

ORDINANCE NO. 5231

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS, ADOPTING THE 2025-26 PAY PLANS FOR GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2025, AND FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2026; PROVIDING A REPEALER CLAUSE; AND PROVIDING A SEVERABILITY CLAUSE.

WHEREAS, this 2025-26 Pay Plans ordinance authorizes that certain general government employees will be eligible for up to a five percent (5%) merit increase on their anniversary dates if their overall performance evaluation meets expectations or higher; and

WHEREAS, the 2025-26 Pay Plan for general government employees includes a five percent (5%) market adjustment to the minimum salary range pay structure for all general government positions; 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 that are not ranked and in the Base, B1 and B2 steps for the FG1 and PG1 Pay Grades will receive an increased salary as provided in the 2025-26 Pay Plan that remains the same across these steps effective on January 1, 2026, and all other commissioned, non-ranked and ranked police and fire personnel will receive a three percent (3%) step market adjustment effective on January 1, 2026.

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

SECTION 1. The 2025-26 Pay Plans for general government personnel with an effective date of October 1, 2025, and for commissioned police and fire personnel with an effective date of January 1, 2026, 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or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed.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 / 2025-26 Pay Plans / March 2, 2026
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DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas,
on the 2nd day of March 2026.

Signed by:
Daniel Alemán, Jr.
D999585317D142B...

Daniel Alemán, Jr.
Mayor

ATTEST:

DocuSigned by:
Sonja Land
C2518095973F46A...

Sonja Land
City Secretary

APPROVED AS TO LEGAL FORM:

Signed by:
David L. Paschall
666E18891208434...

David L. Paschall
City Attorney

**Exhibit A**

SUMMARY OF FY 2025-26 PAY PLANS

The City of Mesquite, Texas (“City”) FY 2025-26 Pay Plans, effective on October 1, 2025, provide up to a five percent (5%) 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 2025-26 will be eligible for up to a five percent (5%) merit increase effective as of their 2025-26 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 FY2025-26 shall be eligible for up to a five percent (5%) merit increase in the Pay Plan unless and until such employee successfully completes their WIP during the City’s FY2025- 26. If a general government employee successfully completes their WIP during the City’s FY2025-26, such employee will be eligible for the Pay Plan up to a five percent (5%) merit increase effective as of the date such employee successfully completes their WIP.

The City FY 2025-26 Pay Plan for the commissioned police and fire personnel provides (1) an increased salary that remains the same for the Base, B1 and B2 steps of the FG1 Pay Grade (non-ranked) for fire personnel and the PG1 Pay Grade (non-ranked) for police personnel, and (2) a three percent (3%) market adjustment for the remaining steps of the FG1 Pay Grade and PG1 Pay Grade, and (3) a three percent (3%) market adjustment for all steps and Pay Grades of ranked police and fire personnel, all of the foregoing being effective on January 1, 2026.

City of Mesquite
FY 2025-26 General Government
Step Pay Plan (Non-Exempt)
Effective October 1, 2025

