



- COMPENSATION PLAN -

Adopted by City Council **November 19, 2024/January 21, 2025**
 Effective **November 19, 2024/January 21, 2025**

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Accountant	SEIU	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	Manager/Professional/Technical	83	93
Assistant Engineer	SEIU	60	70
Assistant Planner	SEIU	56	66
Associate Engineer	SEIU	64	74
Associate Planner	SEIU	62	72
Budget Analyst	Manager/Professional/Technical	62	72
Building/Grounds/Maintenance Supervisor	Manager/Professional/Technical	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	Manager/Professional/Technical	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 Development Director	Employment Contract	92	102
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	Manager/Professional/Technical	66	76
Director of Water Reclamation	Employment Contract	85	95
Economic Development Director	Employment Contract	90	100
Economic Development Manager	Manager/Professional/Technical	74	84
Engineering Development Technician I	SEIU	46	56
Engineering Development Technician II	SEIU	48	58
Environmental Compliance Program Specialist	Manager/Professional/Technical	63	73
Executive Assistant	Manager/Professional/Technical	55	65
Finance Director	Employment Contract	92	102
GIS Analyst	SEIU	55	65

Grants Analyst	SEIU	60	70
Grounds/Parks/Facilities Manager	Manager/Professional/Technical	74	84
Position	MOU Assigned To	Salary Range	
		First Step	Top Step
HR/Payroll Technician	SEIU	46	56
HR/Risk Analyst	Manager/Professional/Technical	60	70
Information Technology Manager	Manager/Professional/Technical	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
Lifeguard	SEIU	27	32
Mechanic	SEIU	46	56
Management Analyst I	SEIU	54	64
Management Analyst II	SEIU	60	70
Payroll / Benefits Supervisor	Manager/Professional/Technical	65	75
Planning Manager	Manager/Professional/Technical	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	Manager/Professional/Technical	73	83
Police Trainee		49	49
Pool Manager	SEIU	34	39
Principal Engineer	Manager/Professional/Technical	74	84
Principal Management Analyst	Manager/Professional/Technical	70	80
Procurement/Contract Specialist	SEIU	57	67
Project Manager (CIP)	Manager/Professional/Technical	71	81
Public Information Officer	Manager/Professional/Technical	72	82
Public Safety Dispatcher I	Police Officers Association	44	54
Public Safety Dispatcher II	Police Officers Association	50	60
Public Works Inspector	SEIU	59	69
Records Technician	SEIU	46	56
Recreation Coordinator	SEIU	46	56
Recreation Specialist	SEIU	26	36
Recreation Manager	Manager/Professional/Technical	69	79
Senior Engineer	Manager/Professional/Technical	74	84
Senior Management Analyst	Manager/Professional/Technical	65	75
Senior Planner	Manager/Professional/Technical	70	80
Street Maintenance Supervisor	Manager/Professional/Technical	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	Manager/Professional/Technical	74	84
Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Vehicle Maintenance Supervisor	Manager/Professional/Technical	65	75
Wastewater Collections Supervisor	Manager/Professional/Technical	62	72
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
Wastewater Plant Operator III	SEIU	63	73
Wastewater Plant Operator IV	SEIU	67	77
Wastewater Plant Operator V	SEIU	71	81
Wastewater Plant Supervisor	Manager/Professional/Technical	67	77
Water Safety Instructor	SEIU	27	32

City of Beaumont

Salary Range Table

Effective 1/1/2025

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	\$ 15.34
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

