



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Arturo Vela, Interim City Manager

PREPARED BY: Nicole Jews, Human Resources Manager
Art Vela, Interim City Manager

MEETING DATE: December 9, 2025

SUBJECT: Consideration of Resolution 2025-168, Approving a Human Resources Director Employment Agreement

RECOMMENDATION:

Adopt Resolution 2025-168.

BACKGROUND:

During the July 8 City Council meeting, the Council approved funding for the Human Resources Director position.

Staff partnered with CPS-HR, an executive recruitment firm, to conduct the search. After approximately one month of advertising, CPS-HR received 104 applications and narrowed the pool to six candidates. City staff then selected the top two candidates for interviews. On October 22, the finalists participated in a three-round interview process, which included a one-on-one interview with the City Manager, a Director and Deputy Director panel, and a management-level panel. Following the interviews and subsequent debrief, Mrs. Lisa Rossi was identified as the top candidate for the Human Resources Director position.

Mrs. Rossi holds a Bachelor of Arts in Political Science from San Francisco State University and maintains both a Human Resources Certified Senior Professional (PSHRA-SCP) certification and a Diversity and Inclusion for HR certification. She brings more than 25 years of experience in public service, specializing in human resources, risk management, and labor negotiations across multiple public-sector organizations. Mrs. Rossi currently serves as the Administrative Services Director for the City of Half Moon Bay.

The Employment Agreement is consistent with the compensation and benefits established by Resolution No. 2019-41, establishing maximum compensation and benefits for department directors.

JUSTIFICATION:

The Human Resources Director position is critical to successful operations of the Human Resources & Risk Management Departments. Mrs. Rossi is highly qualified and has the experience necessary to successfully perform the duties of the position.

FISCAL IMPACT:

The 2025/2026 budget includes funding for the Human Resources Director position.

Fiscal Year	Estimated Annual Salary
2025/2026	\$199,858.68
2026/2027	\$210,183.89
2027/2028	\$221,042.53
2028/2029	\$227,673.80
2029/2030	\$234,504.01

ALTERNATIVES:

Do not adopt Resolution No. 2025-168 and provide staff alternate direction.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

Yes

ATTACHMENTS:

1. [Resolution_2025-168__EA_Lisa_Rossi.doc](#)
2. [Employment Agreement - Lisa Rossi.pdf](#)
3. [Human Resources Director 2025.pdf](#)
4. [Reso No. 2019-41 Exec Comp and Increase.pdf](#)