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
NE01	Annually:	\$32,760.0000	\$34,590.4000	\$40,955.0200	Accounting Clerk
	Monthly:	\$2,730.0000	\$2,882.5333	\$3,412.9183	Administrative Clerk
	Biweekly:	\$1,260.0000	\$1,330.4000	\$1,575.1931	Animal Services Kennel Technician
	Hourly:	\$15.7500	\$16.6300	\$19.6899	Arts Center Facility Attendant
				Buyer	
				Call Center Dispatcher	
				Cashier	
				Custodian	
				Customer Service Representative	
				Golf Course Equipment Operator	
				Golf Course Maintenance Technician	
				Housing Intake Specialist	
				Housing Specialist	
				Human Resources Assistant	
				Maintenance Worker I	
				Municipal Court Clerk	
				Park Grounds Maintenance Technician	
				Park Maintenance Specialist	
				Permit Technician	
				Police Records Clerk	
				Print Shop Technician	
				Property Room Clerk	
				Reservation Technician	
				Senior Golf Course Food & Beverage Worker	
				Senior Pro Shop Attendant	
				Warehouse Clerk	
				Warehouse Technician	
NE10	Annually:	\$34,082.6900	\$38,410.6450	\$46,525.5700	Library Assistant I
	Monthly:	\$2,840.2242	\$3,200.8871	\$3,877.1308	Historic Homes Coordinator
	Biweekly:	\$1,310.8727	\$1,477.3325	\$1,789.4450	Maintenance Worker II
	Hourly:	\$16.3859	\$18.4667	\$22.3681	Residential Solid Waste Helper
				Park Equipment Operator	
NE11	Annually:	\$34,665.8700	\$40,443.5173	\$47,871.9075	Administrative Secretary
	Monthly:	\$2,888.8225	\$3,370.2931	\$3,989.3256	Court Compliance Representative
	Biweekly:	\$1,333.3027	\$1,555.5199	\$1,841.2272	Equipment Operator I
	Hourly:	\$16.6663	\$19.4440	\$23.0153	Library Assistant II
				Meter Technician	
				Park Athletics Fields Technician	
				Park Irrigation Technician	
				Water Production Technician	
				Senior Permit Technician	
				Signs & Markings Technician	
				Water Production Technician	

NE12	Annually:	\$36,354.8600	\$43,279.6000	\$49,218.2450	Concrete Finisher
	Monthly:	\$3,029.5717	\$3,606.6333	\$4,101.5204	Equipment Operator II
	Biweekly:	\$1,398.2638	\$1,664.6000	\$1,893.0094	Residential Solid Waste Crew Chief
	Hourly:	\$17.4783	\$20.8075	\$23.6626	Residential SW Service Tech Senior Grounds Maintenance Technician. Senior Library Assistant
NE13	Annually:	\$37,745.0000	\$42,870.1228	\$50,564.5825	Airport Line Services Technician
	Monthly:	\$3,145.4167	\$3,572.5102	\$4,213.7152	Athletics/Aquatics Coordinator
	Biweekly:	\$1,451.7308	\$1,648.8509	\$1,944.7916	Chemical Application Technician
	Hourly:	\$18.1466	\$20.6106	\$24.3099	City Records Analyst Criminal Case Specialist Equipment Mechanic I Facilities Maintenance Technician Historic Park Maintenance Technician Recreation Specialist Senior Customer Service Representative
NE14	Annually:	\$38,950.5600	\$45,442.3295	\$51,910.9200	Administrative Aide
		\$3,245.8800	\$3,786.8608	\$4,325.9100	Airfield Maintenance Specialist
		\$1,498.0985	\$1,747.7819	\$1,996.5738	Environmental Code Inspector
		\$18.7262	\$21.8473	\$24.9572	Graduate Intern-City Manager's Office Housing Fraud Investigator Housing Occupancy Technician Parking Enforcement Inspector Police Open Records Specialist Police Records Analyst Police Payroll Technician Rescue Specialist Senior Cashier Senior Cashier - Municipal Court Senior Municipal Court Clerk Signal Maintenance Technician Street Lighting Maintenance Technician Water Quality Inspector
NE15	Annually:	\$40,899.2200	\$48,559.7133	\$53,257.2575	Assistant Librarian
	Monthly:	\$3,408.2683	\$4,046.6428	\$4,438.1048	Heavy Equipment Operator - Solid Waste
	Biweekly:	\$1,573.0469	\$1,867.6813	\$2,048.3561	Park Equipment Mechanic
	Hourly:	\$18.7268	\$23.3460	\$25.6045	Senior Airport Line Services Technician
NE16	Annually:	\$41,287.6000	\$49,151.9046	\$57,016.2093	Equipment Mechanic II
		\$3,440.6333	\$4,095.9921	\$4,751.3508	Help Desk Technician
		\$1,587.9846	\$1,890.4579	\$2,192.9311	Human Resources Specialist
		\$19.8498	\$23.6307	\$27.4116	Payroll/HRIS Technician Residential Building Inspector Risk Specialist Senior Telecommunications Technician Special Projects Coordinator Park Maintenance Mechanic-Facilities/Aquatics

