

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS (“CITY”), ADOPTING 2021-22 PAY PLANS FOR FULL-TIME AND PART-TIME/SEASONAL GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2021; PROVIDING MARKET ADJUSTMENTS TO THE MINIMUM, MIDPOINT, AND MAXIMUM SALARY RANGE PAY STRUCTURE OF CERTAIN GENERAL GOVERNMENT POSITIONS; 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 THREE-PERCENT MERIT INCREASES FOR CERTAIN QUALIFYING GENERAL GOVERNMENT PERSONNEL EFFECTIVE ON THE EMPLOYEE’S ANNIVERSARY DATE; ADOPTING REVISED PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2022; PROVIDING A FIVE-PERCENT MARKET ADJUSTMENT FOR COMMISSIONED POLICE AND FIRE PERSONNEL EFFECTIVE JANUARY 1, 2022; AND PROVIDING STEP INCREASES FOR ELIGIBLE COMMISSIONED POLICE AND FIRE PERSONNEL EFFECTIVE ON THE EMPLOYEE’S ANNIVERSARY DATE; PROVIDING FOR INCREASED PRIOR AND CURRENT SERVICE ANNUITIES UNDER THE ACT GOVERNING THE TEXAS MUNICIPAL RETIREMENT SYSTEM FOR RETIREES AND BENEFICIARIES OF DECEASED RETIREES OF THE CITY; 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 is hereby adopted effective on and after October 1, 2021.

SECTION 2. That 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 2021-22 Fiscal Year (each a “**Fiscal Year 2021-22 Exhibit 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 2021-22 Exhibit A Anniversary Date (each a “**Fiscal Year 2021-22 Exhibit A Performance Review**”), will be eligible to receive a flat, fixed-pay adjustment of \$.4808 per hour, effective on each Fiscal Year 2021-22 Exhibit A Anniversary Date reached by such employee during the City's 2021-22 Fiscal Year, provided, however, no employee of the City who is on a work improvement plan (“**WIP**”) as of any Fiscal Year 2021-22 Exhibit A Anniversary Date, or who is placed on a WIP as part of any Fiscal Year 2021-22 Exhibit A Performance Review, shall be eligible for a flat, fixed-pay adjustment set forth in this Section 2 unless and until such employee successfully completes their WIP during the City's 2021-22 Fiscal Year. If such employee successfully completes their WIP during the City's 2021-22 Fiscal Year, such employee will be eligible for the flat, fixed-pay adjustment set forth in this Section 2 effective as of the date such employee successfully completes their WIP.

SECTION 3. That 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, 2021; 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 2021-22 Fiscal Year, will be eligible to receive a three-percent merit increase effective on the employee's 2021-22 Fiscal Year anniversary date. Employees receiving the three-percent merit increase set forth in this Section 3 shall not be eligible to receive the flat, fixed-rate adjustment(s) set forth in Section 2 above, or the three-percent merit increase set forth in Section 6 below.

SECTION 4. That all employees in classification CDL-01, SP-01, and NE-01, as outlined in Exhibits A and B, that received a market adjustment to \$15/hour during Fiscal Year 2020-21 as of paycheck date October 1, 2021, will not be eligible for any merit increase given during Fiscal Year 2021-22.

SECTION 5. That the pay plan attached hereto as Exhibit B and made a part hereof for all purposes for certain full-time and part-time/seasonal general government personnel of the City that are employed in the positions set forth in Exhibit B, is hereby adopted effective on and after October 1, 2021.

SECTION 6. That Exhibits A and B include a one-and-a-half-percent (1.5%) market adjustment, excluding those positions identified in Section 4, to the minimum, midpoint, and maximum salary range pay structure of certain general government positions as more fully set forth in Exhibit B effective October 1, 2021.

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 2021-22 Fiscal Year anniversary date or who is placed on a WIP as part of the employee's 2021-22 Fiscal Year annual performance review shall be eligible for the three-percent merit increase set forth in Section 5 above unless and until such employee successfully completes their WIP during the City's 2021-22 Fiscal Year. If such employee successfully completes their WIP during the City's 2021-22 Fiscal Year, such employee will be eligible for the three-percent merit increase set forth in Section 5 above effective as of the date such employee successfully completes their WIP.

SECTION 8. 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, is hereby adopted effective on and after January 1, 2022.

SECTION 9. That Exhibit C adopted by this ordinance to be effective January 1, 2022, includes: (i) a five-percent market adjustment for all ranks of the commissioned police and fire personnel of the City effective January 1, 2022; and (ii) step increases as more fully set forth in Exhibit C for eligible commissioned police and fire personnel who have not reached the maximum salary for their rank, such step increases to be received on the employee's 2021-22 Fiscal Year anniversary date.

SECTION 10. Increase in Retirement Annuities.

