



Staff Report

TO: City Council
FROM: Todd Parton, City Manager
DATE: March 1, 2022
SUBJECT: Approval of Compensation Plan and Salary Table

Background and Analysis:

This item was tabled by City Council on February 15, 2022, until such time that City staff could provide additional information. The City compensation plan and salary table were adjusted to account for all 2022 minimum wage requirements, negotiated salary increases between bargaining units, individuals and the City of Beaumont. Those bargaining units and individuals included the Police Officers Association approved January 4, 2022, Managers Professional Technical Unit approved January 18, 2022, and the Police Managers approved February 15, 2022. Positions added to the compensation plan and salary table include the Assistant Director of Finance and the General Manager of Utilities added in the FY 2022 budget process. The Environmental Compliance Manager and the Wastewater Collections Supervisor positions were added as part of the mid-year FY 2021 Wastewater Fund budget adjustment.

On March 2, 2021, City staff presented a five-year compensation concept to City Council for labor relations and negotiations, see attachment D. That concept outlined a five-year plan beginning with a compensation study and engaging represented labor groups to assist in identifying the benchmark cities. The proposal was to adjust salary schedules to midpoint based on the study, adjust merit steps to 2.5%, include periodic cost of living adjustments based on the prior 24-month consumer price index along with a follow up compensation study at the end of the term and other assumptions outlined in the attachment.

In addition to the negotiated labor agreement increases, City staff also proposes adjustments for the Administrative Services Director, Chief of Police, Community Development Director, Community Services Director and the Finance Director. These proposed changes are predicated on the median base concept outlined in the five-year plan that was utilized in negotiations with the City's bargaining units.

The proposed Compensation Plan and Salary table also include increases for the Assistant City Manager, Assistant Director of Community Services, Assistant Director of

Finance, Police Cadet, Principal Engineer, and Police Trainee. These amendments are proposed in order to ensure internal equity in the organization on contemplation of the organizational structure and primary duties and responsibilities specified for each position.

Fiscal Impact:

Thus far increases have been negotiated for the Police Officer Association (POA), the Managers Professional Technical, and the Police Managers bargaining units. The fiscal impact of these negotiated agreements for FY2022 are as follows:

POA (65 positions/65 adjustments)	\$144,628,
Managers Professional Technical (24 positions/14 adjustments)	\$153,818, and
Police Managers (4 positions/3 adjustments)	\$37,973.

The fiscal impact for FY2022 of the proposed but not yet implemented adjustments is \$65,384. (9 positions/9adjustments)

Combined, the adjustments have an impact of \$401,803. This impact is approximately \$340,000 below funds allocated in the FY2022 budget.

City staff estimates the cost to prepare this staff report to be \$680.

Recommended Action:

Approval of the Compensation Plan and Salary Table.

Attachments:

- A. Compensation Plan
- B. Salary Table
- C. Ralph Andersen and Associates Labor Market Survey
- D. Compensation Concept