



## CITY OF BANNING STAFF REPORT

**TO:** CITY COUNCIL

**FROM:** Arturo Vela, Acting City Manager

**PREPARED BY:** Nicole Jews, Human Resources Manager  
Art Vela, Acting City Manager

**MEETING DATE:** August 26, 2025

**SUBJECT:** Consideration of Resolution 2025-121, Amending the Classification & Compensation Plan for the City of Banning

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### **RECOMMENDATION:**

Adopt Resolution 2025-121.

### **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 and 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:

During the July 8th, 2025 City Council meeting, Council approved the reclassification of the Administrative Services Director position to a Finance Director and the funding of the Human Resources Director positions.

Both Director's position salaries were based on the October 2022 all-city classification and compensation study for the Executive level positions. While staff was working with the Executive Recruiting firm to recruit for these positions, a current market salary survey was conducted and found our posted salaries were below the current industry rates.

Increasing these salaries will assist in providing a better candidate pool and make these positions more competitive in the current job market.

Salary Survey:

**Human Resources Director**

<b>AGENCY</b>	<b>TITLE</b>	<b>CURRENT SALARIES</b>
City of Riverside	HR Director	\$ 266,666
City of LaQuinta	HR Director	\$ 180,501
City of Coachella	HR Manager	\$ 176,454
City of Palm Springs	HR Director	\$ 171,399
City of Colton	HR Director	\$ 263,636
City of Corona	Chief Talent Officer	\$ 201,347
	Average of Salaries	\$210,001

Average Based on Salaries			
	Min	Mid	Max
Market Average	\$155,362	\$210,001	\$246,751
<b>Recommended Range D06</b>	<b>\$175,777</b>	<b>\$206,791</b>	<b>\$237,805</b>

**Finance Director**

<b>AGENCY</b>	<b>TITLE</b>	<b>CURRENT SALARIES</b>
Riverside	Finance Director	\$ 266,151
La Quinta	Finance Director/Treasurer	\$ 177,703
Coachella	Finance Director	\$ 178,644
Palm Springs	Finance Director/Treasurer	\$ 200,765
Colton	Finance Director	\$ 263,636
Corona	Finance Director/Risk	\$ 219,149
	Average of Salaries	\$217,675

Average Based on Salaries			
	Min	Mid	Max
Market Average	\$179,582	\$217,675	\$255,768
<b>Recommended Range D07</b>	<b>\$180,172</b>	<b>\$211,962</b>	<b>\$243,751</b>

**FISCAL IMPACT:**

**Fiscal Services Department:**

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

Position/Grade	Proposed Salary Range (min to max)	Proposed New Salary Range (min to max)	Proposed Base Wage Difference (min to max)
Finance Director / D01 to D07	\$155,361.93 to \$210,185.66	\$180,172.68 to \$243,751.57	\$24,810.75 to \$33,565.91
TOTAL ANNUAL FISCAL IMPACT			\$24,810.75 to \$33,565.91

**Human Resources & Risk Management Department:**

Fiscal Impact – Funding from General Fund (HR & Risk Management budgets)

Position/Grade	Proposed Salary Range (min to max)	Proposed New Salary Range (min to max)	Proposed Base Wage Difference (min to max)
Human Resources Director / D01 to D06	\$155,361.93 to \$210,185.66	\$175,777.91 to \$237,805.98	\$20,415.98 to \$26,900.32
TOTAL ANNUAL FISCAL IMPACT			\$20,415.98 to \$26,900.32

**ALTERNATIVES:**

Do not adopt Resolution 2025-121 and provide alternative direction to staff.

**BUDGETED?:**

No

**CONTRACT/AGREEMENT:**

No

**ATTACHMENTS:**

1. [Resolution 2025-121.docx](#)