

ORDINANCE NO. 5087

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING THE 2023-24 PAY PLANS FOR GENERAL GOVERNMENT PERSONNEL AND COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2024; PROVIDING A REPEALER CLAUSE; AND PROVIDING A SEVERABILITY CLAUSE.

WHEREAS, this 2023-24 Pay Plans ordinance authorizes that certain general government employees will be eligible for up to a five-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 five-percent step market adjustment on January 1, 2024.

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

SECTION 1. The 2023-24 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 January 1, 2024.

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or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed.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

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 18th day of December 2023.

DocuSigned by:
Daniel Aleman Jr.
D999585317D142B...
Daniel Alemán, Jr.
Mayor

ATTEST:
DocuSigned by:
Sonja Land
C2518095973F46A...
Sonja Land
City Secretary

APPROVED AS TO LEGAL FORM:
DocuSigned by:
David Paschall
666E18891208434...
David L. Paschall
City Attorney




City of Mesquite
FY 2023-24 General Government
CDL Step Pay Plan (Non-Exempt)
Effective January 1, 2024

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.					
<u>Pay Grade(s) with no positions: CDL-05</u>					
- For all pay plans: Due to rounding in the payroll system, rate may be reflected differently on pay stub.					



City of Mesquite
FY 2023-24 General Government
Step Pay Plan (Non-Exempt)
Effective January 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	Water Production Technician
	Hourly:	\$16.0244	\$18.9625	\$22.4988	
SP-06	Annually:	\$34,860.6395	\$40,443.5173	\$47,871.9075	Meter Technician
	Monthly:	\$2,905.0533	\$3,370.2931	\$3,989.3256	Senior Grounds Maintenance Technician
	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	Chemical Application Technician
	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	Public Works Backflow Inspector
	Hourly:	\$19.1767	\$23.1581	\$27.4116	Public Works Fats, Oils and Grease (FOG) Inspector
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	Public Works Construction Inspector
	Hourly:	\$20.7529	\$24.5476	\$29.0563	Utilities Technician - Meter Services
- \$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.					

 <div style="text-align: center;"> City of Mesquite FY 2022-23 General Government Non-Exempt Pay Plan Effective January 1, 2024 </div>					
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	Residential Solid Waste Helper
	Biweekly:	\$1,248.4500	\$1,477.3325	\$1,789.4450	
	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

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 Inspector/Landlord Services 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
	Monthly:	\$3,091.3146	\$3,786.8608	\$4,325.9100	
	Biweekly:	\$1,426.7606	\$1,747.7819	\$1,996.5738	
	Hourly:	\$17.8345	\$21.8473	\$24.9572	
NE15	Annually:	\$38,951.6400	\$48,559.7133	\$53,257.2575	Assistant Librarian Heavy Equipment Operator - Solid Waste 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	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
	Monthly:	\$3,276.7935	\$4,014.0725	\$4,751.3508	
	Biweekly:	\$1,512.3662	\$1,852.6489	\$2,192.9311	
	Hourly:	\$18.9046	\$23.1581	\$27.4116	

NE17	Annually: Monthly: Biweekly: Hourly:	\$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 Residential Construction Inspector Senior Administrative Law Enforcement Coordinator Senior Environmental Code Inspector Zoning Inspector
NE18	Annually: Monthly: Biweekly: Hourly:	\$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	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
NE19	Annually: Monthly: Biweekly: Hourly:	\$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
NE20	Annually: Monthly: Biweekly: Hourly:	\$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
NE21	Annually: Monthly: Biweekly: Hourly:	\$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
NE22	Annually: Monthly: Biweekly: Hourly:	\$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
NE24	Annually: Monthly: Biweekly: Hourly:	\$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
NE25	Annually: Monthly: Biweekly: Hourly:	\$68,975.4890 \$5,747.9574 \$2,652.9034 \$33.1613	\$84,494.9833 \$7,041.2486 \$3,249.8070 \$40.6226	\$100,014.4673 \$8,334.5389 \$3,846.7103 \$48.0839	Information Security Analyst Senior Public Safety Computer Administrator/Analyst
Pay Grade(s) with no positions: NE02 - NE09 and NE23.					



