

ORDINANCE NO. 5138

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING THE 2024-25 PAY PLANS FOR GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2024, AND FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2025; PROVIDING A REPEALER CLAUSE; AND PROVIDING A SEVERABILITY CLAUSE.

WHEREAS, this 2024-25 Pay Plans ordinance authorizes that certain general government employees will be eligible for up to a three-percent merit increase on their anniversary dates if their overall performance evaluation meets expectations or higher; and

WHEREAS, employees on step pay plans will receive the appropriate increase based on the next step in their compensation structure upon successful completion of their annual performance review; and

WHEREAS, general government employees approaching the maximum compensation in their respective pay range may be considered for future increases above the top-out amount for merit purposes; and

WHEREAS, commissioned police and fire personnel will receive a three-percent step market adjustment on January 1, 2025.

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

SECTION 1. The 2024-25 Pay Plans for general government personnel with an effective date of October 1, 2024, and for commissioned police and fire personnel with an effective date of January 1, 2025, are more fully described in Exhibit A, attached hereto and made a part hereof, and are hereby adopted on their respective effective dates.

SECTION 2. 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or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed.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 3. 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.

Human Resources / 2024-25 Pay Plans / October 7, 2024

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DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas,
on the 7th day of October 2024.

DocuSigned by:

Daniel Aleman Jr.

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Daniel Alemán, Jr.
Mayor

ATTEST:

DocuSigned by:

Sonja Land

C2518095973F46A...

Sonja Land
City Secretary

APPROVED AS TO LEGAL FORM:

DocuSigned by:

David L. Paschall

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David L. Paschall
City Attorney



Exhibit A

SUMMARY OF FY 2024-25 PAY PLANS

The City of Mesquite, Texas (“**City**”) FY 2022-23 Pay Plans, effective on October 1, 2024, 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 Meet Job Expectations on their annual performance review during the City’s FY 2024-25 will be eligible for a three percent (3%) merit increase effective as of their 2024-25 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 FY2024-25 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 FY2024- 25. If a general government employee successfully completes their WIP during the City’s FY2024-25, 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 2024-25 Pay Plan for the commissioned police and fire personnel provides a three percent (3%) market adjustment for ranked police and fire personnel effective on January 1, 2025.



City of Mesquite
FY 2024-25 General Government
Step Pay Plan (Non-Exempt)
Effective October 1, 2024

| 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 Grounds Maintenance Technician |
| | Hourly: | \$15.0000 | \$16.6300 | \$19.6900 | Park Maintenance Specialist |
| 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 | \$39,442.0000 | \$46,797.4000 | Park Athletic Fields Technician |
| | Monthly: | \$2,777.5587 | \$3,286.8333 | \$3,899.7833 | Park Irrigation Technician |
| | Biweekly: | \$1,281.9502 | \$1,517.0000 | \$1,799.9000 | |
| | Hourly: | \$16.0244 | \$18.9625 | \$22.4988 | |
| SP-06 | Annually: | \$34,860.6395 | \$40,443.5173 | \$47,871.9075 | Senior Grounds Maintenance Technician |
| | Monthly: | \$2,905.0533 | \$3,370.2931 | \$3,989.3256 | |
| | Biweekly: | \$1,340.7938 | \$1,555.5199 | \$1,841.2272 | |
| | Hourly: | \$16.7599 | \$19.4440 | \$23.0153 | |
| SP-07 | Annually: | \$36,609.1358 | \$42,870.1228 | \$50,743.1785 | Animal Services Officer |
| | Monthly: | \$3,050.7613 | \$3,572.5102 | \$4,228.5982 | |
| | Biweekly: | \$1,408.0437 | \$1,648.8509 | \$1,951.6607 | |
| | Hourly: | \$17.6005 | \$20.6106 | \$24.3958 | |
| SP-09 | Annually: | \$39,887.5573 | \$48,168.8705 | \$57,016.2093 | Park Maintenance Mechanic - Facilities |
| | Monthly: | \$3,323.9631 | \$4,014.0725 | \$4,751.3508 | Park Maintenance Mechanic - Facilities/Aquatics |
| | Biweekly: | \$1,534.1368 | \$1,852.6489 | \$2,192.9311 | |
| | Hourly: | \$19.1767 | \$23.1581 | \$27.4116 | |
| SP-10 | Annually: | \$43,165.9890 | \$51,059.0015 | \$60,437.1980 | Animal Services Medical Officer |
| | Monthly: | \$3,597.1658 | \$4,254.9168 | \$5,036.4332 | Senior Animal Services Officer |
| | 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 2024-25 General Government
Step Pay Plan (Non-Exempt)
Effective October 1, 2024

