



- COMPENSATION PLAN -
 Adopted by City Council June 6, 2023
 Effective July 1, 2023

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Accountant	Professional/Technical/Manager	57	67
Account Technician I	SEIU	46	56
Account Technician II	SEIU	50	60
Administrative Services Director	Employment Contract	92	102
Animal Control Officer I	SEIU	46	56
Animal Control Officer II	SEIU	50	60
Assistant Director of Finance	Professional/Technical/Manager	83	93
Assistant Director of Public Works/Engineer	Professional/Technical/Manager	84	94
Assistant Planner	SEIU	56	66
Associate Engineer	SEIU	64	74
Budget Specialist	Professional/Technical/Manager	62	72
Building/Grounds/Maintenance Supervisor	Professional/Technical/Manager	60	70
Building/Grounds/Maintenance Worker	SEIU	40	50
Building Inspector	SEIU	54	64
Building Permit Technician I	SEIU	42	52
Building Permit Technician II	SEIU	48	58
Building Plans Examiner	SEIU	59	69
Bus Driver	SEIU	37	47
Chief Building Official	Professional/Technical/Manager	84	94
Chief of Police	Employment Contract	98	108
City Engineer / Public Works Director	Employment Contract	92	102
City Manager	Employment Contract	102	112
Community Enhancement Officer I	SEIU	48	58
Community Enhancement Officer II	SEIU	52	62
Community Services Director	Employment Contract	84	94
Community Services Officer	POA	48	58
Customer Service Coordinator I	SEIU	34	44
Customer Service Coordinator II	SEIU	40	50
Deputy City Manager	Employment Contract	94	104
Deputy City Clerk	Professional/Technical/Manager	66	76
Economic Development Manager	Professional/Technical/Manager	74	84
Engineering Development Technician I	SEIU	42	52
Engineering Development Technician II	SEIU	48	58
Environmental Compliance Program Specialist	Professional/Technical/Manager	63	73
Executive Assistant	Professional/Technical/Manager	51	61
Finance Director	Employment Contract	92	102
Director of Water Reclamation	Employment Contract	85	95
GIS Analyst	SEIU	55	65
Grants Analyst	SEIU	60	70
Grounds/Parks/Facilities Manager	Professional/Technical/Manager	74	84
HR/Payroll Technician	SEIU	46	56

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
HR/Risk Analyst	Professional/Technical/Manager	60	70
Information Technology Manager	Professional/Technical/Manager	83	93
IT Analyst I	SEIU	53	63
IT Analyst II	SEIU	61	71
Lead Building/Grounds Maintenance Worker	SEIU	46	56
Lead Bus Driver	SEIU	43	53
Lead Dispatcher	POA	52	62
Lead Street Maintenance Worker	SEIU	50	60
Lead Support Services Specialist	Police Officers Association	44	54
Mechanic	SEIU	46	56
Management Analyst I	SEIU	54	64
Management Analyst II	SEIU	60	70
Payroll / Benefits Supervisor	Professional/Technical/Manager	65	75
Planning Manager	Professional/Technical/Manager	80	90
Police Cadet		31	31
Police Captain	Police Management	93	103
Police Corporal	Police Officers Association	72	82
Police Lieutenant	Police Management	88	98
Police Officer	Police Officers Association	66	76
Police Sergeant	Police Officers Association	78	88
Police Services Manager	Professional/Technical/Manager	73	83
Police Trainee		49	49
Principal Engineer	Professional/Technical/Manager	74	84
Procurement/Contract Specialist	SEIU	53	63
Project Manager (CIP)	Professional/Technical/Manager	71	81
Public Information Officer	Professional/Technical/Manager	72	82
Public Safety Dispatcher I	Police Officers Association	40	50
Public Safety Dispatcher II	Police Officers Association	46	56
Public Works Inspector	SEIU	59	69
Records Technician	SEIU	46	56
Recreation Coordinator	SEIU	46	56
Recreation Specialist	SEIU	26	36
Recreation Manager	Professional/Technical/Manager	69	79
Senior Management Analyst	Professional/Technical/Manager	65	75
Street Maintenance Supervisor	Professional/Technical/Manager	61	71
Street Maintenance Worker	SEIU	46	56
Support Services Specialist I	Police Officers Association	34	44
Support Services Specialist II	Police Officers Association	40	50
Support Services Supervisor	Police Officers Association	60	70
Transit Manager	Professional/Technical/Manager	74	84
Vehicle Maintenance Supervisor	Professional/Technical/Manager	65	75
Wastewater Collections Supervisor	Professional/Technical/Manager	58	68
Wastewater Collection System Worker I	SEIU	48	58
Wastewater Collection System Worker II	SEIU	52	62
Wastewater Plant Operator I	SEIU	53	63
Wastewater Plant Operator II	SEIU	59	69

Position	MOU Assigned To	Salary Range	
		<i>First Step</i>	<i>Top Step</i>
Wastewater Plant Operator III	SEIU	63	73
Wastewater Plant Operator IV	SEIU	67	77
Wastewater Plant Operator V	SEIU	71	81
Wastewater Plant Supervisor	Professional/Technical/Manager	67	77

City of Beaumont

Salary Range Table

Effective 7/1/2023

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	\$ 15.33
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	\$ 23.34
42	\$ 49,753.56	\$ 4,146.13	\$ 1,913.60	\$ 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