

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS (“CITY”), ADOPTING 2018-19 PAY PLANS FOR FULL-TIME AND PART-TIME GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2018; PROVIDING FLAT, FIXED PAY ADJUSTMENTS FOR CERTAIN QUALIFYING FULL-TIME GENERAL GOVERNMENT PERSONNEL THAT ARE EMPLOYED IN THE CITY’S PUBLIC WORKS, PARKS AND RECREATION, AND ANIMAL SERVICES DEPARTMENTS; PROVIDING TWO-PERCENT MERIT INCREASES AND ONE-TIME LUMP SUM PAYMENTS FOR CERTAIN QUALIFYING GENERAL GOVERNMENT PERSONNEL; ADOPTING REVISED PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2019, PROVIDING A THREE PERCENT MARKET ADJUSTMENT FOR COMMISSIONED POLICE AND FIRE EMPLOYEES WITH AN EFFECTIVE DATE OF JANUARY 1, 2019, PROVIDING AN ADDITIONAL STEP INCREASE EFFECTIVE APRIL 1, 2019, FOR QUALIFYING COMMISSIONED POLICE AND FIRE PERSONNEL SERVING IN THE POSITION/RANK OF POLICE OFFICER AND FIREFIGHTER, WHICH WILL INCREASE THE NUMBER OF STEPS FROM FIVE TO SIX, AND PROVIDING A STEP INCREASE EFFECTIVE APRIL 1, 2019, FOR QUALIFYING COMMISSIONED POLICE AND FIRE PERSONNEL SERVING IN THE POSITIONS/RANKS OF POLICE SERGEANT, POLICE LIEUTENANT, POLICE CAPTAIN, POLICE ASSISTANT CHIEF, FIRE DRIVER-ENGINEER, FIRE LIEUTENANT, FIRE CAPTAIN, FIRE DEPUTY CHIEF, AND FIRE ASSISTANT CHIEF; PROVIDING A REPEALER CLAUSE; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.

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

SECTION 1. That the pay plan attached hereto as Exhibit “A” and made a part hereof for all purposes for certain full-time general government personnel of the City of Mesquite, Texas (“City”), that are employed in the City’s Public Works, Parks and Recreation, and Animal Services departments in the positions set forth in Exhibit “A” (“Pay Plan A”), is hereby adopted effective on and after October 1, 2018.

SECTION 2. That the pay plan attached hereto as Exhibit “B” and made a part hereof for all purposes for certain full-time and part-time general government personnel of the City that are employed in the positions set forth in Exhibit “B” specifically excluding any personnel included in Pay Plan A (“Pay Plan B”), is hereby adopted effective on and after October 1, 2018.

SECTION 3. That the pay plan attached hereto as Exhibit “C” and made a part hereof for all purposes for commissioned police and fire personnel of the City (“Pay Plan C”), is hereby adopted effective on and after January 1, 2019, provided, however, the new sixth step increase in Pay Plan C for commissioned police and fire personnel serving in the position/rank of Police Officer and Firefighter and the new step increase for commissioned police and fire personnel serving the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain, Police Assistant Chief, Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief shall not be effective until April 1, 2019.

SECTION 4. That with the adoption of Pay Plan A, certain full-time general government personnel of the City who: (i) are employed in the City’s Public Works, Parks and Recreation, and Animal Services departments in the positions set forth in Exhibit “A”; (ii) have been employed by the City for a minimum of six months but not exceeding 48 months; (iii) reach their six month, 12 month, 24 month, 36 month and/or 48 month anniversary date(s) during the City’s 2018-19 Fiscal Year (each a “Fiscal Year 2018-19 Pay Plan A Anniversary Date”); and (iv) are in good standing and meet a performance standard of “meets expectations” or higher on the performance review conducted in connection with each Fiscal Year 2018-19 Pay Plan A Anniversary Date (each a “Fiscal Year 2018-19 Pay Plan A Performance Review”), will be eligible to receive a flat, fixed pay adjustment of \$.4808 per hour, effective on each Fiscal Year 2018-19 Pay Plan A Anniversary Date reached by such employee during the City’s 2018-19 Fiscal Year, provided, however, no employee of the City who is on a work improvement plan (“WIP”) as of any Fiscal Year 2018-19 Pay Plan A Anniversary Date, or who is placed on a WIP as part of any Fiscal Year 2018-19 Pay Plan A Performance Review shall be eligible for a flat, fixed pay adjustment set forth in this Section 4 unless and until such employee successfully completes their WIP during the City’s 2018-19 Fiscal Year. If such employee successfully completes their WIP during the City’s 2018-19 Fiscal Year, such employee will be eligible for the flat, fixed pay adjustment set forth in this Section 4 effective as of the date such employee successfully completes their WIP. City employees receiving the flat, fixed pay adjustment(s) set forth in this Section 4 shall not be eligible to receive the two-percent merit increase set forth in Section 5 or Section 6 below or the lump sum payment set forth in Section 8 below.

SECTION 5. That with the adoption of Pay Plan A, certain full-time general government personnel of the City who: (i) are employed in the City’s Public Works, Parks and Recreation, and Animal Services departments in the positions set forth in Exhibit “A”; (ii) have been employed by the City for more than 48 months as of October 1, 2018; and (iii) are in good standing and meet a performance standard of “meets expectations” or higher on their annual performance review during the City’s 2018-19 Fiscal Year, will be eligible to receive a two-percent merit increase effective on the employee’s 2018-19 Fiscal Year anniversary date. Employees receiving the two-percent merit increase set forth in this Section 5 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 4 above or the two-percent merit increase set forth in Section 6 below or the lump sum payment set forth in Section 8 below.

SECTION 6. That with the adoption of Pay Plan B, certain full-time and part-time general government employees of the City who are not included in Pay Plan A, who have not reached their maximum salary on October 1, 2018, and who are in good standing and meet a performance standard of “meets expectations” or higher on their annual performance review during the City’s 2018-19 Fiscal Year, will be eligible to receive a two-percent merit increase

effective on the employee's 2018-19 Fiscal Year anniversary date. City employees receiving the two-percent merit increase set forth in this Section 6 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 4 above or the two-percent merit increase set forth in Section 5 above or the lump sum payment set forth in Section 8 below.

