



**- COMPENSATION PLAN -**

Adopted by City Council August 18, 2020

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Account Technician	SEIU	44	55
Administrative Services Director	Employment Contract	84	94
Administrative Services Manager	Professional/Technical/Manager	63	73
Animal Control Officer I	SEIU	44	54
Animal Control Officer II	SEIU	48	58
Assistant City Manager	Employment Contract	95	105
Assistant Director of Community Services	Professional/Technical/Manager	70	80
Assistant Director of Public Works	Professional/Technical/Manager	60	70
Assistant Engineer	SEIU	58	68
Assistant Fire Marshal	Professional/Technical/Manager	61	71
Assistant Planning Director	Professional/Technical/Manager	60	70
Assistant to the City Manager I/II/III	Professional/Technical/Manager	48	70
Associate Planner	SEIU	57	67
Budget Specialist	Professional/Technical/Manager	59	69
Building/Grounds/Maintenance Supervisor	Professional/Technical/Manager	56	66
Building/Grounds/Maintenance Worker	SEIU	38	48
Building Inspector	SEIU	52	62
Building Permit Technician I	SEIU	40	50
Building Permit Technician II	SEIU	46	56
Building Plans Examiner	SEIU	54	64
Bus Driver – Lead	SEIU	38	48
Bus Driver I	SEIU	32	42
Bus Driver II	SEIU	38	48
Chief Building Official	Professional/Technical/Manager	80	90
Chief of Police	Employment Contract	94	104
Chief Plant Operator – Wastewater	Professional/Technical/Manager	76	86
City Engineer / Public Works Director	Employment Contract	92	102
City Manager	Employment Contract	102	112
Communications Supervisor	Professional/Technical/Manager	48	58
Community Enhancement Officer I	SEIU	46	56
Community Enhancement Officer II	SEIU	50	60
Collection Crew Supervisor	Professional/Technical/Manager	51	61
Community Development Analyst	Professional/Technical/Manager	54	64
Community Development Director	Employment Contract	84	94
Community Services Director	Employment Contract	82	92
Community Services Manager	Professional/Technical/Manager	57	67
Customer Service Coordinator I	SEIU	32	42
Customer Service Coordinator II	SEIU	38	48
Customer Service Coordinator III	SEIU	43	53
Customer Service Coordinator IV	Professional/Technical/Manager	54	64
Customer Service Coordinator Lead	Professional/Technical/Manager	50	60

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Deputy Chief of Police	Police Management	91	101
Deputy City Clerk	Professional/Technical/Manager	63	73
Deputy City Manager	Professional/Technical/Manager	78	88
Economic Development Manager	Professional/Technical/Manager	71	81
Engineering Development Technician I	SEIU	40	50
Engineering Development Technician II	SEIU	46	56
Equipment Operator	SEIU	39	49
Executive Assistant	Professional/Technical/Manager	43	53
Finance Director	Employment Contract	84	94
Information Technology Manager	Professional/Technical/Manager	72	82
HR/Payroll Technician	SEIU	42	52
IT Analyst I	SEIU	41	51
IT Analyst II	SEIU	49	59
Lead Building/Grounds Maint Worker	SEIU	44	54
Lead Dispatcher	POA	47	57
Lead Recreation Specialist	SEIU	22	32
Lifeguard I/II/III	SEIU	19	29
Maintenance Helper	SEIU	23	33
Mechanic	SEIU	44	54
Management Analyst	SEIU	58	68
Planning Director	Professional/Technical/Manager	66	76
Police Cadet		24	24
Police Commander	Police Management	83	93
Police Corporal	Police Officers Association	63	73
Police Lieutenant	Police Management	82	92
Police Officer	Police Officers Association	57	67
Police Records Specialist	Police Officers Association	32	42
Police Sergeant	Police Officers Association	69	79
Police Services Analyst	Police Officers Association	55	65
Principal Engineer	Professional/Technical/Manager	69	79
Public Safety Dispatcher I	Police Officers Association	35	45
Public Safety Dispatcher II	Police Officers Association	41	51
Police Trainee		43	43
Public Works Inspector	SEIU	57	67
Public Works Manager	Professional/Technical/Manager	69	79
Quality of Life Officer I	SEIU	40	50
Quality of Life Officer II	SEIU	44	54
Quality of Life Officer III	SEIU	48	58
Quality of Life Officer Trainee	SEIU	30	30
Records Supervisor	Professional/Technical/Manager	48	58
Recreation Specialist	SEIU	19	29
Resources Director	Professional/Technical/Manager	66	76
Resources Manager	Professional/Technical/Manager	54	64
Senior Accountant	Professional/Technical/Manager	67	77
Senior Center Manager	Professional/Technical/Manager	54	64
Solid Waste Recycling Manager	Professional/Technical/Manager	59	69

