



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Arturo Vela, Acting City Manager

PREPARED BY: John Pinkney, Interim City Attorney

MEETING DATE: September 9, 2025

SUBJECT: Appointment of Arturo Vela as the Interim City Manager and Approval of Employment Agreement with Mr. Vela to serve as the City's Interim City Manager with an annual salary of \$297,100 and other compensation items that are consistent with those currently provided to Directors including, but not limited to vacation leave, sick leave, holidays, management paid leave, CalPERS retirement, health and welfare benefits, and automobile allowance

RECOMMENDATION:

Appoint Arturo Vela to the position of Interim City Manager and Approve the terms and conditions of the Employment Agreement with Mr. Vela to serve as the City's Interim City Manager

BACKGROUND:

On July 10, 2025, the City Council appointed Mr. Vela to serve as the Acting City Manager. During the regular meeting, on August 26, 2025, the City Council engaged in labor negotiations related to the Acting City Manager position, discussed the terms and conditions for the position and directed your City Attorney to return with a proposed employment agreement that specifies the terms and conditions of Mr. Vela's employment as Interim City Manager.

The Agreement is an at will agreement for the position of Interim City Manager that will end upon the appointment of a permanent City Manager or by invoking one of the termination provisions found in Section VII of the attached Agreement. The agreement provides, in summary, for an annual salary of \$297,100 and other compensation items that Mr. Vela currently receives as a Director including, but not limited to, vacation leave, sick leave, holidays, management paid leave, CalPERS retirement, health and welfare benefits and automobile allowance. The agreement allows Mr. Vela the right to return to his previous position should the City Council elect to terminate the Interim employment agreement.

The terms and conditions are consistent with the terms and conditions that are commonly included in executive level employment agreements. The annual compensation reflects a 5% increase from the annual compensation Mr. Vela would receive as the Public Works Director.

JUSTIFICATION:

Given the enhanced turnover in various key positions in the City of Banning, the appointment of a long-term Banning employee and resident to serve as the Interim City Manager provides the much-needed stability and continuity that the City needs.

FISCAL IMPACT:

The salary increase is \$14,147 or (5%), which will be offset by the savings in the vacant Public Works Director position. The fiscal impact may be less if the contract terminates prior to the one-year mark.

ALTERNATIVES:

1. Not approve the contract.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

Yes

ATTACHMENTS:

1. [9-9-25 Banning CM PE Form \(final\) as Attachment.pdf](#)
2. [Final.Banning.ICM.docx](#)