

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF MESQUITE, TEXAS (“CITY”), ADOPTING 2020-21 PAY PLANS FOR FULL-TIME AND PART-TIME GENERAL GOVERNMENT PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2020; ADOPTING PAY PLANS FOR COMMISSIONED POLICE AND FIRE PERSONNEL WITH AN EFFECTIVE DATE OF OCTOBER 1, 2020, 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 and part-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, 2020.

SECTION 2. That Pay Plan A adopted by this ordinance to be effective October 1, 2020, includes a new pay structure identified on Exhibit “A” as “CDL Step Pay Plan (Non-Exempt)” for certain field positions in the City’s Public Works, Parks and Recreation, and Animal Services departments that require a commercial driver’s license which raises the minimum pay in those specific positions as identified on Exhibit “A” to a minimum of \$15.00 per hour, effective October 1, 2020.

SECTION 3. 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, 2020.

SECTION 4. 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 October 1, 2020.

SECTION 5. That Pay Plan C adopted by this ordinance to be effective October 1, 2020, includes 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 2020-21 Fiscal Year anniversary date.

SECTION 6. 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 6 replaces any annuity or increased annuity previously granted to the same person.
- (b) That the amount of annuity increase under this Section 6 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 6.
- (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 6 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 7. 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 8. 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 9. 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 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 10. That subject to the approval by the Board of Trustees of the System, Section 6 of this ordinance pertaining to increases in retirement annuities shall be and become effective on the 1st day of January 2021.

SECTION 11. That this ordinance shall take effect on and after October 1, 2020.

DULY PASSED AND APPROVED by the City Council of the City of Mesquite, Texas, on the 21st day of September 2020.

Bruce Archer
Mayor

ATTEST:

APPROVED AS TO LEGAL FORM:

Sonja Land
City Secretary



David L. Paschall
City Attorney



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

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
CDL-01	Annually:	\$27,835.60	\$32,635.20	\$38,625.60	Maintenance Worker I
	Monthly:	\$2,319.63	\$2,719.60	\$3,218.80	Residential Solid Waste Driver - Trainee
	Biweekly:	\$1,070.60	\$1,255.20	\$1,485.60	
	Hourly:	\$13.38	\$15.69	\$18.57	
CDL-02	Annually:	\$31,200.00	\$36,920.00	\$44,720.00	Concrete Finisher
	Monthly:	\$2,600.00	\$3,076.67	\$3,726.67	Maintenance Worker II
	Biweekly:	\$1,200.00	\$1,420.00	\$1,720.00	Park Equipment Operator
	Hourly:	\$15.00	\$17.75	\$21.50	Residential Solid Waste - Helper
CDL-03	Annually:	\$32,240.00	\$37,960.00	\$49,088.00	Equipment Operator I - Street Maintenance
	Monthly:	\$2,686.67	\$3,163.33	\$4,090.67	
	Biweekly:	\$1,240.00	\$1,460.00	\$1,888.00	
	Hourly:	\$15.50	\$18.25	\$23.60	
CDL-04	Annually:	\$33,280.00	\$41,600.00	\$52,208.00	Equipment Operator II
	Monthly:	\$2,773.33	\$3,466.67	\$4,350.67	Residential Solid Waste Crew Chief
	Biweekly:	\$1,280.00	\$1,600.00	\$2,008.00	
	Hourly:	\$16.00	\$20.00	\$25.10	
CDL-05	Annually:	\$35,360.00	\$44,012.80	\$55,120.00	Heavy Equipment Operator
	Monthly:	\$2,946.67	\$3,667.73	\$4,593.33	
	Biweekly:	\$1,360.00	\$1,692.80	\$2,120.00	
	Hourly:	\$17.00	\$21.16	\$26.50	
CDL-06	Annually:	\$37,440.00	\$46,675.20	\$57,782.40	Park Equipment Mechanic
	Monthly:	\$3,120.00	\$3,889.60	\$4,815.20	
	Biweekly:	\$1,440.00	\$1,795.20	\$2,222.40	
	Hourly:	\$18.00	\$22.44	\$27.78	
CDL-07	Annually:	\$39,520.00	\$49,670.40	\$60,216.00	Concrete Crew Chief
	Monthly:	\$3,293.33	\$4,139.20	\$5,018.00	Maintenance Crew Chief
	Biweekly:	\$1,520.00	\$1,910.40	\$2,316.00	Utility Crew Chief
	Hourly:	\$19.00	\$23.88	\$28.95	
CDL-08	Annually:	\$41,600.00	\$52,000.00	\$62,400.00	Utilities Technician - Wastewater/Distribution
	Monthly:	\$3,466.67	\$4,333.33	\$5,200.00	
	Biweekly:	\$1,600.00	\$2,000.00	\$2,400.00	
	Hourly:	\$20.00	\$25.00	\$30.00	
- For all pay plans: Due to rounding in the payroll system, rate may be reflected differently on pay stub.					



