



Staff Report

TO: City Council
FROM: Kari Mendoza, Administrative Services Director
DATE: April 6, 2021
SUBJECT: Approval of Compensation Plan and Salary Table

Background and Analysis:

The attached compensation plan has been adjusted to account for all 2021 minimum wage requirements, salary increases negotiated in current labor agreements between Police Managers as Individuals and Managers/Professional/Technical as Individuals and the City of Beaumont. These groups received a 2.5% increase across the board pursuant to the current memorandums of understanding.

The Planning Department has requested a title change of the Senior Planner position to Planning Manager. There is no salary adjustment necessary for this title change which more appropriately represents the level of work being provided by this position.

The Public Works Department has had a vacant Public Works Manager position since October 2020. Public Works has a need for more engineering support and has requested the redesignation of this position as an Assistant Director of Public Works/Engineer. Depending on the personnel qualifications of the candidate this increase is projected to cost approximately \$5,800 for the remainder of this fiscal year and \$28,000 in the next fiscal year.

The Transit Department has requested a title change for the Transit Operations Supervisor to Transit Operations Manager. This position currently oversees daily transit operations as well as managing fleet services. There is a projected \$1,050 increase for the remainder of this fiscal year and \$5,000 in the next fiscal year.

Fiscal Impact:

All negotiated salary increases were adopted in FY 20/21 budget and the two increases totaling \$9,000 can be sustained through salary saving in the current fiscal year.

Recommended Action:

Approval of the Compensation Plan and Salary Table.

Attachments:

A. Compensation Plan and Salary Table