NE17	Annually:	\$43,764.8600	\$51,059.0015	\$60,437.1878	Animal Services Officer
		\$3,647.0717	\$4,254.9168	\$5,036.4323	Building Inspector
		\$1,683.2638	\$1,963.8078	\$2,324.5072	Commercial Solid Waste Sr. Heavy Equip Operator
		\$21.0408	\$24.5476	\$29.0563	Electrical/Energy Inspector
					Engineering Technician
					GIS Technician
					Housing Inspector/Landlord Services
					Housing and Community Services Inspector
					Lead Facilities Maintenance Technician
					Office Coordinator
					Paralegal I
					Plumbing/Mechanical Inspector
					Property Maintenance Inspector
					Public Works Constructon Inspector
					Residential Construction Inspector
					Senior Environmental Code Inspector
					Utilities Technician
					Zoning Inspector
NE18	Annually:	\$46,390.7000	\$54,122.5420	\$64,063.4225	Equipment Mechanic III
		\$3,865.8917	\$4,510.2118	\$5,338.6185	Equipment Services Fleet Analyst
		\$1,784.2577	\$2,081.6362	\$2,463.9778	Fabrication Welder
		\$22.3032	\$26.0205	\$30.7997	Paralegal II
					PC Support Analyst
					Plans Examiner
NE19	Annually:	\$49,174.2000	\$57,369.8958	\$67,907.2238	Animal Services Medical Officer
		\$4,097.8500	\$4,780.8246	\$5,658.9353	Combination Building Inspector
		\$1,891.3154	\$2,206.5345	\$2,611.8163	Public Service Professional
		\$23.6414	\$27.5817	\$32.6477	Public Works Back Flow Inspector
					Public Works FOG Inspector
					Sr Animal Service Officer
					Sr Building Inspector
NE20	Annually:	\$52,124.6500	\$60,812.0918	\$71,981.6500	Assistant City Secretary
		\$4,343.7208	\$5,067.6743	\$5,998.4708	Benefits Administrator
		\$2,004.7942	\$2,338.9266	\$2,768.5250	CDL Trainer Examiner
		\$25.0599	\$29.2366	\$34.6066	Concrete Crew Chief
					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
					Streets Maintenance Crew Chief
					Utilities Crew Chief
NE21	Annually:	\$55,252.1200	\$64,460.8150	\$76,300.5593	Database Applications Analyst
		\$4,604.3433	\$5,371.7346	\$6,358.3799	Deputy Marshal
		\$2,125.0815	\$2,479.2621	\$2,934.6369	Programmer Analyst
		\$26.5635	\$30.9908	\$36.6830	
NE22	Annually:	\$59,119.7800	\$68,973.0803	\$81,641.5985	Assistant City Marshall
		\$4,926.6483	\$5,747.7567	\$6,803.4665	Fire Department Nurse
		\$2,273.8377	\$2,652.8108	\$3,140.0615	Public Safety Computer Administrator/Analyst
		\$28.4230	\$33.1601	\$39.2508	
NE24	Annually:	\$67,686.2300	\$78,967.2710	\$93,471.4618	City Marshal
		\$5,640.5192	\$6,580.6059	\$7,789.2885	PC Support Supervisor
		\$2,603.3165	\$3,037.2027	\$3,595.0562	
		\$32.5415	\$37.9650	\$44.9382	
NE25	Annually:	\$72,424.2600	\$84,494.9833	\$100,014.4673	Information Security Analyst
		\$6,035.3550	\$7,041.2486	\$8,334.5389	Senior Public Safety Computer Administrator/Analyst
		\$2,785.5485	\$3,249.8070	\$3,846.7103	
		\$34.8194	\$40.6226	\$48.0839	
Pay Grade(s) with no positions: NE02 - NE09 and NE23.					

