

**City of Mesquite**  
**FY 2025-26 Civil Service**  
**Fire Pay Plan**  
**Effective January 1, 2026**

**TABLE B**

Pay Grade		Steps								Position Title/Rank	FLSA Status
		Base	B1	B2	B3	B4	B5	B6	B7		
FG1	Annually:	\$83,868.6244	\$83,868.6244	\$83,868.6244	\$88,062.0609	\$92,465.1639	\$97,088.4221	\$101,942.8432	\$107,039.9854	Firefighter	Non-Exempt
	Monthly:	\$6,989.0520	\$6,989.0520	\$6,989.0520	\$7,338.5051	\$7,705.4303	\$8,090.7018	\$8,495.2369	\$8,919.9988		
	Biweekly:	\$3,225.7163	\$3,225.7163	\$3,225.7163	\$3,387.0023	\$3,556.3525	\$3,734.1701	\$3,920.8786	\$4,116.9225		
	Hourly (2080 h):	\$40.3215	\$40.3215	\$40.3215	\$42.3375	\$44.4544	\$46.6771	\$49.0110	\$51.4615		
	Hourly (2912 h):	\$28.8010	\$28.8010	\$28.8010	\$30.2411	\$31.7531	\$33.3408	\$35.0078	\$36.7582		
FG2	Annually:	\$109,952.8197	\$115,450.4608							Fire Driver-Engineer	Non-Exempt
	Monthly:	\$9,162.7350	\$9,620.8717								
	Biweekly:	\$4,228.9546	\$4,440.4023								
	Hourly (2080 h):	\$52.8619	\$55.5050								
	Hourly (2912 h):	\$37.7585	\$39.6464								
FG3	Annually:	\$122,377.4884	\$128,496.3628							Fire Lieutenant	Non-Exempt
	Monthly:	\$10,198.1240	\$10,708.0302								
	Biweekly:	\$4,706.8265	\$4,942.1678								
	Hourly (2080 h):	\$58.8353	\$61.7771								
	Hourly (2912 h):	\$42.0252	\$44.1265								
FG4	Annually:	\$136,206.1446	\$143,016.4518							Fire Captain	Non-Exempt
	Monthly:	\$11,350.5120	\$11,918.0377								
	Biweekly:	\$5,238.6979	\$5,500.6328								
	Hourly (2080 h):	\$65.4837	\$68.7579								
	Hourly (2912 h):	\$46.7741	\$49.1128								
FG5	Annually:	\$151,597.4384	\$159,177.3109							Fire Battalion Chief	Non-Exempt
	Monthly:	\$12,633.1199	\$13,264.7759								
	Biweekly:	\$5,830.6707	\$6,122.2043								
	Hourly (2080 h):	\$72.8834	\$76.5276								
	Hourly (2912 h):	\$52.0596	\$54.6625								
FG6	Annually:	\$177,821.1091	\$186,712.1646							Assistant Fire Chief	Exempt
	Monthly:	\$14,818.4258	\$15,559.3470								
	Biweekly:	\$6,839.2734	\$7,181.2371								
	Hourly (2080 h):	\$85.4909	\$89.7655								
	Hourly (2912 h):	\$61.0649	\$64.1182								

**Firefighter**

Firefighters begin employment at the base salary. On a firefighter's third anniversary, they will move to step B3. 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 B7 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