- (a) That on the terms and conditions set out in Section 854.203 of Subtitle G of Title 8, Government Code, as amended, the City hereby elects to allow and to provide for payment of the increases below stated in monthly benefits payable by the Texas Municipal Retirement System (hereinafter referred to as the “**System**”) to retired employees and to beneficiaries of deceased employees of the City under current service annuities and prior service annuities arising from service by such employees to the City. An annuity increased under this Section 10 replaces any annuity or increased annuity previously granted to the same person.
- (b) That the amount of annuity increase under this Section 10 is computed as the sum of the prior service and current service annuities on the effective date of retirement of the person on whose service the annuities are based, multiplied by 50 percent of the percentage change in Consumer Price Index for All Urban Consumers, from December of the year immediately preceding the effective date of the person's retirement to the December that is 13 months before the effective date of the increase under this Section 10.
- (c) That an increase in an annuity that was reduced because of an option selection is reducible in the same proportion and in the same manner that the original annuity was reduced.
- (d) That if a computation hereunder does not result in an increase in the amount of an annuity, the amount of the annuity will not be changed hereunder.
- (e) That the amount by which an increase under this Section 10 exceeds all previously granted increases to an annuitant is an obligation of the City and of its account in the Benefit Accumulation Fund of the System.

SECTION 11. 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 12. 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 13. That the provisions of Exhibits A, B, and C, attached hereto, all flat, fixed-pay adjustments, merit increases, 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 . The provisions of this ordinance are not intended to create contractual rights between the City 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 and its employees, or their heirs, beneficiaries, legal representatives or assigns.

SECTION 14. That subject to the approval by the Board of Trustees of the System, Section 10 of this ordinance pertaining to increases in retirement annuities shall be and become effective on the 1st day of January 2022.

SECTION 15. That this ordinance shall be effective as of October 1, 2021.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 6th day of December 2021.

Daniel Alemán, Jr.
Mayor

ATTEST:

APPROVED AS TO LEGAL FORM:

Sonja Land
City Secretary



David L. Paschall
City Attorney



City of Mesquite
FY 2020-21 General Government
CDL Step Pay Plan (Non-Exempt)
Effective October 1, 2021

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:	\$31,668.0000	\$37,473.8000	\$45,390.8000	Maintenance Worker II Park Equipment Operator
	Monthly:	\$2,639.0000	\$3,122.8167	\$3,782.5667	
	Biweekly:	\$1,218.0000	\$1,441.3000	\$1,745.8000	
	Hourly:	\$15.2250	\$18.0163	\$21.8225	
CDL-03	Annually:	\$32,723.6000	\$38,529.4000	\$49,824.3200	Equipment Operator I - Street Maintenance
	Monthly:	\$2,726.9667	\$3,210.7833	\$4,152.0267	
	Biweekly:	\$1,258.6000	\$1,481.9000	\$1,916.3200	
	Hourly:	\$15.7325	\$18.5238	\$23.9540	
CDL-04	Annually:	\$33,779.2000	\$42,224.0000	\$52,991.1200	Concrete Finisher Equipment Operator II
	Monthly:	\$2,814.9333	\$3,518.6667	\$4,415.9267	
	Biweekly:	\$1,299.2000	\$1,624.0000	\$2,038.1200	
	Hourly:	\$16.2400	\$20.3000	\$25.4765	
CDL-06	Annually:	\$38,001.6000	\$47,375.3280	\$58,649.1360	Park Equipment Mechanic
	Monthly:	\$3,166.8000	\$3,947.9440	\$4,887.4280	
	Biweekly:	\$1,461.6000	\$1,822.1280	\$2,255.7360	
	Hourly:	\$18.2700	\$22.7766	\$28.1967	
CDL-07	Annually:	\$40,112.8000	\$50,415.4560	\$61,119.2400	Concrete Crew Chief Maintenance Crew Chief Utility Crew Chief
	Monthly:	\$3,342.7333	\$4,201.2880	\$5,093.2700	
	Biweekly:	\$1,542.8000	\$1,939.0560	\$2,350.7400	
	Hourly:	\$19.2850	\$24.2382	\$29.3843	
CDL-08	Annually:	\$42,224.0000	\$52,780.0000	\$63,336.0000	Utilities Technician - Wastewater/Distribution
	Monthly:	\$3,518.6667	\$4,398.3333	\$5,278.0000	
	Biweekly:	\$1,624.0000	\$2,030.0000	\$2,436.0000	
	Hourly:	\$20.3000	\$25.3750	\$30.4500	
- \$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: CDL-05					
- For all pay plans: Due to rounding in the payroll system, rate may be reflected differently on pay stub.					