| Pay Grade | Salary Range | | | Position Title | |
|-----------|--------------|---------------|---------------|---|-----------------------------------|
| | Minimum | Midpoint | Maximum | | |
| NE01 | Annually: | \$31,200.0000 | \$34,590.4000 | \$40,955.0200 | Accounting Clerk |
| | Monthly: | \$2,600.0000 | \$2,882.5333 | \$3,412.9183 | Administrative Clerk |
| | Biweekly: | \$1,200.0000 | \$1,330.4000 | \$1,575.1931 | Animal Services Kennel Technician |
| | Hourly: | \$15.0000 | \$16.6300 | \$19.6899 | Arts Center Facility Attendant |
| | | | | Buyer | |
| | | | | Call Center Dispatcher | |
| | | | | Cashier | |
| | | | | Custodian | |
| | | | | Customer Service Representative | |
| | | | | Equipment Services Service Writer | |
| | | | | Housing Intake Specialist | |
| | | | | Housing Specialist | |
| | | | | 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 Clerk | |
| | | | | Warehouse Technician | |
| NE10 | Annually: | \$32,459.7000 | \$38,410.6450 | \$46,525.5700 | Library Assistant I |
| | Monthly: | \$2,704.9750 | \$3,200.8871 | \$3,877.1308 | Historic Homes Coordinator |
| | Biweekly: | \$1,248.4500 | \$1,477.3325 | \$1,789.4450 | Residential Solid Waste Helper |
| | Hourly: | \$15.6056 | \$18.4667 | \$22.3681 | |
| NE11 | Annually: | \$33,015.1168 | \$40,443.5173 | \$47,871.9075 | Administrative Secretary |
| | Monthly: | \$2,751.2597 | \$3,370.2931 | \$3,989.3256 | Court Compliance Representative |
| | Biweekly: | \$1,269.8122 | \$1,555.5199 | \$1,841.2272 | Library Assistant II |
| | Hourly: | \$15.8727 | \$19.4440 | \$23.0153 | Senior Permit Technician |
| | | | | Signs & Markings Technician | |

