

ORDINANCE NO. 4610

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.

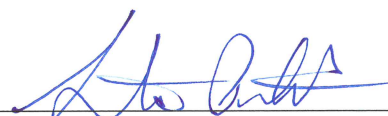
SECTION 11. That should any word, sentence, clause, paragraph or provision of this ordinance be held to be invalid or unconstitutional, the validity of the remaining provisions of this ordinance shall not be affected and shall remain in full force and effect.

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.

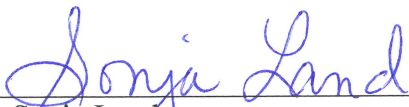
SECTION 13. That this ordinance shall take effect on and after October 1, 2018.

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:



Sonja Land  
City Secretary

APPROVED:



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<br>Park Grounds Maintenance Technician<br>Park Maintenance Specialist<br>Residential Solid Waste Driver - Trainee                                                                                                                                                            | SP-01               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$23,400.00<br>\$1,950.00<br>\$900.00<br>\$11.25   | \$27,133.0000<br>\$2,261.0833<br>\$1,043.5769<br>\$13.0447 | \$32,117.000<br>\$2,676.4167<br>\$1,235.2692<br>\$15.4409  |
| Water Meter Reader                                                                                                                                                                                                                                                                                | SP-02               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$25,480.00<br>\$2,123.33<br>\$980.00<br>\$12.25   | \$28,761.2836<br>\$2,396.7736<br>\$1,106.2032<br>\$13.8275 | \$34,043.9684<br>\$2,836.9974<br>\$1,309.3834<br>\$16.3673 |
| Kennell Attendant<br>Maintenance Worker II<br>Pub Works Disp/Water Pump Stat                                                                                                                                                                                                                      | SP-03               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$27,560<br>\$2,296.67<br>\$1,060.00<br>\$13.25    | \$32,316.1783<br>\$2,693.0149<br>\$1,242.9299<br>\$15.5366 | \$38,251.8029<br>\$3,187.6502<br>\$1,471.2232<br>\$18.3903 |
| Equipment Operator I - Street Maintenance<br>Golf Course Equipment Operator<br>Golf Course Maintenance Technician<br>Park Athletic Fields Technician<br>Park Equipment Operator<br>Residential Solid Waste - Helper<br>Water Services Representative                                              | SP-04               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$29,640.00<br>\$2,470.00<br>\$1,140.00<br>\$14.25 | \$34,255.1490<br>\$2,854.5957<br>\$1,317.5057<br>\$16.4688 | \$40,546.9110<br>\$3,378.9093<br>\$1,559.4966<br>\$19.4937 |
| Concrete Finisher<br>Equipment Operator II<br>Park Irrigation Technician<br>Residential Solid Waste Crew Chief<br>Water Production Technician                                                                                                                                                     | SP-05               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$31,720.00<br>\$2,643.33<br>\$1,220.00<br>\$15.25 | \$36,310.4579<br>\$3,025.8715<br>\$1,396.5561<br>\$17.4570 | \$42,979.7257<br>\$3,581.6438<br>\$1,653.0664<br>\$20.6633 |
| Animal Services Officer<br>Heavy Equipment Operator<br>Senior Grounds Maintenance Technician                                                                                                                                                                                                      | SP-06               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$33,176.00<br>\$2,764.67<br>\$1,276.00<br>\$15.95 | \$38,489.0854<br>\$3,207.4238<br>\$1,480.3494<br>\$18.5044 | \$45,558.5092<br>\$3,796.5424<br>\$1,752.2504<br>\$21.9031 |
| Chemical Application Technician<br>Park Equipment Mechanic<br>Park Maintenance Mechanic<br>Park Maintenance Mechanic - Facilities/Aquatics                                                                                                                                                        | SP-07               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$34,840.00<br>\$2,903.33<br>\$1,340.00<br>\$16.75 | \$40,798.4305<br>\$3,399.8692<br>\$1,569.1704<br>\$19.6146 | \$48,291.0198<br>\$4,024.3350<br>\$1,857.3854<br>\$23.2173 |
| Animal Shelter and Rescue Coordinator<br>Maintenance Crew Chief                                                                                                                                                                                                                                   | SP-08               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$36,920.00<br>\$3,076.67<br>\$1,420.00<br>\$17.75 | \$43,246.3363<br>\$3,603.8614<br>\$1,663.3206<br>\$20.7915 | \$51,189.5410<br>\$4,265.7951<br>\$1,968.8285<br>\$24.6104 |
| Concrete Crew Chief<br>Public Works Backflow Inspector<br>Senior Animal Services Officer<br>Utility Crew Chief                                                                                                                                                                                    | SP-09               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$37,960.00<br>\$3,163.33<br>\$1,460.00<br>\$18.25 | \$45,841.1165<br>\$3,820.0930<br>\$1,763.1199<br>\$22.0390 | \$54,260.9134<br>\$4,521.7428<br>\$2,086.9582<br>\$26.0870 |
| Public Works Construction Inspector<br>Senior Water Production Technician<br>Utilities Technician                                                                                                                                                                                                 | SP-10               | Annually:<br>Monthly:<br>Biweekly:<br>Hourly: | \$41,080.00<br>\$3,423.33<br>\$1,580.00<br>\$19.75 | \$48,591.5835<br>\$4,049.2986<br>\$1,868.9071<br>\$23.3613 | \$57,516.5782<br>\$4,793.0474<br>\$2,212.1757<br>\$27.6522 |
| <i>All positions are non-exempt<br/> \$4808 per hour increase at 6 months/12 months/24 months/36 months/48 months with a "Meets Expectations" or higher job performance review.<br/> For all pay plans - due to rounding in the payroll system, rate may be reflected differently on pay stub</i> |                     |                                               |                                                    |                                                            |                                                            |

