



## CITY OF BANNING STAFF REPORT

**TO:** CITY COUNCIL

**FROM:** Elizabeth Gibbs, City Manager

**PREPARED BY:** Lisa Rossi, Human Resources Director  
Elizabeth Gibbs, City Manager

**MEETING DATE:** March 10, 2026

**SUBJECT:** Consideration of Resolution 2026-41, Amending the Classification and Compensation Plan, Classification Change (Police Corporal and Police Sergeant)

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### **RECOMMENDATION:**

Adopt Resolution 2026-41

### **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:**

To ensure the Banning Police Department maintains the highest level of professional leadership and operational readiness, the following updates align the minimum requirements for the ranks of Corporal and Sergeant with the established standards of the California Commission on Peace Officer Standards and Training (POST) and regional best practices. Our standards are consistent with neighboring agencies such as Rialto, Beaumont, and San Bernardino, which already utilize similar specific POST-certified benchmarks for their supervisory ranks.

The current minimum qualifications for the Police Corporal (Job Code 2040), Salary Grade P75, require two (2) years of patrol officer experience with a California law enforcement agency possessing a valid POST certification. Staff proposes revising the minimum qualifications to require three (3) years of patrol officer experience with a POST-certified California law enforcement agency, in addition to completion of fifteen (15) semester units from an accredited college or university.

The current minimum qualifications for the Police Sergeant (Job Code 2030), Salary Grade P82, require three (3) years of patrol experience as a police officer with a POST-certified California law enforcement agency. In addition, applicants must possess, at the time of application and maintain throughout employment, a State of California Commission on Peace Officer Standards and Training (POST) Intermediate Certificate. Staff proposes revising the minimum qualifications to require five (5) years of patrol officer experience with POST-certified California law enforcement agency and certification

requirement for the Police Sergeant classification to require possession and maintenance of a State of California Commission on Peace Officer Standards and Training (POST) Advanced Certificate at the time of application and throughout employment.

**FISCAL IMPACT:**

No fiscal impact.

**ALTERNATIVES:**

**BUDGETED?:**

No

**CONTRACT/AGREEMENT:**

No

**ATTACHMENTS:**

1. [Resolution\\_2026-41 Class and Comp - Classification Change \(police\).docx](#)
2. [Tentative Police Corporal.pdf](#)
3. [Tentative Police Sergeant.pdf](#)