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|------|-----------|---------------|---------------|---------------|---|
| NE12 | Annually: | \$34,623.6800 | \$43,279.6000 | \$49,218.2450 | Residential Solid Waste Crew Chief Senior Library Assistant |
| | Monthly: | \$2,885.3067 | \$3,606.6333 | \$4,101.5204 | |
| | Biweekly: | \$1,331.6800 | \$1,664.6000 | \$1,893.0094 | |
| | Hourly: | \$16.6460 | \$20.8075 | \$23.6626 | |
| NE13 | Annually: | \$34,996.0215 | \$42,870.1228 | \$50,564.5825 | Airport Line Services Technician Athletics/Aquatics Coordinator City Records Analyst Criminal Case Specialist Equipment Mechanic I Executive Secretary Facilities Maintenance Technician Historic Park Maintenance Technician Recreation Specialist Senior Administrative Secretary Senior Customer Service Representative |
| | Monthly: | \$2,916.3351 | \$3,572.5102 | \$4,213.7152 | |
| | Biweekly: | \$1,346.0008 | \$1,648.8509 | \$1,944.7916 | |
| | Hourly: | \$16.8250 | \$20.6106 | \$24.3099 | |
| NE14 | Annually: | \$37,095.7750 | \$45,442.3295 | \$51,910.9200 | Administrative Aide Administrative Law Enforcement Coordinator Airfield Maintenance Specialist Environmental Code Inspector Graduate Intern-City Manager's Office Housing Fraud Investigator Housing Occupancy Technician Office Coordinator Parking Enforcement Inspector Police Open Records Specialist Police Records Analyst Police Payroll Technician Rescue Specialist Senior Municipal Court Clerk Signal Maintenance Technician Street Lighting Maintenance Technician |
| | | \$3,091.3146 | \$3,786.8608 | \$4,325.9100 | |
| | | \$1,426.7606 | \$1,747.7819 | \$1,996.5738 | |
| | | \$17.8345 | \$21.8473 | \$24.9572 | |
| NE15 | Annually: | \$38,951.6400 | \$48,559.7133 | \$53,257.2575 | Assistant Librarian Heavy Equipment Operator - Solid Waste Park Equipment Mechanic Senior Airport Line Services Technician |
| | Monthly: | \$3,245.9700 | \$4,046.6428 | \$4,438.1048 | |
| | Biweekly: | \$1,498.1400 | \$1,867.6813 | \$2,048.3561 | |
| | Hourly: | \$18.7268 | \$23.3460 | \$25.6045 | |
| NE16 | Annually: | \$39,321.5215 | \$48,168.8705 | \$57,016.2093 | Equipment Mechanic II Help Desk Technician Benefits Specialist Payroll/HRIS Technician Residential Building Inspector Risk Specialist Senior Telecommunications Technician Special Projects Coordinator |
| | | \$3,276.7935 | \$4,014.0725 | \$4,751.3508 | |
| | | \$1,512.3662 | \$1,852.6489 | \$2,192.9311 | |
| | | \$18.9046 | \$23.1581 | \$27.4116 | |

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|---|-----------|---------------|---------------|----------------|--|
| NE17 | Annually: | \$41,680.8153 | \$51,059.0015 | \$60,437.1878 | Building Inspector Electrical/Energy Inspector Engineering Technician GIS Technician Housing Inspector/Landlord Services Housing and Community Services Inspector Lead Facilities Maintenance Technician Paralegal I Plumbing/Mechanical Inspector Property Maintenance Inspector Residential Construction Inspector Senior Administrative Law Enforcement Coordinator Senior Environmental Code Inspector Zoning Inspector |
| | | \$3,473.4013 | \$4,254.9168 | \$5,036.4323 | |
| | | \$1,603.1083 | \$1,963.8078 | \$2,324.5072 | |
| | | \$20.0389 | \$24.5476 | \$29.0563 | |
| NE18 | Annually: | \$44,181.6718 | \$54,122.5420 | \$64,063.4225 | Commercial Solid Waste Sr. Heavy Equip Operator Equipment Mechanic III Equipment Services Fleet Analyst Fabrication Welder Field Supervisor - Animal Services Paralegal II PC Support Analyst Plans Examiner Public Service Professional |
| | | \$3,681.8060 | \$4,510.2118 | \$5,338.6185 | |
| | | \$1,699.2951 | \$2,081.6362 | \$2,463.9778 | |
| | | \$21.2412 | \$26.0205 | \$30.7997 | |
| NE19 | Annually: | \$46,832.5678 | \$57,369.8958 | \$67,907.2238 | Combination Building Inspector |
| | | \$3,902.7140 | \$4,780.8246 | \$5,658.9353 | |
| | | \$1,801.2526 | \$2,206.5345 | \$2,611.8163 | |
| | | \$22.5157 | \$27.5817 | \$32.6477 | |
| NE20 | Annually: | \$49,642.5233 | \$60,812.0918 | \$71,981.6500 | Assistant City Secretary Benefits Administrator Crime Analyst Code Operations Supervisor Police Property Room Supervisor Senior Admin Aide - City Manager Senior Electrical/Energy Inspector Senior PC Support Analyst Senior Water Production/Electrical Technician Utilities Crew Chief |
| | | \$4,136.8769 | \$5,067.6743 | \$5,998.4708 | |
| | | \$1,909.3278 | \$2,338.9266 | \$2,768.5250 | |
| | | \$23.8666 | \$29.2366 | \$34.6066 | |
| NE21 | Annually: | \$52,621.0708 | \$64,460.8150 | \$76,300.5593 | Database Applications Analyst Deputy Marshal Programmer Analyst |
| | | \$4,385.0892 | \$5,371.7346 | \$6,358.3799 | |
| | | \$2,023.8873 | \$2,479.2621 | \$2,934.6369 | |
| | | \$25.2986 | \$30.9908 | \$36.6830 | |
| NE22 | Annually: | \$56,304.5518 | \$68,973.0803 | \$81,641.5985 | Fire Department Nurse Public Safety Computer Administrator/Analyst |
| | | \$4,692.0460 | \$5,747.7567 | \$6,803.4665 | |
| | | \$2,165.5597 | \$2,652.8108 | \$3,140.0615 | |
| | | \$27.0695 | \$33.1601 | \$39.2508 | |
| NE24 | Annually: | \$64,463.0803 | \$78,967.2710 | \$93,471.4618 | City Marshal PC Support Supervisor |
| | | \$5,371.9234 | \$6,580.6059 | \$7,789.2885 | |
| | | \$2,479.3492 | \$3,037.2027 | \$3,595.0562 | |
| | | \$30.9919 | \$37.9650 | \$44.9382 | |
| NE25 | Annually: | \$68,975.4890 | \$84,494.9833 | \$100,014.4673 | Information Security Analyst Senior Public Safety Computer Administrator/Analyst |
| | | \$5,747.9574 | \$7,041.2486 | \$8,334.5389 | |
| | | \$2,652.9034 | \$3,249.8070 | \$3,846.7103 | |
| | | \$33.1613 | \$40.6226 | \$48.0839 | |
| Pay Grade(s) with no positions: NE02 - NE09 and NE23. | | | | | |