SECTION 7. That notwithstanding anything contained herein to the contrary, no employee of the City who is on a WIP as of the employee's 2018-19 Fiscal Year anniversary date or who is placed on a WIP as part of the employee's 2018-19 Fiscal Year annual performance review shall be eligible for the two-percent merit increase set forth in Section 5 or Section 6 above unless and until such employee successfully completes their WIP during the City's 2018-19 Fiscal Year. If such employee successfully completes their WIP during the City's 2018-19 Fiscal Year, such employee will be eligible for the two-percent merit increase set forth in Section 5 or Section 6 above effective as of the date such employee successfully completes their WIP.

SECTION 8. That full-time general government employees of the City who are at their maximum salary on October 1, 2018, who are not included in Pay Plan A, who are not receiving the two-percent merit increases set forth in Section 5 or Section 6 above, and who are in good standing and meet a performance standard of "meets expectations" or higher on their annual performance review during the City's 2018-19 Fiscal Year, will be eligible to receive a one-time lump sum payment of \$500.00 on the employee's 2018-19 Fiscal Year anniversary date, provided, however, if such employee is on a WIP as of the employee's 2018-19 Fiscal Year anniversary date or if such employee is placed on a WIP as part of the employee's 2018-19 Fiscal Year annual performance review, such employee shall not be eligible for the \$500.00 one-time lump sum payment set forth in this Section 8 unless and until such employee successfully completes their WIP during the City's 2018-19 Fiscal Year. If such employee successfully completes their WIP during the City's 2018-19 Fiscal Year, such employee will be eligible for the one-time lump sum payment of \$500.00 on the date such employee successfully completes their WIP. Employees receiving the one-time lump sum payment set forth in this Section 8 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 4 above or the two-percent merit increase set forth in Section 5 or Section 6 above.

SECTION 9. That Pay Plan C includes a three-percent market adjustment for all ranks of the commissioned police and fire personnel of the City effective January 1, 2019.

SECTION 10. That 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 11. That should any word, sentence, clause, paragraph or provision of this ordinance be held to be invalid or unconstitutional, the validity of the remaining provisions of this ordinance shall not be affected and shall remain in full force and effect.

SECTION 12. That the provisions of Pay Plan A, Pay Plan B and Pay Plan C, as more fully set forth in Exhibit "A," Exhibit "B" and Exhibit "C" attached hereto, all flat, fixed pay adjustments, merit increases, lump sum payments, market adjustments, step increases, and all other matters set forth herein are subject to change, amendment or repeal at any time and any benefits hereunder are subject to the appropriation and allocation of funds for that purpose by the City

Council of the City of Mesquite, Texas. The provisions of this ordinance are not intended to create contractual rights between the City of Mesquite, Texas, and its employees, or their heirs, beneficiaries, legal representatives or assigns and nothing contained in this ordinance shall be construed as creating or constituting a contract, either express or implied, unilateral or otherwise, between the City of Mesquite, Texas, and its employees, or their heirs, beneficiaries, legal representatives or assigns.

SECTION 13. That this ordinance shall take effect on and after October 1, 2018.


DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 1st day of October, 2018.

Stan Pickett
Mayor

ATTEST:

APPROVED:

Sonja Land
City Secretary



Paula Anderson
Interim City Attorney

Pay Plan A



City of Mesquite
General Government Pay Plan FY 2018-19

Position Title	Effective 10/1/2018				
	Step Name	Salary Range	Minimum	Midpoint	Maximum
Maintenance Worker I Park Grounds Maintenance Technician Park Maintenance Specialist Residential Solid Waste Driver - Trainee	SP-01	Annually: Monthly: Biweekly: Hourly:	\$23,400.00 \$1,950.00 \$900.00 \$11.25	\$27,133.0000 \$2,261.0833 \$1,043.5769 \$13.0447	\$32,117.0000 \$2,676.4167 \$1,235.2692 \$15.4409
Water Meter Reader	SP-02	Annually: Monthly: Biweekly: Hourly:	\$25,480.00 \$2,123.33 \$980.00 \$12.25	\$28,761.2836 \$2,396.7736 \$1,106.2032 \$13.8275	\$34,043.9684 \$2,836.9974 \$1,309.3834 \$16.3673
Kennel Attendant Maintenance Worker II Pub Works Disp/Water Pump Stat	SP-03	Annually: Monthly: Biweekly: Hourly:	\$27,560 \$2,296.67 \$1,060.00 \$13.25	\$32,316.1783 \$2,693.0149 \$1,242.9299 \$15.5366	\$38,251.8029 \$3,187.6502 \$1,471.2232 \$18.3903
Equipment Operator I - Street Maintenance Golf Course Equipment Operator Golf Course Maintenance Technician Park Athletic Fields Technician Park Equipment Operator Residential Solid Waste - Helper Water Services Representative	SP-04	Annually: Monthly: Biweekly: Hourly:	\$29,640.00 \$2,470.00 \$1,140.00 \$14.25	\$34,255.1490 \$2,854.5957 \$1,317.5057 \$16.4688	\$40,546.9110 \$3,378.9093 \$1,559.4966 \$19.4937
Concrete Finisher Equipment Operator II Park Irrigation Technician Residential Solid Waste Crew Chief Water Production Technician	SP-05	Annually: Monthly: Biweekly: Hourly:	\$31,720.00 \$2,643.33 \$1,220.00 \$15.25	\$36,310.4579 \$3,025.8715 \$1,396.5561 \$17.4570	\$42,979.7257 \$3,581.6438 \$1,653.0664 \$20.6633
Animal Services Officer Heavy Equipment Operator Senior Grounds Maintenance Technician	SP-06	Annually: Monthly: Biweekly: Hourly:	\$33,176.00 \$2,764.67 \$1,276.00 \$15.95	\$38,489.0854 \$3,207.4238 \$1,480.3494 \$18.5044	\$45,558.5092 \$3,796.5424 \$1,752.2504 \$21.9031
Chemical Application Technician Park Equipment Mechanic Park Maintenance Mechanic Park Maintenance Mechanic - Facilities/Aquatics	SP-07	Annually: Monthly: Biweekly: Hourly:	\$34,840.00 \$2,903.33 \$1,340.00 \$16.75	\$40,798.4305 \$3,399.8692 \$1,569.1704 \$19.6146	\$48,291.0198 \$4,024.3350 \$1,857.3854 \$23.2173
Animal Shelter and Rescue Coordinator Maintenance Crew Chief	SP-08	Annually: Monthly: Biweekly: Hourly:	\$36,920.00 \$3,076.67 \$1,420.00 \$17.75	\$43,246.3363 \$3,603.8614 \$1,663.3206 \$20.7915	\$51,189.5410 \$4,265.7951 \$1,968.8285 \$24.6104
Concrete Crew Chief Public Works Backflow Inspector Senior Animal Services Officer Utility Crew Chief	SP-09	Annually: Monthly: Biweekly: Hourly:	\$37,960.00 \$3,163.33 \$1,460.00 \$18.25	\$45,841.1165 \$3,820.0930 \$1,763.1199 \$22.0390	\$54,260.9134 \$4,521.7428 \$2,086.9582 \$26.0870
Public Works Construction Inspector Senior Water Production Technician Utilities Technician	SP-10	Annually: Monthly: Biweekly: Hourly:	\$41,080.00 \$3,423.33 \$1,580.00 \$19.75	\$48,591.5835 \$4,049.2986 \$1,868.9071 \$23.3613	\$57,516.5782 \$4,793.0474 \$2,212.1757 \$27.6522
<p>All positions are non-exempt \$.4808 per hour increase at 6 months/12 months/24 months/36 months/48 months with a "Meets Expectations" or higher job performance review. For all pay plans - due to rounding in the payroll system, rate may be reflected differently on pay stub</p>					

