

ORDINANCE NO. 5011

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, AMENDING ORDINANCE NO. 4983 AND THE 2022-23 CIVIL SERVICE POLICE AND FIRE PAY PLANS TO INCREASE THE STARTING PAY FOR POLICE OFFICERS AND FIREFIGHTERS WITH AN EFFECTIVE DATE OF APRIL 1, 2023; PROVIDING A REPEALER CLAUSE; AND PROVIDING A SEVERABILITY CLAUSE.

WHEREAS, the City Council of the City of Mesquite (the “**City Council**”) adopted Ordinance No. 4983 on September 6, 2022, which, in part, adopted Fiscal Year 2022-23 Civil Service Pay Plans for commissioned police and fire personnel effective October 1, 2022, and Revised Pay Plans for commissioned police and fire personnel effective January 1, 2023; and

WHEREAS, the City Council adopted Ordinance No. 4991 on October 17, 2022, amending Ordinance No. 4983 and the Fiscal Year 2022-23 Civil Service Pay Plan for commissioned fire personnel to provide for and recognize a lateral entry program for the Mesquite Fire Department; and

WHEREAS, the City Council adopted Ordinance No. 4995 on November 7, 2022, amending Ordinance No. 4983 to eliminate potential conflict with Ordinance No. 4611 concerning updated service credits; and

WHEREAS, in order to attract applicants and assist with retention for commissioned police officers and firefighters, City staff recommends amending Ordinance No. 4983 to increase the starting base pay for entry-level commissioned police officers and firefighters as shown in Tables A and B attached hereto, incorporated herein by reference, effective as of April 1, 2023.

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

SECTION 1. Ordinance No. 4983 is hereby amended and the revised FY 2022-23 Civil Service Police Pay Plan and FY 2022-23 Civil Service Fire Pay Plan for commissioned police and fire personnel attached hereto as Tables A and B are hereby adopted with an effective date of April 1, 2023, for the new pay plans for commissioned police and fire personnel.

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or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed.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 / Revised Pay Plans for Commissioned Fire and Police / March 20, 2023
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DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas,
on the 20th day of March 2023.

DocuSigned by:
Daniel Aleman Jr.
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Daniel Alemán, Jr.
Mayor

ATTEST:

APPROVED AS TO LEGAL FORM:

DocuSigned by:
Sonja Land
C2518095973F46A...

Sonja Land
City Secretary

DocuSigned by:
David Paschall
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David L. Paschall
City Attorney



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

TABLE A

Pay Grade		Steps						Position Title/Rank	FLSA Status	
		Base	B1	B2	B3	B4	B5			B6
PG1	Annually:	\$71,704.5099	\$71,704.5099	\$75,289.5201	\$79,060.1266	\$83,002.3455	\$87,162.5949	\$91,520.7262	Police Officer	Non-Exempt
	Monthly:	\$5,975.3758	\$5,975.3758	\$6,274.1267	\$6,588.3439	\$6,916.8621	\$7,263.5496	\$7,626.7272		
	Biweekly:	\$2,757.8658	\$2,757.8658	\$2,895.7508	\$3,040.7741	\$3,192.3979	\$3,352.4075	\$3,520.0279		
	Hourly:	\$34.4733	\$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 Deputy Chief	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 shown in the Table above. For example, a new police officer hired at base salary would advance to step B1 after one year in the base step, with no change in the base salary amount. On such officer's next annual anniversary date, the officer would advance to step B2 with the new salary shown in the B2 column above, and so on. 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.



**City of Mesquite
 FY 2022-23 Civil Service
 Fire Pay Plan
 Effective April 1, 2023
 TABLE B**

Pay Grade		Steps							Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6		
FG1	Annually:	\$71,704.5099	\$71,704.5099	\$75,289.5201	\$79,060.1266	\$83,002.3455	\$87,162.5949	\$91,520.7262	Firefighter	Non-Exempt
	Monthly:	\$5,975.3758	\$5,975.3758	\$6,274.1267	\$6,588.3439	\$6,916.8621	\$7,263.5496	\$7,626.7272		
	Biweekly:	\$2,757.8658	\$2,757.8658	\$2,895.7508	\$3,040.7741	\$3,192.3979	\$3,352.4075	\$3,520.0279		
	Hourly (2080 hours):	\$34.4733	\$34.4733	\$36.1969	\$38.0097	\$39.9050	\$41.9051	\$44.0003		
	Hourly (2912 Hours):	\$24.6238	\$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 Battalion 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 shown in the Table above. For example, a new firefighter hired at base salary would advance to step B1 after one year in the base step, with no change in the base salary amount. On such firefighters next annual anniversary date, the firefighter would advance to step B2 with the new salary shown in the B column above, and so on. Step B6 is the range maximum and therefore the maximum allowable salary regardless of years of service. Firefighters 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