



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Douglas Schulze, City Manager

PREPARED BY: A'ja Wallace,
Lincoln Bogard, Administrative Services Director

MEETING DATE: October 8, 2024

SUBJECT: Consideration of Resolution 2024-158, Amending the Classification and Compensation Plan

RECOMMENDATION:

Adopt Resolution 2024-158.

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:

Electric Utility

Due to compaction with direct reports, staff is requesting an adjustment to the salary range for the Electric Planning Supervisor (Job Code 7010) from range U90 to U92, and an adjustment for the Powerline Crew Superintendent (Job Code 7023) from range U90 to U92.

FISCAL IMPACT:

Position/Range	Proposed Salary Range	Current Salary Range	Proposed Based Wage Difference
Electric Planning Supervisor	\$ 170,946.71	\$ 162,709.46	\$ 8,237.25
Powerline Crew Superintendent	\$ 175,306.88	\$ 166,859.68	\$ 8,447.20
Total Annual Fiscal Impact			\$ 16,684.45

ALTERNATIVES:

Do not adopt Resolution 2024-158 and provide alternative direction to staff.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

No

ATTACHMENTS:

1. [Resolution 2024-158, Class and Comp.docx](#)
2. [Exhibit A - Salary Tables FY 23-24 IBEW Utility.pdf](#)