Pay Plan B



City of Mesquite
 General Government Pay Plan FY 2018-19
 Effective October 1, 2018

Non-Exempt					
Pay Grade		Salary Range			Position Title
		Minimum	Midpoint	Maximum	
NE04	Annually:	18,324.0000	22,246.5600	26,169.1200	Golf Course Maintenance Worker
	Monthly:	1,527.0000	1,853.8800	2,180.7600	Library Page
	Biweekly:	704.7692	855.6369	1,006.5046	
	Hourly:	8.8096	10.6955	12.5813	
NE06	Annually:	21,300.0000	25,858.0000	30,299.0000	Airport Security Technician
	Monthly:	1,775.0000	2,154.8333	2,524.9167	High School Intern
	Biweekly:	819.2308	994.5385	1,165.3462	Undergraduate Intern
	Hourly:	10.2404	12.4317	14.5668	
NE07	Annually:	22,150.0000	27,133.0000	32,117.0000	Custodian
	Monthly:	1845.8333	2261.0833	2676.4167	Graduate Intern
	Biweekly:	851.9231	1043.5769	1235.2692	Recreation Leader I
	Hourly:	10.6490	13.0447	15.4409	Westlake Sports Center Attendant
NE08	Annually:	23,478.5989	28,761.2836	34,043.9684	Administrative Clerk
	Monthly:	1,956.5499	2,396.7736	2,836.9974	Housing Specialist
	Biweekly:	903.0230	1,106.2032	1,309.3834	Library Assistant I
	Hourly:	11.2878	13.8275	16.3673	Senior Food & Beverage Worker Telecommunications Technician
NE09	Annually:	24,887.3148	30,486.9606	36,086.6065	Arts Center Facility Attendant
	Monthly:	2,073.9429	2,540.5801	3,007.2172	Arts Center Event Attendant
	Biweekly:	957.2044	1,172.5754	1,387.9464	Health Clinic Clerk
	Hourly:	11.9651	14.6572	17.3493	Housing Intake Clerk Library Assistant II Line Services Technician Project Assistant - Community Cleanup Tool Part-time Recreation Leader II Secretary Tire Repairer
NE10	Annually:	26,380.5537	32,316.1783	38,251.8029	Automotive Warehouse Clerk
	Monthly:	2,198.3795	2,693.0149	3,187.6502	General Warehouse Clerk
	Biweekly:	1,014.6367	1,242.9299	1,471.2232	Housing Records Specialist
	Hourly:	12.6830	15.5366	18.3903	Print Shop Technician Property Room Clerk Senior Pro Shop Attendant
NE11	Annually:	27,963.3869	34,255.1490	40,546.9110	Accounting Clerk
	Monthly:	2,330.2822	2,854.5957	3,378.9093	Accounts Payable Technician
	Biweekly:	1,075.5149	1,317.5057	1,559.4966	Cashier
	Hourly:	13.4439	16.4688	19.4937	Customer Service Representative Equipment Services Service Writer Municipal Court Clerk Police Records Clerk