**City of Mesquite
FY 2024-25 General Government
Exempt Pay Plan
Effective October 1, 2024**

| Pay Grade | Salary Range | | | Position Title | |
|-----------|--------------|---------------|---------------|----------------|--|
| | Minimum | Midpoint | Maximum | | |
| EX01 | Annually: | \$36,900.0000 | \$44,133.9600 | \$52,960.7600 | Custodial 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 | 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 | Marketing Specialist Economic Development Marketing and Events 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 | GIS Analyst Librarian Management Analyst Recreation Supervisor Risk Coordinator Signs and Marking Supervisor Special Events and Sponsorship Coordinator Staffing Specialist |
| | 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 | |

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|--------------------|---|--|--|--|---|
| <p>EX06</p> | <p>Annually: Monthly: Biweekly: Hourly:</p> | <p>\$47,957.7000 \$3,996.4750 \$1,844.5269 \$23.0566</p> | <p>\$59,947.1100 \$4,995.5925 \$2,305.6581 \$28.8207</p> | <p>\$71,936.5400 \$5,994.7117 \$2,766.7900 \$34.5849</p> | <p>Budget Analyst 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 Health Specialist Human Resources Generalist Human Resources Office Services Coordinator Juvenile Court Case Manger Printing/Postal Svc. Supervisor Senior Procurement Specialist Senior Procurement Specialist - Construction Solid Waste Supervisor Streets Supervisor Warehouse Supervisor</p> |
| <p>EX07</p> | <p>Annually: Monthly: Biweekly: Hourly:</p> | <p>\$50,835.1600 \$4,236.2633 \$1,955.1985 \$24.4400</p> | <p>\$63,543.9400 \$5,295.3283 \$2,443.9977 \$30.5500</p> | <p>\$76,252.7400 \$6,354.3950 \$2,932.7977 \$36.6600</p> | <p>Animal Services Operations Supervisor Athletics/Aquatics Supervisor Call Center Supervisor CDL Training and Testing Supervisor Customer Service Supervisor Emergency Management Specialist Environmental Code Field Supervisor Housing Occupancy Supervisor Police Recruiter Production Supervisor Senior Recreation Supervisor Signal Maintenance Supervisor Staffing Coordinator Utilities Supervisor Video Production Coordinator Vist Mesquite Coordinator - CVB</p> |