**City of Mesquite
FY 2025-26 General Government
Exempt Pay Plan
Effective October 1, 2025**

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
EX01	Annually:	\$38,745.00	\$44,133.9600	\$52,960.7600	Custodial Services Supervisor Westlake Sports Center Supervisor
	Monthly:	\$3,228.75	\$3,677.8300	\$4,413.3967	
	Biweekly:	\$1,490.19	\$1,697.4600	\$2,036.9523	
	Hourly:	\$18.6274	\$21.2183	\$25.4619	
EX03	Annually:	\$42,279.00	\$50,332.7600	\$60,399.3000	Marketing Specialist Economic Development Marketing and Events Specialist
	Monthly:	\$3,523.25	\$4,194.3967	\$5,033.2750	
	Biweekly:	\$1,626.12	\$1,935.8754	\$2,323.0500	
	Hourly:	\$20.3264	\$24.1984	\$29.0381	
EX04	Annually:	\$44,816.00	\$53,352.7200	\$64,023.2600	CDBG Supervisor Grant Coordinator Rental Certificate of Occupancy Office Administrator Senior Programs Supervisor Storm Water Specialist
	Monthly:	\$3,734.67	\$4,446.0600	\$5,335.2717	
	Biweekly:	\$1,723.69	\$2,052.0277	\$2,462.4331	
	Hourly:	\$21.5462	\$25.6503	\$30.7804	
EX05	Annually:	\$47,505.00	\$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:	\$3,958.75	\$4,712.8233	\$5,655.3883	
	Biweekly:	\$1,827.12	\$2,175.1492	\$2,610.1792	
	Hourly:	\$22.8389	\$27.1894	\$32.6272	

<p>EX06</p>	<p>Annually: Monthly: Biweekly: Hourly:</p>	<p>\$50,355.00 \$4,196.25 \$1,936.73 \$24.2091</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 Commerical Solid Waste Supervisor 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 Field Supervisor Animal Services Health Specialist Human Resources Generalist Human Resources Office Services Coordinator Juvenile Court Case Manager Payroll Coordinator Printing/Postal Svc. Supervisor Risk Coordinator Senior Procurement Specialist Senior Procurement Specialist - Construction Solid Waste Supervisor Streets Supervisor Treasury Analyst Warehouse Supervisor Youth Services Coordinator</p>
<p>EX07</p>	<p>Annually: Monthly: Biweekly: Hourly:</p>	<p>\$53,376.00 \$4,448.00 \$1,955.20 \$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 Supervisor Aquatics Supervisor Call Center Supervisor CDL Training and Testing Supervisor Customer Service Supervisor Emergency Management Specialist Environmental Code Field Supervisor Housing Occupancy Supervisor Production Supervisor Senior Recreation Supervisor Signal Maintenance Supervisor Staffing Coordinator Utilities Supervisor Video Production Coordinator Visit Mesquite Coordinator - CVB</p>

<p>EX08</p>	<p>Annually: Monthly: Biweekly: Hourly:</p>	<p>\$56,579.95 \$4,715.00 \$2,176.15 \$27.2019</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 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 Planner Senior Accountant Senior Budget Analyst Senior Financial Analyst Senior Management Analyst Sr Community Engagement Coordinator Sr Management Analyst- Planning and Development Utilities Compliance Superintendent Utilites System Analyst Victim Advocate</p>
<p>EX09</p>	<p>Annually: Monthly: Biweekly: Hourly:</p>	<p>\$59,974.30 \$4,997.86 \$2,306.70 \$28.8338</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 Purchasing Assistant Manager of Solid Waste Assistant Manager of Streets Division Assistant Manager of Streets Division Assistant Manager of Traffic - Operations Assistant Manager of Utilities Employee Services Administrator Graduate Engineer Engineering Contracts Administrator Public Works Construction Inspection Supervisor Web Content Analyst</p>
<p>EX10</p>	<p>Annually: Monthly: Biweekly: Hourly:</p>	<p>\$63,572.76 \$5,297.73 \$2,445.11 \$30.5638</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 Collections Supervisor Infrastructure Administrator Senior Planner Telecommunication Administrator</p>