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
NE12	Annually:	29,641.1901	36,310.4579	42,979.7257	Buyer
	Monthly:	2,470.0992	3,025.8715	3,581.6438	Florence Ranch Homestead Assistant Coordinator
	Biweekly:	1,140.0458	1,396.5561	1,653.0664	Permit Technician
	Hourly:	14.2506	17.4570	20.6633	Police Payroll Technician
NE13	Annually:	31,419.6615	38,489.0854	45,558.5092	Pool Maintenance Technician
	Monthly:	2,618.3051	3,207.4238	3,796.5424	Reservation Technician
	Biweekly:	1,208.4485	1,480.3494	1,752.2504	Senior Cashier
	Hourly:	15.1056	18.5044	21.9031	Senior Cashier - Municipal Court
NE14	Annually:	33,304.8412	40,798.4305	48,292.0198	Senior Library Assistant
	Monthly:	2,775.4034	3,399.8692	4,024.3350	Senior Line Services Technician
	Biweekly:	1,280.9554	1,569.1704	1,857.3854	Warehouse Technician
	Hourly:	16.0119	19.6146	23.2173	Administrative Secretary
NE15	Annually:	35,303.1317	43,246.3363	51,189.5410	Assistant Librarian
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Court Compliance Representative
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Engineering Plans and Records Specialist
	Hourly:	16.9727	20.7915	24.6104	Senior Permit Technician
NE15	Annually:	35,303.1317	43,246.3363	51,189.5410	Signs & Markings Technician
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Athletics/Aquatics Coordinator
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Equipment Mechanic
	Hourly:	16.9727	20.7915	24.6104	Executive Secretary
NE15	Annually:	35,303.1317	43,246.3363	51,189.5410	Fabrication Welder
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Facilities Maintenance Technician
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Historic Homes Coordinator
	Hourly:	16.9727	20.7915	24.6104	Housing Occupancy Technician
NE15	Annually:	35,303.1317	43,246.3363	51,189.5410	Recreation Specialist
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Senior Administrative Secretary
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Senior Customer Service Representative
	Hourly:	16.9727	20.7915	24.6104	Special Projects Coordinator
NE15	Annually:	35,303.1317	43,246.3363	51,189.5410	Administrative Aide
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Administrative Law Enforcement Coordinator
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Environmental Code Inspector
	Hourly:	16.9727	20.7915	24.6104	GIS Technician
NE15	Annually:	35,303.1317	43,246.3363	51,189.5410	Housing Inspector/Landlord Services
	Monthly:	2,941.9276	3,603.8614	4,265.7951	Office Coordinator
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	Senior Municipal Court Clerk
	Hourly:	16.9727	20.7915	24.6104	Signal Maintenance Technician
NE15	Annually:	35,303.1317	43,246.3363	51,189.5410	Street Lighting Maintenance Technician
	Monthly:	2,941.9276	3,603.8614	4,265.7951	
	Biweekly:	1,357.8128	1,663.3206	1,968.8285	
	Hourly:	16.9727	20.7915	24.6104	

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
NE16	Annually:	37,421.3196	45,841.1165	54,260.9134	CDBG Projects Inspector Heavy Equipment Mechanic Help Desk Technician Human Resources/Civil Service Specialist Human Resources Specialist Payroll/HRIS Technician Residential Building Inspector Risk Specialist Senior Mechanic Senior Telecommunications Technician Special Projects Supervisor
	Monthly:	3,118.4433	3,820.0930	4,521.7428	
	Biweekly:	1,439.2815	1,763.1199	2,086.9582	
	Hourly:	17.9910	22.0390	26.0870	
NE17	Annually:	39,666.5988	48,591.5835	57,516.5682	Building Inspector Electrical/Energy Inspector GIS Analyst Lead Facilities Maintenance Technician Paralegal I Plumbing/Mechanical Inspector Public Information Coordinator Senior Environmental Code Inspector
	Monthly:	3,305.5499	4,049.2986	4,793.0474	
	Biweekly:	1,525.6384	1,868.9071	2,212.1757	
	Hourly:	19.0705	23.3613	27.6522	
NE18	Annually:	42,046.5947	51,507.0785	60,967.5623	Crime Analyst Field Supervisor - Animal Services Nurse Paralegal II PC Support Analyst Plans Examiner Police Records Supervisor Public Service Professional Signs & Markings Supervisor
	Monthly:	3,503.8829	4,292.2565	5,080.6302	
	Biweekly:	1,617.1767	1,981.0415	2,344.9062	
	Hourly:	20.2147	24.7630	29.3113	
NE19	Annually:	44,569.3904	54,597.5032	64,625.6161	PC Support Analyst/Technical Trainer
	Monthly:	3,714.1159	4,549.7919	5,385.4680	
	Biweekly:	1,714.2073	2,099.9040	2,485.6006	
	Hourly:	21.4276	26.2488	31.0700	
NE20	Annually:	47,243.5538	57,873.3534	68,503.1530	Assistant City Secretary Benefits Administrator GIS Senior Analyst High Intensity Code Officer Senior Admin Aide - City Manager Senior Administrative Law Enforcement Coordinator Senior PC Support Analyst Signal Maintenance Supervisor
	Monthly:	3,936.9628	4,822.7795	5,708.5961	
	Biweekly:	1,817.0598	2,225.8982	2,634.7367	
	Hourly:	22.7132	27.8237	32.9342	
NE21	Annually:	50,078.1670	61,345.7546	72,613.3422	Database Applications Analyst Deputy Marshal Programmer Analyst
	Monthly:	4,173.1806	5,112.1462	6,051.1119	
	Biweekly:	1,926.0833	2,359.4521	2,792.8209	
	Hourly:	24.0760	29.4932	34.9103	

Pay Grade	Salary Range			Position Title	
	Minimum	Midpoint	Maximum		
NE22	Annually:	53,583.6387	65,639.9574	77,696.2762	Fire Department Nurse Public Safety Computer Administrator/Analyst
	Monthly:	4,465.3032	5,469.9965	6,474.6897	
	Biweekly:	2,060.9092	2,524.6137	2,988.3183	
	Hourly:	25.7614	31.5577	37.3540	
NE24	Annually:	61,347.9080	75,151.1873	88,954.4666	City Marshal
	Monthly:	5,112.3257	6,262.5989	7,412.8722	
	Biweekly:	2,359.5349	2,890.4303	3,421.3256	
	Hourly:	29.4942	36.1304	42.7666	
NE25	Annually:	65,642.2615	80,411.7704	95,181.2792	Senior Programmer Analyst Senior Public Safety Computer Administrator/Analyst
	Monthly:	5,470.1885	6,700.9809	7,931.7733	
	Biweekly:	2,524.7024	3,092.7604	3,660.8184	
	Hourly:	31.5588	38.6595	45.7602	
<u>Pay Grade(s) with no positions:</u> NE01, NE02, NE03, NE05 and NE23					



