



- COMPENSATION PLAN -

Adopted by City Council August 2, 2022

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Account Technician	SEIU	44	54
Administrative Services Director	Employment Contract	92	102
Administrative Services Manager	Professional/Technical/Manager	74	84
Animal Control Officer I	SEIU	44	54
Animal Control Officer II	SEIU	48	58
Assistant Director of Finance	Professional/Technical/Manager	78	88
Assistant Director of Public Works/Engineer	Professional/Technical/Manager	82	92
Assistant Planner	SEIU	54	64
Budget Specialist	Professional/Technical/Manager	60	70
Building/Grounds/Maintenance Worker	SEIU	38	48
Building Inspector	SEIU	52	62
Building Permit Technician I	SEIU	40	50
Building Permit Technician II	SEIU	46	56
Building Plans Examiner	SEIU	57	67
Bus Driver – Lead	SEIU	41	51
Bus Driver I	SEIU	35	45
Bus Driver II	SEIU	41	51
Chief Building Official	Professional/Technical/Manager	82	92
Chief of Police	Employment Contract	98	108
Chief Plant Operator – Wastewater	Professional/Technical/Manager	77	87
City Engineer / Public Works Director	Employment Contract	92	102
City Manager	Employment Contract	102	112
Community Enhancement Officer I	SEIU	46	56
Community Enhancement Officer II	SEIU	50	60
Community Services Director	Employment Contract	84	94
Community Services Manager	Professional/Technical/Manager	66	76
Community Services Officer	POA	46	56
Customer Service Coordinator I	SEIU	32	42
Customer Service Coordinator II	SEIU	38	48
Deputy City Manager	Employment Contract	94	104
Deputy Chief of Police	Police Management	92	102
Deputy City Clerk	Professional/Technical/Manager	64	74
Economic Development Manager	Professional/Technical/Manager	72	82
Engineering Development Technician I	SEIU	40	50
Engineering Development Technician II	SEIU	46	56
Environmental Compliance Manager	Professional/Technical/Manager	60	70
Executive Assistant	Professional/Technical/Manager	49	59
Finance Director	Employment Contract	92	102
General Manager of Utilities	Employment Contract	92	102
GIS Analyst	SEIU	53	63
Grounds/Parks/Facilities Superintendent	Professional/Technical/Manager	69	79

Position	MOU Assigned To	Salary Range	
		First Step	Top Step
Information Technology Manager	Professional/Technical/Manager	81	91
HR/Payroll Technician	SEIU	44	54
IT Analyst I	SEIU	51	61
IT Analyst II	SEIU	59	69
Lead Building/Grounds Maintenance Worker	SEIU	44	54
Lead Dispatcher	POA	50	60
Mechanic	SEIU	44	54
Management Analyst I	SEIU	52	62
Management Analyst II	SEIU	58	68
Planning Manager	Professional/Technical/Manager	78	88
Police Cadet		29	29
Police Captain	Police Management	91	101
Police Corporal	Police Officers Association	70	80
Police Lieutenant	Police Management	86	96
Police Officer	Police Officers Association	64	74
Police Sergeant	Police Officers Association	76	86
Principal Engineer	Professional/Technical/Manager	72	82
Public Safety Dispatcher I	Police Officers Association	38	48
Public Safety Dispatcher II	Police Officers Association	44	54
Police Trainee		47	47
Procurement/Contract Specialist	SEIU	51	61
Public Works Inspector	SEIU	57	67
Recreation Specialist	SEIU	24	34
Recreation Superintendent	Professional/Technical/Manager	66	76
Senior Accountant	Professional/Technical/Manager	68	78
Senior Engineer	Professional/Technical/Manager	70	80
Solid Waste Recycling Manager	Professional/Technical/Manager	60	70
Street Maintenance Supervisor	Professional/Technical/Manager	59	69
Street Maintenance Worker	SEIU	44	54
Support Services Specialist I	Police Officers Association	32	42
Support Services Specialist II	Police Officers Association	38	48
Support Services Supervisor	Police Officers Association	58	68
Transit Manager	Professional/Technical/Manager	72	82
Vehicle Maintenance Supervisor	Professional/Technical/Manager	63	73
Wastewater Collections Supervisor	Professional/Technical/Manager	56	66
Wastewater Collection System Worker I	SEIU	46	56
Wastewater Collection System Worker II	SEIU	50	60
Wastewater Plant Operator I	SEIU	51	61
Wastewater Plant Operator II	SEIU	57	67
Wastewater Plant Operator III	SEIU	61	71
Wastewater Plant Operator IV	SEIU	65	75
Wastewater Plant Operator V	SEIU	69	79
Wastewater Plant Supervisor	Professional/Technical/Manager	65	75

City of Beaumont

Salary Range Table

Effective 8/2/2022

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