

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS ("CITY"), ADOPTING 2019-20 PAY PLANS FOR FULL-TIME AND PART-TIME GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2019 PROVIDING A ONE-PERCENT MARKET ADJUSTMENT TO THE MINIMUM, MIDPOINT AND MAXIMUM SALARY RANGE PAY STRUCTURE OF CERTAIN GENERAL GOVERNMENT POSITIONS EXCLUDING PUBLIC SAFETY DISPATCHERS AND PUBLIC SAFETY DISPATCHER SUPERVISORS, AND A NEW MINIMUM, MIDPOINT AND MAXIMUM SALARY RANGE PAY STRUCTURE FOR PUBLIC SAFETY DISPATCHERS AND PUBLIC SAFETY DISPATCHER SUPERVISORS; 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 FOR CERTAIN QUALIFYING GENERAL GOVERNMENT PERSONNEL EFFECTIVE ON THE EMPLOYEE'S ANNIVERSARY DATE; PROVIDING A FOUR-PERCENT PAY INCREASE FOR PUBLIC SAFETY DISPATCHERS AND PUBLIC SAFETY DISPATCHER SUPERVISORS EFFECTIVE ON THE EMPLOYEE'S ANNIVERSARY DATE; ADOPTING REVISED PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF JANUARY 1, 2020 PROVIDING A TWO-PERCENT MARKET ADJUSTMENT FOR COMMISSIONED POLICE AND FIRE PERSONNEL EFFECTIVE JANUARY 1, 2020 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" ("Pay Plan A"), is hereby adopted effective on and after October 1, 2019.

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 2019-20 Fiscal Year (each a "Fiscal Year 2019-20 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 2019-20 Pay Plan A Anniversary Date (each a "Fiscal Year 2019-20 Pay Plan A Performance Review"), will be eligible to receive a flat, fixed pay adjustment of \$.4808 per hour, effective on each Fiscal Year 2019-20 Pay Plan A Anniversary Date reached by such employee during the City's 2019-20 Fiscal Year, provided, however, no employee of the City who is on a work improvement plan ("WIP") as of any Fiscal Year 2019-20 Pay Plan A Anniversary Date, or who is placed on a WIP as part of any Fiscal Year 2019-20 Pay Plan 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 2019-20 Fiscal Year. If such employee successfully completes their WIP during the City's 2019-20 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, 2019; 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 2019-20 Fiscal Year, will be eligible to receive a two-percent merit increase effective on the employee's 2019-20 Fiscal Year anniversary date. Employees receiving the two-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 two-percent merit increase set forth in Section 7 below.

SECTION 4. 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" ("Pay Plan B"), is hereby adopted effective on and after October 1, 2019.

SECTION 5. That Pay Plan B includes a one-percent (1%) market adjustment to the minimum, midpoint and maximum salary range pay structure of certain general government positions (excluding public safety dispatchers and public safety dispatcher supervisors) as more fully set forth in Pay Plan B.

SECTION 6. That Pay Plan B includes a new minimum, midpoint and maximum salary range pay structure for public safety dispatchers and public safety dispatcher supervisors as more fully set forth in Pay Plan B. Public safety dispatchers and public safety dispatcher

supervisors will receive a four-percent pay increase effective on the employee's 2019-20 Fiscal Year anniversary date. Any existing employees of the City serving in the positions of public safety dispatcher or public safety dispatcher supervisor who are currently not receiving the new minimum starting pay for such positions as set forth in Pay Plan B shall be increased to the minimum starting pay for such positions as set forth in Pay Plan B effective on October 1, 2019. Public safety dispatchers and public safety dispatcher supervisors receiving the four-percent pay increase set forth in this Section 6 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 2 above or the two-percent merit increases set forth in Section 3 above or Section 7 below because such employees are receiving a four-percent pay increase as more fully set forth in this Section 6.

SECTION 7. That certain full-time and part-time general government employees of the City serving in the positions included in Pay Plan B including, without limitation, employees who have reached their maximum salary range but specifically excluding employees who: (i) are public safety dispatchers or public safety dispatcher supervisors; or (ii) are general government directors, assistant directors, or managers, will be eligible to receive a two-percent merit increase effective on the employee's 2019-20 Fiscal Year anniversary date provided such employee is in good standing and meets a performance standard of "meets expectations" or higher on their annual performance review during the City's 2019-20 Fiscal Year. City employees receiving the two-percent merit increase set forth in this Section 7 shall not be eligible to receive the flat, fixed rate adjustment(s) set forth in Section 2 above or the two-percent merit increase set forth in Section 3 above.

SECTION 8. That notwithstanding anything contained herein to the contrary, no employee of the City who is on a WIP as of the employee's 2019-20 Fiscal Year anniversary date or who is placed on a WIP as part of the employee's 2019-20 Fiscal Year annual performance review shall be eligible for the two-percent merit increase set forth in Section 3 or Section 7 above unless and until such employee successfully completes their WIP during the City's 2019-20 Fiscal Year. If such employee successfully completes their WIP during the City's 2019-20 Fiscal Year, such employee will be eligible for the two-percent merit increase set forth in Section 3 or Section 7 above effective as of the date such employee successfully completes their WIP.