Exempt					
Pay Grade		Salary Range			Position Title
		Minimum	Midpoint	Maximum	
EX01	Annually:	34,104.9708	42,631.2135	51,157.4561	Support Services Supervisor
	Monthly:	2,842.0809	3,552.6011	4,263.1213	Tennis Center Supervisor
	Biweekly:	1,311.7296	1,639.6621	1,967.5945	
	Hourly:	16.3966	20.4958	24.5949	
EX02	Annually:	36,151.2690	45,189.0863	54,226.9035	Administrative Supervisor
	Monthly:	3,012.6058	3,765.7572	4,518.9086	Customer Service Supervisor - Tax
	Biweekly:	1,390.4334	1,738.0418	2,085.6501	
	Hourly:	17.3804	21.7255	26.0706	
EX03	Annually:	38,320.3451	47,900.4314	57,480.5177	CDBG Coordinator
	Monthly:	3,193.3621	3,991.7026	4,790.0431	Health Specialist
	Biweekly:	1,473.8594	1,842.3243	2,210.7891	Librarian
	Hourly:	18.4232	23.0291	27.6349	Marketing Specialist
EX04	Annually:	40,619.5659	50,774.4573	60,929.3488	Customer Service Supervisor
	Monthly:	3,384.9638	4,231.2048	5,077.4457	Grant Coordinator
	Biweekly:	1,562.2910	1,952.8637	2,343.4365	KMB Executive Director/Volunteer Program Coordinator
	Hourly:	19.5286	24.4108	29.2930	Mesquite Arts Center Assistant Manager Senior Programs Supervisor Storm Water Specialist
EX05	Annually:	43,056.7400	53,820.9200	64,585.1097	CVB Marketing Coordinator
	Monthly:	3,588.0617	4,485.0767	5,382.0925	Health Specialist II
	Biweekly:	1,656.0285	2,070.0354	2,484.0427	Management Analyst
	Hourly:	20.7004	25.8754	31.0505	Meeting and Group Sales Coordinator - CVB Public Safety Operations Analyst Recreation Supervisor Special Events and Sponsorship Coordinator Water Conservation & Recycling Coordinator
EX06	Annually:	45,640.1442	57,050.1802	68,460.2163	Accountant - General
	Monthly:	3,803.3453	4,754.1817	5,705.0180	Accountant - Payroll
	Biweekly:	1,755.3902	2,194.2377	2,633.0852	Budget Analyst
	Hourly:	21.9424	27.4280	32.9136	Facilities Maintenance Supervisor Chief Plans Examiner Digital Media Coordinator District Park Supervisor Equipment Services Supervisor Graduate Engineer Housing Occupancy Supervisor Human Resources Office Services Coordinator Library Services Supervisor Neighborhood Vitality Analyst Pavement Assessment Supervisor Printing/Postal Svc. Supervisor Risk Specialist/Civil Service Coordinator Senior Procurement Specialist Senior Procurement Specialist - Construction Solid Waste Supervisor Streets Supervisor Video Producer Warehouse Supervisor

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
EX07	Annually:	48,378.5529	60,473.1911	72,567.8293	Environmental Code Field Supervisor
	Monthly:	4,031.5461	5,039.4326	6,047.3191	Production Supervisor
	Biweekly:	1,860.7136	2,325.8920	2,791.0704	Senior Administrative Supervisor
	Hourly:	23.2589	29.0736	34.8884	Senior Emergency Management Specialist Senior Health Specialist Senior Recreation Supervisor Staffing Coordinator Utility Supervisor
EX08	Annually:	51,281.2660	64,101.5825	76,921.8990	Building Inspection Field Supervisor
	Monthly:	4,273.4388	5,341.7985	6,410.1583	Court Administrator
	Biweekly:	1,972.3564	2,465.4455	2,958.5346	Energov System and Development Process Analyst
	Hourly:	24.6545	30.8181	36.9817	GIS Coordinator Golf Course Superintendent Human Resources - Civil Service Recruiter Legal Services Administrator Manager-CVB Planner Senior Accountant Senior Budget Analyst
EX09	Annually:	54,358.1420	67,947.6775	81,537.2130	Assistant Manager of Facilities Maintenance
	Monthly:	4,529.8452	5,662.3065	6,794.7677	Assistant Manager of Equipment Services
	Biweekly:	2,090.6978	2,613.3722	3,136.0467	Assistant Manager of Solid Waste
	Hourly:	26.1337	32.6672	39.2006	Assistant Manager of Streets Assistant Manager of Utilities Employee Services Coordinator Traffic & Street Lighting Superintendent Website And Systems Developer
EX10	Annually:	57,619.6305	72,024.5381	86,429.4458	Assistant to the City Manager
	Monthly:	4,801.6359	6,002.0448	7,202.4538	Finance System Analyst
	Biweekly:	2,216.1396	2,770.1745	3,324.2095	Network Administrator
	Hourly:	27.7017	34.6272	41.5526	Senior Planner
EX11	Annually:	61,076.8083	76,346.0104	91,615.2125	Administrator of Housing
	Monthly:	5,089.7340	6,362.1675	7,634.6010	Benefits Manager
	Biweekly:	2,349.1080	2,936.3850	3,523.6620	Finance Coordinator
	Hourly:	29.3639	36.7048	44.0458	GIS Manager Manager of Neighborhood Vitality Park Project Manager
EX12	Annually:	63,993.4702	79,262.6723	94,531.8744	Downtown Development Manager
	Monthly:	5,332.7892	6,605.2227	7,877.6562	Principal Planner
	Biweekly:	2,461.2873	3,048.5643	3,635.8413	
	Hourly:	30.7661	38.1071	45.4480	
EX14	Annually:	72,743.4560	90,929.3199	109,115.1839	Communication and Marketing Manager
	Monthly:	6,061.9547	7,577.4433	9,092.9320	Human Resources Manager
	Biweekly:	2,797.8252	3,497.2815	4,196.7378	Project Engineer
	Hourly:	34.9728	43.7160	52.4592	Public Safety Communication Manager Risk Manager Traffic Engineer
EX15	Annually:	77,108.0633	96,385.0791	115,662.0950	Assistant City Attorney
	Monthly:	6,425.6719	8,032.0899	9,638.5079	Assistant City Engineer
	Biweekly:	2,965.6947	3,707.1184	4,448.5421	
	Hourly:	37.0712	46.3390	55.6068	
EX16	Annually:	81,734.0160	102,168.1440	122,969.6004	Senior Assistant City Attorney
	Monthly:	6,811.1680	8,514.0120	10,247.4667	
	Biweekly:	3,143.6160	3,929.5440	4,729.6000	
	Hourly:	39.2952	49.1193	59.1200	



