



- COMPENSATION PLAN -

Adopted by City Council ~~September 2, 2025~~ October 21, 2025

Effective ~~July 1, 2025~~ October 21, 2025

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Accountant	SEIU	59	69
Account Technician I	SEIU	48	58
Account Technician II	SEIU	52	62
Administrative Assistant I	SEIU	44	54
Administrative Assistant II	SEIU	48	58
Administrative Services Director	Employment Contract	94	104
Animal Control Officer I	SEIU	48	58
Animal Control Officer II	SEIU	52	62
Assistant Director of Community Services	Manager/Professional/Technical	78	88
Assistant Director of Finance	Manager/Professional/Technical	85	95
Assistant Engineer	SEIU	62	72
Assistant Planner	SEIU	58	68
Associate Engineer	SEIU	66	76
Associate Planner	SEIU	64	74
Budget Analyst	Manager/Professional/Technical	64	74
Building Grounds Maintenance Supervisor	Manager/Professional/Technical	62	72
Building Grounds Maintenance Worker	SEIU	42	52
Building Inspector	SEIU	56	66
Building Permit Technician I	SEIU	44	54
Building Permit Technician II	SEIU	50	60
Building Plans Examiner	SEIU	61	71
Bus Driver	SEIU	39	49
Buyer	SEIU	54	64
Chief Building Official	Manager/Professional/Technical	86	96
Chief of Police	Employment Contract	100	110
City Engineer / Public Works Director	Employment Contract	94	104
City Manager	Employment Contract	102 <u>109</u>	112 <u>119</u>
Communications Specialist	SEIU	50	60
Community Development Director	Employment Contract	94	104
Community Enhancement Officer I	SEIU	50	60
Community Enhancement Officer II	SEIU	54	64
Community Services Director	Employment Contract	86	96
Community Services Officer	POA	50	60
Customer Service Coordinator I	SEIU	36	46
Customer Service Coordinator II	SEIU	42	52
Customer Service Supervisor	Manager/Professional/Technical	59	69
Deputy City Clerk	Manager/Professional/Technical	68	78
Deputy City Manager	Employment Contract	96	106
Director of Water Reclamation	Employment Contract	87	97
Dispatch Supervisor	POA	62	72

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Economic Development Director	Employment Contract	92	102
Economic Development Manager	Manager/Professional/Technical	76	86
Engineering Development Technician I	SEIU	48	58
Engineering Development Technician II	SEIU	50	60
Environmental Compliance Program Specialist	Manager/Professional/Technical	65	75
Executive Assistant	Manager/Professional/Technical	57	67
Facility Maintenance Worker	SEIU	42	52
Finance Director	Employment Contract	94	104
GIS Analyst	SEIU	57	67
GIS Intern		36	46
Grants Analyst	SEIU	62	72
Grounds Parks Facilities Manager	Manager/Professional/Technical	76	86
HR Payroll Technician	SEIU	48	58
HR Risk Analyst	Manager/Professional/Technical	62	72
Information Technology Manager	Manager/Professional/Technical	85	95
IT Analyst I	SEIU	55	65
IT Analyst II	SEIU	63	73
Lead Building Grounds Maintenance Worker	SEIU	48	58
Lead Bus Driver	SEIU	45	55
Lead Dispatcher	POA	54	64
Lead Street Maintenance Worker	SEIU	52	62
Lead Support Services Specialist	Police Officers Association	46	56
Lifeguard	SEIU	29	34
Management Analyst I	SEIU	56	66
Management Analyst II	SEIU	62	72
Mechanic	SEIU	48	58
Payroll Benefits Supervisor	Manager/Professional/Technical	67	77
Planning Manager	Manager/Professional/Technical	82	92
Police Cadet		31	31
Police Captain	Police Management	95	105
Police Corporal	Police Officers Association	74	84
Police Lieutenant	Police Management	90	100
Police Officer	Police Officers Association	68	78
Police Sergeant	Police Officers Association	80	90
Police Services Manager	Manager/Professional/Technical	75	85
Police Trainee		49	49
Pool Manager	SEIU	36	41
Principal Engineer	Manager/Professional/Technical	76	86
Principal Management Analyst	Manager/Professional/Technical	72	82
Procurement Contract Specialist	SEIU	59	69
Project Manager (CIP)	Manager/Professional/Technical	73	83
Property Evidence Technician	POA	42	52
Public Information Officer	Manager/Professional/Technical	74	84
Public Safety Dispatcher I	Police Officers Association	46	56
Public Safety Dispatcher II	Police Officers Association	52	62

