



## 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:** August 27, 2024

**SUBJECT:** Consideration of (1) Resolution 2024-136, Amending the Classification and Compensation Plan; and (2) Resolution 2024-137, Revising the Confidential Employee Benefit Plan

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### **RECOMMENDATION:**

Adopt Resolution 2024-136 and Resolution 2024-137.

### **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:**

##### Community Development-Planning

Un-fund and Reclassify Senior Planner (Job Code 5022) Range T81 to a Planning Manager (Job Code 5024) Range T85. This will create a Promotional opportunity for current Community Development staff. The Senior Planner position will be unfunded to mitigate the general fund impact.

#### **Proposed changes to the revision of the Confidential benefit plan include:**

Addition of updated positions that include the Human Resources and Risk Manager (formally Human Resources Manager), Human Resources Generalist (formally Human Resources Technician), Sr. Human Resources Generalist (formally Sr. Human Resources Technician), Administrative City Clerk (formally Deputy City Clerk), Finance Manager, Budget & Financial Analyst, Risk & Safety Analyst, Deputy Waster/Wastewater Director, Deputy Public Works Director and the Deputy Electric Director.

### **FISCAL IMPACT:**

Position/Range	Proposed Salary Range	Current Salary Range	Proposed Based Wage Difference
Planning Manager/T85	\$ 143,812.00	\$ 0.00	\$ 143,812.00
Senior Planner	\$ 0.00	\$ 133,611.00	\$ -133,611.00

<b>Total Annual Fiscal Impact</b>			<b>\$ 10,201</b>
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**ALTERNATIVES:**

1. Adopt Resolution 2024-137 and 2024-137, as recommended
2. Adopt Resolution 2024-136 and 2024-137, with modifications
3. Do not approve Resolution 2024-137 and 2024-137 and provide alternative direction to staff.

**BUDGETED?:**

Yes

**CONTRACT/AGREEMENT:**

No

**ATTACHMENTS:**

1. [Resolution 2024-136, Class and Compensation.docx](#)
2. [Exhibit A - Planning Manager Job Description.pdf](#)
3. [Resolution 2024-137, Confidential Employees Update.docx](#)
4. [Teamsters Salary Schedule.pdf](#)