**City of Mesquite
FY 2022-23 General Government
Exempt Pay Plan
Effective January 1, 2024**

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	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 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	

EX06	Annually: Monthly: Biweekly: Hourly:	\$47,957.7000 \$3,996.4750 \$1,844.5269 \$23.0566	\$59,947.1100 \$4,995.5925 \$2,305.6581 \$28.8207	\$71,936.5400 \$5,994.7117 \$2,766.7900 \$34.5849	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 Printing/Postal Svc. Supervisor Senior Procurement Specialist Senior Procurement Specialist - Construction Solid Waste Supervisor Streets Supervisor Video Producer Warehouse Supervisor
EX07	Annually: Monthly: Biweekly: Hourly:	\$50,835.1600 \$4,236.2633 \$1,955.1985 \$24.4400	\$63,543.9400 \$5,295.3283 \$2,443.9977 \$30.5500	\$76,252.7400 \$6,354.3950 \$2,932.7977 \$36.6600	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 Utility Supervisor Video Production Coordinator Vist Mesquite Coordinator - CVB

EX08	Annually: Monthly: Biweekly: Hourly:	\$53,885.2700 \$4,490.4392 \$2,072.5104 \$25.9064	\$67,356.5800 \$5,613.0483 \$2,590.6377 \$32.3830	\$80,827.9000 \$6,735.6583 \$3,108.7654 \$38.8596	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 Risk Management Analyst Senior Accountant Senior Budget Analyst Senior Financial Analyst Senior Management Analyst Sustainability Program Coordinator Victim Advocate
EX09	Annually: Monthly: Biweekly: Hourly:	\$57,118.3800 \$4,759.8650 \$2,196.8608 \$27.4608	\$71,397.9700 \$5,949.8308 \$2,746.0758 \$34.3259	\$85,677.5800 \$7,139.7983 \$3,295.2915 \$41.1911	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 Inspector Web Applications Analyst
EX10	Annually: Monthly: Biweekly: Hourly:	\$60,545.4900 \$5,045.4575 \$2,328.6727 \$29.1084	\$75,681.8500 \$6,306.8208 \$2,910.8404 \$36.3855	\$90,818.2200 \$7,568.1850 \$3,493.0085 \$43.6626	Accounting Supervisor Assistant to the City Manager Grants Administrator Network Administrator Senior Planner

EX11	Annually: Monthly: Biweekly: Hourly:	\$64,178.2200 \$5,348.1850 \$2,468.3931 \$30.8549	\$80,222.7600 \$6,685.2300 \$3,085.4908 \$38.5686	\$96,267.3100 \$8,022.2758 \$3,702.5888 \$46.2824	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
EX12	Annually: Monthly: Biweekly: Hourly:	\$67,242.9700 \$5,603.5808 \$2,586.2681 \$32.3284	\$83,287.5300 \$6,940.6275 \$3,203.3665 \$40.0421	\$99,332.0800 \$8,277.6733 \$3,820.4646 \$47.7558	Behavioral Health Program Manager Principal Planner City Records Manager Police Records Manager
EX14	Annually: Monthly: Biweekly: Hourly:	\$76,437.2800 \$6,369.7733 \$2,939.8954 \$36.7487	\$95,546.5900 \$7,962.2158 \$3,674.8688 \$45.9359	\$114,655.9200 \$9,554.6600 \$4,409.8431 \$55.1230	Downtown Development Manager 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
EX15	Annually: Monthly: Biweekly: Hourly:	\$81,023.5100 \$6,751.9592 \$3,116.2888 \$38.9536	\$101,279.3900 \$8,439.9492 \$3,895.3612 \$48.6920	\$121,535.2800 \$10,127.9400 \$4,674.4338 \$58.4304	Assistant City Attorney Assistant City Engineer
EX16	Annually: Monthly: Biweekly: Hourly:	\$85,884.3700 \$7,157.0308 \$3,303.2450 \$41.2906	\$107,356.1200 \$8,946.3433 \$4,129.0815 \$51.6135	\$129,213.8500 \$10,767.8208 \$4,969.7635 \$62.1220	Senior Assistant City Attorney
Pay Grade(s) with no positions: EX13					



