekly:</b>	\$3,116.2888	\$3,895.3612	\$4,674.4338	
	<b>Hourly:</b>	\$38.9536	\$48.6920	\$58.4304	
<b>EX16</b>	<b>Annually:</b>	\$85,884.3700	\$107,356.1200	\$129,213.8500	Senior Assistant City Attorney
	<b>Monthly:</b>	\$7,157.0308	\$8,946.3433	\$10,767.8208	
	<b>Biweekly:</b>	\$3,303.2450	\$4,129.0815	\$4,969.7635	
	<b>Hourly:</b>	\$41.2906	\$51.6135	\$62.1220	
Pay Grade(s) with no positions: EX13					



**City of Mesquite**  
**FY 2022-23 General Government**  
**Part-Time/Seasonal Pay Plan (Non-Exempt)**  
**Effective: October 1, 2022**

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt		
	Minimum	Midpoint	Maximum				
HS05	Annually:	\$21,331.3212	\$22,561.9884	\$23,967.9664	Electronic File Processor	Non-Exempt	
	Monthly:	\$1,777.6101	\$1,880.1657	\$1,997.3305	Facility Attendant	Non-Exempt	
	Biweekly:	\$820.4354	\$867.7688	\$921.8449	Golf Course Food and Beverage Worker	Non-Exempt	
	Hourly:	\$10.2554	\$10.8471	\$11.5231	Golf Cart Attendant	Non-Exempt	
HS05					Golf Course Maintenance Worker	Non-Exempt	
					Library Page	Non-Exempt	
					Pool Cashier	Non-Exempt	
					Pro Shop Attendant	Non-Exempt	
					Seasonal Golf Worker	Non-Exempt	
					Seasonal Park Worker	Non-Exempt	
					Seasonal Utility Worker	Non-Exempt	
	HS06	Annually:	\$21,835.6950	\$26,508.3287	\$31,061.0199	High School Intern	Non-Exempt
		Monthly:	\$1,819.6413	\$2,209.0274	\$2,588.4183	Recreation Aide	Non-Exempt
		Biweekly:	\$839.8344	\$1,019.5511	\$1,194.6546	Undergraduate Intern	Non-Exempt
Hourly:		\$10.4979	\$12.7444	\$14.9332		Non-Exempt	
HS07	Annually:	\$22,707.0725	\$27,815.3950	\$32,924.7426	Graduate Intern	Non-Exempt	
	Monthly:	\$1,892.2560	\$2,317.9496	\$2,743.7285	Graduate Intern - Public Works	Non-Exempt	
	Biweekly:	\$873.3489	\$1,069.8229	\$1,266.3363	Swim Coach	Non-Exempt	
	Hourly:	\$10.9169	\$13.3728	\$15.8292	Westlake Sports Center Attendant	Non-Exempt	
HS08	Annually:	\$24,069.0807	\$29,484.6335	\$34,900.1762	Lifeguard	Non-Exempt	
	Monthly:	\$2,005.7567	\$2,457.0528	\$2,908.3480	Telecommunications Technician	Non-Exempt	
	Biweekly:	\$925.7339	\$1,134.0244	\$1,342.3145	Recreation Leader I		
	Hourly:	\$11.5717	\$14.1753	\$16.7789			
HS09	Annually:	\$25,513.2329	\$31,253.7075	\$36,994.1821	Arts Center Event Attendant	Non-Exempt	
	Monthly:	\$2,126.1027	\$2,604.4756	\$3,082.8485	Health Clinic Clerk	Non-Exempt	
	Biweekly:	\$981.2782	\$1,202.0657	\$1,422.8532	Library Assistant II	Non-Exempt	
	Hourly:	\$12.2660	\$15.0258	\$17.7857	Project Assistant - Community Cleanup Tool	Non-Exempt	
HS09					Recreation Leader II	Non-Exempt	
HS11	Annually:	\$26,653.9000	\$32,651.0652	\$38,648.2304	Head Lifeguard	Non-Exempt	
	Monthly:	\$2,221.1583	\$2,720.9221	\$3,220.6859	Kennel Technician	Non-Exempt	
	Biweekly:	\$1,025.1500	\$1,255.8102	\$1,486.4704	Mosquito Control Field Technician	Non-Exempt	
	Hourly:	\$12.8144	\$15.6976	\$18.5809			