City of Mesquite
FY 2020-21 General Government
Step Pay Plan (Non-Exempt)
Effective November 11, 2021

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 Athletic Fields Technician
	Hourly:	\$15.0000	\$16.6300	\$19.6900	Park Grounds Maintenance Technician
					Park Maintenance Specialist
SP-05	Annually:	\$32,517.7580	\$37,223.6634	\$44,060.6628	Park Irrigation Technician
	Monthly:	\$2,709.8132	\$3,101.9720	\$3,671.7219	Water Production Technician
	Biweekly:	\$1,250.6830	\$1,431.6794	\$1,694.6409	
	Hourly:	\$15.6335	\$17.8960	\$21.1830	
SP-06	Annually:	\$34,010.3764	\$39,457.0897	\$46,704.3014	Animal Services Officer
	Monthly:	\$2,834.1980	\$3,288.0908	\$3,892.0251	Senior Grounds Maintenance Technician
	Biweekly:	\$1,308.0914	\$1,517.5804	\$1,796.3193	
	Hourly:	\$16.3511	\$18.9698	\$22.4540	
SP-07	Annually:	\$35,716.2260	\$41,824.5062	\$49,505.5390	Chemical Application Technician
	Monthly:	\$2,976.3522	\$3,485.3755	\$4,125.4616	Park Maintenance Mechanic
	Biweekly:	\$1,373.7010	\$1,608.6349	\$1,904.0592	Park Maintenance Mechanic - Facilities/Aquatics
	Hourly:	\$17.1713	\$20.1079	\$23.8007	
SP-09	Annually:	\$38,914.6940	\$46,994.0230	\$55,625.5728	Public Works Backflow Inspector
	Monthly:	\$3,242.8912	\$3,916.1686	\$4,635.4644	Public Works Fats, Oils and Grease (FOG) Inspector
	Biweekly:	\$1,496.7190	\$1,807.4624	\$2,139.4451	Senior Animal Services Officer
	Hourly:	\$18.7090	\$22.5933	\$26.7431	
SP-10	Annually:	\$42,113.1620	\$49,813.6625	\$58,963.1161	Public Works Construction Inspector
	Monthly:	\$3,509.4302	\$4,151.1385	\$4,913.5930	Senior Water Production Technician
	Biweekly:	\$1,619.7370	\$1,915.9101	\$2,267.8122	Utilities Technician - Meter Services
	Hourly:	\$20.2467	\$23.9489	\$28.3477	
- \$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-02, 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.					



City of Mesquite
FY 2020-21 General Government
Non-Exempt Pay Plan
Effective October 1, 2021

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	Airfield Maintenance Specialist
	Hourly:	\$15.0000	\$16.6300	\$19.6899	Arts Center Facility Attendant
NE01					Automotive Warehouse Clerk
					Buyer
					Cashier
					Custodian
					Customer Service Representative
					Equipment Services Service Attendant
					Equipment Services Service Writer
					General Warehouse Clerk
					Housing Intake Specialist
					Housing Records Specialist
					Housing Specialist
					Library Assistant I
					Line Services Technician
					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 Technician
NE10	Annually:	\$31,668.0000	\$37,473.8000	\$45,390.8000	Residential Solid Waste Helper
	Monthly:	\$2,639.0000	\$3,122.8167	\$3,782.5667	
	Biweekly:	\$1,218.0000	\$1,441.3000	\$1,745.8000	
	Hourly:	\$15.2250	\$18.0163	\$21.8225	
NE11	Annually:	\$32,209.8679	\$39,457.0897	\$46,704.3014	Administrative Secretary
	Monthly:	\$2,684.1557	\$3,288.0908	\$3,892.0251	Court Compliance Representative
	Biweekly:	\$1,238.8411	\$1,517.5804	\$1,796.3193	Police Payroll Technician
	Hourly:	\$15.4855	\$18.9698	\$22.4540	Senior Airfield Maintenance Specialist
NE11					Senior Library Assistant
					Senior Line Services Technician
					Senior Permit Technician
					Signs & Markings Technician

NE12	Annually:	\$33,779.2000	\$42,224.0000	\$52,991.1200	Residential Solid Waste Crew Chief
	Monthly:	\$2,814.9333	\$3,518.6667	\$4,415.9267	
	Biweekly:	\$1,299.2000	\$1,624.0000	\$2,038.1200	
	Hourly:	\$16.2400	\$20.3000	\$25.4765	
NE13	Annually:	\$34,142.4584	\$41,824.5062	\$49,506.5641	Assistant Librarian Athletics/Aquatics Coordinator City Records Analyst Equipment Mechanic I Executive Secretary Facilities Maintenance Technician Historic Homes Coordinator Housing Occupancy Technician Police Records Analyst Recreation Specialist Senior Administrative Secretary Senior Customer Service Representative Special Projects Coordinator
	Monthly:	\$2,845.2049	\$3,485.3755	\$4,125.5470	
	Biweekly:	\$1,313.1715	\$1,608.6349	\$1,904.0986	
	Hourly:	\$16.4146	\$20.1079	\$23.8012	
NE14	Annually:	\$36,191.0024	\$44,333.9820	\$52,476.9616	Administrative Aide Administrative Law Enforcement Coordinator Environmental Code Inspector Housing Inspector/Landlord Services Graduate Intern-City Manager's Office Office Coordinator Senior Municipal Court Clerk Signal Maintenance Technician Street Lighting Maintenance Technician
	Monthly:	\$3,015.9169	\$3,694.4985	\$4,373.0801	
	Biweekly:	\$1,391.9616	\$1,705.1532	\$2,018.3447	
	Hourly:	\$17.3995	\$21.3144	\$25.2293	
NE15	Annually:	\$38,001.6000	\$47,375.3280	\$58,649.1360	Heavy Equipment Operator
	Monthly:	\$3,166.8000	\$3,947.9440	\$4,887.4280	
	Biweekly:	\$1,461.6000	\$1,822.1280	\$2,255.7360	
	Hourly:	\$18.2700	\$22.7766	\$28.1967	
NE16	Annually:	\$38,362.4630	\$46,994.0230	\$55,625.5728	CDBG Projects Inspector Equipment Mechanic II Help Desk Technician Human Resources Specialist Payroll/HRIS Technician Residential Building Inspector Senior Telecommunications Technician Special Projects Supervisor
	Monthly:	\$3,196.8719	\$3,916.1686	\$4,635.4644	
	Biweekly:	\$1,475.4793	\$1,807.4624	\$2,139.4451	
	Hourly:	\$18.4435	\$22.5933	\$26.7431	
NE17	Annually:	\$40,664.2089	\$49,813.6625	\$58,963.1059	Building Inspector Electrical/Energy Inspector Engineering Technician GIS Technician Lead Facilities Maintenance Technician Paralegal I Plumbing/Mechanical Inspector Public Information Coordinator Residential Construction Inspector Senior Administrative Law Enforcement Coordinator Senior Environmental Code Inspector Zoning Inspector
	Monthly:	\$3,388.6841	\$4,151.1385	\$4,913.5922	
	Biweekly:	\$1,564.0080	\$1,915.9101	\$2,267.8118	
	Hourly:	\$19.5501	\$23.9489	\$28.3476	