SECTION 9. 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, 2020.

SECTION 10. That Pay Plan C adopted by this ordinance to be effective January 1, 2020 includes: (i) a two-percent market adjustment for all ranks of the commissioned police and fire personnel of the City effective January 1, 2020; and (ii) step increases as more fully set forth in Pay Plan 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 2019-20 Fiscal Year anniversary date.

SECTION 11. 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 11 replaces any annuity or increased annuity previously granted to the same person.

- (b) That the amount of annuity increase under this Section 11 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 11.
- (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 11 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 12. 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 13. 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 14. 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, pay 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 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 15. That subject to the approval by the Board of Trustees of the System, Section 11 of this ordinance pertaining to increases in retirement annuities shall be and become effective on the 1st day of January 2020.

SECTION 16. That this ordinance shall take effect on and after October 1, 2019.


DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas,
on the 3rd day of September 2019.

Stan Pickett
Mayor

ATTEST:

Sonja Land
City Secretary

APPROVED AS TO LEGAL FORM:



David L. Paschall
City Attorney



City of Mesquite
FY 2019-20 General Government
Step Pay Plan (Non-Exempt)
Effective October 1, 2019

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
SP-01	Annually:	\$23,634.00	\$27,404.33	\$32,438.17	Maintenance Worker I
	Monthly:	\$1,969.50	\$2,283.69	\$2,703.18	Park Grounds Maintenance Technician
	Biweekly:	\$909.00	\$1,054.01	\$1,247.62	Park Maintenance Specialist
	Hourly:	\$11.36	\$13.18	\$15.60	Residential Solid Waste Driver - Trainee
SP-02	Annually:	\$25,734.80	\$29,048.90	\$34,384.41	Water Meter Reader
	Monthly:	\$2,144.57	\$2,420.74	\$2,865.37	
	Biweekly:	\$989.80	\$1,117.27	\$1,322.48	
	Hourly:	\$12.37	\$13.97	\$16.53	
SP-03	Annually:	\$27,835.60	\$32,639.34	\$38,634.32	Kennel Technician
	Monthly:	\$2,319.63	\$2,719.95	\$3,219.53	Maintenance Worker II
	Biweekly:	\$1,070.60	\$1,255.36	\$1,485.94	Public Works Dispatcher/Water Pump Station Monitor
	Hourly:	\$13.38	\$15.69	\$18.57	
SP-04	Annually:	\$29,936.40	\$34,597.70	\$40,952.38	Equipment Operator I - Street Maintenance
	Monthly:	\$2,494.70	\$2,883.14	\$3,412.70	Golf Course Equipment Operator
	Biweekly:	\$1,151.40	\$1,330.68	\$1,575.09	Golf Course Maintenance Technician
	Hourly:	\$14.39	\$16.63	\$19.69	Park Athletic Fields Technician Park Equipment Operator Residential Solid Waste - Helper Water Services Representative
SP-05	Annually:	\$32,037.20	\$36,673.56	\$43,409.52	Concrete Finisher
	Monthly:	\$2,669.77	\$3,056.13	\$3,617.46	Equipment Operator II
	Biweekly:	\$1,232.20	\$1,410.52	\$1,669.60	Park Irrigation Technician
	Hourly:	\$15.40	\$17.63	\$20.87	Residential Solid Waste Crew Chief Water Production Technician
SP-06	Annually:	\$33,507.76	\$38,873.98	\$46,014.09	Animal Services Officer
	Monthly:	\$2,792.31	\$3,239.50	\$3,834.51	Heavy Equipment Operator
	Biweekly:	\$1,288.76	\$1,495.15	\$1,769.77	Senior Grounds Maintenance Technician
	Hourly:	\$16.11	\$18.69	\$22.12	
SP-07	Annually:	\$35,188.40	\$41,206.41	\$48,773.93	Chemical Application Technician
	Monthly:	\$2,932.37	\$3,433.87	\$4,064.49	Park Equipment Mechanic
	Biweekly:	\$1,353.40	\$1,584.86	\$1,875.92	Park Maintenance Mechanic
	Hourly:	\$16.92	\$19.81	\$23.45	Park Maintenance Mechanic - Facilities/Aquatics
SP-08	Annually:	\$37,289.20	\$43,678.80	\$51,701.44	Maintenance Crew Chief
	Monthly:	\$3,107.43	\$3,639.90	\$4,308.45	
	Biweekly:	\$1,434.20	\$1,679.95	\$1,988.52	
	Hourly:	\$17.93	\$21.00	\$24.86	
SP-09	Annually:	\$38,339.60	\$46,299.53	\$54,803.52	Concrete Crew Chief
	Monthly:	\$3,194.97	\$3,858.29	\$4,566.96	Public Works Backflow Inspector
	Biweekly:	\$1,474.60	\$1,780.75	\$2,107.83	Public Works Fats, Oils and Grease (FOG) Inspector
	Hourly:	\$18.43	\$22.26	\$26.35	Senior Animal Control Officer Utility Crew Chief
SP-10	Annually:	\$41,490.80	\$49,077.50	\$58,091.74	Public Works Construction Inspector
	Monthly:	\$3,457.57	\$4,089.79	\$4,840.98	Senior Water Production Technician
	Biweekly:	\$1,595.80	\$1,887.60	\$2,234.30	Utilities Technician
	Hourly:	\$19.95	\$23.59	\$27.93	
- \$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. - For all pay plans: Due to rounding in the payroll system, rate may be reflected differently on pay stub.					