**City of Mesquite
General Government FY 2018-19
Seasonal Pay Plan
Effective: October 1, 2018**

Pay Grade	Salary Range				Position Title	Exempt / Non-Exempt
	Minimum	Midpoint	Maximum			
HS01	Annually:	15,084.00	16,005.96	16,927.92	Facility Attendant Golf Cart Attendant	Non-Exempt Non-Exempt
	Monthly:	1,257.00	1,333.83	1,410.66		
	Biweekly:	580.15	615.61	651.07		
	Hourly:	7.25	7.70	8.14		
HS02	Annually:	17,160.00	18,200.64	19,241.28	Food and Beverage Worker Pool Cashier	Non-Exempt Non-Exempt
	Monthly:	1,430.00	1,516.72	1,603.44		
	Biweekly:	660.00	700.02	740.05		
	Hourly:	8.25	8.75	9.25		
HS03	Annually:	18,024.00	19,122.24	20,220.48		
	Monthly:	1,502.00	1,593.52	1,685.04		
	Biweekly:	693.23	735.47	777.71		
	Hourly:	8.67	9.19	9.72		
HS04	Annually:	19,240.00	20,800.00	22,360.00	Lifeguard	Non-Exempt
	Monthly:	1,603.33	1,733.33	1,863.33		
	Biweekly:	740.00	800.00	860.00		
	Hourly:	9.25	10.00	10.75		
HS05	Annually:	19,872.00	21,086.64	22,301.28	Pro Shop Attendant	Non-Exempt
	Monthly:	1,656.00	1,757.22	1,858.44		
	Biweekly:	764.31	811.02	857.74		
	Hourly:	9.55	10.14	10.72		
HS06	Annually:	20,808.00	22,008.48	23,379.96	Seasonal Park Worker Electronic File Processor Head Lifeguard Seasonal Utility Worker	Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	1,734.00	1,834.04	1,948.33		
	Biweekly:	800.31	846.48	899.23		
	Hourly:	10.00	10.58	11.24		
HS07	Annually:	21,840.00	23,172.12	24,504.48	Swim Coach	Non-Exempt
	Monthly:	1,820.00	1,931.01	2,042.04		
	Biweekly:	840.00	891.24	942.48		
	Hourly:	10.50	11.14	11.78		
HS08	Annually:	22,932.00	24,330.24	25,728.48	Vector Control Technician	Non-Exempt
	Monthly:	1,911.00	2,027.52	2,144.04		
	Biweekly:	882.00	935.78	989.56		
	Hourly:	11.03	11.70	12.37		
HS09	Annually:	23,919.96	25,480.00	28,600.00		
	Monthly:	1,993.33	2,123.33	2,383.33		
	Biweekly:	920.00	980.00	1,100.00		
	Hourly:	11.50	12.25	13.75		
HS10	Annually:	24,960.00	26,520.00	28,080.00		
	Monthly:	2,080.00	2,210.00	2,340.00		
	Biweekly:	960.00	1,020.00	1,080.00		
	Hourly:	12.00	12.75	13.50		
HS11	Annually:	26,000.00	27,560.00	29,120.00		
	Monthly:	2,166.67	2,296.67	2,426.67		
	Biweekly:	1,000.00	1,060.00	1,120.00		
	Hourly:	12.50	13.25	14.00		
HS12	Annually:	27,040.00	28,596.00	30,156.00	Swimming Pool Supervisor	Non-Exempt
	Monthly:	2,253.33	2,383.00	2,513.00		
	Biweekly:	1,040.00	1,099.85	1,159.85		
	Hourly:	13.00	13.75	14.50		



Detention Officer Pay Plan Effective October 1, 2018

	Min	Mid	Max
Detention Officer I	\$16.10 Hourly \$2,791.66 Monthly \$33,500 Annually	\$19.23 Hourly \$3,333.33 Monthly \$40,000 Annually	\$20.66 Hourly \$3,581.58 Monthly \$42,979 Annually
Detention Officer II	\$17.06 Hourly \$2,958.33 Monthly \$35,500 Annually	\$20.42 Hourly \$3,540.75 Monthly \$42,489 Annually	\$24.32 Hourly \$4,216.66 Monthly \$50,600 Annually
Detention Supervisor	<i>position filled by a Civil Service Police Officer</i>		

