



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Art Vela, Interim City Manager

PREPARED BY: Nicole Jews, Human Resources Manager
Lisa Rossi, Human Resources Director

MEETING DATE: February 24, 2026

SUBJECT: Consideration of Resolution 2026-37, Amending the Classification and Compensation Plan, Classification Change (Civil Engineer Series)

RECOMMENDATION:

Adopt Resolution 2026-37

BACKGROUND:

It is necessary to amend the City's Classification & Compensation Plan from time to time to maintain a current plan that reflects budget amendments, organizational structure, and department needs.

Past City Council resolutions have identified the necessity to maintain a current Classification & Compensation Plan that reflects the nature of work and organizational structure, that the plan is updated to reflect both market changes and appropriate compensation for work performed.

JUSTIFICATION:

Proposed changes to the Classification and Compensation plan include:

Public Works Department – Engineering Division

Currently the Assistant Civil Engineer (Job Code 4325) position Grade T63, Associate Civil Engineer (Job Code 4322) position Grade T79 and Senior Civil Engineer (Job Code 4350) position Grade T86 are listed as individual job classifications. These positions have been difficult to recruit individually. Staff would like to change these positions to a three-tiered job classification. By changing to a tiered job classification system, this provides a structured way to manage compensation and career progression, ensure employees in similar roles receive equitable pay while still recognizing different levels of skill and responsibility.

FISCAL IMPACT:

Public Works Department – Engineering Division

Position / Range	Current Salary Range
Assistant Civil Engineer / T63	\$ \$68,515.36 - \$92,692.89

Associate Civil Engineer / T79	\$ 101,711.08 - \$137,602.63
Senior Civil Engineer / T86	\$120,901.72 - \$163,565.22
Total Annual Fiscal Impact	\$0

ALTERNATIVES:

Do not adopt Resolution 2026-37 and provide alternative direction to staff.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

No

ATTACHMENTS:

1. [Resolution 2026-37.docx](#)
2. [Staff Engineer-Assistant.Associate.Senior.pdf](#)