City of Mesquite
FY 2019-20 General Government
Non-Exempt Pay Plan
Effective October 1, 2019

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
NE04	Annually:	\$18,507.24	\$22,469.03	\$26,430.81	Golf Course Maintenance Worker
	Monthly:	\$1,542.27	\$1,872.42	\$2,202.57	Library Page
	Biweekly:	\$711.82	\$864.19	\$1,016.57	
	Hourly:	\$8.90	\$10.80	\$12.71	
NE06	Annually:	\$21,513.00	\$26,116.58	\$30,601.99	Airport Security Technician
	Monthly:	\$1,792.75	\$2,176.38	\$2,550.17	High School Intern
	Biweekly:	\$827.42	\$1,004.48	\$1,177.00	Undergraduate Intern
	Hourly:	\$10.34	\$12.56	\$14.71	
NE07	Annually:	\$22,371.50	\$27,404.33	\$32,438.17	Custodian
	Monthly:	\$1,864.29	\$2,283.69	\$2,703.18	Graduate Intern
	Biweekly:	\$860.44	\$1,054.01	\$1,247.62	Graduate Intern - Public Works
	Hourly:	\$10.76	\$13.18	\$15.60	Recreation Leader I Westlake Sports Center Attendant
NE08	Annually:	\$23,713.38	\$29,048.90	\$34,384.41	Administrative Clerk
	Monthly:	\$1,976.12	\$2,420.74	\$2,865.37	Housing Specialist
	Biweekly:	\$912.05	\$1,117.27	\$1,322.48	Library Assistant I
	Hourly:	\$11.40	\$13.97	\$16.53	Senior Food & Beverage Worker Telecommunications Technician
NE09	Annually:	\$25,136.19	\$30,791.83	\$36,447.47	Arts Center Facility Attendant
	Monthly:	\$2,094.68	\$2,565.99	\$3,037.29	Arts Center Event Attendant
	Biweekly:	\$966.78	\$1,184.30	\$1,401.83	Health Clinic Clerk
	Hourly:	\$12.08	\$14.80	\$17.52	Housing Intake Specialist Library Assistant II Line Services Technician Project Assistant - Community Cleanup Tool Part-time Recreation Leader II Secretary Tire Repairer
NE10	Annually:	\$26,644.36	\$32,639.34	\$38,634.32	Automotive Warehouse Clerk
	Monthly:	\$2,220.36	\$2,719.95	\$3,219.53	General Warehouse Clerk
	Biweekly:	\$1,024.78	\$1,255.36	\$1,485.94	Housing Records Specialist
	Hourly:	\$12.81	\$15.69	\$18.57	Print Shop Technician Property Room Clerk Senior Pro Shop Attendant
NE11	Annually:	\$28,243.02	\$34,597.70	\$40,952.38	Accounting Clerk
	Monthly:	\$2,353.59	\$2,883.14	\$3,412.70	Accounts Payable Technician
	Biweekly:	\$1,086.27	\$1,330.68	\$1,575.09	Cashier
	Hourly:	\$13.58	\$16.63	\$19.69	Customer Service Representative Equipment Services Service Writer Municipal Court Clerk Police Records Clerk