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

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



City of Mesquite
FY 2024-25 General Government
Part-Time/Seasonal Pay Plan (Non-Exempt)
Effective: October 1, 2024

| 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 |
| HS06 | Annually: | \$21,835.6950 | \$26,508.3287 | \$31,061.0199 | Library Page | Non-Exempt |
| | Monthly: | \$1,819.6413 | \$2,209.0274 | \$2,588.4183 | Pool Cashier | Non-Exempt |
| | Biweekly: | \$839.8344 | \$1,019.5511 | \$1,194.6546 | Pro Shop Attendant | Non-Exempt |
| | Hourly: | \$10.4979 | \$12.7444 | \$14.9332 | Seasonal Golf Worker | Non-Exempt |
| HS07 | Annually: | \$22,707.0725 | \$27,815.3950 | \$32,924.7426 | Seasonal Park Worker | Non-Exempt |
| | Monthly: | \$1,892.2560 | \$2,317.9496 | \$2,743.7285 | Seasonal Utility Worker | Non-Exempt |
| | Biweekly: | \$873.3489 | \$1,069.8229 | \$1,266.3363 | | |
| | Hourly: | \$10.9169 | \$13.3728 | \$15.8292 | | |
| HS08 | Annually: | \$24,069.0807 | \$29,484.6335 | \$34,900.1762 | Graduate Intern | Non-Exempt |
| | Monthly: | \$2,005.7567 | \$2,457.0528 | \$2,908.3480 | Graduate Intern - Public Works | Non-Exempt |
| | Biweekly: | \$925.7339 | \$1,134.0244 | \$1,342.3145 | Swim Coach | Non-Exempt |
| | Hourly: | \$11.5717 | \$14.1753 | \$16.7789 | | |
| HS09 | Annually: | \$25,513.2329 | \$31,253.7075 | \$36,994.1821 | Lifeguard | Non-Exempt |
| | Monthly: | \$2,126.1027 | \$2,604.4756 | \$3,082.8485 | Recreation Leader I | Non-Exempt |
| | Biweekly: | \$981.2782 | \$1,202.0657 | \$1,422.8532 | | |
| | Hourly: | \$12.2660 | \$15.0258 | \$17.7857 | | |
| HS11 | Annually: | \$26,653.9000 | \$32,651.0652 | \$38,648.2304 | Arts Center Event Attendant | Non-Exempt |
| | Monthly: | \$2,221.1583 | \$2,720.9221 | \$3,220.6859 | Health Clinic Clerk | Non-Exempt |
| | Biweekly: | \$1,025.1500 | \$1,255.8102 | \$1,486.4704 | Library Assistant II | Non-Exempt |
| | Hourly: | \$12.8144 | \$15.6976 | \$18.5809 | Project Assistant - Community Cleanup Tool | Non-Exempt |
| HS12 | Annually: | \$28,184.0000 | \$34,525.5040 | \$40,866.8000 | Recreation Leader II | Non-Exempt |
| | Monthly: | \$2,348.6667 | \$2,877.1253 | \$3,405.5667 | Head Lifeguard | Non-Exempt |
| | Biweekly: | \$1,084.0000 | \$1,327.9040 | \$1,571.8000 | Mosquito Control Field Technician | Non-Exempt |
| | Hourly: | \$13.5500 | \$16.5988 | \$19.6475 | | |
| HS13 | Annually: | \$30,386.6640 | \$37,223.6634 | \$44,060.6628 | Airport Security Technician | Non-Exempt |
| | Monthly: | \$2,532.2220 | \$3,101.9720 | \$3,671.7219 | | |
| | Biweekly: | \$1,168.7178 | \$1,431.6794 | \$1,694.6409 | Heritage Plaza Specialist | Non-Exempt |
| | Hourly: | \$14.6090 | \$17.8960 | \$21.1830 | Historic Homestead Assistant Coordinator | Non-Exempt |
| HS14 | Annually: | \$31,668.0000 | \$37,485.4100 | \$44,896.2717 | Swimming Pool Supervisor | Non-Exempt |
| | Monthly: | \$2,639.0000 | \$3,123.7842 | \$3,741.3560 | Visitors Center Specialist - Mesquite CVB | Non-Exempt |
| | Biweekly: | \$1,218.0000 | \$1,441.7465 | \$1,726.7797 | | |
| | Hourly: | \$15.2250 | \$18.0218 | \$21.5847 | Golf Course Maintenance Worker | Non-Exempt |
| Historic Homes Coordinator | | | | | | |

