



**Pay Plan C  
CITY OF MESQUITE  
Civil Service Pay Plan - Fire  
Effective January 1, 2019**

**TABLE B**

Pay Grade		Steps						Position Title/Rank	FLSA 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.