NE12	Annually:	\$29,937.60	\$36,673.56	\$43,409.52	Airfield Maintenance Specialist
	Monthly:	\$2,494.80	\$3,056.13	\$3,617.46	Buyer
	Biweekly:	\$1,151.45	\$1,410.52	\$1,669.60	Florence Ranch Homestead Assistant Coordinator
	Hourly:	\$14.39	\$17.63	\$20.87	Permit Technician
					Police Payroll Technician
NE13	Annually:	\$31,733.86	\$38,873.98	\$46,014.09	Pool Maintenance Technician
	Monthly:	\$2,644.49	\$3,239.50	\$3,834.51	Reservation Technician
	Biweekly:	\$1,220.53	\$1,495.15	\$1,769.77	Senior Cashier
	Hourly:	\$15.26	\$18.69	\$22.12	Senior Cashier - Municipal Court
					Senior Library Assistant
NE14	Annually:	\$33,637.89	\$41,206.41	\$48,774.94	Senior Line Services Technician
	Monthly:	\$2,803.16	\$3,433.87	\$4,064.58	Warehouse Technician
	Biweekly:	\$1,293.76	\$1,584.86	\$1,875.96	Administrative Secretary
	Hourly:	\$16.17	\$19.81	\$23.45	Assistant Librarian
					Court Compliance Representative
NE15	Annually:	\$35,656.16	\$43,678.80	\$51,701.44	Engineering Plans and Records Specialist
	Monthly:	\$2,971.35	\$3,639.90	\$4,308.45	Senior Permit Technician
	Biweekly:	\$1,371.39	\$1,679.95	\$1,988.52	Signs & Markings Technician
	Hourly:	\$17.14	\$21.00	\$24.86	Athletics/Aquatics Coordinator
					Equipment Mechanic
NE16	Annually:	\$37,795.53	\$46,299.53	\$54,803.52	Executive Secretary
	Monthly:	\$3,149.63	\$3,858.29	\$4,566.96	Fabrication Welder
	Biweekly:	\$1,453.67	\$1,780.75	\$2,107.83	Facilities Maintenance Technician
	Hourly:	\$18.17	\$22.26	\$26.35	Historic Homes Coordinator
					Housing Occupancy Technician
NE17	Annually:	\$39,795.53	\$48,299.53	\$56,803.52	Recreation Specialist
	Monthly:	\$3,316.29	\$4,024.96	\$4,830.29	Senior Administrative Secretary
	Biweekly:	\$1,558.14	\$1,912.48	\$2,265.14	Senior Customer Service Representative
	Hourly:	\$19.23	\$23.91	\$28.31	Special Projects Coordinator
					Administrative Aide
NE18	Annually:	\$41,795.53	\$50,299.53	\$58,803.52	Administrative Law Enforcement Coordinator
	Monthly:	\$3,483.79	\$4,191.63	\$5,000.29	Environmental Code Inspector
	Biweekly:	\$1,641.89	\$2,095.81	\$2,500.14	GIS Technician
	Hourly:	\$20.52	\$26.19	\$31.25	Housing Inspector/Landlord Services
					Office Coordinator
NE19	Annually:	\$43,795.53	\$52,299.53	\$60,803.52	Senior Municipal Court Clerk
	Monthly:	\$3,649.63	\$4,358.29	\$5,166.96	Signal Maintenance Technician
	Biweekly:	\$1,724.81	\$2,179.14	\$2,583.48	Street Lighting Maintenance Technician
	Hourly:	\$21.56	\$27.24	\$32.29	Animal Shelter & Rescue Supervisor
					CDBG Projects Inspector
NE20	Annually:	\$45,795.53	\$54,299.53	\$62,803.52	Heavy Equipment Mechanic
	Monthly:	\$3,816.29	\$4,524.96	\$5,333.48	Help Desk Technician
	Biweekly:	\$1,808.14	\$2,262.48	\$2,666.74	Human Resources Specialist
	Hourly:	\$22.60	\$28.28	\$33.34	Payroll/HRIS Technician
					Residential Building Inspector
NE21	Annually:	\$47,795.53	\$56,299.53	\$64,803.52	Risk Specialist
	Monthly:	\$3,983.79	\$4,691.63	\$5,500.29	Senior Mechanic
	Biweekly:	\$1,891.89	\$2,345.81	\$2,750.14	Senior Telecommunications Technician
	Hourly:	\$23.65	\$29.32	\$35.00	Special Projects Supervisor