## 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<br>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<br>Library Assistant II<br>Line Services Technician<br>Project Assistant - Community Cleanup Tool Part-time<br>Recreation Leader II<br>Secretary<br>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<br>Property Room Clerk<br>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<br>Equipment Services Service Writer<br>Municipal Court Clerk<br>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     |                                                |
| NE15      | Annually:    | 35,303.1317 | 43,246.3363 | 51,189.5410 | Athletics/Aquatics Coordinator                 |
|           | Monthly:     | 2,941.9276  | 3,603.8614  | 4,265.7951  | Equipment Mechanic                             |
|           | Biweekly:    | 1,357.8128  | 1,663.3206  | 1,968.8285  | Executive Secretary                            |
|           | Hourly:      | 16.9727     | 20.7915     | 24.6104     | Fabrication Welder                             |
|           |              |             |             |             | Facilities Maintenance Technician              |
|           |              |             |             |             | Historic Homes Coordinator                     |
|           |              |             |             |             | Housing Occupancy Technician                   |
|           |              |             |             |             | Recreation Specialist                          |
|           |              |             |             |             | Senior Administrative Secretary                |
|           |              |             |             |             | Senior Customer Service Representative         |
|           |              |             |             |             | Special Projects Coordinator                   |
|           |              |             |             |             |                                                |
|           |              |             |             |             | Administrative Aide                            |
|           |              |             |             |             | Administrative Law Enforcement Coordinator     |
|           |              |             |             |             | Environmental Code Inspector                   |
|           |              |             |             |             | GIS Technician                                 |
|           |              |             |             |             | Housing Inspector/Landlord Services            |
|           |              |             |             |             | Office Coordinator                             |
|           |              |             |             |             | Senior Municipal Court Clerk                   |
|           |              |             |             |             | Signal Maintenance Technician                  |
|           |              |             |             |             | Street Lighting Maintenance Technician         |
|           |              |             |             |             |                                                |
|           |              |             |             |             |                                                |
|           |              |             |             |             |                                                |