These positions are non-exempt



**Public Safety Dispatcher Step Pay Plan
Effective October 1, 2018**

Public Safety Dispatcher I							
	Step 1	Step 2	Step 3	Step 4			
	Trainee	Call Taker (Fire Dispatch Trainee)	Fire Dispatcher (NCIC Trainee)	NCIC			
Hourly	\$17.30	\$17.60	\$17.85	\$18.17			
Monthly	\$2,998	\$3,050	\$3,100	\$3,150			
Annually	\$35,976	\$36,600	\$37,200	\$37,800			
<ul style="list-style-type: none"> • After 2 months Ch. 1 training, employee can promote to PSD II level if you show Ch. 1 proficiency. A total of 4 months can be spent on Ch. 1 training. Failure to obtain proficiency in 4 month period will result in a non-disciplinary termination of employment. Additional training periods may be approved at the discretion of the Department Director. • Promotions from Public Safety Dispatcher I to Public Safety Dispatcher II are not eligible for a pro-rated merit increase. • Steps increases and other minimum requirements determined by department. • This position requires a one -year probationary period due to length of training program. 							
Public Safety Dispatcher II							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	0-2 years as PSDII	3-5 years as PSDII	6-9 years as PSDII	10-14 years as PSDII	15-19 years as PSDII	20-24 years as PSDII	25+ years as PSDII
Hourly	\$19.00	\$20.12	\$21.25	\$22.36	\$23.50	\$24.95	\$26.00
Monthly	\$3,293.00	\$3,487.00	\$3,683.00	\$3,876.00	\$4,073.00	\$4,325.00	\$4,507.00
Annually	\$39,516	\$41,844	\$44,196	\$46,512	\$48,876	\$51,900	\$54,084
Public Safety Dispatcher Supervisor - Pay Range							
	Minimum	Midpoint	Maximum				
Hourly	\$23.64	\$28.38	\$34.25				
Monthly	\$4,098	\$4,919	\$5,937				
Annually	\$49,176	\$59,028	\$71,244				

These positions are non-exempt



CITY OF MESQUITE
Civil Service Pay Plan - Police
Effective January 1, 2019

TABLE A

Pay Grad		Steps						Position Title/Rank	Exempt / Non-Exempt	
		Base	B1	B2	B3	B4	B5			B6
PG1	Annually:	61,908.84	65,000.96	68,250.82	71,668.91	75,242.58	79,013.90	*82,964.59	Police Officer	Non-Exempt
	Monthly:	5,159.07	5,416.75	5,687.57	5,972.41	6,270.22	6,584.49	6,913.72		
	Biweekly:	2,381.11	2,500.04	2,625.03	2,756.50	2,893.95	3,039.00	3,190.95		
	Hourly:	29.76	31.25	32.81	34.46	36.17	37.99	39.89		
PG2	Annually:	93,058.73	**95,850.49						Police Sergeant	Non-Exempt
	Monthly:	7,754.89	7,987.54							
	Biweekly:	3,579.18	3,686.56							
	Hourly:	44.74	46.08							
PG3	Annually:	105,304.73	**108,463.87						Police Lieutenant	Non-Exempt
	Monthly:	8,775.39	9,038.66							
	Biweekly:	4,050.18	4,171.69							
	Hourly:	50.63	52.15							
PG4	Annually:	121,842.94	**125,498.23						Police Captain	Non-Exempt
	Monthly:	10,153.58	10,458.19							
	Biweekly:	4,686.27	4,826.85							
	Hourly:	58.58	60.34							
PG5	Annually:	141,782.22	**146,035.69						Assistant Police Chief	Exempt
	Monthly:	11,815.19	12,169.64							
	Biweekly:	5,453.16	5,616.76							
	Hourly:	68.16	70.21							

Police Officer Position

Police Officer Base through Step B5

Commissioned personnel of the Mesquite Police Department serving in the position/rank of Police Officer (individually "Police Officer" and collectively "Police Officers") begin employment at the Base salary set forth in Table A above ("Table A"). Police Officers who have been employed by the City for five (5) years or less as of the Police Officer's annual anniversary date during the City's 2018-19 fiscal year (i.e., who were at Step B4 or lower as of September 30, 2018), will advance to the next step within their salary range on their employment anniversary date. For example, a Police Officer at Step B2 would advance to Step B3 after one year in the B2 step.

Prior to the effective date of Step B6 for Police Officers as described below, Step B5 shall be the highest step and maximum allowable salary for Police Officers regardless of years of service.

Police Officer Step B6

The new sixth step increase (Step B6) shown in Table A for Police Officers will be effective April 1, 2019.*

Police Officers who were at Step B5 as of September 30, 2018, and whose anniversary dates during the City's 2018-19 fiscal year occur between October 1, 2018, and March 31, 2019, inclusive of both dates, shall receive the increase to Step B6 beginning on April 1, 2019.

Police Officers who were at Step B5 as of September 30, 2018, and whose anniversary dates during the City's 2018-19 fiscal year occur between April 1, 2019, and September 30, 2019, inclusive of both dates, shall receive the increase to Step B6 on the employee's 2018-19 fiscal year anniversary date.

From and after April 1, 2019, Step B6 shall be the maximum allowable salary for the position/rank of Police Officer regardless of years of service. Police Officers at the maximum allowable salary may only receive a higher salary upon promotion or market-based pay adjustment.

Due to rounding in the payroll system, rate may be reflected differently on pay stub.

Police Promotional Ranks

Police Promotional Ranks Base

Commissioned personnel of the Mesquite Police Department serving in the promotional positions/ranks of Police Sergeant, Police Lieutenant, Police Captain, and Police Assistant Chief upon promotion move to the Base salary for their respective positions/ranks shown in Table A.

Prior to the effective date of Step B1 for the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain, and Police Assistant Chief as described below, the Base salary shall be the maximum allowable salary for the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain, and Police Assistant Chief regardless of years of service.

Police Promotional Ranks Step B1

The new step increase (Step B1) shown in Table A for commissioned personnel of the Mesquite Police Department serving in the promotional positions/ranks of Police Sergeant, Police Lieutenant, Police Captain and Police Assistant Chief will be effective April 1, 2019.**

Commissioned personnel of the Mesquite Police Department serving in the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain and Police Assistant Chief who have completed at least one full year of service in such rank as of March 31, 2019, shall receive the Step B1 increase for their respective promotional rank as shown in Table A on April 1, 2019.

Commissioned personnel of the Mesquite Police Department serving in the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain and Police Assistant Chief who have not completed at least one full year of service in such rank as of March 31, 2019, shall receive the Step B1 increase for their respective position/rank as shown in Table A upon completion of one year of service in such rank.

From and after April 1, 2019, Step B1 for each promotional rank as shown in Table A shall be the maximum allowable salary for the positions/ranks of Police Sergeant, Police Lieutenant, Police Captain and Police Assistant Chief regardless of years of service. Police Sergeants, Police Lieutenants, Police Captains and Police Assistant Chiefs at the maximum allowable salary may only receive a higher salary upon an additional promotion or market-based pay adjustment.