EX11	Annually:	\$67,387.13	\$80,222.7600	\$96,267.3100	Business Intelligence Analyst-Public Works Cash and Debt Administrator Finance Coordinator GIS Programmer/Analyst Manager of Environmental Code Manager of Historic Preservation Park Project Manager Senior Finance Systems Analyst Web Content Analyst
	Monthly:	\$5,615.59	\$6,685.2300	\$8,022.2758	
	Biweekly:	\$2,591.81	\$3,085.4908	\$3,702.5888	
	Hourly:	\$32.3977	\$38.5686	\$46.2824	
EX12	Annually:	\$70,605.12	\$83,287.5300	\$99,332.0800	Behavioral Health Program Manager City Records Manager Police Records Manager Youth Services Manager
	Monthly:	\$5,883.76	\$6,940.6275	\$8,277.6733	
	Biweekly:	\$2,715.58	\$3,203.3665	\$3,820.4646	
	Hourly:	\$33.9448	\$40.0421	\$47.7558	
EX14	Annually:	\$80,259.14	\$95,546.5900	\$114,655.9200	Downtown Development Manager Grants Compliance Officer HR/Civil Service Manager IT Infrastructure Supervisor Manager of Economic Development Project Engineer Public Safety Communication Manager Risk Manager Senior Programmer Analyst Traffic Engineer Visit Mesquite Manager
	Monthly:	\$6,688.26	\$7,962.2158	\$9,554.6600	
	Biweekly:	\$3,086.89	\$3,674.8688	\$4,409.8431	
	Hourly:	\$38.5861	\$45.9359	\$55.1230	
EX15	Annually:	\$85,074.69	\$101,279.3900	\$121,535.2800	Assistant City Attorney Assistant City Engineer
	Monthly:	\$7,089.56	\$8,439.9492	\$10,127.9400	
	Biweekly:	\$3,272.10	\$3,895.3612	\$4,674.4338	
	Hourly:	\$40.9013	\$48.6920	\$58.4304	
EX16	Annually:	\$90,178.59	\$107,356.1200	\$129,213.8500	Senior Assistant City Attorney
	Monthly:	\$7,514.88	\$8,946.3433	\$10,767.8208	
	Biweekly:	\$3,468.41	\$4,129.0815	\$4,969.7635	
	Hourly:	\$43.3551	\$51.6135	\$62.1220	
Pay Grade(s) with no positions: EX13					

City of Mesquite
FY 2025-26 General Government
Part-Time/Seasonal Pay Plan (Non-Exempt)
Effective: October 1, 2025