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

Pay Grade	Salary Range				Position Title
		Minimum	Midpoint	Maximum	
SP-01	Annually:	\$23,634.00	\$27,404.33	\$32,438.17	Park Grounds Maintenance Technician
	Monthly:	\$1,969.50	\$2,283.69	\$2,703.18	Park Maintenance Specialist
	Biweekly:	\$909.00	\$1,054.01	\$1,247.62	
	Hourly:	\$11.36	\$13.18	\$15.60	
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	Public Works Dispatcher/Water Pump Station Monitor
	Monthly:	\$2,319.63	\$2,719.95	\$3,219.53	
	Biweekly:	\$1,070.60	\$1,255.36	\$1,485.94	
	Hourly:	\$13.38	\$15.69	\$18.57	
SP-04	Annually:	\$29,936.40	\$34,597.70	\$40,952.38	Golf Course Equipment Operator
	Monthly:	\$2,494.70	\$2,883.14	\$3,412.70	Golf Course Maintenance Technician
	Biweekly:	\$1,151.40	\$1,330.68	\$1,575.09	Park Athletic Fields Technician
	Hourly:	\$14.39	\$16.63	\$19.69	Water Services Representative
SP-05	Annually:	\$32,037.20	\$36,673.56	\$43,409.52	Park Irrigation Technician
	Monthly:	\$2,669.77	\$3,056.13	\$3,617.46	Water Production Technician
	Biweekly:	\$1,232.20	\$1,410.52	\$1,669.60	
	Hourly:	\$15.40	\$17.63	\$20.87	
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	Senior Grounds Maintenance Technician
	Biweekly:	\$1,288.76	\$1,495.15	\$1,769.77	
	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 Maintenance Mechanic
	Biweekly:	\$1,353.40	\$1,584.86	\$1,875.92	Park Maintenance Mechanic - Facilities/Aquatics
	Hourly:	\$16.92	\$19.81	\$23.45	
SP-08	Annually:	\$37,289.20	\$43,678.80	\$51,701.44	
	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	Public Works Backflow Inspector
	Monthly:	\$3,194.97	\$3,858.29	\$4,566.96	Public Works Fats, Oils and Grease (FOG) Inspector
	Biweekly:	\$1,474.60	\$1,780.75	\$2,107.83	Senior Animal Control Officer
	Hourly:	\$18.43	\$22.26	\$26.35	
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 - Meter Services
	Hourly:	\$19.95	\$23.59	\$27.93	
- For all pay plans: Due to rounding in the payroll system, rate may be reflected differently on pay stub.					



