



## Staff Report

**TO:** City Council  
**FROM:** Kari Mendoza, Administrative Services Director  
**DATE:** May 4, 2021  
**SUBJECT:** Approval of Compensation Plan and Salary Table

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### **Background and Analysis:**

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

All positions authorized by City Council since the last adoption of the compensation plan on August 18, 2020, have been added to the schedule. These positions include the HR/Payroll Technician, Support Services Supervisor, Assistant Director of Public Works/Assistant City Engineer and Transit Operations Manager.

### **Fiscal Impact:**

All negotiated salary increases were adopted in FY2021 budget. City staff estimates it cost approximately \$1,950 to prepare this report.

### **Recommended Action:**

Approval of the Compensation Plan and Salary Table.

### **Attachments:**

- A. Compensation Plan and Salary Table
- B. Salary Table