



City of Mesquite
FY 2019-20 Civil Service
Police Pay Plan
Effective January 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