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

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 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: Monthly: Biweekly: Hourly:	\$29,937.60 \$2,494.80 \$1,151.45 \$14.39	\$36,673.56 \$3,056.13 \$1,410.52 \$17.63	\$43,409.52 \$3,617.46 \$1,669.60 \$20.87	Airfield Maintenance Specialist Buyer Florence Ranch Homestead Assistant Coordinator Line Services Technician Permit Technician Police Payroll Technician Pool Maintenance Technician Reservation Technician Senior Cashier Senior Cashier - Municipal Court Senior Library Assistant Warehouse Technician
NE13	Annually: Monthly: Biweekly: Hourly:	\$31,733.86 \$2,644.49 \$1,220.53 \$15.26	\$38,873.98 \$3,239.50 \$1,495.15 \$18.69	\$46,014.09 \$3,834.51 \$1,769.77 \$22.12	Administrative Secretary Assistant Librarian Court Compliance Representative Senior Airfield Maintenance Specialist Senior Line Services Technician Senior Permit Technician Signs & Markings Technician
NE14	Annually: Monthly: Biweekly: Hourly:	\$33,637.89 \$2,803.16 \$1,293.76 \$16.17	\$41,206.41 \$3,433.87 \$1,584.86 \$19.81	\$48,774.94 \$4,064.58 \$1,875.96 \$23.45	Athletics/Aquatics Coordinator Equipment Mechanic I Executive Secretary Fabrication Welder Facilities Maintenance Technician Historic Homes Coordinator Housing Occupancy Technician Recreation Specialist Senior Administrative Secretary Senior Customer Service Representative Special Projects Coordinator
NE15	Annually: Monthly: Biweekly: Hourly:	\$35,656.16 \$2,971.35 \$1,371.39 \$17.14	\$43,678.80 \$3,639.90 \$1,679.95 \$21.00	\$51,701.44 \$4,308.45 \$1,988.52 \$24.86	Administrative Aide Administrative Law Enforcement Coordinator Environmental Code Inspector Housing Inspector/Landlord Services Graduate Intern-City Manager's Office Office Coordinator Senior Municipal Court Clerk Signal Maintenance Technician Street Lighting Maintenance Technician

NE16	Annually:	\$37,795.53	\$46,299.53	\$54,803.52	CDBG Projects Inspector
	Monthly:	\$3,149.63	\$3,858.29	\$4,566.96	Equipment Mechanic II
	Biweekly:	\$1,453.67	\$1,780.75	\$2,107.83	Help Desk Technician
	Hourly:	\$18.17	\$22.26	\$26.35	Human Resources Specialist
					Payroll/HRIS Technician
					Residential Building Inspector
					Risk Specialist
					Senior Telecommunications Technician
					Special Projects Supervisor
NE17	Annually:	\$40,063.26	\$49,077.50	\$58,091.73	Building Inspector
	Monthly:	\$3,338.61	\$4,089.79	\$4,840.98	Electrical/Energy Inspector
	Biweekly:	\$1,540.89	\$1,887.60	\$2,234.30	Engineering Technician
	Hourly:	\$19.26	\$23.59	\$27.93	GIS Technician
					Lead Facilities Maintenance Technician
					Paralegal I
					Plumbing/Mechanical Inspector
					Public Information Coordinator
					Residential Construction Inspector
NE18	Annually:	\$42,467.06	\$52,022.15	\$61,577.24	Animal Shelter & Rescue Supervisor
	Monthly:	\$3,538.92	\$4,335.18	\$5,131.44	Crime Analyst
	Biweekly:	\$1,633.35	\$2,000.85	\$2,368.36	Equipment Mechanic III
	Hourly:	\$20.42	\$25.01	\$29.60	Field Supervisor - Animal Services
					Nurse
					Paralegal II
					PC Support Analyst
					Plans Examiner
					Police Records Supervisor
NE19	Annually:	\$45,015.08	\$55,143.48	\$65,271.87	Combination Building Inspector
	Monthly:	\$3,751.26	\$4,595.29	\$5,439.32	PC Support Analyst/Technical Trainer
	Biweekly:	\$1,731.35	\$2,120.90	\$2,510.46	Senior Building Inspector
	Hourly:	\$21.64	\$26.51	\$31.38	
NE20	Annually:	\$47,715.99	\$58,452.09	\$69,188.18	Assistant City Secretary
	Monthly:	\$3,976.33	\$4,871.01	\$5,765.68	Benefits Administrator
	Biweekly:	\$1,835.23	\$2,248.16	\$2,661.08	High Intensity Code Officer
	Hourly:	\$22.94	\$28.10	\$33.26	Police Property Room Supervisor
					Senior Admin Aide - City Manager
					Senior Administrative Law Enforcement Coordinator
				Senior PC Support Analyst	

