



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 2025-169, Amending the Classification and Compensation Plan, Position Reclassification (Public Safety Dispatch Supervisor)

RECOMMENDATION:

Adopt Resolution 2025-169.

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:

Police Department - Dispatch

During the June 25, 2024 City Council meeting, approval was granted to reclassify the Public Safety Dispatch Supervisor position by adjusting the salary and changing the position to a classified, exempt management status. This action included increasing the salary grade from G66 to T79.

After further review and internal discussions, staff now recommends reclassifying the approved Public Safety Dispatch Supervisor position to an hourly Supervisor position, with a salary grade adjustment from T79 to G70. This revised salary grade aligns the position with other supervisor roles in the IBEW General Unit.

The Public Safety Dispatch Supervisor is a supervisory classification that reports directly to and supports the Police Administrative Sergeant. Changing the position from exempt management to hourly supervisory status will better reflect its current responsibilities and provide the appropriate administrative support for the department.

The job description for the Public Safety Dispatch Supervisor is included with the agenda item.

FISCAL IMPACT:

Fiscal Impact – Funding from General Fund (Police Department budget)

Position/Range	Proposed Salary Range	Current Salary Range	Proposed Base Wage Difference (min-max)
Public Safety Dispatch Supervisor / G70	\$76,790.00 to \$103,887.46		\$76,790.00 to \$103,887.46
Public Safety Dispatch Supervisor / T79		\$97,799.00 to \$132,310.22	\$(21,009.00) to \$(28,422.76)
<i>Total Annual Fiscal Impact (saving)</i>			<i>\$(55,781.00) to \$(76,464.70)</i>

ALTERNATIVES:

Do not adopt Resolution 2025-169 and provide alternative direction to staff.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

No

ATTACHMENTS:

1. [Consideration of Resolution 2025-169, Amending the Classification & Compensation Plan.doc](#)
2. [Public Safety Dispatcher Supervisor.doc](#)