Exhibit B

NE17	Annually: Monthly: Biweekly: Hourly:	\$40,063.26 \$3,338.61 \$1,540.89 \$19.26	\$49,077.50 \$4,089.79 \$1,887.60 \$23.59	\$58,091.73 \$4,840.98 \$2,234.30 \$27.93	Building Inspector Electrical/Energy Inspector Lead Facilities Maintenance Technician Paralegal I Plumbing/Mechanical Inspector Public Information Coordinator Senior Environmental Code Inspector Zoning Inspector
NE18	Annually: Monthly: Biweekly: Hourly:	\$42,467.06 \$3,538.92 \$1,633.35 \$20.42	\$52,022.15 \$4,335.18 \$2,000.85 \$25.01	\$61,577.24 \$5,131.44 \$2,368.36 \$29.60	Crime Analyst Field Supervisor - Animal Services Nurse Paralegal II PC Support Analyst Plans Examiner Police Records Supervisor Public Service Professional
NE19	Annually: Monthly: Biweekly: Hourly:	\$45,015.08 \$3,751.26 \$1,731.35 \$21.64	\$55,143.48 \$4,595.29 \$2,120.90 \$26.51	\$65,271.87 \$5,439.32 \$2,510.46 \$31.38	PC Support Analyst/Technical Trainer
NE20	Annually: Monthly: Biweekly: Hourly:	\$47,715.99 \$3,976.33 \$1,835.23 \$22.94	\$58,452.09 \$4,871.01 \$2,248.16 \$28.10	\$69,188.18 \$5,765.68 \$2,661.08 \$33.26	Assistant City Secretary Benefits Administrator High Intensity Code Officer Senior Admin Aide - City Manager Senior Administrative Law Enforcement Coordinator Senior PC Support Analyst
NE21	Annually: Monthly: Biweekly: Hourly:	\$50,578.95 \$4,214.91 \$1,945.34 \$24.32	\$61,959.21 \$5,163.27 \$2,383.05 \$29.79	\$73,339.48 \$6,111.62 \$2,820.75 \$35.26	Database Applications Analyst Deputy Marshal Programmer Analyst
NE22	Annually: Monthly: Biweekly: Hourly:	\$54,119.48 \$4,509.96 \$2,081.52 \$26.02	\$66,296.36 \$5,524.70 \$2,549.86 \$31.87	\$78,473.24 \$6,539.44 \$3,018.20 \$37.73	Fire Department Nurse Public Safety Computer Administrator/Analyst
NE24	Annually: Monthly: Biweekly: Hourly:	\$61,961.39 \$5,163.45 \$2,383.13 \$29.79	\$75,902.70 \$6,325.22 \$2,919.33 \$36.49	\$89,844.01 \$7,487.00 \$3,455.54 \$43.19	City Marshal
NE25	Annually: Monthly: Biweekly: Hourly:	\$66,298.68 \$5,524.89 \$2,549.95 \$31.87	\$81,215.89 \$6,767.99 \$3,123.69 \$39.05	\$96,133.09 \$8,011.09 \$3,697.43 \$46.22	Senior Programmer Analyst Senior Public Safety Computer Administrator/Analyst
Pay Grade(s) with no positions: NE01, NE02, NE03, NE05 and NE23					



City of Mesquite
FY 2019-20 General Government
Exempt Pay Plan
Effective October 1, 2019

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
EX01	Annually:	\$34,446.02	\$43,057.53	\$51,669.03	Support Services Supervisor
	Monthly:	\$2,870.50	\$3,588.13	\$4,305.75	Tennis Center Supervisor
	Biweekly:	\$1,324.85	\$1,656.06	\$1,987.27	
	Hourly:	\$16.56	\$20.70	\$24.84	
EX02	Annually:	\$36,512.78	\$45,640.98	\$54,769.17	Administrative Supervisor
	Monthly:	\$3,042.73	\$3,803.41	\$4,564.10	Customer Service Supervisor - Tax
	Biweekly:	\$1,404.34	\$1,755.42	\$2,106.51	
	Hourly:	\$17.55	\$21.94	\$26.33	
EX03	Annually:	\$38,703.55	\$48,379.44	\$58,055.32	Health Specialist
	Monthly:	\$3,225.30	\$4,031.62	\$4,837.94	Librarian
	Biweekly:	\$1,488.60	\$1,860.75	\$2,232.90	Marketing Specialist
	Hourly:	\$18.61	\$23.26	\$27.91	
EX04	Annually:	\$41,025.76	\$51,282.20	\$61,538.64	CDBG Coordinator
	Monthly:	\$3,418.81	\$4,273.52	\$5,128.22	Customer Service Supervisor
	Biweekly:	\$1,577.91	\$1,972.39	\$2,366.87	Grant Coordinator
	Hourly:	\$19.72	\$24.65	\$29.59	KMB Executive Director/Volunteer Program Coordinator Senior Programs Supervisor Storm Water Specialist
EX05	Annually:	\$43,487.31	\$54,359.13	\$65,230.96	CVB Marketing Coordinator
	Monthly:	\$3,623.94	\$4,529.93	\$5,435.91	GIS Analyst
	Biweekly:	\$1,672.59	\$2,090.74	\$2,508.88	Health Specialist II
	Hourly:	\$20.91	\$26.13	\$31.36	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:	\$46,096.55	\$57,620.68	\$69,144.82	Accountant - General
	Monthly:	\$3,841.38	\$4,801.72	\$5,762.07	Accountant - Payroll
	Biweekly:	\$1,772.94	\$2,216.18	\$2,659.42	Budget Analyst
	Hourly:	\$22.16	\$27.70	\$33.24	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 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