Pay Grade	Salary Range			Position Title	Exempt / Non-Exempt	
	Minimum	Midpoint	Maximum			
HS01	Annually:	\$27,040.0000	\$22,561.9884	\$38,648.2304	Arts Center Event Attendant	Non-Exempt
	Monthly:	\$2,253.3333	\$1,880.1657	\$3,220.6859	Facility Attendant	Non-Exempt
	Biweekly:	\$1,040.0000	\$867.7688	\$1,486.4704	Golf Cart Attendant	Non-Exempt
	Hourly:	\$13.0000	\$10.8471	\$18.5809	Golf Course Food and Beverage Worker	Non-Exempt
					Graduate Intern	Non-Exempt
					Graduate Intern - Public Works	Non-Exempt
					High School Intern	Non-Exempt
					Library Assistant II	Non-Exempt
					Library Page	Non-Exempt
					Mosquito Control Field Technician	Non-Exempt
					Pool Cashier	Non-Exempt
					Pro Shop Attendant	Non-Exempt
					Recreation Leader I	Non-Exempt
					Recreation Leader II	Non-Exempt
HS02	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		
HS03	Biweekly:	\$1,084.0000	\$1,327.9040	\$1,571.8000	Heritage Plaza Specialist	Non-Exempt
	Hourly:	\$13.5500	\$16.5988	\$19.6475	Visitors Center Specialist - Mesquite CVB	Non-Exempt
	Annually:	\$30,386.6640	\$37,223.6634	\$42,500.0000		Non-Exempt
	Monthly:	\$2,532.2220	\$3,101.9720	\$3,541.6667		Non-Exempt
HS04	Biweekly:	\$1,168.7178	\$1,431.6794	\$1,634.6154	Lifeguards	Non-Exempt
	Hourly:	\$14.6090	\$17.8960	\$20.4326	Golf Course Maintenance Worker	Non-Exempt
	Annually:	\$31,200.0000	\$38,100.0000	\$45,000.0000		
	Monthly:	\$2,600.0000	\$3,175.0000	\$3,750.0000		
HS05	Biweekly:	\$1,200.0000	\$1,465.3846	\$1,730.7692		
	Hourly:	\$15.0000	\$18.3173	\$21.6346		
	Annually:	\$34,320.0000	\$40,960.0000	\$47,600.0000	Head Lifeguard	Non-Exempt
	Monthly:	\$2,860.0000	\$3,413.3333	\$3,966.6667		
HS06	Biweekly:	\$1,320.0000	\$1,575.3846	\$1,830.7692		
	Hourly:	\$16.5000	\$19.6923	\$22.8846		
	Annually:	\$37,440.0000	\$43,470.0000	\$49,500.0000	Swimming Pool Supervisor	Non-Exempt
	Monthly:	\$3,120.0000	\$3,622.5000	\$4,125.0000		
	Biweekly:	\$1,440.0000	\$1,671.9231	\$1,903.8462		
	Hourly:	\$18.0000	\$20.8990	\$23.7981		

City of Mesquite
FY 2025-26 General Government
Detention Officer Pay Plan (Non-Exempt)
Effective October 1, 2025

		Minimum	Midpoint	Maximum
Detention Officer I	Annually:	\$43,594.9500	\$47,331.6600	\$53,144.3200
	Monthly:	\$3,632.9125	\$3,944.3050	\$4,428.6933
	Biweekly:	\$1,676.7288	\$1,820.4485	\$2,044.0123
	Hourly:	\$20.9591	\$22.7556	\$25.5502
Detention Officer II	Annually:	\$45,774.7000	\$48,511.8600	\$53,428.7700
	Monthly:	\$3,814.5583	\$4,042.6550	\$4,452.3975
	Biweekly:	\$1,760.5654	\$1,865.8408	\$2,054.9527
	Hourly:	\$22.0071	\$23.3230	\$25.6869
Detention Services Sergeant	Annually:	\$61,181.5600	\$71,378.4800	\$84,488.8100
	Monthly:	\$5,098.4633	\$5,948.2067	\$7,040.7342
	Biweekly:	\$2,353.1369	\$2,745.3262	\$3,249.5696
	Hourly:	\$29.4142	\$34.3166	\$40.6196

City of Mesquite
FY 2025-26 General Government
Public Safety Dispatcher Pay Plan (Non-Exempt)
Effective October 1, 2025

		Minimum	Midpoint	Maximum
Public Safety Dispatcher	Annually:	\$54,778.5000	\$62,509.0950	\$70,239.6900
	Monthly:	\$4,564.8750	\$5,209.0913	\$5,853.3075
	Biweekly:	\$2,106.8654	\$2,404.1960	\$2,701.5265
	Hourly:	\$26.3358	\$30.0524	\$33.7691
Public Safety Dispatcher Supervisor	Annually:	\$67,599.0000	\$75,963.8300	\$84,328.6600
Public Safety Training Coordinator	Monthly:	\$5,633.2500	\$6,330.3192	\$7,027.3883
	Biweekly:	\$2,599.9615	\$2,921.6858	\$3,243.4100
	Hourly:	\$32.4995	\$36.5211	\$40.5426

