



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

**TABLE A**

Pay Grade		Steps						Position Title/Rank	FLSA Status	
		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	98,726.00						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:	108,463.87	111,717.79						Police Lieutenant	Non-Exempt
	Monthly:	9,038.66	9,309.82							
	Biweekly:	4,171.69	4,296.84							
	Hourly:	52.15	53.71							
PG4	Annually:	125,498.23	129,263.18						Police Captain	Non-Exempt
	Monthly:	10,458.19	10,771.93							
	Biweekly:	4,826.86	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.