Due to rounding in the payroll system, rate may be reflected differently on pay stub.

Pay Plan C

"EXHIBIT C"



CITY OF MESQUITE
Civil Service Pay Plan - Fire
Effective January 1, 2019

TABLE B

Pay Grad	Steps								Position Title/Rank	FLSA Status
	Base	B1	B2	B3	B4	B5	B6			
FG1	Annually:	61,908.84	65,000.96	68,250.82	71,668.91	75,242.58	79,013.90	*82,964.59	Firefighter	Non-Exempt
	Monthly:	5,159.07	5,416.75	5,687.57	5,972.41	6,270.22	6,584.49	6,913.72		
	Biweekly:	2,381.11	2,500.04	2,625.03	2,756.50	2,893.95	3,039.00	3,190.95		
	Hourly (2080 hours):	29.76	31.25	32.81	34.46	36.17	37.99	39.89		
	Hourly (2912 Hours):	21.2599	22.3218	23.4378	24.6116	25.8388	27.1339	28.4906		
FG2	Annually:	85,453.53	**88,017.13						Fire Driver-Engineer	Non-Exempt
	Monthly:	7,121.13	7,334.76							
	Biweekly:	3,286.67	3,385.27							
	Hourly(2080 hours):	41.08	42.32							
	Hourly (2912 Hours):	29.35	30.23							
FG3	Annually:	94,254.32	**97,081.95						Fire Lieutenant	Non-Exempt
	Monthly:	7,854.53	8,090.16							
	Biweekly:	3,625.17	3,733.92							
	Hourly(2080 hours):	45.31	46.67							
	Hourly (2912 Hours):	32.37	33.34							
FG4	Annually:	105,384.67	**108,546.21						Fire Captain	Non-Exempt
	Monthly:	8,782.06	9,045.52							
	Biweekly:	4,053.26	4,174.85							
	Hourly(2080 hours):	50.67	52.19							
	Hourly (2912 Hours):	36.19	37.28							
FG5	Annually:	121,091.31	**124,724.05						Fire Deputy Chief	Non-Exempt
	Monthly:	10,090.94	10,393.67							
	Biweekly:	4,657.36	4,797.08							
	Hourly(2080 hours):	58.22	59.96							
	Hourly (2912 Hours):	41.58	42.83							
FG6	Annually:	144,708.11	**149,049.35						Assistant Fire Chief	Exempt
	Monthly:	12,059.01	12,420.78							
	Biweekly:	5,565.70	5,732.67							
	Hourly(2080 hours):	69.57	71.66							
	Hourly (2912 Hours):	49.69	51.18							

Firefighter Position

Firefighter Base through Step B5

Commissioned personnel of the Mesquite Fire Department serving in the position/rank of Firefighter (individually "Firefighter" and collectively "Firefighters") begin employment at the Base salary set forth in Table B above ("Table B"). Firefighters who have been employed by the City for five (5) years or less as of the Firefighter's annual anniversary date during the City's 2018-19 fiscal year (i.e., who were at Step B4 or lower as of September 30, 2018), will advance to the next step within their salary range on their employment anniversary date. For example, a Firefighter at Step B2 would advance to Step B3 after one year in the B2 step.

Prior to the effective date of Step B6 for Firefighters as described below, Step B5 shall be the highest step and maximum allowable salary for Firefighters regardless of years of service.

Firefighter Step B6

The new sixth step increase (Step B6) shown in Table B for Firefighters will be effective April 1, 2019.*

Firefighters who were at Step B5 as of September 30, 2018, and whose anniversary dates during the City's 2018-19 fiscal year occur between October 1, 2018, and March 31, 2019, inclusive of both dates, shall receive the increase to Step B6 on April 1, 2019.

Firefighters who were at Step B5 as of September 30, 2018, and whose anniversary dates during the City's 2018-19 fiscal year occur between April 1, 2019, and September 30, 2019, inclusive of both dates, shall receive the increase to Step B6 on the employee's 2018-19 fiscal year anniversary date.

From and after April 1, 2019, Step B6 shall be the maximum allowable salary for the position/rank of Firefighter regardless of years of service. Firefighters at the maximum allowable salary may only receive a higher salary upon promotion or market-based pay adjustment.

Due to rounding in the payroll system, rate may be reflected differently on pay stub.

Fire Promotional Ranks

Fire Promotional Ranks Base

Commissioned personnel of the Mesquite Fire Department serving in the promotional positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief upon promotion move to the Base salary for their respective positions/ranks as shown in Table B.

Prior to the effective date of Step B1 for the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief as described below, the Base salary shall be the maximum allowable salary for the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief regardless of years of service.

Fire Promotional Ranks Step B1

The new step increase (Step B1) shown in Table B for commissioned personnel of the Mesquite Fire Department serving in the promotional positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief will be effective April 1, 2019.**

Commissioned personnel of the Mesquite Fire Department serving in the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief who have completed at least one full year of service in such rank as of March 31, 2019, shall receive the Step B1 increase for their respective promotional rank shown in Table B on April 1, 2019.

Commissioned personnel of the Mesquite Fire Department serving in the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief who have not completed at least one full year of service in such rank as of March 31, 2019, shall receive the Step B1 increase for their respective position/rank as shown in Table B upon completion of one year of service in such rank.

From and after April 1, 2019, Step B1 for each promotional rank as shown in Table B shall be the maximum allowable salary for the positions/ranks of Fire Driver-Engineer, Fire Lieutenant, Fire Captain, Fire Deputy Chief and Fire Assistant Chief regardless of years of service.

Fire Driver-Engineers, Fire Lieutenants, Fire Captains, Fire Deputy Chiefs and Fire Assistant Chiefs at the maximum allowable salary may only receive a higher salary upon an additional promotion or market-based pay adjustment.

Due to rounding in the payroll system, rate may be reflected differently on pay stub.