City of Mesquite
FY 2023-24 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					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		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	Recreation Leader I	Non-Exempt
	Biweekly:	\$925.7339	\$1,134.0244	\$1,342.3145		
	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	Mosquito Control Field Technician	Non-Exempt
	Biweekly:	\$1,025.1500	\$1,255.8102	\$1,486.4704		Non-Exempt
	Hourly:	\$12.8144	\$15.6976	\$18.5809		
HS12	Annually:	\$28,184.0000	\$34,525.5040	\$40,866.8000	Airport Security Technician	Non-Exempt
	Monthly:	\$2,348.6667	\$2,877.1253	\$3,405.5667		
	Biweekly:	\$1,084.0000	\$1,327.9040	\$1,571.8000		
	Hourly:	\$13.5500	\$16.5988	\$19.6475		
HS13	Annually:	\$30,386.6640	\$37,223.6634	\$44,060.6628	Heritage Plaza Specialist	Non-Exempt
	Monthly:	\$2,532.2220	\$3,101.9720	\$3,671.7219	Historic Homestead Assistant Coordinator	Non-Exempt
	Biweekly:	\$1,168.7178	\$1,431.6794	\$1,694.6409	Swimming Pool Supervisor	Non-Exempt
	Hourly:	\$14.6090	\$17.8960	\$21.1830	Visitors Center Specialist - Mesquite CVB	
HS14	Annually:	\$31,668.0000	\$37,485.4100	\$44,896.2717	Golf Course Maintenance Worker	Non-Exempt
	Monthly:	\$2,639.0000	\$3,123.7842	\$3,741.3560	Historic Homes Coordinator	
	Biweekly:	\$1,218.0000	\$1,441.7465	\$1,726.7797	Water Meter Reader	
	Hourly:	\$15.2250	\$18.0218	\$21.5847		

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



City of Mesquite
FY 2023-24 General Government
Detention Officer Pay Plan (Non-Exempt)
Effective January 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	<i>position filled by a Civil Service Police Officer</i>			



City of Mesquite
FY 2023-24 General Government
Public Safety Dispatcher Pay Plan (Non-Exempt)
Effective January 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 Public Safety Training Coordinator	Annually:	\$64,380.0000	\$74,354.3300	\$84,328.6600
	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 2023-24 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. 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
2022-23 General Government
Executive Pay Plan (Exempt)
Effective January 1, 2024

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 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 2023-24 Civil Service
Police Pay Plan
Effective January 1, 2024**

TABLE A

Pay Grade		Steps								Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6	B7		
PG1	Annually:	\$75,289.7355	\$75,289.7355	\$79,054.2223	\$83,006.9334	\$87,157.2801	\$91,515.1441	\$96,090.9013	\$100,895.4463	Police Officer	Non-Exempt
	Monthly:	\$6,274.1446	\$6,274.1446	\$6,587.8519	\$6,917.2444	\$7,263.1067	\$7,626.2620	\$8,007.5751	\$8,407.9539		
	Biweekly:	\$2,895.7591	\$2,895.7591	\$3,040.5470	\$3,192.5744	\$3,352.2031	\$3,519.8132	\$3,695.8039	\$3,880.5941		
	Hourly:	\$36.1970	\$36.1970	\$38.0068	\$39.9072	\$41.9025	\$43.9977	\$46.1975	\$48.5074		
PG2	Annually:	\$111,022.3275	\$116,573.4439							Police Sergeant	Non-Exempt
	Monthly:	\$9,251.8606	\$9,714.4537								
	Biweekly:	\$4,270.0895	\$4,483.5940								
	Hourly:	\$53.3761	\$56.0449								
PG3	Annually:	\$125,632.2375	\$131,913.8494							Police Lieutenant	Non-Exempt
	Monthly:	\$10,469.3531	\$10,992.8208								
	Biweekly:	\$4,832.0091	\$5,073.6096								
	Hourly:	\$60.4001	\$63.4201								
PG4	Annually:	\$145,362.9030	\$152,631.0482							Police Deputy Chief	Non-Exempt
	Monthly:	\$12,113.5753	\$12,719.2540								
	Biweekly:	\$5,590.8809	\$5,870.4249								
	Hourly:	\$69.8860	\$73.3803								
PG5	Annually:	\$169,151.1675	\$177,608.7259							Assistant Police Chief	Exempt
	Monthly:	\$14,095.9306	\$14,800.7272								
	Biweekly:	\$6,505.8141	\$6,831.1048								
	Hourly:	\$81.3227	\$85.3888								