Exhibit B

EX07	Annually: Monthly: Biweekly: Hourly:	\$48,862.34 \$4,071.86 \$1,879.32 \$23.49	\$61,077.92 \$5,089.83 \$2,349.15 \$29.36	\$73,293.51 \$6,107.79 \$2,818.98 \$35.24	Environmental Code Field Supervisor Production Supervisor Senior Administrative Supervisor Senior Emergency Management Specialist Senior Health Specialist Senior Recreation Supervisor Signal Maintenance Supervisor Staffing Coordinator Utility Supervisor
EX08	Annually: Monthly: Biweekly: Hourly:	\$51,794.08 \$4,316.17 \$1,992.08 \$24.90	\$64,742.60 \$5,395.22 \$2,490.10 \$31.13	\$77,691.12 \$6,474.26 \$2,988.12 \$37.35	Building Inspection Field Supervisor Court Administrator Energov System and Development Process Analyst GIS Coordinator GIS Senior Analyst Golf Course Superintendent Human Resources - Civil Service Recruiter Legal Services Administrator Manager-CVB Mesquite Arts Center Assistant Manager Planner Senior Accountant Senior Budget Analyst Sustainability Program Coordinator
EX09	Annually: Monthly: Biweekly: Hourly:	\$54,901.72 \$4,575.14 \$2,111.60 \$26.40	\$68,627.15 \$5,718.93 \$2,639.51 \$32.99	\$82,352.59 \$6,862.72 \$3,167.41 \$39.59	Assistant Manager of Facilities Maintenance Assistant Manager of Equipment Services 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 Traffic & Street Lighting Superintendent Website And Systems Developer
EX10	Annually: Monthly: Biweekly: Hourly:	\$58,195.83 \$4,849.65 \$2,238.30 \$27.98	\$72,744.78 \$6,062.07 \$2,797.88 \$34.97	\$87,293.74 \$7,274.48 \$3,357.45 \$41.97	Assistant to the City Manager Business Intelligence Analyst-Public Works Finance System Analyst Network Administrator Senior Planner
EX11	Annually: Monthly: Biweekly: Hourly:	\$61,687.58 \$5,140.63 \$2,372.60 \$29.66	\$77,109.47 \$6,425.79 \$2,965.75 \$37.07	\$92,531.36 \$7,710.95 \$3,558.90 \$44.49	Administrator of Housing Benefits Manager Finance Coordinator GIS Manager Manager of Environmental Code Manager of Neighborhood Vitality Park Project Manager
EX12	Annually: Monthly: Biweekly: Hourly:	\$64,633.40 \$5,386.12 \$2,485.90 \$31.07	\$80,055.30 \$6,671.27 \$3,079.05 \$38.49	\$95,477.19 \$7,956.43 \$3,672.20 \$45.90	Downtown Development Manager Principal Planner
EX14	Annually: Monthly: Biweekly: Hourly:	\$73,470.89 \$6,122.57 \$2,825.80 \$35.32	\$91,838.61 \$7,653.22 \$3,532.25 \$44.15	\$110,206.34 \$9,183.86 \$4,238.71 \$52.98	Communication and Marketing Manager Project Engineer Public Safety Communication Manager Risk Manager Traffic Engineer

Exhibit B

EX15	Annually:	\$77,879.14	\$97,348.93	\$116,818.72	Assistant City Attorney
	Monthly:	\$6,489.93	\$8,112.41	\$9,734.89	Assistant City Engineer
	Biweekly:	\$2,995.35	\$3,744.19	\$4,493.03	
	Hourly:	\$37.44	\$46.80	\$56.16	
EX16	Annually:	\$82,551.36	\$103,189.83	\$124,199.30	Senior Assistant City Attorney
	Monthly:	\$6,879.28	\$8,599.15	\$10,349.94	
	Biweekly:	\$3,175.05	\$3,968.84	\$4,776.90	
	Hourly:	\$39.69	\$49.61	\$59.71	
Pay Grade(s) with no positions: EX13					



City of Mesquite
FY 2019-20 General Government
Seasonal Pay Plan (Non-Exempt)
Effective: October 1, 2019