NE18	Annually:	\$43,104.0659	\$52,802.4823	\$62,500.8986	Animal Shelter & Rescue Supervisor
	Monthly:	\$3,592.0055	\$4,400.2069	\$5,208.4082	Crime Analyst
	Biweekly:	\$1,657.8487	\$2,030.8647	\$2,403.8807	Equipment Mechanic III
	Hourly:	\$20.7231	\$25.3858	\$30.0485	Fabrication Welder
NE19	Annually:	\$45,690.3062	\$55,970.6322	\$66,250.9481	Field Supervisor - Animal Services
	Monthly:	\$3,807.5255	\$4,664.2194	\$5,520.9123	Nurse
	Biweekly:	\$1,757.3195	\$2,152.7166	\$2,548.1134	Paralegal II
	Hourly:	\$21.9665	\$26.9090	\$31.8514	PC Support Analyst
NE20	Annually:	\$48,431.7299	\$59,328.8714	\$70,226.0027	Plans Examiner
	Monthly:	\$4,035.9775	\$4,944.0726	\$5,852.1669	Police Records Supervisor
	Biweekly:	\$1,862.7588	\$2,281.8797	\$2,701.0001	Public Service Professional
	Hourly:	\$23.2845	\$28.5235	\$33.7625	
NE21	Annually:	\$51,337.6343	\$62,888.5982	\$74,439.5722	Combination Building Inspector
	Monthly:	\$4,278.1362	\$5,240.7165	\$6,203.2977	PC Support Analyst/Technical Trainer
	Biweekly:	\$1,974.5244	\$2,418.7922	\$2,863.0605	Senior Building Inspector
	Hourly:	\$24.6816	\$30.2349	\$35.7883	
NE22	Annually:	\$54,931.2722	\$67,290.8054	\$79,650.3386	Assistant City Secretary
	Monthly:	\$4,577.6060	\$5,607.5671	\$6,637.5282	Benefits Administrator
	Biweekly:	\$2,112.7412	\$2,588.1079	\$3,063.4746	High Intensity Code Officer
	Hourly:	\$26.4093	\$32.3513	\$38.2934	Police Property Room Supervisor
NE24	Annually:	\$62,890.8109	\$77,041.2405	\$91,191.6702	Senior Admin Aide - City Manager
	Monthly:	\$5,240.9009	\$6,420.1034	\$7,599.3058	Senior Electrical/Energy Inspector
	Biweekly:	\$2,418.8773	\$2,963.1246	\$3,507.3719	Senior PC Support Analyst
	Hourly:	\$30.2360	\$37.0391	\$43.8421	
NE25	Annually:	\$67,293.1602	\$82,434.1284	\$97,575.0864	Database Applications Analyst
	Monthly:	\$5,607.7634	\$6,869.5107	\$8,131.2572	Deputy Marshal
	Biweekly:	\$2,588.1985	\$3,170.5434	\$3,752.8879	Programmer Analyst
	Hourly:	\$32.3525	\$39.6318	\$46.9111	

Pay Grade(s) with no positions: NE02 - NE09 and NE23.