| Pay Grade | Salary Range |             |             |             | Position Title                                                                                                                                                                                                                                   |
|-----------|--------------|-------------|-------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|           |              | Minimum     | Midpoint    | Maximum     |                                                                                                                                                                                                                                                  |
| NE16      | Annually:    | 37,421.3196 | 45,841.1165 | 54,260.9134 | CDBG Projects Inspector                                                                                                                                                                                                                          |
|           | Monthly:     | 3,118.4433  | 3,820.0930  | 4,521.7428  | Heavy Equipment Mechanic                                                                                                                                                                                                                         |
|           | Biweekly:    | 1,439.2815  | 1,763.1199  | 2,086.9582  | Help Desk Technician                                                                                                                                                                                                                             |
|           | Hourly:      | 17.9910     | 22.0390     | 26.0870     | Human Resources/Civil Service Specialist<br>Human Resources Specialist<br>Payroll/HRIS Technician<br>Residential Building Inspector<br>Risk Specialist<br>Senior Mechanic<br>Senior Telecommunications Technician<br>Special Projects Supervisor |
| NE17      | Annually:    | 39,666.5988 | 48,591.5835 | 57,516.5682 | Building Inspector                                                                                                                                                                                                                               |
|           | Monthly:     | 3,305.5499  | 4,049.2986  | 4,793.0474  | Electrical/Energy Inspector                                                                                                                                                                                                                      |
|           | Biweekly:    | 1,525.6384  | 1,868.9071  | 2,212.1757  | GIS Analyst                                                                                                                                                                                                                                      |
|           | Hourly:      | 19.0705     | 23.3613     | 27.6522     | Lead Facilities Maintenance Technician<br>Paralegal I<br>Plumbing/Mechanical Inspector<br>Public Information Coordinator<br>Senior Environmental Code Inspector                                                                                  |
| NE18      | Annually:    | 42,046.5947 | 51,507.0785 | 60,967.5623 | Crime Analyst                                                                                                                                                                                                                                    |
|           | Monthly:     | 3,503.8829  | 4,292.2565  | 5,080.6302  | Field Supervisor - Animal Services                                                                                                                                                                                                               |
|           | Biweekly:    | 1,617.1767  | 1,981.0415  | 2,344.9062  | Nurse                                                                                                                                                                                                                                            |
|           | Hourly:      | 20.2147     | 24.7630     | 29.3113     | Paralegal II<br>PC Support Analyst<br>Plans Examiner<br>Police Records Supervisor<br>Public Service Professional<br>Signs & Markings Supervisor                                                                                                  |
| 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                                                                                                                                                                                                                         |
|           | Monthly:     | 3,936.9628  | 4,822.7795  | 5,708.5961  | Benefits Administrator                                                                                                                                                                                                                           |
|           | Biweekly:    | 1,817.0598  | 2,225.8982  | 2,634.7367  | GIS Senior Analyst                                                                                                                                                                                                                               |
|           | Hourly:      | 22.7132     | 27.8237     | 32.9342     | High Intensity Code Officer<br>Senior Admin Aide - City Manager<br>Senior Administrative Law Enforcement Coordinator<br>Senior PC Support Analyst<br>Signal Maintenance Supervisor                                                               |
| NE21      | Annually:    | 50,078.1670 | 61,345.7546 | 72,613.3422 | Database Applications Analyst                                                                                                                                                                                                                    |
|           | Monthly:     | 4,173.1806  | 5,112.1462  | 6,051.1119  | Deputy Marshal                                                                                                                                                                                                                                   |
|           | Biweekly:    | 1,926.0833  | 2,359.4521  | 2,792.8209  | Programmer Analyst                                                                                                                                                                                                                               |
|           | 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                               |
|                                 | Monthly:     | 4,465.3032  | 5,469.9965  | 6,474.6897  | Public Safety Computer Administrator/Analyst        |
|                                 | 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                           |
|                                 | Monthly:     | 5,470.1885  | 6,700.9809  | 7,931.7733  | Senior Public Safety Computer Administrator/Analyst |
|                                 | Biweekly:    | 2,524.7024  | 3,092.7604  | 3,660.8184  |                                                     |
|                                 | Hourly:      | 31.5588     | 38.6595     | 45.7602     |                                                     |
| Pay Grade(s) with no positions: |              |             |             |             |                                                     |
| 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               |
| EX05      | Annually:    | 43,056.7400 | 53,820.9200 | 64,585.1097 | Senior Programs Supervisor                           |
|           | Monthly:     | 3,588.0617  | 4,485.0767  | 5,382.0925  | Storm Water Specialist                               |
|           | Biweekly:    | 1,656.0285  | 2,070.0354  | 2,484.0427  |                                                      |
|           | Hourly:      | 20.7004     | 25.8754     | 31.0505     |                                                      |
| EX06      | Annually:    | 45,640.1442 | 57,050.1802 | 68,460.2163 | CVB Marketing Coordinator                            |
|           | Monthly:     | 3,803.3453  | 4,754.1817  | 5,705.0180  | Health Specialist II                                 |
|           | Biweekly:    | 1,755.3902  | 2,194.2377  | 2,633.0852  | Management Analyst                                   |
|           | Hourly:      | 21.9424     | 27.4280     | 32.9136     | Meeting and Group Sales Coordinator - CVB            |
|           |              |             |             |             | Public Safety Operations Analyst                     |
|           |              |             |             |             | Recreation Supervisor                                |
|           |              |             |             |             | Special Events and Sponsorship Coordinator           |
|           |              |             |             |             | Water Conservation & Recycling Coordinator           |
|           | 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                       |
| EX08      | Annually:    | 51,281.2660 | 64,101.5825  | 76,921.8990  | Senior Recreation Supervisor                   |
|           | Monthly:     | 4,273.4388  | 5,341.7985   | 6,410.1583   | Staffing Coordinator                           |
|           | Biweekly:    | 1,972.3564  | 2,465.4455   | 2,958.5346   | Utility Supervisor                             |
|           | Hourly:      | 24.6545     | 30.8181      | 36.9817      | Building Inspection Field Supervisor           |
|           |              |             |              |              | Court Administrator                            |
| EX09      | Annually:    | 54,358.1420 | 67,947.6775  | 81,537.2130  | Energov System and Development Process Analyst |
|           | Monthly:     | 4,529.8452  | 5,662.3065   | 6,794.7677   | GIS Coordinator                                |
|           | Biweekly:    | 2,090.6978  | 2,613.3722   | 3,136.0467   | Golf Course Superintendent                     |
|           | Hourly:      | 26.1337     | 32.6672      | 39.2006      | Human Resources - Civil Service Recruiter      |
|           |              |             |              |              | Legal Services Administrator                   |
| EX10      | Annually:    | 57,619.6305 | 72,024.5381  | 86,429.4458  | Manager-CVB                                    |
|           | Monthly:     | 4,801.6359  | 6,002.0448   | 7,202.4538   | Planner                                        |
|           | Biweekly:    | 2,216.1396  | 2,770.1745   | 3,324.2095   | Senior Accountant                              |
|           | Hourly:      | 27.7017     | 34.6272      | 41.5526      | Senior Budget Analyst                          |
|           |              |             |              |              | Assistant Manager of Facilities Maintenance    |
| EX11      | Annually:    | 61,076.8083 | 76,346.0104  | 91,615.2125  | Assistant Manager of Equipment Services        |
|           | Monthly:     | 5,089.7340  | 6,362.1675   | 7,634.6010   | Assistant Manager of Solid Waste               |
|           | Biweekly:    | 2,349.1080  | 2,936.3850   | 3,523.6620   | Assistant Manager of Streets                   |
|           | Hourly:      | 29.3639     | 36.7048      | 44.0458      | Assistant Manager of Utilities                 |
|           |              |             |              |              | Employee Services Coordinator                  |
| EX12      | Annually:    | 63,993.4702 | 79,262.6723  | 94,531.8744  | Traffic & Street Lighting Superintendent       |
|           | Monthly:     | 5,332.7892  | 6,605.2227   | 7,877.6562   | Website And Systems Developer                  |
|           | Biweekly:    | 2,461.2873  | 3,048.5643   | 3,635.8413   | Assistant to the City Manager                  |
|           | Hourly:      | 30.7661     | 38.1071      | 45.4480      | Finance System Analyst                         |
|           |              |             |              |              | Network Administrator                          |
| EX14      | Annually:    | 72,743.4560 | 90,929.3199  | 109,115.1839 | Senior Planner                                 |
|           | Monthly:     | 6,061.9547  | 7,577.4433   | 9,092.9320   | Administrator of Housing                       |
|           | Biweekly:    | 2,797.8252  | 3,497.2815   | 4,196.7378   | Benefits Manager                               |
|           | Hourly:      | 34.9728     | 43.7160      | 52.4592      | Finance Coordinator                            |
|           |              |             |              |              | GIS Manager                                    |
| EX15      | Annually:    | 77,108.0633 | 96,385.0791  | 115,662.0950 | Manager of Neighborhood Vitality               |
|           | Monthly:     | 6,425.6719  | 8,032.0899   | 9,638.5079   | Park Project Manager                           |
|           | Biweekly:    | 2,965.6947  | 3,707.1184   | 4,448.5421   | Downtown Development Manager                   |
|           | Hourly:      | 37.0712     | 46.3390      | 55.6068      | Principal Planner                              |
|           |              |             |              |              |                                                |
| EX16      | Annually:    | 81,734.0160 | 102,168.1440 | 122,969.6004 | Communication and Marketing Manager            |
|           | Monthly:     | 6,811.1680  | 8,514.0120   | 10,247.4667  | Human Resources Manager                        |
|           | Biweekly:    | 3,143.6160  | 3,929.5440   | 4,729.6000   | Project Engineer                               |
|           | Hourly:      | 39.2952     | 49.1193      | 59.1200      | Public Safety Communication Manager            |
|           |              |             |              |              | Risk Manager                                   |