<b>HS12</b>	<b>Annually:</b>	\$28,184.0000	\$34,525.5040	\$40,866.8000	Airport Security Technician	Non-Exempt
	<b>Monthly:</b>	\$2,348.6667	\$2,877.1253	\$3,405.5667		
	<b>Biweekly:</b>	\$1,084.0000	\$1,327.9040	\$1,571.8000		
	<b>Hourly:</b>	\$13.5500	\$16.5988	\$19.6475		
<b>HS13</b>	<b>Annually:</b>	\$30,386.6640	\$37,223.6634	\$44,060.6628	Florence Ranch Homestead Assistant Coordinator	Non-Exempt
	<b>Monthly:</b>	\$2,532.2220	\$3,101.9720	\$3,671.7219	Swimming Pool Supervisor	Non-Exempt
	<b>Biweekly:</b>	\$1,168.7178	\$1,431.6794	\$1,694.6409	Visitors Center Specialist - Mesquite CVB	Non-Exempt
	<b>Hourly:</b>	\$14.6090	\$17.8960	\$21.1830		
<b>HS14</b>	<b>Annually:</b>	\$31,668.0000	\$37,485.4100	\$43,303.1045	Golf Course Maintenance Worker	Non-Exempt
	<b>Monthly:</b>	\$2,639.0000	\$3,123.7842	\$3,608.5920		
	<b>Biweekly:</b>	\$1,218.0000	\$1,441.7465	\$1,665.5040		
	<b>Hourly:</b>	\$15.2250	\$18.0218	\$20.8188		
**No positions in HS01,HS02,HS03, HS04, HS10						





**City of Mesquite**  
**FY 2022-23 General Government**  
**Detention Officer Pay Plan (Non-Exempt)**  
**Effective October 1, 2022**

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Detention Officer I</b>	<b>Annually:</b>	\$35,372.8000	\$42,236.1800	\$45,381.7200
	<b>Monthly:</b>	\$2,947.7333	\$3,519.6817	\$3,781.8100
	<b>Biweekly:</b>	\$1,360.4923	\$1,624.4685	\$1,745.4508
	<b>Hourly:</b>	\$17.0062	\$20.3059	\$21.8181
<b>Detention Officer II</b>	<b>Annually:</b>	\$37,484.6100	\$44,864.3300	\$53,428.7700
	<b>Monthly:</b>	\$3,123.7175	\$3,738.6942	\$4,452.3975
	<b>Biweekly:</b>	\$1,441.7158	\$1,725.5512	\$2,054.9527
	<b>Hourly:</b>	\$18.0214	\$21.5694	\$25.6869
<b>Detention Supervisor</b>	<i>position filled by a Civil Service Police Officer</i>			



**City of Mesquite**  
**FY 2022-23 General Government**  
**Public Safety Dispatcher Pay Plan (Non-Exempt)**  
**Effective October 1, 2022**

		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Public Safety Dispatcher</b>	<b>Annually:</b>	\$42,185.9984	\$52,732.4980	\$63,278.9976
	<b>Monthly:</b>	\$3,515.4999	\$4,394.3748	\$5,273.2498
	<b>Biweekly:</b>	\$1,622.5384	\$2,028.1730	\$2,433.8076
	<b>Hourly:</b>	\$20.2817	\$25.3522	\$30.4226
<b>Public Safety Dispatcher Supervisor</b>	<b>Annually:</b>	\$52,439.2673	\$62,945.0407	\$75,971.6773
	<b>Monthly:</b>	\$4,369.9389	\$5,245.4201	\$6,330.9731
	<b>Biweekly:</b>	\$2,016.8949	\$2,420.9631	\$2,921.9876
	<b>Hourly:</b>	\$25.2112	\$30.2620	\$36.5248