Pay Grade	Salary Range				Position Title	Exempt / Non-Exempt
		Minimum	Midpoint	Maximum		
HS01	Annually:	\$15,234.84	\$16,166.02	\$17,097.20	Facility Attendant Golf Cart Attendant	Non-Exempt Non-Exempt
	Monthly:	\$1,269.57	\$1,347.17	\$1,424.77		
	Biweekly:	\$585.96	\$621.77	\$657.58		
	Hourly:	\$7.32	\$7.77	\$8.22		
HS02	Annually:	\$17,331.60	\$18,382.65	\$19,433.69	Food and Beverage Worker Pool Cashier	Non-Exempt Non-Exempt
	Monthly:	\$1,444.30	\$1,531.89	\$1,619.47		
	Biweekly:	\$666.60	\$707.02	\$747.45		
	Hourly:	\$8.33	\$8.84	\$9.34		
HS04	Annually:	\$19,432.40	\$21,008.00	\$22,583.60	Lifeguard	Non-Exempt
	Monthly:	\$1,619.37	\$1,750.67	\$1,881.97		
	Biweekly:	\$747.40	\$808.00	\$868.60		
	Hourly:	\$9.34	\$10.10	\$10.86		
HS05	Annually:	\$20,070.72	\$21,297.51	\$22,524.29	Pro Shop Attendant	Non-Exempt
	Monthly:	\$1,672.56	\$1,774.79	\$1,877.02		
	Biweekly:	\$771.95	\$819.13	\$866.32		
	Hourly:	\$9.65	\$10.24	\$10.83		
HS06	Annually:	\$21,016.08	\$22,228.56	\$23,613.76	Electronic File Processor Golf Course Maintenance Worker Head Lifeguard Seasonal Golf Worker Seasonal Park Worker Seasonal Utility Worker	Non-Exempt Non-Exempt Non-Exempt Non-Exempt Non-Exempt
	Monthly:	\$1,751.34	\$1,852.38	\$1,967.81		
	Biweekly:	\$808.31	\$854.94	\$908.22		
	Hourly:	\$10.10	\$10.69	\$11.35		
HS07	Annually:	\$22,058.40	\$23,403.84	\$24,749.52	Swim Coach	Non-Exempt
	Monthly:	\$1,838.20	\$1,950.32	\$2,062.46		
	Biweekly:	\$848.40	\$900.15	\$951.90		
	Hourly:	\$10.61	\$11.25	\$11.90		
HS11	Annually:	\$26,260.00	\$27,835.60	\$29,411.20	Mosquito Control Field Technician	Non-Exempt
	Monthly:	\$2,188.33	\$2,319.63	\$2,450.93		
	Biweekly:	\$1,010.00	\$1,070.60	\$1,131.20		
	Hourly:	\$12.63	\$13.38	\$14.14		
HS12	Annually:	\$27,310.40	\$28,881.96	\$30,457.56	Swimming Pool Supervisor	Non-Exempt
	Monthly:	\$2,275.87	\$2,406.83	\$2,538.13		
	Biweekly:	\$1,050.40	\$1,110.84	\$1,171.44		
	Hourly:	\$13.13	\$13.89	\$14.64		



City of Mesquite
 FY 2019-20 General Government
Detention Officer Pay Plan (Non-Exempt)
 Effective October 1, 2019

		Minimum	Midpoint	Maximum
Detention Officer I	Annually:	\$33,835.00	\$40,400.00	\$43,408.79
	Monthly:	\$2,819.58	\$3,366.67	\$3,617.40
	Biweekly:	\$1,301.35	\$1,553.85	\$1,669.57
	Hourly:	\$16.27	\$19.42	\$20.87
Detention Officer II	Annually:	\$35,855.00	\$42,913.89	\$51,106.00
	Monthly:	\$2,987.92	\$3,576.16	\$4,258.83
	Biweekly:	\$1,379.04	\$1,650.53	\$1,965.62
	Hourly:	\$17.24	\$20.63	\$24.57
Detention Supervisor	<i>position filled by a Civil Service Police Officer</i>			



City of Mesquite
FY 2019-20 General Government
Public Safety Dispatcher Pay Plan (Non-Exempt)
Effective October 1, 2019

		Minimum	Midpoint	Maximum
Public Safety Dispatcher	Annually:	\$40,040.00	\$48,172.80	\$59,280.00
	Monthly:	\$3,336.67	\$4,014.40	\$4,940.00
	Biweekly:	\$1,540.00	\$1,852.80	\$2,280.00
	Hourly:	\$19.25	\$23.16	\$28.50
Assistant Public Safety Dispatcher Supervisor	Annually:	\$45,344.00	\$56,035.20	\$64,521.60
	Monthly:	\$3,778.67	\$4,669.60	\$5,376.80
	Biweekly:	\$1,744.00	\$2,155.20	\$2,481.60
	Hourly:	\$21.80	\$26.94	\$31.02
Public Safety Dispatcher Supervisor	Annually:	\$51,147.20	\$61,380.80	\$74,089.60
	Monthly:	\$4,262.27	\$5,115.07	\$6,174.13
	Biweekly:	\$1,967.20	\$2,360.80	\$2,849.60
	Hourly:	\$24.59	\$29.51	\$35.62



City of Mesquite
FY 2019-20 General Government
Managerial Pay Plan (Exempt)
Effective: October 1, 2019

Pay	
Grade	Position Title
Managerial Classification	
MG	Assistant Director of Economic Development
	Assistant Director of Human Resources and Civil Service
	Assistant Director of Parks and Recreation
	Assistant Director of Planning and Development Services
	Assistant Director of Public Works
	Assistant Manager of FBO Operations
	Building Official
	City Engineer
	Deputy City Attorney
	Emergency Management Coordinator
	Health Official - Planning & Development Services Dept.
	Infrastructure Asset Manager
	Manager of Accounting
	Manager of Animal Services
	Manager of Branch Library Services
	Manager of Budget and Financial Analysis
	Manager of Facilities Maintenance
	Manager of Collections
	Manager of Economic Development
	Manager of Equipment Services
	Manager of Golf
	Manager of Historic Preservation
	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

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



City of Mesquite
FY2019-20 General Government
Executive Pay Plan (Exempt)
Effective October 1, 2019