**No positions in HS01,HS02,HS03, HS04, HS10



City of Mesquite
FY 2024-25 General Government
Detention Officer Pay Plan (Non-Exempt)
Effective October 1, 2024

| | | Minimum | Midpoint | Maximum |
|-----------------------------|------------------|---------------|---------------|---------------|
| Detention Officer I | Annually: | \$41,519.0000 | \$47,331.6600 | \$53,144.3200 |
| | Monthly: | \$3,459.9167 | \$3,944.3050 | \$4,428.6933 |
| | Biweekly: | \$1,596.8846 | \$1,820.4485 | \$2,044.0123 |
| | Hourly: | \$19.9611 | \$22.7556 | \$25.5502 |
| Detention Officer II | Annually: | \$43,594.9500 | \$48,511.8600 | \$53,428.7700 |
| | Monthly: | \$3,632.9125 | \$4,042.6550 | \$4,452.3975 |
| | Biweekly: | \$1,676.7288 | \$1,865.8408 | \$2,054.9527 |
| | Hourly: | \$20.9591 | \$23.3230 | \$25.6869 |
| Detention Supervisor | Annually: | \$58,268.1500 | \$71,378.4800 | \$84,488.8100 |
| | Monthly: | \$4,855.6792 | \$5,948.2067 | \$7,040.7342 |
| | Biweekly: | \$2,241.0827 | \$2,745.3262 | \$3,249.5696 |
| | Hourly: | \$28.0135 | \$34.3166 | \$40.6196 |



City of Mesquite
FY 2024-25 General Government
Public Safety Dispatcher Pay Plan (Non-Exempt)
Effective October 1, 2024

| | | Minimum | Midpoint | Maximum |
|--|------------------|----------------|-----------------|----------------|
| Public Safety Dispatcher | Annually: | \$52,170.0000 | \$61,204.8450 | \$70,239.6900 |
| | Monthly: | \$4,347.5000 | \$5,100.4038 | \$5,853.3075 |
| | Biweekly: | \$2,006.5385 | \$2,354.0325 | \$2,701.5265 |
| | Hourly: | \$25.0817 | \$29.4254 | \$33.7691 |
| Public Safety Dispatcher Supervisor | Annually: | \$64,380.0000 | \$74,354.3300 | \$84,328.6600 |
| Public Safety Training Coordinator | Monthly: | \$5,365.0000 | \$6,196.1942 | \$7,027.3883 |
| | Biweekly: | \$2,476.1538 | \$2,859.7819 | \$3,243.4100 |
| | Hourly: | \$30.9519 | \$35.7473 | \$40.5426 |



City of Mesquite
FY 2024-25 General Government
Managerial Pay Plan (Exempt)
Effective: October 1, 2024

| Pay | |
|---------------------------|--|
| Grade | Position Title |
| Managerial Classification | |
| MG | Building Official City Engineer Court Administrator Deputy City Attorney Emergency Management Coordinator FBO General Manager GIS Manager Health Official - Planning & Development Services Dept. 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 Development Block Grant (CDBG) Manager of Information Technology Manager of Park Services Manager of Planning and Zoning Manager of Property Maintenance and Rental Inspections Manager of Purchasing Manager of Recreation Services Manager of Solid Waste Manager of Streets Manager of Traffic Engineering and Street Lighting Manager of Utilities Manager of Utility Billing Mesquite Arts Center Manager |