**City of Mesquite**  
**FY 2022-23 General Government**  
**Managerial Pay Plan (Exempt)**  
**Effective: October 1, 2022**

Pay	
Grade	Position Title
Managerial Classification	
MG	Assistant Director of Human Resources and Civil Service Assistant Director of Public Works Building Official City Engineer Court Administrator Deputy City Attorney Emergency Management Coordinator FBO General Manager GIS Manager Health Official - Planning & Development Services Dept. Infrastructure Asset Manager Manager of Accounting Services Manager of Animal Services Manager of Branch Library Services Manager of Budget and Treasury Manager of Facilities Maintenance 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 Operations Manager

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



**City of Mesquite**  
**FY 2022-23 General Government**  
**Executive Pay Plan (Exempt)**  
**Effective October 1, 2022**

Pay	
Grade	Position Title
Executive Classification	
EXEC	Airport 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 2022-23 Civil Service  
 Police Pay Plan  
 Effective October 1, 2022

**TABLE A**

Pay Grade	Steps							Position Title/Rank	FLSA Status	
		Base	B1	B2	B3	B4	B5			B6
PG1	Annually:	\$66,304.3710	\$69,616.0290	\$73,096.6215	\$76,757.4045	\$80,584.8015	\$84,623.8785	\$88,855.0740	Police Officer	Non-Exempt
	Monthly:	\$5,525.3643	\$5,801.3358	\$6,091.3851	\$6,396.4504	\$6,715.4001	\$7,051.9899	\$7,404.5895		
	Biweekly:	\$2,550.1681	\$2,677.5396	\$2,811.4085	\$2,952.2079	\$3,099.4154	\$3,254.7646	\$3,417.5028		
	Hourly:	\$31.8771	\$33.4692	\$35.1426	\$36.9026	\$38.7427	\$40.6846	\$42.7188		
PG2	Annually:	\$102,655.8750	\$107,788.6688						Police Sergeant	Non-Exempt
	Monthly:	\$8,554.6563	\$8,982.3891							
	Biweekly:	\$3,948.3029	\$4,145.7180							
	Hourly:	\$49.3538	\$51.8215							
PG3	Annually:	\$116,164.8075	\$121,973.0479						Police Lieutenant	Non-Exempt
	Monthly:	\$9,680.4006	\$10,164.4207							
	Biweekly:	\$4,467.8772	\$4,691.2711							
	Hourly:	\$55.8485	\$58.6409							
PG4	Annually:	\$134,408.5995	\$141,129.0295						Police Captain	Non-Exempt
	Monthly:	\$11,200.7166	\$11,760.7525							
	Biweekly:	\$5,169.5615	\$5,428.0396							
	Hourly:	\$64.6195	\$67.8505							
PG5	Annually:	\$156,404.2200	\$164,224.4310						Assistant Police Chief	Exempt
	Monthly:	\$13,033.6850	\$13,685.3693							
	Biweekly:	\$6,015.5469	\$6,316.3243							
	Hourly:	\$75.1943	\$78.9541							

**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 2022-23 Civil Service**  
**Fire Pay Plan**  
**Effective October 1, 2022**  
**TABLE B**

