

ORDINANCE NO. _____

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 merit increase on their anniversary dates if their overall performance evaluation meets expectations or higher; and

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

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

WHEREAS, commissioned police and fire personnel will receive a three-percent step market adjustment on January 1, 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or portions thereof in conflict with the provisions of this ordinance, to the extent of such conflict, are hereby repealed.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.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas,
on the 2nd day of March 2026.

Daniel Alemán, Jr.
Mayor

ATTEST:

APPROVED AS TO LEGAL FORM:

Sonja Land
City Secretary

David L. Paschall
City Attorney

EXHIBIT A

2025-26 Pay Plans for General Government Personnel

and

2025-26 Pay Plans for Commissioned Police and Fire Personnel

(to be attached)