City of Mesquite
FY 2025-26 General Government
Managerial Pay Plan (Exempt)
Effective: October 1, 2025

Pay	
Grade	Position Title
Managerial Classification	
MG	Assistant Director of Finance Assistant Director of Planning and Development Services 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 - Commerical Manager of Solid Waste - Residential Manager of Streets Manager of Traffic Operations 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 2025-26 General Government
 Executive Pay Plan (Exempt)
 Effective October 1, 2025**

Pay	
Grade	Position Title
Executive Classification	
EXEC	Airport General Manager Assistant City Manager City Attorney City Manager City Secretary Deputy City Manager Director of Communications and Marketing Director of Economic Development Director of Finance Director of 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

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

**City of Mesquite
FY 2025-26 Civil Service
Police Pay Plan
Effective January 1, 2026**

TABLE A

Pay Grade		Steps								Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6	B7		
PG1	Annually:	\$83,868.6244	\$83,868.6244	\$83,868.6244	\$88,062.0556	\$92,465.1584	\$97,088.4163	\$101,942.8372	\$107,039.9790	Police Officer	Non-Exempt
	Monthly:	\$6,989.0520	\$6,989.0520	\$6,989.0520	\$7,338.5046	\$7,705.4299	\$8,090.7014	\$8,495.2364	\$8,919.9983		
	Biweekly:	\$3,225.7163	\$3,225.7163	\$3,225.7163	\$3,387.0021	\$3,556.3522	\$3,734.1699	\$3,920.8784	\$4,116.9223		
	Hourly:	\$40.3215	\$40.3215	\$40.3215	\$42.3375	\$44.4544	\$46.6771	\$49.0110	\$51.4615		
PG2	Annually:	\$117,783.5872	\$123,672.7666							Police Sergeant	Non-Exempt
	Monthly:	\$9,529.4164	\$10,005.8873								
	Biweekly:	\$4,398.1922	\$4,618.1018								
	Hourly:	\$54.9774	\$57.2663								
PG3	Annually:	\$133,283.2407	\$139,947.4028							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:	\$154,215.5038	\$161,926.2790							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:	\$179,452.4736	\$188,425.0973							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 third anniversary, they will move to step B3. 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 2025-26 Civil Service
Fire Pay Plan
Effective January 1, 2026**

TABLE B

Pay Grade		Steps							Position Title/Rank	FLSA Status	
		Base	B1	B2	B3	B4	B5	B6			B7
FG1	Annually:	\$83,868.6244	\$83,868.6244	\$83,868.6244	\$88,062.0609	\$92,465.1639	\$97,088.4221	\$101,942.8432	\$107,039.9854	Firefighter	Non-Exempt
	Monthly:	\$6,989.0520	\$6,989.0520	\$6,989.0520	\$7,338.5051	\$7,705.4303	\$8,090.7018	\$8,495.2369	\$8,919.9988		
	Biweekly:	\$3,225.7163	\$3,225.7163	\$3,225.7163	\$3,387.0023	\$3,556.3525	\$3,734.1701	\$3,920.8786	\$4,116.9225		
	Hourly (2080 h)	\$40.3215	\$40.3215	\$40.3215	\$42.3375	\$44.4544	\$46.6771	\$49.0110	\$51.4615		
	Hourly (2912 H)	\$28.8010	\$28.8010	\$28.8010	\$30.2411	\$31.7531	\$33.3408	\$35.0078	\$36.7582		
FG2	Annually:	\$109,952.8197	\$115,441.1908							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:	\$122,377.4884	\$128,496.3628							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:	\$136,206.1446	\$143,016.4518							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:	\$151,597.4384	\$159,177.3109							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:	\$177,821.1091	\$186,712.1646							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 third anniversary, they will move to step B3. 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											