Position	MOU Assigned To	Salary Range	
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Public Works Inspector	SEIU	61	71
Public Works Manager	Manager/Professional/Technical	74	84
Purchasing Manager	Manager/Professional/Technical	74	84
Records Technician	SEIU	48	58
Recreation Coordinator	SEIU	48	58
Recreation Manager	Manager/Professional/Technical	71	81
Recreation Specialist	SEIU	29	39
Senior Engineer	Manager/Professional/Technical	76	86
Senior Management Analyst	Manager/Professional/Technical	67	77
Senior Planner	Manager/Professional/Technical	72	82
Street Maintenance Supervisor	Manager/Professional/Technical	63	73
Street Maintenance Worker	SEIU	48	58
Support Services Specialist I	Police Officers Association	36	46
Support Services Specialist II	Police Officers Association	42	52
Support Services Supervisor	Police Officers Association	62	72
Transit Manager	Manager/Professional/Technical	76	86
Transit Supervisor	Manager/Professional/Technical	65	75
Vehicle Maintenance Supervisor	Manager/Professional/Technical	67	77
Wastewater Collections Supervisor	Manager/Professional/Technical	64	74
Wastewater Collections System Worker I	SEIU	50	60
Wastewater Collections System Worker II	SEIU	54	64
Wastewater Plant Operator I	SEIU	55	65
Wastewater Plant Operator II	SEIU	61	71
Wastewater Plant Operator III	SEIU	65	75
Wastewater Plant Operator IV	SEIU	69	79
Wastewater Plant Operator V	SEIU	73	83
Wastewater Plant Supervisor	Manager/Professional/Technical	69	79
Water Safety Instructor	SEIU	29	34



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City of Beaumont

Salary Range Table

Effective 11/4/2025

Step	Annual	Monthly	Bi-Weekly	Hourly
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
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

Step	Annual	Monthly	Bi-Weekly	Hourly
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
114	\$ 294,423.96	\$ 24,535.33	\$ 11,324.00	\$ 141.55
115	\$ 301,787.16	\$ 25,148.93	\$ 11,607.20	\$ 145.09
116	\$ 309,337.56	\$ 25,778.13	\$ 11,897.60	\$ 148.72
117	\$ 317,075.16	\$ 26,422.93	\$ 12,195.20	\$ 152.44
118	\$ 324,999.96	\$ 27,083.33	\$ 12,500.00	\$ 156.25
119	\$ 333,132.84	\$ 27,761.07	\$ 12,812.80	\$ 160.16
120	\$ 341,452.80	\$ 28,454.40	\$ 13,132.80	\$ 164.16
121	\$ 349,980.84	\$ 29,165.07	\$ 13,460.80	\$ 168.26
122	\$ 358,737.60	\$ 29,894.80	\$ 13,797.60	\$ 172.47
123	\$ 367,702.44	\$ 30,641.87	\$ 14,142.40	\$ 176.78
124	\$ 376,896.00	\$ 31,408.00	\$ 14,496.00	\$ 181.20
125	\$ 386,318.40	\$ 32,193.20	\$ 14,858.40	\$ 185.73
126	\$ 395,969.64	\$ 32,997.47	\$ 15,229.60	\$ 190.37
127	\$ 405,870.36	\$ 33,822.53	\$ 15,610.40	\$ 195.13
128	\$ 416,020.80	\$ 34,668.40	\$ 16,000.80	\$ 200.01
129	\$ 426,420.84	\$ 35,535.07	\$ 16,400.80	\$ 205.01
130	\$ 437,091.24	\$ 36,424.27	\$ 16,811.20	\$ 210.14
131	\$ 448,011.24	\$ 37,334.27	\$ 17,231.20	\$ 215.39
132	\$ 459,201.60	\$ 38,266.80	\$ 17,661.60	\$ 220.77
133	\$ 470,683.20	\$ 39,223.60	\$ 18,103.20	\$ 226.29
134	\$ 482,456.04	\$ 40,204.67	\$ 18,556.00	\$ 231.95