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Special Projects/PIO	Professional/Technical/Manager	59	69
Senior Planner	Professional/Technical/Manager	67	77
Support Services Director	Professional/Technical/Manager	66	76
Street Maintenance Supervisor	Professional/Technical/Manager	49	59
Street Maintenance Worker	SEIU	44	54
Support Services Supervisor	Police Officers Association	55	65
Support Services Specialist I	Police Officers Association	29	39
Support Services Specialist II	Police Officers Association	35	45
Support Services Trainee	Police Officers Association	28	38
Transit Director	Professional/Technical/Manager	74	84
Transit Operations Supervisor	Professional/Technical/Manager	56	66
Vehicle Maintenance Supervisor	Professional/Technical/Manager	49	59
Wastewater Collection System Worker I	SEIU	44	54
Wastewater Collection System Worker II	SEIU	48	58
Wastewater Plant Operator I	SEIU	45	55
Wastewater Plant Operator II	SEIU	51	61
Wastewater Plant Operator III	SEIU	55	65
Wastewater Plant Operator IV	SEIU	59	69
Wastewater Plant Operator V	SEIU	63	73
Wastewater Plant Supervisor	Professional/Technical/Manager	64	74

*\*Unfunded\**

# City of Beaumont

## Salary Range Table

*Effective 8/18/2020*

Step	Annual	Monthly	Bi-Weekly	Hourly
0	\$ 17,638.44	\$ 1,469.87	\$ 678.40	\$ 8.48
1	\$ 18,075.24	\$ 1,506.27	\$ 695.20	\$ 8.69
2	\$ 18,532.80	\$ 1,544.40	\$ 712.80	\$ 8.91
3	\$ 18,990.36	\$ 1,582.53	\$ 730.40	\$ 9.13
4	\$ 19,468.80	\$ 1,622.40	\$ 748.80	\$ 9.36
5	\$ 19,947.24	\$ 1,662.27	\$ 767.20	\$ 9.59
6	\$ 20,446.44	\$ 1,703.87	\$ 786.40	\$ 9.83
7	\$ 20,966.40	\$ 1,747.20	\$ 806.40	\$ 10.08
8	\$ 21,486.36	\$ 1,790.53	\$ 826.40	\$ 10.33
9	\$ 22,027.20	\$ 1,835.60	\$ 847.20	\$ 10.59
10	\$ 22,588.80	\$ 1,882.40	\$ 868.80	\$ 10.86
11	\$ 23,150.40	\$ 1,929.20	\$ 890.40	\$ 11.13
12	\$ 23,712.00	\$ 1,976.00	\$ 912.00	\$ 11.40
13	\$ 24,315.24	\$ 2,026.27	\$ 935.20	\$ 11.69
14	\$ 24,918.36	\$ 2,076.53	\$ 958.40	\$ 11.98
15	\$ 25,542.36	\$ 2,128.53	\$ 982.40	\$ 12.28