Exhibit B

NE21	Annually:	\$50,578.95	\$61,959.21	\$73,339.48	Database Applications Analyst
	Monthly:	\$4,214.91	\$5,163.27	\$6,111.62	Deputy Marshal
	Biweekly:	\$1,945.34	\$2,383.05	\$2,820.75	Programmer Analyst
	Hourly:	\$24.32	\$29.79	\$35.26	
NE22	Annually:	\$54,119.48	\$66,296.36	\$78,473.24	Fire Department Nurse
	Monthly:	\$4,509.96	\$5,524.70	\$6,539.44	Public Safety Computer Administrator/Analyst
	Biweekly:	\$2,081.52	\$2,549.86	\$3,018.20	
	Hourly:	\$26.02	\$31.87	\$37.73	
NE24	Annually:	\$61,961.39	\$75,902.70	\$89,844.01	City Marshal
	Monthly:	\$5,163.45	\$6,325.22	\$7,487.00	
	Biweekly:	\$2,383.13	\$2,919.33	\$3,455.54	
	Hourly:	\$29.79	\$36.49	\$43.19	
NE25	Annually:	\$66,298.68	\$81,215.89	\$96,133.09	Senior Programmer Analyst
	Monthly:	\$5,524.89	\$6,767.99	\$8,011.09	Senior Public Safety Computer Administrator/Analyst
	Biweekly:	\$2,549.95	\$3,123.69	\$3,697.43	
	Hourly:	\$31.87	\$39.05	\$46.22	
Pay Grade(s) with no positions: NE01, NE02, NE03, NE05 and NE23.					



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

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	Westlake Sports 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	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 Video 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	Communications and Marketing Coordinator Equipment Services Shift Supervisor Facilities Maintenance Supervisor Chief Plans Examiner Digital Media Coordinator District Park 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
EX07	Annually:	\$48,862.34	\$61,077.92	\$73,293.51	Environmental Code Field Supervisor
	Monthly:	\$4,071.86	\$5,089.83	\$6,107.79	Production Supervisor
	Biweekly:	\$1,879.32	\$2,349.15	\$2,818.98	Senior Emergency Management Specialist
	Hourly:	\$23.49	\$29.36	\$35.24	Senior Health Specialist Senior Recreation Supervisor Signal Maintenance Supervisor Staffing Coordinator Utility Supervisor
EX08	Annually:	\$51,794.08	\$64,742.60	\$77,691.12	Building Inspection Field Supervisor
	Monthly:	\$4,316.17	\$5,395.22	\$6,474.26	Deputy Court Administrator
	Biweekly:	\$1,992.08	\$2,490.10	\$2,988.12	Energov System and Development Process Analyst
	Hourly:	\$24.90	\$31.13	\$37.35	Equipment Services Senior Supervisor 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 Senior Management Analyst Sustainability Program Coordinator Volunteer and KMB Program Administrator