City of Mesquite
FY 2020-21 General Government
Exempt Pay Plan
Effective October 1, 2021

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
EX01	Annually:	\$36,000.0000	\$43,057.5256	\$51,669.0307	Support Services Supervisor
	Monthly:	\$3,000.0000	\$3,588.1271	\$4,305.7526	Westlake Sports Center Supervisor
	Biweekly:	\$1,384.6154	\$1,656.0587	\$1,987.2704	
	Hourly:	\$17.3077	\$20.7007	\$24.8409	
EX02	Annually:	\$37,060.4717	\$46,325.5947	\$55,590.7076	Administrative Supervisor
	Monthly:	\$3,088.3726	\$3,860.4662	\$4,632.5590	Customer Service Supervisor - Tax
	Biweekly:	\$1,425.4028	\$1,781.7536	\$2,138.1041	
	Hourly:	\$17.8175	\$22.2719	\$26.7263	
EX03	Annually:	\$39,284.1033	\$49,105.1316	\$58,926.1498	Health Specialist
	Monthly:	\$3,273.6753	\$4,092.0943	\$4,910.5125	Librarian
	Biweekly:	\$1,510.9270	\$1,888.6589	\$2,266.3904	Marketing Specialist
	Hourly:	\$18.8866	\$23.6082	\$28.3299	
EX04	Annually:	\$41,641.1464	\$52,051.4330	\$62,461.7196	CDBG Coordinator
	Monthly:	\$3,470.0955	\$4,337.6194	\$5,205.1433	Customer Service Supervisor
	Biweekly:	\$1,601.5826	\$2,001.9782	\$2,402.3738	Grant Coordinator
	Hourly:	\$20.0198	\$25.0247	\$30.0297	Rental Certificate of Occupancy Office Administrator Senior Programs Supervisor Storm Water Specialist
EX05	Annually:	\$44,139.6197	\$55,174.5170	\$66,209.4244	CVB Marketing Coordinator
	Monthly:	\$3,678.3016	\$4,597.8764	\$5,517.4520	GIS Analyst
	Biweekly:	\$1,697.6777	\$2,122.0968	\$2,546.5163	Health Specialist II
	Hourly:	\$21.2210	\$26.5262	\$31.8315	Management Analyst Meeting and Group Sales Coordinator - CVB Public Safety Operations Analyst Recreation Supervisor Signs and Marking Supervisor Special Events and Sponsorship Coordinator

EX06	Annually:	\$46,787.9983	\$58,484.9902	\$70,181.9923	Accountant - General
	Monthly:	\$3,898.9999	\$4,873.7492	\$5,848.4994	Accountant - Payroll
	Biweekly:	\$1,799.5384	\$2,249.4227	\$2,699.3074	Budget Analyst
	Hourly:	\$22.4942	\$28.1178	\$33.7413	Chief Plans Examiner Communications and Marketing Coordinator Digital Media Coordinator District Park Supervisor Equipment Services Shift Supervisor Facilities Maintenance Supervisor Graduate Engineer Housing Occupancy Supervisor Human Resources Generalist Human Resources Office Services Coordinator Library Services Supervisor Neighborhood Vitality Analyst Organizational Training Coordinator Printing/Postal Svc. Supervisor Senior Procurement Specialist Senior Procurement Specialist - Construction Solid Waste Supervisor Streets Supervisor Video Producer Warehouse Supervisor
EX07	Annually:	\$49,595.2751	\$61,994.0888	\$74,392.9127	Athletics/Aquatics Supervisor
	Monthly:	\$4,132.9396	\$5,166.1741	\$6,199.4094	Environmental Code Field Supervisor
	Biweekly:	\$1,907.5106	\$2,384.3880	\$2,861.2659	Equipment Services Technical Coordinator
	Hourly:	\$23.8439	\$29.8049	\$35.7658	Police Recruiter Production Supervisor Senior Emergency Management Specialist Signal Maintenance Supervisor Senior Recreation Supervisor Staffing Coordinator Utility Supervisor
EX08	Annually:	\$52,570.9912	\$65,713.7390	\$78,856.4868	Building Inspection Field Supervisor
	Monthly:	\$4,380.9159	\$5,476.1449	\$6,571.3739	Deputy Court Administrator
	Biweekly:	\$2,021.9612	\$2,527.4515	\$3,032.9418	Energov System and Development Process Analyst
	Hourly:	\$25.2745	\$31.5931	\$37.9118	Equipment Services Senior Supervisor GIS Coordinator GIS Senior Analyst Golf Course Superintendent Legal Services Administrator Manager-CVB Mesquite Arts Center Assistant Manager Planner Risk Management Analyst Senior Accountant Senior Budget Analyst Senior Financial Analyst Senior Management Analyst Sustainability Program Coordinator Volunteer and KMB Program Administrator

