



## CITY OF BANNING STAFF REPORT

**TO:** CITY COUNCIL

**FROM:** Douglas Schulze, City Manager

**PREPARED BY:** Nicole Jews, Human Resources Manager  
Lincoln Bogard, Administrative Services Director

**MEETING DATE:** February 11, 2025

**SUBJECT:** Consideration of Resolution 2025-17, Amending the Classification and Compensation Plan to Reclassify the Senior Accountant Position

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### **RECOMMENDATION:**

Adopt Resolution 2025-17.

### **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:**

#### Administrative Services-Finance

Reclassify the salary range for the Senior Accountant (Job Code 2051) as a G68 to a T75. Staff completed a salary survey with neighboring cities which concluded this position needed to be adjusted to current market range. The Senior Accountant position is a senior-level lead position reporting to and assisting the Deputy Finance Director with general financial, assets, and special budget projects. The duties assigned to this position also require increased analytical skills and a higher level of knowledge related to financial comprehension and advanced calculations.

This reclassification will move this position classification from the IBEW General union to the supervisory/management Teamsters union.

### **FISCAL IMPACT:**

| Position / Range            | Current Salary | Proposed Salary | Proposed Wage Difference |
|-----------------------------|----------------|-----------------|--------------------------|
| Sr. Accountant / G68        | \$97,417.34    | -               | \$97,417.34              |
| Sr. Accountant / T75        | -              | \$115,211.24    | \$115,211.24             |
|                             |                |                 |                          |
| Total Annual Fiscal Impact: |                |                 | \$17,793.90              |

**ALTERNATIVES:**

Do not adopt Resolution 2025-17 and provide alternative direction to staff.

**BUDGETED?:**

Yes

**CONTRACT/AGREEMENT:**

No

**ATTACHMENTS:**

1. [Resolution 2025-17, Class and Comp - Senior Accountant.docx](#)
2. [Senior Accountant 2025.docx](#)
3. [Salary Comparison-Sr Acct..pdf](#)