**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        | Non-Exempt          |
|           | Monthly:     | 1,257.00  | 1,333.83  | 1,410.66  | Golf Cart Attendant       | Non-Exempt          |
|           | 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  | Non-Exempt          |
|           | Monthly:     | 1,430.00  | 1,516.72  | 1,603.44  | Pool Cashier              | Non-Exempt          |
|           | 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      | Non-Exempt          |
|           | Monthly:     | 1,734.00  | 1,834.04  | 1,948.33  | Electronic File Processor | Non-Exempt          |
|           | Biweekly:    | 800.31    | 846.48    | 899.23    | Head Lifeguard            | Non-Exempt          |
|           | Hourly:      | 10.00     | 10.58     | 11.24     | Seasonal Utility Worker   | Non-Exempt          |
| 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                                                       |
|-----------------------------|-----------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------|
| <b>Detention Officer I</b>  | \$16.10 Hourly<br>\$2,791.66 Monthly<br>\$33,500 Annually | \$19.23 Hourly<br>\$3,333.33 Monthly<br>\$40,000 Annually | \$20.66 Hourly<br>\$3,581.58 Monthly<br>\$42,979 Annually |
| <b>Detention Officer II</b> | \$17.06 Hourly<br>\$2,958.33 Monthly<br>\$35,500 Annually | \$20.42 Hourly<br>\$3,540.75 Monthly<br>\$42,489 Annually | \$24.32 Hourly<br>\$4,216.66 Monthly<br>\$50,600 Annually |
| <b>Detention Supervisor</b> | <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<br>(Fire Dispatch Trainee) | Fire Dispatcher<br>(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"><li>• 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.</li><li>• Promotions from Public Safety Dispatcher I to Public Safety Dispatcher II are not eligible for a pro-rated merit increase.</li><li>• Steps increases and other minimum requirements determined by department.</li><li>• This position requires a one -year probationary period due to length of training program.</li></ul> |          |                                       |                                   |          |