16	\$ 26,187.24	\$ 2,182.27	\$ 1,007.20	\$ 12.59
17	\$ 26,832.00	\$ 2,236.00	\$ 1,032.00	\$ 12.90
18	\$ 27,518.40	\$ 2,293.20	\$ 1,058.40	\$ 13.23
19	\$ 28,204.80	\$ 2,350.40	\$ 1,084.80	\$ 13.56
20	\$ 28,911.96	\$ 2,409.33	\$ 1,112.00	\$ 13.90
21	\$ 29,619.24	\$ 2,468.27	\$ 1,139.20	\$ 14.24
22	\$ 30,368.04	\$ 2,530.67	\$ 1,168.00	\$ 14.60
23	\$ 31,116.84	\$ 2,593.07	\$ 1,196.80	\$ 14.96
24	\$ 31,907.16	\$ 2,658.93	\$ 1,227.20	\$ 15.34
25	\$ 32,697.60	\$ 2,724.80	\$ 1,257.60	\$ 15.72
26	\$ 33,508.80	\$ 2,792.40	\$ 1,288.80	\$ 16.11
27	\$ 34,361.64	\$ 2,863.47	\$ 1,321.60	\$ 16.52
28	\$ 35,214.36	\$ 2,934.53	\$ 1,354.40	\$ 16.93
29	\$ 36,087.96	\$ 3,007.33	\$ 1,388.00	\$ 17.35
30	\$ 37,003.20	\$ 3,083.60	\$ 1,423.20	\$ 17.79
31	\$ 37,918.44	\$ 3,159.87	\$ 1,458.40	\$ 18.23
32	\$ 38,875.20	\$ 3,239.60	\$ 1,495.20	\$ 18.69
33	\$ 39,852.84	\$ 3,321.07	\$ 1,532.80	\$ 19.16
34	\$ 40,830.36	\$ 3,402.53	\$ 1,570.40	\$ 19.63
35	\$ 41,849.64	\$ 3,487.47	\$ 1,609.60	\$ 20.12
36	\$ 42,910.44	\$ 3,575.87	\$ 1,650.40	\$ 20.63
37	\$ 43,971.24	\$ 3,664.27	\$ 1,691.20	\$ 21.14
38	\$ 45,073.56	\$ 3,756.13	\$ 1,733.60	\$ 21.67
39	\$ 46,196.76	\$ 3,849.73	\$ 1,776.80	\$ 22.21
40	\$ 47,361.60	\$ 3,946.80	\$ 1,821.60	\$ 22.77
41	\$ 48,547.20	\$ 4,045.60	\$ 1,867.20	
42	\$ 49,753.56	\$ 4,146.13	*	\$ 23.92
43	\$ 51,001.56	\$ 4,250.13	\$ 1,961.60	\$ 24.52
44	\$ 52,270.44	\$ 4,355.87	\$ 2,010.40	\$ 25.13
45	\$ 53,580.84	\$ 4,465.07	\$ 2,060.80	\$ 25.76
46	\$ 54,932.76	\$ 4,577.73	\$ 2,112.80	\$ 26.41
47	\$ 56,305.56	\$ 4,692.13	\$ 2,165.60	\$ 27.07
48	\$ 57,699.24	\$ 4,808.27	\$ 2,219.20	\$ 27.74
49	\$ 59,155.20	\$ 4,929.60	\$ 2,275.20	\$ 28.44
50	\$ 60,632.04	\$ 5,052.67	\$ 2,332.00	\$ 29.15
51	\$ 62,150.40	\$ 5,179.20	\$ 2,390.40	\$ 29.88
52	\$ 63,689.64	\$ 5,307.47	\$ 2,449.60	\$ 30.62
53	\$ 65,291.16	\$ 5,440.93	\$ 2,511.20	\$ 31.39
54	\$ 66,913.56	\$ 5,576.13	\$ 2,573.60	\$ 32.17
55	\$ 68,598.36	\$ 5,716.53	\$ 2,638.40	\$ 32.98
56	\$ 70,304.04	\$ 5,858.67	\$ 2,704.00	\$ 33.80