Pay Grade		Steps							Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6		
FG1	Annually:	\$66,304.3710	\$69,616.0290	\$73,096.6215	\$76,757.4045	\$80,584.8015	\$84,623.8785	\$88,855.0740	Firefighter	Non-Exempt
	Monthly:	\$5,525.3643	\$5,801.3358	\$6,091.3851	\$6,396.4504	\$6,715.4001	\$7,051.9899	\$7,404.5895		
	Biweekly:	\$2,550.1681	\$2,677.5396	\$2,811.4085	\$2,952.2079	\$3,099.4154	\$3,254.7646	\$3,417.5028		
	Hourly (2080 hours):	\$31.8771	\$33.4692	\$35.1426	\$36.9026	\$38.7427	\$40.6846	\$42.7188		
	Hourly (2912 Hours):	\$22.7694	\$23.9066	\$25.1019	\$26.3590	\$27.6734	\$29.0604	\$30.5134		
FG2	Annually:	\$91,520.7300	\$96,096.7665						Fire Driver-Engineer	Non-Exempt
	Monthly:	\$7,626.7275	\$8,008.0639							
	Biweekly:	\$3,520.0281	\$3,696.0295							
	Hourly(2080 hours):	\$44.0004	\$46.2004							
	Hourly (2912 Hours):	\$31.4288	\$33.0003							
FG3	Annually:	\$100,946.3805	\$105,993.6995						Fire Lieutenant	Non-Exempt
	Monthly:	\$8,412.1984	\$8,832.8083							
	Biweekly:	\$3,882.5531	\$4,076.6808							
	Hourly(2080 hours):	\$48.5319	\$50.9585							
	Hourly (2912 Hours):	\$34.6657	\$36.3989							
FG4	Annually:	\$112,866.9780	\$118,510.3269						Fire Captain	Non-Exempt
	Monthly:	\$9,405.5815	\$9,875.8606							
	Biweekly:	\$4,341.0376	\$4,558.0895							
	Hourly(2080 hours):	\$54.2630	\$56.9761							
	Hourly (2912 Hours):	\$38.7593	\$40.6972							
FG5	Annually:	\$129,688.7970	\$136,173.2369						Fire Deputy Chief	Non-Exempt
	Monthly:	\$10,807.3998	\$11,347.7697							
	Biweekly:	\$4,988.0307	\$5,237.4322							
	Hourly(2080 hours):	\$62.3504	\$65.4679							
	Hourly (2912 Hours):	\$44.5360	\$46.7628							
FG6	Annually:	\$154,982.3835	\$162,731.5027						Assistant Fire Chief	Exempt
	Monthly:	\$12,915.1986	\$13,560.9586							
	Biweekly:	\$5,960.8609	\$6,258.9039							
	Hourly(2080 hours):	\$74.5108	\$78.2363							
	Hourly (2912 Hours):	\$53.2220	\$55.8831							

**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



**SUMMARY OF REVISED FY 2022-23 PAY PLANS**

The Revised City of Mesquite, Texas (“City”) FY 2022-23 Pay Plans, effective on January 1, 2023, make no changes to the FY 2022-23 Pay Plan for all general government personnel. The FY 2022-23 Pay Plan for all general government personnel, incorporated herein by reference, continues in force unmodified.

The Revised City FY 2022-23 Pay Plan adjusts the pay structure for all commissioned police and fire personnel from the FY 2022-23 Pay Plan by an increase of three percent (3%). All eligible commissioned police and fire personnel will receive the three percent (3%) increase effective on the employee’s anniversary date.



City of Mesquite  
 FY 2022-23 Civil Service  
 Police Pay Plan  
 Effective January 1, 2023

**TABLE A**

Pay Grade		Steps						Position Title/Rank	FLSA Status	
		Base	B1	B2	B3	B4	B5			B6
PG1	Annually:	\$68,293.5021	\$71,704.5099	\$75,289.5201	\$79,060.1266	\$83,002.3455	\$87,162.5949	\$91,520.7262	Police Officer	Non-Exempt
	Monthly:	\$5,691.1252	\$5,975.3758	\$6,274.1267	\$6,588.3439	\$6,916.8621	\$7,263.5496	\$7,626.7272		
	Biweekly:	\$2,626.6732	\$2,757.8658	\$2,895.7508	\$3,040.7741	\$3,192.3979	\$3,352.4075	\$3,520.0279		
	Hourly:	\$32.8334	\$34.4733	\$36.1969	\$38.0097	\$39.9050	\$41.9051	\$44.0003		
PG2	Annually:	\$105,735.5513	\$111,022.3288						Police Sergeant	Non-Exempt
	Monthly:	\$8,811.2959	\$9,251.8607							
	Biweekly:	\$4,066.7520	\$4,270.0896							
	Hourly:	\$50.8344	\$53.3761							
PG3	Annually:	\$119,649.7517	\$125,632.2393						Police Lieutenant	Non-Exempt
	Monthly:	\$9,970.8126	\$10,469.3533							
	Biweekly:	\$4,601.9135	\$4,832.0092							
	Hourly:	\$57.5239	\$60.4001							
PG4	Annually:	\$138,440.8575	\$145,362.9004						Police Captain	Non-Exempt
	Monthly:	\$11,536.7381	\$12,113.5750							
	Biweekly:	\$5,324.6484	\$5,590.8808							
	Hourly:	\$66.5581	\$69.8860							
PG5	Annually:	\$161,096.3466	\$169,151.1639						Assistant Police Chief	Exempt
	Monthly:	\$13,424.6956	\$14,095.9303							
	Biweekly:	\$6,196.0133	\$6,505.8140							
	Hourly:	\$77.4502	\$81.3227							