EX09	Annually: Monthly: Biweekly: Hourly:	\$55,725.2458 \$4,643.7705 \$2,143.2787 \$26.7910	\$69,656.5573 \$5,804.7131 \$2,679.0984 \$33.4887	\$83,587.8789 \$6,965.6566 \$3,214.9184 \$40.1865	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 Utilities Employee Services Coordinator Engineering Contracts Administrator Traffic & Street Lighting Superintendent Website And Systems Developer
EX10	Annually: Monthly: Biweekly: Hourly:	\$59,068.7675 \$4,922.3973 \$2,271.8757 \$28.3984	\$73,835.9517 \$6,152.9960 \$2,839.8443 \$35.4981	\$88,603.1461 \$7,383.5955 \$3,407.8133 \$42.5977	Accounting Supervisor Assistant to the City Manager Network Administrator Senior Planner
EX11	Annually: Monthly: Biweekly: Hourly:	\$62,612.8937 \$5,217.7411 \$2,408.1882 \$30.1024	\$78,266.1121 \$6,522.1760 \$3,010.2351 \$37.6279	\$93,919.3304 \$7,826.6109 \$3,612.2819 \$45.1535	Business Intelligence Analyst-Public Works Finance Coordinator GIS Programmer/Analyst 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:	\$65,602.9010 \$5,466.9084 \$2,523.1885 \$31.5399	\$81,256.1295 \$6,771.3441 \$3,125.2358 \$39.0654	\$96,909.3479 \$8,075.7790 \$3,727.2826 \$46.5910	Behavioral Health Program Manager Principal Planner City Records Manager Police Records Manager
EX14	Annually: Monthly: Biweekly: Hourly:	\$74,572.9534 \$6,214.4128 \$2,868.1905 \$35.8524	\$93,216.1892 \$7,768.0158 \$3,585.2380 \$44.8155	\$111,859.4351 \$9,321.6196 \$4,302.2860 \$53.7786	Downtown Development Manager HR Manager Manager of Economic Development Project Engineer Public Safety Communication Manager Risk Manager Traffic Engineer
EX15	Annually: Monthly: Biweekly: Hourly:	\$79,047.3271 \$6,587.2773 \$3,040.2818 \$38.0035	\$98,809.1640 \$8,234.0970 \$3,800.3525 \$47.5044	\$118,571.0008 \$9,880.9167 \$4,560.4231 \$57.0053	Assistant City Attorney Assistant City Engineer
EX16	Annually: Monthly: Biweekly: Hourly:	\$83,789.6304 \$6,982.4692 \$3,222.6781 \$40.2835	\$104,737.6775 \$8,728.1398 \$4,028.3722 \$50.3547	\$126,062.2895 \$10,505.1908 \$4,848.5496 \$60.6069	Senior Assistant City Attorney
Pay Grade(s) with no positions: EX13					



City of Mesquite
FY 2020-21 General Government
Part-Time/Seasonal Pay Plan (Non-Exempt)
Effective: October 1, 2021

Pay Grade	Salary Range				Position Title	Exempt / Non-Exempt
		Minimum	Midpoint	Maximum		
HS01	Annually:	\$15,463.3626	\$16,408.5103	\$17,353.6580	Facility Attendant	Non-Exempt
	Monthly:	\$1,288.6136	\$1,367.3759	\$1,446.1382		
	Biweekly:	\$594.7447	\$631.0966	\$667.4484		
	Hourly:	\$7.4343	\$7.8887	\$8.3431		
HS02	Annually:	\$17,591.5740	\$18,658.3898	\$19,725.1954	Pool Cashier	Non-Exempt
	Monthly:	\$1,465.9645	\$1,554.8658	\$1,643.7663		
	Biweekly:	\$676.5990	\$717.6304	\$758.6614		
	Hourly:	\$8.4575	\$8.9704	\$9.4833		
HS03	Annually:	\$18,784.8486	\$22,806.0655	\$26,827.2722	Library Page	Non-Exempt
	Monthly:	\$1,502.0000	\$1,593.5200	\$1,685.0400		
	Biweekly:	\$722.4942	\$877.1564	\$1,031.8182		
	Hourly:	\$9.0312	\$10.9645	\$12.8977		
HS04	Annually:	\$19,723.8860	\$21,323.1200	\$22,922.3540	Lifeguard	Non-Exempt
	Monthly:	\$1,643.6572	\$1,776.9267	\$1,910.1962		
	Biweekly:	\$758.6110	\$820.1200	\$881.6290		
	Hourly:	\$9.4826	\$10.2515	\$11.0204		
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	Golf Course Food and Beverage Worker	Non-Exempt
	Biweekly:	\$820.4354	\$867.7688	\$921.8449	Golf Cart Attendant	Non-Exempt
	Hourly:	\$10.2554	\$10.8471	\$11.5231	Golf Course Maintenance Worker	Non-Exempt
HS06	Annually:	\$21,835.6950	\$26,508.3287	\$31,061.0199	Head Lifeguard	Non-Exempt
	Monthly:	\$1,819.6413	\$2,209.0274	\$2,588.4183	Pro Shop Attendant	Non-Exempt
	Biweekly:	\$839.8344	\$1,019.5511	\$1,194.6546	Seasonal Golf Worker	Non-Exempt
	Hourly:	\$10.4979	\$12.7444	\$14.9332	Seasonal Park Worker	Non-Exempt
HS07	Annually:	\$22,707.0725	\$27,815.3950	\$32,924.7426	Seasonal Utility Worker	Non-Exempt
	Monthly:	\$1,892.2560	\$2,317.9496	\$2,743.7285	Airport Security Technician	Non-Exempt
	Biweekly:	\$873.3489	\$1,069.8229	\$1,266.3363	High School Intern	Non-Exempt
	Hourly:	\$10.9169	\$13.3728	\$15.8292	Recreation Aide	Non-Exempt
HS08	Annually:	\$22,707.0725	\$27,815.3950	\$32,924.7426	Undergraduate Intern	Non-Exempt
	Monthly:	\$1,892.2560	\$2,317.9496	\$2,743.7285	Graduate Intern	Non-Exempt
	Biweekly:	\$873.3489	\$1,069.8229	\$1,266.3363	Graduate Intern - Public Works	Non-Exempt
	Hourly:	\$10.9169	\$13.3728	\$15.8292	Recreation Leader I	Non-Exempt
HS09	Annually:	\$24,069.0807	\$29,484.6335	\$34,900.1762	Swim Coach	Non-Exempt
	Monthly:	\$2,005.7567	\$2,457.0528	\$2,908.3480	Westlake Sports Center Attendant	Non-Exempt
	Biweekly:	\$925.7339	\$1,134.0244	\$1,342.3145	Telecommunications Technician	Non-Exempt
	Hourly:	\$11.5717	\$14.1753	\$16.7789		Non-Exempt
HS10	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
HS11	Annually:	\$26,653.9000	\$28,253.1340	\$29,852.3680	Recreation Leader II	Non-Exempt
	Monthly:	\$2,221.1583	\$2,354.4278	\$2,487.6973	Kennel Technician	Non-Exempt
	Biweekly:	\$1,025.1500	\$1,086.6590	\$1,148.1680	Mosquito Control Field Technician	Non-Exempt
	Hourly:	\$12.8144	\$13.5832	\$14.3521		Non-Exempt
HS12	Annually:	\$27,720.0560	\$29,315.1894	\$30,914.4234	Swimming Pool Supervisor	Non-Exempt
	Monthly:	\$2,310.0047	\$2,442.9325	\$2,576.2020		
	Biweekly:	\$1,066.1560	\$1,127.5073	\$1,189.0163		
	Hourly:	\$13.3270	\$14.0938	\$14.8627		
HS13	Annually:	\$30,386.6640	\$37,223.6634	\$44,060.6628	Florence Ranch Homestead Assistant Coordinator	Non-Exempt
	Monthly:	\$2,532.2220	\$3,101.9720	\$3,671.7219	Pool Maintenance Technician	Non-Exempt
	Biweekly:	\$1,168.7178	\$1,431.6794	\$1,694.6409		
	Hourly:	\$14.6090	\$17.8960	\$21.1830		
**No positions in HS10						



