



Staff Report

TO: City Council
FROM: Todd Parton, City Manager
DATE: February 15, 2022
SUBJECT: Approval of Compensation Plan and Salary Table

Background and Analysis:

The attached compensation plan has been adjusted to account for all 2022 minimum wage requirements, negotiated salary increases between the Police Officers Association, SEIU, Police Managers as Individuals and the Managers, Professional, Technical as Individuals and the City of Beaumont and all other positions found to be under the market median pursuant to the attached compensation study completed by Ralph Andersen and Associates.

All positions authorized by City Council since the last adoption of the compensation plan on May 4, 2021 have been added to the schedule. These positions include the Assistant Director of Finance, Environmental Compliance Manager, General Manager of Utilities and the Wastewater Collections Supervisor.

Additional positions that were adjusted in conjunction with the study completed by Ralph Andersen and Associates include the Assistant City Manager, Assistant Director of Community Services, Assistant Director of Finance, IT Analyst II, Police Cadet, Police Corporal, Principal Engineer, Police Trainee and Support Services Specialist. These positions were adjusted to ensure internal equity in the organization based on job duties and assignments along their place in the organizational structure. Ralph Andersen recommended executive positions should generally move in line with other key department heads. Council also directed staff to maintain a minimum of 15% of separation between supervisors and subordinates and a minimum of 20% between executive directors and assistant directors.

Fiscal Impact:

The fiscal impact for the remainder of FY 2021/2022 is approximately \$402,000.

Recommended Action:

Approval of the Compensation Plan and Salary Table.

Attachments:

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