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



**City of Mesquite
FY 2019-20 Civil Service
Police Pay Plan
Effective January 1, 2020**

TABLE A

Pay Grade		Steps								FLSA Status
		Base	B1	B2	B3	B4	B5	B6	Position Title/Rank	
PG1	Annually:	\$63,147.02	\$66,300.98	\$69,615.83	\$73,102.29	\$76,747.43	\$80,594.17	\$84,623.88	Police Officer	Non-Exempt
	Monthly:	\$5,262.25	\$5,525.08	\$5,801.32	\$6,091.86	\$6,395.62	\$6,716.18	\$7,051.99		
	Biweekly:	\$2,428.73	\$2,550.04	\$2,677.53	\$2,811.63	\$2,951.82	\$3,099.78	\$3,254.76		
	Hourly:	\$30.36	\$31.88	\$33.47	\$35.15	\$36.90	\$38.75	\$40.68		
PG2	Annually:	\$97,767.50	\$100,700.53						Police Sergeant	Non-Exempt
	Monthly:	\$8,147.29	\$8,391.71							
	Biweekly:	\$3,760.29	\$3,873.10							
	Hourly:	\$47.00	\$48.41							
PG3	Annually:	\$110,633.15	\$113,952.14						Police Lieutenant	Non-Exempt
	Monthly:	\$9,219.43	\$9,496.01							
	Biweekly:	\$4,255.12	\$4,382.77							
	Hourly:	\$53.19	\$54.78							
PG4	Annually:	\$128,008.19	\$131,848.44						Police Captain	Non-Exempt
	Monthly:	\$10,667.35	\$10,987.37							
	Biweekly:	\$4,923.39	\$5,071.09							
	Hourly:	\$61.54	\$63.39							
PG5	Annually:	\$148,956.40	\$153,425.10						Assistant Police Chief	Exempt
	Monthly:	\$12,413.03	\$12,785.42							
	Biweekly:	\$5,729.09	\$5,900.97							
	Hourly:	\$71.61	\$73.76							

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 2019-20 Civil Service
Fire Pay Plan
Effective January 1, 2020

TABLE B

		Steps								
Pay Grade		Base	B1	B2	B3	B4	B5	B6	Position Title/Rank	FLSA Status
FG1	Annually:	\$63,147.02	\$66,300.98	\$69,615.83	\$73,102.29	\$76,747.43	\$80,594.17	\$84,623.88	Firefighter	Non-Exempt
	Monthly:	\$5,262.25	\$5,525.08	\$5,801.32	\$6,091.86	\$6,395.62	\$6,716.18	\$7,051.99		
	Biweekly:	\$2,428.73	\$2,550.04	\$2,677.53	\$2,811.63	\$2,951.82	\$3,099.78	\$3,254.76		
	Hourly (2080 hours):	\$30.36	\$31.88	\$33.47	\$35.15	\$36.90	\$38.75	\$40.68		
	Hourly (2912 Hours):	\$21.69	\$22.77	\$23.91	\$25.10	\$26.36	\$27.68	\$29.06		
FG2	Annually:	\$87,162.60	\$89,777.48						Fire Driver-Engineer	Non-Exempt
	Monthly:	\$7,263.55	\$7,481.46							
	Biweekly:	\$3,352.41	\$3,452.98							
	Hourly(2080 hours):	\$41.91	\$43.16							
	Hourly (2912 Hours):	\$29.93	\$30.83							
FG3	Annually:	\$96,139.41	\$99,023.59						Fire Lieutenant	Non-Exempt
	Monthly:	\$8,011.62	\$8,251.97							
	Biweekly:	\$3,697.67	\$3,808.60							
	Hourly(2080 hours):	\$46.22	\$47.61							
	Hourly (2912 Hours):	\$33.01	\$34.01							
FG4	Annually:	\$107,492.36	\$110,717.13						Fire Captain	Non-Exempt
	Monthly:	\$8,957.70	\$9,226.43							
	Biweekly:	\$4,134.32	\$4,258.35							
	Hourly(2080 hours):	\$51.68	\$53.23							
	Hourly (2912 Hours):	\$36.91	\$38.02							
FG5	Annually:	\$123,513.14	\$127,218.53						Fire Deputy Chief	Non-Exempt
	Monthly:	\$10,292.76	\$10,601.54							
	Biweekly:	\$4,750.51	\$4,893.02							
	Hourly(2080 hours):	\$59.38	\$61.16							
	Hourly (2912 Hours):	\$42.42	\$43.69							
FG6	Annually:	\$147,602.27	\$152,030.34						Assistant Fire Chief	Exempt
	Monthly:	\$12,300.19	\$12,669.19							
	Biweekly:	\$5,677.01	\$5,847.32							
	Hourly(2080 hours):	\$70.96	\$73.09							
	Hourly (2912 Hours):	\$50.69	\$52.21							

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