Step	Annual	Monthly	Bi-Weekly	Hourly
57	\$ 72,072.00	\$ 6,006.00	\$ 2,772.00	\$ 34.65
58	\$ 73,860.84	\$ 6,155.07	\$ 2,840.80	\$ 35.51
59	\$ 75,711.96	\$ 6,309.33	\$ 2,912.00	\$ 36.40
60	\$ 77,604.84	\$ 6,467.07	\$ 2,984.80	\$ 37.31
61	\$ 79,539.24	\$ 6,628.27	\$ 3,059.20	\$ 38.24
62	\$ 81,536.04	\$ 6,794.67	\$ 3,136.00	\$ 39.20
63	\$ 83,574.36	\$ 6,964.53	\$ 3,214.40	\$ 40.18
64	\$ 85,654.44	\$ 7,137.87	\$ 3,294.40	\$ 41.18
65	\$ 87,796.80	\$ 7,316.40	\$ 3,376.80	\$ 42.21
66	\$ 90,001.56	\$ 7,500.13	\$ 3,461.60	\$ 43.27
67	\$ 92,247.96	\$ 7,687.33	\$ 3,548.00	\$ 44.35
68	\$ 94,556.76	\$ 7,879.73	\$ 3,636.80	\$ 45.46
69	\$ 96,927.96	\$ 8,077.33	\$ 3,728.00	\$ 46.60
70	\$ 99,361.56	\$ 8,280.13	\$ 3,821.60	\$ 47.77
71	\$ 101,816.04	\$ 8,484.67	\$ 3,916.00	\$ 48.95
72	\$ 104,374.44	\$ 8,697.87	\$ 4,014.40	\$ 50.18
73	\$ 106,974.36	\$ 8,914.53	\$ 4,114.40	\$ 51.43
74	\$ 109,657.56	\$ 9,138.13	\$ 4,217.60	\$ 52.72
75	\$ 112,403.16	\$ 9,366.93	\$ 4,323.20	\$ 54.04
76	\$ 115,211.16	\$ 9,600.93	\$ 4,431.20	\$ 55.39
77	\$ 118,081.56	\$ 9,840.13	\$ 4,541.60	\$ 56.77
78	\$ 121,035.24	\$ 10,086.27	\$ 4,655.20	\$ 58.19
79	\$ 124,071.96	\$ 10,339.33	\$ 4,772.00	\$ 59.65
80	\$ 127,171.20	\$ 10,597.60	\$ 4,891.20	\$ 61.14
81	\$ 130,353.60	\$ 10,862.80	\$ 5,013.60	\$ 62.67
82	\$ 133,598.40	\$ 11,133.20	\$ 5,138.40	\$ 64.23
83	\$ 136,947.24	\$ 11,412.27	\$ 5,267.20	\$ 65.84
84	\$ 140,358.36	\$ 11,696.53	\$ 5,398.40	\$ 67.48
85	\$ 143,873.64	\$ 11,989.47	\$ 5,533.60	\$ 69.17
86	\$ 147,471.96	\$ 12,289.33	\$ 5,672.00	\$ 70.90
87	\$ 151,153.56	\$ 12,596.13	\$ 5,813.60	\$ 72.67
88	\$ 154,939.20	\$ 12,911.60	\$ 5,959.20	\$ 74.49
89	\$ 158,808.00	\$ 13,234.00	\$ 6,108.00	\$ 76.35
90	\$ 162,780.84	\$ 13,565.07	\$ 6,260.80	\$ 78.26
91	\$ 166,857.60	\$ 13,904.80	\$ 6,417.60	\$ 80.22
92	\$ 171,017.64	\$ 14,251.47	\$ 6,577.60	\$ 82.22
93	\$ 175,302.36	\$ 14,608.53	\$ 6,742.40	\$ 84.28
94	\$ 179,691.24	\$ 14,974.27	\$ 6,911.20	\$ 86.39
95	\$ 184,163.16	\$ 15,346.93	\$ 7,083.20	\$ 88.54
96	\$ 188,780.76	\$ 15,731.73	\$ 7,260.80	\$ 90.76
97	\$ 193,502.40	\$ 16,125.20	\$ 7,442.40	\$ 93.03
98	\$ 198,327.96	\$ 16,527.33	\$ 7,628.00	\$ 95.35
99	\$ 203,299.20	\$ 16,941.60	\$ 7,819.20	\$ 97.74
100	\$ 208,374.36	\$ 17,364.53	\$ 8,014.40	\$ 100.18
101	\$ 213,574.44	\$ 17,797.87	\$ 8,214.40	\$ 102.68
102	\$ 218,919.96	\$ 18,243.33	\$ 8,420.00	\$ 105.25
103	\$ 224,390.40	\$ 18,699.20	\$ 8,630.40	\$ 107.88
104	\$ 230,006.40	\$ 19,167.20	\$ 8,846.40	\$ 110.58
105	\$ 235,747.20	\$ 19,645.60	\$ 9,067.20	\$ 113.34
106	\$ 241,633.56	\$ 20,136.13	\$ 9,293.60	\$ 116.17
107	\$ 247,665.60	\$ 20,638.80	\$ 9,525.60	\$ 119.07
108	\$ 253,863.96	\$ 21,155.33	\$ 9,764.00	\$ 122.05
109	\$ 260,208.00	\$ 21,684.00	\$ 10,008.00	\$ 125.10
110	\$ 266,718.36	\$ 22,226.53	\$ 10,258.40	\$ 128.23
111	\$ 273,395.16	\$ 22,782.93	\$ 10,515.20	\$ 131.44
112	\$ 280,238.40	\$ 23,353.20	\$ 10,778.40	\$ 134.73
113	\$ 287,247.96	\$ 23,937.33	\$ 11,048.00	\$ 138.10