City of Mesquite
FY 2020-21 General Government
Detention Officer Pay Plan (Non-Exempt)
Effective October 1, 2021

		Minimum	Midpoint	Maximum
Detention Officer I	Annually:	\$34,342.5250	\$41,006.0000	\$44,059.9219
	Monthly:	\$2,861.8771	\$3,417.1667	\$3,671.6602
	Biweekly:	\$1,320.8663	\$1,577.1538	\$1,694.6124
	Hourly:	\$16.5108	\$19.7144	\$21.1827
Detention Officer II	Annually:	\$36,392.8250	\$43,557.5984	\$51,872.5900
	Monthly:	\$3,032.7354	\$3,629.7999	\$4,322.7158
	Biweekly:	\$1,399.7240	\$1,675.2922	\$1,995.0996
	Hourly:	\$17.4966	\$20.9412	\$24.9387
Detention Supervisor	<i>position filled by a Civil Service Police Officer</i>			



City of Mesquite
FY 2020-21 General Government
Public Safety Dispatcher Pay Plan (Non-Exempt)
Effective October 1, 2021

		Minimum	Midpoint	Maximum
Public Safety Dispatcher	Annually:	\$40,957.2800	\$51,196.6000	\$61,435.9200
	Monthly:	\$3,413.1067	\$4,266.3833	\$5,119.6600
	Biweekly:	\$1,575.2800	\$1,969.1000	\$2,362.9200
	Hourly:	\$19.6910	\$24.6138	\$29.5365
Public Safety Dispatcher Supervisor	Annually:	\$50,911.9128	\$61,111.6884	\$73,758.9132
	Monthly:	\$4,242.6594	\$5,092.6407	\$6,146.5761
	Biweekly:	\$1,958.1505	\$2,350.4496	\$2,836.8813
	Hourly:	\$24.4769	\$29.3806	\$35.4610



City of Mesquite
FY 2020-21 General Government
Managerial Pay Plan (Exempt)
Effective: October 1, 2021

Pay	
Grade	Position Title
Managerial Classification	
MG	Assistant Director of Human Resources and Civil Service Assistant Director of Public Works Assistant Manager Traffic, Engineering and Street Lighting Building Official City Engineer Court Administrator Deputy City Attorney Emergency Management Coordinator FBO General Manager GIS Manager Health Official - Planning & Development Services Dept. Infrastructure Asset Manager 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
FY2020-21 General Government
Executive Pay Plan (Exempt)
Effective October 1, 2021

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 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.

