



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Arturo Vela, Interim City Manager

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

MEETING DATE: February 10, 2026

SUBJECT: Consideration of Resolution 2026-33, Amending the Classification and Compensation Plan, Position Reclassification (Accountant)

RECOMMENDATION:

Adopt Resolution 2026-33.

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:

Fiscal Services - Finance

During the April 9, 2024 City Council meeting, approval was granted to reclassify two of the Accounting Specialist positions to an Accountant I. This action included a salary grade change from G58 to G61.

Following further review and internal discussions, staff recommends reclassifying one of the approved Accountant I positions to an Accounting Specialist, Payroll position. The Payroll Department is unable to effectively operate with only one Accounting Specialist position. Reclassification of this position will ensure continuity of payroll functions and provide the necessary administrative support to maintain efficient departmental operations.

The job description for the Accounting Specialist, Payroll is included with the agenda item.

FISCAL IMPACT:

Fiscal Impact – Funding from General Fund (Fiscal Services budget)

Position/Range	Proposed Salary Range	Current Salary Range	Proposed Base Wage Difference (min-max)
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Accountant / G61	\$63,946.98 to \$86,512.43		\$63,946.98 to \$86,512.43
Accounting Specialist / G58		\$59,381.13 to \$80,335.39	\$59,381.13 to \$80,335.39
<i>Total Annual Fiscal Impact (saving)</i>			<i>\$(4,545.85) to \$(6,177.04)</i>

ALTERNATIVES:

Do not adopt Resolution 2026-33 and provide alternative direction to staff.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

No

ATTACHMENTS:

1. [Resolution 2026-33.doc](#)
2. [Accounting Specialist, Payroll.doc](#)