| Public Safety Dispatcher II |                       |                       |                       |                         |                         |                         |                       |
|-----------------------------|-----------------------|-----------------------|-----------------------|-------------------------|-------------------------|-------------------------|-----------------------|
|                             | Step 1                | Step 2                | Step 3                | Step 4                  | Step 5                  | Step 6                  | Step 7                |
|                             | 0-2 years<br>as PSDII | 3-5 years<br>as PSDII | 6-9 years<br>as PSDII | 10-14 years<br>as PSDII | 15-19 years as<br>PSDII | 20-24 years<br>as PSDII | 25+ years<br>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

# Pay Plan C

"EXHIBIT C"



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

**TABLE A**

| Pay<br>Grad |           | Steps      |              |           |           |           |           |            | Position Title/Rank    | Exempt /<br>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: | 95,850.49  | **98,726.01  |           |           |           |           |            | Police Sergeant        | Non-Exempt             |
|             | Monthly:  | 7,987.54   | 8,227.17     |           |           |           |           |            |                        |                        |
|             | Biweekly: | 3,686.56   | 3,797.15     |           |           |           |           |            |                        |                        |
|             | Hourly:   | 46.08      | 47.46        |           |           |           |           |            |                        |                        |
| PG3         | Annually: | 102,237.60 | **105,304.73 |           |           |           |           |            | Police Lieutenant      | Non-Exempt             |
|             | Monthly:  | 8,519.80   | 8,775.39     |           |           |           |           |            |                        |                        |
|             | Biweekly: | 3,932.22   | 4,050.18     |           |           |           |           |            |                        |                        |
|             | Hourly:   | 49.15      | 50.63        |           |           |           |           |            |                        |                        |
| PG4         | Annually: | 125,498.23 | **129,263.18 |           |           |           |           |            | Police Captain         | Non-Exempt             |
|             | Monthly:  | 10,458.19  | 10,771.93    |           |           |           |           |            |                        |                        |
|             | Biweekly: | 4,826.85   | 4,971.66     |           |           |           |           |            |                        |                        |
|             | Hourly:   | 60.34      | 62.15        |           |           |           |           |            |                        |                        |
| PG5         | Annually: | 146,035.69 | **150,416.76 |           |           |           |           |            | Assistant Police Chief | Exempt                 |
|             | Monthly:  | 12,169.64  | 12,534.73    |           |           |           |           |            |                        |                        |
|             | Biweekly: | 5,616.76   | 5,785.26     |           |           |           |           |            |                        |                        |
|             | Hourly:   | 70.21      | 72.32        |           |           |           |           |            |                        |                        |

### 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<br>Grad |                      | Steps      |              |           |           |           |           |            |                      |            | Position Title/Rank | FLSA<br>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.

Updated: 10/01/2018