



Staff Report

TO: City Council
FROM: Elizabeth Gibbs, City Manager
DATE: August 2, 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 when City staff could provide additional information and complete negotiations. 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, Police Managers approved February 15, 2022, and SEIU approved July 19, 2022.

New positions proposed during FY 2022 and 2023 budget processes have been studied and added to the compensation plan and salary table. These positions include the Assistant Director of Finance, Assistant Planner (vacant), Community Services Officer (2 vacancies), Deputy City Manager, Environmental Compliance Manager, General Manager of Utilities, GIS Analyst (vacant), Grounds Parks Facilities Superintendent, Management Analyst I, Police Captain (vacant), Procurement and Contracts Specialist (vacant), Recreation Superintendent, Senior Engineer (vacant), and Wastewater Collections Supervisor.

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

Fiscal Impact:

All the new proposed positions, all negotiated benefits and salary adjustments have been captured in the FY 2023 budget process. The fully burdened fiscal impact to the personnel budget is approximately \$4,553,340. City staff estimates the cost to prepare this staff report to be \$675.

Recommended Action:

Approval of the Compensation Plan and Salary Table.

Attachments:

- A. Compensation Plan and Salary Table