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 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 2023-24 Civil Service
Fire Pay Plan
Effective January 1, 2024**

TABLE B

Pay Grade		Steps								Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6	B7		
FG1	Annually:	\$75,289.7400	\$75,289.7400	\$79,054.2270	\$83,006.9384	\$87,157.2853	\$91,515.1495	\$96,090.9070	\$100,895.4524	Firefighter	Non-Exempt
	Monthly:	\$6,274.1450	\$6,274.1450	\$6,587.8523	\$6,917.2449	\$7,263.1071	\$7,626.2625	\$8,007.5756	\$8,407.9544		
	Biweekly:	\$2,895.7592	\$2,895.7592	\$3,040.5472	\$3,192.5746	\$3,352.2033	\$3,519.8134	\$3,695.8041	\$3,880.5943		
	Hourly (2080 hours):	\$36.1970	\$36.1970	\$38.0068	\$39.9072	\$41.9025	\$43.9977	\$46.1976	\$48.5074		
	Hourly (2912 Hours):	\$25.8550	\$25.8550	\$27.1477	\$28.5051	\$29.9304	\$31.4269	\$32.9983	\$34.6482		
FG2	Annually:	\$103,641.0781	\$108,823.1320							Fire Driver-Engineer	Non-Exempt
	Monthly:	\$8,636.7565	\$9,068.5943								
	Biweekly:	\$3,986.1953	\$4,185.5051								
	Hourly(2080 hours):	\$49.8274	\$52.3188								
	Hourly (2912 Hours):	\$35.5910	\$37.3706								
FG3	Annually:	\$115,352.5199	\$121,120.1459							Fire Lieutenant	Non-Exempt
	Monthly:	\$9,612.7100	\$10,093.3455								
	Biweekly:	\$4,436.6354	\$4,658.4672								
	Hourly(2080 hours):	\$55.4579	\$58.2308								
	Hourly (2912 Hours):	\$39.6128	\$41.5935								
FG4	Annually:	\$128,387.3547	\$134,806.7224							Fire Captain	Non-Exempt
	Monthly:	\$10,698.9462	\$11,233.8935								
	Biweekly:	\$4,937.9752	\$5,184.8739								
	Hourly(2080 hours):	\$61.7247	\$64.8109								
	Hourly (2912 Hours):	\$44.0891	\$46.2935								
FG5	Annually:	\$142,895.1258	\$150,039.8820							Fire Battalion Chief	Non-Exempt
	Monthly:	\$11,907.9271	\$12,503.3235								
	Biweekly:	\$5,495.9664	\$5,770.7647								
	Hourly(2080 hours):	\$68.6996	\$72.1346								
	Hourly (2912 Hours):	\$49.0711	\$51.5247								
FG6	Annually:	\$167,613.4500	\$175,994.1225							Assistant Fire Chief	Exempt
	Monthly:	\$13,967.7875	\$14,666.1769								
	Biweekly:	\$6,446.6712	\$6,769.0047								
	Hourly(2080 hours):	\$80.5834	\$84.6126								
	Hourly (2912 Hours):	\$57.5596	\$60.4375								

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 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