



Staff Report

TO: City Council
FROM: Kari Mendoza, Administrative
DATE: September 2, 2025
SUBJECT: Authorize Changes to the Uniform Compensation Plan

Description: The attached compensation plan has been updated to reflect all new classifications approved in the FY 2026 adopted budget, labor negotiated cost of living increases and recommended classification changes.

Background and Analysis:

On June 3, 2025, Council adopted the FY 25/26 budget with 279 full time equivalent employees. The new classifications authorized Administrative Assistant, Assistant Director of Community Services, Buyer, Communication Specialist, Customer Service Supervisor, Facility Maintenance Worker, GIS Intern, Public Works Manager, Purchasing Manager and Transit Supervisor. The new position salaries were studied through subscriptions with Neogov and Govinvest Live Compensation Module. Negotiated cost of living increases and minimum wage adjustments are also reflected in the updated uniform compensation plan.

Staff and administration are consistently evaluating workloads, current positions, staffing levels and individual department organizational structures. The Police Department recently completed a comprehensive evaluation of the department's current staffing model and organizational structure. This analysis included a comparison to the recently conducted California POST Management Study Report on the Beaumont Police Department. The objective was to identify opportunities to better align job titles and divisional structures with their intended functions and purposes, ensuring the highest quality service delivery to the Beaumont community.

As a result of the evaluation, the department proposes transferring Dispatch to the Operations Division due to its critical and sensitive public safety functions that need 24/7 management coverage. As a result, the department recommends eliminating the classification of Police Services Manager and one Support Services Supervisor, replacing it with two Dispatch Supervisors. These classifications will add to the direct supervision of dispatch operations across all shifts, seven days a week. The Dispatch

Supervisors will report to the Lieutenants of the Operations Division, who already provide 24/7 management coverage, ensuring consistent leadership and accountability.

Lastly the department seeks to eliminate one Support Services Specialist and add one Property and Evidence Technician. Support Services Specialists primarily complete records management tasks. Currently, these employees complete temporary terms in the Property & Evidence Department on a rotational basis. Employees assigned to the property & evidence role must complete extensive training and continuous updates to ensure compliance with ever-changing legislation and regulations. Because of the comprehensive training and unique expertise in these positions, the California Peace Officers Standard and Training (POST) management study recommended “establishing a policy and practice of at least one permanent position in the Property & Evidence section of BPD. The goal of this recommendation is for the development of staff to the highest level of skills and experience afforded to an employee involved in this critical function.” Current staff will be eligible to compete for these new classifications and or be placed in existing vacant positions they qualify for.

Fiscal Impact:

The elimination of one Police Services Manager and one Support Services Supervisor and the addition of two Dispatch Supervisors will provide a total savings of \$61,007 in salary and benefits to the General Fund.

The elimination of one Support Services Specialist and the addition of one Property and Evidence Technician will have no impact on the general fund, as the salary schedule will remain the same.

The cost of living increases for executive staff were not captured during the annual budget process and will result in a fully burdened increase of \$116,058 which can be absorbed by salary savings due to vacant positions.

Recommended Action:

Approve the attached Uniform Compensation Plan.

Approve the elimination of one Police Services Manager, PSM-01.

Approve the elimination of one Support Services Supervisor, SSSPV-01.

Approve the elimination of one Support Services Specialist, SSS-06.

Approve the addition of two Dispatch Supervisors, DS-01 and DS-02.

Approve the addition of one Property & Evidence Technician, PET-01.

Attachments:

- A. City Uniform Compensation Plan – Redlined and Clean Version
- B. Police Department Organizational Chart