Exhibit B

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 Technical Coordinator 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 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 Business Intelligence Analyst-Public Works Court Administrator Finance Coordinator GIS Programmer/Analyst Manager of Environmental Code Manager of Historic Preservation Manager of Neighborhood Vitality Park Project Manager Senior Finance Systems Analyst
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	HR Manager Project Engineer Public Safety Communication Manager Risk Manager Traffic Engineer
EX15	Annually: Monthly: Biweekly: Hourly:	\$77,879.14 \$6,489.93 \$2,995.35 \$37.44	\$97,348.93 \$8,112.41 \$3,744.19 \$46.80	\$116,818.72 \$9,734.89 \$4,493.03 \$56.16	Assistant City Attorney Assistant City Engineer
EX16	Annually: Monthly: Biweekly: Hourly:	\$82,551.36 \$6,879.28 \$3,175.05 \$39.69	\$103,189.83 \$8,599.15 \$3,968.84 \$49.61	\$124,199.30 \$10,349.94 \$4,776.90 \$59.71	Senior Assistant City Attorney
Pay Grade(s) with no positions: EX13					



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

Pay	Salary Range				Position Title	Exempt / Non-Exempt
Grade		Minimum	Midpoint	Maximum		
HS01	Annually:	\$15,234.84	\$16,166.02	\$17,097.20	Facility Attendant	Non-Exempt
	Monthly:	\$1,269.57	\$1,347.17	\$1,424.77	Golf Cart Attendant	Non-Exempt
	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	Non-Exempt
	Monthly:	\$1,444.30	\$1,531.89	\$1,619.47	Pool Cashier	Non-Exempt
	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	Non-Exempt
	Monthly:	\$1,751.34	\$1,852.38	\$1,967.81	Golf Course Maintenance Worker	Non-Exempt
	Biweekly:	\$808.31	\$854.94	\$908.22	Head Lifeguard	Non-Exempt
	Hourly:	\$10.10	\$10.69	\$11.35	Seasonal Golf Worker	Non-Exempt
HS07	Annually:	\$22,058.40	\$23,403.84	\$24,749.52	Seasonal Park Worker	Non-Exempt
	Monthly:	\$1,838.20	\$1,950.32	\$2,062.46	Seasonal Utility Worker	Non-Exempt
	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 2020-21 General Government
Detention Officer Pay Plan (Non-Exempt)
Effective October 1, 2020

		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 2020-21 General Government
Public Safety Dispatcher Pay Plan (Non-Exempt)
Effective October 1, 2020

		Minimum	Midpoint	Maximum
Public Safety Dispatcher	Annually:	\$40,352.00	\$50,440.00	\$60,528.00
	Monthly:	\$3,362.67	\$4,203.33	\$5,044.00
	Biweekly:	\$1,552.00	\$1,940.00	\$2,328.00
	Hourly:	\$19.40	\$24.25	\$29.10
Public Safety Dispatcher Supervisor	Annually:	\$50,159.52	\$60,208.56	\$72,668.88
	Monthly:	\$4,179.96	\$5,017.38	\$6,055.74
	Biweekly:	\$1,929.21	\$2,315.71	\$2,794.96
	Hourly:	\$24.12	\$28.95	\$34.94



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

Pay	
Grade	Position Title
Managerial Classification	
MG	Assistant Director of Economic Development Assistant Director of Finance Assistant Director of Human Resources and Civil Service Assistant Director of Public Works Assistant Manager of FBO Operations Building Official City Engineer Deputy City Attorney Emergency Management Coordinator GIS Manager 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 Equipment Services Manager of Golf Manager of Housing and Community Services Manager of Information Technology Manager of Park Services Manager of Planning and Zoning Manager of Purchasing Manager of Recreation Services Manager of Solid Waste Manager of Streets Manager of Traffic Engineering and Street Lighting Manager of Utilities Mesquite Arts Center Manager

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



City of Mesquite
FY2020-21 General Government
Executive Pay Plan (Exempt)
Effective October 1, 2020

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 2020-21 Civil Service
Police Pay Plan
Effective October 1, 2020

TABLE A

Pay Grade		Steps							Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6		
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 2020-21 Civil Service
Fire Pay Plan
Effective October 1, 2020
TABLE B

		Steps							Position Title/Rank	FLSA Status
Pay Grade		Base	B1	B2	B3	B4	B5	B6		
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