**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 2022-23 Civil Service  
 Fire Pay Plan  
 Effective January 1, 2023

**TABLE B**

Pay Grade		Steps							Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6		
FG1	Annually:	\$68,293.5021	\$71,704.5099	\$75,289.5201	\$79,060.1266	\$83,002.3455	\$87,162.5949	\$91,520.7262	Firefighter	Non-Exempt
	Monthly:	\$5,691.1252	\$5,975.3758	\$6,274.1267	\$6,588.3439	\$6,916.8621	\$7,263.5496	\$7,626.7272		
	Biweekly:	\$2,626.6732	\$2,757.8658	\$2,895.7508	\$3,040.7741	\$3,192.3979	\$3,352.4075	\$3,520.0279		
	Hourly (2080 hours):	\$32.8334	\$34.4733	\$36.1969	\$38.0097	\$39.9050	\$41.9051	\$44.0003		
	Hourly (2912 Hours):	\$23.4524	\$24.6238	\$25.8549	\$27.1498	\$28.5036	\$29.9322	\$31.4288		
FG2	Annually:	\$94,266.3519	\$98,979.6695						Fire Driver-Engineer	Non-Exempt
	Monthly:	\$7,855.5293	\$8,248.3058							
	Biweekly:	\$3,625.6289	\$3,806.9104							
	Hourly(2080 hours):	\$45.3204	\$47.5864							
	Hourly (2912 Hours):	\$32.3717	\$33.9903							
FG3	Annually:	\$103,974.7719	\$109,173.5105						Fire Lieutenant	Non-Exempt
	Monthly:	\$8,664.5643	\$9,097.7925							
	Biweekly:	\$3,999.0297	\$4,198.9812							
	Hourly(2080 hours):	\$49.9879	\$52.4873							
	Hourly (2912 Hours):	\$35.7056	\$37.4909							
FG4	Annually:	\$116,252.9873	\$122,065.6367						Fire Captain	Non-Exempt
	Monthly:	\$9,687.7489	\$10,172.1364							
	Biweekly:	\$4,471.2687	\$4,694.8322							
	Hourly(2080 hours):	\$55.8909	\$58.6854							
	Hourly (2912 Hours):	\$39.9220	\$41.9181							
FG5	Annually:	\$133,579.4609	\$140,258.4340						Fire Deputy Chief	Non-Exempt
	Monthly:	\$11,131.6217	\$11,688.2028							
	Biweekly:	\$5,137.6716	\$5,394.5552							
	Hourly(2080 hours):	\$64.2209	\$67.4319							
	Hourly (2912 Hours):	\$45.8721	\$48.1657							
FG6	Annually:	\$159,631.8550	\$167,613.4478						Assistant Fire Chief	Exempt
	Monthly:	\$13,302.6546	\$13,967.7873							
	Biweekly:	\$6,139.6867	\$6,446.6711							
	Hourly(2080 hours):	\$76.7461	\$80.5834							
	Hourly (2912 Hours):	\$54.8186	\$57.5596							

**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