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



City of Mesquite
FY 2024-25 General Government
Executive Pay Plan (Exempt)
Effective October 1, 2024

| Pay | |
|--------------------------|--|
| Grade | Position Title |
| Executive Classification | |
| EXEC | Airport Director 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 Housing and Community Services 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 Director of Solid Waste & Equipment Services 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 2024-25 Civil Service
Police Pay Plan
Effective January 1, 2025**

TABLE A

| Pay Grade | | Steps | | | | | | | Position Title/Rank | FLSA Status | |
|-----------|-----------|----------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------------|------------------------|------------|
| | | Base | B1 | B2 | B3 | B4 | B5 | B6 | | | B7 |
| PG1 | Annually: | \$77,548.4276 | \$77,548.4276 | \$81,425.8489 | \$85,497.1414 | \$89,771.9985 | \$94,260.5984 | \$98,973.6283 | \$103,922.3097 | Police Officer | Non-Exempt |
| | Monthly: | \$6,462.3690 | \$6,462.3690 | \$6,785.4874 | \$7,124.7618 | \$7,480.9999 | \$7,855.0499 | \$8,247.8024 | \$8,660.1925 | | |
| | Biweekly: | \$2,982.6318 | \$2,982.6318 | \$3,131.7634 | \$3,288.3516 | \$3,452.7692 | \$3,625.4076 | \$3,806.6780 | \$3,997.0119 | | |
| | Hourly: | \$37.2829 | \$37.2829 | \$39.1470 | \$41.1044 | \$43.1596 | \$45.3176 | \$47.5835 | \$49.9626 | | |
| PG2 | Annually: | \$114,352.9973 | \$120,070.6472 | | | | | | | Police Sergeant | Non-Exempt |
| | Monthly: | \$9,529.4164 | \$10,005.8873 | | | | | | | | |
| | Biweekly: | \$4,398.1922 | \$4,618.1018 | | | | | | | | |
| | Hourly: | \$54.9774 | \$57.7263 | | | | | | | | |
| PG3 | Annually: | \$129,401.2046 | \$135,871.2649 | | | | | | | Police Lieutenant | Non-Exempt |
| | Monthly: | \$10,783.4337 | \$11,322.6054 | | | | | | | | |
| | Biweekly: | \$4,976.9694 | \$5,225.8179 | | | | | | | | |
| | Hourly: | \$62.2121 | \$65.3227 | | | | | | | | |
| PG4 | Annually: | \$149,723.7901 | \$157,209.9796 | | | | | | | Police Deputy Chief | Non-Exempt |
| | Monthly: | \$12,476.9825 | \$13,100.8316 | | | | | | | | |
| | Biweekly: | \$5,758.6073 | \$6,046.5377 | | | | | | | | |
| | Hourly: | \$71.9826 | \$75.5817 | | | | | | | | |
| PG5 | Annually: | \$174,225.7025 | \$182,936.9877 | | | | | | | Assistant Police Chief | Exempt |
| | Monthly: | \$14,518.8085 | \$15,244.7490 | | | | | | | | |
| | Biweekly: | \$6,700.9886 | \$7,036.0380 | | | | | | | | |
| | Hourly: | \$83.7624 | \$87.9505 | | | | | | | | |