TABLE A

Pay Grade		Steps							B6	Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5				
PG1	Annually:	\$66,304.3710	\$69,616.0290	\$73,096.6215	\$76,757.4045	\$80,584.8015	\$84,623.8785	\$88,855.0740	Police Officer	Non-Exempt	
	Monthly:	\$5,525.3643	\$5,801.3358	\$6,091.3851	\$6,396.4504	\$6,715.4001	\$7,051.9899	\$7,404.5895			
	Biweekly:	\$2,550.1681	\$2,677.5396	\$2,811.4085	\$2,952.2079	\$3,099.4154	\$3,254.7646	\$3,417.5028			
	Hourly:	\$31.8771	\$33.4692	\$35.1426	\$36.9026	\$38.7427	\$40.6846	\$42.7188			
PG2	Annually:	\$102,655.8750	\$105,735.5565						Police Sergeant	Non-Exempt	
	Monthly:	\$8,554.6563	\$8,811.2964								
	Biweekly:	\$3,948.3029	\$4,066.7522								
	Hourly:	\$49.3538	\$50.8344								
PG3	Annually:	\$116,164.8075	\$119,649.7470						Police Lieutenant	Non-Exempt	
	Monthly:	\$9,680.4006	\$9,970.8123								
	Biweekly:	\$4,467.8772	\$4,601.9133								
	Hourly:	\$55.8485	\$57.5239								
PG4	Annually:	\$134,408.5995	\$138,440.8620						Police Captain	Non-Exempt	
	Monthly:	\$11,200.7166	\$11,536.7385								
	Biweekly:	\$5,169.5615	\$5,324.6485								
	Hourly:	\$64.6195	\$66.5581								
PG5	Annually:	\$156,404.2200	\$161,096.3550						Assistant Police Chief	Exempt	
	Monthly:	\$13,033.6850	\$13,424.6963								
	Biweekly:	\$6,015.5469	\$6,196.0137								
	Hourly:	\$75.1943	\$77.4502								

Police Officer
Police Officers begin employment at the base salary. On each police officer’s annual anniversary date, the police officer advances to the next step 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 2020-21 Civil Service
Fire Pay Plan
Effective January 1, 2022

TABLE B

		Steps								
Pay Grade		Base	B1	B2	B3	B4	B5	B6	Position Title/Rank	FLSA Status
FG1	Annually:	\$66,304.3710	\$69,616.0290	\$73,096.6215	\$76,757.4045	\$80,584.8015	\$84,623.8785	\$88,855.0740	Firefighter	Non-Exempt
	Monthly:	\$5,525.3643	\$5,801.3358	\$6,091.3851	\$6,396.4504	\$6,715.4001	\$7,051.9899	\$7,404.5895		
	Biweekly:	\$2,550.1681	\$2,677.5396	\$2,811.4085	\$2,952.2079	\$3,099.4154	\$3,254.7646	\$3,417.5028		
	Hourly (2080 hours):	\$31.8771	\$33.4692	\$35.1426	\$36.9026	\$38.7427	\$40.6846	\$42.7188		
	Hourly (2912 Hours):	\$22.7694	\$23.9066	\$25.1019	\$26.3590	\$27.6734	\$29.0604	\$30.5134		
FG2	Annually:	\$91,520.7300	\$94,266.3540						Fire Driver-Engineer	Non-Exempt
	Monthly:	\$7,626.7275	\$7,855.5295							
	Biweekly:	\$3,520.0281	\$3,625.6290							
	Hourly(2080 hours):	\$44.0004	\$45.3204							
	Hourly (2912 Hours):	\$31.4288	\$32.3717							
FG3	Annually:	\$100,946.3805	\$103,974.7695						Fire Lieutenant	Non-Exempt
	Monthly:	\$8,412.1984	\$8,664.5641							
	Biweekly:	\$3,882.5531	\$3,999.0296							
	Hourly(2080 hours):	\$48.5319	\$49.9879							
	Hourly (2912 Hours):	\$34.6657	\$35.7056							
FG4	Annually:	\$112,866.9780	\$116,252.9865						Fire Captain	Non-Exempt
	Monthly:	\$9,405.5815	\$9,687.7489							
	Biweekly:	\$4,341.0376	\$4,471.2687							
	Hourly(2080 hours):	\$54.2630	\$55.8909							
	Hourly (2912 Hours):	\$38.7593	\$39.9220							
FG5	Annually:	\$129,688.7970	\$133,579.4565						Fire Deputy Chief	Non-Exempt
	Monthly:	\$10,807.3998	\$11,131.6214							
	Biweekly:	\$4,988.0307	\$5,137.6714							
	Hourly(2080 hours):	\$62.3504	\$64.2209							
	Hourly (2912 Hours):	\$44.5360	\$45.8721							
FG6	Annually:	\$154,982.3835	\$159,631.8570						Assistant Fire Chief	Exempt
	Monthly:	\$12,915.1986	\$13,302.6548							
	Biweekly:	\$5,960.8609	\$6,139.6868							
	Hourly(2080 hours):	\$74.5108	\$76.7461							
	Hourly (2912 Hours):	\$53.2220	\$54.8186							

Firefighter

Firefighters begin employment at the base salary. 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