Police Officer

Police Officers begin employment at the base salary. On a police officer's second anniversary, they will move to step B2. 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 B7 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 2024-25 Civil Service
Fire Pay Plan
Effective January 1, 2025
TABLE B**

| Pay Grade | | Steps | | | | | | | | Position Title/Rank | FLSA Status |
|---|-----------------|----------------|----------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------------|-------------|
| | | Base | B1 | B2 | B3 | B4 | B5 | B6 | B7 | | |
| FG1 | Annually: | \$77,548.4322 | \$77,548.4322 | \$81,425.8538 | \$85,497.1465 | \$89,772.0038 | \$94,260.6040 | \$98,973.6342 | \$103,922.3159 | Firefighter | Non-Exempt |
| | Monthly: | \$6,462.3694 | \$6,462.3694 | \$6,785.4878 | \$7,124.7622 | \$7,481.0003 | \$7,855.0503 | \$8,247.8029 | \$8,660.1930 | | |
| | Biweekly: | \$2,982.6320 | \$2,982.6320 | \$3,131.7636 | \$3,288.3518 | \$3,452.7694 | \$3,625.4078 | \$3,806.6782 | \$3,997.0122 | | |
| | Hourly (2080 h) | \$37.2829 | \$37.2829 | \$39.1470 | \$41.1044 | \$43.1596 | \$45.3176 | \$47.5835 | \$49.9627 | | |
| | Hourly (2912 h) | \$26.6306 | \$26.6306 | \$27.9622 | \$29.3603 | \$30.8283 | \$32.3697 | \$33.9882 | \$35.6876 | | |
| FG2 | Annually: | \$106,750.3104 | \$112,087.8260 | | | | | | | Fire Driver-Engineer | Non-Exempt |
| | Monthly: | \$8,895.8592 | \$9,340.6522 | | | | | | | | |
| | Biweekly: | \$4,105.7812 | \$4,311.0702 | | | | | | | | |
| | Hourly (2080 h) | \$51.3223 | \$53.8884 | | | | | | | | |
| | Hourly (2912 h) | \$36.6588 | \$38.4917 | | | | | | | | |
| FG3 | Annually: | \$118,813.0955 | \$124,753.7503 | | | | | | | Fire Lieutenant | Non-Exempt |
| | Monthly: | \$9,901.0913 | \$10,396.1459 | | | | | | | | |
| | Biweekly: | \$4,569.7344 | \$4,798.2212 | | | | | | | | |
| | Hourly (2080 h) | \$57.1217 | \$59.9778 | | | | | | | | |
| | Hourly (2912 h) | \$40.8012 | \$42.8413 | | | | | | | | |
| FG4 | Annually: | \$132,238.9753 | \$138,850.9241 | | | | | | | Fire Captain | Non-Exempt |
| | Monthly: | \$11,019.9146 | \$11,570.9103 | | | | | | | | |
| | Biweekly: | \$5,086.1144 | \$5,340.4202 | | | | | | | | |
| | Hourly (2080 h) | \$63.5764 | \$66.7553 | | | | | | | | |
| | Hourly (2912 h) | \$45.4117 | \$47.6823 | | | | | | | | |
| FG5 | Annually: | \$147,181.9795 | \$154,541.0785 | | | | | | | Fire Battalion Chief | Non-Exempt |
| | Monthly: | \$12,265.1650 | \$12,878.4232 | | | | | | | | |
| | Biweekly: | \$5,660.8454 | \$5,943.8876 | | | | | | | | |
| | Hourly (2080 h) | \$70.7606 | \$74.2986 | | | | | | | | |
| | Hourly (2912 h) | \$50.5433 | \$53.0704 | | | | | | | | |
| FG6 | Annually: | \$172,641.8535 | \$181,273.9462 | | | | | | | Assistant Fire Chief | Exempt |
| | Monthly: | \$14,386.8211 | \$15,106.1622 | | | | | | | | |
| | Biweekly: | \$6,640.0713 | \$6,972.0749 | | | | | | | | |
| | Hourly (2080 h) | \$83.0009 | \$87.1509 | | | | | | | | |
| | Hourly (2912 h) | \$59.2864 | \$62.2507 | | | | | | | | |
| Firefighter | | | | | | | | | | | |
| Firefighters begin employment at the base salary. On a firefighter's second anniversary, they will move to step B2. 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 B7 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 | | | | | | | | | | | |